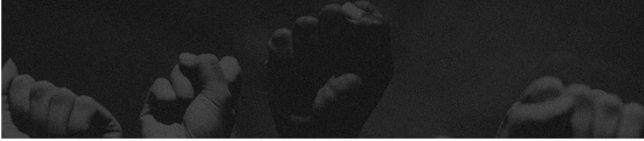


RESJI Foundations: Part 1  
INTRODUCTION TO RACIAL EQUITY AND SOCIAL JUSTICE

Department of Civil Rights | Equity and Social Justice Division  
City of Madison, WI



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INTRODUCTIONS

- NAMES
- PRONOUNS
- VISUAL DESCRIPTION
- POSITION
- WHAT BRINGS YOU TO THIS WORK?

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COMMUNITY GUIDELINES

|                         |                                      |   |   |
|-------------------------|--------------------------------------|---|---|
| Make space, take space  | Assume best intent; attend to impact | Speak from your own experiences; use I statements | What is offered is by invitation, not by demand |
| Self and community care | We are accountable to ourselves      | Create space for multiple truths                  | When the going gets rough turn to wonder        |

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The City of Madison's



MISSION

Provide the highest quality service for the common good of our residents and visitors.

VALUES

- Equity
- Civic Engagement
- Well-Being
- Shared Prosperity
- Stewardship

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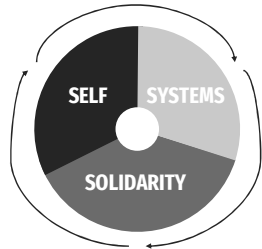
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OUR APPROACH



1. SELF

social identity, privilege, marginalization, intersections, microaggressions

2. SYSTEMS

race, power, individual-interpersonal-institutional racism.

3. SOLIDARITY

centering, connections, spheres of influence, deep relationships

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Equality

Giving each individual or group of people the same resources or opportunities.

Equity

Giving each individual or group of people adjusted resources or opportunities based on need.

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| Equality  | Equity   |
|---|--|
| <ul style="list-style-type: none"> <li>• Same fee for all school lunches</li> <li>• Same desks for 2 new employees</li> <li>• All public meetings are in English</li> <li>• Equal number men and women bathrooms</li> </ul> | <ul style="list-style-type: none"> <li>• Reduced fee lunches for families with lower incomes</li> <li>• Accommodations process</li> <li>• Interpreters at public meetings</li> <li>• Gender-inclusive bathrooms</li> </ul> |

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| <p><b>RACIAL EQUITY</b></p> | <p>Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential, despite historic patterns of racial and economic exclusion.</p> <p>PolicyLink</p> |
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|  | <p>Section 1</p> <p><b>SELF</b></p> <p><b>“We must transform ourselves to transform the world.”</b></p> <p>-Grace Lee Boggs</p> |
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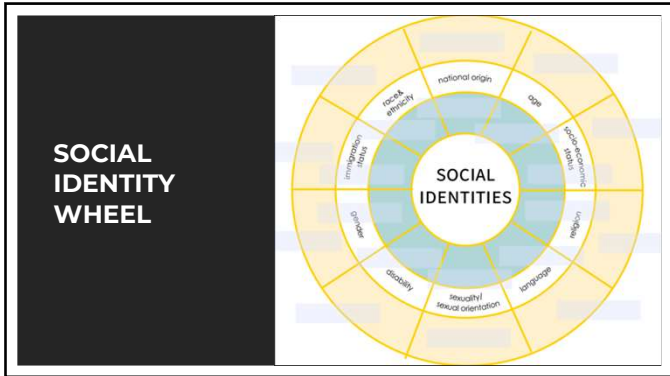
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**PAIR & SHARE INSTRUCTIONS (8 min)**

1. Introduce yourself and 1 individual volunteers to go first
2. Consider which questions you would like to answer (2 min)

What was this process like for you? What did it reveal?

Which aspects of your social identity, that you are willing to share, are especially meaningful / not as meaningful to you and why?

Are there any that you hadn't thought much of before today, and if so, why do you think that is?

1. Partner practices deep listening by waiting for the sharer to finish and then offer affirmations and questions. (1 min.)
2. After 3 min., switch and repeat.
3. If there are remaining minutes, discuss/ dive deeper/ or come back into the larger room.

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| <p><b>Marginalization</b></p> <p>The casting aside of groups that are considered "other" within society.</p> | <p><b>Privilege</b></p> <p>Privilege is automatic, unearned access or advantage simply because of having a certain social identity.</p> |
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## INTERSECTIONS

Privately, using your own social identity wheel...

Identify at least one identity on the wheel where you experience privilege.

Identify at least one identity on the wheel where you experience marginalization.

Is there an identity on the wheel where you experience both?

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MICROAGGRESSIONS  
(SUBTLE ACTS OF  
EXCLUSION)



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## SPECTRUM OF RESPONSE

VALIDATION

DISCOMFORT

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**LIBERTAD  
JUSTIÇA VOIX  
POWER**

Favianna Rodriguez

Section 2  
SYSTEMS

Racism and inequity are products of design. They can be redesigned.

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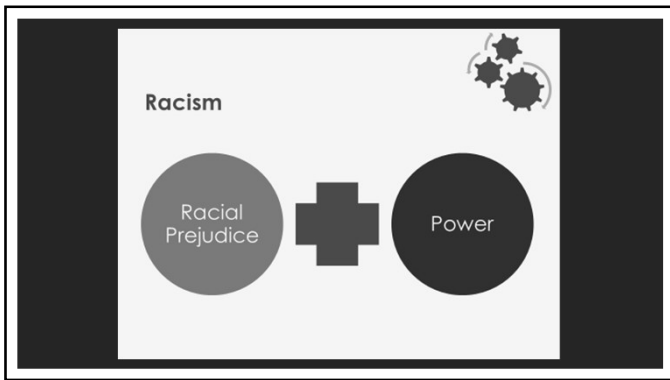
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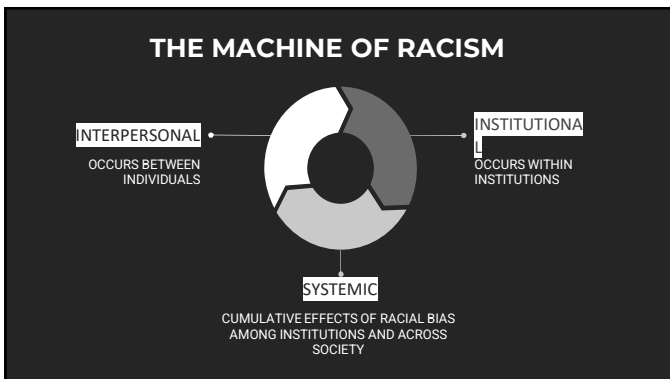
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EXAMPLE OF THE MACHINE OF RACISM

## REDLINING



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### THE MACHINE OF RACISM: HOW DOES REDLINING FIT?

| INTERPERSONAL   | INSTITUTIONAL  | SYSTEMIC   |
|---|--|--|
| Bias that occurs when individuals interact with others and their personal racial beliefs affect their interactions. | Unfair policies and discriminatory practices of institutions (schools, workplaces, etc.) that produce racially inequitable outcomes for people of color and advantages for White people. | The cumulative and compounding effects of societal factors and interactions of institutions and policies that systematically privilege and disadvantage. |

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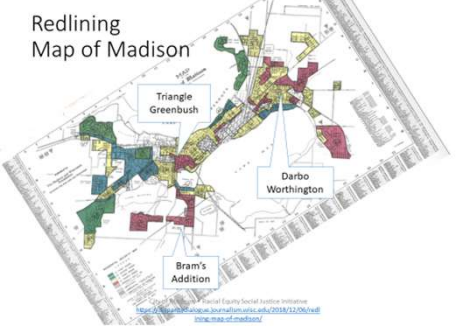
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### Redlining Map of Madison



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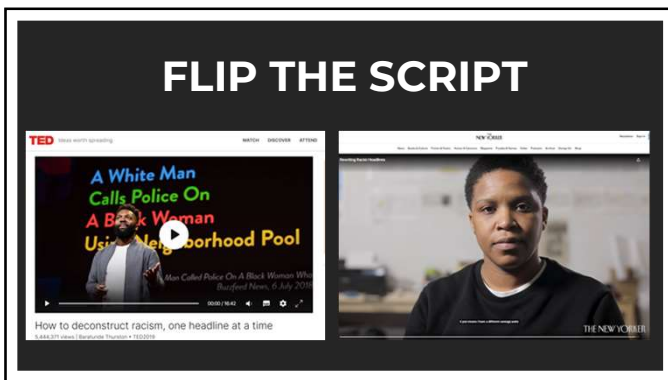
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Flip the Script  
Breakout Room  
Instructions

7 ish minutes

1. Open up PDF slidedeck.
1. Go to the slide for your breakout group number.
1. Introduce yourselves
1. As a group, rewrite the existing headline to be anti-racist
1. Consider the Machine of Racism - interpersonal, institutional, and systemic levels of racism
1. Write your new headline down, and come back to the large group with your rewrite!

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**Breakout Group 1**

**ICE arrests 83 criminal aliens  
and immigration violators in  
4-day Wisconsin  
enforcement surge**

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**Breakout Group 2**

**St. Louis couple pulls  
firearms on protesters  
cutting through their  
private street**

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**Breakout Group 3**

A black Yale graduate student took a nap in her dorm's common room. So a white student called police

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**Breakout Group 4**

TV Spots for Women's Basketball showcase the beauty and grace of the game and its players

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**Breakout Group 5**

Math Teachers in Virtual Classes View Girls & Black Students as 'Less Capable'

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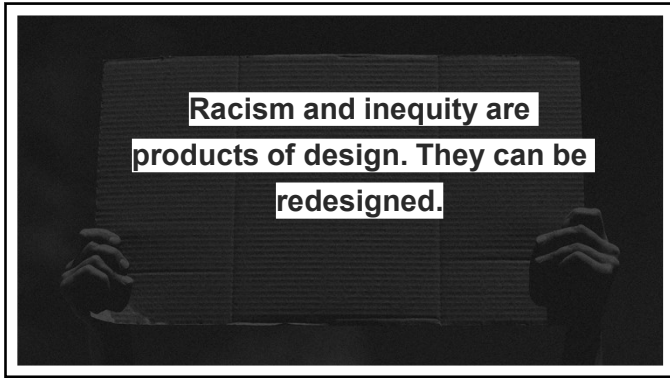
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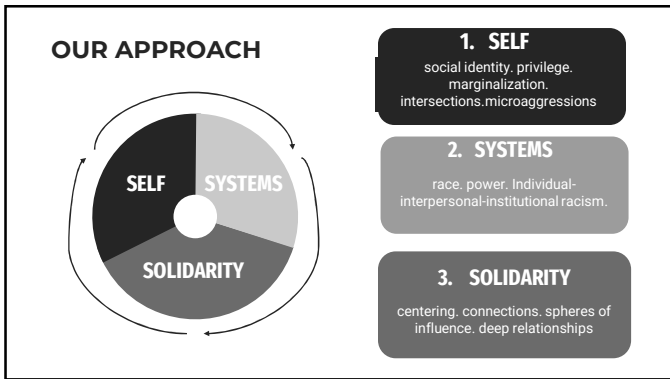
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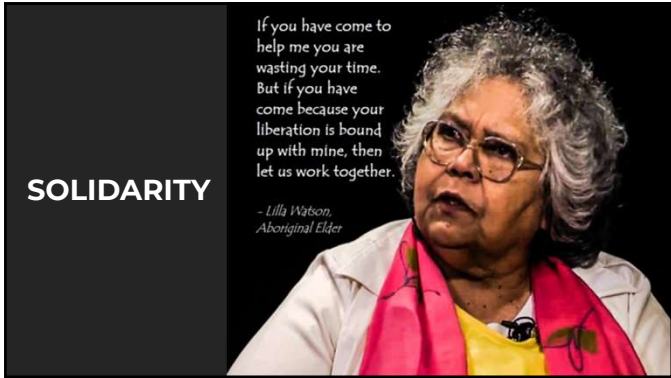
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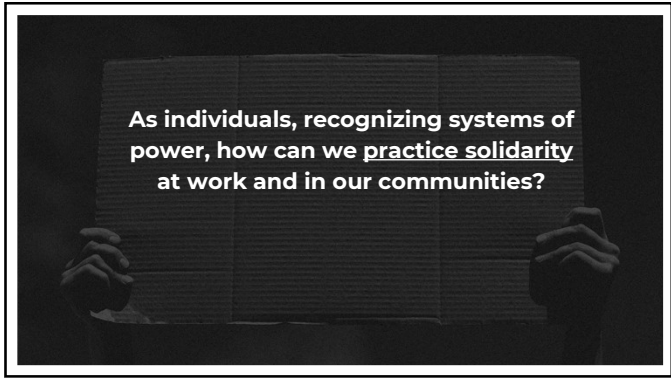
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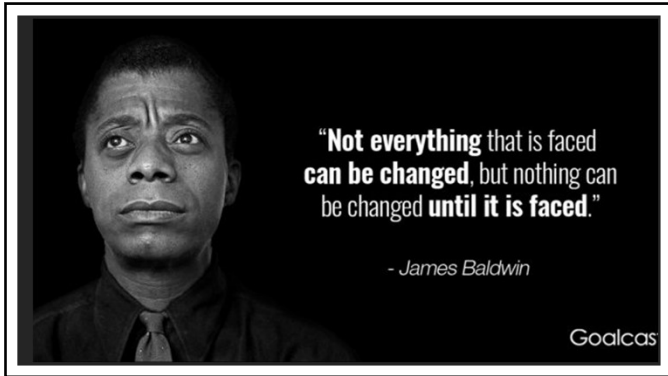
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| <p>WHAT NOW:</p> <p>FROM TRAININGS<br/>TO APPLYING<br/>RACIAL EQUITY<br/>AND SOCIAL<br/>JUSTICE</p> | <ul style="list-style-type: none"> <li>• Join/learn more about your Department Equity Team</li> <li>• Lead/participate in a racial equity analysis on a work project</li> <li>• Apply principles of racial equity analysis EVERYWHERE</li> <li>• Commit to developing deep relationships</li> <li>• Be curious, pursue your own learning and growth</li> </ul> |
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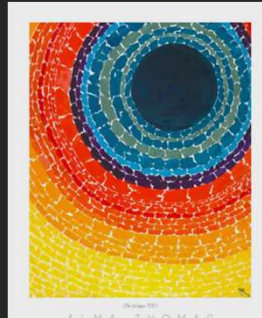
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|  <p style="font-size: small; text-align: center;">ALMA THOMAS</p> | <p>What word is<br/>on your<br/>mind/<br/>heart/<br/>spirit?</p> |
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