



**COUNTY OF DANE**  
**Department of Emergency Management**

JOE PARISI, County Executive      CHARLES A. TUBBS, SR., Director

Emergency Planning Division  
(608) 266-4330

Emergency Medical Services Division  
(608) 266-4387

Hazardous Materials Planning Division  
(608) 266-9051

October 25, 2019

To:            Personnel & Finance Committee  
From:        Charles A. Tubbs Sr., Director  
CC:           Supervisor Maureen McCarville, Chairwoman of PP&J

**Re: Dane County Emergency Management Equity and Sustainability Efforts 2019**

Thank you for the opportunity to provide an update on what Dane County Emergency Management has achieved in the areas of Equity and Inclusion and Sustainability efforts in the year of 2019.

**Equity**

Dane County Emergency Management was fortunate once again to have the opportunity to hire a Dane County Boys and Girls Club intern to join our staff this summer. This person thoroughly enjoyed the opportunity and has expressed interest in returning to the department. We currently have a clerical position open in the organization, and we plan to fill it with an emphasis on a diversified Dane County Emergency Management.

We plan to join other Dane County departments in participating in more job fairs in schools, as well as at large throughout the county and state, with an emphasis on recruiting, hiring, maintaining, and promoting a more diverse workforce for our department. We are a full participant in Dane County's Racial Equity Socials Justice Initiative Core Team.

The Dane County Emergency Management Diversity and Inclusion plan has been reviewed by staff, outside departments, and a professional organization, the I -DIEM Institute for Diversity and Inclusion in Emergency Management (1001 Virginia Ave, Ste. 300 Atlanta, Georgia 30354). The Co-Founder, Chauncia Willis, & CEO, Curtis Brown stated, "I believe that the D/I Plan is a solid step in the right direction. To that end, we will be reviewing the D/I Plan in depth and providing you with input over the next week."



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They have expressed interest in coming to Dane County and working closely with us on improving overall diversity in training for staff and the entire county. I've spoken with Director Wesley Sparkman from the Tamara D. Grigsby Office For Equity and Inclusion, and he has agreed to meet with this team and discuss further options for Dane County.

Dane County Emergency Management is pursuing the partnerships of special interest groups and organizations to join a work-in-process team, "Private Public Partnerships". The team is for those with an interest in improving diversity and inclusion for all people throughout the community.

### **Sustainability**

Dane County Emergency Management's sustainability efforts are a continuous work in progress. We continue looking at ways to effectively save money, energy, and improve our quality of service throughout the county.

We are replacing two of our older vehicles to become more state-of-the art, as well as energy and fuel efficient.

Dane County Emergency Management is planning for the relocation of our department. We shall comply with and take all necessary steps towards ensuring that our new location will meet current standards for energy efficiency.