

# OUR CITY OF MADISON

## Peer Advisor Program

Multicultural Affairs Committee & Women's Initiatives Committee

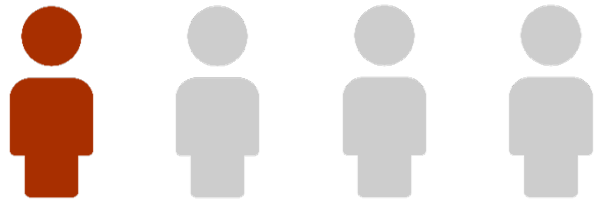
Abigail Ferguson (she/her), Peer Advisor



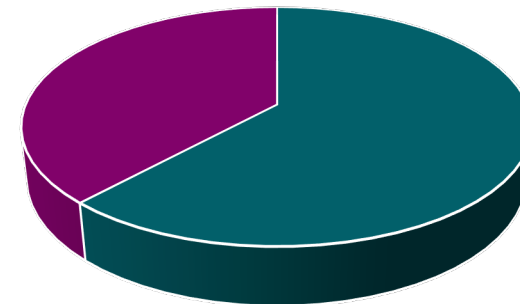
# Change Driver

## 2019 City of Madison Workplace Climate Report

**1 in 4** survey respondents experienced or witnessed harassment, bullying, or discrimination.



**42%** of respondents who experienced harassment **never reported it**.



**WHY** aren't staff reporting these experiences?

**HOW** can we increase trust and support for City employees?

# Our Values

## Values-Based Leadership Principles

- Life Long Learning
  - Ongoing training with subject matter experts.
  - Advisor and advisee surveys.
  - Team check-ins to reflect on our progress and identify areas of improvement.
- Humility & Empathy
  - Providing confidential connections for staff in need.
  - Creating a safe place where employees feel supported.



# How It Works

## Peer Advisors can advise and support City employees with workplace issues, including

- Disrespectful or unkind behaviors
- Harassment and discrimination
- Promotions and career advancement
- Team dynamics and interpersonal relations

## The Process

1. Visit the [Peer Advisor](#) webpage.
2. Call or email one of our five advisors. Please contact an advisor **not** in your department.
3. Schedule an initial consultation with your Peer Advisor.
4. The Peer Advisor will connect you with relevant resources following your initial consultation.

# Meet Your Peer Advisors



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**LEARN MORE:** <https://www.cityofmadison.com/employeenet/multicultural-affairs-committee/peer-advisors>