

EQUAL OPPORTUNITY DIRECTOR - UPDATE –May - June 2016

- **2015 EOC Report-Pending-IK**
Final draft reviewed planned for July EOC meeting. Executive review and EOC approval pending.
- **Affirmative Action/Civil Rights Compliance Plan Reviews-WS**
Dane County Contractor Civil Rights Compliance Plans for 2016 are being requested, received and reviewed on an ongoing basis.
- **Civil Rights Compliance (CRC) Reviews-WS**
The State Civil Rights Compliance plan letter of assurance for 2014-2017 has been submitted. Plan for 2014-2017 has been completed and submitted to DWD & DHS for approval.

We have been receiving several division plan sections for the County Civil Rights Compliance Plan development.

Department of Human Services state on-site compliance review pending.

- **Recruitment and Retention-IK**
Deputy Sheriff I-II recruitment interviews were conducted on the week of May 16-20, 2016. Current Deputy Sheriff workforce numbers are : Women-89[22.5%]; Persons of Color- 25[6.3%].
- **Dane County Vacancy Certifications Processed-IK**
OEO processed 26 position certifications from May 1, 2016 through June, 15, 2016.
- **Equal Opportunity Activities-IK**
Dir. continues to participation with RESJ core and leadership team meetings.

The RESJ tools & Assessment team has completed its draft 25 recommendations for enhancing the Dane county hiring procedures. EO director has completed data reports as part of the equity action teams. Leadership team has reviewed and revised recommendations and have meet with employee group representatives for feed back on recommendations. Next step is presenting recommendations to Personnel and Finance Committee for approval.

Director conducted a presentation to Dane County Family Court Counseling. Focus of presentation was on DC RESJ Initiative; Title VI service delivery and Cross-cultural communications.

Developing outline for presentation with HR Manager for Management Action Council training regarding the hiring process.

- **Equal Opportunity Policy Issues-pending-IK**
Revised draft EEO P&P Standards as part of the EO/AA Plan update. DOA, Executive review and EOC approval pending.

Continue to review and update all EO policy and procedures pending new Office of Equity & Inclusion. Working with Employee Relations Manager and Equity Tools & Assessment Team. outlining steps in the county hiring process and developing recommendations to reduce barriers to diverse employment.