

# Racial Equity Action Plan Overview

Change Team	Goals
Tools and Training	1. Apply a racial equity lens in the division's project, program, policy planning, and hiring processes.
	2. Provide ongoing tools and training, and increase employees ability to apply racial equity best practices to communities of color.
Health & Safety	3. Increase access to healthy environments and recreational opportunities for residents and staff.
	4. Gather baseline data regarding safety in parks.
Employment	5. Increase the hiring and retention of full-time and seasonal/hourly staff of color to reflect the demographics of the City of Madison per the 2020 Census.
	6. Provide career development opportunities for employees of color to advance within Parks and the City of Madison.
Public Participation, Strategic Plan & Budget	7. Create a Parks and Public Participation framework that uses a racial equity lens on planning and construction projects, community service programs, and polices.
	8. Incorporate racial equity into the strategic planning and budgetary processes.