



Sun Prairie's DEI Journey

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Strategist





OBJECTIVE # 1

WHY IT IS IMPORTANT



OBJECTIVE # 2

WHAT DO I DO ONCE I HAVE MY
WHY



OBJECTIVE # 3

HOW DO I HELP CREATE IMPACT

SETTING THE
STAGE

HEADS UP



CONSIDER US BUT FOCUS ON YOU



KEEP IT DIRECT AND REAL



I DO NOT HAVE ALL THE ANSWERS AND WE ARE LEARNING TOO



Who am I?



The organization and community I serve



Our Organization

EMPLOYEES

285 full-time | 80 part-time

MAJOR PROJECTS

Metro Transit Service

Class & Compensation Study

Branding Study

Fire & EMS Expansion

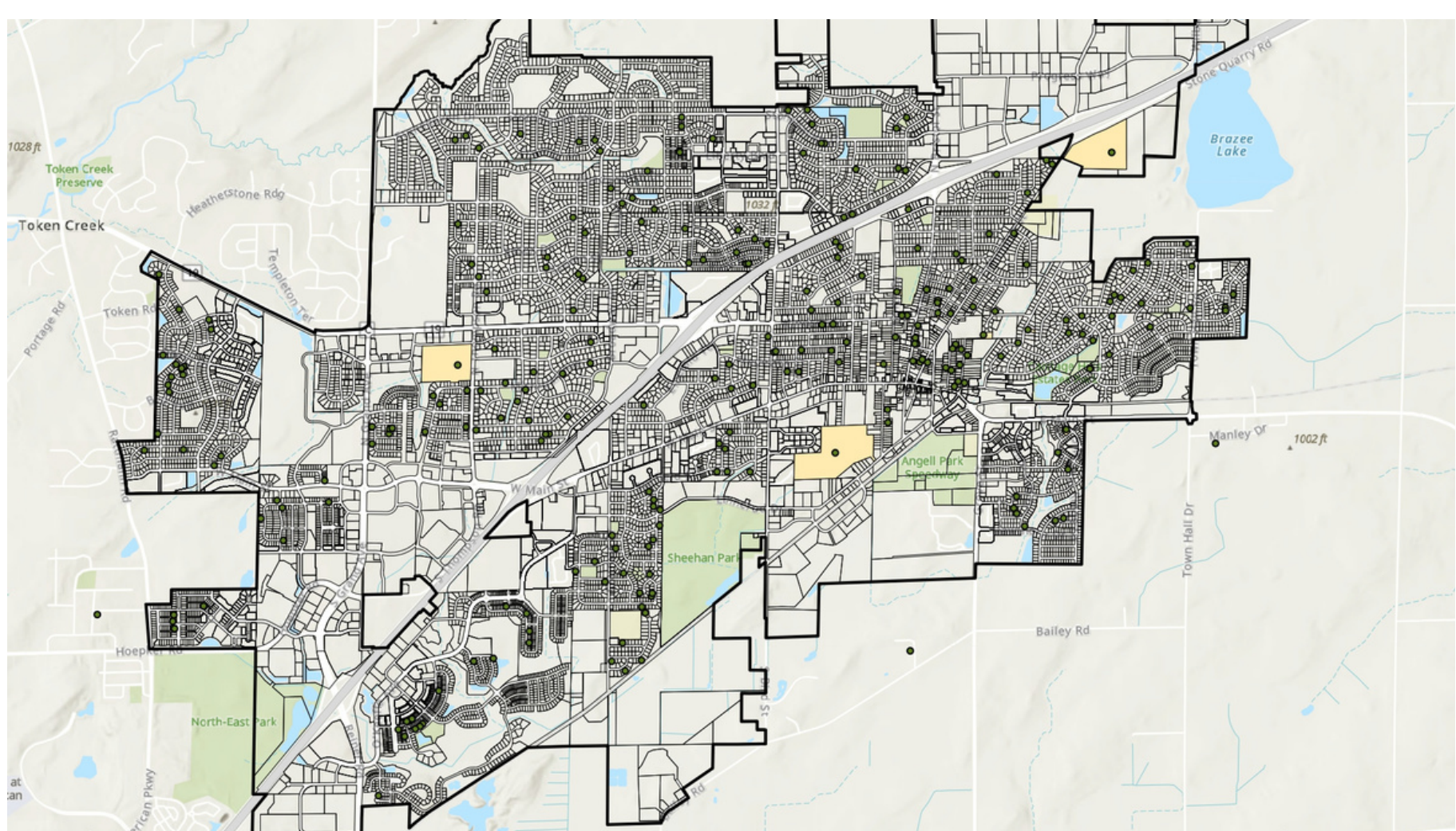
Weekly Recycling

Revaluation

Completion of Housing Study

Equity Audit (will get to later)





The Community

POPULATION

36,653

Village to a city in 1958

DEMOGRAPHICS

White/Caucasian - 80.7%

Black or African American - 7.5%

Asian or Asian American - 5.9%

American Indian and Alaska Native - 0.3%

Native Hawaiian and Pacific Islander - 0.2%

Two or More Races - 4.8%

Hispanic or Latino - 3.7%

Approx.
14,376
Households

40,830
(2030 Population
Projection)

SCHOOL DISTRICT

Over 60 different languages and dialects
spoken by students



Our Story

THE WHY



2015



2017



Ad Hoc Steering Committee on Diversity



CITY OF
SUN PRAIRIE
Wisconsin

AD HOC STEERING COMMITTEE
ON DIVERSITY FINAL REPORT

April 1, 2017

Dedicated
position

Improving
city services

Updated
Housing
Discrimination
Ordinance

And more...

Accommodations
and
Employment
Ordinance

DEI &
Recruitment

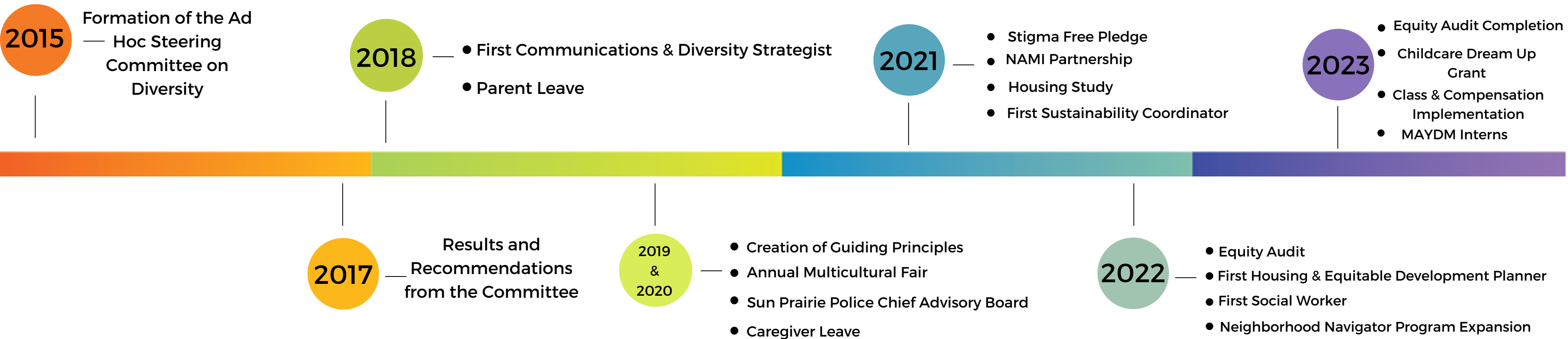


WHAT IT HAS LED TO

(WHAT DO I DO ONCE I HAVE MY WHY)



ONCE YOU KNOW YOUR WHY



ONCE YOU KNOW YOUR WHY

Metro Transit Service



Cultural History



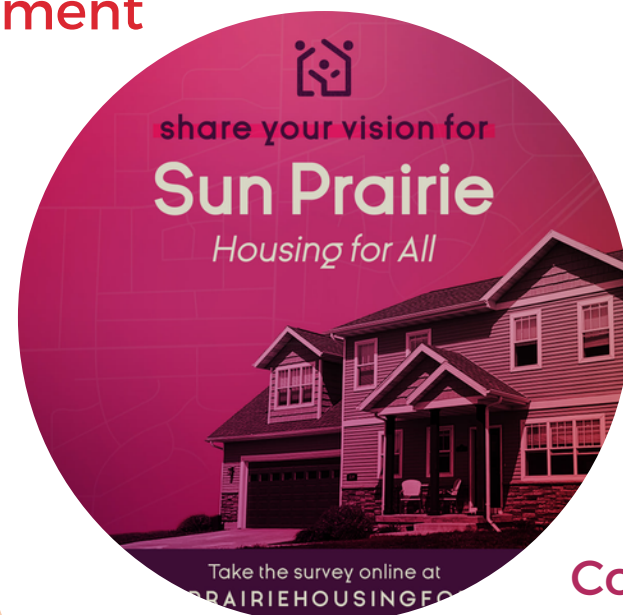
Employee Engagement



Sun Prairie Police Chief Advisory Board



Annual Cultural Events










Housing Committee



Saturday, June 2
12-4pm
Wetmore Park



Proclamations, Ordinances, and Resolutions

-  Creation of Communications
-  Annual reporting by HR division to employee/applicant demographics & retain staff.
-  Proclamations recognizing and honoring
-  Proclamation honoring and celebrating 100th suffrage.
-  Resolution opposing the deportation of Hmo Community Members.
-  National Hispanic Heritage Month Proclamation
-  Resolution Supporting AAPI Community members from racism and discrimination.
-  Recognition of Pride Month & social media engagement

MAKING AN IMPACT



DIVERSITY, EQUITY, & INCLUSION

WHAT DOES IT MEAN FOR YOU, YOUR
ORGANIZATION, AND YOUR COMMUNITY?



WHO ARE YOU SERVING?

WHO IS IN YOUR COMMUNITY AND
WHAT DO THEY WANT AND NEED?



THE INVITE

HOW ARE YOU INCLUDING THEM?



YOUR ALLIES

WHO IS IN THIS WITH YOU?



Shared
understanding



Equipping
employees



Metrics



Ongoing
learning

**WE ARE GROWING AND
LEARNING TOO**

Equity Audit



RFP #21-HR24

Organizational Equity Audit in
Two Parts

Submitted by:



Tool

Helps us assess where our organization is at in this work

Identifying blind spots and processes that are working against our values

Identifying current successes

Gives us insight we needed and didn't have

PART 1

INTERNAL

Assistance in identifying workforce strategies that support DEI within our organization and defines qualities as an employer of choice.

CONNECTED

PART 2

EXTERNAL

Our partners to help us identify industry best practices and strategies for enhancing equity in city services and addressing inequities creating barriers to access.

WHAT DOES THIS MEAN FOR YOU?

JOIN US FOR OUR MONTHLY DEI CHECK-INS

Monthly

(second Friday of every month from 10 a.m. to 11 a.m.)

Online

(via Teams and I can share invite)

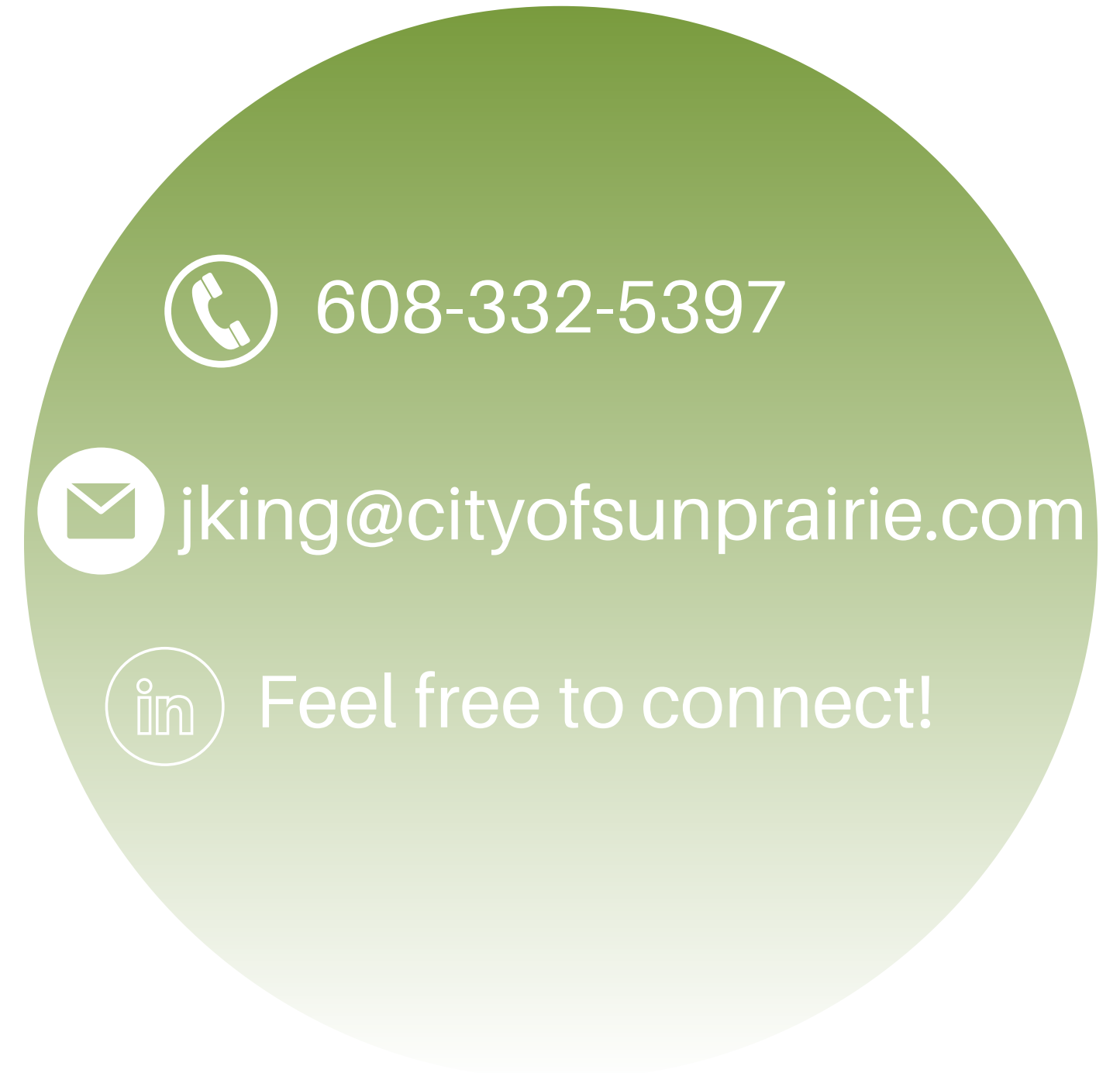
Informal


(open sharing and discussion about this work)



QUESTIONS?

CONTACT INFO



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 Feel free to connect!