Roadmap to Equity: 
the Story of a Movement
October 2, 2018

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Overview of the Story of R2E
  * Baseline Report
  * Community Response
  * Roadmap
Discussion of What’s Next: New Report
* Feedback and Discussion
“The arc of the moral universe is long, but it bends toward justice.”
Race to Equity Project

- Dane County Project (2012 – Present)
  - Engagement
  - Research and Data
  - Dissemination
  - Advocacy and Mobilization
    - Community Ambassador Fellowship
    - Roadmap to Equity: Two – Generation Approach
- Replication Project (2017 – Present)
  - Social Determinants of Health (SDoH)
  - Wisconsin Juvenile Justice
  - Wisconsin Kids Count
  - National Experts on Racial Equity- Centered Processes towards Systems- Change
Dane County has some of the widest gaps in wellbeing between Blacks and whites.

- Whites in Dane County are better off
- Blacks in Dane County are worse off

Economic wellbeing is heavily racialized (Racialization of Poverty)
Our Madison Plan
Mobilizing Madison for Change

RACE TO EQUITY
A Roadmap to Equity: A Two Generation Approach to Reducing Racial Disparities In Dane County

City of Madison Equity Initiatives

"Supporting More Parents to Succeed in Today’s Economy; Preparing More Young People to Succeed in Tomorrow’s World."
The Roadmap to Equity

A Two Generation Approach to Reducing Racial Disparities In Dane County

“Supporting More Parents to Succeed in Today’s Economy; Preparing More Young People to Succeed in Tomorrow’s World.”
Purpose of the Roadmap

- To serve as an evolving **blueprint** for ending Dane County’s deep racial disparities.
- To **bring together in one document** all the major elements of the specific plans being developed by different sectors and organizations within the County.
- To maintain the coordinated **collective action** and **shared accountability** we need to build across races, sectors, systems, providers, funders, and advocates.
Characteristics of the Roadmap

1. Action-Oriented
2. Two-Generation Approach
3. Goal-Driven
4. Tracks Progress on Key Measures
5. Identifies Opportunities for Everyone
Enhancing Employment and Earnings
* Significantly increase the employment, income and wealth of Dane County’s low-income families of color.

Supporting Working Families
* Expand and improve supports for low-income working families of color to better enable them to balance the twin challenges of parenting and success on the job.

Assuring Success in School
* Expand and improve supports for children and youth of color to assure that a far larger percentage of them meet early childhood developmental milestones, enter kindergarten ready to learn, and succeed throughout their school careers.
Increase Employment Income and Wealth

- Increase the employment, earnings and financial security for unemployed or underemployed parents of color by 2020.
Formal employment training and placement providers should identify, train, and place significantly more low-income parents of color into jobs, and do so in partnership with major employers.
Commit to recruiting and hiring substantial numbers of additional workers from low-income households of color and increase the racial and economic diversity of their overall workforces.

Critically review their policies and practices to reduce exclusionary consequences of many current HR practices for a disproportionate number of low-income job seekers of color.

Increase the minimum wage, increase participation in the earned income and child care tax credits for which they are eligible.
Goal Two: Supporting Working Families

Expand and improve supports for low-income working families of color to better enable them to balance the twin challenges of parenting and success on the job.
Recommended Actions for Supporting Working Parents

Substantially increase affordable, quality child care and early learning programs.

* Increase the availability of parent education, family counseling, crisis intervention, and family preservation services to address the predictable additional stresses imposed upon newly employed, low-income families with children.

* Significantly increase the availability of quality intervention, support and diversion programs for out-of-school, disconnected or delinquent youth.
Goal Three: Assuring Success in School

* Expand and improve supports for children and youth of color to assure that a far larger percentage of them meet early childhood developmental milestones, enter kindergarten ready to learn, and succeed throughout their school careers.
Recommended Actions to Assure Success in School

* Increase the percentage of students of color who demonstrate grade level reading proficiency in 3rd grade.
* School systems and youth development organizations should intensify their actions to diversify their teaching and support workforces to much more closely reflect the diversity of our student populations.
Additional Recommended Actions for Assuring Success in School

- Expand effective and targeted drop-out prevention interventions and programs to reduce failure to graduate rates among those students at greatest risk.

- Increase investment in teacher training and support aimed at enhancing the teaching corps’ overall effectiveness in helping low-income students of color meet high standard learning goals.
New Report

* Explanatory vs. descriptive
  * Covers 2011 – 2016 period
    * 2007 – 2016 in some cases
  * New indicators
  * Different Methodology
* Dialogue between context, response, next steps
* Expanding understanding of racial inequity
Questions for Groups:

* Discuss the indicator: what does it mean to you based on your professional and/or personal experience? What is it telling us or not telling us?

* What is working in this arena?

* What is missing? Or what are we not doing? And how can we address that?

* What next? New comprehensive and creative ideas
Thank you!

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