

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q4 of 2024 | December 30, 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 possibilities and guidelines of what types of events are allowable to attend and to recruit. Reached out to the policy committee to work on developing a policy around this. A file was created for the committee to have access to job fair materials. Also, have been discussing the possibilities of how positions are headquartered and then creating a list of positions that might have the ability for differing headquarters to present to Human Resources.

Assessment & Evaluation: Progress is moving on recruitment and the hiring pool analysis. The co-lead is spearheading this and a few of us have reviewed some initial analyses. This is on track to complete sometime this year.

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Retention Goal

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

Assessment & Evaluation: The survey for 2025 has just recently been approved. We are working with the Office of Public Affairs right now to build some buzz and are hoping to roll the survey out sometime in March. Continuing to analyze the data gathered from the focus groups about the advancement process and the goal is to have this completed by next quarter.

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.

Educational and Training: Working on compiling a list of current or similar programs that train Diversity, Equity, and Inclusion (DEI) coaches. This will be completed by the end of next quarter

Agency Culture Goal

1. *Develop an inclusive and equitable organizational climate*

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: A comprehensive update will be completed next year and posted on myDOC in reference to equity and inclusion trainers and resources.

Policy & Committee Review: We evaluated current practice in regards to how DOC recruits, and adds employees to committees. We drafted and intend to present a proposal, addressing policy and procedures that do not appear to be diverse or equitable when selecting employees for committees. This proposal would cover all DOC Committees, and suggests changes, to make the process more diverse and equitable for all employees. We have also written a draft description of our Ad-hoc detailing our specific focus areas and functions. Targeted completion date is June 30, 2025, and we are ahead of schedule. We continue to evaluate committee memberships and other policies, as it relates to our targeted goals, in the DEI plan. We sent a broad reaching set of policy advisory suggestions to the full EIAC which was unanimously passed.