



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, April 16, 2021

12:00 PM

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Interpreters must be requested in advance; please see the bottom of the agenda for more information.

Los intérpretes deben solicitarse con anticipación; consulte el final de la agenda para obtener más información.

Yuav tsuam tau thov txog cov neeg txhais lus hau ntej; thov saib hauv qab kawg ntawm qhov txheej txheem rau cov ntaub ntawv ntxiv.

A. Call To Order

Guests: Shia Fisher, Teran Peterson

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

Excused 3 - Supervisor CHUCK ERICKSON, EVERETT MITCHELL, and JANEL HEINRICH

B. Consideration of Minutes

[2020](#)
[MIN-513](#)

ADVISORY BOARD MINUTES 11-20-20

Attachments: [Advisory Board Minutes 11-20-20](#)

[2020](#)
[MIN-514](#)

ADVISORY BOARD MINUTES 02-19-21

Attachments: [Advisory Board Minutes 02-19-21](#)

Approval of February Minutes - Moved Joe Baring and 2nd Annie – Motion Carries.

Propose that Advisory meetings for March. Review and just accept as information.

Past meeting notes – Questions Approval of Notes not required

C. Action Items

Discussion of Ordinance Language – OEI Advisory Board

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

Discussion of Ordinance Language – OEI Advisory Board

Received the month of Feb after the joint and providing information regarding. Identified information in there. Wanted Supervisor Stubbs to vet herself. Need to Supervisors Erickson and Stubbs. Chair will reach out to see if they have any additional language for it. So we get to the Corp Counsel to move this forward. Want it to be pushed forward. This will fall in line with an event for this summer. Want to report to Supervisors that the rest of the board reviewed and ready to move on.

- Equity Planning – conditions of equity planning for every department to follow. Discussed putting in monitoring plan and how to monitoring, follow up on retention. Response for Equity Plans and components overseeing.
- Advising in appointing authorities – the body is and advisory body to county executive and board. Some things we do should go to both exe and board. IE – if review plans in finance and find that department had the opportunity hire persons in protective group and let know see more active pursuit.

- Theola re-sent the ordinance language to Advisory Board.

Baring – Formation of new language will it change how the plans will be monitored? Reviewing what was written it would not affect the procedure for reviewing plans.

Lucia: In addition, the Board advises appointing authorities on Organizational Commitment, Leadership Development, Program Innovations, Collaboration and Resource mobilization. What does it mean?

Greg: In addition, the Board advises appointing authorities on Organizational Commitment (look at the statement of the OEI website it is on, Leadership Development – public employers has to do with leadership development. I.e. if we have the best attorney working but poor manager on business and personnel side of office that talks to, Program Innovations – do not want the county to be stagnate – i.e. issue PIE grant. The County Executive announce it ... but I believe the OEI should also being making some statement don't want to stagnate relying on protocol, Collaboration and Resource mobilization – there can be more partnering related to resources as we look to see if there can put together activity and efforts ... OEI should be writing recommendation. What does it mean?

Biddle: Are we saying adding more 11 members or skill sets?

Greg: It is additional role of the board.

Baring: looking at it – looking at it through an EI lens. Language should be:
In addition, the Board advises appointing authorities on Organizational

Commitment, Leadership Development, Program Innovations, Collaboration and Resource mobilization looking through the lens of equity and inclusion.

Jones: EI should be a factor that everything the county does. Advisory Committee should take the role to advise on issues related to equity and inclusion.

Supervisor Stubbs: Will look over and meet deadline of 3 days Wednesday, April 21, 2021. Will meet with Supervisor Erickson. Will reach out to staff if needed and it does not stop from putting for as a resolution.

Review of Equity Plans

This resolution was tabled

2021 PIE Grant Application

BG – shared update and just need the dates. BG will sent back feedback from committee members. Everyone is ok and no more review. All is incorporated and will give the final document. BG will send to me and Theola will update with the dates.

Two - pieces – select subgroup to review to view – evaluation team at next meeting.

Once award made, have a people put in a place a follow and the body be recognize work did and doing. How we do get out information on the efforts of this group.

Committee Membership

Discussion on those not able to attend and if a person is no longer in Dane county can they serve and that person meet still works in Dane.

Annie: Residence requirements to be on commission on City and County. Check with the County Executive on appointing and reappointing.

Supervisor Stubbs will speak with chair Jones. It is important to have the people who are committed. Community members need to be people who have the time and want people are involved in Dane County. Theola told who was on the committee fell under which authority.

Jones: Even though entity authority – give name person want to appointed, and let people know what the group is about and the persons need to know the practical implication. That way to get the upfront commitment.

Stubbs: - Staff will reach out to persons not meeting. People's lives change. Appointing authority is critical in appointing. It is not fair to make a person justify why can't when they have other priorities. We have to get the work.

Baring: Members are all part. All need to be at the committee. If not present, the committee becomes weak. When persons can't be then they have to ask why on the committee.

Annie: Advisory has an unique charge. Staff and board need to meet to have strategic planning and talk about things collectively. Being effective, need to look how to be a coalition builder. Be proactive about charge, power and authority.

Greg -Propose: Send minutes to the pointing authority.

D. Presentations

None.

E. Reports to Committee

2022 Budget Committee

This resolution was tabled

Committee breaking down historical barriers in health related to vaccinations

Try Address.

Discussion regarding legalized marijuana and the impact on Equity, and Inclusion

Discussion and no decision.

Public Joint Meeting of EOC and OEI Advisory Committee

Column in OEI newsletter

Chair Jones has it partially complete.

F. Future Meeting Items and Dates

Third Friday on month – May 21, 2021

G. Public Comment on Items not on the Agenda

Joint Community Gathering event with EOC and OEI

H. Such Other Business as Allowed by Law

I. Adjourn

Moved by Annie F and second by Sheila S

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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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