

2022 Initiatives Inventory

Initiative Name, Lead Contact, and Website	Lead Agency NOTE: The Initiative Lead is not always a member of the Lead Agency	Internal audience, external audience, or both?	City Values this Initiative aligns with	Elements of a great City this Initiative aligns with	Key Search Words	Other Initiatives this aligns with	Needed Support	More about this Initiative
<p>Data Governance</p> <p>Ellie Anderson</p> <p>Data Governance</p>	Finance	Internal	Stewardship, Equity	Effective Government	Strategic Planning, Work Planning, Delivering Results, Operations, Customer Service, Measurement, Analysis, And Knowledge Management, Data	Results Madison, Performance Excellence, Racial Equity and Social Justice Initiative	The Data Governance Team needs support with connecting with Department Heads to collect feedback on a new Data Administrative Procedure Memorandum that is planned for release in 2022. Staff will need to become familiar with the requirements of the Data APM once it is released by the Mayor.	<p>The Data Governance Team would like others to know that Data Governance provides a framework to enhance data quality, security, usability, and accessibility in order to promote data informed decision making and other City priorities such as the Racial Equity and Social Justice Initiative and Sustainability.</p> <p>Future planned projects for this team include but are not limited to: creating common language guides to ensure the City's approach on governance and management of data is easily adopted throughout the organization.</p> <p>This team has connected with the Madison community to collect input on the City's role in providing open data, developed data structures for improving the community services contracting process, and is currently developing a data Administrative Procedure Memoranda.</p> <p>Staff training on the Data APM is forthcoming.</p>
<p>Imagine Madison Comprehensive Plan</p> <p>Brian Grady</p> <p>Imagine Madison</p>	Planning	Both	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Imagine Madison, Comprehensive Plan, Long Range Plan, Land Use	Results Madison. The Elements of the Imagine Madison Comprehensive Plan serve as the framework for Results Madison.	The Imagine Madison Comprehensive Plan Team needs support with... An inter-agency staff team for alignment across the City and updates every other year. Highlighting accomplishments that demonstrate advancing the Comprehensive Plan. Department liaison(s). Developing an elevator speech for the Comprehensive Plan to facilitate agency understanding.	<p>The Imagine Madison Comprehensive Planning Team would like others to know that the Comprehensive Plan exists and should be used to guide decision-making, work planning, and budget planning within all departments across the City of Madison.</p> <p>Adopted in 2018, the Imagine Madison Comprehensive Plan translates community input and ideas into policies and actions. The Plan looks 20 years into the future and seeks opportunities to address long-term issues while focusing on action steps to guide the City's near-term efforts. While the Comprehensive Plan is a declaration of the City's values, desires, and a future state informed by community interests, it is important to note that this Plan is only one part of a larger interconnected framework. Imagine Madison is a broad based plan that relies on its connections with other plans, policy studies, ordinances, budgets, and other processes that bring more clarity and specifics to everyday decisions.</p>
<p>Innovation Team</p> <p>Ellie Anderson</p> <p>Innovation Team</p>	Finance	Internal	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Data, Human Centered Design, Problem Solving, Equity, Innovation, Racial Equity And Social Justice	With problem solving as the goal, this group can be supportive of any initiative.	The Innovation Team does not need support at this time.	The Innovation Team would like others to know the team is not an active group. Staff who participated in the Innovation Team are able to apply the concepts into their daily work. To submit a potential project for the Innovation Team to consider, please contact Ellie Anderson directly.
<p>Latinx Community Engagement Team (LCET)</p> <p>Rommel Tijerino</p> <p>Erin Nuñez</p> <p>LCET</p>	There is not currently a lead Agency associated with LCET	Both	Equity, Civic Engagement, Shared Prosperity	Culture & Character, Effective Government	Equitable Services, Latinx, Community Engagement, Latino, Latina, Diversity, Hispanic, Chicano, Chicana, Inclusiveness, Equity, Workplace Culture, Engagement, Language Access Plan, Title Vi, Afro-Latino, Afro-Latina, Afro-Latinx	Multicultural Affairs Committee, Racial Equity and Social Justice Initiative	The Latinx Community Engagement Team (LCET) needs support with expanding the Language Access Plan with development and accountability, creating a formal recognition program, and fostering stronger connections between agencies and their employees (discussing with Rueben).	<p>The Latinx Community Engagement Team (LCET) would like others to know the team supports internal and external projects that promote community engagement. LCET strives to improve service delivery for the Spanish speaking public, improve the workplace for Latinx staff, and consult with agencies on relationships with the Latinx community.</p> <p>LCET started in 2015 through the leadership of Jose Maria Donoso from Building Inspection. LCET is not currently associated with a particular agency.</p>

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<p>Multicultural Affairs Committee (MAC)</p> <p>Binta Ceesay</p> <p>Multicultural Affairs Committee</p>	Civil Rights	Internal	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Culture and Character, Effective Government, Economy & Opportunity Culture and Character	Inclusion, Racial Equity, Employee Engagement, Accountability, Collective Decision-Making	Women's Initiative Committee, Latinx Community Engagement Team, Racial Equity and Social Justice Initiative, Finance (collaborating on the pay equity dashboard)	<p>The Multicultural Affairs Committee (MAC) Team needs support with communicating the need to integrate the work of the Multicultural Affairs Committee into City employees' official position description to move away from a volunteer based membership model. MAC aims to boost awareness of the group and its accomplishments, obtain buy-in from City supervisors, and serve as a go-to consultant across all agencies on issues of concern to City of Madison employees from historically underrepresented racial and ethnic groups. MAC is interested in collaborating, supporting, and furthering initiatives that fall in alignment with its own values and has no interest in competing with other like-minded teams.</p>	<p>The Multicultural Affairs Committee (MAC) Team would like others to know they are working to create an inclusive workplace that holds City employees accountable and provides many professional development and leadership opportunities.</p> <p>In 2021, MAC partnered with the Women's Initiatives Committee (WIC) to launch the MAC/WIC Peer Advisors.</p> <p>MAC is collaborating with Human Resources on pulse surveying and with Finance on the development of a pay equity dashboard.</p> <p>In 2022, MAC will work with WIC and Performance Excellence to launch an employee survey and will help hold the organization accountable for taking action on the survey results.</p>
<p>Neighborhood Resource Teams (NRTs)</p> <p>Tariq Saqqaf</p> <p>NRTs</p>	Civil Rights	Both	Equity	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Equity, Inclusion, Process Improvement, Public Participation, Community, Community Voice	Data Governance, Imagine Madison Comprehensive Plan, Innovation Team, Latinx Community Engagement Team, Multicultural Affairs Committee, Performance Excellence, Racial Equity and Social Justice Initiative, Recovery Steering Committee, Results Madison, Sustainability Team, Women's Initiative Committee	<p>Neighborhood Resource Teams needs support with communicating the importance of working as interdisciplinary staff teams that function within the community to meet the needs of the community. The work of NRTs is interwoven with all things concerning the City.</p> <p>NRTs need an accessible centralized hub to submit and share information with all City staff, to be able to communicate staffing associated with each team, and publish specific neighborhoods based projects and initiatives.</p>	<p>The Neighborhood Resource Teams (NRTs) would like others to know our mission statement, which is to promote racial equity and improve the quality of life for Madison residents by understanding and elevating the needs, issues, and priorities of people living in areas with Neighborhood Resource Teams.</p> <p>NRTs bring city staff together with residents and other community and government stakeholders to achieve our mission.</p>
<p>Performance Excellence (PE)</p> <p>Karalyn Kratowicz</p> <p>Performance Excellence</p>	Human Resources	Both	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Effective Government	Vision, Mission, Values, Service Promise, Engaged Employees, Employee Surveying, Engaged Public, Community Surveying, Public Participation, Community Engagement, Voice of the Customer, Strong Operations, Continuous Improvement, Process Improvement, Voice of the Process, Effective Use of Resources, Measurement, Analysis, Knowledge Management	Data Management, Imagine Madison Comprehensive Plan, Innovation Team, Neighborhood Resource Teams, Racial Equity and Social Justice Initiative, Recovery Steering Committee, Results Madison, Sustainability, Latinx Community Engagement Team, Multicultural Affairs Committee, Women's Initiatives Committee	<p>The Performance Excellence (PE) Team needs support with communicating the why, how, and what of PE and identifying staff to support the implementation of citywide projects.</p>	<p>The Performance Excellence (PE) Team would like others to know we invests in PE because we seek to ensure our organization and its services are healthy and effective.</p> <p>PE proactively designs, develops, and delivers systems and tools in order to achieve a high quality organization. PE is "how" we do our work and the reason behind the creation of this initiatives inventory. All of the initiatives in this inventory are examples of PE in action.</p> <p>PE organizes its work into four focus areas:</p> <ol style="list-style-type: none"> 1) Engaged Public, 2) Engage Employees, 3) Strong Operations, and, 4) Effective Use of Resources <p>More information is available on EmployeeNet</p>

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Racial Equity and Social Justice Initiative (RESJI) Tariq Saqqaf RESJI	Civil Rights	Both	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Racial Equity, Social Justice, Equality, Training, Analysis Tools, Team Approach, Cross Agency Teams, Fairness, Doing Less Harm, Inclusion, Communities Of Color, Process Improvement, Systems Change	Multicultural Affairs Committee, Women's Initiatives Committee, Latinx Community Engagement Team, Neighborhood Resource Teams, Innovation, Recovery Teams, Performance Excellence	The Racial Equity and Social Justice Initiative (RESJI) Team needs support with more staffing to further the work of the initiative. Qualities to look for: highly resilient, innovative, persistent, ability to recognize code switching, multi-cultural. Teams include: 1. Tools and Trainings 2. Communication 3. Community Connections 4. Data 5. Department Equity Teams	The Racial Equity and Social Justice Initiative (RESJI) Team would like others to know the mission and vision of RESJI. Our mission is to establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison. Our vision of equity is to ensure that all members of the community have what they need to thrive, understanding that "one size fits all" solutions are never that. Our goal is to apply the appropriate solutions to community plans and concerns to avoid unintended consequences, so that outcomes are no longer predictable based on race. As an initiative, we have a number of inter-agency action teams that work to advance our Mission and Vision. To further these efforts, we work closely with Civil Rights Coordinators in each agency to form Department Equity Teams across the organization. We recognize the difficulties of bringing these different pieces together in every single being and operation and need support throughout the organization. More information is available on the City's website: RESJI Mission and Vision
Recovery Steering Committee Matthew Wachter Recovery Steering Committee	Planning, Community & Economic Development	Both	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Recovery, Federal Funding, Housing, Homelessness, Small Business Recovery, Local Aid, Economy, Community Needs, Children And Family Services, Government Services	Data Governance, Performance Excellence, Racial Equity And Social Justice Initiative	The Recovery Steering Committee Team needs support with recruitment and staffing the six teams. Those teams include: 1. Funding Coordination 2. Economy and Culture 3. Government Services 4. Housing 5. Human Services 6. Transportation and Infrastructure	The Recovery Steering Committee Team would like others to know there are six individual teams are working towards operationalizing change to build back better from the COVID-19 pandemic. The team aspires to provide widely accessible community aide focused on longer term recovery while prioritizing equity. It is important to communicate that the process began in 2020 and is estimated to last for at least two years.
Results Madison Dave Schmiedicke , Brent Sloat Results Madison	Finance	Both	Equity, Civic Engagement, Well Being, Shared Prosperity, Stewardship	Effective Government	Elements, Budget, Results, Outcome Based Budgeting, Performance Measurement, Outcome Indicators, Strategies, Services, Outcome, Service Measure	Performance Excellence and Imagine Madison	The Results Madison Team needs support with outreach, marketing, training, change management, integrating the tools of continuous improvement, organizational development, and performance measure development.	The Results Madison Team would like others to know is effort elicits thought-provoking questions for agencies around how they currently define their services, how data can offer insight on service delivery and budget, and lastly by shedding light on how their data is currently managed. Through these methods, the City plans to align services with customers' needs and develop metrics to accurately measure progress. In 2017-2018, each agency went through a three step engagement to: 1. Draft a new set of services from the perspective of the customers we serve 2. Draft a set of performance measures for each new service that answer basic questions such as "how much do we do this service? How well do we perform this service? And, is anyone in our community better off as a result of this service?" 3. Draft a data action plan that outlines a roadmap to developing the draft performance measures. More information is available on EmployeeNet

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Sustainability Team Stacie Reece Website coming soon	Mayor's Office	Both	Stewardship	Green & Resilient	Sustainable, Sustainability, Green, Environment, Resilient, Adaptation, Climate Change, Climate Justice, Environmental Justice	Racial Equity and Social Justice Initiative, Performance Excellence, Innovation Team	The Sustainability Team needs support with developing a working model similar to RESJI in order to produce an internal team, trainings, communications, and tools. This team needs assistance recruiting knowledgeable members, generate city-wide support from supervisors, translating the Mayor's pillars into actionable items, and provide both internal and external support.	The Sustainability Team would like others to know you know more about sustainability than you think you do, curious? Reach out to the Initiative Leads to learn more.
Women's Initiative Committee (WIC) Rachel Darken Women's Initiative Committee	Civil Rights	Internal	Equity, Civic Engagement	Culture & Character, Economy & Opportunity, Effective Government, Green & Resilient, Health & Safety, Land Use & Transportation, Neighborhoods & Housing	Gender, Equity, Employee, Identity	Multicultural Affairs Committee, Racial Equity and Social Justice Initiative, Performance Excellence	The Women's Initiative Committee (WIC) Team needs support with encouraging agencies to allow employees to participate in the Initiative and identifying opportunities to collaborate and consult on projects that impact people of marginalized genders in the workplace. The team would also like support to continue offering virtual meetings to meet the needs of their members and increase recruitment.	The Women's Initiative Committee (WIC) Team would like others to know we are committed to gender equality in the City while advocating for equitable policy development. More information on the City's website: WIC