

EQUITY & INCLUSION

DEPARTMENT OF CORRECTIONS



Wisconsin Department of Corrections Equity and Inclusion Advisory Committee *Quarterly Update for Q2 and Q3 of 2022 | September 30, 2022*

Nearly all work towards the Department of Corrections' (DOC's) Equity & Inclusion Plan is being carried out by six sub-committees drawn mainly from the Equity and Inclusion Advisory Committee (EIAC) members with additional DOC staff from various divisions.

1. Recruitment & Advancement – focus on goals associated with hiring and promotion.
2. Marketing & Communication – focuses on goals associated with publicizing the committee's actions and helping communicate equity and inclusion within the Department.
3. Outreach & Engagement – focus on goals associated with reaching out to staff within the Department and the community to enhance equity and inclusion.
4. Education & Training – focus on goals associated with equity and inclusion education and training for DOC staff.
5. Policy & Committee Review – focus on goals associated with reviewing and recommending changes to policies and changes to how committees are formed concerning their impact on equity and inclusion.
6. Assessment & Evaluation – provides logistical support to the committee, especially data gathering, data analysis, and reporting of committee progress.

Recruitment Goals

1. Increase diversity among the applicant pool

Outreach and Engagement will re-engage with community partners it had reached out to in 2021. Some of the partners include:

- Urban Triage
- Outreach Madison
- Milwaukee Area Technical College
- Gateway Technical College

Potential increased engagement with the above connections will be an excellent way to diversify the applicant pool across all divisions of DOC and assist with positive branding of all of our divisions.

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2. Address hiring disparities in underutilized job groups

Policy & Committee Review continues to review DOC policies, practices, and procedures to shift the language to support a more inclusive culture and an equitable climate. The committee finished examining the Department's employee interview process and is re-reviewing the policy on hiring justification.

To assess advancement opportunities among underutilized staff within the Department, *Assessment & Evaluation* is developing a research plan to gather information and understand the breadth of experiences of DOC staff throughout each division.

Retention Goal

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

Marketing & Communication continues to maintain the internal EIAC website, regularly adding resources. Some of the updated resources include:

- [EIAC Updated Member List](#)
- [EIAC Flyer](#)
- [Prior quarterly report \(Q1\)](#)

The committee reviewed the Equity & Inclusion Survey completed by various DOC staff across multiple divisions. At the time of survey administration, there was approximately 9,230 staff employed at the DOC. Roughly 3,565 staff responded to the survey, resulting in a response rate of about 39%, with varying levels of missingness across survey items.

The full results will be compiled into a formal report by the *Assessment & Evaluation* sub-committee. The information will be ready next quarter.

Outreach & Engagement held its first 'Lunch and Learn' event. The event was a virtual discussion forum centered around "how to make the workplace a safe space for all employees." There will be additional opportunities to participate in 'Lunch and Learn' events in the upcoming months; subsequent events will be drawn from the survey results.

Outreach & Engagement has been connecting with the Department, in general, to assess what it is indirectly doing to meet the goals of this plan. For example, they are connecting with additional Equity & Inclusion-centered committees throughout the Department and have begun tracking those activities relevant to the Equity & Inclusion Plan.

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Policy & Committee Review has reviewed documents associated with the Department's dress code policy to ensure the way the policy is practiced and explained to staff is in line with our equity and inclusion mission.

Agency Culture Goal

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

The EIAC meets regularly and engages with executive leadership to realize the broader plan and increase cultural competence. *Education & Training* continues to work closely with the DOC's Bureau of Training and Staff Development to expand equity and inclusion opportunities.

In July, the committee completed a workshop on Hmong culture facilitated by Lang Xion from Hmong American Friendship Association. This workshop was virtual, and there were 59 State employees in attendance, including DHS staff. In July, a second workshop on transgender experiences, "Working with Transgender & Gender Expansive Folks," was also held. Caro Cruys facilitated this workshop at Oshkosh Correctional Institution. There were 35 State employees in attendance.

This committee is working on integrating virtual technology into future training to reach a broader range of staff.

Assessment & Evaluation monitors the myriad goals and key performance indicators throughout the strategic plan to ensure continued progress and compliance.

Lastly, EIAC has welcomed the Department's new Equity & Inclusion Chief, Tifene Brown, who has worked closely with the committee and each sub-committee. Currently, the committee is exploring ways to restructure Ad-HOC to increase the overall engagement with internal and external stakeholders and the community as a whole.