

## Racial Equity and Social Justice in Dane County-Summary Sheet

**Equity:** “Fair and Just inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.”



### Our Vision:

*Living wage jobs, safe neighborhoods, high quality education, a healthy, sustainable natural environment, efficient public transit, parks and green spaces, affordable and safe housing and healthy food are afforded to all.*

- *The benefits of growth are equitably shared across our communities.*
- *All people have opportunities for fair and just inclusion in public processes and decisions, and*
- *One's future is not limited by race, ethnicity, gender, sexual orientation, disability, age, income, place of birth, place of residence, or any other group status.*

Dane County has taken critical first steps towards developing a strong framework for the people of Dane County, and their government, to succeed. Initiated in May of 2014, the support for a framework where all have equal chances to reach their full potential--regardless of color of their skin--has been wide-reaching. County Executive Parisi and Chair Corrigan invited each department across the county to be represented on a Racial Equity and Social Justice Team (RESJ) and departments have demonstrated strong interest.

Since the RESJ Team began, we have:

- developed grounding in the data regarding racial equity in Dane County,
- created a safe space and strong team able to talk about race and how it intersects with government systems and structures,
- explored implicit bias,
- increased organizational capacity via training
- And developed liaisons for racial equity across all County Departments.

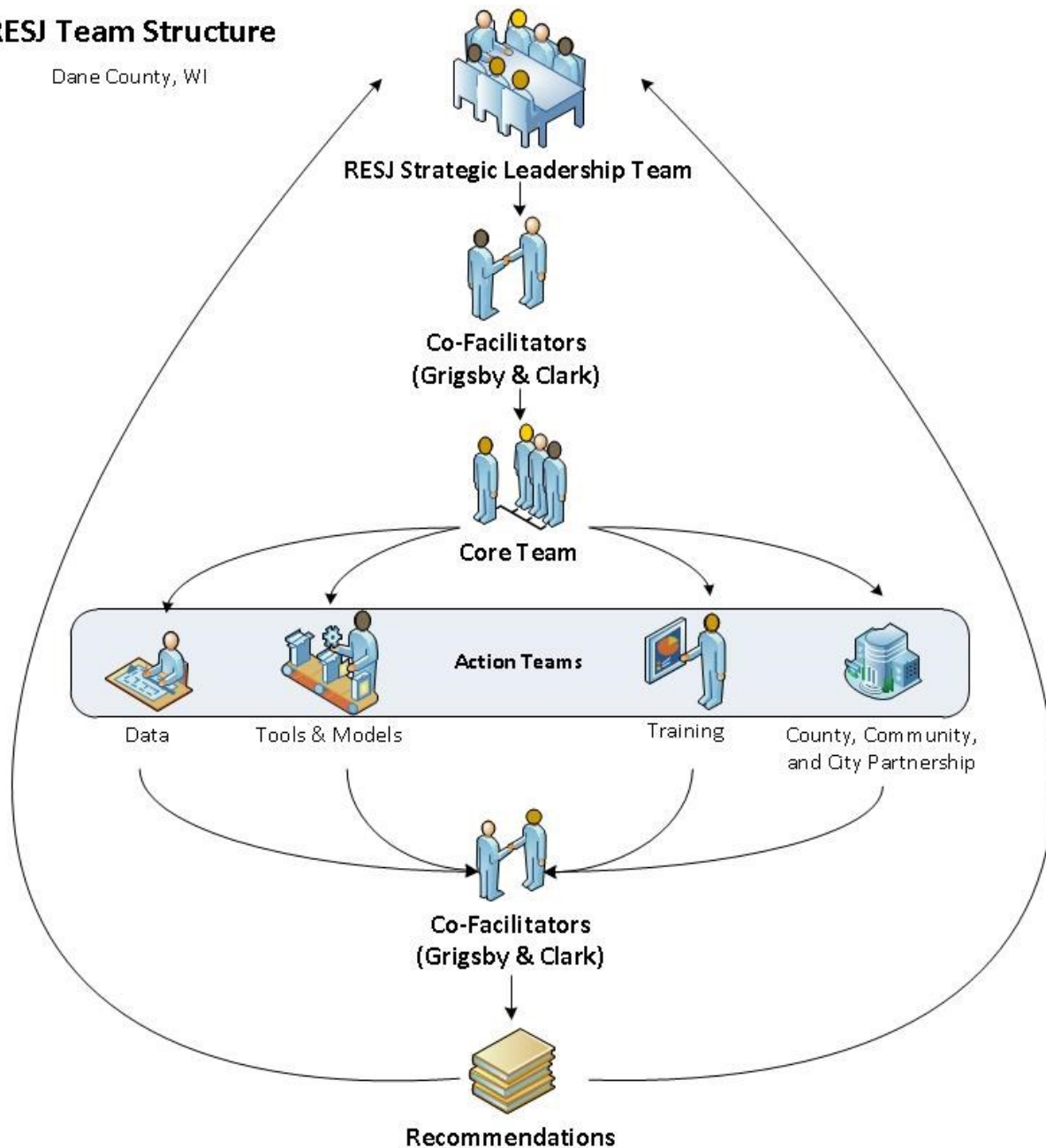
The Team is supported by two co-facilitators, Tamara Grigsby, Community Relations Director and Colleen Clark, Equity and Criminal Justice Council Coordinator and the Strategic Leadership Team which is made up of key leaders in County operations.

The Team is further enhanced by four actions teams: data; training; assessments and tools; and city, county, community communications. Each team will be finalizing recommendations by August 2014 to be vetted by the entire core team and leadership team. The work of the RESJ Team will include development of a racial equity assessment tool to be tested in a pilot project during the fall of 2015.

This summary will be updated as the strategic framework and recommendations are further developed (Fall 2015). Dane County is committed to ongoing work establishing equity as a core value in County operations, infrastructure, budgets, policies and programs, and in all of our county communities. Racial inequity did not occur overnight—but rather over centuries. Dane County is committed to increase racial equity in the short and long term.

## RESJ Team Structure

Dane County, WI



**Racial Equity Strategic Leadership Team:** Travis Myren, Isadore Knox, Bob Lee, Jeff Hook, Tamara Grigsby, Janel Heinrich, Colleen Clark, Karin Thurlow, and Carlos Pabellon.

**Racial Equity Co-Facilitators:** Tamara Grigsby and Colleen Clark

**Racial Equity and Social Justice Initiative Core Team:** Isadore Knox, Adam Gallagher, Barbara Franks, Anne Benishek-Clark, Jordan Bingham, Carlo Esqueda, Dan Connery, David Jensen, Erika Hotchkiss, Erin Flynn, Jerry Mandli, Janel Heinrich, Jeff Hook, Jefferson Ward, Jennifer Cooke, Tracy Harold, Joe Hankey, Julie Gallagher, Kristi Chlebowski, Bob Lee, Paul Logan, Marcia MacKenzie, Lisa MacKinnon, Scott McDonell, Nicholas Bubb, Nik Simonson, Olivia Parry, Karin Thurlow, Vincent Tranchida, Charles Tubbs, Sr., Todd Violante, Colleen Clark and Tamara Grigsby.

## **Glossary of Terms:**

Bias: the evaluation of one group and its members relative to another.

Explicit Bias: Biases that people are aware of and that operate consciously. They are expressed directly.

Implicit Bias: Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.

Individual Racism: Pre-judgment, bias or discrimination based on race by an individual.

Institutional Racism: Policies, practices and procedures that work better for white people than for people of color, often unintentional.

Structural Racism: A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color intentionally or inadvertently.

Racial Equity: Race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Racial Inequity: Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), etc.

Structural Racism: A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

## **Resources (Short list—many more available!)**

“Advancing Racial Equity in Dane County” webinar to all County Employees.

[//youtu.be/Su98rF6QzzU](https://youtu.be/Su98rF6QzzU)

How is equity part of our sustainability effort? All 4 principles are connected to social sustainability, but note that the 4th principle directly relates to equity -- encompasses removing barriers that lead to racial disparities.

**Hyperlink to document:**

**Government Alliance for Race and Equity:** <http://www.racialequityalliance.org/subscribe>

**Policy Link: Equity as the Superior Growth Model:** [http://www.policylink.org/sites/default/files/SUMMIT\\_FRAMING\\_SUMMARY\\_WEB.PDF](http://www.policylink.org/sites/default/files/SUMMIT_FRAMING_SUMMARY_WEB.PDF)

**What is systemic racism? Race Forward**

<https://www.raceforward.org/videos/systemic-racism>

**Harvard Implicit Bias Test:**

<https://implicit.harvard.edu/implicit/takeatest.html>