

2019 RES-205

REVIEW OF COUNTY DEPARTMENT EQUITY PLANS

Over five years ago, the County Board approved RES 284, 2013-14 “Dane County Equity Initiative” which called for a strategic action plan for county government, inclusive engagement of the communities impacted by county policies, the development of equity indicators as well as an equity impact model, and a determination of how services provided by each department might have an impact on equity. The resolution also urged the establishment of the Racial Equity Social Justice staff team, which continues to meet on a monthly basis.

Subsequently, the County Board retained a consultant to complete a county government-wide equity assessment, followed by the establishment of the Tamara D. Grigsby Office for Equity and Inclusion (OEI). The purpose of OEI is to guide Dane County’s Equal Opportunity, Affirmative Action, Contract Compliance, and Civil Rights Compliance functions. In addition, the office serves as a resource for all County departments around issues of equity, disparities, conflict resolution, staff development and best practices. The creation of this office demonstrated a long term commitment to address these issues and institutionalize the work of heightening awareness, eliminating disparities, and achieving equity.

The OEI Advisory Board, comprised on community leaders and elected officials, supports the work of the Office for Equity and Inclusion. The Advisory Board is interested in reviewing departmental equity plans, with a focus on organizational commitment to equity, leadership development, and staff composition.

OEI has worked over the past several years with departments throughout county government to draft equity plans. Currently, 16 of the county’s 29 departments have their equity plans posted on the OEI website.

NOW, THEREFORE, BE IT RESOLVED that each standing committee of the County Board, as part of the 2020 budget process, and each budget process thereafter, review the equity plans of each department for which the committee has oversight.

BE IT FURTHER RESOLVED that departments are urged to complete equity plans by October 1, 2019 for review by standing committees as well as review by the OEI Advisory Board.

BE IT FINALLY RESOLVED that OEI assist county departments in the completion of equity plans and continue to post the plans on the OEI website for community review.