



Dane County

Minutes - Final Unless Amended by Committee

Office for Equity and Inclusion Advisory Board

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Friday, June 1, 2018

11:30 AM Centro Hispano, 810 W Badger Rd, Madison, WI 53713

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A. Call To Order

OEI Staff Present: Wesley Sparkman, Carrie Braxton and Theola Carter

Present 6 - KAREN MENENDEZ COLLER, GREG JONES, SHELIA STUBBS, JOSEPH BARING, JANEL HEINRICH, and LESLIE ORRANTIA

Excused 5 - FLOYD ROSE, CHUCK ERICKSON, EVERETT MITCHELL, COLLEEN BUTLER, and LUCIA NUNEZ

B. Consideration of Minutes

1. [2017](#) MINUTES OF THE 12-01-17 OFFICE FOR EQUITY AND INCLUSION
[MIN-530](#) ADVISORY BOARD COMMITTEE MEETING

Attachments: [Advisory Board Minutes 12-01-17](#)

This Minutes was approved

C. Action Items

2. Discussion -Review Equity Plans

In the future meeting, the committee requests that Department head come and speak on their plans.

3. Discussion - Collaborative Combined Workshop Application Process

This agenda item was tabled until the next meeting.

4. Advisory Board Terms

It is suggested that membership for the OEI advisory Committee be staggered so that all knowledge is not lost at the same time. All the members present agreed to continue to serve if reappointed.

[2018](#)
[DISC-004](#)

PIE GRANT APPLICATION

Attachments: [PIE Grant Application](#)

A motion was made by STUBBS, seconded by HEINRICH to approve.

There is \$65,000 is available for the PIE grant; however, \$15,000 is for the PIE – FOOD grant. There OEI Advisory Council approved release of the PIE grant application with changes to be made on page 7 of the application to reflect that the amount available is \$50,000 and not \$40,000 and that the due date be placed on the first page of the application.

Supervisor Stubbs suggested that the committee do a public information session to talk about the PIE grant and explain what the grant is to be used for and how to apply. It was also suggested that a brochure be made for the 2019 PIE grant completion award process.

D. Presentations

6. Employee and Demographic Breakdown by Department

Carrie Braxton provided a Equal Employment Opportunities counts by Department to the Advisory Board. Her report outlined the demographics per Department by percentage, ethnicity and gender in management and general staffing.

It was noted that it was important to know how many persons of color applied for positions that met the requirements or qualified for the positions as well.

OEI staff meet with DOA to do position reviews prior to posting positions. One of the things the Diversity recruiter is working on with various Departments is establishing an internship program or LTE so that individuals may have gain an opportunity to work in the Department and get an understanding of the operation. It is important to recruit persons, but it is also important to have supports in place for mentoring so that individuals remain in the positions.

The OEI Advisory discussed ways to assist with recruitment, hiring and retention strategies for the County such as exploring having a balance interview panel similar to what the State has established.

E. Reports to Committee

7. PIE Grant Update - Walk Together

Theola Carter provided a first quarter summary regarding the Walking Together Grant to the OEI Advisory administered by the James Crawford Recovery Center (JCRC). As discussed, the goal of the program is to stop recidivism of person leaving from the Dane County Jail by working with the Reentry Committee for Dane County. Prior to an individual(s) being released from the Dane County Jail, if the individual(s) meet the criteria for the Walk Together Program, the JCRC is contacted. A member from the JCRC will then make contact with the individual(s), prior to that individual being released. JCRC staff interviews the person(s) to see if he/she would like to participate in the PIE Grant program.

During the first quarter there were ten referrals to the program. Of those ten, three individuals chose not to participate in the program. The remaining seven individuals were placed in sober living housing and five individuals received some rental assistance. Over half of the participants received treatment for substance abuse through the JCRC or Journey Mental Health and are participating in peer support activities. The end of the second quarter is June 2018 and another report will be received in July.

F. Future Meeting Items and Dates

Assisting individuals that are in the criminal justice system.

8. Inviting Department Heads to Present Plans

9. Addressing the gap/barriers in males of color in schools or programs and the pipeline to employment

G. Public Comment on Items not on the Agenda

None.

H. Such Other Business as Allowed by Law

None.

I. Adjourn

NOTE: If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

NOTA: Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

LUS CIM: Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

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