

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q3 of 2024 | October 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. *Assessment & Evaluation* – provides logistical support to the committee, especially data gathering, data analysis, and reporting of committee progress.
2. *Education & Training* – focuses on goals associated with equity and inclusion education and training for DOC staff.
3. *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. Along with looking at hiring and promotion.
4. *Marketing & Communication* – focuses on goals associated with publicizing the committee's actions, and with helping communicate equity and inclusion within the department.
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.

Recruitment Goals

1. *Increase diversity among the applicant pool and address hiring disparities in underutilized job groups*

Engagement & Marketing and Communication: The teams are researching new platforms to advertise job opportunities within the DOC, focusing on diverse areas. A contact database is being developed, and relationships with other organizations are being strengthened. Additionally, materials highlighting key benefits of working with the DOC are being designed for recruitment events. The Engagement team has utilized tools provided by the Wisconsin Correctional Center System's Human Services Department to support recruitment. Three internship fairs have been attended so far this fall.

Assessment & Evaluation: Data is actively being analyzed to guide future steps. The Policy and Committee Review team is collaborating on developing bias and equity assessment tools for policy evaluations and recommendations.

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Retention Goal

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

Assessment & Evaluation: The new survey draft is nearing completion. It will be reviewed by the Equity and Inclusion Advisory Committee before being sent to the Executive team, with plans to launch in early 2025.

Marketing & Communication: Efforts continue to maintain the EIAC's internal and external websites, ensuring employees have access to resources and job aids related to EIAC initiatives.

Agency Culture Goal

1. *Develop an inclusive and equitable organizational climate*

Engagement: The team will host a third "Lunch and Learn" session focusing on the Veterans Commission. One more session is planned for later this year, with logistics currently being finalized.

EIAC Leadership: The co-chairs continue to meet quarterly with the Bureau of Equity and Inclusion to exchange updates and ideas with other state agencies.

Educational and Training: Twelve E&I sessions have been conducted so far this fiscal year, with plans to add more before July 1, 2025. Supervisor-specific training is under development, and an equity and inclusion coaching program is in the exploration phase.