Stoughton Diversity, Equity & Inclusion Task Force Working Document

Overview

The City of Stoughton affirms its commitment to ensuring our community is one that is open, inclusive, and welcoming to all individuals regardless of age, gender, race, culture, sexual orientation, religion, abilities or any other significant known identity. In an effort to advance this vision and amplify the voice of diverse communities within Stoughton, the Community Affairs/Council Policy (CA/CP) of the Common Council is establishing a Diversity, Equity, and Inclusion (DEI) Task Force.

The task force will work to develop strategies to help the City build stronger relationships with diverse communities. Through engagement and listening, the task force will identify issues and barriers that may limit members of our community from full participation in civic life. Acting as a community voice, the task force will prepare and present a DEI Strategic Plan detailing recommended actions the City may engage in to help ensure Stoughton is welcoming to all.

The task force will initially serve as a sub-committee of CA/CP, also known as a Special Committee and present its findings to the Community and Committee of the Whole in 2023. Any community members dedicated to DEI principles and social justice are encouraged to apply here: link to DEI Task Force application

Potential Timeline

June 9, 2020 Special Resolution Condemning Racial Injustice and Hate and to Strive for Racial Equity

Later 2021/Early & Mid 2021 Intermittent CA/CP Discussions

August 2021 Community Listening Sessions on Racial Equity

Fall 2021 CACP discussion, recommend Task Force

January/February 2022 Announce Task Force, seek applicants

Late Winter/Spring 2022 Appoint members, initial meeting

12 – 15 month development of Strategic Plan with DEI events, opportunities

2023 (Fall anticipated) Presentation of DEI Strategic Plan to Community and Committee of the Whole

Potential Resolution

Approving formation of the Diversity, Equity & Inclusion Task Force, a Special Committee of Community Affairs/Council Policy.

Whereas, the City of Stoughton affirms its commitment to ensuring our Community is one that is open, inclusive and welcoming to all individuals regardless of age, gender, race, culture, sexual orientation, religion/spiritual practice, ability or any other significant identity.

Whereas, the City of Stoughton, Wisconsin Common Council approved a Special Resolution Condemning Racial Injustice and Hate and to Strive for Racial Equity on June 9th, 2020

Whereas, further Community Affairs/Council Policy meetings were held including Community Listening Sessions on Racial Equity in Fall 2020 and Summer 2021

Whereas, we recognize diversity, equity and inclusion (DEI) makes our Community vital and stronger; and to quote the wise words of Maya Angelou, *Diversity makes for a rich tapestry and we must understand that all the threads of the tapestry are equal in value no matter what their color.*

Therefore, be it resolved by the Common Council of the City of Stoughton that the Diversity, Equity & Inclusion Task Force be formed with a minimum of 2 Common Council members, minimum 2 City Staff members and, given the focus on a grassroots collective, any Community members, appointed by the Mayor, with a passion for DEI and commitment to social justice.

The Diversity, Equity & Inclusion Task Force is empowered with developing a Strategic Plan during 2022-2023 including DEI events & opportunities and anticipate presenting the Strategic Plan to the City and Stoughton Community in Fall 2023.

Potential Application

CITY OF STOUGHTON COMMON COUNCIL
Community Affairs/Council Policy

Diversity, Equity & Inclusion Task Force Application

If you are interested in serving our community on the Diversity, Equity & Inclusion (DEI) Task Force, please complete this application form and return it by email to the City Clerk: Candee Christen cchristen@ci.stoughton.wi.us or you can land mail it to City Hall Attn: City Clerk, 207 S. Forrest St., Stoughton, WI 53589. If you have additional questions, please contact City Hall at 608-873-6677 or email Candee Christen at the email listed above.

Thank you for your interest!
Name:
Street Address:
City: State: Zip Code:
Phone #: Email:

Related Experiences and Strengths (feel free to attach your resume if you have one):

How would you describe your current thinking about diversity, equity & inclusion and has your thinking changed over time? If so, please describe.

What motivates you to be part of this working group?

Can you commit to six to eight (virtual) meetings (utilizing a doodle poll, most likely weekday evenings and/or Saturday late morning lasting 60-90 minutes) in 2022 and also six to eight (virtual) meetings in 2023?

Potential FAQ document (Geneva, IL document to further Stoughton-ize for general public and applicants)

Diversity, Equity, and Inclusion Task Force

Most Frequently Asked Questions

What is a Diversity, Equity, and Inclusion Task Force?

A Diversity, Equity, and Inclusion Task Force (DEI) can take on different forms depending on how it is implemented and how it is utilized. In Geneva, the task force will begin at the grassroots by leading efforts to engage and listen to diverse communities within Geneva and help chart a course for the future. Task force members are empowered to make recommendations regarding policy, practices, and standards that result in positive change.

Why does Geneva need a Diversity, Equity, and Inclusion Task Force?

When developing the 2015 Strategic Plan, residents and stakeholders emphasized a desire to see Geneva take proactive steps to ensure it is open and welcoming to all individuals. A more inclusive and welcoming Geneva improves everyone's quality of life. Geneva is stronger when everyone is able to fully participate and engage in civic life. The formation of the task force isn't the conclusion of this effort, but an important step toward work that remains in progress and to lead to positive systemic change.

How will the members be selected?

An application will be posted on the city's website. Selected applicants will be appointed by the Mayor with consent of the City Council. Community Affairs/Council Policy and the Mayor desire to recommend the appointment of individuals who will give voice to a variety of different perspectives and experiences.

What is the time commitment?

The task force will meet at least once every other month; initially monthly. It is anticipated meetings will take place weekday evenings or later Saturday mornings. Members may expect to dedicate 2-3 hours a month outside of meetings depending on task force activities. The time commitment may vary as the task force progresses in its work.

Where will meetings take place?

Meetings will likely take place virtually. Eventually, meetings may take place at the Library or City Hall, depending on availability of space, schedules, and COVID-19 recommendations. DEI Task Force activities may be conducted virtually or at alternative locations as necessary.

What will the Task Force do?

The task force will work in partnership with CA/CP and City Staff to coordinate outreach and develop recommendations to ensure Stoughton is a welcoming and inclusive community.

Through engagement and listening, this task force will work to identify issues and any barriers that may prevent friends or neighbors from fully participating in civic life. To accomplish this the task force may compile data, conduct surveys, interview residents, gain insight from experts, and coordinate community focused activities.

What does the DEI Task Force present the Community and Committee of the Whole?

The task force will develop and present its findings in the form of a DEI Strategic Plan to the Community and Committee of the Whole, including key themes identified in its engagement and recommendations related to relevant policies and practices. As a starting point, the task force will focus on actions that:

• Ensure Stoughton is open and welcoming to all

• Help build new and stronger relationships with diverse communities

• Facilitate a greater understanding of relevant issues, barriers, disparities, and recognition of how diversity strengthens our community

• Identify barriers and address challenges to a more diverse workforce and representation across the breadth of elected officials, boards, and committees. CA/CP anticipates that task force members will have the opportunity to remain involved and assist with implementation and ongoing work related to diversity, equity, and inclusion in Stoughton.

Resources

Strategic Plans
https://plandev.countyofdane.com/documents/RGEI/RGEI-Final-Plan-03.05.20.pdf Dane County
https://www.happyvalleyor.gov/diversity-equity-and-inclusion-committee/ Happy Valley Oregon pop. 20,000
https://www.ci.northfield.mn.us/DocumentCenter/View/9661/Northfield-Racial-Equity-Action-Plan?bidId= Northfield, MN pop. 20,000

Events/Webpage
https://equity.countyofdane.com/Cultural-Events Dane County Cultural Updates and Events

https://www.ci.cedarburg.wi.us/diversity-equity-and-inclusion-task-force Cedarburg pop. 12,000
https://www.geneva.il.us/1392/Diversity-Equity-Inclusion-Task-Force Geneva, IL pop. 22,000

https://www.vi.cottagegrove.wi.gov/610/Ad-Hoc-Diversity-Equity-and-Inclusion-Co Cottage Grove
https://www.cityofmadison.com/civil-rights/programs/racial-equity-social-justice-initiative Madison
https://www.cityofmiddleton.us/611/Equity Middleton
https://www.mymonona.com/1510/Diversity-Equity-and-Inclusion-Efforts Monona
Mount Horeb
https://cityofsunprairie.com/929/Diversity-and-Inclusion Sun Prairie
Verona
https://www.vil.waunakee.wi.us/918/Diversity-Equity-Inclusion Waunakee

https://equity.countyofdane.com/ Dane County

Other Resources
https://wisconsin.planning.org/knowledge-center/equity-and-inclusive-planning/
https://www.wicounties.org/wp-content/uploads/2021/02/Governing-For-Equity-Implementing-an-Equity-Lens-in-Local-Government.pdf
https://www.racialequityalliance.org/tools-resources/
https://mrsc.org/Home/Explore-Topics/Governance/Citizen-Participation-and-Engagement/DEI-Resources-for-Local-Government.aspx

https://www.ci.northfield.mn.us/1372/Diversity-Equity-and-Inclusion Northfield, MN
https://wwhttps://www.platteville.org/bc/page/task-force-inclusion-diversity-and-equity-tide Platteville
w.wauwatosa.net/government/open-government/making-wauwatosa-more-inclusive Wauwatosa

Images
https://www.mranet.org/sites/default/files/image/2019-11/bigstock%20-%20diversity.jpg
https://shrm-res.cloudinary.com/image/upload/c_crop,h_718,w_1277,x_0,y_0/w_auto:100,w_1200,q_35,f_auto/v1/Competencies/iStock-1290118946_zyjexv.jpg
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From Robert's Rules On-line Article IX 52 A committee, except a committee of the whole, can appoint a sub-committee which, however, reports to the committee, and never to the assembly. This sub-committee must consist of members of the committee, except in cases where the committee is appointed to take action that requires the assistance of others, as to make arrangements for holding a bazaar. In such a case it is best to appoint the committee with power to appoint such subcommittees as are required; or, as is frequently done, to appoint the committee "with power," which means with power to take all the steps necessary to carry out its instructions. A committee has no power to punish its members for disorderly conduct, its recourse being to report the facts to the assembly. No allusion can be made in the assembly to what has occurred during the deliberations of the committee, unless it is by a report of the committee or by general consent. When a special committee is through with the business assigned it, a motion is made for the committee to "rise" (which is equivalent to the motion to adjourn without day), and that the chairman (or some member who is more familiar with the subject) make its report to the assembly. A special committee ceases to exist as soon as the assembly receives its report. When a committee adjourns without appointing a time for the next meeting, it is considered as having adjourned at the call of the chair, so that all the meetings of a special committee constitute one session. A meeting of a special committee may be called at any time by the chairman or by any two of its members, every member being notified. When a committee adjourns to meet at another time, it is not necessary (though usually advisable) that absent members should be notified of the adjourned meeting.