



# Dane County

## Minutes - Final Unless Amended by Committee

### 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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Friday, November 20, 2020

12:00 PM

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*If you would like to register to speak on/support/oppose an agenda item, please fill out a registration form by Clicking the link: <https://www.surveymonkey.com/r/XMNVRTS>*

*Registrations will be accepted until 30 minutes prior to the beginning of the meeting. Staff will then call you into the meeting when the item is before the board*

#### A. Call To Order

**Present** 6 - Chair GREG JONES, JOSEPH BARING, ANNIE WEATHERBY-FLOWERS, DEBORAH BIDDLE, NORMA GALLEGOS VALLES, and BRENDA GONZALEZ

**Excused** 4 - Supervisor CHUCK ERICKSON, EVERETT MITCHELL, JANEL HEINRICH, and LUCIA NUNEZ

#### B. Consideration of Minutes

[2020](#)  
[MIN-130](#)

Advisory Board Minutes 7-17-20

**Attachments:** [Advisory Board Minutes 7-17-20](#)

Motion to approve meeting minutes - motion moved by Deborah and seconded by Brenda – motion carries.

Motion to accept notes from October – Baring and Flowers into record. Motion passes

## C. Action Items

## Setting Joint Meeting with OEI Advisory and EOC

Annie presented the joint meeting with EOC. Trying to get information on how conduct business. Would like to do meeting at the beginning of the New Year in 2021. Would do at noon or sometime in the evening.

Purposes of monitoring OEI – they were working a work and strategy plan and falls in scope a monitoring and evaluation plan as it relates to EI and workforce composition. Then look at the workforce and that is where EOC would be involved. Want to know where connecting points and not to overlap of duties.

Joint meeting should develop an agenda and have a planning meeting prior to the joint meeting.

EOC – creating a procedure for how to do business in alignment with ordinance. Want to know quasi-judicial body so they can understand their duties. When she leaves a procedural manual.

### Purpose and Function – OEI Advisory

OEI do not have authority over the department but can make recommendation to the department and present it to them. Recommend a different course to the department where they are falling short.

Believe they were modeling the office according to Tamara's philosophy and personality.

Greg has spoken to others about count to get their opinion. People have different opinion about the County. As looking process – monitoring policies, procedures and practices. EOC is not a body that has the authority to give recommendation they can handle lawsuits and complaints. Do not believe EOC looks at hiring practices.

Greg google the Dane Co. EOC – Ord. 15.12 – advise Co. Exec and Board and for the residence. Read it to those present.

OEI – Equity Plans – GARE racial equity analysis of gov. Develop a plan for equity. Office provide guidance. It tells what OEI does and yes help develop plan and now we going to monitor. They believe made a connection between OEI and EOC.

Under OEI – positions responsibility in the office. ADA. Contract compliance, equity plan, complaints, minority recruitment.

Annie – EOC can do those type of things. There are people who just want to make statements. Annie and Carrie meets weekly. Prior to Annie becoming chair EOC was not making quorum. The last meeting it was productive. Carrie is now working where there is a roadmap and communicates with Wesley and Annie. Annie trying to make EOC a function body because have not been in the past. Want to make sure people are getting what need from Co. for a racial justice social justice perspective and this is her last time is on committee.

In a policy and procedure manual, identify role and responsibility. Any new person can get a new packet and be on the same page and working to get all on the same page on the EOC.

Annie working to lead from behind and support staff. Want to have balance in the work that is being done and want it to be accurate. Been spending time to make sure that EOC is on point about their responsibilities and that is why she shared the PPT on EOC she gave to the Advisory committees Spent meeting giving them overview of Robert Rules of order.

Wesley – the City has 30 page document on protocol. The County only has an ordinance. Wesley will review to see if something enforce with review with Corp Counsel.

The new 911 director is Latino and this is good for the county.

•When is update to Equity Plan due? We have recommend reviewing the plans every 3 yrs. review. The Departments were recently provided with a self-assessment to complete and return.

•Questions from public chair has received include: RELATED TO COVID  
-Wanting to know how many getting test but no racial lenses on number getting. DHS is the keeper of information for COVID test and you have to think of federal that prohibit sharing some information. They should be able report information based on race and gender. When talk to County Executive let him know information the public is concerned about and information that they are requesting.

Wesley – has been speaking about this to public health. It is on the fact sheet and maintain and broken down.

## 2021 Budget Guidelines

Had executive committee meeting where department budget. It was submitted and moved for final approval. The county board has completed final budget look. By November, the budget is done and all set for next year. The budget had previously is the final budget information. No major reduction. Our method of taking smaller amounts from discretionary lines have passed.

What is impact of budget on sheriff department? Major discussion on the new jail and cost. The idea of building on to it has passed. The architect will have the ability to add on to cost and things are moving ahead and remodel the jail.

Any anything related to layoffs or furloughs? The county sent memo not to do furlough but reserve the ability to change it in the future.

## 2020 RESJ Application

RESJ – Options for the Grant making processes - One funding for RESJ. Theola gave an overview of the RESJ application process. PIE funds should be awarded in the year received. The funds must be allocated in 2021.

Brenda says we need to look at the update application with the feedback. Share it with OEI when the time for the process to begin. Rev. Baring there are those who have given feedback and update application. They will give the application to OEI. Brenda can give me the notes and then a clean copy of the application. Any questions related to the process and other questions, Theola will give to corporation counsel for a response.

### D. Sub Committee Report

Continued Discussion on Monitoring Initiatives for Board

Equity Plans - Decide content, approach and identify information for Department Presentations

Board Membership Presentations

### E. Presentations

### F. Reports to Committee

### G. Future Meeting Items and Dates

No meeting in December 2020.

Next Meeting Third Friday in January. January 15, 2020 1 PM.

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

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

Question - How do you feel now that we come through a tumultuous period in American History? Feeling encouraged. Hope and people are stressed. There is despair and with the younger generation.

### J. Adjourn

Motion to adjourn by Rev. Baring and Norma G. Valles 2nd . Adjourned 1:42 PM

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*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.*

Azalea Angel-Perez  
Phone: 608-283-1391  
Email: [Perez.azalea@countyofdane.com](mailto:Perez.azalea@countyofdane.com)