

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q1 of 2025 | January – March 2025

Progress toward the Department of Corrections Equity & Inclusion Strategic Plan continues through strong collaboration across DOC divisions and Executive Leadership. The Equity and Inclusion Advisory Committee (EIAC) supports this by offering data-informed recommendations and insights grounded in research and staff outreach, while five cross-divisional ad hoc committees serve as key thought partners for advancing the plan's strategic goals and strategies.

- Assessment & Evaluation – provides logistical support to the committee, especially data gathering, data analysis, and reporting of committee progress.
- Education & Training – focuses on goals associated with equity and inclusion education and training for DOC staff.
- 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.
- Marketing & Communication – focuses on goals associated with publicizing the committee's actions, and with helping communicate equity and inclusion within the department.
- 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.

Agency Goals to Advance Equity and Inclusion

Recruitment Goal

Increase diversity in the applicant pool and address hiring disparities for underutilized job groups, including minorities, women, people with disabilities, veterans, and those who are not perceived as members of social majority groups.

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Assessment & Evaluation Ad-hoc is working on a comprehensive report to outline the successes and potential gaps in recruitment initiatives. This report should be available later this year.

Marketing & Communication Ad-hoc continues to search for diversity-specific recruitment events to connect with underrepresented applicants. Efforts continue to develop and update an active list of colleges and other external stakeholders hosting career fairs.

Engagement Ad-hoc attended a diversity fair in Madison on March 24th. Additionally, DOC continues to utilize Telemundo as a recruitment platform to reach Spanish-speaking households.

Policy & Committee Review Ad-hoc surveyed their team to prioritize potential policies for review. This ad-hoc continues to collaborate with HR on potential best practices and policy updates.

Retention Goal

Improve retention of all employees by understanding and mitigating reasons why underrepresented groups and diverse populations of staff choose to leave roles or are not promoted within DOC.

Assessment & Evaluation Ad-hoc revised the Equity & Inclusion survey for 2025. The survey will be released to current employees upon approval from Executive Leadership.

This ad-hoc is completing the first analysis of information from the focus group surveyed regarding the advancement process for current DOC employees. This report will be available later this year.

Marketing & Communication Ad-hoc continues to maintain internal and external websites for the EIAC. The internal website has comprehensive employment resources, job aids, and other related information.

The external website is updated monthly as appropriate to inform community stakeholders about EIAC meetings, including minutes and quarterly reports.

Educational and Training Ad-hoc researched potential training programs for Diversity, Equity, and Inclusion (DEI) coaches. Upon reviewing this ad-hoc, the future analyst will explore options to collaborate with internal resources, such as the Office of Diversity and Employee Services (ODES) and the Employee Assistance Program (EAP), to potentially add a DEI coaching curriculum for current and future Peer Supporters.

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Agency Culture Goal

DOC leadership and staff will intentionally develop an inclusive and equitable organizational climate that supports a culture of psychological safety and wellness.

Educational and Training Ad-hoc continues to collaborate with the Corrections Training Center (CTC) to identify current DEI offerings and potential gaps in learning tools.

Additionally, mandatory trainings were assigned this quarter using the Cornerstone Learning Management System. The percentage of completion will be gathered later this year to determine the rate of compliance.