

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q2 of 2024 | July 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. *Engagement & Retention* – 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.

Recruitment Goals

1. *Increase diversity among the applicant pool*

Recruitment and Advancement: We are exploring non-traditional events to promote employment opportunities in the Department of Corrections (DOC), alongside our regular participation in career fairs. We are currently working on crafting key talking points for recruiters to emphasize the advantages of working with the DOC. Additionally, we will be working closely with the Marketing and Communications team to create and distribute materials for use at different events.

2. *Address hiring disparities in underutilized job groups*

Assessment and Evaluation: We are analyzing the hiring and applicant pool to identify disparities in underutilized groups.

The 2022 EIAC Survey report has been finalized and posted on the EIAC website.

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Currently working on the 2025 Eiac Employee Survey.

Retention Goal

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

Assessment and Evaluation: We are continuing to evaluate the data gathered from the focus groups earlier this year and plan to conclude later this year.

Marketing and Communication: We are continuing efforts to maintain the 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*

Engagement and Retention: We hosted the second Lunch and Learn, which focused on the history of the Juneteenth celebration in Milwaukee. Approximately 40 DOC employees were in attendance. They are currently working on having two more Lunch and Learns yet this year.

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

Educational and Training: We are planning for fiscal year 2025 E&I training and developing supervisor training to support E&I efforts department-wide.

Policy and Committee Review: We are currently working on policy briefs to create or modify policies and procedures for assigning pronouns to staff in PeopleSoft. These policy briefs explain the importance of the suggested changes and provide supporting data to make our policies more equitable.