

Madison Parks Racial Equity Guiding Statements

Definition of racial equity for Madison Parks:

When race does not predict one's success in accessing parks and recreation services.

Racial Equity Statement:

Madison Parks is committed to ensuring race will not limit access for people of color to our parks, natural resources, and recreation opportunities by design or service. With over 270 parks, we are committed to creating, enhancing, and maintaining public spaces that appeal to communities of color. We will accomplish this by ensuring all people have safe access to a quality parks system and are meaningfully involved in developing, programming, and using the parks system.

Strategy:

Racial Equity Action Plan (2021-2023)

The Racial Equity Action Plan is an internal working document that guides the organization's racial equity agenda and will be updated every two years based on ongoing collaborative staff and community evaluation. The Racial Equity Action Plan is the heartbeat of the racial equity work for Madison Parks. The Racial Equity Action Plan is a lens that establishes priorities, timelines, accountability, and performance measures. Madison Parks has four goals to guide its racial equity work. These goals support the ongoing internal transformational change to ensure a continued high level of service to the evolving community and staff of Madison Parks Division. They are:

1. Health & Safety- Parks will improve safety and create a sense of belonging while increasing health and wellness opportunities resulting in positive health outcomes.
2. Public Participation, Strategic Planning, & Budget- Effective public participation strategy that actively engages communities of color and informs strategic planning and budget priorities.
3. Employment- Workforce and hiring practices align with the demographics of the Madison community and promotes an internal culture of respect, inclusion, and equity across the division.
4. Tools and Training- Provides technical assistance on the use and implementation of RESJI tools and enhances racial literacy across the division.