



# DANE COUNTY

## INTEGRATING EQUITY IN PLANNING AND POLICY

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USDN Equity and Access Users Group

# SUSTAINABILITY & EQUITY

**“Meeting the needs of the present generation without compromising the ability of future generations to meet their own needs.”**

(Brundtland Commission, 1987)

**“Enough, for all, forever”**

(African delegate to Johannesburg Rio + 10 Summit, 2002)

**“The possibility that human and other forms of life on earth will flourish forever.”**

(John Ehrenfeld, Professor Emeritus, MIT)

**“Living securely and justly within the limits of one single, vulnerable Earth.”**

(Donald Worster,, author, *The Wealth of Nature*)



# SUSTAINABILITY & EQUITY



**“A sustainable society is one that can persist over generations, one that is far-seeing enough, flexible enough and wise enough not to undermine either its physical or its social systems of support.”**

~ Donella Meadows, *Beyond the Limits*, 1992.

## DANE COUNTY'S GOAL

*Become more environmentally, socially, and economically sustainable in our county government's operations, management, and policymaking.*

# DANE COUNTY'S SUSTAINABILITY PRINCIPLES

- Reduce and eventually eliminate Dane County government's contribution to fossil fuel dependence and to wasteful use of scarce metals and minerals;
- Reduce and eventually eliminate Dane County government's contribution to dependence upon persistent chemicals and wasteful use of synthetic substances;
- Reduce and eventually eliminate Dane County government's contribution to encroachment upon nature and harm to life-sustaining ecosystems (e.g., land, water, wildlife, forest, soil, ecosystems); and
- *Reduce and eventually eliminate Dane County government's contribution to conditions that undermine people's ability to meet their basic human needs.*

Adopted by the County Board in October 2012.



# RACIAL EQUITY ANALYSIS

*To build a racial equity framework and organizational capacity around racial equity and social justice throughout Dane County Government*

2014

Established a Racial Equity and Social Justice Initiative (RESJ) and cross-departmental RESJ team

2015

County Board contracted with national experts—Center for Social Inclusion and Government Alliance on Race and Equity—to conduct a Dane County government-wide Racial Equity Analysis that identified:

- Current status of racial equity
- Key performance measures and community indicators
- Key areas for improvement
- Short and long term next steps
- Process and plan to measure progress

No state worse than Wisconsin for black children, says new national study

MIKE IVEY | The Capital Times | mivey@madison.com Apr 1, 2014 □ 89



See report at:

<https://dane.legistar.com/View.ashx?M=F&ID=4012553&GUID=C834CA04-2DA8-4F67-A197-CC306A7AFD5B>

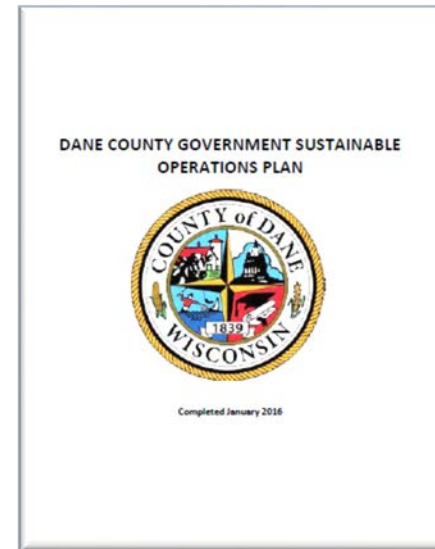


# DANE COUNTY'S SUSTAINABLE OPERATIONS PLAN

## *Sustainable Operations Plan* for Dane County Government Operations

Addresses eight key county operational categories. Each category represents an operational aspect of county government that spans all departments and divisions, and for which numerous staff share some level of responsibility.

1. Climate Change Mitigation & Adaptation
2. Transportation / Vehicle Fleet
3. Water
4. Waste
5. County Buildings & Facilities
6. Purchasing
7. Education and Outreach
8. Employee Experience



# HOW IS EQUITY INTEGRATED INTO DANE COUNTY'S SUSTAINABLE OPERATIONS PLAN?

## FOCUS: EMPLOYEE EXPERIENCE

**GOAL:** Dane County provides a sustainable, safe, *equitable*, and healthy work environment that promotes and enhances the health, wellbeing, and engagement of all Dane County employees.

**Objective:** Increase and maintain racial and social equity among employees.

**Strategy:** Implement recommendations from the July 2015 Racial Equity Analysis for Dane County Government

a. **Timeline:** Ongoing

b. **Parties Responsible for Implementation:** Primary: Office of Equity and Inclusion; Employee Relations; all departments

c. **Priority:** High

### Departmental Sustainable Operations Action Plans (Appendix A)

County Board Office — Develop Communication Plan for County Board Office Sustainability and Equity initiatives

County Board Office — Implement the Dane County Equity Initiative





# **THE TAMARA D. GRIGSBY OFFICE FOR EQUITY AND INCLUSION**

## **MISSION**

To work with elected officials, such as the County Executive, the County Board, Sheriff, and District Attorney, as well as County Departments on improving Dane County's efforts in promoting racial, gender, and disability equality in the county's workforce, internal operations, contract/service opportunities, and service delivery models

Organizational  
Commitment

Leadership Development



Collaboration

Resource Mobilization

# PROGRAMS & OPERATIONS


## What ?

- **Observe Culture**
- **Imbed Equity**

## How?

- **Listen**
  - Managers
  - Staff
- **Inform**
  - Train
  - Collaborate

# DANE COUNTY EQUITY AND INCLUSION UPDATE

- DEPARTMENT REMODEL AND RE-BRAND
  - NEW HIRE & POSITION, DIVERSITY RECRUITMENT SPECIALIST
  - UNIFIED CIVIL RIGHTS ROLES
    - EMPLOYMENT
    - CONTRACTING
    - SERVICE DELIVERY
    - ADA
- 

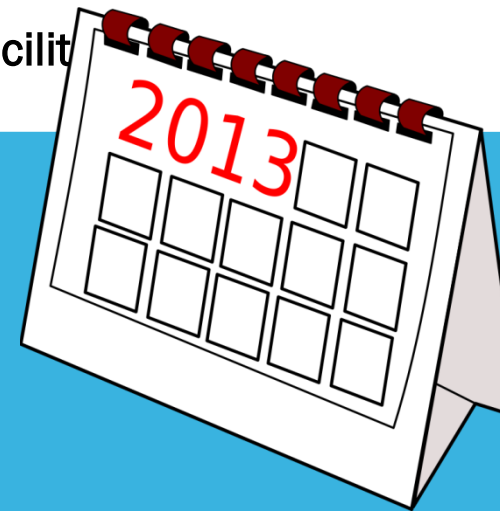
# RACIAL EQUITY AND SOCIAL JUSTICE INITIATIVE TIME LINE

Dane County Board of Supervisors passes a Racial Equity and Social Justice resolution initializing comprehensive, cross departmental work. May 2014.

Dane County Executive Parisi and County Board Chair Corrigan invite department participation in the Racial Equity and Social Justice Initiative Team. June 2014.

Racial Equity and Social Justice (RESJ) Core Team begins meeting. August 2014.

Presentations to County Boards and Commissions by co-facilitators throughout the first summer. June-Sept 2014.



# RACIAL EQUITY AND SOCIAL JUSTICE GOALS

Equity in County Infrastructure

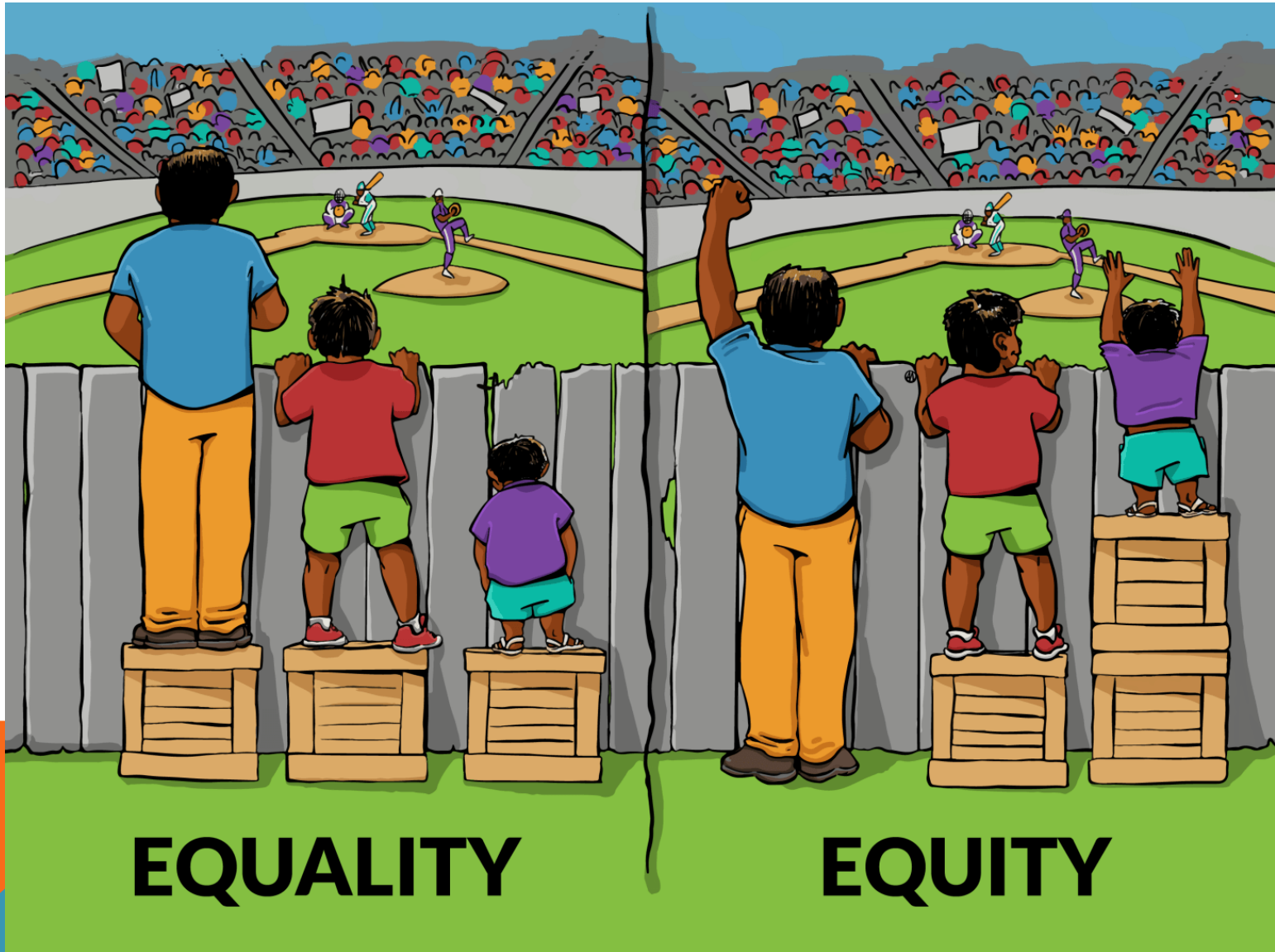
Equity in County Budgets, Policies and Programs

Equity in County Operations

Equity in County Communities



# WHAT IS EQUITY?



**EQUALITY**

**EQUITY**

# INTEGRATING RACIAL EQUITY KNOWLEDGE INTO DAILY PRACTICES

- ✓ **Normalize** conversation around race and unintended consequences of decisions and policies
  - ✓ Education around race and systemic, structural and individual racism. Create a safe space to grow and learn about policy impacts.
  - ✓ Develop tools to mitigate unintended consequences of policies and procedures. Dane County's first use of a racial equity tool was reviewing our recruitment and hiring practices
- ✓ **Operationalize** racial equity via new policies and procedures
- ✓ **Organize** within internal stakeholders and community stakeholders for a more equitable Dane.

[http://racialequityalliance.org/newsite/wp-content/uploads/2015/10/GARE-Racial\\_Equity\\_Toolkit.pdf](http://racialequityalliance.org/newsite/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf)



# RACIAL EQUITY AND CRIMINAL JUSTICE

Across the United States, at each and every stage of the criminal justice system people of color fare worse than their white counterparts. The State of Wisconsin has been listed as among the most disparate states in criminal justice and Dane County is reported to be the home to some of the highest levels of disparity within Wisconsin.

How do we move toward a criminal justice system that is truly just?

What are the steps to increase equity at each step of the process?



# ADDRESSING DISPROPORTIONALITY IN CRIMINAL JUSTICE

- State of Black Madison, Before the Tipping Point, 2008
- Dane County Task Force on Reducing Racial Disparities in Criminal Justice, 2009
- Wisconsin Council on Children and Families, Race to Equity Report, 2013
- Investigating Solutions to Racial Disparities and Mental Health Challenges in the Dane County Jail and throughout Dane County's Criminal Justice System, 2015

And many more...



# JAILS: A NATIONAL AND LOCAL FOCUS



# DANE COUNTY INITIATIVES

## Restorative Justice Options

All 12-16 year olds within the City of Madison (non-traffic violations) have a restorative justice option.

Community Restorative Court – 17-25 year olds with misdemeanor offences may be eligible for a pre-charge (state level) restorative justice option.

## Pretrial Reform

Working with the LJAF, Luminosity and researchers from Harvard University to change our pretrial process. Researchers will study the outcomes—disaggregated by race/ethnicity/gender.

## Implicit Bias Education

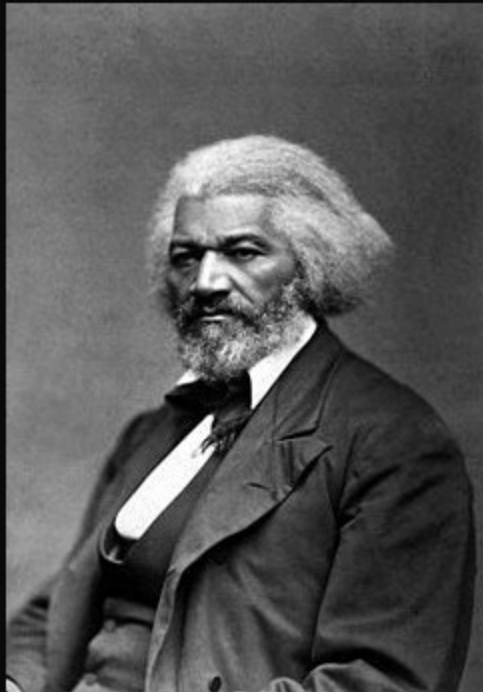
Law Enforcement, Courts, District Attorney, Public Defender,

## Procedural Justice



**“..MAKING CHANGE IS EASY—THE TRICK IS TO  
INSTITUTIONALIZE IT.”**

DARING TO FAIL, FIRST PERSON STORIES OF CRIMINAL JUSTICE REFORM



If there is no struggle, there is no progress. Those who profess to favor freedom and yet deprecate agitation, are men who want crops without plowing up the ground, they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters.

(Frederick Douglass)

izquotes.com

# QUESTIONS?

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