# 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/spiritual practice, abilities or any other significant known identity. In an effort to advance this vision and amplify the voice of diverse communities within Stoughton, the Common Council is recommending the establishment of 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 report updates to CA/CP in 2022 and 2023. It is anticipated the task force will present its recommendations to the Stoughton Community and Committee of the Whole in Fall 2023.

## 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 Stoughton Community and Committee of the Whole

# Resolution

Community Affairs/Council Policy is recommending that the City of Stoughton Common Council approve the formation of the Diversity, Equity & Inclusion Task Force.

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 of one City Staff members and, given the focus on a grassroots collective, any Community members, appointed by the Mayor with the consent of the Common Council, 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. It is anticipated the task force with present updates to Community Affairs/Council Policy during 2022-2023 and then to the Stoughton Community and Committee of the Whole in Fall 2023.

# 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.

Published Application

## 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

# 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://www.vil.oregon.wi.us/?SEC=A90AFEDB-5438-4019-A367-5DAB0497D8E4 Oregon
https://cityofsunprairie.com/929/Diversity-and-Inclusion Sun Prairie
https://storymaps.arcgis.com/stories/70b60c6b46d04943946babe5ee6f7a88 Sun Prairie ArcGIS
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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