



# 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, June 7, 2019

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

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#### A. Call To Order

**Present** 6 - KAREN MENENDEZ COLLER, GREG JONES, CHUCK ERICKSON, SHELIA STUBBS, JOSEPH BARING, and LUCIA NUNEZ

**Excused** 5 - FLOYD ROSE, EVERETT MITCHELL, JANEL HEINRICH, LESLIE ORRANTIA, and SHAHANNA BALDON

#### B. Consideration of Minutes

[2019](#) OEI Advisory Board Minutes 3-1-19  
[MIN-069](#)

**Attachments:** [OEI Advisory Board Minutes 3-1-19](#)

Minutes were approved

#### C. Action Items

## 1. Department Head Attendance and Equity Plans

The goal of the committee would be to know why the equity plans are needed and what they would like to see happen. How the money is being spent, how the dollars are to be allocated towards racial disparities including hires. Chair asked to take Equity Plans first.

The Office for Equity and Inclusion (OEI) was created to focus on inclusion. OEI held the departments accountable for the plan and can't move slow. Hoping to begin to start making leeway and knowing who benefits, who burdens, and who is not at the table.

The Template of the equity plans consisted of Organizational Commitment and leadership development. The goal would be to focus on the Equity plans and look at things based on funding starting with public plans. The Departments would need to include the number of staff in the department and funding. They would also have to give the history of the Department and give a snap shot of their current employees. Monitoring or Agency reviews/ guidelines would be put on paper.

Committee discussed what they expect as a group and talked about planning. Committee will start to meet more regularly – monthly. Greg Jones and Lucia Nunez would be on the subcommittee. The monthly meetings would consist of a group of 3 to 4 persons and a staff meet in the next 3 weeks. Meeting set to be on Wednesday, July 17 - 8:00a.m. to 10:30a.m. at the Truax

## D. Presentations

Presentation would be outlined in the planning meeting in July. Committee will push for the first group to present in the month of August and will be Public Health.

## E. Reports to Committee

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

1.2019 PIE Grants (Food and PIE) - OEI informed the committee about the problem with the grants.

Working with Corp Counsel to establish a food equity program for 2019 that will be operated by OEI -2019 Food Equity Program. Food Equity Program will serve the classes of individuals who were identified by the applicants in the PIE Food grant process.

## 2. Boys and Girls Internship

The Boys and Girls Internship starts June 17, 2019 and will go through July 28, 2019. There are total of 12 BGC interns in 6 Departments for 2019; 6 are high school students and 6 are college students.

2 - Dane County Airport,  
1 - Emergency Management,  
4 - Land and Water,  
2 - Planning and Development,  
1 - Library, 1 – Dane County Sherriff  
1 - Office for Equity and Inclusion

The students first Day would be a Dane County Orientation where OEI would go over a PowerPoint Presentation and welcome students. Advisory committee stated the County needs to make this program known and promote the program more.

Simpson Street Internship – The contract was completed and they will be working with Land and Water Resources and the Planning and Development Departments.

## F. Future Meeting Items and Dates

### 1. Addressing the gap/barriers in males of color in schools or programs and the pipeline to employment

Launching a Men of Excellence project for African American and Latino at Madison College. Will focus on Hmong and Native American because the data is not there yet. This coming fall 2019 - Will be addressing the gap/barriers in males of color in schools or programs and the pipeline to employment. MATC will let OEI know how they could partner more with it.

MATC looks at Math preparedness - 68 black and 58 Latinos or so unprepared in math, writing and reading. Across the board all males are not prepared for math. There are many students who fall off the radar after they graduate and they are under or unemployed and are lost.

### 2. Discussion - Collaborative Combined Workshop Application Process

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

Meeting Adjourned 1:15 PM

*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.*

Azalea Angel-Perez  
Phone: 608-283-1391  
Email: [perez.azalea@countyofdane.com](mailto:perez.azalea@countyofdane.com)