

# EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



*Quarterly Update for Q1 of 2024 | May 1, 2024*

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 has started to work on the new Equity and Inclusion Strategic Plan for 2024 – 2026. Elections for new officers were held and the co-chairs of EIAC are Tracie Ruether and Shelrie Wilson, along with new secretary Kari Ives.

## Recruitment Goals

1. *Increase diversity among the applicant pool*

Marketing and Communications are looking at ways to communicate with the community not just at career fairs but other entities as well. Also, looking at the possibility of designing materials to have at different recruiting events.

Recruitment and Advancement have been identifying diversity related recruitment events to compile a list. Worked with the Research Unit to help aggregate application data as well, to see what the applicant pool has looked like the last couple of calendar years.

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## 2. Address hiring disparities in underutilized job groups

The Assessment and Evaluation committee is on track, continuing to collect data from Human Resources. Working through code, will possibly be integrating data that we've been using internally for other purposes within Research and Policy Unit.

The 2022 Eiac Survey report is finished and was presented to Executive team recently. It will be published on the Eiac site soon, along with some kind of townhall for the Department when ready, but might need to wait until after we have a new secretary

The 2025 Eiac Survey, talk is beginning to prepare for a plan for the next wave, they will not be able to integrate with DOC's climate survey

### Retention Goal

1. *Improve retention of employees by understanding and mitigating reasons why people leave the department*

Advancement focus groups were held and they are analyzing the information from the interviews that took place in January. This will take a long time, but we're hoping to be finished with the analysis portion by end of summer.

Marketing and Communication continues to maintain Eiac internal and external website with resources and job aids to familiarize employees with Eiac efforts.

### Agency Culture Goal

1. *Develop an inclusive and equitable organizational climate*

Outreach and Engagement completed a Lunch and Learn last month dealing with women in corrections. We had approximately 50 to 60 live viewers.

They are currently working on the next Lunch and Learn, which will be scheduled for June. The topic will be based on Juneteenth. Contact has been made to the American Holocaust Museum as they may be able to provide a speaker or two to discuss Juneteenth, the history, and how it became a holiday.

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Continue to keep committee member lists updated, submitted articles for the Weekly Update and continue to post updates of what is going on with the committee on the websites.

Education and Training the co-chairs continue to meet quarterly with the DOAs Bureau of Equity and Inclusion to share updates/ideas with other state agencies.

We have the Educational and Training Resources page on SharePoint is updated quarterly and for fiscal year 24—there were/are 22 DEI sessions, both virtual and in-person, offered for DOC employees and the requirement has been assigned through Cornerstone.

Policy and Review are working on policy briefs for creating or modifying policies/procedures referring to pronoun assignments for staff in PeopleSoft, and call ins. These policy briefs go over the importance of the changes we are suggesting, and show data to support the suggested changes, to be more inclusive.

## Other Updates

Membership Changes: since the last time a report was done, several new committee members were added. Sarah Carr, Camille Ross, Kellie Blechinger, Melissa Greil, Amanda Perez, and Elizabeth “Betty” Boosma to our different committees.