



Dane County

Minutes - Draft

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, April 17, 2020

12:00 PM

Via telephone

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Access Code: 323-868-957

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A. Call To Order

Members of the OEI Office: Wesley Sparkman, Theola Carter, Carrie Braxton

Members of the Public: Linda Hoskins

Present 7 - Chair GREG JONES, Supervisor CHUCK ERICKSON, Supervisor SHELIA STUBBS, LUCIA NUNEZ, ANNIE WEATHERBY-FLOWERS, BRENDA GONZALEZ, and DEBORAH BIDDLE

Excused 4 - KAREN MENENDEZ COLLER, JOSEPH BARING, EVERETT MITCHELL, and JANEL HEINRICH

B. Consideration of Minutes

[2020](#)
[MIN-003](#)

OEI ADVISORY BOARD MINUTES 01-17-20

Attachments: [OEI Advisory board 1-17-20 Corrected Minutes](#)

A motion was made that the Minutes be approved. The motion carried by a voice vote.

[2020](#)
[MIN-002](#)

OEI ADVISORY BOARD MINUTES 02-21-20

Attachments: [OEI Advisory Board 02-21-20 Minutes](#)

Need to address 2/21/2020 minutes. Hearing none. Motion passed. Minutes approved

C. Action Items

Sub Committee Report

[2020](#)
[ACT-002](#)

ADVISORY BOARD SUBCOMMITTEE MINUTES

Attachments: [Subcommittee Minutes](#)

The meeting was held. Notes attached. Talked about a broad list of items and board agreed to table. Tabled.

Continued Discussion on Monitoring Initiatives for Board

This resolution was tabled

Manager of Equal Employment Opportunity Report on the County's Affirmative Action

Carrie Braxton gave an overview of the report she provided to the committee.

Reported 50.0% of a racial/gender breakdown of all boards and there is documentation available.

253 managers in Dane County government. These are managers and directors.

Will break down between senior and mid-level managers.

Her priority – Dane County employment, complaints and NeoGov for filling and creating positions, Managerial class (M-Class) meetings – managerial positions are reviewed with this committee.

Created a list for diverse interview panels and graders for County positions. If departments don't have a balanced panel, they have to inform HR and OEI to receive names from the list. Also, Braxton is an American Disability Act (ADA) Team Member for meetings as needed.

She facilitates trainings including Culture Sensitivity at the Sheriff's Department.

She staffs commissions and committees: City-County MLK Humanitarian and Dane County's EOC

She serves as backup for Director as needed.

Dane County's Highway Department paid internship in collaboration with Latino Academy and Urban League has led to increased County employment each year.

Working with PH on the equity analysis requirement with the Diversity Recruitment Specialist. Trying to see why people are not going forward in the various stages.

Number employees in the County 2018 = 2275, 2019 = 2309, 2020 = 2363 and not done with 2020.

Managers of Color in the County: 2018 = 13, 2019 = 16, 2020 = 25 and not done with 2020.

Are employees FTE or LTE – that breakdown as well? Supervisor would like that information forward. Carrie will check with Employee Relations.

Are able to send every department with people of color in the departments. Carrie will provide in the future.

Request that people provide questions to Theola for future conversations.

Who deals with complaints in the Office? How is the environment playing out for complaints?

Equity Plans - Decide content, approach and identify information for Department Presentations

This was tabled

Board Membership

This was tabled

D. Presentations

None.

E. Reports to Committee

RESJ PIE Grant 2019 Update

The Manager of Policy and Program Improvement. Explained her process of working with awardees.

There are two application rounds each year. One for FOOD PIE and one for RESJ PIE.

Each year there is overlap with working with the grants with working with the previous year's grant and administering the current year grant. Usually closing out previous year's grant while overseeing a new grant process. So, she can be overseeing at least up to 24 or so grants at one time.

2020 Food PIE Grant Update

The food grant PIE grant process takes place in January of each year.

Ordinance requires the FOOD PIE be awarded by March 31 of each year.

However, currently working with the Food Council for the 2020 allocation.

Things were brought to a halt with the pandemic.

The RESJ PIE grant application goes out at the end of June beginning of July. The Manager of Policy and Program Improvement sent a word copy so that Advisors can review and make notes of changes wanted on the 2020 application.

Things to consider for the 2020 RESJ application process:

Review and Determine eligibility criteria – discuss if currently receiving funds for another county program will disqualify applicant.

Discuss how to set a framework for review and evaluation. 2019 all applicants received funding.

Technical assistance prior to applications being due for applicants.

Given the current climate – what process should be in place – should it be a virtual application process?

Share outcomes of previous applicants. Want to know whether meeting objectives.

F. Future Meeting Items and Dates

Next Meeting: Friday, May 15, 2020. Conference Call information will be provided.

G. Public Comment on Items not on the Agenda

Linda Hoskins expressed concern about people missing meetings.

H. Such Other Business as Allowed by Law

None.

I. Adjourn

Moved by Supervisor Stubbs and seconded by Advisor Weatherby-Flowers

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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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