



# 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, February 19, 2021

12:00 PM

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#### A. Call To Order

Meeting called to order at 12:02pm

**Present** 6 - Chair GREG JONES, Supervisor CHUCK ERICKSON, JOSEPH BARING, ANNIE WEATHERBY-FLOWERS, BRENDA GONZALEZ, and NORMA GALLEGOS VALLES

**Excused** 6 - KAREN MENENDEZ COLLIER, Supervisor SHELIA STUBBS, EVERETT MITCHELL, JANEL HEINRICH, LUCIA NUNEZ, and DEBORAH BIDDLE

#### B. Consideration of Minutes

No meeting in December 2020

No January Minutes due to Lack of Quorum

Chair Jones requested to have notes from joint meeting of EOC and OEI Advisory sent to committee.

#### C. Action Items

## Joint Meeting with EOC

Background. The Equity Inclusion Advisory Board scores applications for the Partners in Equity Grants and offers support, guidance, and advice to the Office for Equity and Inclusion. The Office for Equity and Inclusion furthers Dane County's ongoing commitment to addressing racial, gender, and disabilities disparities. The creation of this office represents the County's long-term commitment to addressing these issues and institutionalizing the work of raising awareness, eliminating disparities, and achieving equity. The Office for Equity and Inclusion provides guidance to County Departments in developing their Equity Plans.

The Equal Opportunity Commission advises the County Executive and the County Board on ways that county government can affirmatively create equal opportunity for all Dane County residents. This includes policy advise and oversight of the Affirmative Action Ordinance (DCO Chapter 19). The commission also advises ways to promote full participation of traditionally under-represented populations in Dane County Employment and in broader community life, including but not limited to housing, recreation, economic development, and social and political life. The Commission also serves a resource for County Government on matters pertaining to the County's diverse population.

A joint discussion is needed to identify the elements of intersection to avoid overlap and confusion on the part of departments; the scope of affirmative action monitoring for purposes of equal opportunity; and discussion of the scope of ordinance 15.12.

### Feedback on Joint OEI and EOC Meeting

Annie Weatherby was excited to meet with a group that understands what their roles and responsibilities are. Very helpful in terms of being connected with the EOC committee and OEI. Joint meeting was very educational and the OEI Advisory Board would like to have more communication with them and being able to collaborate with them. Collaboration would be helpful in terms of reaching out more with the community.

Reverend Baring: stated it being helpful so that the committees can stay on track. Norma Gallegos Valles included that the meeting was very productive and helped to understand what the Advisory Board's role is. The Joint meeting helped to give a clearer number in terms of employment and retention. Committee was informed of how these processes are taking place.

Brenda Gonzalez brought up what this meeting meant in terms of the impact. Committee member would like to understand the goal being achieved and the impact that the committee has had. If no goal, what would need to be worked on to create change?

Chair Jones summarized how the EOC committee was open to sharing what they do and were open to a conversation on building the county's approach to a broader concept.

Supervisor Chuck asked to clarify what the purpose of the amendment is. Ordinance language is to establish the role and function of the OEI Advisory Board committee. Ordinance is currently in draft. Theola, Wesley and Chair Jones sent language to attorney David Gaul prior to this meeting.

Annie Weatherby shared the eight principles she had in place with her team at the library in terms of having a racial equity social equity lens.

1. Expanding diverse and inclusive community participation
2. Expanding leadership base
3. Strengthening individual skills
4. Encouraging a shared understanding and vision
5. Using community agendas
6. Facilitating consistent tangible process towards goals
7. Creating effective community organizations and institutions
8. Promoting resource utilization by the community and county

Annie mentioned how the committee could possibly incorporate these strategies into the Advisory Board committee can have.

Azalea Angel-Perez read the language of this ordinance to the committee.

Three responsibilities of the Advisory Board Committee would be:

Oversee the RESJ PIE Grant Process

Equity Planning – conditions of equity planning for every department to follow. Discussed putting in monitoring plan, follow up on retention.

Advising in appointing authorities

Azalea sent language to Advisory Board committee via email.

Committee spoke about the timeline of this ordinance reaching the County Board. Supervisor Chuck mentioned having supervisor Stubbs, Chair of the County Board, and County Executive looking at this ordinance.

Supervisor Chuck requested having this ordinance reviewed with time and all coming together to discuss it and agree to the wording.

Chair Jones will discuss with Wes about the Cover statement that will be submitted to the County Board and individuals that would need to look at this wording. Before moving on to the next step.

## D. Presentations

None.

## E. Reports to Committee

Committee had started a discussion about County's upcoming budget in mid-2020. Discussed how the committee wanted to portray the Office for Equity & Inclusion initiatives in the budget. Discussed about having Wesley Sparkman attend meetings with the County Executive and the County Board meetings to support and advocate for things that the committee wanted.

Need to return to looking at the County budget, where that budget falls and how the committee will present things going forward.

The Following items were suggested for the Budget:

Supervisor Chuck suggested asking for more money for the PIE Grant program. Requesting 5-10K more.

Supervisor Chuck also suggested funding for kids of color to have access to more outdoor activities/programs for the upcoming summer.

Also suggested having more staff on the Advisory Board committee.

Reverend Baring suggested having funding for internships.

Chair Greg mentioned the topic of legalizing marijuana, reason being that there is an equity issue regarding black and brown people in terms of the application of the criminal justice system. In perspective of an Equity & Inclusion standpoint, would this be the kind of topic the committee would want to put out there with the County? Discussion will be continued.

Another topic would be how COVID-19 has raised issues with health access. More money for outreach? The recent data on COVID-19 has shown the lifelong options by people affected by COVID-19, black and brown people getting sicker quicker and dying at a faster rate.

Reverend Baring mentioned housing issues and the funding that has been available to stop the rate of people evicted. Brown and black communities are having a hard time accessing the applications to the funding.

Chair Jones brought up the issue of how many people in the community know about these committees. Chair Jones mentioned the newsletter that OEI developed. Possibly having a column where the committee can advocate for different topics in regards to Equity & Inclusion that is needed in the community. Discussed building bridges and asked Norma to collaborate on the idea.

Norma suggested having more funding going to retention and possible resources for growth for the employees already hired in higher positions. If new people are brought in, to focus on retention.

Chair Jones requested to have a listing of these ideas on the next agenda.

## F. Future Meeting Items and Dates

Third Friday on month – March 19, 2021

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

Norma suggested having a way of being able to connect to other committees in the summer time. Possibly having a community gathering or event. Chair Jones suggested having a joint community gathering sponsored by OEI or EOC. Wes suggested having a reception.

## H. Such Other Business as Allowed by Law

Chair Jones brought up the committee possibly supporting, encouraging, and informing the community to get vaccinations. Can go a long way in breaking down historical barriers of trust and misunderstanding in the communities. With the purpose being that, the committee be a part of preventing, avoiding and discarding the negative data that is seen related to the health of communities of color. The power of influence that individuals have can have a powerful impact on people that we know. Important that the committee be informed before advocating. Janel Heinrich has supplied this information.

## I. Adjourn

Meeting adjourned at 1:26pm. Moved by Annie Weatherby, Seconded by reverend Baring.

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