City of Stoughton IDEA Committee August 16, 2023

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AGENDA

- Call to Order
- Approval of Minutes (none)
- Introductions
- Discuss Roles & Responsibilities; Designate a Chair, Vice Chair, Secretary
- Announcements of upcoming learning opportunities
- Discussion of member recruitment and retention
- Review structure of other municipal plans
- Review Terms
  - Levels of Impact
  - Intersectionality
  - Power
- Ideas for Community Engagement and Outreach (defer to next meeting)
- Future Agenda Items
- Adjournment

6:05 INTRODUCTIONS

Are there any identities that you'd like to share with the group?

Tell a story about an experience you had that makes this work important to you?

IDEA COMMITTEE ROLES & RESPONSIBILITIES

Designate:

- Chair - Convene and adjourn meetings; approve minutes
- Vice Chair
- Secretary - take minutes

Share minutes document with Secretary
Record motions and results in minutes

UPCOMING LEARNING OPPORTUNITY

Register or learn more at:
http://ywcamadison.org/racial-justice-summit

6:35 pm

6:40 MEMBER RECRUITMENT & RETENTION

How are we doing on membership? Any other groups we'd like represented?

Has everyone filled out their City committee forms?

We discussed the possibility of a stipend - wondering if that's possible/feasible, and if it would make a difference for participation?

6:50 REVIEW STRUCTURE OF MUNICIPAL PLANS

- Overview of City demographics, structure and history
- Shared Values & Language
- Assessing and naming the inequitable outcomes to address
- Theory of Change
- City Workforce, Council and Board Diversity & Equity
- Departmental Operations
- Fostering an Equitable City Culture
    - Racial Equity Toolkit
- IDEA Policy Agenda

OTHER SAMPLE PLANS

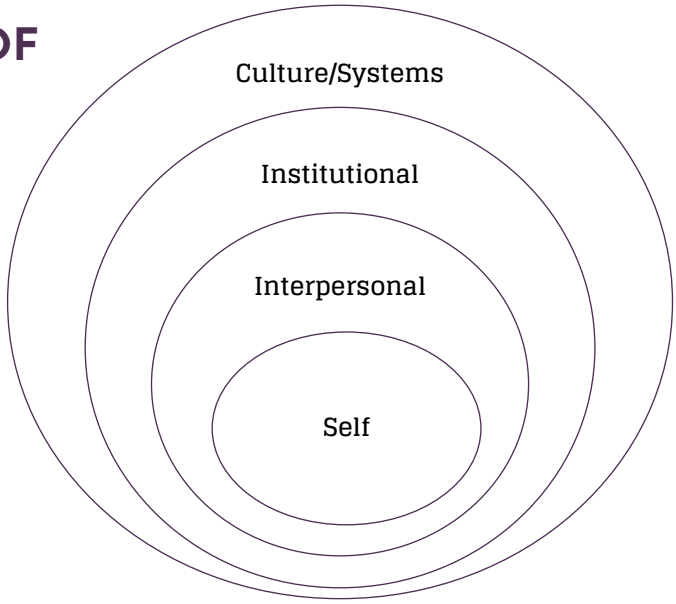
- King County, Washington Equity and Social Justice Strategic Plan
    - Population: 2.252 million
- City of Philadelphia DEI Plan Template
    - Population: 1.576 million
- Hillsboro, Oregon Diversity, Equity and Inclusion
    - Population: 106,633
- Roseville, MN Strategic Racial Equity Plan
    - Population: 35,874
- Morgantown, WV Strategic Plan for Diversity, Equity and Inclusion
    - Population: 29,219

7:05 TERMS: INTERSECTIONALITY

Concept developed by Kimberly Crenshaw

- Different layers of our identity overlap and cannot be fully addressed in isolation.
  - Each layer has a different effect on how we impact and are impacted by the world.
- See Intersectionality Worksheet

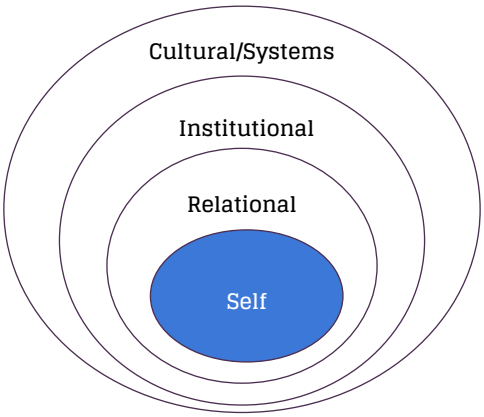
TERMS: LEVELS OF IMPACT



7:15 LEVELS OF IMPACT: SELF

Working on an individual level to:

- Explore our intersectional identities and become aware of the power/privilege or lack thereof implicit in our different layers of identity
- Disrupt internalized, harmful belief systems (e.g., internalized racism and internalized racial superiority)
- Focus on inner well-being and healing
- Build curiosity for other perspectives
- Honor and celebrate the full humanity of ourselves and others



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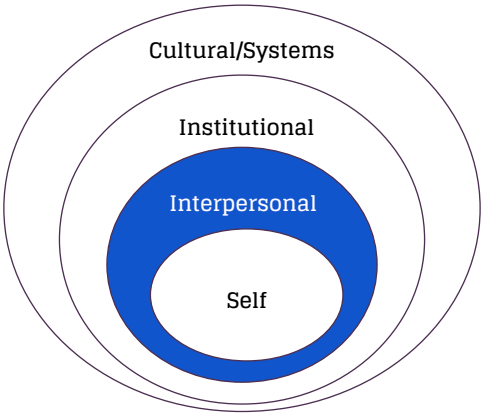
7:20 LEVELS OF IMPACT: INTERPERSONAL

Working on an interpersonal level to:

- Expand empathy and awareness of the impacts of other people's intersectional identities and life experiences.
- Expand our awareness of our communication style
- Become mindful of our stress response when interacting with others
- Navigate healthy conflict and restore relationships
- Learn how to hold ourselves accountable for harm
- Give and receive feedback in healthy way, allowing us to address interactions that reinforce racial hierarchy, exclusion, and bias.



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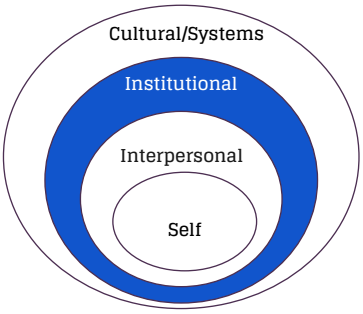
7:25 LEVELS OF IMPACT: INSTITUTIONAL

Working on an institutional level (in this case, city government and/or other public institutions)

- Establish organizational practices, policies and procedures that create equitable outcomes within the organization
- Address operations across all departments to enhance equity within the department and for the people interacting with the those departments.
- City staff, council and committee diversity
- Change ways of working so that people impacted are co-creating culture, sharing responsibility, and supporting strategic direction.
- Compensate for the invisible, underpaid, or unacknowledged labor within the organization.



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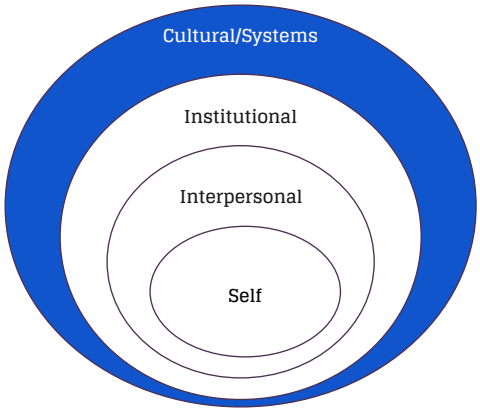
7:30 LEVELS OF IMPACT: CULTURAL/SYSTEMS

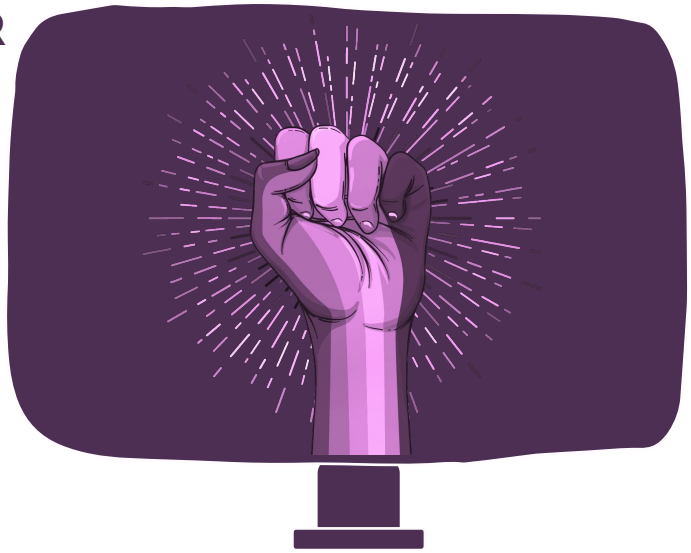
Working on an cultural and systems level (in this case, the experience of people living, working and visiting Stoughton)

- Identify and address the root causes of inequities in economic and social systems that result in disparate outcomes for different groups
- Address the impacts of historical inequity
- Engage in collective reimagining of what kind of community you would like to live in.
- Establish policies and practices that can create equitable outcomes in the community, for all residents



7:35 TERMS: POWER

- From the latin word *poder*: the ability to do or act... and get a reaction
- The ***size*** of the reaction is a measure of your power (equal and opposite).
- The ***nature*** of the reaction - did it move you towards your goals? - is a measure of the quality of your strategy and tactics



SOURCES OF POWER

Power is relative and shifting at all times. An awareness of how power works and an ability to use it mindfully is at the heart of creating equity.

Identities & Experience
Expectations, socialization related to personality, communication style, learning style,family roles, race, class, age, education level, subculture, heritage/family of origin, health and ability, age, size, etc.

Positionality
What is your functional impact in the world? Your impact can be influenced by your relationships, decision-making power, seniority and expertise, access and control of information and resources, and your ability to direct, reward or punish others.

UNDERSTANDING HOW WE USE POWER

- With people who have less power than you
- With people who have equivalent power
- With people who have more power than you

How do you manage power dynamics in each of these scenarios?

- How do you share decision-making? Do you actively seek input with power differentials in mind?
- How do you share information? Routinely or when asked? What level of transparency do you default to?
- How do you ask for help? Is it comfortable?
- How do you manage conflict/disagreement? What stress do you experience in these different contexts?
- How do you respond to instances of harm? What stress do you experience in these different contexts?
- How do you admit to your mistakes or respond to others' mistakes?
- How do you show gratitude?

7:50 REFLECTING ON THESE CONCEPTS

- INTERSECTIONALITY WORKSHEET
  - Fill this out for yourself and consider the reflection questions
- LEVELS OF IMPACT (handout):
  - Review the different levels of impact worksheet and consider what Stoughton most needs at this stage?
    - How should our plan focus time, resources and energy in the next 2-3 years?
- POWER (worksheet):
  - Use the power worksheet and pay attention to the power dynamics present in two situations:
    - Any group setting you're in
    - Any news report you hear, watch or read
  - Write down some notes - how is power present in those instances? How do identity, position, "expertise," seniority, relationships, etc. influence the outcomes?

7:55 FUTURE AGENDA ITEMS

- MEET IN PERSON?
- Reviewing our reflections on power and the levels of impact
- Establishing our group agreements in the context of identity and power.
- Developing a community engagement strategy
- An exploration of US history and various justice movements
- Trauma and its role and impact on ourselves and our communities
- Moving from Punitive Justice to Restorative and Transformative Culture
- Dominant Culture & Liberatory Practice
- Finalizing the scope & timeline of our plan
- Data - what we know, what we need to know, how to gather it
- Others?

8:00 ADJOURN

Need motion and second.