



FAMILY COURT SERVICES

Mark M. Meixensperger, LMFT, CSW
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Memorandum

To: Dane County Board of Supervisors

From: Mark M. Meixensperger, LMFT, CSW
Director

Date: September 12, 2017

RE: RACIAL EQUITY INITIATIVE

Current Efforts To Address Racial Equity In Our Department

- We maintain a quarterly schedule of Diversity Training in which we have a presenter during one of our regularly scheduled staff meetings.
- We maintain a consistent presence on the County's Racial Equity and Social Justice Committee.
- We have staff training days which usually include a speaker on racial equity or social justice.
- We have regular written and oral peer review to assess for bias.
- We have planned a staff "Culture Walk" this fall to insure the environment is welcoming and reflects the diversity of Dane County.
- Our Environmental Committee monitors Office Art, the Child Observation Room and waiting area periodicals for diversity.
- In the process of finalizing our Racial Equity Work Plan, and will have it completed next year.
- Provide fee reductions or waivers to County residents as needed.
- Expanded previous recruitment procedure to include a wider range of diverse population.



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- Web site development to provide information & resources regarding services that are offered.
- Modify current employment position to change one counselor position to bi-lingual.

SUCCESS

FCS has begun building bridges with the Tamara Grigsby Office of Equity and Inclusion through work with Wesley Sparkman and Isadore Knox.

CHALLENGE

With a 75% staff turn over, we started from square one but now have the full staff involved in insuring equity and inclusion for all the families we serve.