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City of Middleton, Racial/Ethnicity Equity Initiatives

The City of Middleton became a member of Government Alliance for Racial Equity (G.A.R.E.) in 2019. Middleton undertook one training for a team of 7 department heads and others, and learned a good deal from the experience. We have not established an Equity & Inclusion Plan at this point, but have developed the draft Vision/Mission Statement, below.

Simultaneously, several staff received training on Health in All Policies, and we're working to mesh two policy approaches as we move ahead in major policy or project areas such as our continuing Community Campus Planning process. The CC project is working to re-organize our three current public building spaces (City Hall, Library & Senior Center) into a cohesive and well-designed public space that addresses common issues, and provides a more equitable customer experience for residents.

Draft Racial/Ethnicity Equity Vision, Mission & Policy Statement (July 2, 2019)

Vision: The City of Middleton values open and transparent government through which people of all races and ethnicities are included in equitable processes seeking equitable outcomes. Our foremost values in bringing this vision to life are integrity, inclusion, fairness, equity and transparency.

Mission: We will be leaders in our community and among our peers. We will be a model for integrity, courage, service, innovation, trust, respect, accountability and excellence.

Policy Statement: We affirm that government at every level, including local government in Middleton and nationwide, historically has built barriers to equitable outcomes for people of all races and ethnicities. To break through those historical and institutional barriers, we strive to examine our practices regularly to determine how racial and ethnic equity can be foremost in our policies and practices. We will ask the following questions in doing so:

1. What are the desired results and outcomes?
2. What is the data? What does the data tell us?

- 3. How have communities been engaged? Are there opportunities to expand engagement?**
- 4. Who will benefit from or be burdened by our proposal? What are our strategies for advancing racial/ethnic equity or mitigating unintended consequences?**
- 5. What is our plan for implementation?**
- 6. How will we ensure accountability, communicate and evaluate results?**