YOUR PLAN
for Our Madison Plan
INDIVIDUAL AND GROUP ACTION GUIDE

FACILITATE
CONVENE
CATALYZE
SERVE

10 YEARS OF OUR MADISON PLAN systems change symposium

PRESENTED BY
NEHEMIAH JUSTIFIED ANGER

OUR MADISON PLAN

SUMMARY

VISION

The Greater Madison community will become a place where African American children, adults and families thrive and succeed personally and professionally, and feel valued.

MISSION

To eliminate racial disparities and create opportunities that empower the African American community to achieve its full potential and prosper.

PURPOSE

To facilitate productive dialogue and collaboration within African American communities and within the Madison community as a whole

To convene stakeholders and community members as authentic allies in developing strategies to reduce longstanding racial disparities

To catalyze the voices of African Americans and to ensure they are heard by the broader community

To serve as an ally of the African American community by fostering open communication among a diverse range of opinions and perspectives

To evaluate the effectiveness of efforts to sustain change using sound evidence-based methods to ensure progress and efficiency

FOCUS AREAS

SUMMARY **GOALS & OBJECTIVES**

To lead and advocate for policies, practices, and innovations that result in family sustaining employment, entrepreneurship, and business development in the African American community.

Economic Development

To lead and advocate for policies, practices, and innovations that prevent and dramatically reduce the incarceration and recidivism of African Americans in the criminal justice system.

Criminal Justice

To lead and advocate for policies, practices, and innovations that result in the increased graduation of African American youth that are college and career ready. Facilitate knowledge that transforms Black and non-Black communities together.

Education

To identify, lead, and advocate for policies, practices, and innovations that promote the health and wellness of African American adults, children, and families while eliminating racial disparities in key health and wellness indicators in Dane County.

Family & Community Wellness

COMMUNITY TRANSFORMATION

Why Theory of Transformation?

- No other models address interracial work
- Took time to talk to the African American community (Our Madison Plan)
- Have talked to politicians and leaders, but no consensus on the addressing the root issues
- Replicable and Sustainable (But takes time)

Programs vs Systems Change

- Programs help disparities but do not address inequities
- Systems is considering the whole environment, but programs puts emphasis on individual change
- System is not broken because of the person, but the person (that the program addresses) is broken because of the system

Transactional vs. Transformative Approaches

Transactional Approaches

- Issue-based
- Help individuals negotiate existing structures
- Solutions "transact" with institutions
- Short-term gains for communities, but leave existing structure in place

Transformative Approaches

- Build across multiple institutions
- Focus on systems and organizational culture
- Rebuild the ways systems operate
- Shift cultural values and collective action to elimanate racial disparities long-term

YOUR MADISON PLAN

HOW CAN YOU BE A PART OF THE OUR MADISON PLAN? HOW WILL YOU MAKE YOUR MARK AS WE TRANSFORM OUR SYSTEMS TOGETHER?

Our Madison Plan has four focus areas with leadership development tied into each - Economic Development, Criminal Justice, Education, and Family & Community Wellness

Which of the focus areas do you most identify with as an advocate for change? What does this area mean to you personally and affect your community life?

One of the best ways to change systems is to simply start conversations in your existing networks and spheres of influence. Make an inventory of your relationship networks and potential partners. Change is stronger together.

Changing systems requires consistent and long-term action in order to makes lasting transformation. In order to not get burned out, the change needs to become part of your lifestyle and daily practice. What are two ways that you can integrate racial justice practice into your daily lifestyle?

YOUR MADISON PLAN

SELF-ASSESSMENT

Black community leaders have expressed that they need to be able to reset the table in order to have a seat the table for decision making.

Take a moment to check with yourself about letting go of some control in order to shift power structures? How do you really feel about following decision making and structures that look very different than how things have been done before?

Think about how you will react to following Black leadership that may feel very different than how systems normally function?

How can you support system change and community transformation?

- Can you support system change work and new initiatives that you don't have to have a voice in?
- Are you willing to make space for Black voices and leadership?

COMMUNITY TRANSFORMATION

EDUCATE - DONATE - AFFILIATE

Educate yourself and others on Racial Justice. Be a listener.

JUSTIFIED ANGER COURSES

Black History for a New Day Course
Online

Allyship Resource Library
Free Online

KEEP WATCHING & LEARNING - WISCONSIN IN BLACK & WHITE SERIES

pbswisconsin.org/wisconsin-black-white/resources

nehemiah.org/resources

EDUCATE

DONATE

Resource the struggle. Support those who already know what to do and are doing it. Give to Black-led organizations.

SUSTAIN LASTING CHANGE

nehemiah.org/donate

Scan to Give

10 Years of JUSTIFIED ANGER System Transformation

NEHEMIAH

Follow the lead of Black organizations and build relationships in the Black community.

BE A PART OF THE CHANGE, PERSONALLY AND SYSTEMICALLY

JOIN A JUSTIFIED ANGER INTEREST GROUP

SHOW YOUR SOLIDARITY - JUSTIFIED ANGER ONLINE STORE

Next Steps Virtual Sessions
OFFERED ANNUALY

Stay Connected With Us

nehemiah.org/engage

AFFILIATE

YOUR ORGANIZATION PLAN

WHATS NEXT FOR MY ORGANIZATION?

Which sessions or speakers from the Symposium had the most profound impact on your perspective, and how do you plan to integrate their insights into your daily work or advocacy efforts?

In considering the various topics addressed during the Symposium, what are the top three actionable initiatives or strategies you feel inspired to prioritize in your community or organization?

How will you foster and maintain the connections and collaborations initiated at the Symposium to ensure a collective and sustainable effort to eliminate racial disparities?

ENGAGEMENT STRATEGIES

How do you ensure that you build and maintain trust with clients throughout your interactions, especially when discussing sensitive topics or issues?

What are some engagement strategies that you will improve when it comes to your clients?

What strategies or techniques do you employ to continuously engage clients in the decision-making process, ensuring their voices and preferences are central to the solutions or interventions proposed?

UNDERSTANDING COMMUNITY NEEDS

INSTRUCTIONS: Taking a holistic view, use the space below to document the needs of your clients

WHAT ARE THE BEST WAYS TO ADDRESS COMMUNITY NEEDS?

WHAT DO STAFF NEED TO BE SEEN HOLISTICALLY?

INSTRUCTIONS: Taking a holistic view, use the space below to document the needs of staff in your organization.

WHAT ARE THE BEST WAYS TO ADDRESS STAFF NEEDS?

LOOKING TO THE FUTURE

INSTRUCTIONS: Imagine the perfect state of your organization

How do you plan to share and disseminate the knowledge and best practices you gained from the event with your colleagues, stakeholders, or community members to create a ripple effect of positive change?

Reflecting on the broader theme of the conference, "Community Transformation: Systems Change Together," what personal or professional transformations do you feel compelled to undertake in order to further the mission of eliminating racial disparities?

In reflecting on the successes celebrated at the conference, how can you incorporate lessons from these victories into your approach to address challenges in your community or organization?

BUILDING A CIRCLE OF SUPPORT

INSTRUCTIONS: Intentional Engagement cannot be done in silos. Using the circle of support, who are the community and industry partners that can support your efforts?

SUPPORT CIRCLE

MAKE YOUR MARK

RESOURCES

How will you be a part of changing oppressive systems?
Find your point of passion, skills, or relationships.

JUSTIFIED ANGER courses

BLACK HISTORY FOR A NEW DAY COURSE

Learn history and take action together. More courses being added on an ongoing basis.

ALLYSHIP RESOURCE LIBRARY

A resource that offers a path to help you follow as an ally.

INNOVATIVE LEADERSHIP DEVELOPMENT

TRAINING

Our innovative leadership development training is designed to assist leaders in creating an effective, efficient and engaged workforce. We ground our work in United States history and local realities to help leaders create a toolkit for mastering change management and navigating uncertainty. Our monthly training cohort includes topical instruction, responsive teaching, small group peer connections, and executive coaching.

SUPPORT CHANGE

DONATE

Nehemiah is supporting system change by developing Black and non-Black leaders, community wellness, education,and criminal justice action.

nehemiah.org/donate

I AM PART OF THE SYSTEMIC ~~PROBLEM~~ Change

NOTES

MAKE YOUR MARK

SYSTEMS CHANGE SYMPOSIUM

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