



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?

Friday, February 21, 2020

12:00 PM Madison College - Goodman South Campus Room 119

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A. Call To Order

Call to Order By Chair Greg Jones at 12:06 PM

Staff: Wesley Sparkman, Theola Carter

Public: Detria Hassel, Sadie Pearson, Linda Hoskins

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

Excused 3 - KAREN MENENDEZ COLLER, EVERETT MITCHELL, and JANEL HEINRICH

B. Consideration of Minutes

[2019](#) OEI ADVISORY BOARD MINUTES 01-17-20
[MIN-470](#)

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

MINUTES APPROVED WITH CORRECTIONS TO ATTENDANCE AND NAME SPELLING.

C. Action Items

Continued Discussion on Monitoring Initiatives for Board/ Equity Plans

[2020](#) ADVISORY BOARD SUBCOMMITTEE MINUTES
[ACT-002](#)

Attachments: [Subcommittee Minutes](#)

Affirmative Action Hiring Contract information

OEI Provide a summary of Affirmative Action Hiring and Contracts (Minority)
The Manager is out ill today and this item will be postponed.

Manager of Equal Employment Opportunity Report on the County's
Affirmative Action
The Manager is out ill today and this will be postponed until next meeting.

For contract compliance we do not have any additional updates.

Question - Which Department has the largest number of minorities and which has the least?

•We can have reports by race and gender and Human Service is the largest Department may has most minorities and least would be probably Zoo and 911 Center. Airport and Sheriff Department and Alliant Energy can do better with hiring.

•The Past Chair of Supervisor Corrigan is now over at the Alliant Energy Center. They have a large number of LTE that are diverse but not fulltime. They can do a better job.

Does the County have an Internship Program?

•Yes we do have but we do it through the boys and girls club which has both high school and college interns.

Are we monitoring people leave departments by race and gender? This information should be part of the demographics. ER do exist interview. We can probably get information from that department.

Question: How do the students become part of the interns?

•The manager or policy and program improvement explained the process of acquiring the interns.

•We also have Simpson Street press and they come from Simpson Street.

•There is an intern via the county board and they have a process. The next step would be set up a process at the county level.

Advisor Gonzalez stated: Youth protection wants to make sure it is included in contract ahead before we do contracts. The university has resources they can provide that could help with it.

Advisor Nunez: City program ASPIRE they use to do \$4000 per intern for an 8 week program. They would have to go through the interview with mayor and the program is under the DCR.

How much staff time does it require to administer the program?

Advisor Weatherby: They are on-boarded like any other staff. Annie was the supervisor of the staff.

Requested from Advisory Committee: OEI inquire about the ASPIRE program and how it operates.

Question: Can students who are not enrolled in school in Wisconsin be accepted?

•This was an issue at the State.

•The City did not restrict where students attended school. They student who enrolled could apply.

Question: Are LTE positions an entry to permanent positions?

•No, but it could LTEs may interview for open positions. Some LTEs at the Alliant are on fixed incomes and cannot make above a certain amount.

These would be persons who are on social security but only permitted to

work up to a specific amount of time or can earn a certain amount without adversely affecting their benefits.

Question: When LTEs are applying for FTE and do not get hired, why are LTEs not getting positions?

•Chair - Looking to have structural changes that will be beneficial for County Residents and how this can happen. Supervisor Stubbs and Erickson said they can look into it.

Supervisor Stubbs stated: Boys and Girls Club wanted to be the entry level for interns program but other programs like Simpson street press wanted their own line item. There was a difference in the amount paid to interns so they got their own line item.

Question: What type of interns do we not look like single mothers who could benefit?

•Advisor Flowers: In the past, CETA did help and had programs that assisted. We want to make sure we look at mothers who are single and children. It is important to do interns who are connected with the county system. How do we give mothers and fathers who are single a boost and this helps to be stabilized our communities? Equity is a boost it is not a handout. Black people in Dane County need a boost. How do we expand an AmeriCore type program to hire single parents?

•There were initiatives to hire person on public assistance and veterans and it was at the state level but this is not at the county level.

There is a need to spell out an overlay of capabilities and that is understanding the whole system. It is up to the board to do this in writing and work with the OEI staff. Focus the target on youth in employment and diversity.

Supervisor Stubbs stated that she had a conversation with County Executive and Greg Brockmeyer. Systems are made to be broken and fixed. We have to work to help people with barriers such as child care and transportation and this has to be done via the budget.

Advisory Committee need to think about how and what they want to focus on and make a proposal. We need to look now and there is a new board.

Question: What is the role and scope of the OEI Advisory? Where does OEI Advisory get its authority? Where is it in writing? Chair established a subcommittee to address these issues.

•Sub Committee Members: Supervisor Stubbs, Chair Gregory Jones, Rev. Baring and Brenda Gonzalez.

•OEI Staff: Wesley Sparkman, Theola Carter

Advisor Weatherby: Words like equity and diversity are buzz words. Advisor Weatherby is the first black administrator in the public library. Gave an example of her personal experience and if people don't change then you will have the same things over and over again.

Director Sparkman stated: Dane County Employee Relations started a series of training for supervisor which include training on: sexual harassment, hiring and employee concerns and training monthly. The Manager of Equal Opportunity and Policy and Program Improvement just completed the training on Employee Complaints and provided scenarios on various issues. Equity Plans - Decide on the content wanted and identify information for Department Presentations. The Departments already have plans submitted in categories as specified by OEI. When reviewing and speaking with heads, the Advisory Committee should be aware of the categories that Departments are working on:

Organizational Commitment, Leadership Development, Resource Mobilization, Collaboration, and Program Innovation.

What area do you focus on first in the County to start a change: Climate, Culture and Hiring? Policy stand point how much in terms of funds is to be allocated? Climate of a work environment affects retention. Board of Supervisor had cultural training from national training group.

Current culture is something that individuals have operated in this all the time. People say things without thinking. You can train but if the person don't change his/her perspective then the climate atmosphere will remain the same.

UW extension gave a presentation on their Equity Plan. They are not intentional root causes and not interest in initiatives for Blacks, Latino, and Hmong. How are they going hire more people of color, what are the barriers, what is to be done about the culture in the workspace. How and who did is hired, how many remained (retention), how are work spaces made better, how will do market and be in the community? Update of teams what are the teams doing internally?

The information has to be data driven. OEI Advisory team should look at the numbers. What does it mean and what is the impact and set a timeline. Looking at the available data will say a lot of what hiring managers are doing.

Recently RESJ CORE had Quanda Johnson come and talk about the history of racism. It is important for persons to understand the history so that there is a better understanding of systems today.

Advisor Weatherby: EOC – Spanish speaking people are not passing the Spanish test to be bilingual staff.

Question: Who are writing and grading tests? How are Spanish people not passing test? You need to know where were raised. It makes a difference what region a person comes from when it comes to writing or speaking. We need to look at this in form of equity.

Advisor Nunez: Who do you serve and who do you have serving? This is what needs to be looked at and what Madison College is intentionally discussing and working on. When delivering services are the services appropriate to the audience. When looking at things, it is important to look at who is using services. Is it important to look at who serving and how it is being served? Perception of who people affects how ones treat the other.

Action Steps:

- What are things in the plans to address resources and resource capacity, retentions and culture?
- Getting to root causes of issues related to culture, hiring, retention
- Sub Committee of the Advisory to meet within the next two weeks. OEI Staff will send out meeting invitation to the members to address questions above.

Board Membership

This resolution was tabled

D. Presentations

None.

E. Reports to Committee

RESJ PIE Grant 2019 Update

This resolution was tabled

2020 Food PIE Grant Update

This resolution was tabled

F. Future Meeting Items and Dates

Friday March 20, 2020 – Goodman Campus – Madison College.

G. Public Comment on Items not on the Agenda

Linda Hoskins spoke about being disappointed
Sadie Pearson – disappointed all student don't go to Boys and Girls Program.
Everyone do not go to the Boys and Girls Club and students are being missed.

H. Such Other Business as Allowed by Law

Announcement – Booby Seale – Feb 25th but you need a ticket. It is a free event

I. Adjourn

Moved by Supervisor Stubbs and Seconded by Rev. Baring to adjourn at 1:33 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.

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