

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q1 & Q2 | January – June 2023

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 & Outreach* – This ad-hoc focuses on goals for the external stakeholders associated with hiring and community engagement.
2. *Marketing & Communication* – focuses on goals associated with publicizing the committee's actions, and with helping communicate equity and inclusion within the department.
3. *Engagement & Advancement* – This ad-hoc focuses on the current department workforce with goals associated with engaging staff within the department and promotion, to enhance 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.

Recruitment Goals

1. *Increase diversity among the applicant pool*

Continued recruitment efforts for the State of Wisconsin Student Diversity Internship Program (SWSDIP) took place during the first part of the year. These efforts were headed by the Equity & Inclusion Chief in collaboration with Recruitment & Advancement. During this time the group identified practices that may assist in better recruitment for the following SWSDIP year.

2. *Address hiring disparities in underutilized job groups*

Assessment and Evaluation ad hoc is planning to pilot a focus group to gather the experiences of underrepresented staff associated with promotion and advancement. The goal is to create actionable

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



results that will inform changes in the advancement process. This information is crucial for the Department to meet its equity and inclusion goals and to create an environment in which staff are proud to be a part.

Retention Goal

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

The Assessment and Evaluation ad hoc focus group pilot will gather the experiences of underrepresented staff associated with promotion and advancement. The goal is to create actionable results that will inform changes in the advancement process. This information is crucial for the Department to meet its equity and inclusion goals and to create an environment in which staff are proud to be a part.

Agency Culture Goal

1. Develop an inclusive and equitable organizational climate

The Recruitment and Advancement, as well as the Outreach and Engagement ad hoc(s), will refocus their efforts to better align with the goals outlined in the EI plan and eliminate duplication of efforts.

Recruitment and Advancement will center efforts externally to connect with potential employees, while Outreach and Engagement will focus on current employees as the Engagement and Advancement ad hoc.