



# Dane County

## Minutes - Final

### Equal Opportunity Commission

*Consider:*

*Who benefits? Who is burdened?*

*Who does not have a voice at the table?*

*How can policymakers mitigate unintended consequences?*

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Wednesday, April 14, 2021

5:30 PM

<https://zoom.us/j/99123754142>

Meeting ID: 991 2375 4142

One tap mobile

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*Interpreters must be requested in advance; please see the bottom of the agenda for more information.*

*Los intérpretes deben solicitarse con anticipación; consulte el final de la agenda para obtener más información.*

*Yuav tsuam tau thov txog cov neeg txhais lus hau ntej; thov saib hauv qab kawg ntawm qhov txheej txheem rau cov ntaub ntawv ntxiv.*

#### A. Call To Order

Chair Weatherby-Flowers deferred to Vice Chair Fisher to facilitate meeting.

**Present** 7 - SHIA FISHER, SAMUEL KATZ, Chair ANNIE WEATHERBY-FLOWERS, JACKIE HUNT, Supervisor ELENA HAASL, Supervisor TERAN PETERSON, and TALYOR SCOFIELD

#### B. Consideration of Minutes

[2020](#)

[MIN-566](#)

EOC MINUTES 03-10-21

**Attachments:** [EOC Minutes 03-10-21](#)

A motion was made by Haasl, seconded by Hunt that the minutes be approved.  
The motion carried by voice.

## C. Action Items

Doodle Poll update regarding meeting dates

[2021](#) REVISED 2021 EOC TENTATIVE MEETING DATES  
[ACT-001](#)

**Attachments:** [Revised 2021 EOC Tentative Meeting Dates](#)

Nomination for Secretary to serve on the EOC Executive Committee

**A motion was made by Hunt, seconded by Peterson to nominate Scofield. The motion carried by voice vote. Scofield is the new Secretary for EOC Executive Committee.**

2022 Bid Waivers and Equity Analysis  
- EOC create questions to submit for consideration

[2020](#) 2022 BID WAIVERS AND EQUITY ANALYSIS  
[ACT-424](#)

**Attachments:** [EOC Bid Waivers and Equity Analysis 4.2021](#)

**Concern about bid waiver process and non-bid waiver process. Why are Black service providers having resources distributed unfairly e.g. having issues getting funds or not getting much funding? Why are the same organizations getting funding for long contracts? Referencing Chapter 25 Dane County ordinance, maybe introduce ordinance or find way to work with BIPOC community. Data points - what is the most common reason for rejection, delay – patterns? Seeking outcomes for evaluations and equity. Request for EOC staff to follow up by inviting a County representative that specializes in Bid Waiver and RFP process to present to EOC.**

## D. Presentations

The Office for Equity and Inclusion - Rodrigo Valdivia, Diversity Recruitment Specialist

[2021](#) NEOGOV 2021 DIVERSITY REPORT  
[PRES-002](#)

**Attachments:** [NEGOV 2021 Diversity Report - Rodrigo](#)

[2021](#)  
[PRES-003](#)

EOC POWERPOINT - RODRIGO VALDIVIA

**Attachments:** [EOC Presentation - Rodrigo Valdivia](#)

Discussion about NEOGOV, hiring processes, underrepresentation in employment by percentages, gender/ethnicity, non-identifying information, biases and pay scales. Manager accountability, diverse interview panels, internal promotional recruitments, a Rubic system may help with hiring. Follow up comments – Concern about confidentiality during application process, County work force in employment organization-wise regarding equitable percentage - flagging. Goals based on work positions and not standards of census or labor statistics. Hiring practice regarding departments including hiring panels, interview process issues. Are there patterns? People with disabilities, gender non-conforming, non-binary, trans applicants not properly represented in some data. Request sample data from departments. Concerns that applicants are being forced out of NEOGOV before completing their information and not being able to receive employment after repeated attempts due to not meeting minimum requirements. DRS Valdivia to follow up.

A motion was made by Katz, seconded by Hunt to table the remainder of the active agenda. The motion carried by voice vote.

## E. Reports to Committee

### Chair's Report

The EOC Chair will summarize meetings and other related activities on behalf of the Commission since the last Commission meeting. For information only. Any item raised for future discussion will be posted on the next agenda. Updates from County Executive's Office.

### County Board Update

- Per Diem update

### Staff Report

- Terms/Vacancies

[2020](#)  
[RPT-939](#)

EOC STAFF REPORT MARCH 2021

**Attachments:** [EOC Staff Report March 2021](#)

[2020 RPT-940](#) EOC STAFF REPORT APRIL 2021

**Attachments:** [EOC Staff Report April 2021](#)

- Equity Plans update April 2021

[2020 RES-374](#) RESOLUTION 303, DCSD REDUCING JAIL BEDS

**Attachments:** [2020 RES-303 for EOC meeting 2-2021](#)

[2020 RES-373](#) RES-145 AMENDED BY PP&J

**Attachments:** [2020 RES-145 amended by PPJ](#)

District Attorney's Office (DA) Deferred Prosecution Unit (DPU) position change follow up

**F. Reports from Executive Committee**

Items for Commission Consideration

**G. Future Meeting Items and Dates**

Next EOC meeting will be Tuesday, May 11, 2021

EOC Cheat sheet

Bid Waivers and Equity Analysis, reviewing of video from attached information for further follow up.

**H. Public Comment on Items not on the Agenda**

**I. Such Other Business as Allowed by Law**

**J. Adjourn**

A motion was made by Hunt seconded by Scofield, that the meeting be adjourned. The motion carried unanimously, meeting ended at 7:00 pm.

*NOTE: If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.*

*NOTA: Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.*

*LUS CIM: Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.*

*Carrie Braxton, (608) 266-4795, [Braxton.carrie@countyofdane.com](mailto:Braxton.carrie@countyofdane.com)*