

WORKPLAN

Dane County Board is developing and implementing strategies to advance racial equity

Goal 1: Increase Racial Equity Education					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Staff Person/Area Responsible	Comments
Baseline information about race in Dane County: https://youtu.be/Su98rF6QzzU Understanding of historic inequitable treatment	2015-onward New employees/interns are on-boarded with RE understanding	Greater understanding of unintended outcomes of government policy/procedure	Ongoing communication and quarterly education opportunities sent via email.	Clark; all	resource repository development
Complete a Culture Walk	2016-onward	Greater Access	Review of Surveys	Munoz, Clark, Jones, Hanson	2016 and 2017; submitted to the CCLC as recommendations (Jones) An additional culture walk will occur prior to the new County Board Office remodel—to help ensure an inclusive space
Racial Equity Analysis Program Evaluation of all county departments and Addendum	Completed 2015	Findings and Recommendations	Multiple: Surveys, focus groups, data and program analysis, national best practice research and analysis	MacKinnon	Accepted by County Board; ongoing implementation of recommendations
Contracting Equity Program Evaluation and Presentation	Completed 2017	Findings and Recommendations	Multiple: Surveys, focus groups, data and program analysis, national best practice research and analysis	MacKinnon	Accepted by County Board; initiating implementation of recommendations
Three Community Criminal Justice Workgroups with focus on equity https://board.countyofdane.com/initiatives	Completed 2015	Findings and Recommendations; community member engagement	Multiple criminal justice and community data sources	Multiple county staff	Ongoing implementation of 31 recommendations.

County Board Resolution 284- Dane County Equity Initiative	Passed 2014	Action and policy advancing racial equity in Dane County government		Clark	Passed by County Board in 2014; ongoing implementation
Service and leadership on RESJ Teams and Workgroups	2015 and ongoing	Creation and implementation of equity tool for use across Dane County government; engagement on countywide racial equity awareness and policy change	County data, policy, and program analysis; education and outreach to county staff	Munoz, Clark; Thurlow; MacKinnon	Ongoing
Goal 2: Increase Staff Diversity					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Proactive recruitment of Research Analyst position; added equity statement to position for recruitment	Jan 2016	Potential Affirmative Hire	- Outreach (local and national) - Social Media (Twitter, LaSup, Facebook) - Coding spaces /hackathons	Clark and Thurlow	Lee hired as LTE 2015; Reyes hired May 2016; Anadon hired as LTE in August 2017
Recruitment of staff/interns	Jan 2016-onward	Affirmative hires of interns	Local partnerships: OEI; B/G Club; UW-Madison; The Network; UrbL; Centro, LPA,	All Staff	Munoz intern Fall 2016; Intern Carrizales started Sept 2017; Innovation Interns 2016-2018 representing diverse racial groups
Equity Assessment of Current Recruitment/Hiring Practices	2016	Increased racial equity in recruitment, hiring, and retention.	County Employee Relations data	Clark and Munoz lead county RESJ Tools team	Recommendations incorporated into DOA plan, and Clark serving on new DOA committee.

Goal 3: Increase Learning Platform for Supervisor/Community Racial Equity

Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Identify partners Identify educational source (film, book, speakers) : Community Justice: http://dane.granicus.com/MediaPlayer.php?view_id=1&clip_id=65 and Racial Equity in Practice: http://dane.granicus.com/MediaPlayer.php?view_id=1&clip_id=18	Jan 2016-onward	Speaker series Big Read series	Qualitative Surveys	Clark; All	Judge Alex Calabrese/Brett Taylor seminars: June 2016; and Duncan/Balagee presentation
Racial equity resources delivered to Supervisors	Jan 2015-onward	- Racial Justice Summit sponsorship -National legislative racial equity understanding	Email; in person	All	Need to routinize and highlight equity efforts
Provide each member of the County Board with demographic information regarding districts.	March 2019	Improve awareness of district demographics including racial, gender, age, and economic indicators.	UW Population Lab and the American Survey	Kuhl, Moody	Constituent data improves supervisor knowledge of their district.

Goal 4: Engage a Racial Equity Template into Committee Agendas/Budgets

Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Education around key four questions Budget Implications of racial equity	Summer-2016 — onward	Embedded use of racial equity questions into committee agendas, listening sessions Ask Dept. Heads to focus budget discussion on equity and sustainability.	Greater involvement in community partnerships	All Staff, Supervisors, and consultants	Increasing use of POLCO for community engagement around equity issues – e.g., Brat Fest engagement

Goal 5: Implement strategies to ensure Dane County is an effective and inclusive government that engages community and is responsive to its needs.					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Development of the Engage Dane initiative	April 2018 – ongoing	Intentional, inclusive engagement on issues of county policy	Engage Dane was developed using surveys, meetings with stakeholder groups, and national best practices. UW Extension will assist with on-going evaluation	A team of Board members, including Chair Corrigan, Supervisors Chawla, Danner, Buckingham, and Nelson. Staff Kuhl, Thurlow	Inclusive engagement is foundational to the County Board's work. This multi-faceted work plan allow the Board Office to implement a key goal from the Equity Assessment of 2015.
Hire of a policy analyst with a focus on outreach and engagement	April 2019	Implement inclusive engagement initiatives by supporting supervisors in their efforts to engage		TBD	Having a staff person to support the work of supervisors is critical to improve inclusive engagement.
Pilot the broadcast of committee meetings	March 2019	Health and Human Needs Committee meetings will routinely be broadcast to provide additional transparency. Additionally, committee meetings of interest will also be recorded and broadcast.	This is a pilot and we will review viewing statistics compiled by Citi-Cable.	Kuhl, Thurlow	Data regarding viewership will guide future decisions in this area.
Registration forms for appearance before the County Board and County committees have been printed in Spanish and Hmong	January 2019	Improve accessibility to those who do not speak English.	Track the usage of the forms	Kuhl	The Board Office will be mindful of needs for translators at meetings, such as meetings in the Fall of 2018

					with many Hmong constituents testifying.
Increased budget for outreach	January 2019	Address major topic areas, such as youth justice, with community meetings	Engagements will be evaluated via survey.	Thurlow, Clark, Kuhl	Community meetings require adequate publicity, preparation, refreshments, and feedback to participants post meeting. The increased budget will support this type of activity.
Online Surveys	2017	Allow residents to express opinions without coming to meetings	Analysis of metrics	Kuhl, Thurlow	Additional staff capacity will allow more robust use of POLCO.

GOAL 6: Ensure that all neighborhoods and people are safe and racial disproportionalities in the criminal justice system are eliminated

Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Implicit Bias and Criminal Justice Community conversation	Fall 2017- Dec 2017	The Perception Institute delivers community seminar	Eval	Clark; jones	Partners: CJC, Fountain of Life Church, MPD
Sequential Intercept Model Training	Nov 2017- Spring 2018	Report; Videos on CJC website		Sequential Intercept Model Training	Nov 2017- Spring 2018

Pre Arrest Diversion Seminar	Fall 2018	Treatment Alternatives for a Safer Community	Qual. Surveys	Clark, Moody, Reyes	Over 40 stakeholders in cj system and behavioral health
Re-Entry Summit	Fall 2018	TASC—Report and Recommendations		Clark, Reyes, Moody	Gathering of law enforcement, re-entry non-profits, stakeholders
Disproportionate minority contact youth justice solutions task force	April 2019-Nov 2019	Report and recommendations for youth justice in Dane County	DCHS; national experts	Andre Johnson, DCHS-Clark-Bernhardt (consultant)	DMC grant won by Dane County authors: Jerrett Jones, Clark-Bernhardt, Johnson, Bauman

Goal 7: Develop National and Local partnerships to advance racial equity

Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Person/Area Responsible	Comments
Develop National and Local partnerships to advance racial equity	2015-onward	Equity and CJC Coordinator national partnerships: NASC; Joint Tech Commission; NAPSA: Center for Court Innovation, GARE; local facilitator cohort R2E; MacArthur Safety and Justice; Vera Institute of Justice Sustainability Coordinator: GARE; National Sustainability Director Network.	Greater involvement in national and local partnerships	All	This could be expanded to add Reyes outside work with partnerships in big data, also Clark/Reyes ADA completion
	2017 - 2019	UniverCITY Year Engagement with UW Madison	Engagement with over 20 UW courses on housing, water, economic development, and frequent users of services, integrating racial and social equity priority into best practices research and recommendations	MacKinnon, Kuhl, Walsh, Kakde, Thurlow	Work continues with various partners. Dream Up proposal focused on racial and social equity solutions around affordable housing; Mackinnon DNR webinar presentation in April will also focus on this.
National Partners for Criminal Justice System Improvement	2015-onward	Partners: MacArthur	Greater impact on criminal justice	Clark, Reyes, Anadon,	Cjc.countyofdane.com

		Foundation— Safety and Justice Challenge; Data Driven Justice; Harvard University— Access to Justice; Arnold Ventures; Center for Court Innovation	improvements and innovation	Jensen, Moody	
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