

# **Village of Shorewood Equity Statement**

Approved June 5, 2023

## **Vision**

The Village of Shorewood is a safe, fair, and inclusive community where individuals are valued for their diverse experiences, perspectives, and cultural backgrounds and afforded opportunities to fully participate in community life.

## **Mission**

The Village of Shorewood fosters a culture that recognizes equity as essential to a fair and just society, promotes access to opportunities, ensures unbiased outcomes, and eliminates systemic barriers used to exclude historically marginalized groups.

## **Our Values in Action**

The values of the Village of Shorewood are operationalized through our commitment to:

1. Foster ongoing learning for residents and Village employees.
2. Implement actions that eradicate system barriers.
3. Utilize an equity lens to cultivate opportunities for equity and inclusion.
4. Maintain a culture of integrity, justice, and transparency.
5. Endorse community norms that demonstrate appreciation for diverse cultures.
6. Maximize teamwork, innovation, and evaluation to achieve positive, equitable change.

## **Goals**

Through the implementation of the DEI strategic plan, the Village of Shorewood's will achieve these goals:

1. Equitable purchasing and contracting opportunities.
2. Nondiscriminatory administrative and human resources policies.
3. Strong community understanding and support of DEI work in the Village.
4. Heightened employee engagement and a sense of safety and belonging.
5. Significant diverse representation in Village government (committees, boards, etc.)
6. Quality community relations with historically marginalized communities.
7. Effective long-term transformation verifiable through data, measures, and outcomes.
8. Enhanced Village of Shorewood's reputation as welcoming, equitable, and inclusive community.