

Alignment of Office of Equity & Inclusion and Dane County Equity rate Analysis

The analysis conducted by the Center for Social Inclusion (CSI) and Government Alliance on Race and Equity (GARE) put forth a plan that encompassed five recommendations to deepen understanding of and commitment to racial equity. The five recommendations were: (1) develop infrastructure and tools to increase Dane County employees and residents understanding of an ability to advance racial equity. (2) implement strategies to ensure Dane County is an effective and inclusive government that engages community and is responsive to its needs. (3) ensure that Dane County's communities of color share in the county's economic prosperity. (4) ensure that all neighborhoods and people are safe and racial disproportionality's in the criminal justice system are eliminated. (5) ensure that all residents have healthy outcomes.

The creation of the new Office of Equity & Inclusion, in itself, provides the infrastructure recommended in the analysis to implement priority recommendations and house related County work/functions. The office will serve as the hub for all racial justice and equity work throughout the county.

Recommendation 1:

Develop an infrastructure and tools to increase Dane County employees and residents understanding of an ability to advance racial equity.

- The new office of Equity and Inclusion will serve as the new infrastructure under which the Equity Analysis recommendations are implemented in an effort to increase the understanding of Racial equity among county employees and residents.
- the Manager of Policy and Program Improvement will be responsible for developing tools and to assess equity among Dane County department policies and practices. These tools will be developed in consultation with department heads, employees, and best practices
- the Manager will also work closely with RESJ team to strengthen its goals to develop action plans, develop trainings, and creating a racial equity tool for all County departments
- the Diversity Recruitment Specialist will support the efforts of the RESJ team around the training. training will include new hire, departmental, and educational series lunch and learns.

Recommendation 2

Implement strategies to ensure Dane County is an effective and inclusive government that engages community and is responsive to its needs. To this end, a significant portion of the OEI's work is geared towards fulfilling this recommendation

- continue the implementation of "Access to Opportunity" plan with established goals, benchmarks, and timelines.

- begin planning for phase 2 goals of “Access to Opportunity” plan in time for the 2017 County budget
- communicate to employees and general public around efforts undertaken to improve racial equity.
- work with community groups, public, and private entities on collaborative programming to improve equity and reduce racial disparities.
- develop and maintain relationships with public and private entities and community groups working in the areas of equity and disparities. Serve as the County Executive’s liaison to these organization.
- serve as a general resource for constituent questions or concerns, especially those regarding racial, gender or disability equity.
- Further develop and maintain relationships with community organizations in order to increase minority applications to Dane County jobs
- provide outreach to community organizations and County departments on how to navigate County recruitment process including the online application
- assist the RESJ team and Community Connections subcommittee in their efforts around community engagement by providing supports such as community focus groups, surveys, educational series.

Recommendation 3:

Ensure Dane County’s communities of color share in the County’s economic prosperity

- work closely with the Contract Compliance officer, the Department of Employee relations, the Department of Workforce development, to assess and identify disparate allocation of County resources. Develop a corrective action plan to address such disparities
- provide ongoing outreach and supports to community and disadvantaged businesses on how to apply for County contracts and become a purchase of County goods and services
- coordinate County efforts to ensure workforce equity in hiring and promotion” (P 19)
- continue and expand upon the initial success of Project Big Step.

Recommendation 4:

Ensure all Dane County neighborhoods and people are safe and racial disproportionalities in the criminal justice system are eliminated.

- Work closely with the new Dane County reentry team created in the 2016. The team, comprised of Human Services and's Sheriff Department staff will work directly with sentence inmates sense of the employment, housing, or substance abuse challenges they may face using a new assessment tool. Failure to successfully reenter society is the primary driver of disparities in incarceration and revocation. Ensuring that supports are available to facilitate successful reentry will go a long way in addressing disparities in Dane County.
- Provide direct support to County departments (such as the Sheriff's office and Juvenile Delinquency).
 - Aforementioned supports such as equity plan development, departmental equity training, recruitment assistance, etc. will be provided to public safety departments
- Support the RESJ team in its efforts to eliminate disparities across all indicators of well-being including those related to the criminal justice system.

Recommendation 5:

Ensure that residents have healthy life outcomes

- Provide support as needed to the public health department in health equity efforts and initiatives.
- Serve as the bridge between the health department and the RESJ team in advancing goals of eliminating disparities such as breast-feeding, co-sleeping, prenatal care, etc.