



OFFICE OF THE CORPORATION COUNSEL

Corporation Counsel
Marcia MacKenzie

Assistant Corporation Counsels
Eve M. Dorman
David R. Gault
Richard D. Greenlee
Shawna L. Guinn
Kristi A. Gullen
Dyann L. Hafner
Mary M. Kasperek
Kelly S. Nesvacil
Susan H. Rauti
John C. Talis
Vue Yang

Child Support Agency

Deputy Corporation Counsel
Carlos A. Pabellón

Assistant Corporation Counsels
Clare Altschuler
Andrea Brendemuehl
Scott D. Drummond
Gary Gomez
Jane A. Jacobs
Andra L. Nollendorfs
Dawn Peters

DATE: September 11, 2017
TO: Supervisors of the Dane County Board
FROM: Marcia A. MacKenzie, Corporation Counsel
RE: 2017-2018 Equity Plan

Thank you for the opportunity to present the Office of the Corporation Counsel's 2017-2018 Equity Plan. Over the past year, my office has continued to work towards creating a workplace that embraces equity and inclusiveness. Listed below is a brief summary of some of our initiatives of the past year, which I have categorized, based upon the Office for Equity & Inclusion's recommendations:

Organizational Commitment & Leadership Development

Our percentage of female and racially diverse employees is significantly greater than what it was a few years ago. I attribute this to the fact that my office has recently been extremely successful in recruiting employees from diverse backgrounds. Much of this success must be attributed to the staff on my team who assists me with the sometimes onerous hiring process.

Likewise, my office's ability to not just recruit diverse employees, but also retain them is another testament to the work and effort that my staff provides in ensuring that inclusivity is something more than just a buzzword. Through the use of family friendly workplace policies, such as flex-time and a management style that embraces collaboration, the office has been able to keep good employees from leaving.

Unfortunately, my efforts to further increase the diversity of my officer in the past year has not been without its frustrations. Although I attempted to use the County's alternative selection program to fill a critical position in my office, I was unable to do so because of obstacles put into place by the Employee Benefit Handbook.

Regardless of such frustrations, I remain committed in following the County's policy of promoting an inclusive workplace.

Program Innovation & Collaboration

The Office of Corporation Counsel provides services which directly impacts diverse and underserved communities throughout Dane County. By working closely with the Department of Human Services, the office continues to refine how best to ensure that it remains sensitive of the unique needs that such communities may have. Recent collaborations include working with the Urban League and the Children First Program to come up with new strategies on how to provide employment training to men and women who are unemployed or underemployed.

These efforts are part of a broader initiative to ensure that our child support enforcement measures remain focused on ensuring that the interest of the child is paramount, rather than just being punitive. Other efforts include limiting judicial enforcement measures that may lead to the involvement of the criminal justice system to only those cases which present no other alternative.

Similarly, my office has begun a policy review of the state mandated birth cost recovery collection in certain child support cases. It is my expectation that the review will produce measures that will help my office address birth cost recovery collection in a way that encourages paternal involvement, while at the same time eliminating the potential risk of racial and ethnic birth outcome disparities within Dane County.

In sum, the Office of Corporation Counsel remains dedicated to promoting diversity and inclusivity in the workplace, and in the community.