Stoughton Diversity, Equity and Inclusion (DEI) Task Force
Update to City Council August 2022

Gratitude for establishment in April 2022 of the Stoughton Diversity, Equity & Inclusion Task Force by Mayor Swadley, the CA/CP Committee and the whole City Council

- We are 16 appointed members by Mayor Swadley welcoming Alder Brett Schumaker tonight; we have also had community members come to our meetings in curiosity or wanting to contribute what they can both in general and on specific topics

- Our CHARGE is to produce a Strategic Plan, anticipated by late 2023/early 2024, for adoption by the City

- We use a **unique format**: a grassroots approach to our work while operating within city structures & Open Meetings Law = transparency and inclusion. All members of our community are welcome to join us as we are stronger with more voices

- In **getting organized**, we collaboratively initiated a **visual mindmap**, to assist our planning and ensure all task force members recognize **Stoughton area groups/initiatives both formal and informal** who share in our DEI vision

- We **self-organized** around five areas and currently* have three active **workgroups**:

  - Awareness & Education*
  - Events*
  - Financial/Budget
  - Schools
  - Strategic Plan*

  AWARENESS & EDUCATION: We, the task force are undergoing **our own reflection/DEI Survey** to help us understand and share experiences in relation to each other. This reflection will serve as a **base to go forward with surveying participating city staff and community members**. Awareness & Education tells the stories of DEI, amplifies voices and is absolutely integral in this work; that is why we ask for specific funding in tonight's ARPA Request and have begun discussing 2023 opportunities with Mosaicos

  EVENTS: With Eyes of Hope/Girl2Girl, Families for Equity, Mosaicos, Stoughton Resettlement Assistance Program (SRAP) and The Undivided high school organization, we co-sponsored resource tables at **Syttende Mai** and at the **Juneteenth Celebration**. We co-authored an article on these events with The Courier Hub. We're focused on **October 10 Indigenous People's Day** as another opportunity to recognize and celebrate with our neighbors and community

  FINANCIAL/BUDGET: We appreciate the opportunity for tonight's ARPA Request and any future Council actions for us to **establish a budget**.

SCHOOLS: We are **establishing relationship** with SASD Staff and School Board members; we welcome Joe Freye, SASD Board member with City link to our meetings/work. We are encouraged the District is discussing creating a DEI Coordinator position and the growing groups Families for Equity and The Undivided

STRATEGIC PLAN: To inform our plan, we have drafted a **DEI Survey for city staff** and are working with Director Cunningham and Mayor Swadley to **implement it early this Fall**. Mayor Swadley and IT are adding options for DEI to the city website so our work can be shared with invested community members. We envision **crafting the plan for City Departments & Committees and reflecting on the city as a whole** in partnership with our community organizations (i.e. Stoughton Health/Stoughton Wellness Coalition, Chamber of Commerce)

- The Stoughton DEI Task Force meets virtually the **first Wednesday of the month from 6:30-8pm**; we will notice our planned workgroup meetings (consisting of up to four appointed members and non-appointed community members.) It is anticipated those workgroup meetings may work well on the second Wednesday evenings of the month