



Dane County

Minutes - Final Unless Amended by Committee

Equal Opportunity Commission

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Wednesday, March 10, 2021

5:30 PM

<https://zoom.us/j/96979652849>

Meeting ID: 969 7965 2849

One tap mobile

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A. Call To Order

Present 6 - Co-Chair SHIA FISHER, Supervisor ELENA HAASL, JACKIE HUNT,
Supervisor TERAN PETERSON, TAYLOR SCOFIELD, Chair ANNIE
WEATHERBY-FLOWERS

Excused 1-SAMUEL KATZ

Chair Weatherby-Flowers deferred to Vice-Chair Fisher to facilitate meeting.

Present 6 - SHIA FISHER, Chair ANNIE WEATHERBY-FLOWERS, JACKIE HUNT, Supervisor
ELENA HAASL, Supervisor TERAN PETERSON, and TAYLOR SCOFIELD

Excused 1 - SAMUEL KATZ

B. Consideration of Minutes

[2020](#)
[MIN-429](#)

EOC MINUTES 01-12-21

Attachments: [EOC Minutes 01-12-21](#)

A motion was made by Haasl, seconded by Weatherby-Flowers that the minutes
be approved.

Minutes approved unanimously, motion carried by voice vote.

C. Action Items

Review of Racial Equity Plans for setting timelines and goals for 2021

<https://equity.countyofdane.com/plans>

Discussion regarding keeping plans current being key to moving forward with agendas; commissioners are advised to familiarize themselves with the information. There should be an established process in working with OEI. Some departments need more attention and should think more broadly. Checklist for accountability, compliance, goals, working with OEI staff to find out historical issues with departments. COVID-19 has shown disparities. Discussion regarding prioritizing equity plans, including spreadsheet with specific information e.g. employees per department, most recent and frequency of equity plans. May split up plans in future.

Contract Compliance - EOC powers and duties, timelines and scheduling staff presentation

Discussion regarding oversight/powers and duties, developing work plans around contract compliance, racial equity with plans and data reports, Affirmative Action goals to develop infrastructure, and future joint meetings between OEI Advisory and EOC.

[2020](#)
[ACT-382](#)

2021 EOC STAFF TENTATIVE PRESENTATION DATES

Attachments: [2021 EOC Staff Tentative Presentation Dates](#)

Commission discussed OEI staff's upcoming presentation dates and reports with roles and responsibilities. Tangible actions going forward. Fisher entertained motion for Diversity Recruitment Specialist to present on April 14, 2021 to discuss hiring practices for women, people of color, compensation rates, Affirmative Action, retention plans, Hunt seconded motion. Friendly amendment made by Weatherby-Flowers for hiring underrepresented groups, goals, complaint process, Affirmative Action – related to hiring motion passed unanimous consent without objection.

Weatherby-Flowers motioned to approve the rest of the dates for each OEI staff to present with complete reports under their power, duties and authorities, ways to help as a body, Haasl seconded motion, motion passed unanimous consent without objection. Hunt discussed having all OEI staff to present on the same data for equity lens.

OEI Compliant Process and EOC role as a quasi-judicial body

[2020](#)
[ACT-383](#)

EOC AFFIRMATIVE ACTION PLAN 2021

Attachments: [EOC from Affirmative Action Plan 3.2021.](#)

Current information for commissioners to review and know their charge as quasi-judicial body regarding Affirmative Action, to have a clear understanding, to be able to ask the right questions to presenters, to get the right answers.

Nomination for Secretary to serve on the EOC Executive Committee

Nominations were encouraged, Fisher commented that not all commissioners were at meeting. Weatherby-Flowers motioned to nominate Haasl, withdrew motion. Haasl motioned to table and add to April 14, 2021 agenda, Scofield seconded it, unanimous consent without objections.

D. Presentations

None.

E. Reports to Committee

Chair's Report

The EOC Chair will summarize meetings and other related activities on behalf of the Commission since the last Commission meeting. For information only. Any item raised for future discussion will be posted on the next agenda. Updates from County Executive's Office.

New Commissioner Scofield welcomed and introduced herself.

Update: Joint Meeting of the EOC and OEI Advisory Board, discussion item, shared responsibilities

Discussion regarding wanting to have more joint meetings, healthy discussion, wants to be able to bring something, establishing collaboration, having a body to analyze information to help inform, put action into motion.

County Board Update

Supervisors Haasl and Peterson discussed jail project contract order change, controversial, change orders without informing Supervisors. The County passed resolution and money had to be paid for contract change order, without clear explanation regarding Criminal Justice reform, was not on PP&J or P&F agenda prior. Concern over the effects of agreeing to sign off on contracts and the effects in the future.

Supervisor Haasl discussed different bed waivers e.g. Rape Crisis, DAIS, no diverse request for different organizations to be funded, will check Chapter 25 Dane County ordinance, services should be recruited for smaller organizations. Racial equity analysis suggested.

Supervisor Peterson discussed PP&J presentation from DA's office, changing DPU position, because of Marsy's law and additional workload, lower arrests due to COVID. No updates on jail for a while, Sheriff Mahoney is retiring, Peterson appointed by Governor to serve on diverse hiring panel, priority.

Request for OEI Staff to follow up re DA's DPU position change.

Staff Report

Consent by Chair Weatherby-Flowers to have staff send reports and minutes for review to EOC due to staff having technical issues, seconded by Haasl, motion passed unanimous consent no objections.

[2020
RPT-721](#)

EOC STAFF REPORT FEBRUARY 2021

Attachments: [EOC Staff Report February 2021](#)

Terms/Vacancies

Doodle Poll update regarding meeting dates

[2020
RPT-727](#)

REVISED 2021 EOC TENTATIVE MEETING DATES

Attachments: [Revised 2021 EOC Tentative Meeting Dates](#)

Tabled, will move to Action Items on next month's agenda.

Coronavirus update, how gaps are being supported

Mental Health

Tenant Resources

Small businesses

Other Countywide Actions/Initiatives/Discussions re: Community Based Program
Funding, Community Engagement

[2020
RES-374](#)

RESOLUTION 303, DCSD REDUCING JAIL BEDS

Attachments: [2020 RES-303 for EOC meeting 2-2021](#)

[2020
RES-373](#)

RES-145 AMENDED BY PP&J

Attachments: [2020 RES-145 amended by PPJ](#)

Chair Weatherby-Flowers consented for the rest of the reports to be e-mailed with the March EOC Minutes to the commissioners for approval, seconded by Haasl, motion passed unanimous.

F. Reports From Executive Committee

Items for Commission Consideration

G. Future Meeting Items and Dates

Next EOC meeting will be Wednesday, April 14, 2021

EOC Cheat sheet

Departmental follow ups re recruitment, budgets et al

Upcoming Presentations from OEI staff

Future Resolutions

H. Public Comment on Items not on the Agenda

I. Such Other Business as Allowed by Law

J. Adjourn

Motion to adjourn Hunt, seconded by Taylor, adjourned at 7:00pm

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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