



# 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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Friday, March 1, 2019

11:30 AM Centro Hispano 818 W. Badger Rd Madison, WI 53713

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#### A. Call To Order

- Present** 7 - GREG JONES, CHUCK ERICKSON, SHELIA STUBBS, JOSEPH BARING, JANEL HEINRICH, LUCIA NUNEZ, and LESLIE ORRANTIA
- Excused** 4 - KAREN MENENDEZ COLLER, FLOYD ROSE, EVERETT MITCHELL, and SHAHANNA BALDON

#### B. Consideration of Minutes

[2018](#) OEI ADVISORY BOARD MINUTES 6-1-18  
[MIN-234](#)

**Attachments:** [Advisory Board Minutes 6-1-18](#)

Minutes were approved.

#### C. Action Items

## When to have Department Heads to Present Plans at Advisory Meetings and who?

Presentations will allow heads to give feedback on the Equity plans and update the Advisory Committee on where they are on their plans. This will give Department heads the opportunity to give status updates. The Advisory Committee is willing to go to another location to make it easier on for Department heads to attend and present their Equity Plans. Committee can move meetings to City County Building or Libraries to make it easier on Directors.

Goal is to have at least one Department come and present at the June meeting. Departments should be prepared to discuss strategic/equity plans to the Advisory Board. The presenters should be able to present to the group even if there is no quorum. Committee would want to know which Departments are missing their Equity Plan, when they will be finished and how to help them get their plans. The Advisory group would ask if they have a strategic plan and if not why. The committee could then help get the plan going then assist in the area of hiring that would be a good place to start to support staff of color in the various departments.

One of the goals is to get the Equity Plans on the OEI website. Departments have until June for OEI to receive each agencies plan. Theola Carter will be the one review. OEI would have a deadline be placed on the website. Once the plans are on the website the workload would be divided and have several people read each plan. Approximately 5 each.

Question surround hiring staff of color and supporting them in the workplace. When persons are hired there is a perception that things are all fixed and they are not. The OEI Board need to think about this and how to help Departments. Each Department is required to have an Affirmative Action Plan. The Equity and Inclusion can be added on to the plan and it would be a part of compliance.

## D. Presentations

No one was present to provide a presentation.

## E. Reports to Committee

### 2018 PIE Grants (Food and PIE)

PIE program is to assist in addressing disparities in health and criminal justice and other program.

Implicit Bias Training

Employment Training

Boys and Girls Internship

## Updated Dane County Employee Survey

### F. Future Meeting Items and Dates

1. Addressing the gap/barriers in males of color in schools or programs and the pipeline to employment
2. Discussion - Collaborative Combined Workshop Application Process

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

None.

### 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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