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# 2021 EQUITY, DIVERSITY, AND INCLUSION PLAN

TAMARA D. GRIGSBY OFFICE FOR EQUITY AND INCLUSION (EIP)



**Alliant  
Energy  
Center**

VERSATILE · COLLABORATIVE · INNOVATIVE · CREATIVE · DEDICATED

FALL 2020

# DIVERSITY AND INCLUSION VISION



**We will ensure a consistent review and focus on policies, programs, procedures, training, and initiatives that encompass a wide-range of perspectives that intentionally focus on diversity, inclusion, and equity for our department, supporting our many constituents.**

## **Our Team Expectations:**

- Deliver inclusive connections between customers, guests, employees, and partners.
- Provide life-long learning opportunities supporting the dimensions of diversity.
- Ensure that organizational policies and procedures build insight and understanding into these important topics.
- Advocate and communicate the importance and value of inclusiveness.

# OUR STRATEGIC PRIORITIES



- Research, develop, and implement policies, procedures, and frameworks that facilitate and ensure a diverse and relevant culture for clients, guests, employees, vendors, and stakeholders.
- Implement programming, training opportunities, and experiences that support our mission and develop our team.
- Assess, measure, and amend our hiring and recruiting process(s) to increase the diverse representation on our team.
- Listen, learn, and engage our neighbors, stakeholders, guests, and team members on racial equity and social justice.

# OUR PRIORITIES -- VISION INTO ACTION - ONE



**Research, develop, and implement policies, procedures, and frameworks that facilitate and ensure a diverse and relevant culture for clients, guests, employees, vendors, and stakeholders.**

- Release this plan to all staff, including additional actionable goals aimed at inclusive intelligence, organizational effectiveness, and the priorities of the department related to equity and inclusion.
- Engage staff at all levels to review the plan, provide feedback, and partner to establish departmental objectives to support the developed goals.
- Develop a core Equity and Inclusion Plan (EIP) committee to update, and evaluate the EIP plans.
- Progress to developing an annual inclusion and engagement report to Public Works Committee.
- Develop an outreach strategy to collaborate with underrepresented community stakeholders and event promoters that could utilize our EIP booking assistance fund.

# OUR PRIORITIES -- VISION INTO ACTION - TWO



**Implement programming, training opportunities, and experiences that support our EIP mission and develop our team.**

- Collaborate with the Equity and Inclusion office to provide onsite, quarterly, mandatory, lunch-and-learn programming designed to engage in EIP growth and development.
- Deploy monthly online learning activities for all staff to continue expand the knowledge and understanding of important EIP topics.
- Schedule team members from all functional areas to attend educational programming opportunities at Wright Middle School, Briarpatch, Franklin Elementary, Boys/Girls Club, City of Madison Core program, and Big Brothers/Big Sisters.

# OUR PRIORITIES -- VISION INTO ACTION - THREE



**Assess, measure, and amend our hiring and recruiting process(s) to increase the diverse representation on our team.**

- Deploy a workplace development strategy that specifically targets a diverse talent pool, including the use of third-party specialists as needed to ensure success.
- Establish a plan to engage underrepresented south-Madison residents in hiring and recruitment programs for permanent and as-needed positions.
- Hire a multi-cultural marketing or recruitment agency to assist with developing a relevant external presence to educate and inform underrepresented employees about Center opportunities. Specifically Black, Latino, and female candidates.
- Ensure that all recruitments include underrepresented candidates, and if there are not at least 2 candidates in the top 10 – repost the position and expand the recruitment.

# OUR PRIORITIES -- VISION INTO ACTION - FOUR



**Listen, learn, and engage our neighbors, stakeholders, guests, and team members on racial equity and social justice.**

- Actively participate in County RESJ meetings and neighborhood community meetings.
- Develop additional opportunities for minority-owned businesses and organizations at the Center, such as: food service providers, contract positions, event promotions, and intern/job shadow(s).
- Convene a standing department committee to promote and market the equity booking fund. Empower the committee to disburse the funds as appropriate to encourage diverse, community based events at our facility.
- Provide routine educational outreach events with all levels of staff participation (i.e. Principle for a Day).
- Hold annual community listening and engagement events targeted at neighbors and south residents.
- Expand the internship and job-shadow experiences with City of Madison CORE team, Big Brothers and Big Sisters, Boys and Girls Club, Madison College South Campus, and Madison School District.

# CATEGORY FRAMEWORK



Areas of Opportunity	Tier 1 Beginning	Tier 2 Emerging	Tier 3 Advancing
<b>Organizational Commitment</b>			
• Develop a core Equity and Inclusion Plan (EIP) committee to update, and evaluate the EIP plans	□□□□□		
• Research, develop, and implement policies, procedures, and frameworks		□□□□□	
• Establish a plan to engage underrepresented south-Madison residents	□□□□□		
• Ensure that all recruitments include underrepresented candidates	□□□□□		
• Progress to developing an annual inclusion and engagement report to Public Works Committee	□□□□□		
<b>Leadership Development</b>			
• Provide routine educational outreach events	□□□□□		
• Provide onsite, quarterly, mandatory, lunch-and-learn programming	□□□□□		
• Deploy monthly online learning activities for all staff	□□□□□		
<b>Program Innovation</b>			
• Expand the internship and job-shadow experiences		□□□□□	
• Schedule team members from all functional areas to attend educational programming opportunities		□□□□□	
• Collaborate with underrepresented community stakeholders and event promoters that could utilize our EIP booking assistance fund.		□□□□□	
<b>Collaboration</b>			
• Hold annual community listening and engagement events targeted at neighbors and south residents			
• Actively participate in County RESJ meetings and neighborhood community meetings.			□□□□□
<b>Resource Mobilization</b>			
• Convene a standing department committee to promote and market the equity booking fund		□□□□□	
• Develop additional opportunities for minority-owned businesses and organizations	□□□□□		
• Deploy a workplace development strategy that specifically targets a diverse talent pool	□□□□□		
• Hire a multi-cultural marketing or recruitment agency	□□□□□		