

The City of La Crosse Diversity, Equity, and Inclusion (DEI) team works with City departments, external partners, and community members to dismantle institutional and structural barriers that have held back many residents for too long.

Mission

Establish racial equity and social justice as core principles in all decisions, policies, and functions of the City of La Crosse.

Vision

Living wage jobs, safe neighborhoods, high-quality education, a healthy, sustainable natural environment, efficient public transit, parks and green spaces, affordable and safe housing and healthy food are afforded to all;

- The benefits of growth and change are equitably shared across our communities;
- All people have opportunities for fair and just inclusion in public processes and decisions; and
- One's future is not limited by race, ethnicity, gender, sexual orientation, disability, age, income, place of birth, place of residence or other group status.
- To achieve these goals, City of La Crosse DEI (Diversity, Equity, and Inclusion) team focuses on several core tasks:
- Assessing City employment information and recruitment, programs and service areas gathering input and feedback
- Recommending solutions that, when implemented, will create positive change within the city regarding employment, programs, and services,
- Creation of an equity action plan that will act as a framework for implementing the needed changes and improvements.

As a part of our equity plan, the City of La Crosse DEI (Diversity, Equity, and Inclusion) team will prioritize assisting city departments in:

- Building a workforce—at all levels—that reflects the diversity of the communities we serve and a workplace culture that values inclusion and racial equity as both a process and outcome.
- Advancing a shared framework to embed racial equity as a governing principle in budgeting, community engagement, service delivery, the creation of commissions and boards, and significant strategic initiatives.
- Promoting equitable procurement, contracting, and entrepreneurship outcomes so that every person and business can grow successfully.
- Working collaboratively with other city departments, community partners, and community institutions to understand institutional racism, eliminate racial inequity, and improve outcomes for all.