



Wisconsin Department of Corrections
Equity and Inclusion Advisory Committee
Quarterly Update for Q2 of 2021 | June 30, 2021

Nearly all work towards the Department of Corrections' (DOC's) Equity & Inclusion Plan is being carried out by the following six sub-committees, themselves being drawn mostly from members of the Equity and Inclusion Advisory Committee (EIAC).

1. *Recruitment & Advancement* – focused on goals associated with hiring and promotion.
2. *Marketing & Communication* – focused on goals associated with publicizing the committee's actions, and helping with communication about equity and inclusion within the department.
3. *Outreach & Engagement* – focused on goals associated with reaching out to staff within the department, as well as those in the community, with an eye towards enhancing equity and inclusion.
4. *Education & Training* – focused on goals associated with learning about equity and inclusion, and those improving employee training.
5. *Policy & Committee Review* – focused on goals associated with reviewing and recommending changes to policies and to committee memberships and how those committees are formed.
6. *Assessment & Evaluation* – provide logistical support for the committee, especially data gathering, data analysis, and reporting of committee progress.

The committee, through its sub-committees, is focused on carrying out the necessary work to realize the Department's Equity & Inclusion Plan. As time marches on, we have filled some vacancies in the committee and its sub-committees, and the DOC continues to place a specific high priority on the committee's work. An annual survey to collect department-wide information on equity and inclusion will be implemented in quarter three.

Recruitment Goals

Increase diversity among applicant pool

Several committees are working together to implement a plan for the various strategies of this goal. *Marketing & Engagement* is working with *Recruitment & Advancement* to improve and expand resources for recruitment, especially for underutilized classified positions. This includes the creation of how-to style guides to assist people in applying to the DOC, both for new employees and existing staff seeking career advancement; staff can view these aids on EIAC's website on our internal web portal. In Q1, *Outreach & Engagement* established a list of roughly twenty community organizations to establish regular partnerships between the DOC and a diverse array of local groups, including Milwaukee Public Schools and United Way of Wisconsin (in Dane and Milwaukee counties). In this quarter, they have reached out to those groups; with the pandemic restrictions loosening, we will continue to foster these budding relationships in the months and years ahead. Later this year, *Recruitment and Advancement* will work with *Assessment & Evaluation* to conduct the first annual review of the DOC applicant pool.

Address hiring disparities in underutilized job groups

Marketing & Engagement has worked with *Recruitment & Advancement* to create handouts and publish professional development resources to expand on staff career advancement. They will be developing a variety of resources on our internal web portal, including a list of mentors willing to work with interested staff to support their professional development. *Assessment & Evaluation* has collected initial data related to hiring and exits, and will work with *Recruitment and Advancement* at a later date to conduct a review of DOC hiring data.

Retention Goal

Create inclusive environments in which people feel safe, welcome and heard

Marketing & Communication has been hard at work developing a variety of resources that expand on this section of our plan. They have improved the technical infrastructure for our online resources to facilitate direct staff communication. They have also expanded outreach to the department, developing flyers and communications to keep people informed about our work. They have been working with *Recruitment & Advancement* to create recruitment resources, with the goal of drawing in new diverse staff into our department (outlined above). The work of our *Celebration Committee* has been integrated into the Department's Office of Public Affairs, who have a regular presence in our general meetings. Members of our EIAC continue to work with the Office to ensure that stories around equity and inclusion continue to be celebrated and shared across the department. *Outreach & Engagement* is establishing regular monthly "Brown Bag" events with staff, meant as discussion forums of learning, connection and empowerment for staff around topics relevant to equity and inclusion. They are also laying the groundwork for an annual Equity & Inclusion Conference that will draw together staff and non-DOC speakers to spotlight issues surrounding equity and inclusion.

Agency Culture Goal

Promote a respectful culture free of bias that values diversity and actively engages in inclusion

The EIAC continues to meet on a regular basis to provide vital input towards our goals of increasing cultural competency and building on diversity awareness. The full committee continues to work with stakeholders across the Department to ensure that the plan stays feasible; they are especially important in realizing the broader picture of the entire Equity & Inclusion Plan. *Policy & Committee Review* is developing a set of review guidelines to look at and improve inclusive representation of existing committees across the DOC. They have reviewed (for potential equity and inclusion bias in language and practice) and provided recommendations for one of four assigned policies (so far), and one executive directive, both of which are now being reviewed by DOC executive leadership. *Education & Training* continues to work closely with the DOC's Training Center to expand equity and inclusion opportunities. They are working on becoming a clearing house for equity and inclusion trainings carried out by the Training Center, and have begun work creating elective trainings for all staff on these topics.