

“Chunk” of the Work	Internal Facing or External Facing?	Items/Areas of Focus	Activities	
<p>Annual Equal Opportunity Commission Report</p> <ul style="list-style-type: none"> Includes annual Affirmative Action Report Includes contract compliance summary Includes equal opportunity information: internal employee complaints, external employment and service delivery complaints, and contractor complaints 	Internal/External	Annual Report of the EOC	<p>Ready by December, reviewed at EOC meeting, released by office to the community. Defined by ordinance. Includes Affirmative Action report.</p> <p>Workforce reports done annually. New goal will be quarterly AA reports. Quarterly will be reviewed by commission. Annual report will be external.</p>	
<p>Office of Equity and Inclusion Areas that relate to the function of the Commission</p> <ul style="list-style-type: none"> Workforce analysis and recruitment (internal/external) ADA & disability rights (internal/external) RESJ (Racial Equity and Social Justice Initiative—internal now and going external) 	Internal/External	<p>Ordinances and policies on employment discrimination (and everything else?)</p> <p>Alignment and possible revisions of ordinances for Office of Equity and Inclusion and EOC</p> <p>Monthly OEI report (used to be OEO Director’s Report) reviewed by OEI Director and EOC monthly. That should include RESJ updates and any other updates from OEI Director.</p>		
Advisory	Internal/External	<p>Per the ordinance: Advise and assist county exec board and staff to promote full participation of traditionally underrepresented populations in broader community life</p>	<p>We are a group of appointed citizens and supervisors, and an administrative office, who should be called upon as expert advisors in:</p> <ul style="list-style-type: none"> Alignment of other upcoming possible amendments and ordinances. Examples: public protection and judiciary, housing, RESJ amendment, poverty initiatives from recommendations of poverty commission and report Ordinances, policies, and amendments development 	

			<ul style="list-style-type: none"> • the work of building the new office • Budget Proposals • Referrals and working closer with county supervisors <p>We have a yearly Focus Area</p> <p>The commission will analyze the OEI budget recommendations from the County Executive regarding proposed improvements to the County's Equal Opportunity program. The commission may make budget recommendations to the County Board prior to final budget approval.</p> <p>The commission shall be <i>kept informed by OEI</i> and may respond accordingly to any <i>OEI budget proposals</i> that would potentially negatively impact the capacity and effectiveness of the OEI functions and the county equal opportunity program.</p> <p>We keep an ongoing list of "parking lot" issues as they arise and joint commission meetings and initiatives with other commissions</p>	
Advocacy on behalf of Equity & Inclusion	External	Continue mission driven activities as appropriate to represent community concerns and create advocacy models that are empowering and transferable.	<p>Commission should continue to support OEO outreach activities i.e. diversity recruitment efforts, public hearings, publishing press releases.</p> <p>Encourage diversity on Dane County boards, commissions and committees. Continue efforts to encourage more citizen involvement in county government i.e. during Public Service Month allow citizens</p>	

			<p>to share their issues and concerns.</p> <p>Inform the County Executive and the County Board Supervisors of Dane County EOC accomplishments annually.</p> <p>Establish effective commission communication protocol with County Executive Office, County Board and among commission members.</p>	
Yearly Focus Area	Internal External	Racial Disparities in the Criminal Justice System	<p>Review final report recommendations from the Dane County Immigration Task Force. Request update on progress regarding recommendations and take appropriate actions as approved by the commission.</p> <p>Develop commission education via expert presentations from equal opportunity related researchers and practitioners.</p> <p>Develop commission knowledge by pursuing periodic updates on progress and reports of the Criminal Justice Council.</p> <p>Receive periodic updates on progress of PPJ work group recommendations related to criminal justice. Respond to work group recommendations as appropriate.</p> <p>Address issues of appropriate treatment (medical, mental health, disability related and AODA) for</p>	

			<p>clients in Dane County jail facilities: Request summary of complaints by inmates related to denial of medical or mental health services or requests for accommodations due to disabilities. Invite representative from the DCSO, county contractor who is responsible for providing services. Work in conjunction with PP & J to secure information. The OEO should conduct a service delivery compliance review, if necessary and report findings to EOC.</p> <p>Determine what the county jail's plans are for treating people with health issues and concerns. Request a joint meeting with PP&J to determine the procedures used in complaint resolution and inmate complaints and any reporting that is routinely provided.</p>	

**Dane County Equal Opportunity Commission
2016- 2017 Strategic Initiatives-Development**

Vision: To ensure that all Dane County residents have equal access to the opportunity to achieve optimal quality of life and self determination.”

Mission: To gather information; analyze data; respond to the needs of targeted groups; to represent community concerns and reflect those concerns; to educate, engage and evaluate; and to create advocacy models that are transferable and can empower communities.

STRATEGIC INITIATIVES	WORK ACTIVITIES	TIMELINES	PROGRESS/RESULTS
I. Address issues of disparity of persons of color in the criminal justice system.	<p>Review final report recommendations from the Dane County Immigration Task Force. Request <i>update on progress regarding recommendations and take appropriate actions as approved by the commission.</i></p> <p>Develop commission education via expert presentations from equal opportunity related researchers and practitioners.</p> <p>Develop commission knowledge by pursuing <i>periodic updates on progress and reports of the Criminal Justice Council.</i></p> <p>Receive periodic updates on progress of PPJ work group recommendations related to criminal justice. Respond to work group recommendations as appropriate.</p>		

STRATEGIC INITIATIVES	WORK ACTIVITIES		PROGRESS/RESULTS
<p>II. The commission shall identify and recommend resources needed for <i>OEI</i> and become more involved in the <i>OEI</i> budget process by developing a strategy to better advocate and support maintaining adequate <i>staff and budget resources</i>.</p>	<p>The commission will analyze the <i>OEI</i> budget recommendations from the County Executive regarding proposed improvements to the County's Equal Opportunity program. The commission may make budget recommendations to the County Board prior to final budget approval.</p> <p>The commission shall be <i>kept informed by OEI</i> and may respond accordingly to any <i>OEI budget proposals</i> that would potentially negatively impact the capacity and effectiveness of the <i>OEI</i> functions and the county equal opportunity program.</p> <p>The commission shall strive to establish effective commission communication protocol with the County Executive Office, County Board, and county staff and among commission members.</p>		
<p>III. Provide better monitoring of County equal opportunity related issues, resolutions and ordinance amendments. Review and respond to equal opportunity issues as appropriate..</p>	<p><i>Staff and commission supervisors will monitor and track county legislation related to equal opportunity and equity issues and provide routine information and updates to commission. The commission will take a appropriate action on these issues as necessary.</i></p>		

IV. Address issues of appropriate treatment (medical, mental health, disability related and AODA) for clients in Dane County jail facilities.	<p>The OEO should conduct a service delivery compliance review, if necessary and report findings to EOC.</p> <p>Determine what the county jail's plans are for treating people with health issues and concerns. Request a joint meeting with PP&J to determine the procedures used for complaint resolution and inmate complaints and the reporting that is routinely provided.</p>		
STRATEGIC INITIATIVES	WORK ACTIVITIES		
V. Continue mission driven activities as appropriate to represent community concerns and create advocacy models that are empowering and transferable.	<p>Commission should <i>periodically</i> convene EOC meetings in <i>different locations</i>.</p> <p>Commission should continue to support OEO outreach activities i.e. diversity recruitment efforts, public hearings, publishing press releases.</p> <p>Encourage diversity on Dane County boards, commissions and committees. Continue efforts to encourage more citizen involvement in county government i.e. during Public Service Month allow citizens to share their issues and concerns.</p> <p>Inform the County Executive and the County Board Supervisors of Dane County EOC accomplishments annually.</p> <p>Establish effective commission communication protocol with County Executive Office, County Board and among commission members.</p>		

Other suggested additions:

- Recommendations for a "Sanctuary County".
- Address housing related issues i.e. homelessness; increased affordable, subsidized housing; fair housing enforcement.
- Poverty Commission updates
- Dane County Contract Compliance assessment and recommendations ;
- Dane County Equity Initiative
- Support outreach for the Dane County Office of Equity & Inclusion