

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q1 of 2022 | April 15, 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 committee has met with representatives of the Department of Personnel Management to respond to the statewide audit, and is excited to incorporate suggestions once results are shared.

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. The Department is pursuing recruitment efforts to better reach a wider pool of applicants, including advertising through billboards and reaching out directly to neighborhoods with recruitment flyers. *Assessment & Evaluation* has begun the first steps toward its assessment of changes in diversity both within the applicant and hiring pools. This will entail comparing the demographic make-up of both pools in 2021 against the same pools in 2023.

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Address hiring disparities in underutilized job groups

Policy & Committee Review continues to review DOC policies for issues of equity and inclusion. They expect to finish their review of DOC's policies on interviewing this quarter. In order to assess Department opinion on advancement opportunities for underutilized staff, *Assessment & Evaluation* is exploring exit interview information and other potential data sources.

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. The first analysis of the Equity & Inclusion Survey will be shared very soon; the results will help guide committee actions in the later part of the plan. *Outreach & Engagement* will hold its first 'Lunch and Learn' event for interested staff, meant as a discussion forum centered around a specific topic. The first event will focus on how to make the workplace a safe space for all employees. Subsequent events will be drawn from the results of the survey. *Outreach & Engagement* has also been connecting with the Department in general, to assess what it is doing to indirectly meet the goals of this plan. In other words, they are connecting with other Equity & Inclusion-centered committees that exist throughout the department, and beginning to track activities relevant to Equity & Inclusion completed by other DOC parties.

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 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 communicate EIAC work. *Education & Training* continues to work closely with the DOC's Bureau of Training and Staff Development to expand equity and inclusion opportunities. For example, in collaboration with the Hmong American Friendship Association, they have begun development of a workshop on Hmong culture. There is one such workshop scheduled to take place in Wausau, and another in Oshkosh.