

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Wisconsin Department of Corrections Equity and Inclusion Advisory Committee *Quarterly Update for Q4 of 2021 | February 1, 2022*

Nearly all work towards the Department of Corrections' (DOC's) Equity & Inclusion Plan is being carried out by six sub-committees, themselves drawn mostly from members of the Equity and Inclusion Advisory Committee (EIAC).

1. *Recruitment & Advancement* – focuses on goals associated with hiring and promotion.
2. *Marketing & Communication* – focuses on goals associated with publicizing the committee's actions, and with helping communicate equity and inclusion within the department.
3. *Outreach & Engagement* – focuses on goals associated with reaching out to staff within the department and within the community, with an eye towards enhancing equity and inclusion.
4. *Education & Training* – focuses on goals associated with equity and inclusion education and training for DOC staff.
5. *Policy & Committee Review* – focuses on goals associated with reviewing and recommending changes to policies and changes to how committees are formed, with respect to their impact on equity and inclusion.
6. *Assessment & Evaluation* – provides logistical support to the committee, especially data gathering, data analysis, and reporting of committee progress.

The committee, through its sub-committees, is focused on carrying out the necessary work to realize the Department's Equity & Inclusion Plan. *Assessment & Evaluation* monitors the myriad goals and key performance indicators throughout the full plan, to make sure we continue to progress as planned. The annual survey to collect department-wide information on equity and inclusion opened January 4, 2022. Once analyzed in Q1 of 2022, results will be integrated into many committee's actions and goals for the new year.

Recruitment Goals

Increase diversity among applicant pool

Recruitment & Advancement continues to work with other sub-committees toward improving and expanding resources for recruitment, especially for underutilized positions. They are creating a plan to meet our goal for career fair attendance in 2022. They have also requested hiring and applicant pool information from the Division of Personnel Management (DPM) and will work with *Assessment & Evaluation* to conduct a review as it relates to increasing applicant pool diversity. *Outreach & Engagement* is exploring other avenues (like Zoom) for connecting with community groups. Considering

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the realities of COVID-19 restrictions on in-person event, the sub-committee's "brown bag" discussion lunch event (planned for March) will leverage an online meeting platform.

Address hiring disparities in underutilized job groups

Recruitment & Advancement has received staff data from DPM's Bureau of Equity & Inclusion, to better target the committee's efforts on who we are hiring and in what categories people are being hired.

Assessment & Evaluation will work with *Recruitment and Advancement* to review this data. *Policy & Committee Review* continues to review DOC policies for issues of equity and inclusion. Last quarter, the sub-committee substantially reworked its recommendation process, which will be instrumental for the larger goal of creating policy review guidelines for the DOC to eventually adopt. While recommendations will still emphasize review of specific policy language, they will also consider processes that directly impact and/or come from those policies, as well as include formal justifications throughout. By the end of June 2022, they will finish review of the final two HR policies assigned to them.

Retention Goal

Create inclusive environments in which people feel safe, welcome and heard

Marketing & Communication continues to maintain our internal EIAC website, regularly adding resources that the committee produces. They have posted the Annual Survey on Equity and Inclusion, and will work with *Assessment & Evaluation* to field questions about the survey from staff. A mailbox on the internal website continues to be monitored. *Outreach & Engagement* will hold its first Brown Bag event for all interested staff, meant as a discussion forum centered around a specific topic. The first event will focus on women and managing conflict in the workplace; it will be a kick-off to hold regular events around equity and inclusion across the department. *Outreach & Engagement* will focus future events around topics of specific interest to staff and/or around areas of need, as uncovered by the upcoming survey. *Outreach & Engagement* continues to explore possibilities for an equity and inclusion conference, with the goal of critically engaging many speakers and interested staff around an array of topics. Finally, the general committee is exploring how to update and improve reporting of staff and client demographics, to bring such reporting in line with current conventions.

Agency Culture Goal

Promote a respectful culture free of bias that values diversity and actively engages in inclusion

The EIAC continues to meet regularly and engage with executive leadership on a regular basis to realize the broader plan and increase cultural competence. *Marketing & Engagement* continues to work with several sub-committees as well as the DOC's Office of Public Affairs to regularly communicate EIAC work. *Education & Training* continues to work closely with the DOC's Bureau of Training and Staff Development (BTSD) to expand equity and inclusion opportunities. They continue to explore the best ways to train new and existing staff on equity and inclusion, through a combined process of critical discussion and reflecting on direct experience from existing new employee trainings. Soon, they will

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have external speakers present on topics of interest to the Department and to equity and inclusion. Both *Education & Training* and BTSD are continually improving on existing trainings, trialing new methods for engaging staff. They have rolled out their HashTag series, focused on interactive discussions around a given topic; they plan to begin a book club in the same vein; and they are exploring a more involved equity and inclusion training for interested staff to more deeply engage with the topic.