

VILLAGE OF SHOREWOOD

REQUEST EXECUTION OF NEW VILLAGE INITIATIVE

Summary: This form is used for departments, citizen committees and officials to propose new significant initiatives such as service changes, programs, studies, capital items and other requests to be considered for the annual vision planning and prioritization process. The goal of this form is to help staff, residents and officials identify the resources, steps and time involved in executing an initiative. It allows a formalized process for the Village to recognize proposed initiatives and request the Village Board to consider an initiative before investing more resources. Complete the following information and hand in to the Village Manager for the request to be considered.

Name: Ann McKaig & Tammy Bockhorst

Date: 6-14-19

Department / Committee: Village Board

Initiative: Unlearning Racism – Educational/Training Opportunity

Description and Goal: Include a short summary of the initiative and the goal/desired outcome.

The Village has discussed educational training of staff/board/commissions in the past. In order to further our perspective for future policy development, a best practice is to provide a foundation of agreed upon terminology and understanding among board members/committees and staff. To do this the Village would provide an educational class in collaboration with the YWCA. The YWCA currently offers a class, Unlearning Racism, see attached outline for 2019 class. This class may likely be too large of a time commitment; however, YWCA would be good partner to review our goals and objectives and provide suggestions to the Village of various levels of training opportunities that could be provided next year.

Time Sensitivity: Identify any time constraints or deadlines associated with the initiative.

If the Board desires to continue with this initiative, a meeting with YWCA will be scheduled in July to determined timing and costs for inclusion in the 2020 operational budget.

Estimated Staff Time Needed to Execute: Include estimated hours and staff/persons involved.

3 hours – trustee/village manager communication/meeting with YWCA to determine scope and cost; potentially seek additional community partners for the training
Attendance at Unlearning Racism Class – 24 hours per person, off site (this is an option)

Estimated Costs: Materials, contractual services, equipment, etc. Indicate annual vs. one-time.

TBD

Implementation Steps for Execution: Include approvals, collaboration with other groups, etc.

1. July 2019 - Meet with YWCA and determine estimated cost for educational training.
2. July 2019 - Reach out to community partners to see if there is interest in joining in our training. Consider invitation to the public if feasible.
3. July 2019 – budget for training in 2020.
4. September 2019 - Schedule, plan and determine required attendance for 2020.
5. November 2019 – approve budget for educational training; share schedule with all parties and communicate the Village’s planned educational efforts.

UNLEARNING RACISM: TOOLS FOR ACTION©

Summer 2019 Course Schedule and Discussion Topics
Tuesday mornings from 8:30 a.m. - 12:30 p.m.

Week 1: July 2	<i>The Impact of Racism</i>
Week 2: July 9	<i>The Roots of Racism</i>
Week 3: July 16	<i>Manifestations of Racism</i>
Week 4: July 23	<i>Understanding Whiteness</i>
Week 5: July 30	<i>Your Role in Addressing Racism</i>
Week 6: August 6	<i>Taking Action Against Racism</i>

YWCA
IS ON A
MISSION

*ELIMINATING RACISM.
EMPOWERING WOMEN.*