



# EQUITY & INCLUSION PLAN UPDATE 2023

Office of the Dane County Board  
November 2023

# Office of the Dane County Board of Supervisors

## Commitment to Equity & Inclusion

- Equity, inclusion, and accessibility have been hallmarks of the County Board's policy initiatives and legislative successes.
- With leadership from Dane County Board supervisors and support from County Board Office staff, the Board has developed and adopted numerous policies and investments in Dane County programs that demonstrate its continuing commitment to equity, inclusion, and accessibility for all.
- This commitment to equity, inclusion, and accessibility has been focused both externally (the public, residents, and all people served by county government) and internally (county government employees).
- The use of technology to enhance public engagement is a positive ramification of the two years of remote meetings during the pandemic and has made us a leader in local government in both our approach and in the public participation we support.

# The 2023 Equity & Inclusion Plan



**Introduction**



**Plan Structure**



**Work Plan**



## Introduction

### 2023 updated plan:

- Identifies new and ongoing policy and program initiatives and actions the County Board and Office are pursuing to advance all forms of equity and inclusion.
- Broadens the original plan's conception of racial equity and social justice to affirmatively encompass equity and inclusion related to race, ethnicity, gender identity, religious affiliation, disability, etc.
- The plan highlights priorities; it does not present an exhaustive list
- Intention: To describe to advance equity and inclusion as a part of the mission and day-to-day work and to add transparency and accountability to the work that is happening at all levels of the organization.



## Plan Structure

The Equity Plan is organized using the five Areas of Opportunity with related Goals and Key Action Steps for achieving a more equitable and inclusive County Board of Supervisors, County Board Office, and, by extension, Dane County government as a whole.

### A. Areas of Opportunity

- 1) Organizational Commitment
- 2) Leadership Development
- 3) Program Innovation
- 4) Collaboration
- 5) Resource Mobilization



## Plan Structure

### B. Goals

**Goal 1:** Increase Equity and Inclusion Learning Platform for Supervisors and Community [AO1, AO2, AO3, AO4, AO5]

**Goal 2:** Increase County Board and Staff Diversity [AO1, AO2]

**Goal 3:** Incorporate an Equity Framework into Committee Agendas and Budget [AO1, AO3, AO5]

**Goal 4:** Implement Strategies to Ensure Dane County is an Equitable and Inclusive Government that Effectively Engages Community and is Responsive to its Needs [AO1, AO2, AO3, AO4, AO5]

**Goal 5:** Develop National and Local Partnerships to Advance Equity and Inclusion [AO1, AO3, AO4, AO5]

\*The related Areas of Opportunity (AO) are noted in parentheses next to each goal.



## Plan Structure

### C. Key Action Steps

The key action steps attached to each goal are included in the detailed Work Plan table.



Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Staff Person/Area Responsible	Comments
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- The Work Plan table contains each of the five goals and the key action steps related to each goal.
- Each action step includes a timeline, expected outcome, data source and evaluation methodology, staff person/area responsible, and comments.





**Goal 1: Increase Equity and Inclusion Learning Platform for Supervisors and Community**

<p><b>B. Equity resources developed and/or delivered to supervisors, staff, and community</b></p>	<p>Ongoing</p>	<ul style="list-style-type: none"><li>- Build greater understanding of historic inequitable treatment and unintended outcomes of government policy and procedure</li><li>- More equitable policy development</li></ul>	<p>Ongoing communication and quarterly education opportunities sent via email; routine in-person training opportunities</p>	<p>All staff</p>	<p>Recent Examples:</p> <ul style="list-style-type: none"><li>- 2023 three-part training by UW-Madison Professor Christy Clark-Pujara: "Why History Matters: The Creation and Problem of the White-Black Binary in the United States."</li><li>- Racial Justice Summit sponsorships; National legislative equity understanding, etc.</li></ul>
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**Goal 4: Implement Strategies to Ensure Dane County is an Equitable and Inclusive Government that Effectively Engages Community and is Responsive to its Needs**

**Work Plan**

<p>C. Working more closely with interest groups and interpreters to respond to interpretation needs</p>	<p>2023 and ongoing</p>	<p>Improve accessibility for those who do not speak English or have limited English proficiency</p>	<p>Track usage of interpretation requests and attendance of interpreters (hybrid or in person)</p>	<p>Kuhl</p>	<p>Interpreters attended two organizing meetings and a committee meeting in August. Lauren Kuhl created instructions on how to use the interpretation feature in Zoom.</p>
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**Goal 4: Implement Strategies to Ensure Dane County is an Equitable and Inclusive Government that Effectively Engages Community and is Responsive to its Needs**



<p><b>H. Increased budget for equitable and inclusive public outreach</b></p>	<p>January 2019-ongoing</p>	<p>Ascertain community interest in policy topic areas, such as youth justice, with community meetings across county; 2024 budget request for in-community public policy listening sessions</p>	<p>Engagements will be evaluated via survey and other methods.</p>	<p>Thurlow, Clark-Bernhardt, Kuhl, MacKinnon</p>	<p>Recent Examples:</p> <ul style="list-style-type: none"><li>- New 2024 Community Engagement Initiative</li><li>- Budget to contract with &amp; pay community groups who formally engage with the Co Board Office for focus groups, input, etc.</li><li>- Upgraded Survey Monkey to include access to the translated surveys feature</li></ul>
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## Appendices

### Appendix A: Completed Efforts

Policy and program initiatives and actions the Dane County Board of Supervisors and County Board Office have completed since development of the first equity plan in 2018.

Example: Creation of equity questions template for agendas

- **CONSIDER:**
  - Who benefits?
  - Who is burdened?
  - Who does not have a voice at the table?
  - How can policymakers mitigate unintended consequences?





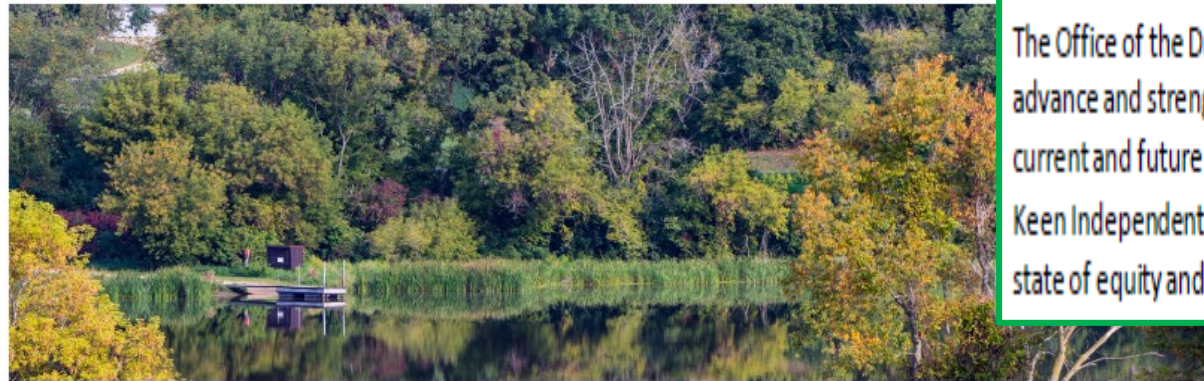
## Appendix B: Board Resolutions Advancing Equity and Inclusion

1 2022 RES-025  
2 ESTABLISHING A POLICY REQUIRING GENDER-INCLUSIVE RESTROOMS IN COUNTY  
3 FACILITIES  
4  
5 As Dane County continues to make strides in making county government inclusive and  
6 accessible, it is critical to acknowledge that not all members of the community, including members  
7 of the LGBTQIA+ community, may feel uncomfortable using County facilities due to the limited  
8 numbers of single-stall gender-neutral bathrooms.  
9 Research has shown that only 37% of transgender people feel comfortable using public  
10 restrooms. It is well documented that there is prevalence of discrimination, harassment, physical  
11 attacks, and sexual assaults against transgender, non-binary, and gender non-conforming  
12 individuals, or those perceived as such, both in places of public accommodation as well as in  
13 restrooms segregated by sex or gender.  
14 A majority of Dane County facilities have the ability to, or are in the process of, being relabeled  
15 as gender neutral facilities. While creating single stall facilities with individual toilets and sinks is  
16 ideal, Dane County should take the initial step of relabeling existing single-stall facilities to be  
17 gender-neutral, with a commitment to include single-stall gender-neutral bathrooms in any newly  
18 constructed county facilities.  
19 NOW THEREFORE BE IT RESOLVED, that the Dane County Board of Supervisors expresses  
20 its commitment to creating gender-inclusive restrooms in properties owned or operated by the  
21 County.  
22 BE IT FUTHER RESOLVED, that to the extent possible, the Dane County Office for Equity and  
23 Inclusion, and Dane County Facilities Management as well as other Dane County Departments  
24 that manage facilities work to relabel single-stall bathrooms to be gender-inclusive.  
25 BE IT FURTHER RESOLVED, that it is the policy of Dane County that gender-inclusive restrooms  
26 be available in properties owned and operated by the County, and that future properties include  
27 gender-inclusive facilities, while being compliant with building codes.  
28 BE IT FURTHER RESOLVED, that the County urges other municipalities, schools, and entities  
29 that control places of public accommodation throughout the County and surrounding areas to  
30 create gender-inclusive restrooms and other facilities, such as locker rooms and changing rooms.  
31 BE IT FINALLY RESOLVED, that a copy of this resolution be sent to the Dane County Towns  
32 Association, The Dane County Cities and Villages, and Dane County School Boards.



# Appendices

- **Appendix C: County Board Office Program Evaluations**



The Office of the Dane County Board of Supervisors seeks to further advance and strengthen equity, inclusion, access and belonging for current and future visitors to Dane County Parks and Henry Vilas Zoo. Keen Independent Research (Keen Independent) assessed the current state of equity and inclusion across these facilities and programs. <sup>4</sup>

OFFICE OF THE DANE COUNTY BOARD OF SUPERVISORS  
Dane County Parks and Henry Vilas Zoo Program Evaluation

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Final Report  
August 2022

KEEN  
INDEPENDENT  
RESEARCH





# QUESTIONS?

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