

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Wisconsin Department of Corrections Equity and Inclusion Advisory Committee *Quarterly Update for Q3 of 2021 | September 30, 2021*

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

1. *Recruitment & Advancement* – focused on goals associated with hiring and promotion.
2. *Marketing & Communication* – focused on goals associated with publicizing the committee's actions, and helping with communication about equity and inclusion within the department.
3. *Outreach & Engagement* – focused on goals associated with reaching out to staff within the department, as well as those in the community, with an eye towards enhancing equity and inclusion.
4. *Education & Training* – focused on goals associated with learning about equity and inclusion, and those improving employee training.
5. *Policy & Committee Review* – focused on goals associated with reviewing and recommending changes to policies and to committee memberships and how those committees are formed.
6. *Assessment & Evaluation* – provide logistical support for 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 should be implemented in quarter four of 2021.

Recruitment Goals

Increase diversity among applicant pool

Recruitment & Advancement continues to work with *Marketing & Engagement* toward improving and expanding resources for recruitment, especially for underutilized positions. Representatives from the DOC attended the Milwaukee Diversity Job Fair in September, and are set to attend the Madison Area Virtual Diversity Job Fair in November. With an eye to reach more applicants with potentially different interests and needs, the DOC has recently launched job advertisements on Telemundo and is continuing to investigate remote work opportunities. *Recruitment & Advancement* has requested hiring and

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applicant pool information from the Division of Personnel Management, with the plan to work with *Assessment & Evaluation* to conduct an initial review of this information as it relates to increasing applicant pool diversity.

Address hiring disparities in underutilized job groups

Recruitment & Advancement is collaborating with DOA Bureau of Human Resources (BHR) at DOC to enhance training for rating panel review, interview panels, resume writing and interviewing skills. With the continuance of the COVID-19 pandemic, they are trying to develop virtual alternatives. Once created, handouts will be published on our internal EIAC website to disperse this information more widely to staff. *Policy & Committee Review* continues to review DOC policies in general for issues of equity and inclusion, and has nearly wrapped its review of DOC's policy regarding filling vacancies. This policy drives the DOC hiring, transfer and advancement process. In conjunction with the applicant pool analysis mentioned above, *Assessment & Evaluation* will work with *Recruitment and Advancement* at a later date to conduct a review of DOC hiring data.

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. A mailbox on the internal website continues to be monitored; we consider the mailbox an important direct connection that our staff can use to engage with equity and inclusion. When the equity and inclusion survey has begun, its information will guide the next steps of EIAC's work. *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, and is meant as a kick-off to hold regular events around equity and inclusion across the department. Once the EIAC survey has begun, *Outreach & Engagement* will focus its organizing of events around topics that are specifically salient to staff interests and/or areas of need. Finally, *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.

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 competency. *Marketing & Engagement* continues to work with several sub-committees and the DOC's Office of Public Affairs to regularly communicate EIAC work. *Education & Training* continues to work closely with the DOC's Corrections Training Center to expand equity and inclusion opportunities. They have piloted a new equity and inclusion training in DOC's Agent Basic Training and Pre-Service, which on-board new DCC agents and DAI security staff,

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respectively. This work provided valuable insight into how to proceed with new staff, and they are actively working on continued improvements for future sessions. *Education & Training* and the Training Center are continuing to develop Supervisor Development training as well, to be implemented at a future date. Finally, they will begin implementation of its HashTag series, which is a conversation driven virtual training centered on topics of equity and inclusion. The first session, set for early November, will revolve around age and generational issues.