

Dane County Board of Supervisors Training (Equity in Policy Making)

Equity and Inclusion Lens
June 20, 2024



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OFFICE FOR EQUITY & INCLUSION



Policy, DEI and the Community Impact

One Dane County

Content

Mission of Board

Law Policies and Procedures

Bias – What is it/ Two Types

Historical Impact – Long Term Effects

- Policy Impact
- Prior Policy Examples

Addressing Bias

Equity Lens

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Why did you run and want to serve as Dane County Supervisor?

- Only you can answer this question for yourself .
- Thank you for running and serving!

GOAL

Assist the county board members to view policies with an equitable lens and how to apply EI in practice.

SUMMARIZED

DEI refers to organizational frameworks seeking "the fair and impartial treatment with the full participation and valuing the input of all people especially for person who have systemically and historically been marginalized, underrepresented or not represented and have been the targets of discrimination on their basis of identity or ability

Laws, Policies and Procedures

LAW

- The system of rules which a particular country or community recognizes as regulating the actions of its members and which it may enforce by the imposition of penalties

POLICY

- Is a plan of action (strategy) adopted or pursued by an individual, government, party, business, etc.

PROCEDURE

- Is a particular way (implementation) of accomplishing something or of acting.

The Development and Implementation of Laws Rules, Policies, and Procedures.

STANDS FOR THE GOVERNANCE OF

PEOPLE!

TWO TYPES OF BIAS

CONSCIOUS

- ALSO KNOWN AS EXPLICIT BIAS - The person is very clear about their feelings and attitudes, and related behaviors are conducted with intent. The person may even verbalize.
- Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.

UNCONSCIOUS

- Unconscious bias is also known as Implicit or Hidden Bias. It is the learned social stereotypes/beliefs/prejudices towards a group(s) of people. It is subconsciously applied /triggered when working with persons who identify with the group or the person assign to the group based on personal perception/assumption of a group which can be based on race, age, sex, gender, physical abilities and other traits or characteristics...etc.
- Influences one's behavior or attitude towards a group(s) of individuals. **It affects ones understanding, actions and decisions in a subconscious automatic pervasive mental process which directly impacts the way one perceives, reasons and remembers incidents.**

LEARNING BEGINS



Social scientists believe children begin to acquire prejudices and stereotypes as toddlers. Many studies have shown that as early as age 3, children pick up terms of racial prejudice without really understanding their significance.

Does it Matter? Why all the Concern?

- Implicit/hidden bias has the power to influence policies and conditions in real time and can have a detrimental impact on opportunities for individuals in various aspects in society.
- It is one of the leading causes of inequity.
- Leads to discrimination - behavior that treats people unequally because of their group membership(s).
- Leads to racial profiling.
- Leads to humiliating and mistreatment.

WHOSE RESPONSIBILITY IS IT TO CHANGE THE CULTURE SO THAT ALL DANE COUNTY BENEFITS?

Two ways bias must be addressed:

Individuals and Institutional/structural/systemic levels

- The responsibilities for promoting respect and preventing discrimination, harassment, and bullying in the workplace starts with you (the individual) and is the responsibility of EVERYONE!
- As Individuals, one needs to *want* to address how one contributes to institutional/structural/systemic racism and change the culture by starting with one's actions and questioning one's self.
- As an Institution/System - Studies show when diverse people work together in a structured environment to solve shared problems through community service, their attitudes about diversity can change dramatically.

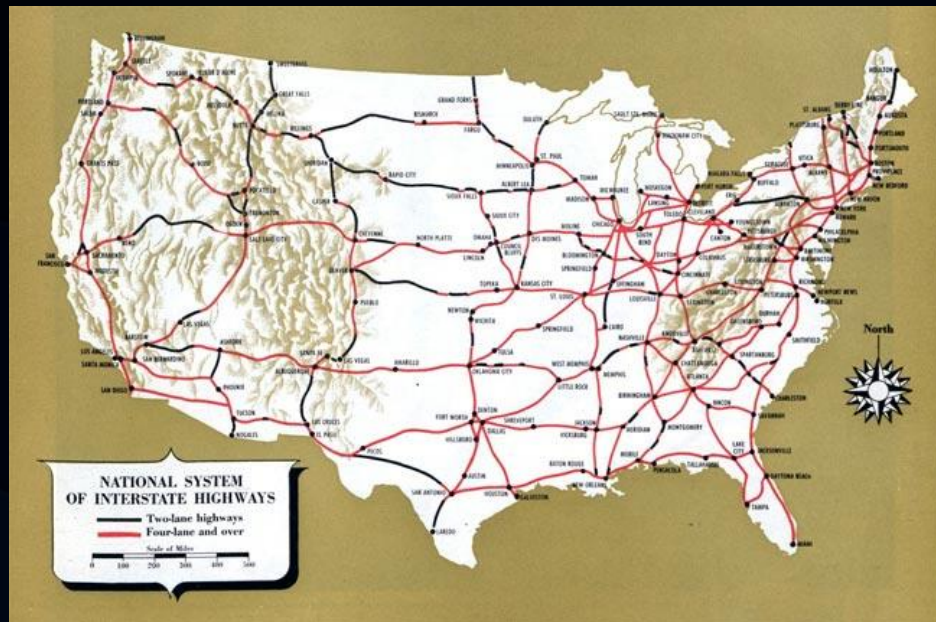
Questions to Consider:

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

County Board Agenda Questions

Policy Examples: Two Industries / System

Transportation



Housing



Transportations: 1950s and 1960s

Black Neighborhoods were destroyed

- Enactment of the Federal Highway Aid Act in 1956.
- The act authorized the construction of 41,000 miles of interstate highways to connect the nation
- Planners of the interstate highway system, routed some highways directly, and sometimes purposefully, through Black and brown communities.
- In some instances, the government took homes by eminent domain.
- Road builders ignored environmental, historical and social and other factors when building.. they were looking at the most direct route without any regard to who lived there.

Transportations: 1950s and 1960s

- ▶ Local officials saw the highway as way to get rid of blight (slums) near downtowns and business districts - therefore they local politicians and business looked at this as their own type of “urban renewal” once citizens were evicted.
- ▶ Happened in many cities across the US – Syracuse, Miami (95), Nashville (40) , Montgomery (85) Kansas City, New Orleans – just to name a few.
- ▶ By Estimates, the road program displaced in excess of a million American (predominately black and low income).

Community Impact – The Price Paid

- By Estimates, the road program displaced in excess of a million American (predominately black, brown and low income).
- Loss of homes, churches, businesses and schools – community!

Housing: Mandated Segregation

- Structural racism in the U.S. housing system has contributed to stark and persistent racial disparities in wealth and financial well-being, especially between Black and white households.
- The Federal Housing Administration, established in 1934, furthered the segregation efforts by refusing to ensure mortgages in and near African-American neighborhood.
- Maps were divided up along racial lines by colors. Black neighborhoods were color red - a policy known as "redlining" which only became illegal after the Fair Housing Act of 1968.
- FHA subsidize suburbs on the condition that homes were sold ONLY to white families and that the deeds prohibited the sell of those homes to African Americans.
- Federal Policies sanctioned legalized housing discrimination and the creation of Ghettos.

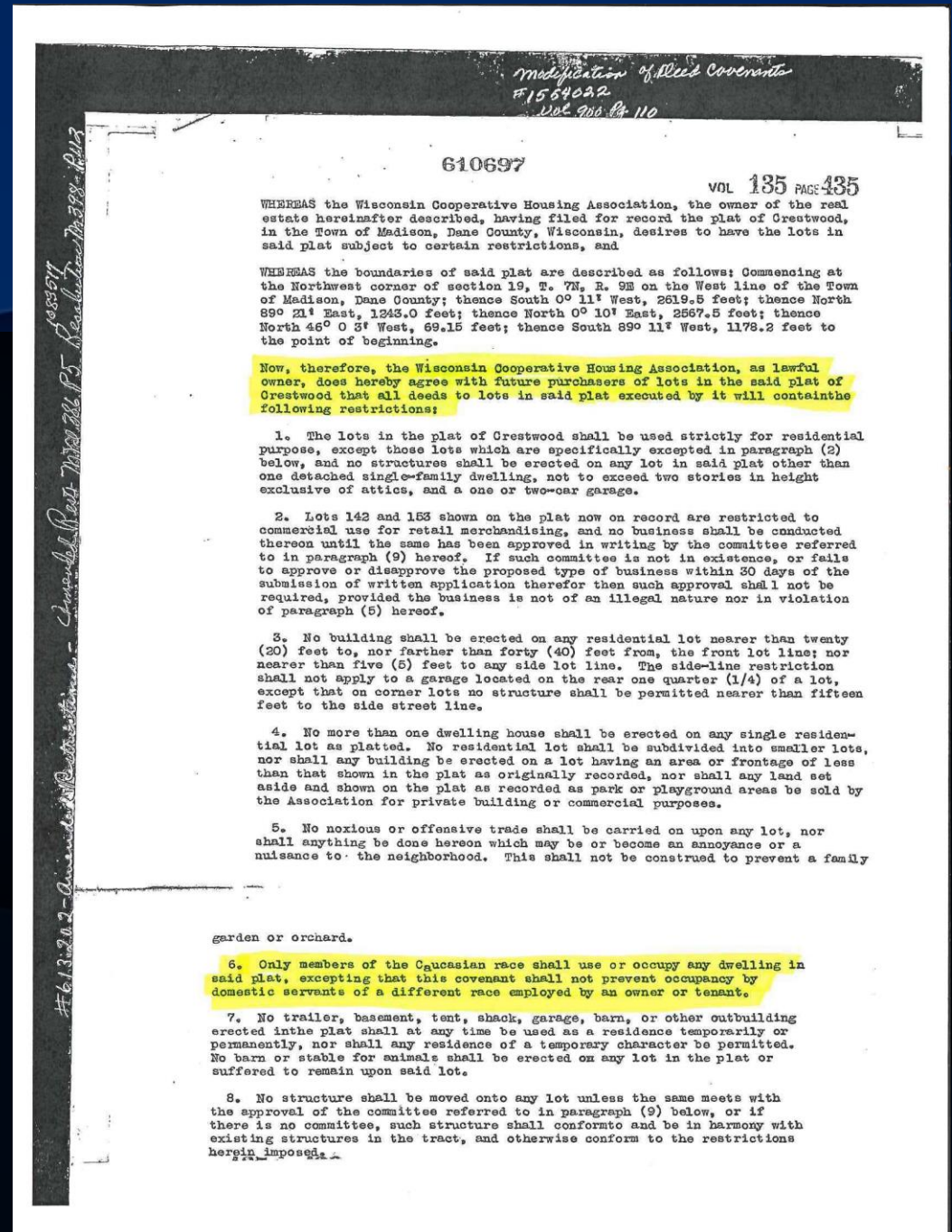
The Case of Mr. Carson Gulley

Dane County – Madison, WI

- Dane County was impacted by racially bias policies.
- Crestwood Subdivision
- 5522 University Ave.

IMPACT

- Carson Gulley bought a home AFTER testifying to the committee on human rights of the city council and resulted in the passage of Madison's Fair Housing Ordinance.



A RAISIN IN THE SUN

Play by the late Lorraine Hansberry.

The story tells of a black family's experiences in "Clybourne Park", a fictionalized version of the Washington Park Subdivision in Chicago's [Woodlawn](#) neighborhood, as they attempt to improve their financial circumstances with an insurance payout following the death of the father.



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- **As Individuals**, one needs to *want* to address how one contributes to institutional/structural/systemic racism and change the culture by starting with one's actions and questioning one's self.
- **As an Institution/System** - Studies show when diverse people work together in a structured environment to solve shared problems through community service, their attitudes about diversity can change dramatically.

ADDRESSING BIAS

- Don't forget the goal and mission of the board of supervisors
- Learn more about origins and past consequences/affects of biases in policy making. Attending this session is a great start.
- Look at the person in the mirror-Identify the signs within ourselves and others, then, work to overcome the bias by actively changing behavior patterns.
- Break stereotypes by using facts and available information to challenge deep-rooted assumptions.
- Learn about the cultures represented in your district and Dane county as a whole.
- Listen and Observe – how people are treated.
- Review processes
- Representative panel on committees when possible.

Addressing Bias

- Have presentations at meeting on different issues (10 minutes)
- Look at your onboarding process for new supervisors; Review information provided?
- Have a welcoming environment for supervisors.
- Promote Inclusive policies – review policies regularly
- Provide opportunities for all for growth through leadership development and mentorship.
- Invest in staff – training or mentoring
- Seek honest feedback
- New technologies are advancing daily. Think about how AI or other technology will be used in the future in Dane County. AI – facial recognition and machine learning. But when evaluating these new technologies, test for biases.

EQUITY LENS TOOL

What is the goal or anticipated outcome?

Who benefits and how will this impact the County as whole?

Are those who may be affected informed **and** included in discussions and decisions?
(How did you outreach to them and where?)

Who is providing input on projects and policies?

Will/ Are the policies, procedures and/or practices contributing to the exclusion others?

What is being done that promotes inclusion within the County?

Where is the accountability for making changes that ensure inclusion in the Department
– who is overseeing the process? What were the successes? What was learned? What
would should be done differently?

Resources

Conferences

- YWCA Racial Justice Summit - <https://www.ywcamadison.org/what-were-doing/race-gender-equity/racial-justice-summit/> - Annual
- Madison Regions Economic and Diversity Summit – Annually in May
- The UW Diversity Forum. <https://diversity.wisc.edu/event/2019-diversity-forum/>

Books and Videos

- The Color of Law by Richard Rothstein (Companion Video Segregated by Design - https://www.segregatedbydesign.com/?mc_cid=598e82c1e9&mc_eid=aeb9d952)
- The Warmth of Other Sun's by Pulitzer Prize winner Isabel Wilkerson
- Evicted: Poverty and Profit in American City by Matthew Desmond
- Race the Power of an Illusion by PBS
- Cracking the Code by Dr. Shakti Butler
- Saturday Evening Post – October 22, 2020 – National System of Interstate Highways – 1955
- NPR – April 7, 2021 – A Brief History of How Racism Shaped Interstate Highways

Organizations

- Government Alliance on Race and Equality GARE <https://www.racialequityalliance.org/> and Race Forward - <https://www.raceforward.org/about>
- National Association for the Advancement of Colored People (NAACP) - <http://www.naacpofdaneco.org/>
- Equity and Results - <https://www.equityandresults.com/what-is-equity-results-1>
- Center for Policing Equity - <https://policingequity.org/>

Thank you!

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Location 356 - CCB