

RACE TO EQUITY



Racial Equity Community Impact

In October 2013, we released the Race to Equity Report documenting the significant racial disparities in Dane County. The continuous dissemination and discussion of its findings and recommendations has not only resulted in a vastly expanded awareness of the disparity crisis, but a broad, deep and heartening increase in political and public will and actions to do something about it. To better understand the scope of these promising efforts, Race to Equity is compiling a list of racial equity initiatives that have been implemented in Dane County since the release of the report.

This list is not exhaustive and represents preliminary efforts to capture a broad overview of the initiatives that have been developed in our community. We compiled this inventory in order to acknowledge, affirm and applaud our community's expanding efforts to improve conditions in Dane County for children and families of color. The hope is that it will serve as a useful resource to: track progress as a community; identify areas that need further attention; and, most importantly, hold the community accountable for making sustained progress toward real racial equity in the county. In its current form, the list emphasizes efforts aimed at reducing disparities faced by African-American families in Dane County, as this population was the focus the report. However, there are many similar initiatives going on in communities and organizations all over the county, and we need the community's help to improve this list. Please let Race to Equity know of these initiatives by visiting Race to Equity's website and submitting any racial equity initiatives or policy reforms that aren't included in this list. With your help, a fuller and more accurate measure of the community's growing commitment to make Dane County a more equitable place to live, work, and grow can be obtained.

CITY OF MADISON AND DANE COUNTY GOVERNMENT

2013/2014

- The public announcement that reducing racial disparities in economic status will be Mayor Soglin's top priority for his administration.
- The adoption of ordinances by both the Madison Common Council and the Dane County Board of Supervisors to require Equity Impact Assessments of proposed policy, legislative, and budget decisions.
- The establishment of the Racial Equity and Social Justice (RESJ) Team, consisting of representation from most city departments. The team has provided recommendations and strategies around eliminating racial and social inequities in three main areas: equity in city policies and budgets, equity in city operations, and equity in the community.
- A national grant is awarded to Dane County from the American Bar Association to reduce racial disparities in the criminal justice system.
- The creation of a mayoral employment initiative to support the hiring of 1,500 unemployed or underemployed people of color by public- and private-sector employers in the city over the next five years.
- The creation of the Employee Engagement and Equity Initiative to identify and address issues of bias or discrimination that can impede the performance of city employees.
- The Early Childhood Zone, created by Dane County Executive Joe Parisi and United Way, is expanded to Westside Elementary in Sun Prairie and Sugar Creek Elementary in Verona. The program aims to close the racial achievement gap by identifying impoverished minority families with pre-school children, or in which the mother is pregnant, and offering a range of services to prepare children for school.

2014

- An increased public-sector emphasis (supported by increased appropriations) on early childhood initiatives, at-risk youth work, and neighborhood strengthening that are all designed to address the needs of both the children and their parents—a two-generation approach to disparity reduction.
- The announcement by the Madison Police Department of a new initiative to strengthen police relations with middle schoolers, with the explicit goal of reducing the arrest and detention rates for African-American youth.
- Dane County's creation of a community court along with additional funding for Restorative Practices as preventive approaches to reducing racial disparities in schools and the criminal justice system.
- The city's ongoing efforts to remove minimum qualification requirements and screening criteria that have been shown to create barriers to employment for some groups of otherwise qualified applicants.

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Elimination of these barriers ensures that potential candidates are not screened out, increases the diversity of employees, and promotes equity in the employment process.

- Modifications to the city's civil service system: including creating trainee positions for applicants with potential but without previous experience; expanding posting rights for city interns; modifying referral rules; and, updating Personnel Rules to allow limited-term- employee transfer rights.
- The adoption of the Ban the Box Initiative to remove questions regarding criminal background from city job applications, ensuring that hiring decisions are based on relevant work qualifications.
- A new city directive to ensure that the oral panels used during the hiring process of top city positions are diverse in gender, race, and ethnicity.
- The launching of an initiative by the City of Madison and the Urban League to increase the diversity of the applicant pool for seasonal city positions.
- City of Madison's Human Resources (HR) new collaboration with the Department of Civil Rights to update the mailing list that targets advertising of job opportunities to more diverse organizations. Also, publication of a new manual entitled "Navigating the City of Madison Hiring Process" on the city's HR website to help individuals through the process of applying for city jobs.
- The Parks Divisions offers exams in Spanish for open positions and looks to possibility of offering exams in other languages for certain positions.
- Training extended to most city departments on engagement and equity. Many departments have created internal culture and engagement teams that have developed feedback tools, custom training for employees, and internal newsletters.
- The ongoing implementation and development of Madison's Police Department's Trust Based Initiatives and collaborative efforts with Madison's diverse communities. Recent initiatives include the creating of Black and Latino Youth Academies to create trust, build relationships, and interest kids in law enforcement.
- The reorganization of the City of Madison's Supervisor Manual to focus on the four pillars of the city's Equity and Engagement Model: building trust, equipping employees, developing employees, and connecting to purpose. Each chapter provides new tools for supervisors to help foster engagement and equity.
- A policy conference called for city leaders covering many topics related to their role in advancing racial equity and social justice.
- The city's commissioning of the Public Works Contracting Disparity Study to determine whether firms owned by minorities and women are at a disadvantage when it comes to winning public works contracts.
- The city's efforts to improve internet access to challenged neighborhoods and availability of computers in the Madison Municipal School District.
- A city-funded internship program for high school students in need of work experience and greater career opportunities.
- The launch of "Project Big Step" to connect skilled employees, especially minority residents, with contractors and trade unions who need workers for upcoming Dane County projects.

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2015

- The Center for Social Inclusion and the Government Alliance for Racial Equity released a report that details five recommendations to be implemented over four years to transform Dane County into a racially equitable institution.
- Creation of the Black Leadership Council composed of Madison African-American community leaders and African-American based organizations. The aim of the council is to advise government on a broad range of issues affecting the local African-American community, including disparities in the criminal justice system, the educational achievement gap, economic empowerment and living wage jobs; affordable health care; youth mentoring and programming.
- The focus of the Dane County 2016 budget on improving access to mental health resources, expanding employment opportunities, helping those recently released from prison re-acclimate to society. One of the biggest initiatives in the budget is the creation of the Office for Equity and Inclusion to institutionalize the county's efforts to reduce racial disparities within county government and outside of it.
- Dane County Executive Joe Parisi signed a resolution to provide funding for three of his new "Access to Opportunity" initiatives. These initiatives include providing 50 low-income teenagers with free drivers education; assisting those who have lost their driver's license to regain their license through the "Driver's License Recovery Program" at the YWCA; and supporting an evidence-based transitional jobs program operating in Southwest Madison that helps residents with multiple barriers to employment find jobs.
- The County Board's approval of a \$22K grant to fund racial equity and implicit bias training for County law enforcement personnel.
- Madison's first racial equity coordinator was hired to develop, administer, and implement city-wide policies and procedures involving racial equity and social justice.
- Changing the city's funding process to make it more inclusive and responsive to community-identified needs.
- The creation of a special committee to examine the Madison Police Department's culture, training, policies and procedures. The committee will make final recommendations to the mayor, City Council, Police and Fire Commission, and the Madison police chief by July 2016.
- Issues of racial equity in education, employment, and incarceration surfaced as a main focus of the 2015 Madison mayoral race.
- The 2015 election season drew more candidates of color than prior election seasons and city voters elected the first two African-American females to the Common Council.
- In the State Assembly, the Speaker's Task Force on Urban Education was created to study teacher recruitment and retention, discuss best practices to address truancy, below-average academic performance and low graduation rates, and explore ways to improve access to technology in high poverty urban areas.

- Madison Police Department collaborated with YWCA and Dane County TimeBank to create a program that offers youth ages 12 to 16 who violate municipal ordinances the option of going through restorative justice, instead of receiving fines and a conviction record.
- A workshop at the YWCA Racial Justice summit highlighted various efforts by the Wisconsin State Public Defender’s office regarding racial justice, including the creation of the agency-wide Racial Disparity Team and trainings about implicit racial bias and responding to racism effectively.

NONPROFIT ORGANIZATIONS

2013/2014

- Numerous nonprofits begin reviewing and revising their mission statements to more centrally focus on equity as an organizational priority, including commitments to diversify their governance and workforces.
- Local funders, including the United Way, the Madison Community Foundation, the Evjue Foundation, the CUNA Mutual Group Foundation, Great Lakes Higher Education, and Forward Community Investments, increase their commitments to equity efforts.
- The opening of an Early Childhood Initiative office in the Leopold Elementary School neighborhood to provide home visiting services and link families with the resources they need to eliminate household instability and ensure their children get a healthy start in life.
- The publishing of Rev. Dr. Alexander Gee’s essay headlined “Justified Anger,” that described the racism he and others had encountered in Madison, and his frustrations at the city’s failure to address the marginalization of the African-American community.

2014

- The launch of an African-American–led coalition, “Justified Anger” to advocate for strong actions to address racial disparities.
- The revival and launch of a new countywide NAACP chapter, explicitly formed to address the racial disparities described in the Race to Equity Baseline Report.
- Centro Hispano’s announcement of a new strategic plan to address disparities facing Dane County’s Latino community. The plan will focus on several main goals, including the promotion of greater community engagement, creation of a system for immediate job and career placement, increasing the mobility of Latino youth through career awareness and planning, and the expansion of Centro as a resource hub for the rest of the region. CUNA Mutual Foundation awards a \$100,000 grant to Centro Hispano to support this plan.
- Madison Reading Project forms in partnership with the Salvation Army to increase literacy rates in Dane County for vulnerable children and encourage a love for reading. This program also provides Madison-area children the opportunity to interact with children in a Tanzanian village they are

partnered with through letters, artwork, emails, photos and videos to create an enriching educational opportunity for all.

- The awarding of expanded state and local workforce development grants to the Urban League and the YWCA, with the specific aim to improve job training for unemployed women and men of color.
- The YWCA sold out its 2014 Racial Justice summit with 565 people committed to reducing the racial disparities in Dane County identified by Race to Equity.
- The Urban League of Greater Madison adopts a new strategic plan that focuses on increasing the outreach, training, placement, retention, and advancement of 250 underemployed parents of color from 2015-2020.
- A partnership effort between the Boys & Girls Club of Dane County, Madison Metropolitan School District, City of Madison, United Way of Dane County, CUNA Mutual Group, Dane County, Metcalfe's Market, and Youth Services of Southern Wisconsin to provide 160 paid summer internships for students of color, low-income families, or first-generation high school or college students.
- The YWCA develops the "Race to Equity Toolkit" to guide community-wide conversations on our local challenges and to better equip individuals and the community to talk about race.
- The creation of the Madison Out-of-School Time (MOST) Initiative to provide youth access to high-quality, comprehensive, out-of-school time programs that promote positive youth development, educational achievement, and career and community readiness.
- YWCA partners with tech consulting company Adorable.io to launch YWeb Career Academy, a program designed to bring more women and people of color into Madison's tech community.
- Race to Equity launches a Community Ambassador Fellowship for five residential neighborhood leaders who are given Race to Equity materials to disseminate to local residents and to facilitate discussion and mobilization around issues that are most important to them. The fellowship was developed as a means to lift up the voices of those in the community whose life experience was reflected in the Race to Equity data.
- The launch of a private sector Construction Employment Initiative to help prepare low-income and disenfranchised individuals for jobs in the construction industry and the trades.
- The creation of the Step Up: Equity Matters Initiative, a year-long series of workshops for people to learn how to promote equity in their workplace.
- The Wisconsin Council on Children and Families (WCCF) recognizes organization and individuals working to overcome disparities with its Giraffe Award.
- WCCF creates the Race to Equity scholarship for high school students who demonstrate a passion for racial equity and social justice.
- The 15th Annual White Privilege Conference is held in Madison and focused on empowering individuals to work for equity and justice.

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2015

- The creation of the Wisconsin Diversity Procurement Network to address the provision of critical resources that foster the growth of diverse (ethnic, minority-owned, women-owned, veteran-owned, disabled-owned) businesses of all sizes.
- The Northside United community group hosts a forum discussing the disparities revealed in the Race to Equity report and have held ongoing meetings to continue tackling disparity issues in the community.
- Protestors and students from all across Madison participate in multiple “Black Lives Matter” marches to protest of police violence and the shooting of Tony Robinson.
- The creation of the Student Expulsion Prevention Program (StEPP) to address the need for quality legal representation for children in the Madison Metropolitan School District facing expulsion. Low income students and students of color are disproportionately impacted by the expulsion process.
- Forward Community Investments revises its mission statement, adds Board members, and modifies its strategic plan to target its lending and grant making on organizations committed to reducing disparities.
- Forward Community Investments prepares a report identifying barriers faced by low-income, vulnerable residents in Madison and also reviewed a sample of recent reports focused on the human service context in Madison, including the Race to Equity Report. Results from FCI’s analyses are intended to inform the City of Madison’s Community Development Division’s Policy Goals and Objectives for city investments in the social sector.
- The Association of Fundraising Professionals hosts, “Engaging Our Latino Donor Community” featuring a panel discussion by nonprofit and business leaders on the breadth and depth of the Latino experience in Dane County and how to better engage this community in nonprofit work.
- The Center for Family Policy and Practice and YWCA Madison, hired by the City of Madison, conducts community engagement sessions to solicit input and concerns about body-worn video cameras by police.
- Young Nonprofit Professionals Network hosts a discussion about creating more equitable environments in the workplace and identifying concerns of the diverse communities who are served by nonprofits.
- After leading community opposition to the building of a new jail, the Young, Gifted and Black Coalition (YGB) worked with county supervisors and a number of community organizations on an alternative resolution. This resolution formed work groups that came up with more than 30 recommendations to address mental health needs, alternatives to incarceration and length of stay.
- Justified Anger launches “Our Madison Plan,” a framework for racial progress in Madison outlining strategies and goals developed by five work groups under the headings of education, economic development, incarceration, family and community wellness, and leadership capacity and development. The Evjue Foundation donated the first \$150,000 to help execute the plan.

- Brotherhood Group, an African-American youth group, begins conducting a collaborative research project looking into reasons for disproportionate representation of African-American males in the criminal justice system and the lack of black teachers in the Madison Metropolitan School District.
- The holding of the Cultural Context of Corporal Punishment Conference at which expert faculty presented on the significant negative impact of corporal punishment on child development. The community-based professionals who attended the conference had the opportunity to examine their implicit biases that may negatively impact their ability to objectively assess a family's situation and develop strategies to reduce the impact of bias in their work.
- United Way of Dane County organizes a Delegation to Create Economic Stability for Young Families to examine poverty in Dane County, evaluate successful solutions, and create a plan to mobilize the community to help young families become self-sufficient.
- Community Shares of Wisconsin hosts a Cultural Competence Leadership Institute for nonprofit organizations, educators, government agency staff, individuals, and businesses to learn how to serve diverse communities.
- Community Shares of Wisconsin staff and board commit to making organization, member organizations, and board of directors more diverse.

2016

- The creation of the Wisconsin Diversity Procurement Network to address the provision of critical resources that foster the growth of diverse (ethnic minority-owned, women-owned, veteran-owned, disabled-owned) businesses of all sizes.

SCHOOLS

2013

- The adoption of a new Behavior Education Plan by the Madison Metropolitan School District (MMSD) with the aim of reducing racial disparities in suspension and expulsion rates.
- MMSD creates its strategy for improvement, the Strategic Framework. The framework is a long-term, inter-related strategy to raise achievement for all and close gaps. It now guides all of the district's work and is aimed at closing the gaps in opportunity that lead to disparities in achievement.
- Every Madison school develops a targeted school improvement plan with measurable goals for all students and for specific goals. For example, 44 of 50 schools now have African American students as specific focus group.
- The creation of a new, more rigorous principal selection process to find the best leaders at every Madison school and increase diversity.
- Completion of a zero-based budgeting process and reallocation of \$2 million from the central office to Madison schools to support overall strategy to raise achievement and close gaps.

2014

- The MMSD English department restructures their curriculum, actively seeking out different reading materials that are more culturally diverse and culturally relevant to students of color.
- State Superintendent Tony Evers forms a statewide task force of educators and others to identify promising strategies in schools across the state to close the achievement gap between students of color and their peers.

2015

- The Madison Board of Education approves a new plan designed to reduce the significant gap in achievement faced by English Language Learners (ELLs) compared to native English speaking students. The plan aims to provide better, research-based services for ELL students, distribute ELL services more equitably across the district, expand the existing Spanish-English Dual Language Immersion (DLI) programs to additional elementary schools, and prepare the educator workforce to teach the growing number of ELL and bilingual students in Madison schools.
- Madison school leadership teams, school principals and district leaders work with the National Equity Project to do explicit work around examining racial equity and implicit bias.
- Verona Area High School students in the Minority Student Achievement Network host a national conference for the organization earlier this fall in Madison and came out of the event with an action plan to solve disparities in their own school. The plan has three main components: behavioral management, closing the achievement gap and improving multicultural awareness.
- MMSD provides targeted professional development and computer adaptive software aimed at enhancing early literacy skills for students at the district's 13 highest needs elementary school, which serve 67% of the district's students of color.
- MMSD is creating a comprehensive recruitment strategy to use this hiring season to recruit and hire more teachers of color and especially African American teachers.
- The Middleton High School Student Voice Union, a student-run social justice group, conducts a community forum on race issues in Dane County. Poverty reduction and education achievement were discussed as important strategies in reducing racial disparities.
- Madison schools are building systems and support to keep ninth grade students, especially students of color, on track to graduate.
- The first African American female was elected to serve on Sun Prairie's School Board.
- MMSD works with community partners to provide mentoring for African American students.
- Verona Area School District hosts the Minority Student Achievement Network Student Conference at which student leaders from high schools across 10 states engaged in activities identifying root causes of racial disparities in their schools and solutions to eliminate barriers to learning for students of color.
- MMSD works with youth to grow youth leadership opportunities for African American students.

- Madison School Board approve a proposal by the Native American Student Association at West High that bans student attire depicting Native American team names, logos, or mascots.
- One City Learning Centers receive assistance from Cremer Foundation of Madison, CUNA Mutual Foundation, BMO Harris Bank, and FCI to renovate a new facility to serve preschoolers and their families. One City’s mission is to prepare young children from birth to age 5 for success in school and life.
- The newly formed Family, Youth & Community Engagement Department of MMSD will provide guidance and resources to schools and families to increase authentic and mutually-supportive partnership between youth, families, schools, and communities.

UNIVERSITY OF WISCONSIN-MADISON

2013

- UW partners with grassroots groups and activists to put on workshops, seminars, panels and conferences around issues of racial equity in our community and broadly.

2014

- The UW and Madison schools launch Forward Madison, a cutting edge partnership to support new educators and grow the diversity of the school district workforce.
- Led by Everett Mitchell, a racial disparity and opportunity gap committee is charged by Chancellor Blank to review how UW programs, initiatives, and faculty are working to reduce disparities.

2015

- The opening of the UW South Madison Partnership, an effort to bring together existing UW-Madison collaborations and programming that is already in place in South Madison. The UW South Madison Partnerships will build, promote, and host community-based service learning courses, host courses taught by Continuing Studies, and link community groups with UW-Madison personnel and services.
- The Minority Student Achievement Network, a national coalition of school districts, holds their annual institute at UW-Madison. The meeting focuses on the latest research and most promising practices for eliminating racial disparities in achievement in schools across the United States.
- The theme “Inequality in America” and the book *Just Mercy*, by Bryan Stevenson, is chosen for the 2015 *Go Big Read* program. *Go Big Read* is an initiative between UW-Madison and Madison Public Libraries to encourage the community to read a common book and attend either book discussion groups or programs at the libraries to better understand it. *Just Mercy* is a call to action and a critique of the American justice system.
- The UW-Madison School of Social Work hosts a one-day conference for social workers and students focusing on racial disparities in education and the criminal justice system and the over-representation of people of color among those living in poverty.

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- Together with other student organizations, Partners in Health Engage Madison, host a forum and discussion on health disparities affecting communities of color.

PRIVATE SECTOR

2013

- The local association of private-sector human resource professionals make increase hiring and retention of underemployed workers of color their top priority for 2014–2015.

2014

- Willy Street Co-op makes a commitment to help overcome racial disparities through providing funding to organizations working on the cause, diverse hiring, assisting with the development of a co-op in Allied Drive, and educating members on diversity.
- Madison Region Economic Partnership (MadREP) and the Urban League of Greater Madison host the first annual summit event for Madison Region business and community leaders to discuss issues related to the impact of diversity within business, improving workforce opportunities for all community members, and the need for authentic collaboration in promoting economic development.
- MadRep releases the Madison Region’s Workplace Diversity and Inclusion Survey, an annual report designed to measure, recognize, improve, and promote workplace diversity and inclusion practices.
- Dane Buy Local’s Diversity Committee holds a widely acclaimed seminar on racial disparities with the Latino Chamber of Commerce, the Urban League of Greater Madison Young Professionals, and the Wisconsin Women’s Business Initiative Corporation.
- Local businesses participate in MMSD’s first year of the Workplace Learning and Entrepreneurship Initiatives, offering students opportunities such as internships, mock interviews, and career presentations.

2015

- Greater Madison Chamber of Commerce 63rd Annual Dinner, a premier networking event for Madison Area business leaders, focuses on issues of economic opportunity, social mobility, and inequity.
- The creation of diversity “coordinator” positions among many businesses. For example, CUNA Mutual Group created a new position to develop initiatives that promote a diverse workforce, foster a culture where all employees can contribute, and hold leaders and employees accountable for promoting diversity and inclusion.
- Downtown Madison Rotary decides to focus on racial equity as its "large impact project" for the year. As such, Rotary is funding 12 member businesses to go through the YWCA equitable organization engagement process. Those organizations will report back to the broader membership about their progress and challenges. The Rotary also creates a Racial Equity Committee in 2015.

COMMUNITY ARTS

2014

- The multicultural artistic program, *First Wave*, presents a showcase featuring several poetry pieces written by students in reaction to the release of the Race to Equity Report.
- The Overture Center creates a new equity committee and has served as a venue for several performing arts events and art exhibits by people of color and/or focusing on racial disparities.
- Madison Children's Museum's *Play and a Play* initiative brings diverse families who do not usually access theater and museum program downtown to engage in Madison's cultural institutions. Staff from partnering organizations - Children's Theater of Madison, Goodman Center and the YWCA Madison - will continue to collaborate in order to better serve diverse audiences and create more equitable organizations.

2015

- Dane Arts Mural Arts (DAMA), a new public art program by Dane Arts that trains local artists and youth to collaborate on neighborhood mural projects, completes a mural at the Zion City Community Outreach Center in South Madison. DAMA also leads the creation of the PEACE Mural located on the back of the Social Justice Center on Williamson St. The mural depicts Tony Robinson and eight others with ties to the Williamson Street neighborhood who have died or been killed in the past 16 years.

FAITH-BASED ORGANIZATIONS

2015

- Wisconsin Council of Churches develops a set of lectionary reflections around the theme of "Race & Privilege."
- "Action Day: People of Faith United For Justice," a day long gathering, is held to learn, discuss, and advocate for social justice issues, including MOSES commitment to cut incarceration levels in Dane County.
- Jewish Congregation for Social Justice hosts a Racial Justice Speaker Series featuring presentations by the Race to Equity team and YGB.
- The First Unitarian Society's Social Justice Program launches an ongoing series of informal conversations about equity issues. The first talk is titled, "Let's Talk: Black Lives Matter."
- Middleton Community Church and St. Dunstan's Episcopal Church, together with Middleton Outreach Ministry; Middleton Police Chief, Chuck Foulke; and Director of Equity and Student Achievement at Middleton High School, Percy Brown, organize a workshop that uses

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national and local history to help participants explore the roots of racism and examine racial inequities that exist in Dance County.

2016

- Worship leaders from Madison’s InterVarsity Christian Fellowship wear #BlackLivesMatter T-shirts at the group’s annual conference meeting in St. Louis, where a Black Lives Matter activist was featured as a keynote speaker.

FOUNDATIONS

2014

- CUNA Mutual Foundation awards four grants of \$100,000 each to the Urban League of Greater Madison, the Boys and Girls Club, the YWCA, and Centro Hispano to strengthen their capacity to address racial equity.

2015

- The Oscar Rennebohm Foundation provides a \$300,000 grant in support of the Boys and Girls Club of Dane County and the Urban League of Greater Madison collaborative two-generational strategy to create internships, employment, and career training over the next three years and build an inclusive Dane County workforce.

2016

- American Family Insurance Dreams Foundation, the Milwaukee Bucks, and the Burke Foundation provides a multimillion dollar grant to support the growth of the Boys and Girls Club’s AVID/TOPS, a college preparatory program designed to boost graduation rates and college enrollment for minority, low-income and first generation students.

MEDIA

2013

- The featuring of the Race to Equity report in over 40 different online and print news outlets from October through December.

2014

- Commitment from local media outlets to significantly increase the extent and depth of coverage of poverty and race issues. Examples include: the Cap Times creation of a website called “Together Apart” that looks at race-specific issues locally and throughout the nation, Madison Magazine’s

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increased focus on equity issues and Neil Heinen's ongoing editorial focus on racial disparities in Dane County.

- The Cap Times and Wisconsin Public Radio hosted "Together/Apart: Talking Across the Social Divide," a panel in which eight community leaders joined NPR's vice president of diversity for a discussion of race and ethnicity in Madison.
- Production began for the documentary called *Forward* about the racial justice movement in Madison. Through its observation of and interviews with racial justice organizations, the film highlights the racial disparities being fought, the individuals these problems affect, and what community leaders are doing to create change.

2015

- The creation of Madison365, an online news outlet geared toward issues faced by the Greater Madison's communities of color.
- Brava Magazine's 2015 "Women to Watch" list features diverse women who are championing change in the greater Madison area and beyond as it relates to issues of diversity, racial disparity, women, and children.
- Umoja Magazine published a directory of Black owned businesses in the community to help recognize, promote, and invest in Black entrepreneurs and business leaders.