



Kenosha Action Roadmap to Inclusion, Equality and Equity (2020-2024)

DRAFT: November 2021

History – How We Got Here

In June 2020, Mayor John Antaramian convened a small group of area faith-based leaders that he met with on a quarterly basis. He asked the group to help with creating a long-term response to the killing of George Floyd and if they could help with creating a plan to address systemic racism in the city of Kenosha.

From the beginning, it was clear that this plan must be developed and owned by the community and not the city of Kenosha. Administration was instrumental in creating the concept and a catalyst for convening the leaders to begin the work on the Kenosha Action Roadmap to Inclusion, Equality and Equity. The roadmap is a framework, a call to action and a beginning to a plan to address racism in key areas in the city of Kenosha. Public input received in October 2020 from the listening sessions and online feedback form related to focus areas have been incorporated in this document.

The Roadmap will be driven and maintained by teams comprised of diverse group of individuals and led by community ambassadors.

This document provides the basis of the concept or guidelines for the development of the roadmap plan. The actual details of the plan will be developed over time by the planning team, the core teams and its members in each focus area.

Vision

Charting a better course for Kenosha where there is inclusion, equality and equity.

Mission: Address Systemic Racism in Key Areas

Systemic racism is a destructive force in America, but when we stand together and fight it, we all benefit. Racism doesn't just hurt communities of color; it hurts all of us. Just like a rising tide lifts all boats, working to end racism benefits everyone.

Roadmap Action

- Review policies and practices throughout Kenosha addressing racism related to policing, criminal justice system, employment, education, housing and mental health.
- Identify and assess closing the racial wealth (equity) gaps between races; eliminating inequities in public school quality; closing employment and earnings gaps; unfairness in the criminal justice system and any unfair practices found to exist.
- Create a game plan with a timeline to break down any identified structural racism throughout Kenosha.



Objectives



- **Bring community leaders and citizens together to identify effective strategies and solutions to effect core system changes in key areas throughout the city of Kenosha.**
- **Begin first stage of the plan (2020 - 2024) of the Action Roadmap to lay the foundation for the long-term plan to address any identified systemic racism related to the key focus areas. The stages are done in 4-year increments.**
- **Review, re-assess, revise the Action Roadmap as needed to accomplish its mission.**
- **Bring families, organizations, businesses and government together to chart a better course for the city of Kenosha where there is inclusion, equality and equity.**

Deliverables

- Assemble teams of diverse individuals based on their ability to contribute to achieving the objectives of the Kenosha Action Roadmap. Individuals are selected because of their relevant perspective, experience or subject matter expertise in policing, law enforcement, criminal justice, education, training, employment, business, housing, mental health, workforce development, youth/young adults, building trades, community relations, civil rights and/or civil liberties.
- Create the space to have an open dialogue to have those difficult but necessary conversations.
- Build trust and relations between police and community. It's a two-way street. Everyone is held accountable.
- Improve police department practices and hold police accountable for their actions while holding individuals accountable for their actions.
- Address racial and economic disparities and community frustration with and distrust of governmental institutions.
- Develop measurable outcomes and track annually.
- Track and create an annual Summary of Activities (i.e. team focus, recommendations, events, meetings, etc.).
- Create a final report of findings that include recommendations, solutions, implementation plans and next steps by March 2024

Action Roadmap – Focus Areas

Address Systemic Racism by:

- ***Strengthening Community Police Relations***
- ***Developing Future Leaders***
- ***Creating an Equal Criminal Justice System***
- ***Creating Equal Employment Opportunities***
- ***Creating Quality Education for All***
- ***Strengthening the Mental Health System***
- ***Creating Equal Affordable Housing Access***

01 Strengthening Community Police Relations

There is an immediate need throughout America to strengthen the relationship between the community and police. Police officers need to interact consistently in a dignified manner with the community to develop credibility and establish an on-going dialogue with residents.

Roadmap Actions

- *Review current relationship between community and police.*
- *Review and assess police use of force policies (i.e. #cantwait campaign) and provide recommendations as needed.*
- *Review and provide recommendations for improving police department practices on communicating with community.*
- *Address individual police and individual citizen accountability.*
- *Educate the community on their role of responsibility for improving community police relations.*
- *Provide recommendations and solutions for improving community police relations and building trust between the community and the police (i.e. MBK Community Plan recommendations, good practices from other cities, etc.).*



Please note: Statements are subject to change. Each Core Team will review and make any necessary changes based on a consensus. Assessment of current situations in Kenosha will be a part of the work of the Kenosha Action Roadmap Teams.

02 Developing Future Leaders

Developing youth and young adult leadership is essential to sustain to our future workforce. There is a crucial need to make sure that they have the skills, knowledge and education to be our future leaders.

Roadmap Actions

- *Create ways that are inclusive of all young people to engage, mentor, involve, train and develop them to become future leaders.*
- *Create platforms to engage young people so they have opportunities to express their talents, cultivate their interests and develop their personalities.*
- *Expand entrepreneurial opportunities for young people.*

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03 Creating an Equal Criminal Justice System

Equality and justice should not only complement each other, but also serve the same purpose. Equality and justice both represent social equality and fairness. Without equality, true justice cannot exist. The criminal justice system must not only be fair but perceived to be fair by people of color.

Roadmap Actions

- *Create and provide resources so that early in their life youth/young adults remain safe from violent crime.*
- *Assess any real or perceived racial disparities that exist in the criminal justice system that deeply affect and cause African Americans and other minorities to be over-represented at every stage of the justice system throughout the criminal, family and juvenile courts.*
- *Recommend changes that could substantially impact the perception and reality of an equal criminal justice system.*
- *Educate and develop community understanding of the criminal justice system and their responsibility.*



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04 Creating Equal Employment Opportunities

Low-wage workers need help. In addition, many people of color are over-represented in low-wage jobs. They need better access to good jobs that pay livable wages.

This is obtainable by increasing the number of high-quality jobs and providing low-wage workers with the training and skills to do these jobs.

Roadmap Actions

- *Create opportunities for youth/young adults who are out of school to be employed and/or in an internship or mentoring program.*
- *Work with area organizations/businesses to develop a plan to increase skill sets of low-wage workers to get access to good jobs.*
- *Work with area employers to create an environment where there is equal access to good jobs that pay family sustaining earnings throughout Kenosha.*
- *Develop a partnership with area employers to assess work environments to ensure there are equal wages for same jobs regardless of color or gender.*



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05 Creating Quality Education for All

Education is a basic human right for all and is important for everyone to make the most of their lives. Having an education helps people to access all of their other human rights. Education improves an individual's chances in life and helps to tackle poverty.

Roadmap Actions

Work with Kenosha Unified School District and community to:

- *Ensure all children entering school are cognitively, physically, socially and emotionally ready.*
- *Strive toward the goal of where all children read at grade level by 3rd grade.*
- *Strive toward the goal of where all youth graduate from high school.*
- *Provide resources to all high school students so they have access to post-secondary education/ training.*
- *Encourage and support programs that emphasize strong parental/family involvement in their child's education.*



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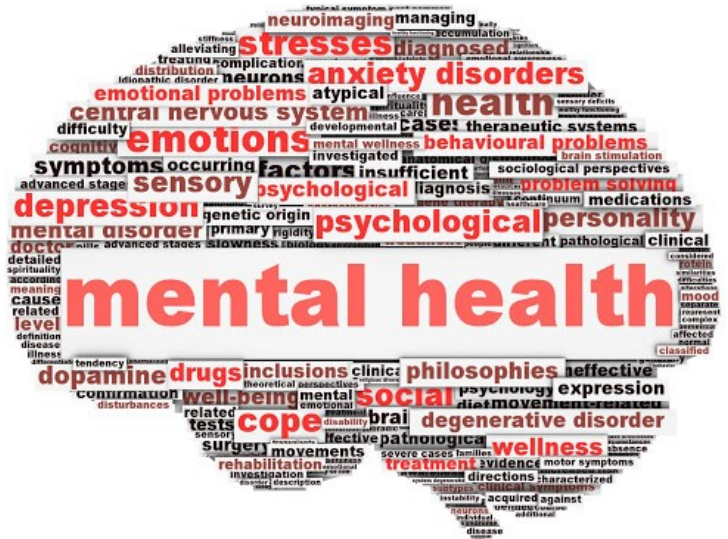
06 Strengthening the Mental Health System

Racism is responsible for increasing disparities in physical and mental health among people of color. They experience life differently from those whose lives have not been devalued. Racism is a mental health issue because it causes trauma.



Roadmap Actions

- Assess mental health services and practices in Kenosha.
- Assess racism in any form that affects or relates to mental health.
- Address racism as a unique social determinant of mental health.
- Assess cultural competence of health and mental health providers in the community.
- Research and recommend effective mental health training for protective services personnel and key community stakeholders.
- Assess family dynamics in mental health systems.



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07 Creating Equal Affordable Housing Access

Livable, safe housing is a basic human right – deserved by all due to their dignity as a human being. Without safe and affordable housing, all aspects of family life suffer, and a life of dignity is impossible. The affordable housing crisis is a current reality in the U.S. and for people of color and people living in poverty, it has been a reality throughout the nation's history.

Roadmap Actions

- Assess affordable housing practices and programs in Kenosha.
- Research and recommend resources and good practices that are effective in addressing racism and discriminatory issues related to affordable housing.
- Ensure that housing systems and programs are just and fair for all.
- Research strategies and good practices and make recommendations to address homelessness in Kenosha.



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Timeline

Phase One - *Gathering*

- June 2020 – May 2021:
- Convene groups to Commit to Action
 - Host community listening sessions
 - Form teams to address identified areas
 - Team Leads provide focus & direction to team members
 - Develop an implementation checklist & measurements

Phase Three – *Developing Partnership Connections*

June 2022 – May 2023

Phase Five - *TBD*

June 2024 – December 2024

