

**DRAFT WORKPLAN**

**Dane County Board is developing and implementing strategies to advance racial equity**

Goal 1: Increase Racial Equity Education					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Staff Person/Area Responsible	Comments
Baseline information about race in Dane County: <a href="https://youtu.be/Su98rF6QzzU">https://youtu.be/Su98rF6QzzU</a>  Understanding of historic inequitable treatment	2015-onward  New employees/interns are on-boarded with RE understanding	Greater understanding of unintended outcomes of government policy/procedure	Ongoing communication- quarterly education opportunities sent via email.	Clark; all	resource repository development  Share onboarding information with all Supervisors and incorporate into new supervisor orientation  Pursue implicit bias training for County Board members  Dedicate regular Committee of the Whole meetings to racial equity
Complete a Culture Walk	2016-onward	Greater Access	Review of Surveys	Munoz, Clark, Jones, Hanson	2016 and 2017; this year submitted to the CCLC as recommendations (Jones)

<a href="#">Racial Equity Analysis Program Evaluation of all county departments and Addendum</a>	Completed 2015	Findings and Recommendations	Multiple: Surveys, focus groups, data and program analysis, national best practice research and analysis	MacKinnon	Accepted by County Board; ongoing implementation of recommendations
<a href="#">Contracting Equity Program Evaluation and Presentation</a>	Completed 2017	Findings and Recommendations	Multiple: Surveys, focus groups, data and program analysis, national best practice research and analysis	MacKinnon	Accepted by County Board; initiating implementation of recommendations
Three Community Criminal Justice Workgroups with focus on equity <a href="https://board.countyofdane.com/initiatives">https://board.countyofdane.com/initiatives</a>	Completed 2015	Findings and Recommendations; community member engagement	Multiple criminal justice and community data sources	Multiple county staff	Ongoing implementation of 31 recommendations.

<a href="#">County Board Resolution 284- Dane County Equity Initiative</a>	Passed 2014	Action and policy advancing racial equity in Dane County government		Clark	Passed by County Board in 2014; ongoing implementation
Service and leadership on RESJ Teams and Workgroups	2015 and ongoing	Creation and implementation of equity tool for use across Dane County government; engagement on countywide racial equity awareness and policy change	County data, policy, and program analysis; education and outreach to county staff	Munoz, Clark; Thurlow; MacKinnon	Ongoing
<b>Goal 2: Increase Staff Diversity</b>					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Proactive recruitment of Research Analyst position; added equity statement to position for recruitment	Jan 2016-	Potential Affirmative Hire	<ul style="list-style-type: none"> <li>- Outreach (local and national)</li> <li>- Social Media (Twitter, LaSup, Facebook)</li> <li>-Coding spaces /hackathons</li> </ul>	Clark and Thurlow	Lee as LTE 2015, Reyes hired May 2016; Anadon as LTE in August 2017
Recruitment of staff/interns	Jan 2016-onward	Affirmative hires of interns	Local partnerships: OEI; B/G Club; UW-Madison; The Network; UrbL; Centro, LPA,	Clark; All Staff	Munoz intern Fall 2016; Intern Carrizales started Sept 2017; Innovation Interns 2016-2017 representing diverse racial groups
<a href="#">Equity Assessment of Current Recruitment/Hiring Practices</a>	2016	Increased racial equity in recruitment, hiring, and retention.	County employee relations data	Clark and Munoz lead county RESJ Tools team	Recommendations incorporated into DOA plan, and Clark serving on new DOA committee.

Goal 3: Increase Learning Platform for Supervisor/Community Racial Equity					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Identify partners Identify educational source (film, book, speakers ) : Community Justice: <a href="http://dane.granicus.com/MediaPlayer.php?view_id=1&amp;clip_id=65">http://dane.granicus.com/MediaPlayer.php?view_id=1&amp;clip_id=65</a> and Racial Equity in Practice: <a href="http://dane.granicus.com/MediaPlayer.php?view_id=1&amp;clip_id=18">http://dane.granicus.com/MediaPlayer.php?view_id=1&amp;clip_id=18</a>	Jan 16-onward	Speaker series Big Read series	Qualitative Surveys	Clark; All	Judge Alex Calabrese/Brett Taylor seminars: June 2016; and Duncan/Balagee presentation
Racial equity resources delivered to Supervisors	Jan 15-onward	- Racial Justice Summit sponsorship -National legislative racial equity understanding	Email; in person	All	Need to routinize and highlight equity efforts
Goal 4: Engage a Racial Equity Template into Committee Agendas/Budgets					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Education around key four questions Budget Implications of racial equity	Summer-2016 -- onward	Embedded use of racial equity questions into committee agendas, listening sessions  Ask Dept. Heads to focus budget discussion on equity and sustain.	Greater involvement in community partnerships	All Staff and Supervisors and consultants	Increasing use of POLCO for community engagement around equity issues – e.g. Brat Fest engagement  Imbed the racial equity questions in the Board Office website

Goal 5: Develop National and Local partnerships to advance racial equity					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Develop National and Local partnerships to advance racial equity	2015-onward	<p>Equity and CJC Coordinator national partnerships: NASC; Joint Tech Commission; NAPSA: Center for Court Innovation, GARE; local facilitator cohort R2E; MacArthur Safety and Justice; Vera Institute of Justice</p> <p>Sustainability Coordinator: GARE; National Sustainability Director Network.</p>	Greater involvement in national and local partnerships	All	This could be expanded to add Reyes outside work with partnerships in big data, also Clark/Reyes ADA completion