

## **OFFICE OF EQUAL OPPORTUNITY 4<sup>TH</sup> QUARTER UPDATE – 2014**

- **Complaint Investigations**  
DHS/Disability Harassment-Closed  
AEC-Racial Harassment-Closed  
United Way Dance Co. –Referred.
- **2012-2013 EOC Report-Pending**  
Draft finalizing format and data verification. Executive review and EOC approval pending.
- **Affirmative Action/Civil Rights Compliance Plan Reviews**  
Dane County Contractor Civil Rights Compliance Plans for 2014 are being received and reviewed on an ongoing basis.
- **Civil Rights Compliance (CRC) Reviews**  
The State Civil Rights Compliance plan letter of assurance for 2014-2017 has been submitted. Plan for 2014-2017 is being completed for submission to DWD & DHFS for approval.

Provided follow-up with Dane County Child Support Office on Civil Rights Compliance Plan content. Child support is finalizing their section of the County Civil Rights Compliance Plan. We have received the DOA, Public Health Dept., and Dane County Human Services Divisions plan sections

- **Recruitment and Retention**  
The OEO Director participated in scheduled Deputy Sheriff candidate interviews. Current data indicates percentage of minorities in the DS- I-II is 22[5.7 %] with availability between 9% – 13.3 %.
- **Dane County Vacancy Certifications Processed**  
OEO Processed 88 position certifications from October through December.
- **OEO Activities**

Dir. participated with the Equity Core Team, Equity Leadership Team and as chair of the Equity Data Action Team. Will co-present at the January NAACP and February Dane County Democratic Party Meeting.

OEO sponsored the Dane County Supplier Development Symposium in September.

Attended Commercial Drivers (CDL) Training Discussion regarding the relationship with jobs and economic development. Specific questions were discussed regarding the process of drug testing for truckers, Licensing, and available training

Senior Center RSVP complaint resolved regarding county funded purchase of service agency and Fitchburg police visit to agency volunteer

UCP informal hearing process decision made to continue current process of informal hearing until the City of Madison fully assumes the role of UCP Chair, all hearing mailings and correspondence will continue going to WisDot

Contract Compliance recommendations are being considered for the UCP Certification process related to revised rules on renewals, new applications, and hearing process

The MadREP committee has developed and completed a survey that is currently circulating around private industry in Dane County related to employment practices, supplier, and economic development to be used for future planning on inclusion

- **Equal Opportunity Policy Issues-pending**  
Revised draft EEO P&P Standards as part of the EO/AA Plan update. DOA, Executive review and EOC approval pending.