Good Afternoon Parks Department,

Dr. Martin Luther King Jr. once said, *“A social movement that only moves people is merely a revolt. A movement that changes both people and institutions is a revolution.”* These words could not be more powerful, particularly in the current national social climate.

My name is Terrence Thompson and I am the Warner Park Facility Manager. I am excited to create and lead our Department Equity Team to continue the good work of the Racial Equity and Social Justice Initiative (RESJI).  Each department is required to have a Racial Equity and Social Justice Department Equity Team as per the Equitable Workforce Plan-Section VII. [CLICK HERE](http://media.cityofmadison.com/Mediasite/Play/296df7597317411abfd8dcca4ce08fd31d) to watch the **“Getting started with RESJI”** video (13 min).

After watching the video, all staff must complete the Readiness Survey[**(click here for Readiness Survey)**.](https://www.surveymonkey.com/r/9BG3NCF)  The Readiness Survey will establish interest in joining the Equity Team and a baseline to measure growth of our department over time. Please return the survey to me by **Monday February 5, 2018.** If you are interested in joining the Equity Team, select “Yes” when prompted in the survey and you be instructed to email me for next steps after the survey deadline.

**What is the Equity Team and what is it expected to do in our department?**  
  
· The Parks Equity Team will reflect as many racial, social, gender, age, and job class perspectives as possible with a focus on shifting departmental cultures to further racial equity in the workplace and services provided to the community.  
· It will do so by operating as a safe space for courageous conversations around issues of race, diversity and inclusion as they are experienced differently throughout the department.   
· These conversations along with community input will be the foundation for strategic planning and action towards change.

**Membership Expectations:**  
  
· Bring your full voice to the process.  
· Understand that this work is independent and fully supported by the Parks Superintendent and there will be no repercussions for involvement.  
· Participation is reciprocated as working hours.  
· Commit to develop, participate and engage with others on the selection and application of racial equity strategies.

·Attend monthly meetings as determined by the group.

·Make a two-year commitment.

Finally, review the attached documents for additional information about RESJI. This work is very important as our department did not meet all the required Equitable Workforce Racial Impact Analysis Goals or Equitable Hiring Tools usages when conducted in 2016.