

2016 RES-406

REQUIRING THE OFFICE OF EQUITY AND INCLUSION TO PROVIDE AN ANNUAL
REPORT OF BOARD & COMMISSION DEMOGRAPHICS

In 2016, Dane County established the Office of Equity and Inclusion as part of its broader efforts to address and eliminate disparities in our community. The creation of the office followed a 2015 study initiated by the County Board to examine Dane County's own practices regarding race and equity and recommend a path to improvement.

Dane County's numerous boards and commissions are one avenue for community involvement in Dane County government and present an opportunity to improve the diversity of those who are part of our formal government institutions. Boards and commissions often provide advisory input to the County Board and County Executive, as well as other functions such as overseeing county programming, providing a forum for public input on community issues, and generating new ideas that could be implemented by county government.

Representation of the many diverse voices throughout Dane County in this process is beneficial in achieving results that speak to the needs, hopes, and desires of the people of Dane County. The County should strive to increase the diversity of the make up of our boards and commissions. In order to assess whether the County is making progress on increasing the diversity of its boards and commissions, a benchmark and annual progress reports are needed.

NOW THEREFORE BE IT RESOLVED that the process for applying to boards and commissions appointed by either the County Executive, County Board Chair, or any other county agent shall include the option of providing demographic data regarding the applicant, including but not limited to the applicant's race, ethnicity, gender identity, religious affiliation, identification as a member of the LGBTQ community and identification as a disabled;

BE IT FURTHER RESOLVED that the Office of Equity and Inclusion shall, through an optional survey or other means identified by the department, take steps to obtain said demographic information for individuals who are already serving on a board or commission at the time of this resolution;

BE IT FINALLY RESOLVED that the Office of Equity and Inclusion shall provide an annual report to the Dane County Board and the County Executive that includes an analysis of the diversity of appointed individuals serving on Dane County boards and commission and how that compares to the demographics of Dane County as a whole.