DANE COUNTY
WISCONSIN

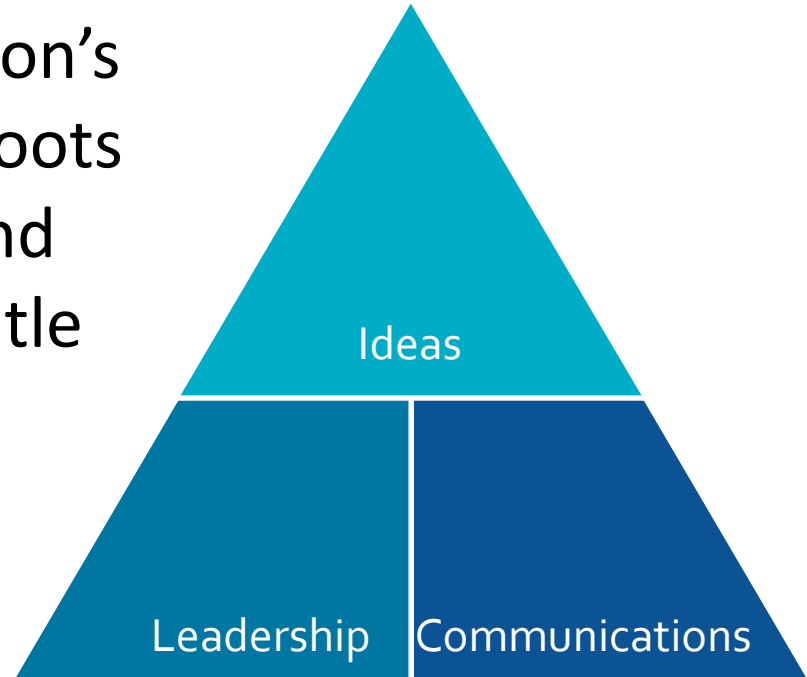Racial Equity Analysis
& Recommendations

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Center for Social Inclusion

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.

SOLUTIONS THAT WORK FOR EVERYONE

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Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

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Today we will…

- Set context

- Review objectives and process

- Share national best practices

- Present recommendations, including key findings

- Recommend next steps

- Facilitate questions and discussion

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Racial inequity in Dane County

- Median household income for Blacks is $27,300, Asians $46,000 and Latinos $37,800 compared to $65,900 for Whites

- 5% of White children live in poverty; 75% of Black children

- 16% of white students don't graduate on time compared to 50% of Black children

- An African American resident is 97 times more likely to be incarcerated for a drug crime than a white resident

- Big gaps in data available for analysis

History of government and race

Initially explicit	Became implicit	Government for racial equity
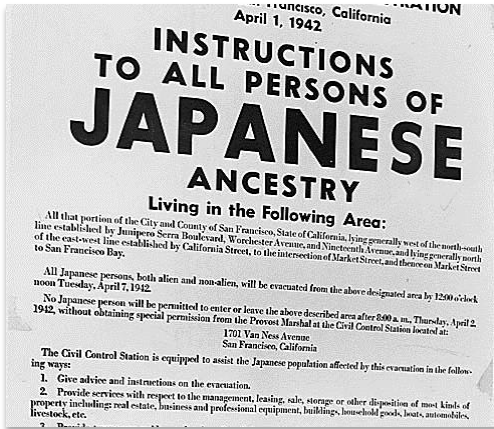
Government explicitly creates and maintains racial inequity.

Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Proactive polices, practices and procedures that advance racial equity.

Dane County and racial equity

- Leadership commitment to examining racial equity (mid 2000s)

- Defined equity and examined disparities across race (mid 2000s)

- Created Racial Equity and Social Justice Team (RESJ) (2014)
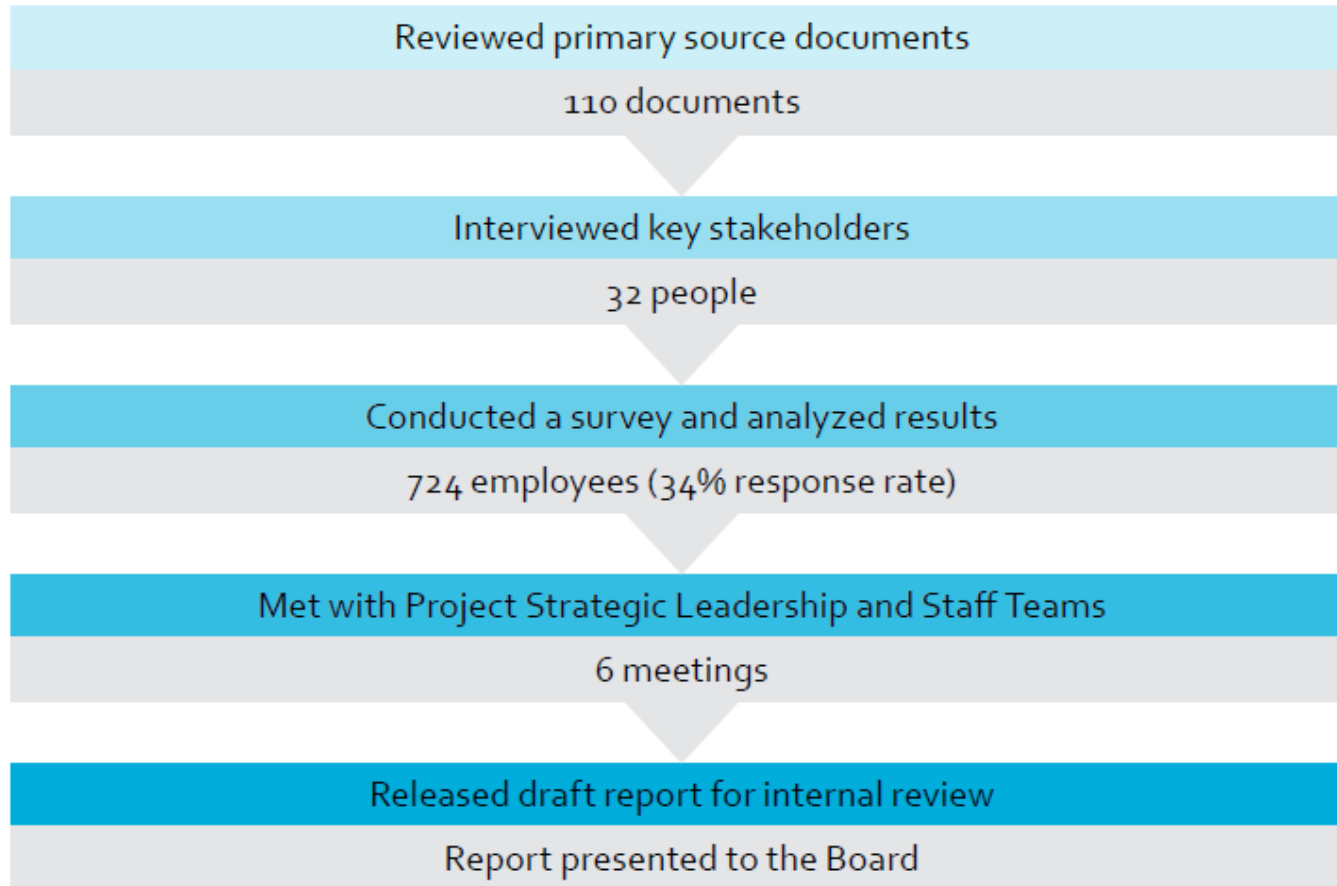
- *Racial Equity Analysis (2015)*

Analysis and Recommendations

- Current status of racial equity

- Key performance measures and community indicators

- Key areas for improvement

- Short and long term next steps

- Process and plan to measure progress

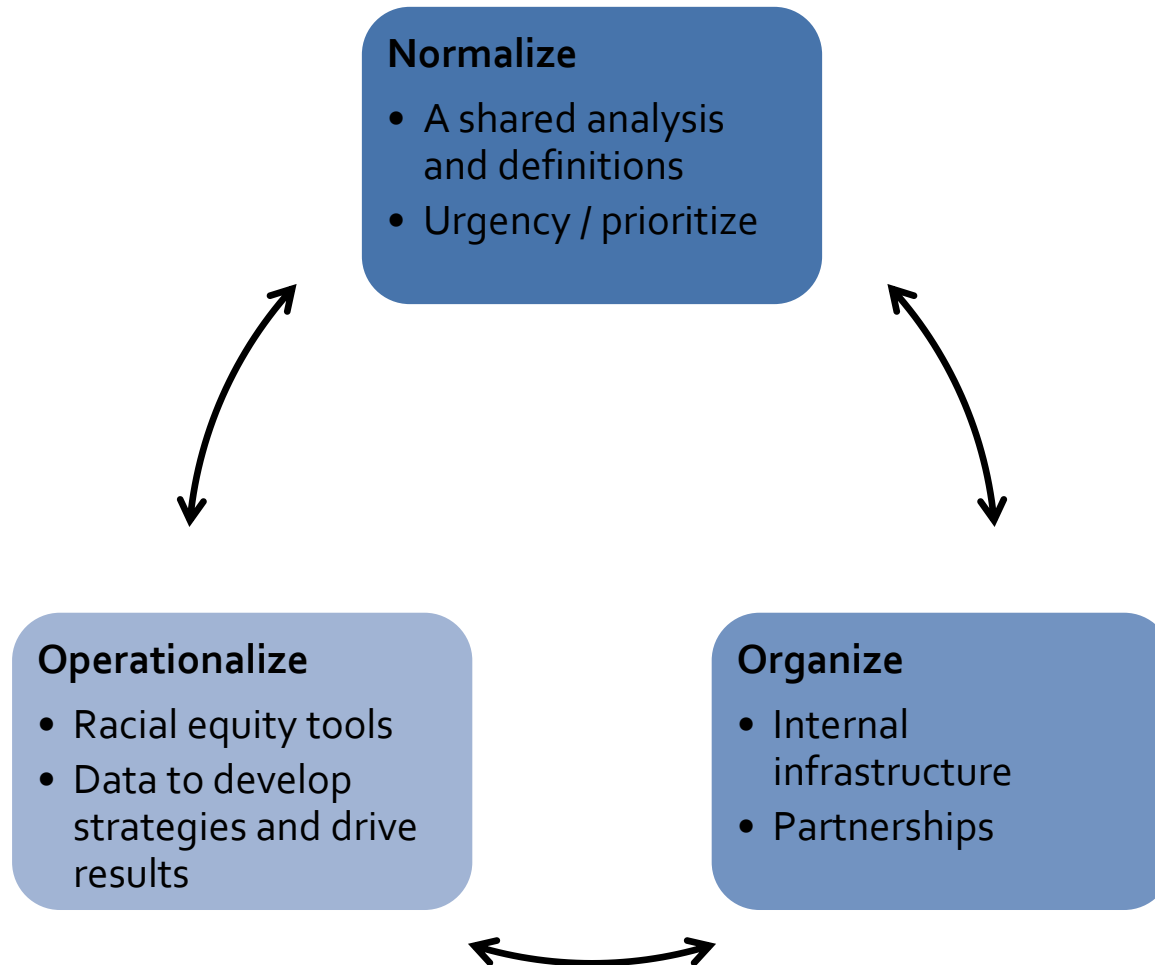**DANE COUNTY**
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Racial Equity Analysis
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Process

Reviewed primary source documents

110 documents

Interviewed key stakeholders

32 people

Conducted a survey and analyzed results

724 employees (34% response rate)

Met with Project Strategic Leadership and Staff Teams

6 meetings

Released draft report for internal review

Report presented to the Board

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National best practice

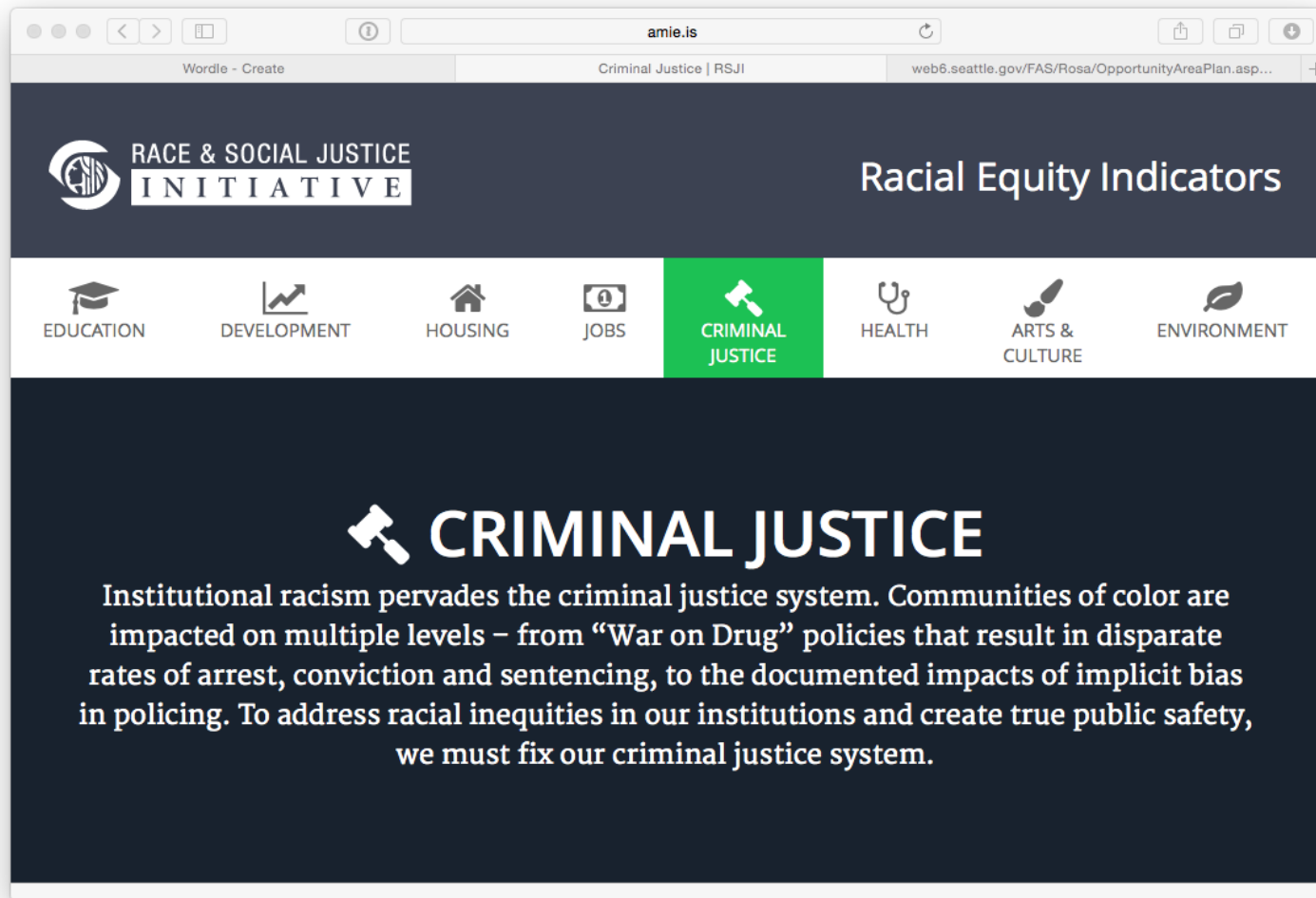**Normalize**
- A shared analysis and definitions
- Urgency / prioritize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Racial Equity Tool

1 • *Clarify the purpose and key outcomes*

2 • *Involve stakeholders and analyze data*

3 • *Determine benefit and/or burden*

4 • *Advance opportunity or minimize harm*

5 • *Raise awareness, be accountable*

6 • *Report back*

Measuring impact

What do you want to influence in the community?

- **Community indicators**

How do you impact community conditions?

- **Actions (with timeline and accountability)**

How do you measure your own success?

- **Performance measures**

Examples of best practice

Seattle's Racial Equity Indicators - http://amie.is/socr/rsji/index.html

Workforce Equity Example
Dane County Racial Equity Action Plan

3. DANE COUNTY COMMUNITIES OF COLOR SHARE IN THE COUNTY'S ECONOMIC PROSPERITY.					
COMMUNITY INDICATOR	OUTCOMES & ACTIONS	TIMELINE	ACCOUNTABILITY	COUNTY PERFORMANCE MEASURE	PROGRESS REPORT
• Unemployment rates • Household income	**3) Workforce equity in departmental Racial Equity Action Plans** – Each department and office identifies one or more specific classification not representing county demographics, and implement strategies to eliminate disproportionality.	Q1-Q4	Department directors	Demographics of Dane County workforce reflect demographics of the community across positions	

Recommendation 1

Develop infrastructure and tools to increase Dane County employees' and residents' understanding of and ability to achieve racial equity

Key Findings – Recommendation 1

- Need for greater leadership and accountability

- Need for structure and better coordination across departments

- Need for deeper understanding and opportunities for skill building for county employees

- Community organizing and expertise is strong in Dane County and is critical for structural change
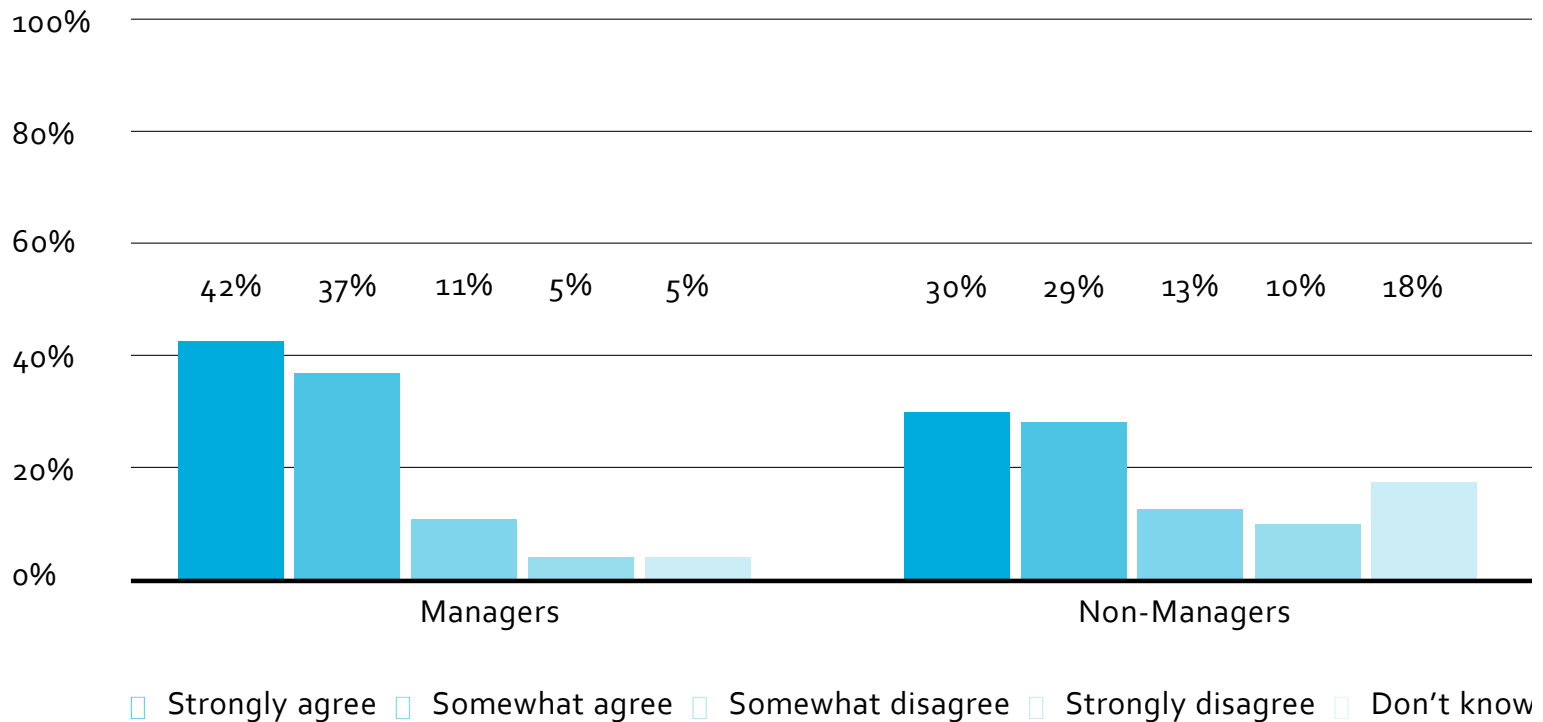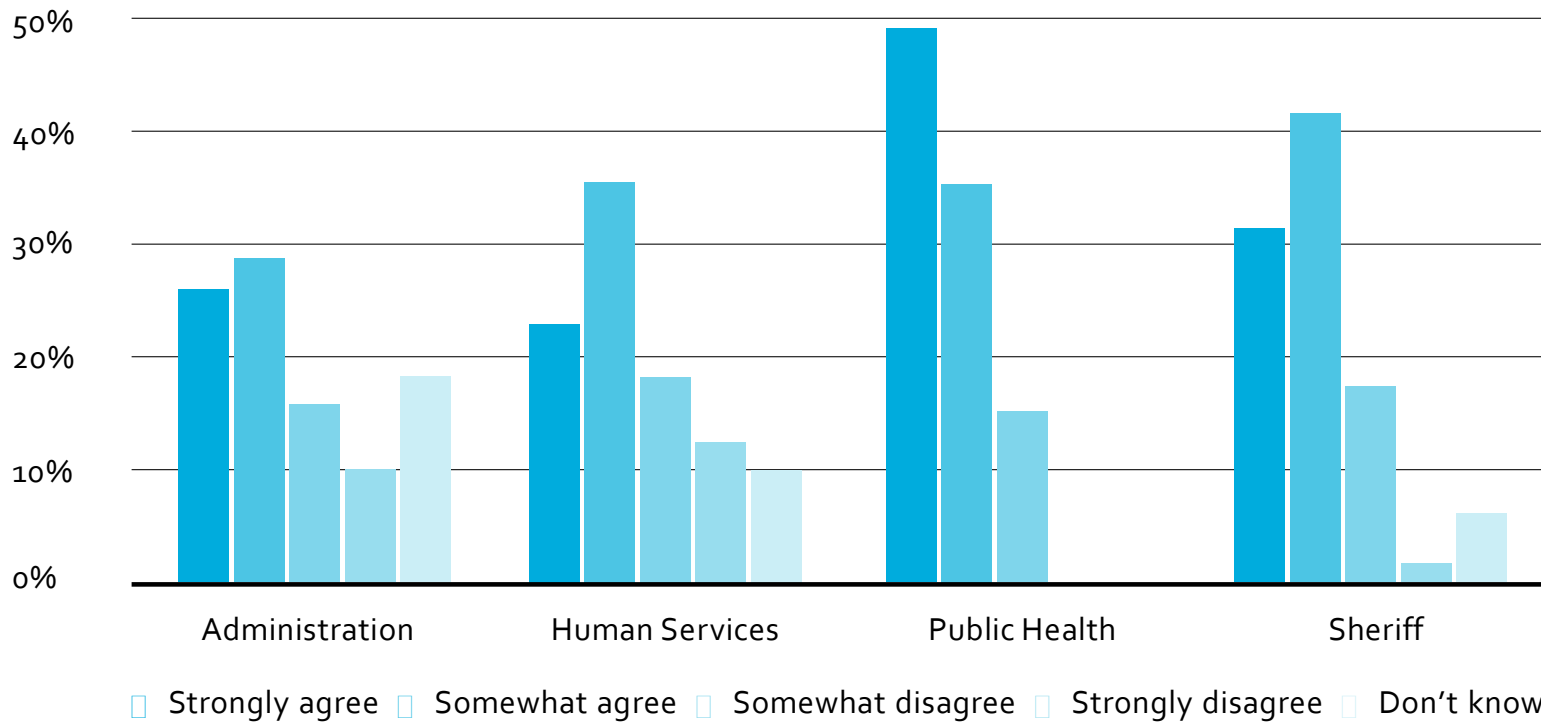
Leadership communication

Figure 3: Dane County leadership clearly communicating the importance of addressing racial disparities (by manager status)
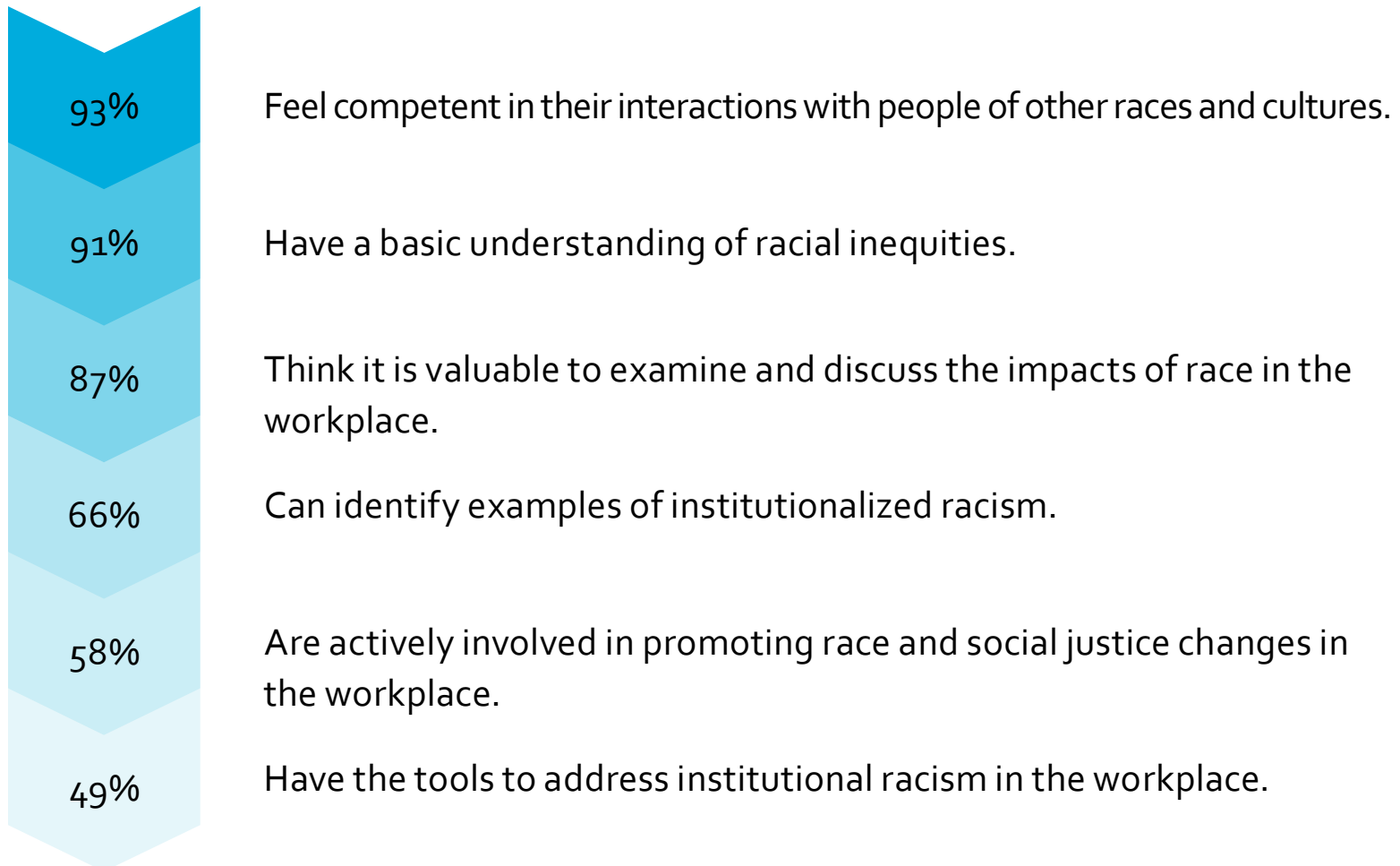

	Managers	Non-Managers
Strongly agree	42%	30%
Somewhat agree	37%	29%
Somewhat disagree	11%	13%
Strongly disagree	5%	10%
Don't know	5%	18%

Familiarity by department

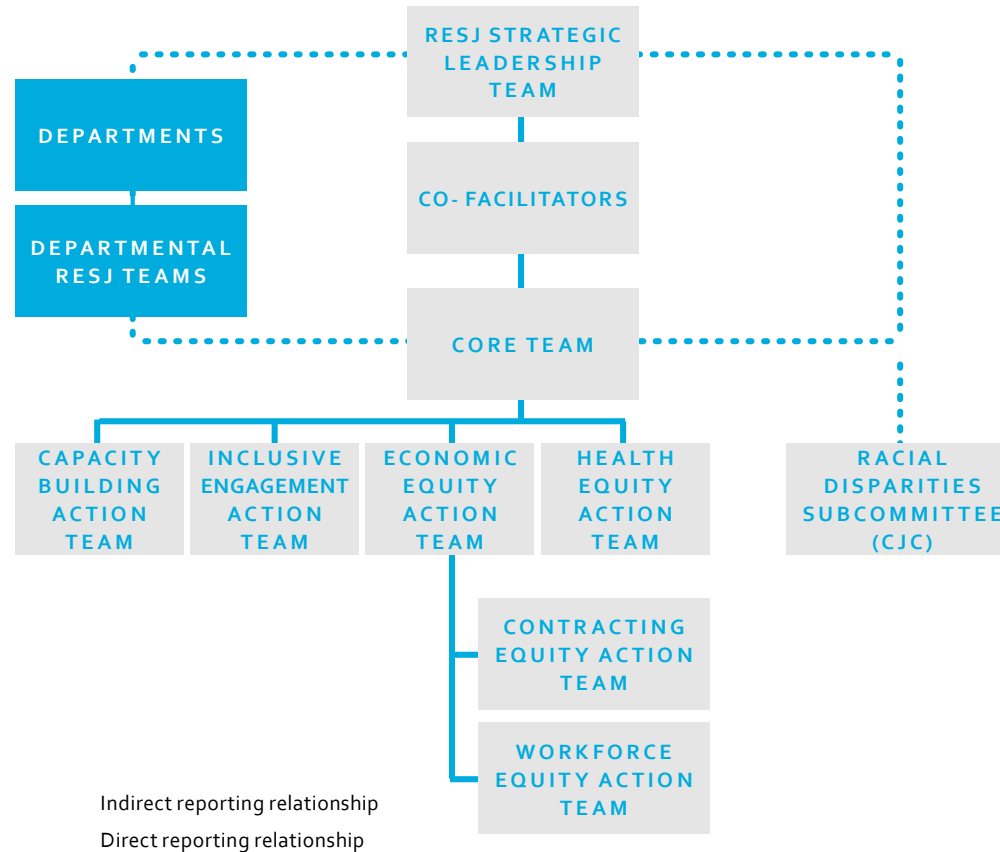**Figure 4: I am familiar with my department's efforts to address racial disparities (by major department).**

g Strongly agree g Somewhat agree g Somewhat disagree g Strongly disagree g Don't know

Employee understanding and skills

93% — Feel competent in their interactions with people of other races and cultures.

91% — Have a basic understanding of racial inequities.

87% — Think it is valuable to examine and discuss the impacts of race in the workplace.

66% — Can identify examples of institutionalized racism.

58% — Are actively involved in promoting race and social justice changes in the workplace.

49% — Have the tools to address institutional racism in the workplace.

Actions – Recommendation 1
Build internal infrastructure

Actions – Recommendation 1
Build community support

- Community racial equity trainings
- Community racial equity survey
- Community racial equity fund

(Phase 2)

Recommendation 2

Implement strategies to ensure the county is an effective and inclusive government that engages community

Key Findings – Recommendation 2

58%
- Are aware of efforts in department to be more inclusive in outreach and public engagement

51%
- Agree that their department partners with other institutions and communities to advance racial equity

44%
- Believes their department seeks input and assistance from Communities of Color in decision making

Actions - Recommendation 2

Racially inclusive outreach and engagement

- Countywide policy on inclusive engagement
- Diversify County advisory groups
- Interdepartmental pilot project – break down silos / engage communities using a comprehensive approach

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Recommendation 3

Ensure Dane County's Communities of Color share in the county's economic prosperity

Key Findings – Recommendation 3

- People of Color are 14% of total workforce (324 employees); large disparity in those who hold management positions.

- Currently, less than 1% of total county vendor payments are directed to businesses owned by People of Color.

- Many expressed concerns about current workforce efforts and enforcement of affirmative action and equal opportunity policies.
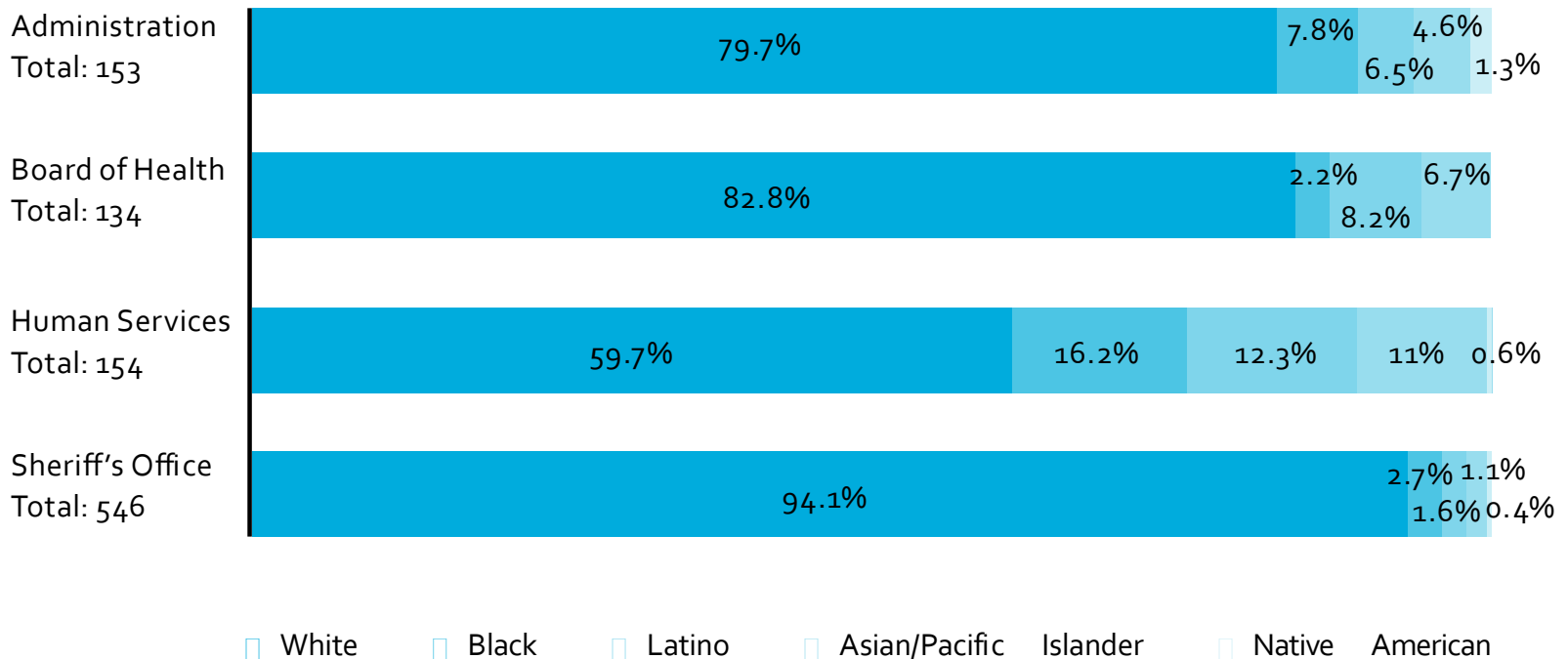
Employee racial demographics

Figure 6: Racial Demographics of Dane County's four largest Departments

Department	White	Black	Latino	Asian/Pacific Islander	Native American
Administration, Total: 153	79.7%	7.8%	6.5%	4.6%	1.3%
Board of Health, Total: 134	82.8%	2.2%	8.2%	6.7%	
Human Services, Total: 154	59.7%	16.2%	12.3%	11%	0.6%
Sheriff's Office, Total: 546	94.1%	2.7%	1.6%	1.1%	0.4%

Legend: White, Black, Latino, Asian/Pacific Islander, Native American

Employee perception of racial diversity

Figure 7: I believe employees in my department reflect the racial diversity of Dane County.
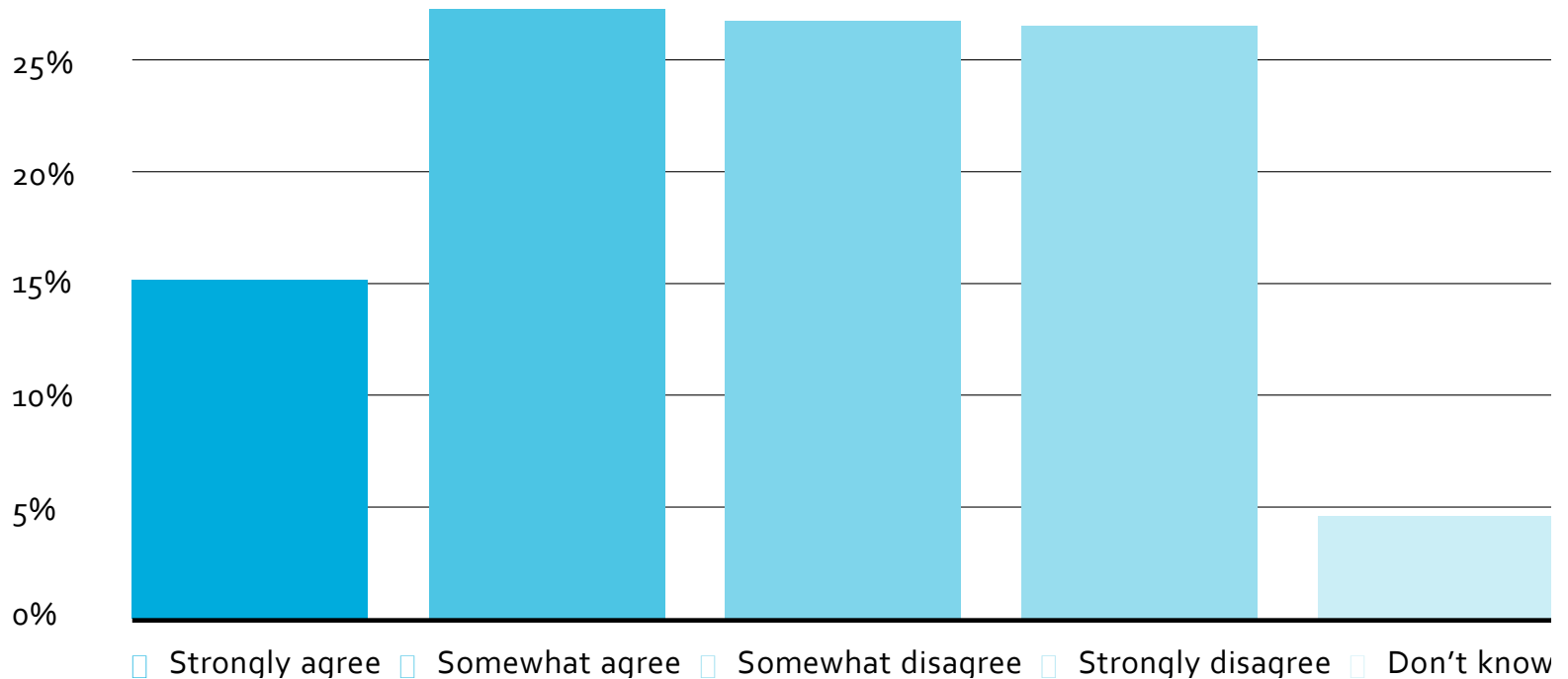
- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

Actions – Recommendation 3

Ensure Dane County's Communities of Color share in the county's economic prosperity

Workforce equity

- Analysis of job classifications / targeted recruitment and retention strategies
- Address barriers (Employee Handbook, online application system)
- Plan for retirements
- Core competencies

Contracting equity

- Policy and practice review

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Recommendation 4

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

Key Findings – Recommendation 4

- Striking disparities in the criminal justice system

- Need for greater data, coordination, alignment and transparency

- Criminal justice efforts in the county have included

  – Deep work by Criminal Justice Council, particularly Racial Disparities Subcommittee

  – Models developed like Community Restorative Court

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Actions – Recommendation 4

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

- Implementation of recommendations from the 2009 Dane County Task Force on Racial Disparity
- Expanded training (implicit bias, institutionalized racism, problem-solving strategies, conflict mediation techniques, de-escalation tactics, and mental health)
- Criminal justice staff diversity
- Review prosecutorial discretion *(phase 2)*

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Recommendation 5

Ensure that all residents have healthy life outcomes

Key Findings – Recommendation 5

- Striking disparities in health of community

- Surfacing of strategic entry point: food access

- Health equity efforts in the county have included

  – Disaggregation of data and development of framework for approaching work including 2014 report, "Getting to the Root Causes"

Actions - Recommendation 5

Ensure that all residents have healthy life outcomes

- Develop strategies to improve access to healthy food
- Use Racial Equity Tool to analyze and improve existing policies and practices and increasing the use of integrated data systems
- Training front line health staff on policy updates to nutrition standards
- Strengthening community partnerships and initiatives

"All men are created equal"

"... of the people, by the people, for the people."

Next steps

- The County Board to pass a resolution that adopts the recommendations of this analysis.
- The County Board, County Executive and Constitutional Officers to collaboratively elevate the Racial Equity Strategic Leadership Team.
- The County Board, County Executive, and departments to prioritize funding for implementation expansion of infrastructure as outlined in the report.
- Departments and the Executive to develop the 2017 budget incorporating use of the Racial Equity Tool.

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