



# Dane County

## Minutes - Final Unless Amended by Committee

### Office for Equity and Inclusion Advisory Board

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Friday, December 1, 2017

11:30 AM Centro Hispano (810 W Badger Rd, Madison, WI 53713)

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#### A. Call To Order

Meeting Called to order at 11:45am

**Present** 6 - KAREN MENENDEZ COLLER, FLOYD ROSE, SHELIA STUBBS, JOSEPH BARING, JANEL HEINRICH, and LUCIA NUNEZ

**Excused** 5 - GREG JONES, CHUCK ERICKSON, EVERETT MITCHELL, COLLEEN BUTLER, and LESLIE ORRANTIA

#### B. Consideration of Minutes

[2017](#)  
[MIN-408](#) Minutes of the 3/3/17 Office for Equity and Inclusion Advisory Board Meeting

**Attachments:** [Advisory Board Minutes 3-3-17](#)

A motion was made by Janel Heinrich and seconded by Lucia Nunez that the minutes of 3/3/17 be approved. Motion carried by voice vote.

[2017](#)  
[MIN-409](#) Minutes of the 6/9/17 Office for Equity and Inclusion Advisory Board Meeting

**Attachments:** [2017 MIN-409](#)

A motion was made by Janel Heinrich and seconded by Lucia Nunez that the minutes of 6/9/17 be approved. Motion carried by voice vote.

#### C. Action Items

None.

#### D. Presentations

1. [2016](#)  
[PRES-044](#) Disparities Highlight, Human Services and Child Protective Services

**Attachments:** [Racial Disparities Presentation](#)

There was no action on this item.

## E. Reports to Committee

### 1. Pending Board Budget Resolutions

There were no reductions in the 2018 budget, instead there was an added \$30,000 and \$10,000 goes towards Lakes and Watersheds. Supervisors are eager to get the OEI Department fully staffed and receive copies of the equity plans. Supervisors are also interested in knowing what each Department plans to do as part of their equity plan. Some Departments are still working on plans and others have submitted plans to OEI. During the budget hearings, the County Board asked each Department to send copies of their plans to OEI. Azalea Angel-Perez forwarded copies of the plans to the Advisory Board committee members for review.

### 2. 2017 Partners in Equity (P.I.E.) Grant Allocation Update

Walking Together was selected as the grantee which is a collaboration between Jerome Dillard and James Crawford. The award amount apointed to Walking Together was for \$40,000. As a result, a follow up request was made with Walking Together to provide a more detailed budget and strategic objective with more information. As a part of Walking Together's budgeted items, they are providing rental assistance to previously incarcerated individuals. They are also to include in their goals 3 major strategic objectives. Theola Carter, Manager of Policy and Program Improvement, is going to be working on the structural changes, updates and specifics with the PIE grant process.

Assessment and evaluation discussions took place but there is a need to state clearer expectations and the evaluation can be a condition for receiving the grant. The objective of the PIE is to assist persons in the community. We want agencies to assess how well they meet their objectives without it being a burdensome process. Originally there were twenty-two (22) organizations that accessed the website but all did not complete the PIE Grant application process. The selection committee reviewed application and narrowed the pool of eligible applicants down to four (4) possible organizations.

### 3. Update on Manger of Policy and Program Improvement (New Hire)

Theola Carter was Introduced as the new Manager of Policy and Program Improvement. Theola joins the Office of Equity and Inclusion from the State and was most recently the Bureau Director of Housing working with CDBG, HOME programs (affordable and supportive housing).

#### 4. Dane County Department Equity and Inclusion Plans

All Departments are submitting equity and inclusion plans to the Office for Equity and Inclusion. The Office provided an outline in the form of a Tier structure to Departments to use when creating their equity plans: Tier 1 – just getting started , Tier 2 - actually initiated some of the plans and Tier 3 - have had success and may be time to modify or add more goals. The County has a Racial Equity and Social Justice (RESJ) meeting which include the Department heads that meet once a month. At that meeting, the Department heads present their plans and education as a part of the meeting. The OEI Advisory Board has more of a consulting role for the equity and inclusion plans.

#### F. Future Meeting Items and Dates

Meeting date is set for Friday, March 2nd, 2018.

The Department heads may be invited to come to the next Advisory Board meeting starting with the Department of Administration. Greg Brockmeyer serves as the Interim Director. OEI will reach out to Greg and see if he is ready to talk about DOA's plan.

Request was made for OEI to provide the following prior to the next meeting before having Department heads attend a meeting: a) the number of people working in each department. the number of any persons of color that are employed and include the positions held in each Department. This will show the current rubric for each Department. b) What are the Departments expected to do? What are they expected to achieve? Who are they accountable to? c) Provide the expectation for Department heads to create their work plan? The six major concepts are: Organizational Commitment, Leadership Development, Program Innovation, Collaboration, Resource Mobilization, and Brand and Visibility.

#### G. Public Comment on Items not on the Agenda

None.

#### H. Such Other Business as Allowed by Law

Wesley and Theola attended the Dane Extension's meeting and discussed equity plan on December 1, 2017.

#### I. Adjourn

Meeting adjourned at 1:04pm

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*NOTA: Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.*

*LUS CIM: Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.*

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