



Joe Parisi – County Executive

The Tamara D. Grigsby

Office for Equity & Inclusion

Wesley N. Sparkman – Director

To: Sharon Corrigan
Chair, Dane County Board of Supervisors

From: Wesley Sparkman
Director, The Tamara D. Grigsby Office for Equity and Inclusion

RE: REQUESTS FOR NEXT OEI QUARTERLY UPDATE TO THE EXECUTIVE COMMITTEE

In response to your June 26, 2018 letter and the Executive Committee's request on June 7, 2018, the Office for Equity and Inclusion (OEI) outlined responses to the four questions below.

QUESTION 1 - Report on each of the separate recommendations in the 2015 Equity Analysis of Dane County Government and to indicate:

- A) Which recommendations have been implemented and how,
- B) Which recommendations are in the process of implementation, and
- C) Which recommendations have yet to be acted on and OEI's plan for next steps.

RESPONSE

There were a total of five (5) recommendations as a result of the 2015 Equity Analysis. OEI has begun working in all five areas:

Recommendation 1

Develop Infrastructure and Tools to Increase Dane County Employees' and Residents Understanding of and Ability to Advance Racial Equity.

- Racial Equity and Social Justice (RESJ) Strategic Leaderships Teams
 - RESJ Core and RESJ Leadership
 - Each Department is working on or have completed their Equity Plans
- GARE Participation
 - Monthly Membership Meeting Conference/Webinar Calls and Monthly Rapid Response Group Meeting Calls
 - Attended Midwest and Annual Conferences
 - Public Health Subject Area Working Group Quarterly Conference Call
- Racial Equity Survey – We have begun the survey preparation process with GARE, and we are establishing the process for administering the 2nd Survey
- Implicit Bias and Mindfulness Training planned for November 2018 in collaboration with the Department of Administration

Recommendation 2

Implement Strategies to Ensure the County is an Effective and Inclusive Government that Engages Community.

- OEI Participates in several Community Organizations including:
 - LaSUP
 - Law Enforcement and Communities of Color Collaboration Committee
 - Madison Network of Black Professional
 - Wisconsin Women of Color Network
 - Hmong Institute
 - YWCA Racial Justice Summit
 - Wisconsin Leadership Summit
 - MMSD Superintendent's Human Resources Committee
 - OEI Developed an Employment Seminar (4-hours)

Recommendation 3

Ensure Dane County's Communities of Color Share in the County's Economic Prosperity.

- Dream Up – Partnership with UW Institute for Research on Poverty
- Team review with DOA of Managerial Position pre-recruitment
- Boys and Girls Club Internship (Summer/Fall)
 - Boys and Girls Mentorship Program Planning
- Simpson Street Press Interns
- Recruitment /Outreach
- Madison Regional Economic Partnership – Diversity Summit Conference Planning

Recommendation 4

Ensure All Neighborhoods and People are Safe and Racial Disproportionalities in the Criminal Justice System are Eliminated.

- Law Enforcement Communities of Color Collaboration
- Criminal Justice Council Sub-Committee Participation
- Jail Re-Entry Program
- PIE 2017 RESJ - Walking Together Program
- PIE 2018 Grant RESJ (Awardees)
- Participate on the Dane County Sheriff Lieutenant Assessment
- Participate on the Dane County Sheriff Captain Assessment
- Participate on the Dane County Sheriff Interview Panels

Recommendation 5

Ensure All People have Healthy Life Outcomes.

- Collaboration with Public Health Equity Plan Development and Hiring Panels
- Greater Wisconsin Area on Aging/ADRC - Malnourishment and Seniors Meeting
- Planning Committee for Black Women's Wellness Day
- PIE Food Grant -Identified 3 programs

QUESTION 2 - Update the internal survey conducted in 2015 as part of the Equity Analysis in order to get a comparison and measurement of how things may have changed internally since the initial evaluation and survey results.

RESPONSE

The Office for Equity and Inclusion is in contact with GARE to re-administer the 2015 survey. GARE will provide basic administration of the survey without in-depth analysis - for Dane County's second survey. A letter for the County Executive's and the County Board's Chair Person signature is drafted and submitted for review to both parties. The letter will go out to all Dane County employees encouraging staff to participate. OEI contacted Dane County IT and discussed the most effective way to administer the survey. The goal is to make the survey available no later than mid-October with approximately 2 to 3 weeks window for employees to respond. The survey will be anonymous.

QUESTION 3 - Provide a list to Executive Committee members regarding "what to listen for" when standing committees hear their departments' equity reports during budget season. The committee members would like some guidance from OEI on how to gauge and assess the departments' equity reports/status updates and assess their progress.

RESPONSE

I. Organizational Commitment

Describes the actions that the Department/County will take/implement to imbed equity and inclusion in departmental operations for successfully achieving diversity and inclusion goals within the department.

II. Leadership Development

Provides service to a rapidly changing community. This requires the Department/County to have a diverse and culturally competent employees, contractors, and purchase of service providers, who reflect the community and understand and embrace diversity.

III. Program Innovation

A framework within the Department/County to support diverse, underserved, and isolated communities through innovative strategies that respond to specific local goals and needs.

IV. Collaboration

Partnering with local business, organizations within and outside of County government that will enables the Department/County to increase and have a greater outreach and impact.

V. Resource Mobilization

Strategies that describe how the Department/County will dedicate resources to equity and inclusiveness. A framework for increasing inclusiveness and equity requires resources in order to ensure that framework can make meaningful progress.

QUESTION 4 - Finally, a concern that was not discussed at the 6/7/18 Executive Committee meeting but that we have noted is that most of the Dane County position descriptions either do not yet contain any language that states the county's commitment to racial equity and inclusion, and in cases where they do it is inconsistent. Given the time, energy, and resources we are putting in place to hire, retain, and promote people of color for county positions, we need to address this in a visible and consistent way in our employment materials. Could you please update us on any OEI efforts to address this for Dane County government?

RESPONSE

The process for incorporating equity language in position descriptions and class specifications has already begun. Language has been updated on all position notices since late August 2018. The wording used in the equity language is congruous with language used by the County Board for consistent messaging. The new language is listed under the heading *Commitment to Equity & Inclusion* and states:

As an employer, we strive to provide a work environment where diversity and differing opinions are valued, creativity is encouraged, continuous learning and improvement are fostered, teamwork and open/honest communication are encouraged, and meeting customer needs through quality service is a shared goal. All employees must be able to demonstrate multicultural competence – the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways. Applicants from traditionally underrepresented populations including women and racial and ethnic minorities are especially encouraged to apply.

Thank you for the opportunity to provide you with the information.

cc: Theola V. Carter, OEI Manager of Policy and Program Improvement