



# 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?*

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Wednesday, July 17, 2019

8:00 AM

Madison College –Truax 1701 Wright Street

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#### A. Call To Order

Public Guest: Shia Fisher - EEO Commission Member

**Present** 6 - GREG JONES, SHELIA STUBBS, JOSEPH BARING, JANEL HEINRICH, LUCIA NUNEZ, and LESLIE ORRANTIA

**Excused** 5 - KAREN MENENDEZ COLLER, FLOYD ROSE, CHUCK ERICKSON, EVERETT MITCHELL, and Chair ANNIE WEATHERBY-FLOWERS

#### B. Consideration of Minutes

[2019](#) ADVISORY BOARD MINUTES 6-7-19  
[MIN-129](#)

Attachments: [ADVISORY BOARD MINUTES 6-7-19](#)

This Minutes were approved

#### C. Action Items

##### 1. Establish Monitoring Initiatives for Board

Defining Values of OEI Monitoring review process/Framework

Greg's Handouts Provided

Notes from preplanning meeting

Mode of review: face to face, desk or on-site. – Need to discuss what this looks like.

Hiring – need to know justification for hiring to effectively monitor and data; Uniform monitoring tool. Hiring persons of color does not equate to retention.

## 2. Equity Plans – Decide content, approach and identify information for Department Presentations.

### **B. Visits Monitoring Plan**

Data Profile of each agency. Discussed if there is a template used and how the committee could build a framework that could help discuss the framework beyond the numbers.

Recruitment  
Policies and Procedures  
Internships  
Employee Orientation  
Retention  
Training  
Complaints

### **Questions and Issues**

If plans are not completed and retention we need to have data behind information. Or if implemented a plan why are they not?  
Provide the frame work that Departments are to utilize.  
What are departments doing proactively to change workforce make up? How Departments diversifying workforce?  
What are Departments doing for retention?  
What are structural components at the County level (i.e. – recruitment process, hiring, retention, employee development, training...etc.)  
How does OEI Advisory Board help to document and change systems?

There is an agreement all away around to be innovative in promoting equity and inclusion throughout the county (i.e. including OEI goals and appointment letters for department heads, having an annual to the Board of Supervisors, Implement UC Bias training throughout County Department)

Information discussed the goals from June 10, 2014 letter written from County Executive to Department Heads:

Analyze inequities in Dane co.  
Develop and implement equity model in plans and decision  
Services provided have an impact on equity.  
Strategic action plan to address inequity.  
Conduct Outreach and Engage Communities regarding best practices.

### **Best Practices**

Identify things that are working and promoting and recommend to other Departments.  
Identify where they are not working inform departments where they need to do for corrective action.

## **D. Presentations**

## **E. Reports to Committee**

### **1. 2019 PIE Grants (Food and PIE)**

Food PIE Grant – the Food Grant contracts were circulating for signature. Awardees are submitting invoices.

Social Justice Pie Grant – Must be re-announced. DOA was waiting to re-announce after the FOOD Grant issue is resolved.

### **2. Boys and Girls Internship**

We had 11 interns in the following Departments: Emergency Management, Land Water Resources, Planning and Development, Sherriff, Airport and OEI.

Progress Report

Monitoring Frame Work and what it look like and can it be ready by September 2019?

What can we complete in time and be realistic for us the OEI office can do?

What is the one piece to put in for budget?

Is Dane County keeping a list?

Example: Treasure, ROD, Corp Counsel, County Clerk – no diversity? There are historical cultural condition that exist when recruiting, hiring, and the department.

HR and processes is key to the monitoring process. – Applicant flow analysis.

## **F. Future Meeting Items and Dates**

## **G. Public Comment on Items not on the Agenda**

Public Appearance

Commissioner Fisher (EEO Commission) – Should explore and look at how to educate people in the county. What does Equity and Inclusion look like? We have resources but persons are not being plugged in. Research as to what we can plugged into?

Dane has a lot of equipment, but you have people that don't know how to operate and inappropriate. How does OEI Advisory and EEO Commission work better together? We have to start with the data and how it is being collected.

## **H. Such Other Business as Allowed by Law**

## **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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