

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Quarterly Update for Q3 | July – September 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.

Assessment & Evaluation Ad-hoc: The Applicant and Hiring analysis for 2021-2022 report was reviewed by Executive Leadership and edits were requested. We are working on the revisions and will resubmit for approval once all updates are completed. We do anticipate this process will take some time to integrate; however, the report is still on track to be released end of year.

Other projects are awaiting approval and/or direction from leadership.

Educational and Training Ad-hoc: We are currently comparing supervisory training offerings focused on inclusive work environments. Our goal is to provide a comprehensive list and future suggestion for 2026.

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Additionally, we will provide data on completed equity trainings by supervisory leadership later this year.

Engagement Ad-hoc: “Lunch & Learn” series will take place quarterly for internal employee outreach and engagement. Current planning for quarter four will focus on “Winter Holiday Celebrations.” We plan to explore cultural traditions around the world and stress-free giving.

The prior session on “Reimagining the Family Caregiver Experience” facilitated by Jody Krainer, MSW, LCSW, MBA from “Badger Talks” a UW Madison program, was attended by 57 DOC employees. This session also offered wellness resources from Kyle Ebel. The recording of this session can be found on the [EIAC webpage](#).

Marketing & Communication Ad-hoc: We continue to promote internal events and update information as it relates to the mission and vision for EIAC. We will continue to work in collaboration with each ad-hoc to ensure compliance with department communication guidelines and standards. Projects for this quarter includes promotion of “Lunch & Learn” series on “Reimagining the Family Caregiver Experience.”

Policy & Committee Review Ad-hoc: We are currently restructuring to meet the needs of the Equity & Inclusion Strategic Plan. Our goal is to focus on reviewing policies assigned by human resources and compile a comprehensive list of current committees within the department at each division level.