

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Wisconsin Department of Corrections Equity and Inclusion Advisory Committee *Quarterly Update for Q4 of 2022 | Year in Review*

This report includes highlights from 2022 efforts and completed strategic goals outlined in the EI Plan.

Some of the goals set in the Equity & Inclusion Plan are being carried out by six sub-committees drawn from the Equity and Inclusion Advisory Committee (EIAC) members with additional DOC staff from various divisions.

1. Recruitment & Advancement – focus on goals associated with hiring and promotion.
2. Marketing & Communication – focus on goals for publicizing the committee's actions and helping communicate equity and inclusion within the Department.
3. Outreach & Engagement – focus on goals associated with reaching out to staff within the Department and the community-based organizations to enhance equity and inclusion.
4. Education & Training – focus on goals associated with equity and inclusion education and training for DOC staff.
5. Policy & Committee Review – focus on goals associated with reviewing and recommending policy changes and how committees are formed concerning their impact on equity and inclusion.
6. Assessment & Evaluation – focus on providing logistical support to the committee in the area of data gathering, data analysis, and reporting of committee progress.

Current Completed Goals

**Some of the goals listed below are in progress or ongoing.*

Flexible scheduling/remote work for appropriate classifications

Currently, most positions offer flexible scheduling and remote work as appropriate for the assigned duties. Positions in a 24/7 division are not eligible for remote work due to the need to serve the people in our care at a higher level.

EIAC will continue to work with leadership to expand the opportunity for employees to have flexible scheduling and remote work days.

Conduct an annual review of the applicant pool for DOC

Assessment & Evaluation Ad-HOC will work toward this goal at the beginning of the new fiscal year. This is an ongoing goal, and efforts continue to include resources from the HR Department.

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Additionally, the following AD-Hoc(s) Policy & Committee Review, Recruitment & Advancement, and Outreach & Engagement will use the data to assist in conducting future measures to meet the needs of underserved applicants.

Increase attendance at diversity career fairs.

The lingering effects of the Coronavirus pandemic limited access to career fairs; however, since this is an ongoing goal, Recruitment & Advancement and Outreach & Engagement will work toward identifying opportunities to connect with communities to complete this goal in 2023.

Conduct an annual review of the hiring data for DOC.

Assessment & Evaluation Ad-HOC will work toward this goal at the beginning of the new fiscal year. This is an ongoing goal, and efforts continue to include resources from the HR Department.

Ensure all prospective interview panel members receive "Interview Panel Best Practices" online training annually.

Education & Training, in collaboration with CTC, completed this goal for 2022, with all interview panel members receiving online training for "interview panel best practices." This is an ongoing goal and will be reviewed in 2023.

Assess all DOC recruitment and selection policies and procedures for potential bias in selection and remove barriers to diversity, equity & inclusion.

Policy & Committee Review Ad-Hoc reviewed policies and procedures related to this goal and made recommendations.

Offer continuous training that builds an understanding of equity and inclusion:

Six equity and inclusion sessions were offered in quarters 3 and 4 of 2022. There was a mix of virtual and in-person training for staff to choose from and covered the following areas:

- Working with Transgender and Gender Expansive Folk (2 in-person sessions)
- How Culture Affects Decision-Making (1 in-person session)
- Cultural Humility (2 in-person sessions)
- Working with Hmong Clients (2 virtual sessions)
- Desperate Journeys: Asylum Seekers, Refugees, and Immigrants (1 virtual session),
- Poverty Simulation (1 in-person session)

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Mandate consistent supervisory training designed to promote and foster respectful and inclusive work environments:

All supervisors were required to find, attend, and complete a training focused on equity and inclusion and document their completion. This requirement allowed supervisors to find a training that interested them and allowed them to choose the virtual, online, or in-person training to accommodate their schedule. 93% of all supervisors completed this requirement.

Mandatory and consistent onboarding and promotional/supervisory training include a discussion of equity and inclusion.

All new employees take Equity, Inclusion, and Professional Responsibilities in NETS, FSTS, and ABT (3.5 hours).

This introspective session provides a platform for understanding personal connections to biases, stereotypes, discrimination, harassment, and bullying while explicitly outlining professional responsibilities attached to becoming aware of such behaviors. This session also explores how to create an inclusive environment where fellow employees can authentically “show up” in their role as Correctional professionals.

The objectives of this training are:

- Define bias, stereotype, discrimination, harassment, and bullying.
- Identify personal biases and define strategies to consciously and intentionally change them.
- Describe one’s responsibility when one witness discrimination, harassment, bullying, or unfair treatment of others.
- List reporting methods for allegations of harassment and discrimination.
- Identify actions that promote inclusive work environments.

Assess all DOC recruitment and selection policies for potential bias and recommend solutions.

Policy & Committee Review Ad-Hoc reviewed policies and procedures related to this goal and made recommendations.

Construct a plan for focus groups.

Assessment & Evaluation is working on a pilot focus group to work through questionnaires and recruitment/logistical challenges.