

**Dane County Equal Opportunity Commission
2015 Strategic Initiatives-Final**

Vision: To ensure that all Dane County residents have equal access to the opportunity to achieve optimal quality of life and self determination.”

Mission: To gather information; analyze data; respond to the needs of targeted groups; to represent community concerns and reflect those concerns; to educate, engage and evaluate; and to create advocacy models that are transferable and can empower communities.

STRATEGIC INITIATIVES	WORK ACTIVITIES	TIMELINES	PROGRESS/RESULTS
<p>I. Address issues of disparity of persons of color in the criminal justice system.</p>	<p>Review recommendations from the Dane County Immigration Task Force. Advise and approve the recommendations. Request formal referral to EOC from county board chair and to respond to recommendations.</p> <p>Develop commission education via expert presentations from equal opportunity related researchers and practitioners.</p> <p>Develop commission knowledge by pursuing reports and monitoring recommendations of the Disproportionate Minority Contact Juvenile Justice Taskforce activities.</p> <p>Review Implementation Team [IT] progress on disparities in the criminal justice system. Provide feedback on IT progress and activities . Review implementation team recommendations and request county board chair refer to EOC for input.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>No up dates were provided from the Immigration Taskforce in 2015.</p> <p>Colleen Clark provided an update regarding the Dane County Equity Initiative.</p> <p>No updates regarding the monitoring recommendations.</p> <p>The implementation team is no longer functioning. The commission will receive updates via the Criminal Justice Council monthly minutes and periodic presentation requests from staff.</p>

STRATEGIC INITIATIVES	WORK ACTIVITIES		PROGRESS/RESULTS
<p>II. The commission shall identify and recommend resources needed for EO program and become more involved in the Office of Equal Opportunity (OEO) budget process by developing a strategy to better advocate and support maintaining an adequate OEO.</p>	<p>The commission will analyze the OEO budget and resources and make recommendations to the Executive regarding proposed improvements to the County Equal Opportunity program. This review and recommendations should be made early in the budget process cycle [prior to the Executive budget recommendations]. The commission may make budget recommendations to the Co. Executive prior to the publication of the Executive Budget and to the county board prior to final budget approval.</p> <p>The commission shall stay informed and may respond accordingly to any OEO review process and related proposals that would potentially impact the capacity and effectiveness of the OEO functions and the county equal opportunity program.</p> <p>The commission shall strive to establish effective commission communication protocol with the County Executive Office, County Board, and county staff and among commission members.</p>	<p>Annually during the budget cycle.</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Budget discussions occurred and letter from EOC to the County Board regarding major reorganization OEO based on equity consultant assessment report. Increased capacity and resources have been allocated.</p> <p>The County Executive and County Board has recommended and approved a major reorganization of OEO. The new Office of Equity & Inclusion as a county department, rather than a division in the County Executive's Office has been budgeted and approved.</p> <p>Progress continues.</p>
<p>III. Provide better monitoring of County equal opportunity related issues and review and respond to budget initiatives as it relates to I. And IV.</p>	<p>Keep track of equal opportunity related issues by having staff & Co. Board Supervisors provide information and updates to commission related to such issues before Public Protection & Judiciary, Health & Human Needs Committees and Personnel & Finance; Share POS agency budget recommendations; provide updates regarding relevant county board resolutions and activities via the OEO director's monthly report.</p>	<p>Ongoing</p>	<p>Staff will strive to work with commission in attaching relevant EO related reports, minutes and budget items to be attachments to EOC agenda.</p>
<p>IV. Address issues of appropriate treatment (medical, mental health, disability related and AODA) for clients in Dane County jail facilities.</p>	<p>Request summary of complaints by inmates related to denial of medical or mental health services or requests for accommodations due to disabilities. Invite representative from the DCSO, county contractor who is responsible for providing services. Work in conjunction with PP & J to secure information.</p>	<p>Ongoing</p>	<p>EOC has requested a report from DCSO and PP&J with out success.</p>

<p>IV. Address issues of appropriate treatment (medical, mental health, disability related and AODA) for clients in Dane County jail facilities.</p>	<p>The OEO should conduct a service delivery compliance review, if necessary and report findings to EOC.</p> <p>Determine what the county jail’s plans are for treating people with health issues and concerns. Request a joint meeting with PP&J to determine the procedures used in complaint resolution and inmate complaints and any reporting that is routinely provided.</p>	<p>Ongoing</p>	<p>No service delivery compliance review of the DCSO was conducted in 2015. An informal request for a joint EOC & PP&J meeting has been made but no meeting has been scheduled.</p>
<p>STRATEGIC INITIATIVES</p>	<p>WORK ACTIVITIES</p>	<p>TIMELINES</p>	<p>PROGRESS/RESULTS</p>
<p>V. Continue mission driven activities as appropriate to represent community concerns and create advocacy models that are empowering and transferable.</p>	<p>Commission should annually implement convening EOC meetings in county local municipalities outside of the City of Madison.</p> <p>Commission should continue to support OEO outreach activities i.e. diversity recruitment efforts, public hearings, publishing press releases.</p> <p>Encourage diversity on Dane County boards, commissions and committees. Continue efforts to encourage more citizen involvement in county government.i.e. during Public Service Month allow citizens to share their issues and concerns.</p> <p><i>Learn more about what is happening in Dane County communities by hosting public meetings in various locations.</i></p> <p>Inform the County Executive and the County Board Supervisors of Dane County EOC accomplishments annually.</p> <p>Establish effective commission communication protocol with County Executive Office, County Board and among commission members.</p>	<p>Quarterly</p> <p>Ongoing.</p> <p>Ongoing.</p> <p>Ongoing</p> <p>Annually.</p> <p>Ongoing.</p>	<p>No activities to report due to staffing.</p> <p>Staff and commission members should continue to promote citizens involvement at community meetings and events.</p> <p>The annual strategic plan meeting was held off site in south Madison. No other quarterly meetings have been held.</p> <p>Via EOC Report.</p> <p>Periodic updates from EOC county board members.</p>