

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q3 & Q4 | July – December 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*

During these quarters, the DOC welcomed 16 interns in various divisions for the State of Wisconsin Student Internship Program (SWSDIP). The EI Chief worked with supervisors to ensure the interns completed the program's requirements.

The goal was to expose the students to state service, with the potential for them to become future employees of DOC or another state agency. The hope is to create lasting connections with colleges, universities, and other community stakeholders to increase awareness of the SWDIP and early career opportunities.

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2. Address hiring disparities in underutilized job groups

Assessment and Evaluation ad hoc pilot a focus group was approved and the team successfully rolled out the plan. They will start the focus group after the holiday session in January 2024. Results will be made available during the second and third quarter of 2024.

Retention Goal

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

Outreach & Engagement hosted two lunch-and-learn sessions. The first one focused on peer support and resources available for DOC staff, while the second one showcased the nominees of the State Council on Affirmative Action (SCAA) Diversity Awards.

On average, approximately 50 employees attended each session virtually. This ad hoc group is working on developing a calendar for quarterly lunch-and-learn sessions to engage staff across all DOC divisions.

Agency Culture Goal

1. *Develop an inclusive and equitable organizational climate*

During the third and fourth quarters, the EIAC leads of each ad hoc, in collaboration with their respective ad hoc teams, worked on updating the Equity and Inclusion Strategic Plan for 2024-2026. The Equity & Inclusion Chief facilitated the EI Planning Team meetings, and after each meeting, the leads worked with the ad hoc team to craft the updates.

Once the plan was completed and approved by the Secretary's office, it was submitted to the BEI office. BEI reviewed the plan and requested revisions. The revisions were made and resubmitted to BEI on November 10th, 2023.

The plan is available for review on the EIAC page and DOC public page. This plan includes updated strategies for the 2024 to 2026 plan year to address the need for inclusion and a supportive climate to increase change within the DOC enterprise-wide culture.