



# Equity Study Session

Madison Metropolitan Sewerage District



# Overview

Context setting. How did we get here?

Share research on best practices

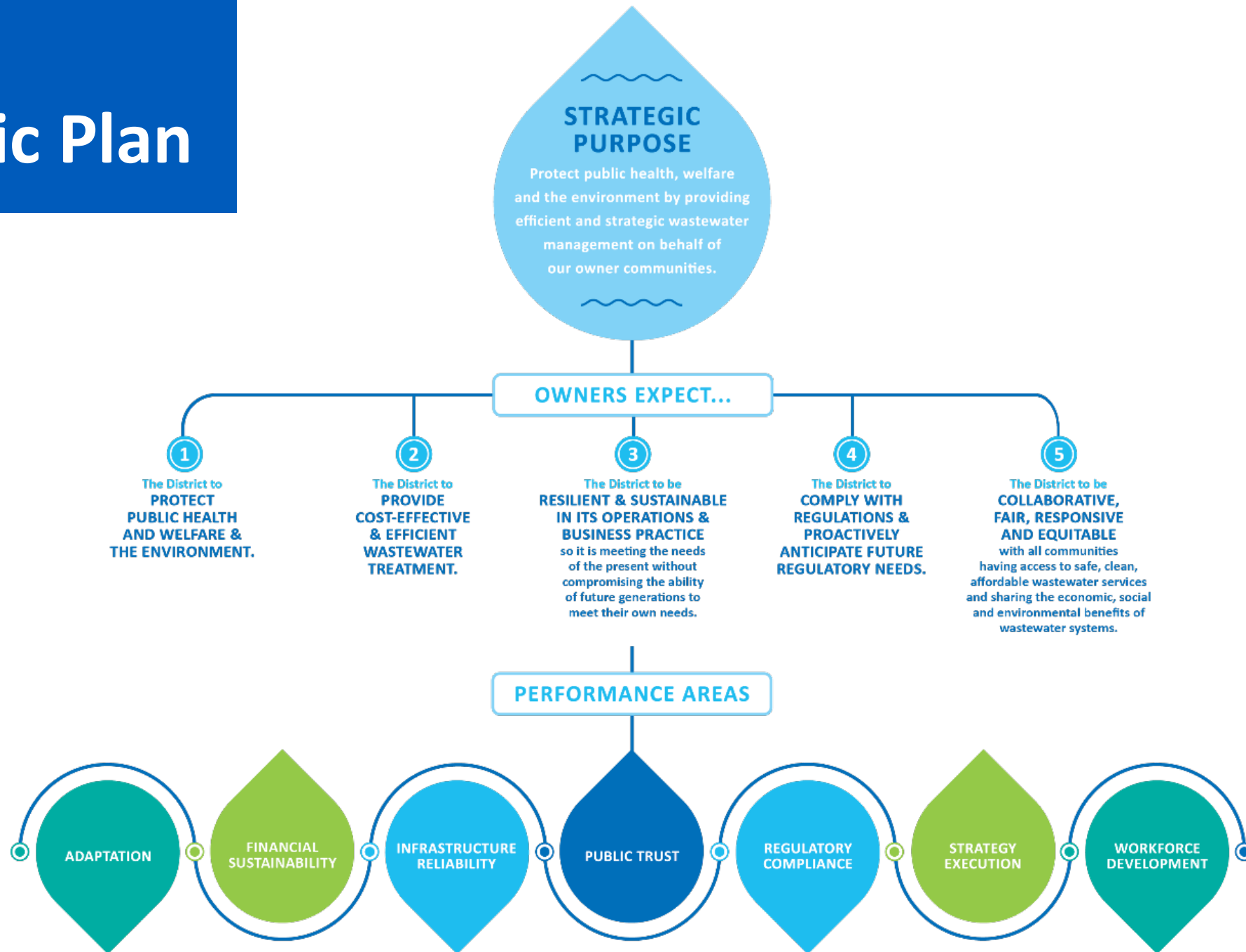
Align with current work

Outline new opportunities

Commission discussion and support



# District Strategic Plan



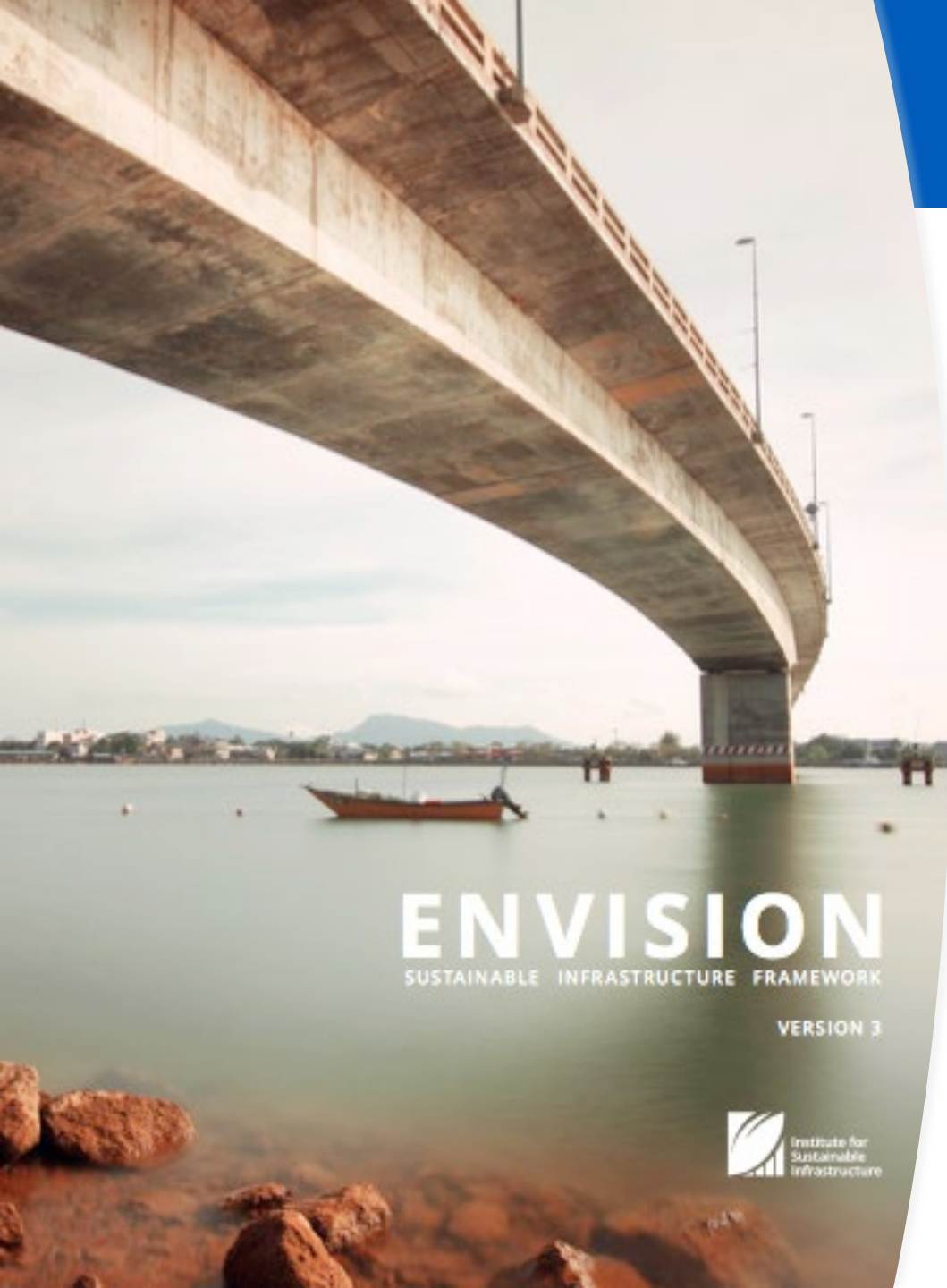
# Equity Action Themes

Theme	Current Strategies
Affordability	Cost-effective strategies, such as BMC compliance, Yahara WINS, and chloride minimization.
Employment	Monitor success of trainee program Engage with local groups for talent pipeline Investing in employees and their families with competitive wages and benefits
Workforce development	DEI Strategy (2024 Focus Item) Employee Engagement (2024 Focus Item)
Climate and resiliency	Greenhouse gas reduction plan (2024 Focus Item) Use of Envision for capital projects Alternative power, inflow & infiltration (I&I)
Procurement	Clean Water fund loan projects require compliance with non-discrimination clauses, prevailing wage requirements, and disadvantaged business enterprise requirements
Access and transparency	Strategic communications and engagement on District work Use of Envision for capital projects

# Equity in Budgeting







Decision making guide



Make a project more sustainable



Do the right project



Addresses full range of sustainability



64 Indicators



District has 25 ENV-SPs

# 64 Sustainability Indicators



## **Quality of Life**

14 Credits

Wellbeing, Mobility, Equity & Social Justice



## **Leadership**

12 Credits

Collaboration, Stakeholder Engagement



## **Resource Allocation**

14 Credits

Procurement, Energy, Water, Waste



## **Natural World**

14 Credits

Siting, Conservation, Ecology



## **Climate & Resilience**

10 Credits

Emissions, Resilience





Pumping Station 15



# 2024 Focus items that support equity

## Greenhouse Gas Reduction Plan



*Formerly Climate Change Mitigation Plan*

## Diversity, Equity and Inclusion



## Equity



## Employee Engagement



## Market Wage Study



# Future Opportunities

- Owner community of practice group
- Define equitable engagement
- MOA with Ho-Chunk Nation
- Equity focus item, report progress quarterly





# Discussion



# CED Update

August 31, 2023



Madison Metropolitan Sewerage District

