

Focus Area: *Lilada Gee*, Founder of Lilada's Livingroom
 Co-chairs: *Greg Banks*, Regional Account Manager, First Data
Jessica Strong, Constituent Services Caseworker, Office of Congressman Mark Pocan



PURPOSE

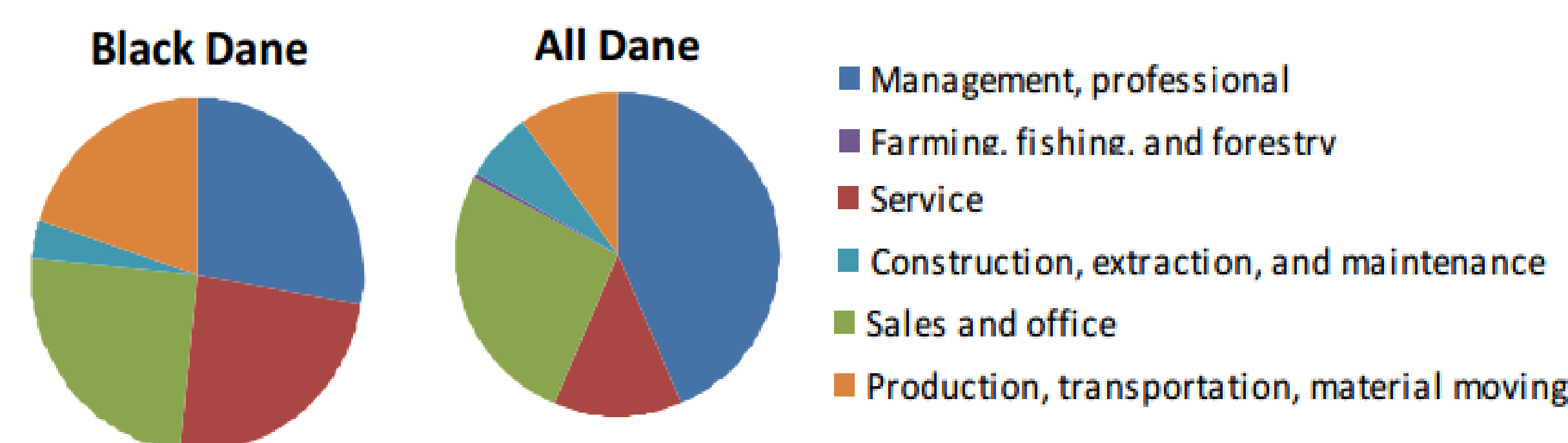
To increase, enhance and sustain the excellent service delivery of culturally competent programs by and for the African American community through the personal, professional, and organizational capacity development of leaders and their agencies.

STATEMENT OF OPPORTUNITY

Increase the number of African Americans in leadership positions in a variety of fields in Madison businesses and institutions to inspire youth and adults to maximize their skills and talents.

SUPPORTING DATA

- Employment by sector



Source: Adapted from State of Black Madison, 2008



GOALS AND OBJECTIVES

- Increase percentage of African Americans working, succeeding and advancing in executive, management, supervisory, community and public leadership roles among public, private and nonprofit employers, service agencies and elected and appointed offices in Dane County.
 - Partner with employers and services agencies to establish 'Our Madison Captains' who will lead the education advocacy and implementation of the Our Madison Plan within their businesses and organizations.
 - Convene local management and leadership development professionals to design and/or approve curriculum, and establish criteria to identify talented African Americans for participation in these programs.
- Increase percentage of African American youth participating in and completing traditional and non-traditional youth leadership and service programs led and offered by public, private and nonprofit organizations and institutions in Dane County.
 - Partner with African American Pan-Hellenic council fraternities and sororities to implement their national leadership development strategies within public schools and the Greater Madison community.
 - Partner with community-based organizations and non-profits to develop internship opportunities for youth involved in leadership and service programs.
- Assist every public, private and nonprofit employer in Dane County with 50 or more employees to develop a talent management strategy and clearly defined systems for recruiting, hiring, on-boarding, coaching, developing, retaining and investing in the professional growth and advancement of African American employees.
 - Work to ensure that every employer participates in the annual Workplace Diversity Survey sponsored by the Madison Region Economic Partnership and Urban League of Greater Madison.
 - Collaborate with employers to ensure development, implementation and evaluation of highly effective annual actionable plans for increasing, supporting, and maintaining diversity and inclusion among staff within their businesses and organizations at all levels of employment.
 - Work with the Greater Madison Chamber of Commerce, Downtown Madison, Inc. and Madison Region Economic Partnership and related employer and service groups to increase diversity and inclusion in Greater Madison.
- Facilitate building of African-American led community-based organizations to drive change and operate successful initiatives in Dane County.
 - Partner with the local philanthropic community to identify and grow the financial and operational capacity of African American led community organizations that are effectively reaching and providing critical health, educational, social, and culturally responsive services and supports to the African American community at the neighborhood and city-county wide level.

WORK TEAM MEMBERS

Lakendra Adesuyi, Robert Agnew, Matt Braunginn, Anthony Cooper, Lauren Rock, Jasmine Zapata,

INNOVATIVE INTERACTIONS TO BUILD SOCIAL CAPITAL

- ❖ Support existing annual African American Wellness Fairs and train and stipend identified neighborhood leaders to help with getting residents to neighborhood meetings, PTOs, and elections stations.
- ❖ Identify 15 current non-profit community leaders for participation in an intensive project to develop strategies to expand existing programs to reach more African Americans.

NEXT STEPS: WHAT CAN YOU DO?

Check for training opportunities:

- o Nehemiah - <http://www.nehemiah.org>
- o YWCA - <http://www.ywcamadison.org>
- o Groundwork - <http://groundworkmadison.wordpress.com>

This list is not exhaustive, but exemplary. Be thoughtful and creative.

- Step into political involvement that works to break down structural injustice
- Leverage your professional skills and networks to diversify your networks
- Encourage organizations to have an assessment of their policies and practices related to race and hiring

COMMUNITY RESOURCES

- ❖ Get involved with one of the following Madison area organizations.
This is not an exhaustive, but a representative list.
 Nehemiah - <http://nehemiah.org>
 Urban League of Greater Madison - <http://ulgm.org>
 Wisconsin Women's Business Initiative Corporation - <https://www.wwbic.com>
 YWCA - <http://ywcamadison.org>