



# Dane County

## Minutes - Draft

### Office for Equity and Inclusion Advisory Board

*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, March 16, 2022

12:00 PM

Please join meeting from your computer, tablet or smartphone.

<https://meet.goto.com/996505685>

You can also dial in using your phone.

United States (Toll Free): 1 866 899 4679

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Access Code: 996-505-685

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<https://meet.goto.com/996505685>

#### A. Call To Order

The meeting was called to order at 12:04pm by the chair.

Advisory members present: Dulce Danel

Others present: Annette Humm, Brooklynne Sundseth, Lucas Robinson, Heather Calvin, Lisa MacKinnon, Sunny-Local 720, Eric Anderson-Local 65

**Present** 4 - JANEL HEINRICH, BRENDA GONZALEZ, JOSEPH BARING, and GREG JONES

**Absent** 1 - ANNIE WEATHERBY-FLOWERS

Staff: Theola Carter, Wesley Sparkman, Rodrigo Valdivia, Reyna Vasquez

#### B. Consideration of Minutes

A motion was made REV. BARING and seconded by GONZALEZ that both Minutes be approved. HEINRICH abstained. The motion carried by voice vote.

[2021](#)  
[MIN-264](#)

MINUTES FROM THE AUGUST 20, 2021 OEI ADVISORY BOARD MEETING

**Attachments:** [2021 MIN-264](#)

Minutes approved

[2020](#)  
[MIN-513](#)

ADVISORY BOARD MINUTES 11-20-20

**Attachments:** [Advisory Board Minutes 11-20-20](#)

Minutes approved.

## C. Action Items

### 1. 2022 OEI Strategic Planning Presentations

Discussion ensued. Discussion on outreach and proposing strategic plan; Chair JONES and some members to meet with Wesley and Theola of OEI. Discussion of Chair JONES meeting up with Ad hoc meeting and resending information from January for the basis of the planning.

### 2. Board membership

Discussion ensued. Discussion regarding terms that expired and on-going recruitment and suggestions of board members. Discussion on who appoints some members and maintaining function of boards. Discussion of personality of a good board member.

## D. Presentations

## 1. Keen Independent Research - Evaluation of equity and access at Dane County Parks and Henry Vilas Zoo

Chair JONES has joined the National Association of Counties – Which is trying to come up with principles that will enhance the counties to use and put in place. So the presentation from Keen Independent is timely. Introduction of presenters.

Presented by Annette Humm-Keen, Brooklynne Sundseth, and Heather Calvin -This is a 9 month program. 25 person Equity & Inclusion firm located out of Arizona. They have work with govt., city, county, parks and zoos. Information provided to public and fact sheets in English, Spanish, and Hmong as well. They have a designated email and hotline to keep a neutral source and individuals can feel comfortable reaching out. Ongoing survey accessible by link or QR fold (English, Spanish, and Hmong). Have received more than 100 responses. Partnership with the Children's Museum who have posted QR code to access survey. Doing best practices comparative research. Looked at 30 parks and 45 zoos. Ad Hoc Advisory Group created across the county and outreach to 37 diverse groups, had 13 groups that indicated they wanted to participate. Survey was shared to the Ad Hoc Advisory Group to send to colleagues and constituents they know. Will be doing on site visits in May and June. Goal to have a completed by July/August for final review. Project sponsored by the board, parks and Vilas Zoo.

Study hotline 608-205-8444 and email [danecoparksandzooequity@keenindependent.com](mailto:danecoparksandzooequity@keenindependent.com).

Discussion ensued. Discussion regarding issues with parks where community may be "more white" and transportation issues. Issues on not feeling welcomed, not seeing people who look similar, not feeling safe, staying closer to civilization as night comes to feel comfortable. Discussion on bringing more diversity by way of mobile vehicles coming to inner city, signage and language barriers. Discussion on sending information to different organizations and faith groups. Discussion on accessibility to zoo, and lack of diverse employees at zoo; OEI to review concerns. Discussion on Dane County Parks being an underutilized resource by community of color due to not connected to the needs of community may need more inclusive approach, and transportation routes to and from the parks. Discussion regarding the goal and win of attracting people of color and specifics of area and what is being used. Discussion on lack of diverse volunteers. Discussion on looking at the action plans of different county groups moving forward with strategy plan for the year.

## E. Reports to Committee

[2021](#) OEI INVESTIGATION PROCEDURES 2021  
[RPT-436](#)

**Attachments:** [OEI Investigation Procedures 2021](#)

This was tabled.

## **F. Future Meeting Items and Dates**

Next meeting April 20, 2022.

Lisa MacKinnon willing to join future meetings as it relates to the Keen Independent project.

## **G. Public Comment on Items not on the Agenda**

## **H. Such Other Business as Allowed by Law**

## **I. Adjourn**

A motion was made by REV. BARING, seconded by GONZALEZ, that the meeting be adjourned. The motion carried unanimously.

Meeting adjourned at 1:32pm

Minutes respectively submitted by Reyna Vasquez, pending Advisory Board approval.