

News & Views

APRIL 2018

VOLUME 1, ISSUE 2

Don't Let Our Bias Divide Us

Free your mind from bias

Biases can 'inform' opinions, and after a while, opinions can begin to feel like facts. Don't let your biases trap you into believing something that isn't supported by the facts. If you find yourself believing something, but you cannot remember why, look it up! Find the facts and see if they back up your belief.

Racial Equity & Social Justice Initiative

KEY CONCEPTS SERIES

BIAS is supporting or opposing a particular person or thing without regard for the FACTS.

“Why don't my tax dollars make it back to my community?”

“Urban areas get all my tax dollars!”

Don't let our bias divide us.
Entitlements Distribution (tax dollars)*

47% Rural	43% Urban
-----------	-----------

There is no statistically significant difference between rural and urban residents receiving poverty entitlements (47% vs. 43%). The graph shows the percentage of poor/unemployed who have ever received at least one of these government programs or services: food stamps, unemployment benefits, welfare, or Medicaid.

What can YOU do?

- Understand your own biases
- Learn about RESJI
- Join the RESJI team
- Contact Toriana Pettaway (608) 267-4915

We all do better when we ALL do better.

What's in it for you? Navigating our society is hard enough without having an incorrect understanding of the world. Knowledge and truth are power.

What else can we do? Change happens from the inside out; become aware of your own biases (we all have them) and confront them. Be willing to learn; listen to other perspectives from a diverse range of people. Be an agent of change; use your voice to advocate for diversity in hiring decisions, for fair and thoughtful use of city resources, and for fostering a respectful and inclusive work environment.

We encourage your participation!
For more information, contact **Toriana Pettaway at (608) 267-4915 or tpettaway@cityofmadison.com.**

Core Team Featured Speakers Address Key Issues

By Danny Atwater & Nichole Fromm

Every month, the Racial Equity and Social Justice Initiative plans an informational event to foster connections and encourage continuous growth and learning about racial equity and social justice issues that relate to our work as City employees. In the first quarter of 2018, these included a panel on Latinx (a gender neutral term in place of Latino or Latina, pronounced Latin X) community concerns; equitable procurement procedures; and training for frontline staff on trauma and Adverse Childhood Experiences.

At January's meeting, panelists Mario García Sierra (Voces de la Frontera), Fabiola Hamdan (Dane County), Alondra Quechol (Re-Generación), and Jacqueline Suárez Sacramento (Centro Hispano) spoke on issues pertinent to Madison's Latinx community.

Latinx immigrants encounter countless barriers to integrating into the broader community. One of the most common barriers is language. With English-centric signage, websites, forms, etc., Latinx immigrants may be forced to rely on a trusted friend, or on their children who learn English in schools, to help navigate their lives. Barriers in the form of lack of documentation mean that some are unable to purchase insurance, which may cause fear of driving to work or school, knowing that they risk getting a ticket, and worrying this could lead to deportation. Other experiential barriers might include simply not knowing to remove snow from a sidewalk or move a car to the alternate side of the street, both of which can result in penalties.

Continued on page 4

Libraries Nationwide Share through GARE

By Sarah Lawton

Across the country, dozens of libraries are taking practical steps to dismantle institutionalized racism through collaboration with the Government Alliance on Race and Equity (GARE). In 2016, GARE formed a Libraries Interest Group to support racial equity initiatives within libraries and library associations. Composed of librarians from GARE municipalities nationwide, this committee meets regularly to share best practices for institutional change, collaboration, and community impact.

In April 2018, the Libraries Interest Group released a detailed Issue Brief that outlines the role of libraries in racial equity work and describes some

Continued on page 2

Moving Upstream with Lucía Nuñez

“To be part of the birth of an idea, then to watch it from a distance, deepens the understanding of the challenges, and enlightens the path for long term action for change,” says Lucía Nuñez, Vice President of Equity, Inclusion and Community Engagement at Madison College. Prior to her vice presidency, she was the City of Madison's Director of the Department of Civil Rights. In that role, she was instrumental in shaping the City's Racial Equity and Social Justice Initiative (RESJI). She is quick to emphasize the “WE” aspect of the RESJI: with Janel Heinrich, Melissa Gombar, Jordan Bingham, Angela Russell, and many others along the way, the Racial Equity and Social Justice Initiative took shape and came to life.

The collaborative spirit behind the founding of the RESJI continues. Lucía reflects that the very structure of the Racial Equity and Social Justice Initiative was designed for organizational reach and sustainability. Each City department has an equity coordinator, and coordinators collaborate. Every department has a seat at the table, so no one person directs all equity and inclusion efforts. Each equity coordinator has support for tailoring their specific equity efforts to the needs and culture of their own department. Cross-departmental collaboration fosters creativity and programmatic resilience.

Lucía observes that when people take on new roles in new organizations, they bring fresh ideas with them. Through her career, Lucía has been motivated by a long-time desire to continually move “upstream” in equity efforts. Carrying out compliance work at the Department of Civil Rights and the State of Wisconsin's Equal Rights Division gave her deep insights into the consequences of institutional racism and injustice, inspiring her to ask why systems become entrenched. She is always moving forward in her efforts to prevent discrimination, and ultimately finds herself asking the challenging question, “How do you change people's minds?”

In her day-to-day work, Lucía sees education as “a huge part of the equity equation,” particularly in the accessibility of a technical college. In the last two years, she has been very busy getting to know the people — faculty, staff, and thirty thousand students — at Madison College's nine campuses. “The foundation of a technical college is equity-minded,” she observes, and her goal at the College is to infuse equity and inclusion in all its operations.

Another benefit of continuous growth and movement is, as Lucía puts it, “sometimes you don't see progress until you can look back.” The perspective gained by moving upstream is valuable, particularly when facing challenges and setbacks. Her parting thought for participants in the RESJI today is the incisive question: “Why does change take so long and why are humans so reluctant to even recognize that we have to change?” 🇺🇸



Sidebar Q&A

What is the wallpaper on your cellphone? Changes weekly. Currently the photo is a painting by Alfredo Arreguin called *Adelita*, one of the warrior women of the Mexican Revolution, housed at the National Museum of Mexican Art.

What's your favorite song? *Gracias a la Vida* performed by Mercedes Sosa and written by Violeta Parra.

Where were you born? Cuba.

Desk: messy or organized? Both. One area is organized and the other is messy.

Why is racial equity and social justice important to you? If someone is suffering an injustice (hunger, homelessness, discrimination, racism, homophobia, transphobia, to name a few) then we all are brought down.

When did you realize you were doing something that is making a difference? Listening to my kids push me on gender identity and expression.

What's something you're looking forward to? Seeing my kids.

If the whole world were listening, what would you say? Listen to students. 🇺🇸

Continued from page 1

of the initiatives and projects happening across the country. The paper, *Advancing Racial Equity in Public Libraries: Case Studies from the Field*, is available at www.racialequityalliance.org/resources/advancing-racial-equity-in-public-libraries-case-studies-from-the-field/.

There are some great references to work that Madison Public Library and the City of Madison have spearheaded with Tell Us, Library Takeover, Hip Hop Architecture, staff training, teen interns, the Equitable Hiring Tool, and more. Much of Madison's case study focuses on the overall work of the RESJI, and is not limited to the library.

Our work at the City of Madison illustrates the importance of collaboration between departments and reframing the library as a platform for the community. Our hope is that, by providing many examples of how libraries are approaching this work, libraries across the country will find opportunities to participate in this movement.

For information, contact Sarah Lawton at slawton@madisonpubliclibrary.org. 🇺🇸

Racial Equity Tool Portal Now Open

The Racial Equity Tool Portal, the central collection site to upload and store all Racial Equity Analysis and Equitable Hiring Tools, is up and running.

The portal will help us assess whether recommendations and strategies have 1) adequately addressed indicators and 2) produced measurable outcomes of change for the communities served.

Benefits of the portal include:

- Assistance from other department Equity Teams
- Share data: what you have, and what is missing
- Share recommendations
- Share public participation strategies for ways to engage and build good timelines

Any City employee can upload and view completed analysis tools. (Equitable Hiring Tool permissions are limited to designated City employees.)

Each year all City departments are required to complete three racial equity analyses or Equitable Hiring Tools as identified in its Equitable Workforce Plan (AA Plan) and/or a designated 2018 Capital Budget Project. A Civil Rights Coordinator is available in your department to assist you with your Equitable Workforce Plan goals and identified Racial Equity Analysis for the year. The Racial Equity and Social Justice Tools and Training Team is also available for technical support and facilitation for racial equity analysis.

Access the Racial Equity Tool Portal through SharePoint via EmployeeNet, www.cityofmadison.com/employeenet. If you need technical support, please call the help desk at 608-266-4193. ■■■



Racial Equity & Social Justice Initiative

If you need assistance during a hiring process you can contact:

- Norman Davis, Toriana Pettaway, Felicia Jones, Kirsten Vanderscheuren, Department of Civil Rights, (608) 266-4910.

For all other questions on required racial equity analysis, please contact Toriana Pettaway, tpettaway@cityofmadison.com, (608) 267-4915. ■■■

Calendar of Opportunities

CORE TEAM MEETINGS

May 21, 2018- 1:00

June 18, 2018- 1:00, Ho Chunk Nation

July 16, 2018- 1:00

Core Team meetings take place at 1PM on the third Monday of each month. Location and featured speakers to be announced soon.

RESJI TRAINING EVENTS

RESJI Part 1 (Thu 6/7, Tue 7/24)

www.cityofmadison.com/human-resources/professional-development/courses/resji-1-what-are-racial-equity-social-justice

RESJI Part 2 (Thu 6/21, Tue 8/7)

www.cityofmadison.com/human-resources/professional-development/courses/resji-2-applying-racial-equity-social-justice

RESJI Part 3 (Thu 7/12, Tue 8/21)

www.cityofmadison.com/human-resources/professional-development/courses/resji-3-transformative-leadership-communication

COMMUNITY EVENTS

May 1, 2018 11AM: **May Day Rally and March for Immigrant and Workers Rights** starting at Brittingham Park (829 W. Washington) in Madison.

www.MayDayMarch.info/ or www.facebook.com/events/1471720529603874/

May 3, 12:30 - 4:30: **Exploring Privilege** – Part 1, YWCA, 2040 S. Park Street

May 10, 12:30 - 4:30: **Exploring Privilege** – Part 2, YWCA, 2040 S. Park Street

SAVE THE DATES!

The RESJI Fall Open House will take place at 1:00 pm on September 17, 2018. Save the date 11/8-10/2018 for Facing Race, <https://facingrace.raceforward.org/>

COMMUNITY EVENTS (con't)

May 19, 2018 10AM – 2PM: **Combatting Anti-Immigrant Sentiment, A Pathway to Citizenship, & Safe School Zones** – a community workshop at the Labor Temple (1602 S. Park St.), with a light meal. Presentations will be in English and Spanish. Part of the Immigration Works Series, hosted by the South Central Federation of Labor (SCFL) and AFL-CIO

www.facebook.com/events/157453954914430/

May 19 - 7:00pm: **Somos Latinas: Voices of Wisconsin Latina Activists; Andrea-Teresa Arenas & Eloisa Gomez** Wisconsin Historical Society

Communicating Across Cultures, (June 12), YWCA, 2040 S. Park Street

Deconstructing Racism, (June 13), YWCA, 2040 S. Park Street

Exploring Privilege (June 14), YWCA, 2040 S. Park Street

June 20, 7:00pm: **So You Want to Talk About Race;** Ijeoma Olou

APRIL IS FAIR HOUSING MONTH

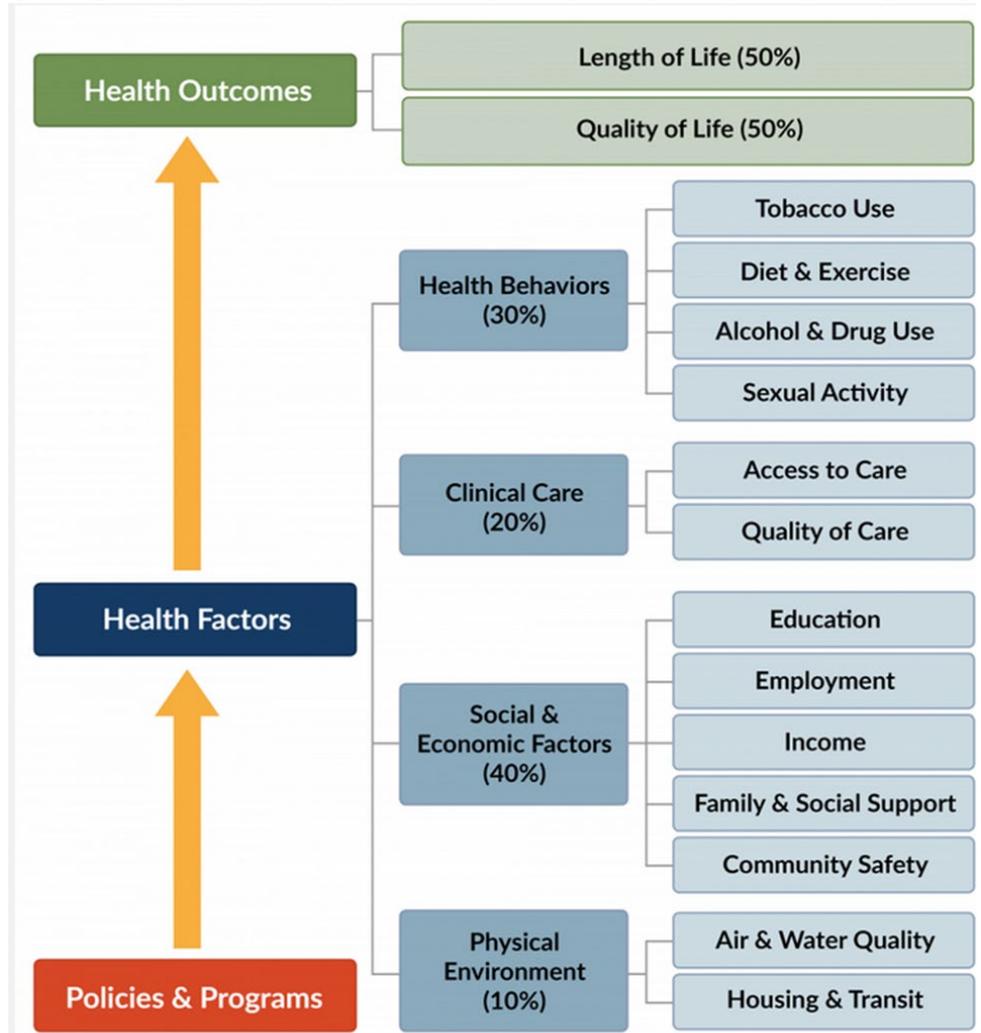
Fifty years ago, President Johnson signed the Fair Housing Act, which made it illegal to discriminate on the basis of race, color, disability, religion, sex, familial, or national origin in housing. But since its passage, it has only been selectively enforced.

Learn more: <https://www.npr.org/>

As City of Madison employees, it is our duty to provide equitable access to services and resources. One of the easiest things we can do is provide stellar customer service and know available resources to recommend to those in need. Some local services to know would be Centro Hispano (www.micentro.org), Voces de la Frontera (www.vdlf.org), and Community Immigration Law Clinic (CILC) (www.cilcmadison.org).

In February, Attorney Jaya Sharma (www.sharmaadr.com) spoke on contracting and procurement for equity. From its genesis in Title VI of the Civil Rights Act of 1964 to the City's MGO Chapter 39.02, it has been acknowledged that MWBEs (Minority and Women owned Business Enterprises) face additional barriers to success in the market, and further, that government plays an active role in the removal of structural barriers and proactive strategies for promoting more equitable procurement. For more, download the issue paper from GARE at www.racialequityalliance.org/resources/contracting-equity-best-local-government-practices-advance-racial-equity-government-contracting-procurement/.

March brought Dr. Jasmine Zapata to Core Team for a three-hour interactive workshop called "Adverse Childhood Experiences, Resilience, and Trauma Informed Care in a Public Service Setting." Those present gained a basic understanding of Adverse Childhood Experiences (ACEs), their link to lifelong negative health outcomes, and the need for a broadly-based social-ecologic model to foster change. The fact that over a dozen City and County departments were represented at the workshop was inspiring. A key takeaway (illustrated by the County Health Rankings model) was that



County Health Rankings model © 2014 UWPHI www.countyhealthrankings.org/sites/default/files/state/downloads/CHR2014_WI_v2.pdf

workers in government services such as education, safety, housing, and transit can have more influence on positive health outcomes than even health care providers and individuals' health behaviors. Furthermore, Dr. Zapata emphasized the importance of collaboration, connection to purpose, and self-care for everyone engaged in our work. For more, visit Dr. Zapata's website at www.DrJasmineZapata.com.

I did what my conscience told me to do, and you can't fail if you do that.
-Anita Hill

NEWS & VIEWS

Thanks for reading! We hope you enjoyed these stories and we want to hear your feedback for future issues. The newsletter will be published quarterly; the next issue is July 2018. The deadline is June 1, 2018.

We'd like to hear from you!

Contact Donna Collingwood at dcollingwood@cityofmadison.com; or calendar editor Brian Linaberry at blinaberry@cityofmadison.com