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:

Address:

City: **State:** **Zip:**

Phone:

e-mail:

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

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?

_____ Yes _____ No and this is what I can offer:

I am interested in (check all that apply):

_____ Working on DEI events for Stoughton

_____ Working on the DEI Strategic Plan

_____ Possibly volunteering for other City committees

Equal rights, fair play, justice, are all like the air; we all have it or none of us have it

Maya Angelou

Stoughton 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 Stoughton, the task force will begin at the grassroots by leading efforts to engage and listen to diverse communities within Stoughton. Task force members are empowered to make recommendations regarding policy, practices, and standards in a strategic plan to help Stoughton result in positive change.

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

In the resolution entitled A Special Resolution Condemning Racial Injustice and Hate and to Strive for Racial Equity, the Common Council emphasized a desire to see proactive steps taken to ensure Stoughton is open and welcoming to all individuals. A more inclusive and welcoming Stoughton improves everyone's quality of life. Stoughton is stronger when everyone fully participates and engages 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. The Stoughton DEI Task Force is anticipated to complete its work in the Fall of 2023.

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 to 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 Community Affairs/Council Policy and then to the Stoughton 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 beyond 2023.