
2021 EQUITY, DIVERSITY, AND INCLUSION PLAN

TAMARA D. GRIGSBY OFFICE FOR EQUITY AND INCLUSION (EIP)



**Alliant
Energy
Center**

VERSATILE · COLLABORATIVE · INNOVATIVE · CREATIVE · DEDICATED

FALL 2020

DIVERSITY AND INCLUSION VISION



We will ensure a consistent review and focus on policies, programs, procedures, training, and initiatives that encompass a wide-range of perspectives that intentionally focus on diversity, inclusion, and equity for our department, supporting our many constituents.

Our Team Expectations:

- Deliver inclusive connections between customers, guests, employees, and partners.
- Provide life-long learning opportunities supporting the dimensions of diversity.
- Ensure that organizational policies and procedures build insight and understanding into these important topics.
- Advocate and communicate the importance and value of inclusiveness.

OUR STRATEGIC PRIORITIES



- Research, develop, and implement policies, procedures, and frameworks that facilitate and ensure a diverse and relevant culture for clients, guests, employees, vendors, and stakeholders.
- Implement programming, training opportunities, and experiences that support our mission and develop our team.
- Assess, measure, and amend our hiring and recruiting process(s) to increase the diverse representation on our team.
- Listen, learn, and engage our neighbors, stakeholders, guests, and team members on racial equity and social justice.

OUR PRIORITIES -- VISION INTO ACTION - ONE



Research, develop, and implement policies, procedures, and frameworks that facilitate and ensure a diverse and relevant culture for clients, guests, employees, vendors, and stakeholders.

- Release this plan to all staff, including additional actionable goals aimed at inclusive intelligence, organizational effectiveness, and the priorities of the department related to equity and inclusion.
- Engage staff at all levels to review the plan, provide feedback, and partner to establish departmental objectives to support the developed goals.
- Develop a core Equity and Inclusion Plan (EIP) committee to update, and evaluate the EIP plans.
- Progress to developing an annual inclusion and engagement report to Public Works Committee.
- Develop an outreach strategy to collaborate with underrepresented community stakeholders and event promoters that could utilize our EIP booking assistance fund.

OUR PRIORITIES -- VISION INTO ACTION - TWO



Implement programming, training opportunities, and experiences that support our EIP mission and develop our team.

- Collaborate with the Equity and Inclusion office to provide onsite, quarterly, mandatory, lunch-and-learn programming designed to engage in EIP growth and development.
- Deploy monthly online learning activities for all staff to continue expand the knowledge and understanding of important EIP topics.
- Schedule team members from all functional areas to attend educational programming opportunities at Wright Middle School, Briarpatch, Franklin Elementary, Boys/Girls Club, City of Madison Core program, and Big Brothers/Big Sisters.

OUR PRIORITIES -- VISION INTO ACTION - THREE



Assess, measure, and amend our hiring and recruiting process(s) to increase the diverse representation on our team.

- Deploy a workplace development strategy that specifically targets a diverse talent pool, including the use of third-party specialists as needed to ensure success.
- Establish a plan to engage underrepresented south-Madison residents in hiring and recruitment programs for permanent and as-needed positions.
- Hire a multi-cultural marketing or recruitment agency to assist with developing a relevant external presence to educate and inform underrepresented employees about Center opportunities. Specifically Black, Latino, and female candidates.
- Ensure that all recruitments include underrepresented candidates, and if there are not at least 2 candidates in the top 10 – repost the position and expand the recruitment.

OUR PRIORITIES -- VISION INTO ACTION - FOUR



Listen, learn, and engage our neighbors, stakeholders, guests, and team members on racial equity and social justice.

- Actively participate in County RESJ meetings and neighborhood community meetings.
- Develop additional opportunities for minority-owned businesses and organizations at the Center, such as: food service providers, contract positions, event promotions, and intern/job shadow(s).
- Convene a standing department committee to promote and market the equity booking fund. Empower the committee to disburse the funds as appropriate to encourage diverse, community based events at our facility.
- Provide routine educational outreach events with all levels of staff participation (i.e. Principle for a Day).
- Hold annual community listening and engagement events targeted at neighbors and south residents.
- Expand the internship and job-shadow experiences with City of Madison CORE team, Big Brothers and Big Sisters, Boys and Girls Club, Madison College South Campus, and Madison School District.

CATEGORY FRAMEWORK



Areas of Opportunity	Tier 1 Beginning	Tier 2 Emerging	Tier 3 Advancing
Organizational Commitment			
• Develop a core Equity and Inclusion Plan (EIP) committee to update, and evaluate the EIP plans	□□□□□		
• Research, develop, and implement policies, procedures, and frameworks		□□□□□	
• Establish a plan to engage underrepresented south-Madison residents	□□□□□		
• Ensure that all recruitments include underrepresented candidates	□□□□□		
• Progress to developing an annual inclusion and engagement report to Public Works Committee	□□□□□		
Leadership Development			
• Provide routine educational outreach events	□□□□□		
• Provide onsite, quarterly, mandatory, lunch-and-learn programming	□□□□□		
• Deploy monthly online learning activities for all staff	□□□□□		
Program Innovation			
• Expand the internship and job-shadow experiences		□□□□□	
• Schedule team members from all functional areas to attend educational programming opportunities		□□□□□	
• Collaborate with underrepresented community stakeholders and event promoters that could utilize our EIP booking assistance fund.		□□□□□	
Collaboration			
• Hold annual community listening and engagement events targeted at neighbors and south residents			
• Actively participate in County RESJ meetings and neighborhood community meetings.			□□□□□
Resource Mobilization			
• Convene a standing department committee to promote and market the equity booking fund		□□□□□	
• Develop additional opportunities for minority-owned businesses and organizations	□□□□□		
• Deploy a workplace development strategy that specifically targets a diverse talent pool	□□□□□		
• Hire a multi-cultural marketing or recruitment agency	□□□□□		