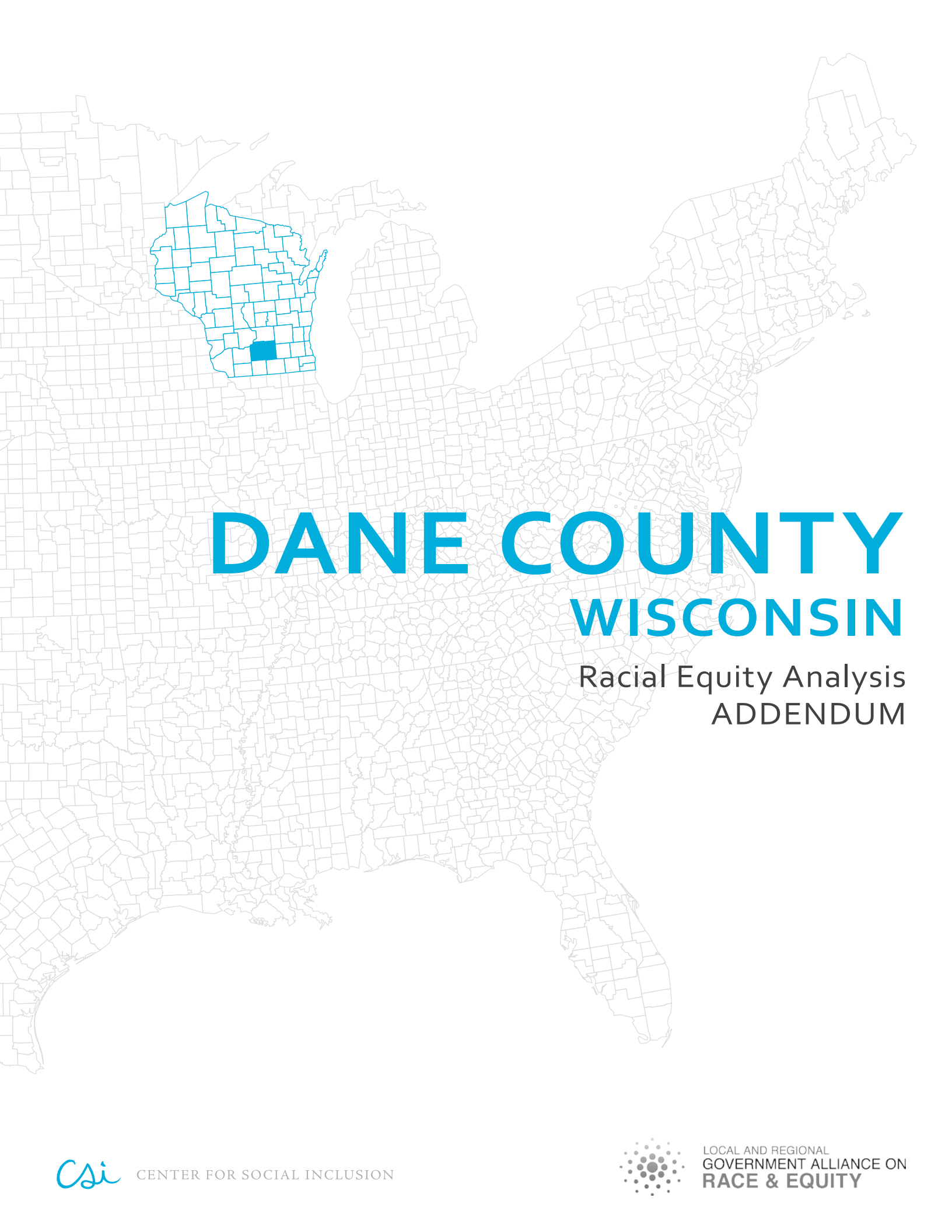




# DANE COUNTY WISCONSIN

## Racial Equity Analysis ADDENDUM

Center for Social Inclusion catalyzes grassroots communities, government, and other institutions to dismantle structural racial inequity. We craft strategies and tools to transform our nation's policies and practices that harm communities of color, in order to ensure better outcomes for all.

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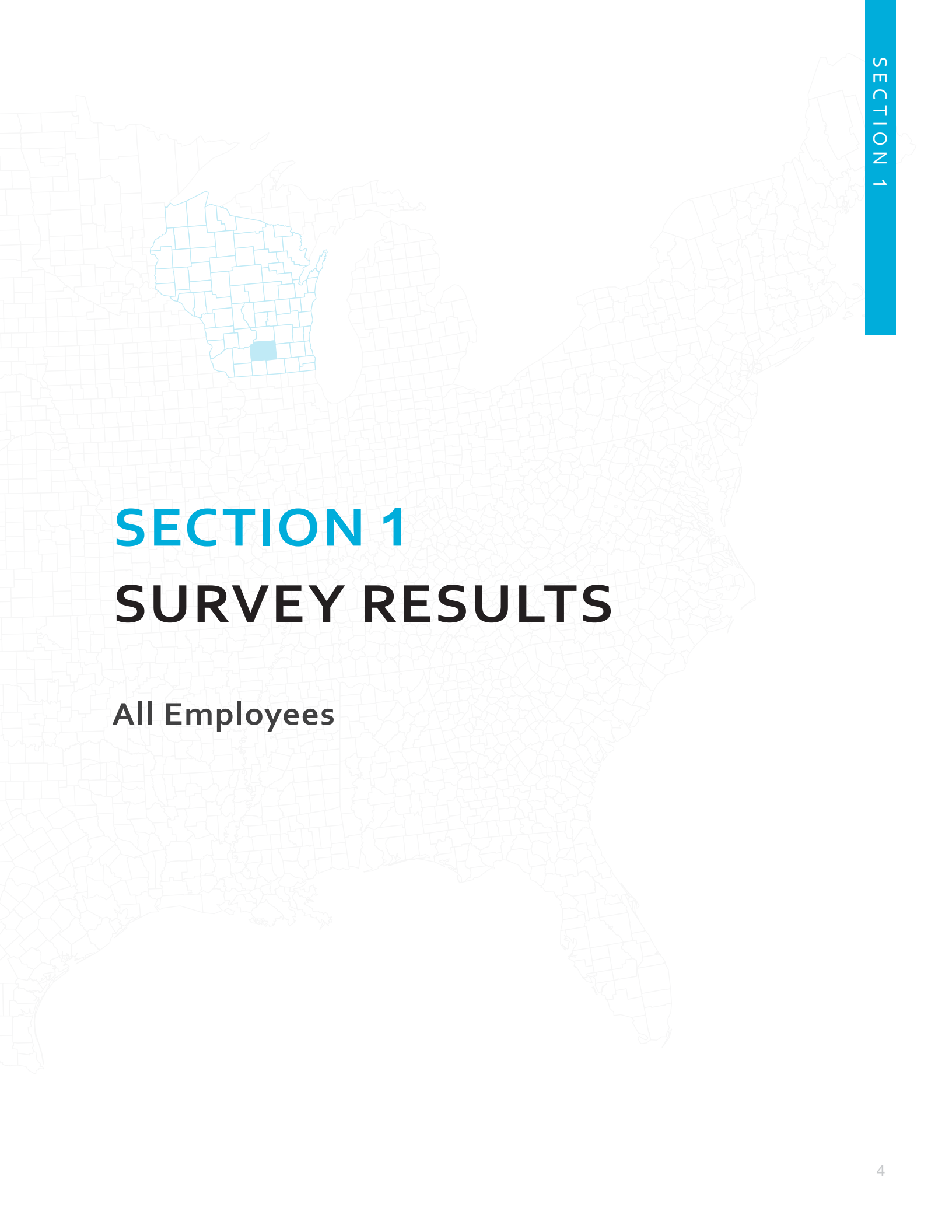
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| Overall Work Plan      | 186 |
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# **SECTION 1**

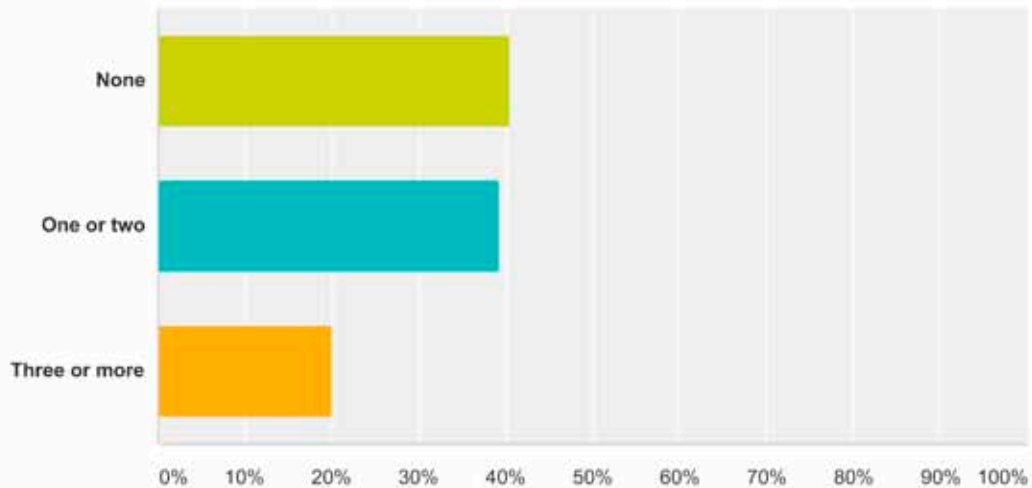
# **SURVEY RESULTS**

**All Employees**



## Q1 Have you participated in racial equity discussions, trainings or workshops at Dane County?

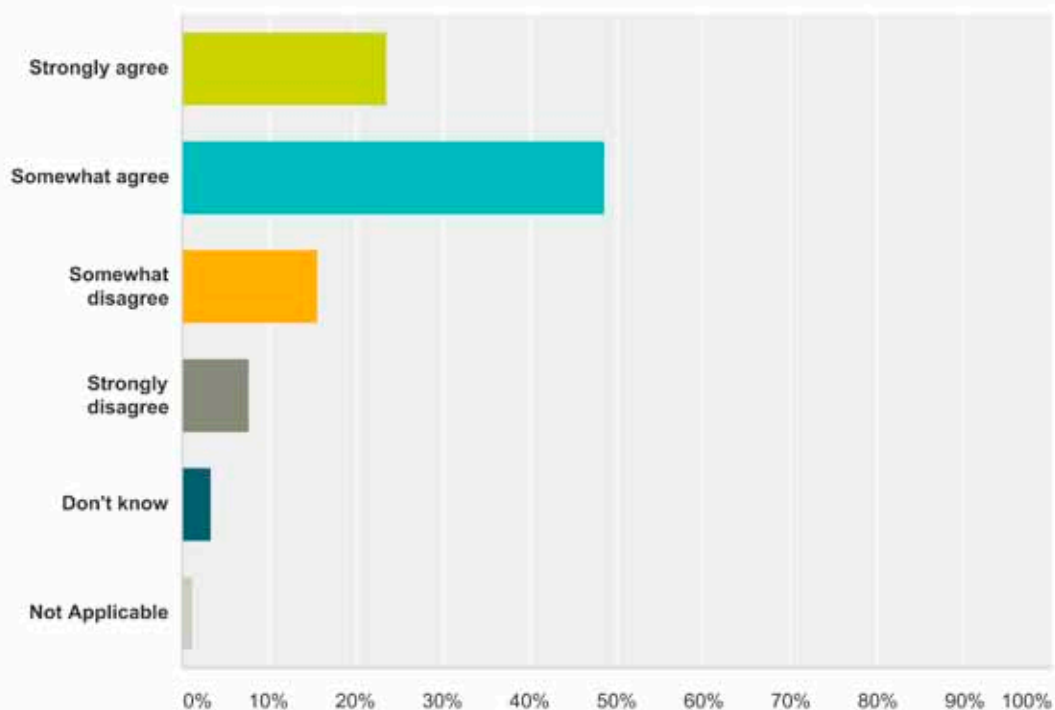
Answered: 720 Skipped: 4



| Answer Choices | Responses |            |
|----------------|-----------|------------|
| None           | 40.56%    | 292        |
| One or two     | 39.31%    | 283        |
| Three or more  | 20.14%    | 145        |
| <b>Total</b>   |           | <b>720</b> |

**Q2 In general, I have found discussions, trainings or workshops about racial equity to be useful for my work at Dane County.**

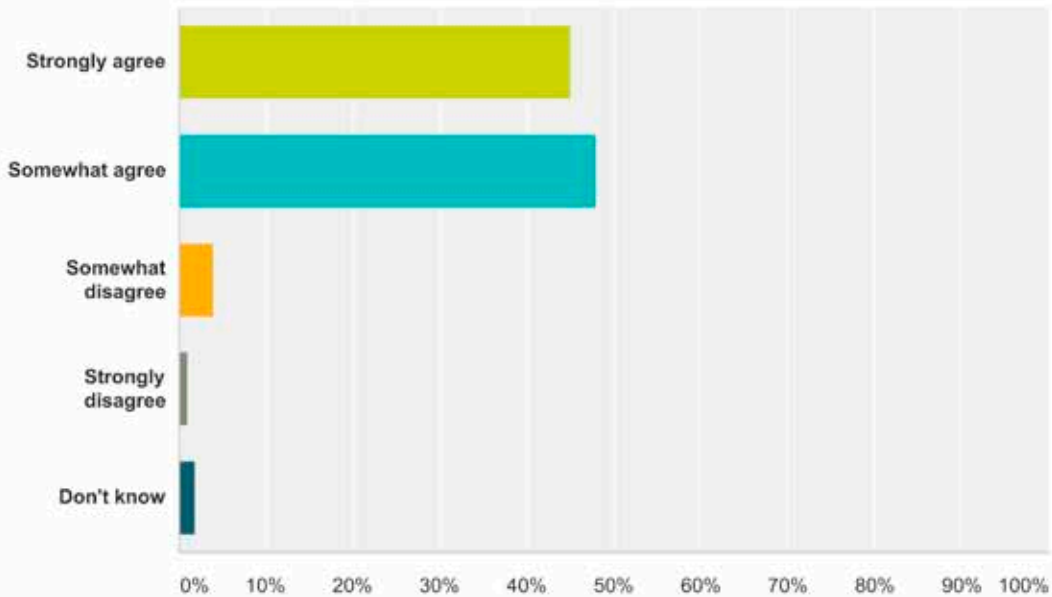
Answered: 391 Skipped: 333



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 23.53%    | 92         |
| Somewhat agree    | 48.59%    | 190        |
| Somewhat disagree | 15.60%    | 61         |
| Strongly disagree | 7.67%     | 30         |
| Don't know        | 3.32%     | 13         |
| Not Applicable    | 1.28%     | 5          |
| <b>Total</b>      |           | <b>391</b> |

**Q3 I feel competent in my interactions with other races and cultures.**

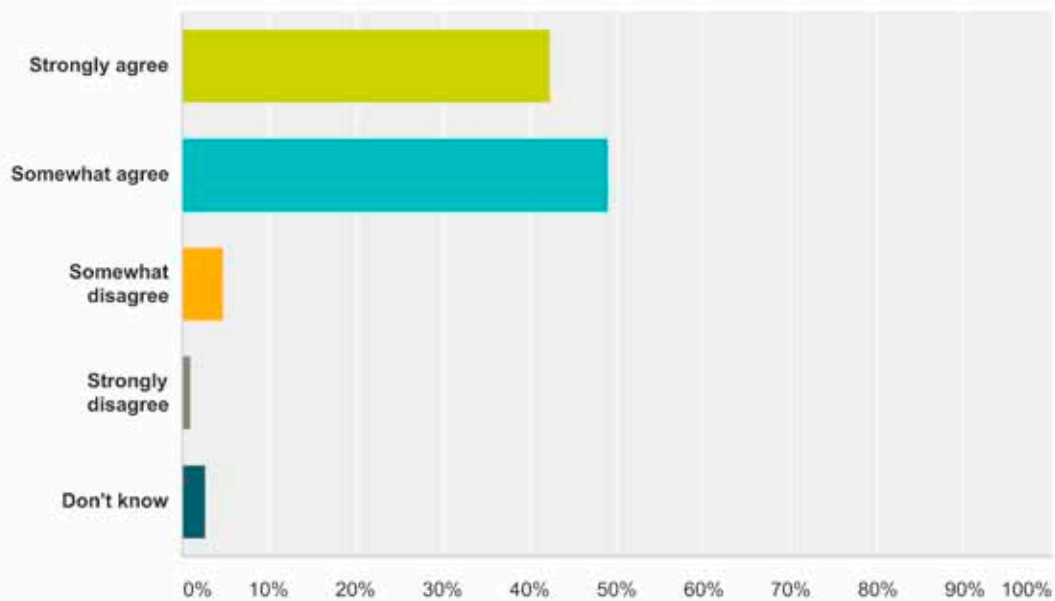
Answered: 662 Skipped: 62



| Answer Choices    | Responses |     |
|-------------------|-----------|-----|
| Strongly agree    | 45.17%    | 299 |
| Somewhat agree    | 48.04%    | 318 |
| Somewhat disagree | 3.93%     | 26  |
| Strongly disagree | 1.06%     | 7   |
| Don't know        | 1.81%     | 12  |
| Total             |           | 662 |

#### Q4 I have a basic understanding of racial disparities in Dane County.

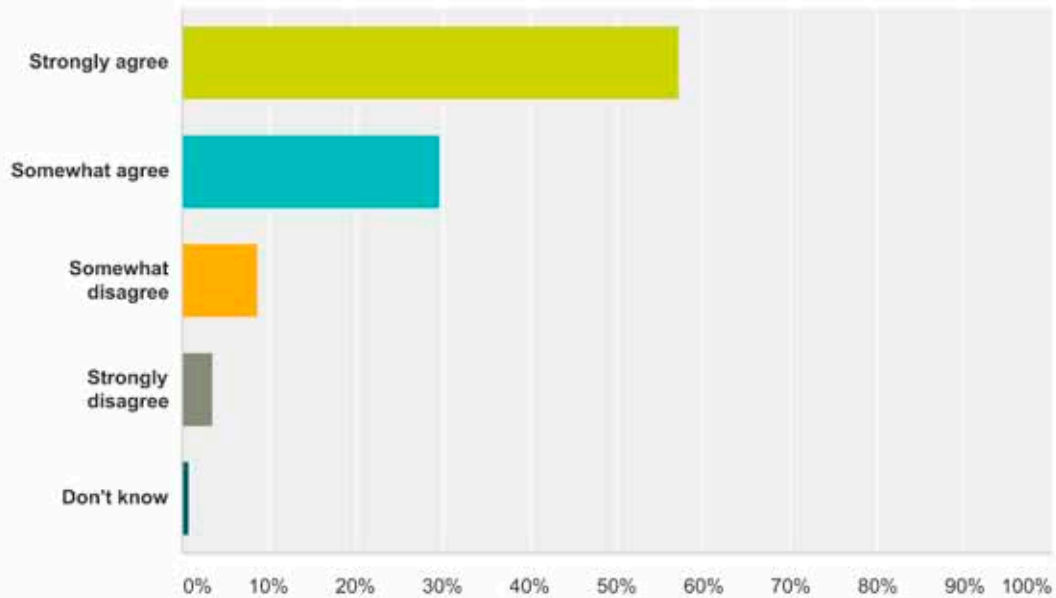
Answered: 658 Skipped: 66



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 42.40%    | 279        |
| Somewhat agree    | 49.09%    | 323        |
| Somewhat disagree | 4.71%     | 31         |
| Strongly disagree | 1.06%     | 7          |
| Don't know        | 2.74%     | 18         |
| <b>Total</b>      |           | <b>658</b> |

**Q5 I think it is valuable to examine and discuss the impacts of race in our workplaces.**

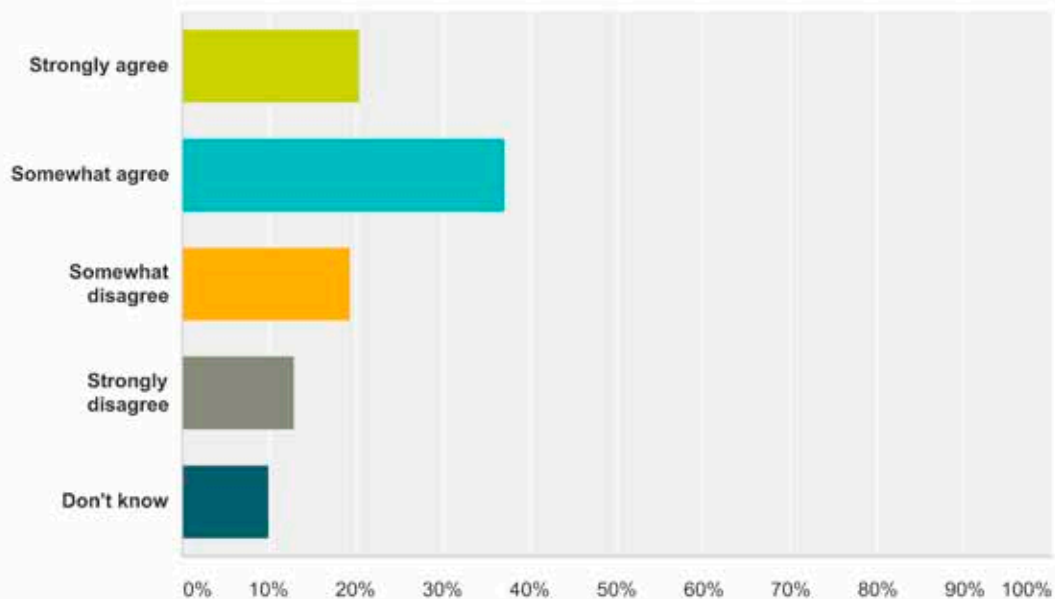
Answered: 656 Skipped: 68



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 57%       | 375        |
| Somewhat agree    | 30%       | 195        |
| Somewhat disagree | 9%        | 57         |
| Strongly disagree | 4%        | 23         |
| Don't know        | 1%        | 6          |
| <b>Total</b>      |           | <b>656</b> |

## Q6 I am actively involved in promoting race and social justice changes in my workplace.

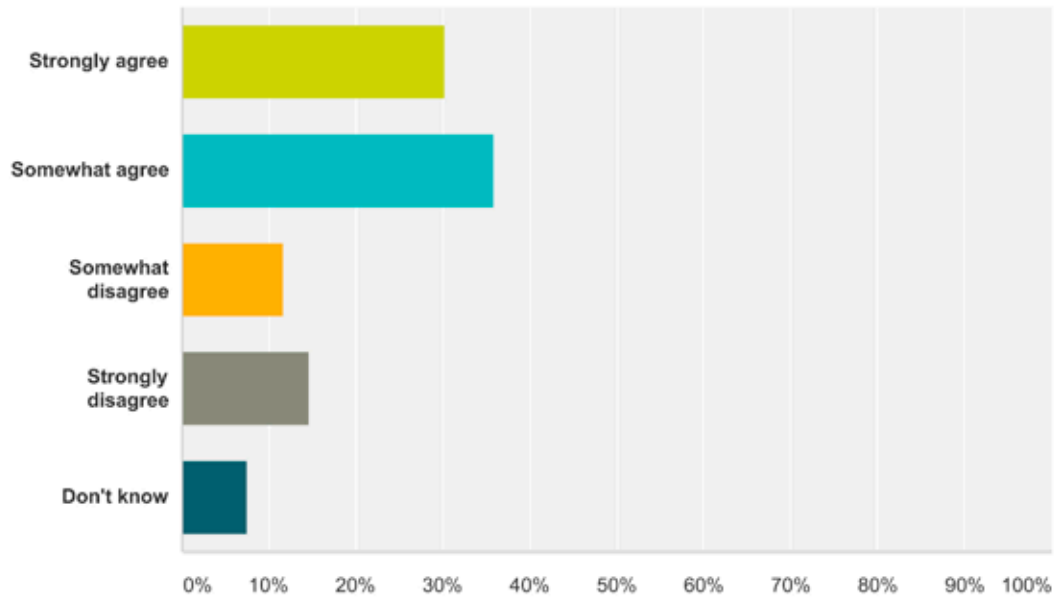
Answered: 653 Skipped: 71



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 21%       | 134        |
| Somewhat agree    | 37%       | 243        |
| Somewhat disagree | 19%       | 127        |
| Strongly disagree | 13%       | 84         |
| Don't know        | 10%       | 65         |
| <b>Total</b>      |           | <b>653</b> |

**Q7 I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).**

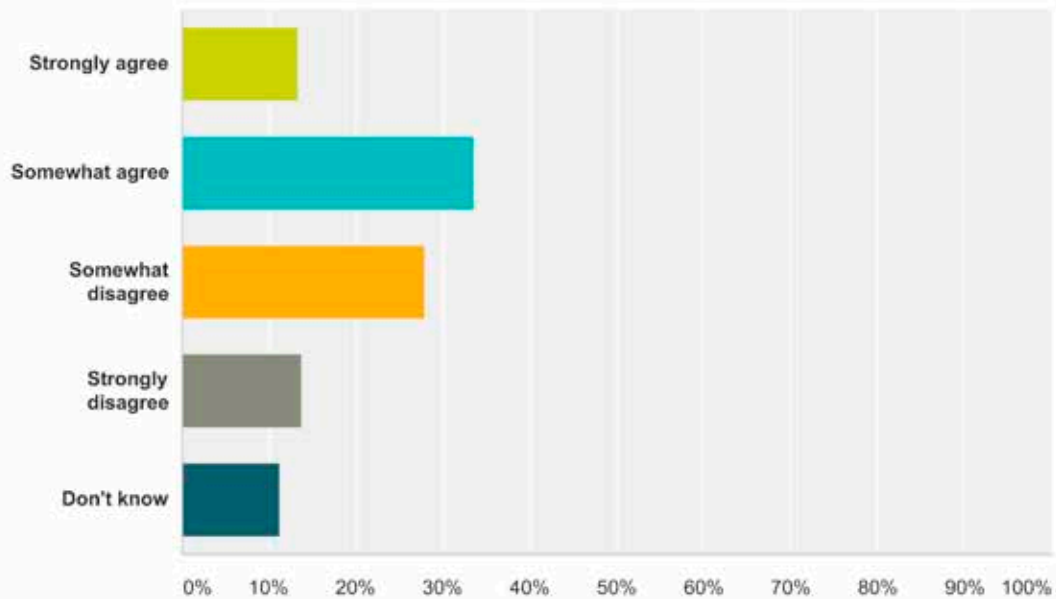
Answered: 653 Skipped: 71



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 30.32%    | 198        |
| Somewhat agree    | 35.83%    | 234        |
| Somewhat disagree | 11.79%    | 77         |
| Strongly disagree | 14.55%    | 95         |
| Don't know        | 7.50%     | 49         |
| <b>Total</b>      |           | <b>653</b> |

## Q8 I have the tools to address institutional racism in my workplace.

Answered: 656 Skipped: 68

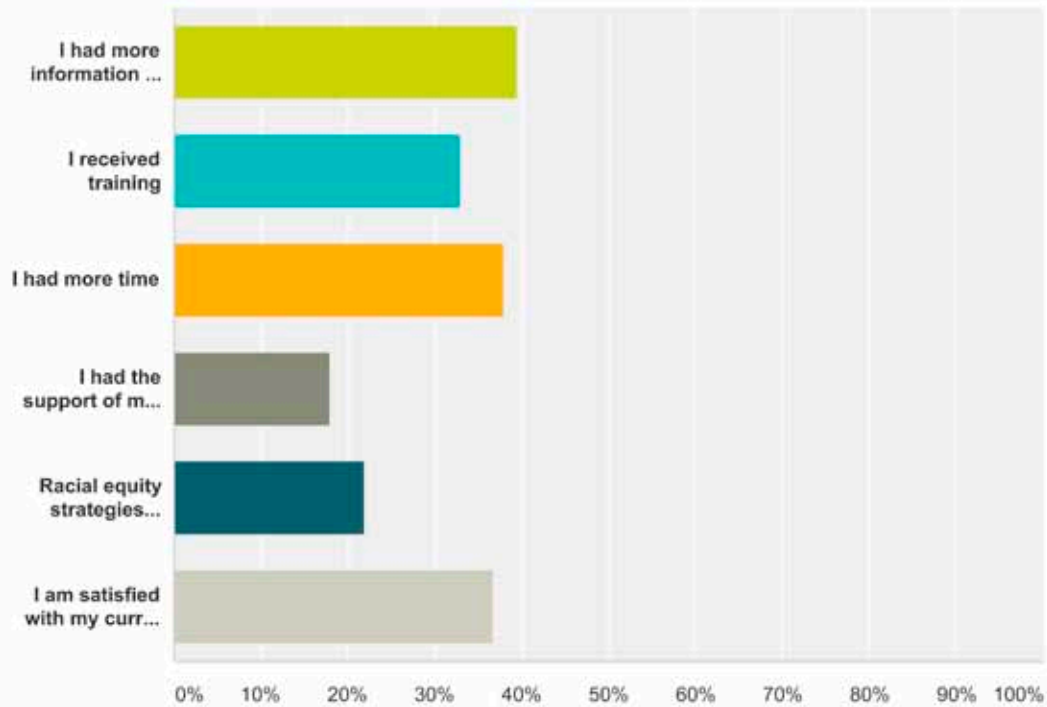


| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 13.41%    | 88         |
| Somewhat agree    | 33.54%    | 220        |
| Somewhat disagree | 27.90%    | 183        |
| Strongly disagree | 13.87%    | 91         |
| Don't know        | 11.28%    | 74         |
| <b>Total</b>      |           | <b>656</b> |



**Q9 I would consider becoming more actively involved in addressing racial disparities in Dane County if: (Please check ALL that apply)**

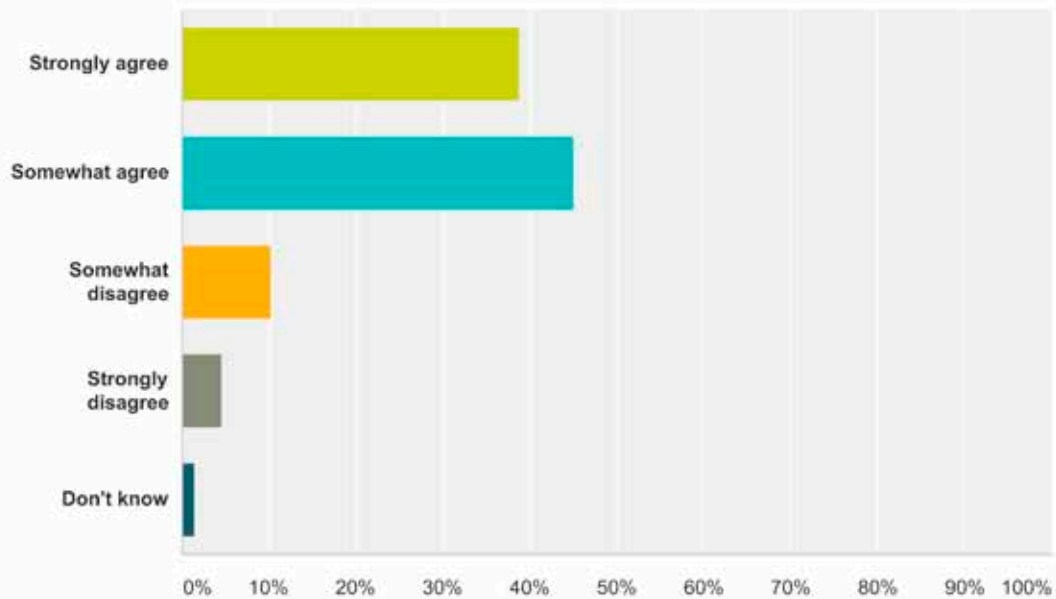
Answered: 605 Skipped: 119



| Answer Choices                                                                       | Responses |     |
|--------------------------------------------------------------------------------------|-----------|-----|
| I had more information so I knew what to do.                                         | 39.50%    | 239 |
| I received training                                                                  | 32.89%    | 199 |
| I had more time                                                                      | 38.02%    | 230 |
| I had the support of my supervisor or manager                                        | 17.85%    | 108 |
| Racial equity strategies received more funding                                       | 21.98%    | 133 |
| I am satisfied with my current level of involvement in addressing racial disparities | 36.69%    | 222 |
| Total Respondents: 605                                                               |           |     |

### Q10 I feel comfortable talking about race within my department work setting.

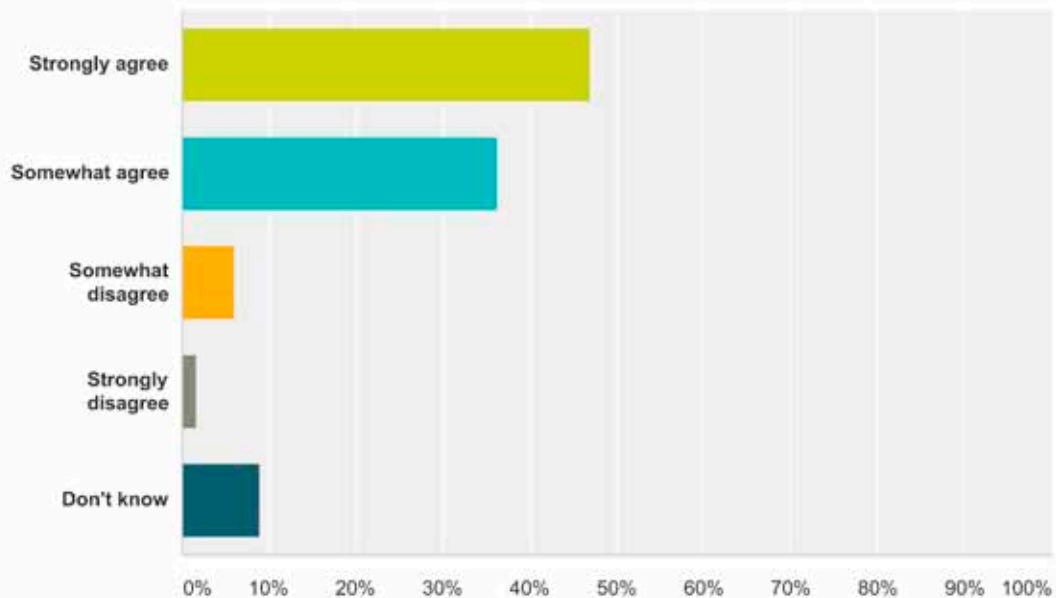
Answered: 649 Skipped: 75



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 38.83%    | 252        |
| Somewhat agree    | 44.99%    | 292        |
| Somewhat disagree | 10.17%    | 66         |
| Strongly disagree | 4.62%     | 30         |
| Don't know        | 1.39%     | 9          |
| <b>Total</b>      |           | <b>649</b> |

# **Q11 Relationships between employees of different racial groups in my department are positive.**

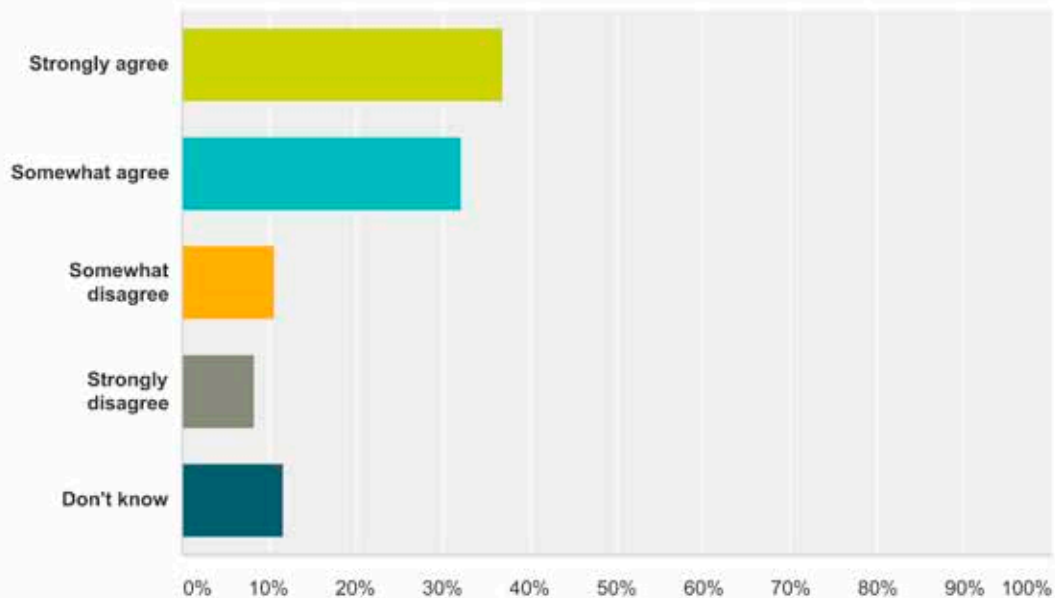
Answered: 649 Skipped: 75



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 47.00%    | 305        |
| Somewhat agree    | 36.36%    | 236        |
| Somewhat disagree | 6.01%     | 39         |
| Strongly disagree | 1.69%     | 11         |
| Don't know        | 8.94%     | 58         |
| <b>Total</b>      |           | <b>649</b> |

## Q12 Employees are encouraged to participate in trainings, workshops, or events about racial equity.

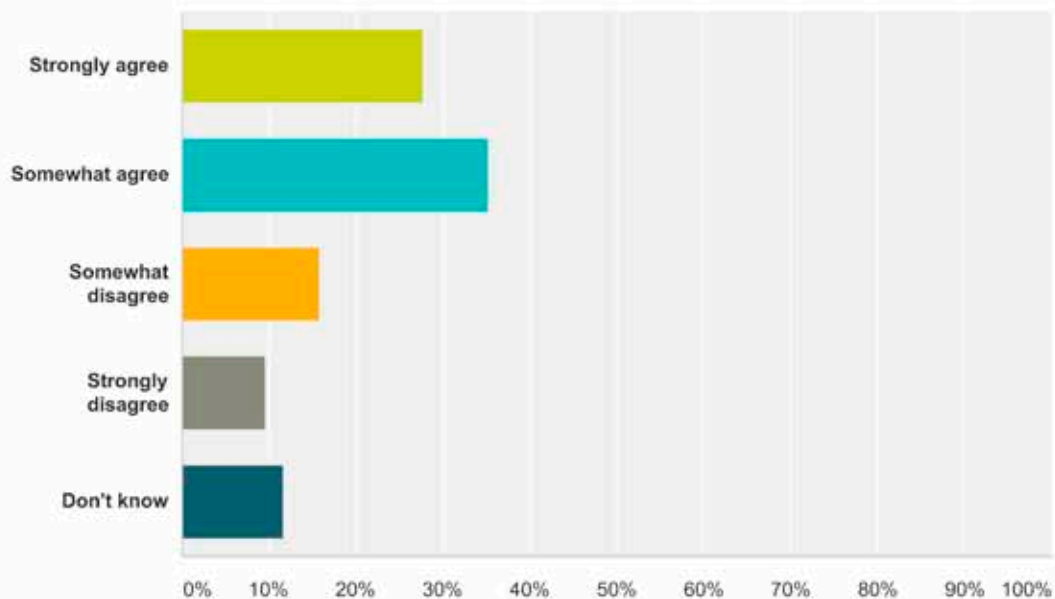
Answered: 642 Skipped: 82



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 36.92%    | 237        |
| Somewhat agree    | 32.24%    | 207        |
| Somewhat disagree | 10.75%    | 69         |
| Strongly disagree | 8.41%     | 54         |
| Don't know        | 11.68%    | 75         |
| <b>Total</b>      |           | <b>642</b> |

### Q13 I am familiar with my department's efforts to address racial disparities.

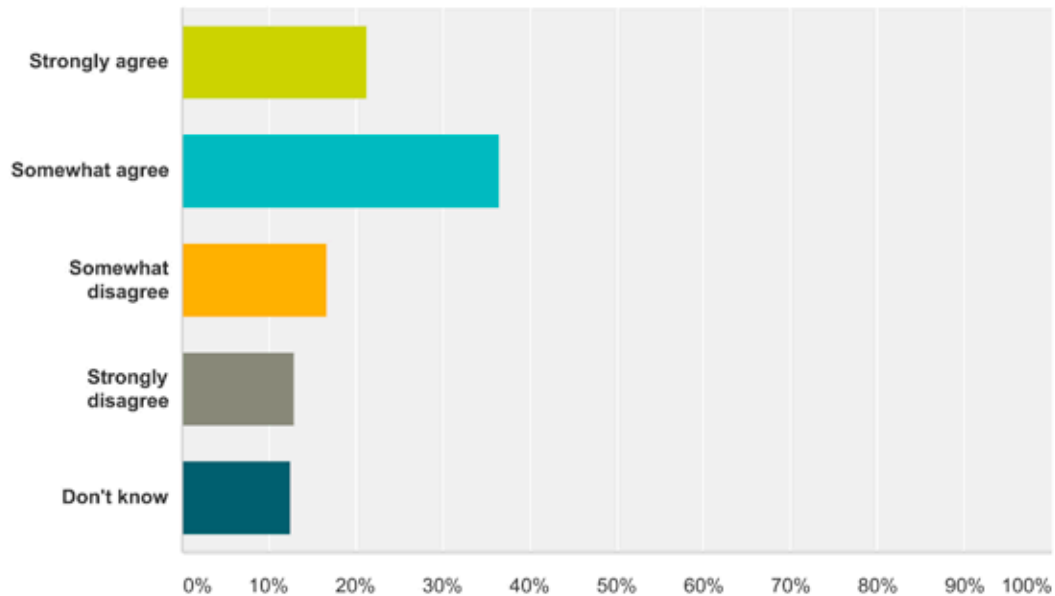
Answered: 642 Skipped: 82



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 28%       | 178        |
| Somewhat agree    | 35%       | 226        |
| Somewhat disagree | 16%       | 102        |
| Strongly disagree | 10%       | 61         |
| Don't know        | 12%       | 75         |
| <b>Total</b>      |           | <b>642</b> |

**Q14 I am aware of efforts in my department to increase workforce equity (i.e., strategies and practices to improve diversity on all levels and across functions).**

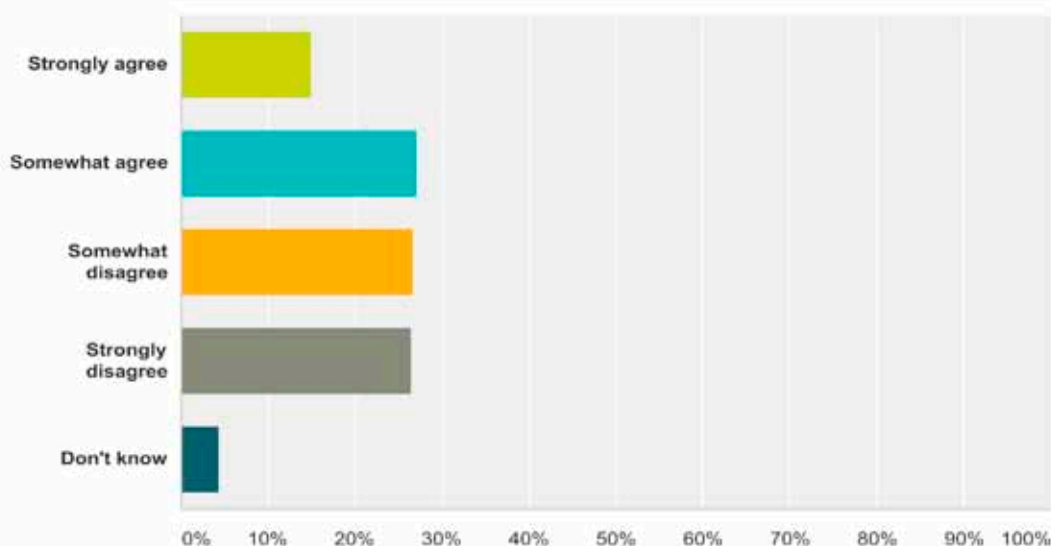
Answered: 643 Skipped: 81



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 21.31%    | 137        |
| Somewhat agree    | 36.55%    | 235        |
| Somewhat disagree | 16.80%    | 108        |
| Strongly disagree | 12.91%    | 83         |
| Don't know        | 12.44%    | 80         |
| <b>Total</b>      |           | <b>643</b> |

### Q15 I believe employees in my department reflect the racial diversity of our county.

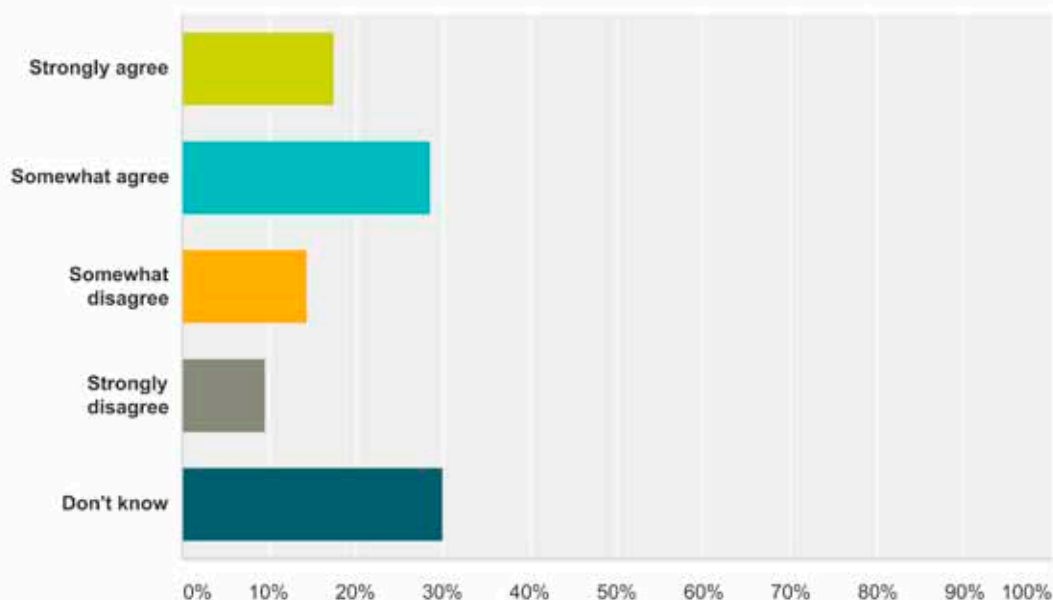
Answered: 648 Skipped: 76



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 15.12%    | 98         |
| Somewhat agree    | 27.16%    | 176        |
| Somewhat disagree | 26.70%    | 173        |
| Strongly disagree | 26.54%    | 172        |
| Don't know        | 4.48%     | 29         |
| <b>Total</b>      |           | <b>648</b> |

# **Q16 I am aware of my department's commitment to contracting equity and woman and minority businesses.**

Answered: 627 Skipped: 97

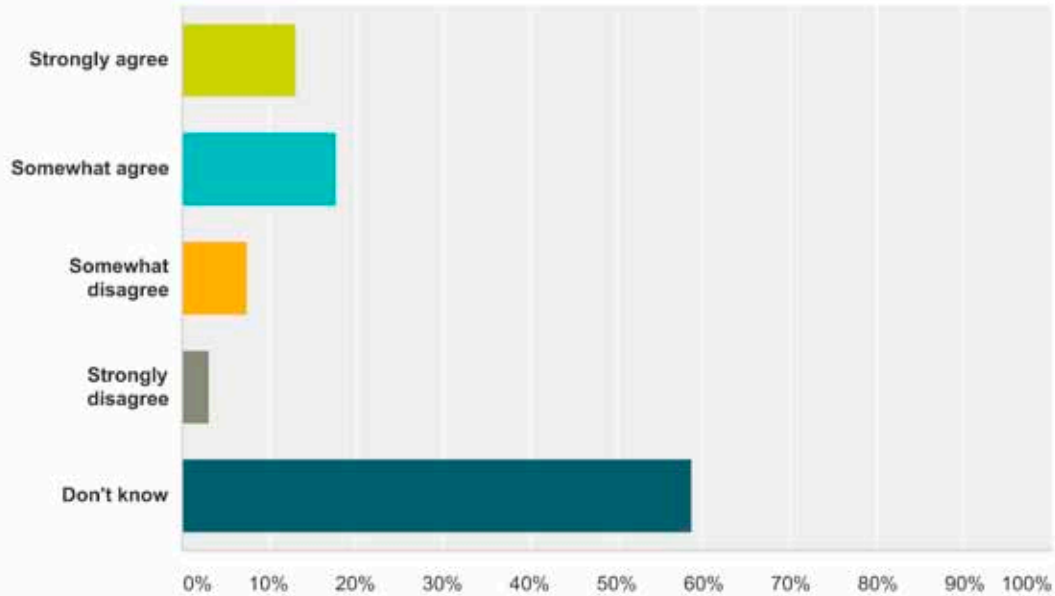


| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 17.54%    | 110        |
| Somewhat agree    | 28.55%    | 179        |
| Somewhat disagree | 14.35%    | 90         |
| Strongly disagree | 9.57%     | 60         |
| Don't know        | 29.98%    | 188        |
| <b>Total</b>      |           | <b>627</b> |



**Q17 My department promotes equitable access by women- and minority-owned businesses to compete for purchasing and consulting contracts.**

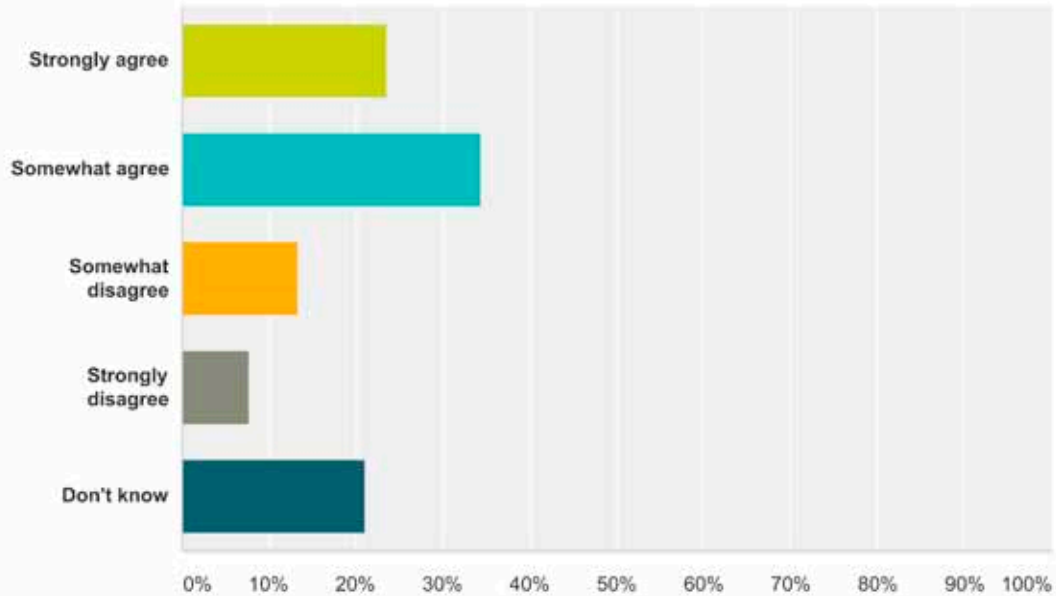
Answered: 616 Skipped: 108



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 13.15%    | 81         |
| Somewhat agree    | 17.69%    | 109        |
| Somewhat disagree | 7.47%     | 46         |
| Strongly disagree | 3.08%     | 19         |
| Don't know        | 58.60%    | 361        |
| <b>Total</b>      |           | <b>616</b> |

**Q18 I am aware of efforts in my department to be more inclusive in our outreach and public engagement.**

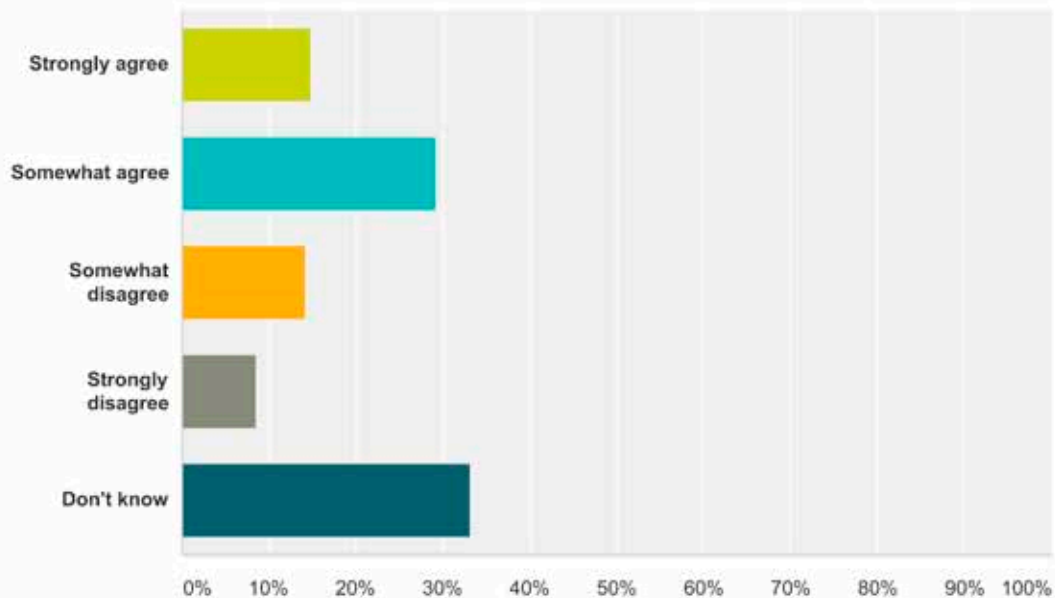
Answered: 610 Skipped: 114



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 23.61%    | 144        |
| Somewhat agree    | 34.43%    | 210        |
| Somewhat disagree | 13.28%    | 81         |
| Strongly disagree | 7.70%     | 47         |
| Don't know        | 20.98%    | 128        |
| <b>Total</b>      |           | <b>610</b> |

### Q19 My department seeks input and assistance on decision making from communities of color.

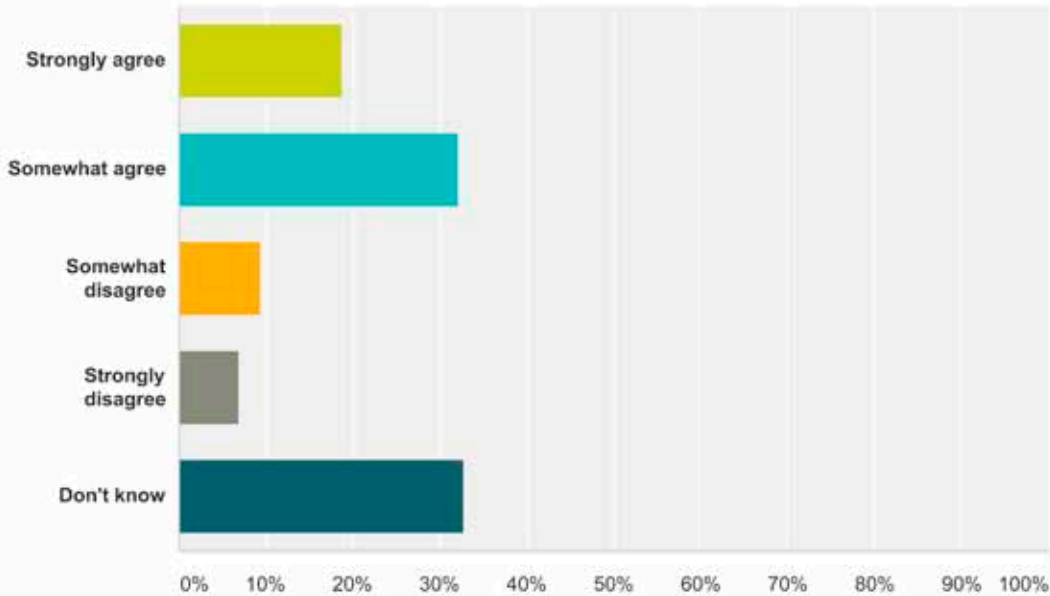
Answered: 614 Skipped: 110



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 14.82%    | 91         |
| Somewhat agree    | 29.15%    | 179        |
| Somewhat disagree | 14.17%    | 87         |
| Strongly disagree | 8.63%     | 53         |
| Don't know        | 33.22%    | 204        |
| <b>Total</b>      |           | <b>614</b> |

# **Q20 My department partners with other institutions and communities to advance racial equity.**

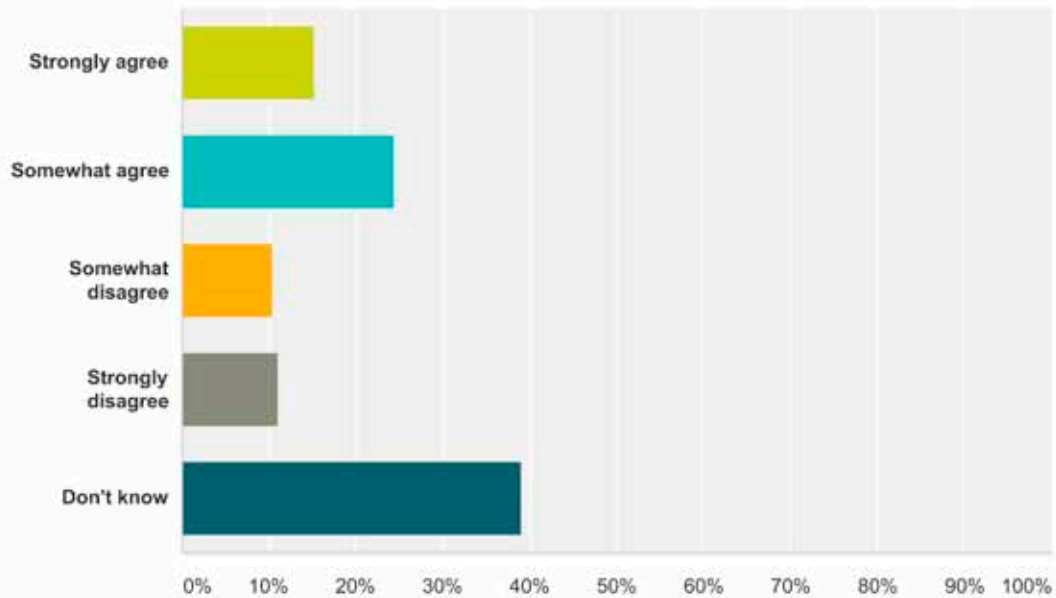
Answered: 615 Skipped: 109



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 18.70%    | 115        |
| Somewhat agree    | 32.20%    | 198        |
| Somewhat disagree | 9.43%     | 58         |
| Strongly disagree | 6.83%     | 42         |
| Don't know        | 32.85%    | 202        |
| <b>Total</b>      |           | <b>615</b> |

## Q21 I am aware of efforts in my department to improve access to services for refugees and immigrants.

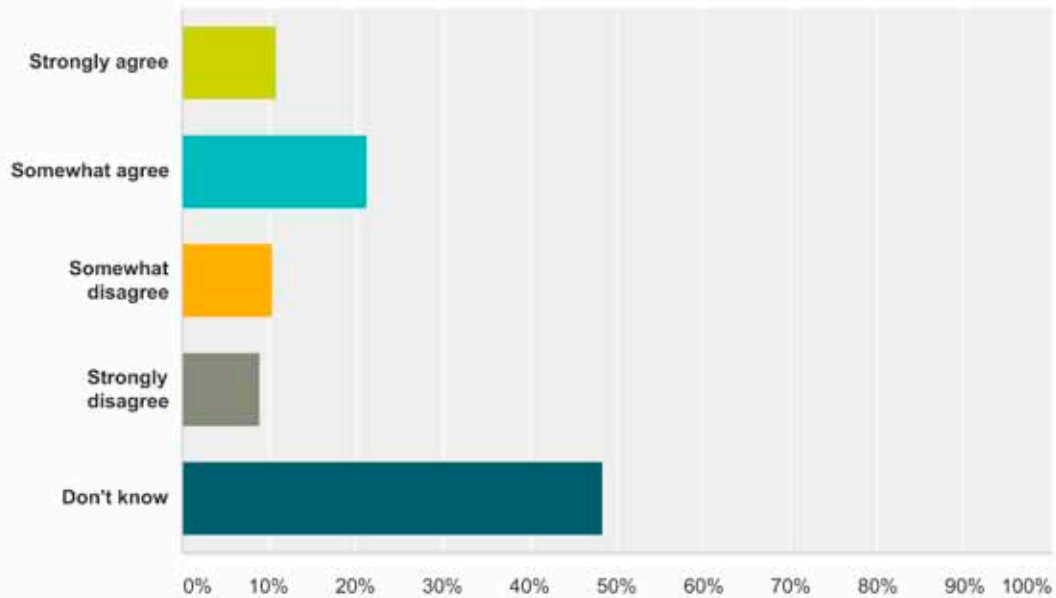
Answered: 611 Skipped: 113



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 15.22%    | 93         |
| Somewhat agree    | 24.39%    | 149        |
| Somewhat disagree | 10.47%    | 64         |
| Strongly disagree | 10.97%    | 67         |
| Don't know        | 38.95%    | 238        |
| <b>Total</b>      |           | <b>611</b> |

## Q22 My department is making progress on improving access to services for refugees and immigrants.

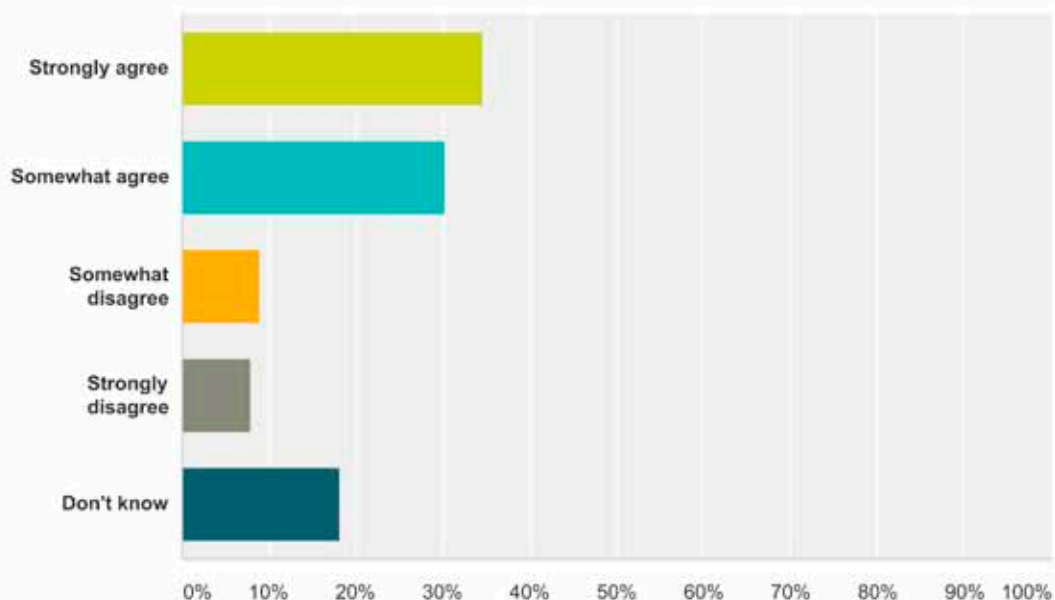
Answered: 607 Skipped: 117



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 10.87%    | 66         |
| Somewhat agree    | 21.25%    | 129        |
| Somewhat disagree | 10.38%    | 63         |
| Strongly disagree | 9.06%     | 55         |
| Don't know        | 48.43%    | 294        |
| <b>Total</b>      |           | <b>607</b> |

### Q23 My department is making progress at providing interpretation and translation services for people with limited English.

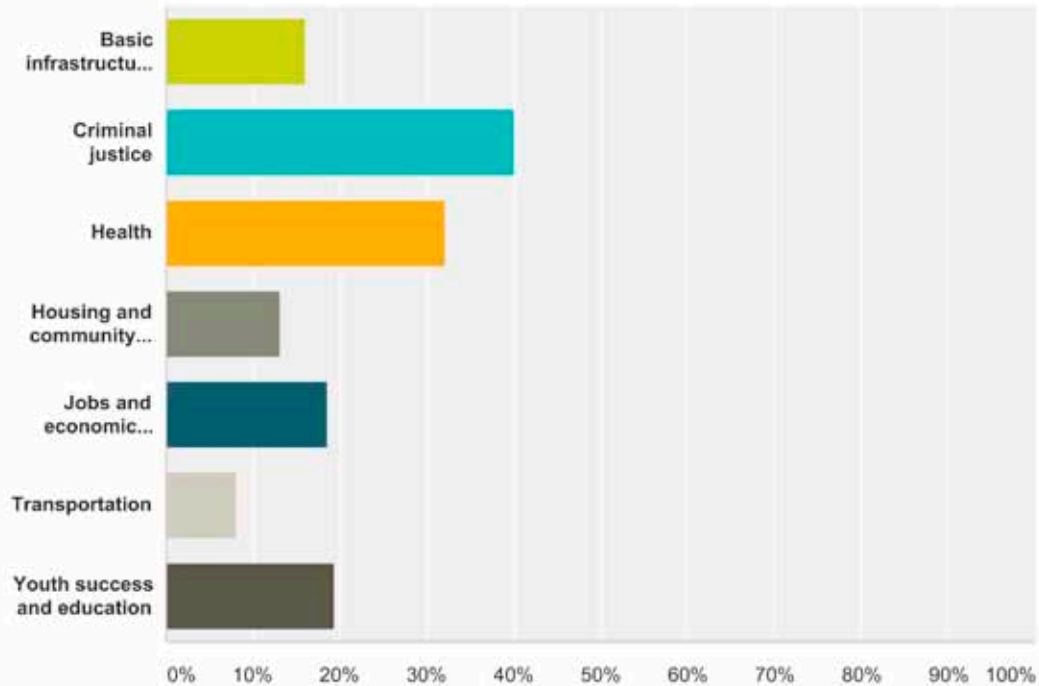
Answered: 619 Skipped: 105



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 34.57%    | 214        |
| Somewhat agree    | 30.37%    | 188        |
| Somewhat disagree | 8.89%     | 55         |
| Strongly disagree | 7.92%     | 49         |
| Don't know        | 18.26%    | 113        |
| <b>Total</b>      |           | <b>619</b> |

## Q24 Which of the following areas does your department influence to the greatest degree?

Answered: 513 Skipped: 211

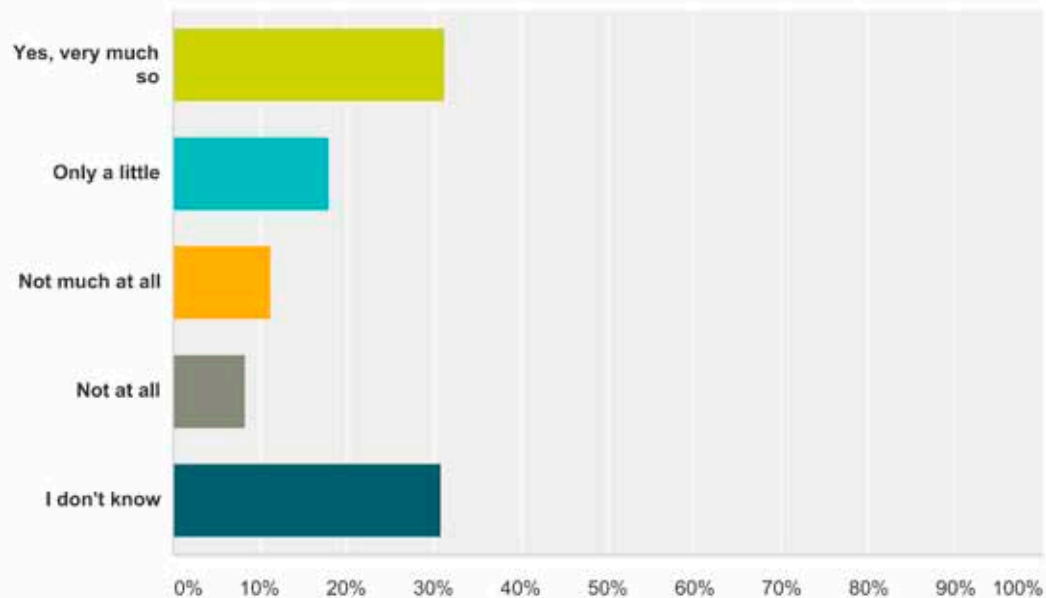


| Answer Choices                                | Responses |     |
|-----------------------------------------------|-----------|-----|
| Basic infrastructure within county boundaries | 15.98%    | 82  |
| Criminal justice                              | 40.16%    | 206 |
| Health                                        | 32.16%    | 165 |
| Housing and community development             | 13.06%    | 67  |
| Jobs and economic development                 | 18.52%    | 95  |
| Transportation                                | 8.19%     | 42  |
| Youth success and education                   | 19.49%    | 100 |
| Total Respondents: 513                        |           |     |



## Q25 Does your department's work in the area selected include strategies to advance racial equity?

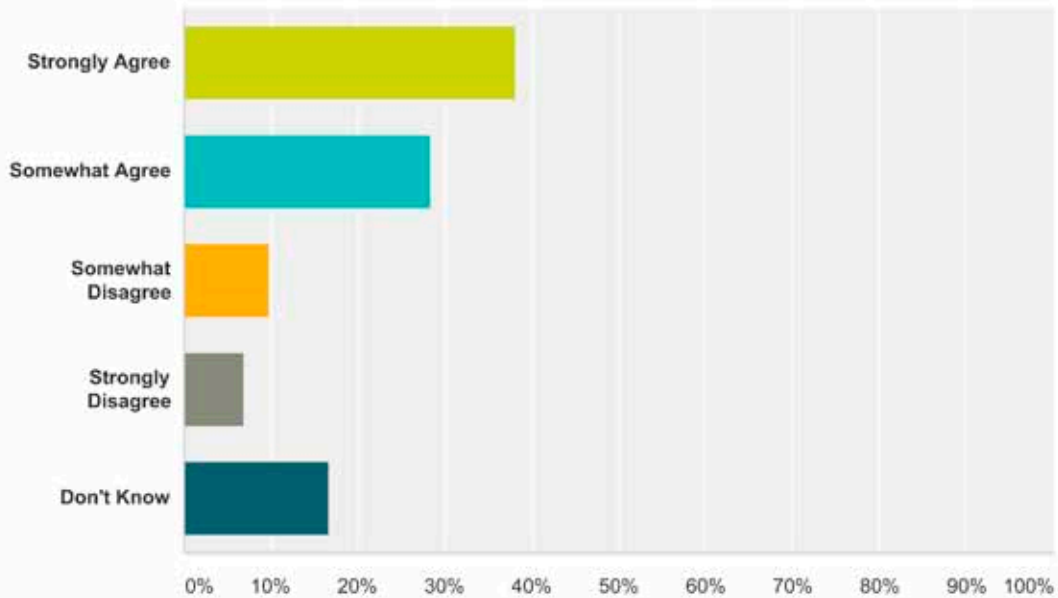
Answered: 610 Skipped: 114



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Yes, very much so | 31%       | 191        |
| Only a little     | 18%       | 110        |
| Not much at all   | 11%       | 69         |
| Not at all        | 8%        | 51         |
| I don't know      | 31%       | 189        |
| <b>Total</b>      |           | <b>610</b> |

**Q26 The leadership in my department participates in and supports conversations about racial equity.**

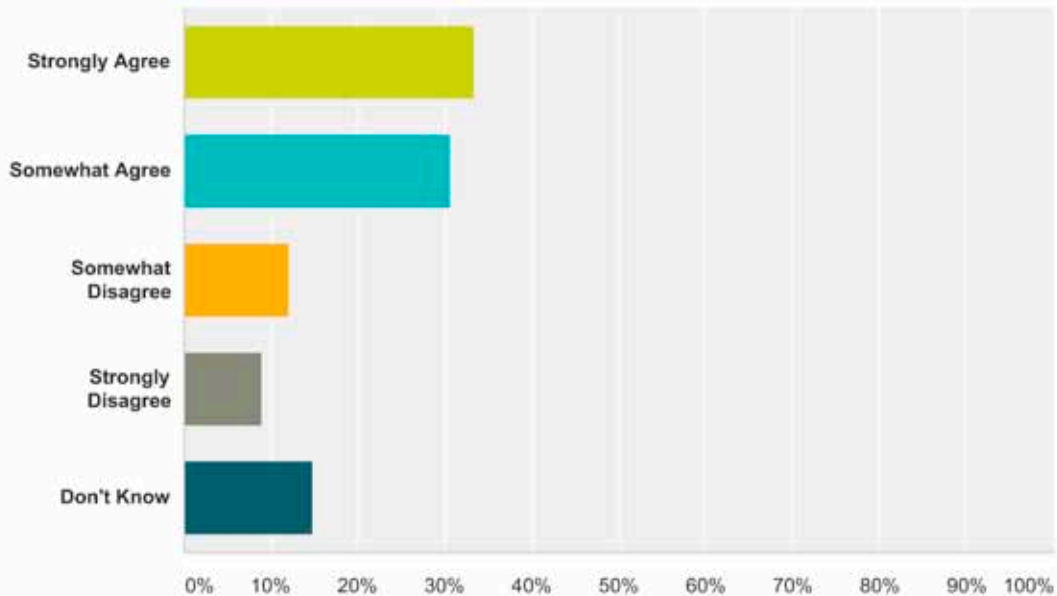
Answered: 608 Skipped: 116



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly Agree    | 38.16%    | 232        |
| Somewhat Agree    | 28.45%    | 173        |
| Somewhat Disagree | 9.87%     | 60         |
| Strongly Disagree | 6.91%     | 42         |
| Don't Know        | 16.61%    | 101        |
| <b>Total</b>      |           | <b>608</b> |

**Q27 The leadership in my department communicates the importance of addressing racial disparities and achieving racial equity in Dane County.**

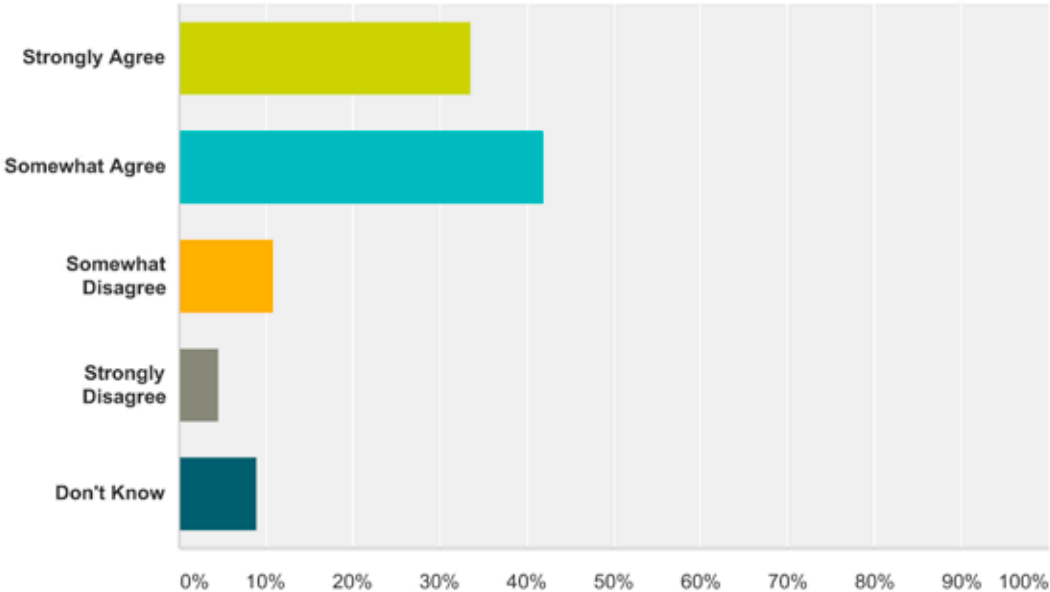
Answered: 608 Skipped: 116



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly Agree    | 33.39%    | 203        |
| Somewhat Agree    | 30.76%    | 187        |
| Somewhat Disagree | 12.17%    | 74         |
| Strongly Disagree | 8.88%     | 54         |
| Don't Know        | 14.80%    | 90         |
| <b>Total</b>      |           | <b>608</b> |

# **Q28 Dane County government leadership clearly communicates the importance of addressing racial disparities and achieving racial equity in Dane County.**

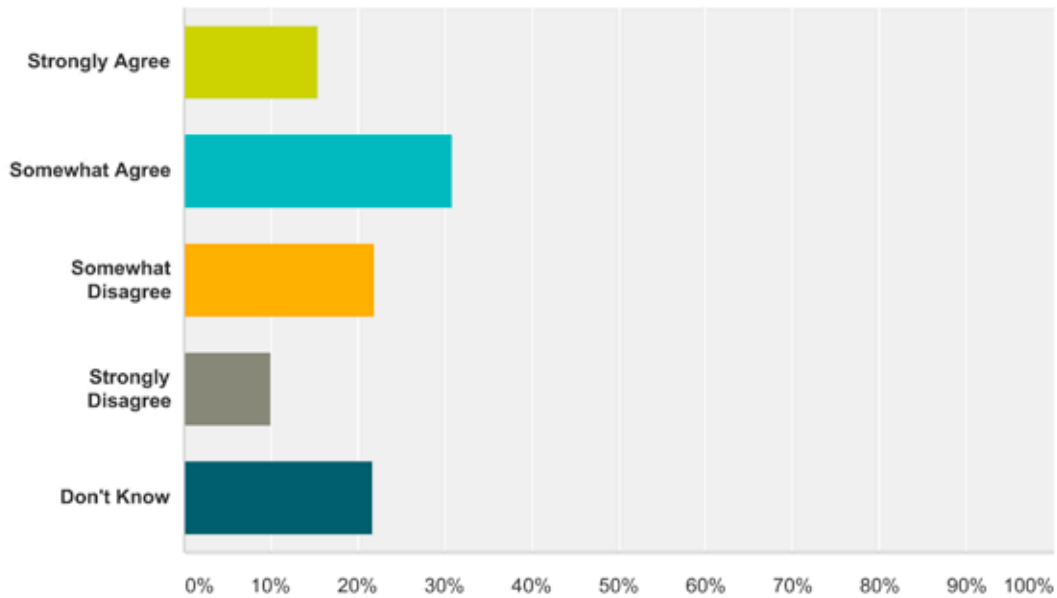
Answered: 606 Skipped: 118



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly Agree    | 34%       | 204        |
| Somewhat Agree    | 42%       | 254        |
| Somewhat Disagree | 11%       | 66         |
| Strongly Disagree | 5%        | 28         |
| Don't Know        | 9%        | 54         |
| <b>Total</b>      |           | <b>606</b> |

**Q29 Dane County government leadership provides the resources necessary for addressing racial disparities and achieving racial equity in Dane County.**

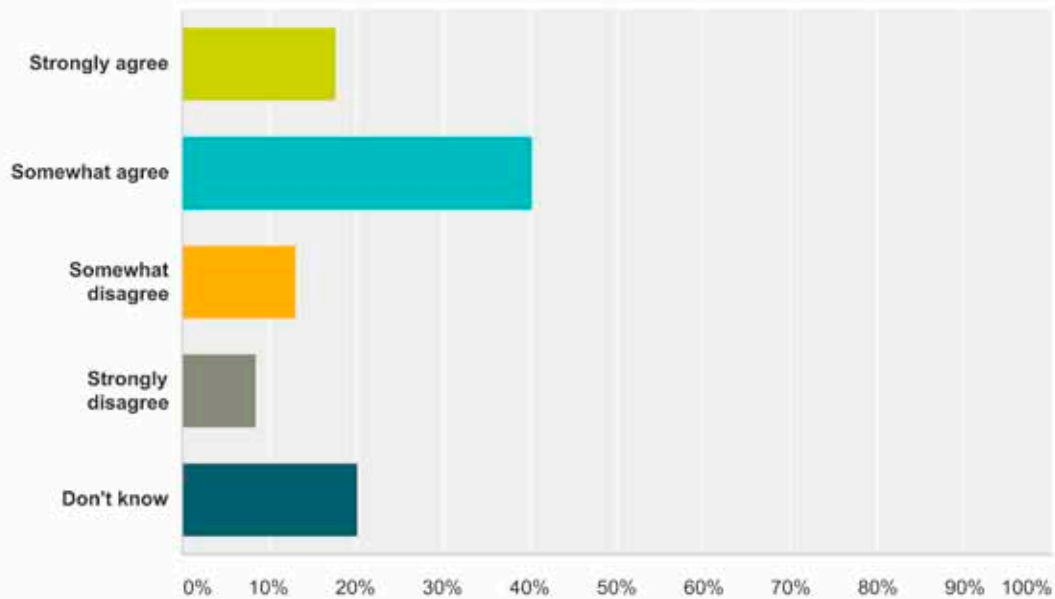
Answered: 604 Skipped: 120



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly Agree    | 15.40%    | 93         |
| Somewhat Agree    | 30.96%    | 187        |
| Somewhat Disagree | 22.02%    | 133        |
| Strongly Disagree | 9.93%     | 60         |
| Don't Know        | 21.69%    | 131        |
| <b>Total</b>      |           | <b>604</b> |

### Q30 As a whole, my department is making progress towards achieving racial equity.

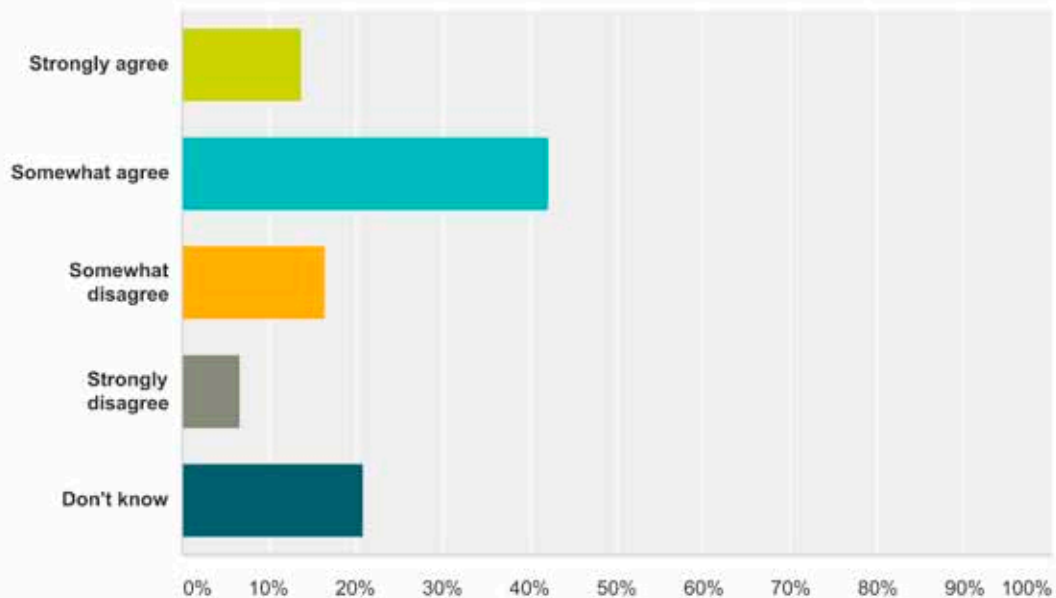
Answered: 606 Skipped: 118



| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 17.66%    | 107        |
| Somewhat agree    | 40.26%    | 244        |
| Somewhat disagree | 13.20%    | 80         |
| Strongly disagree | 8.58%     | 52         |
| Don't know        | 20.30%    | 123        |
| <b>Total</b>      |           | <b>606</b> |

### Q31 As a whole, county government is making progress towards achieving racial equity.

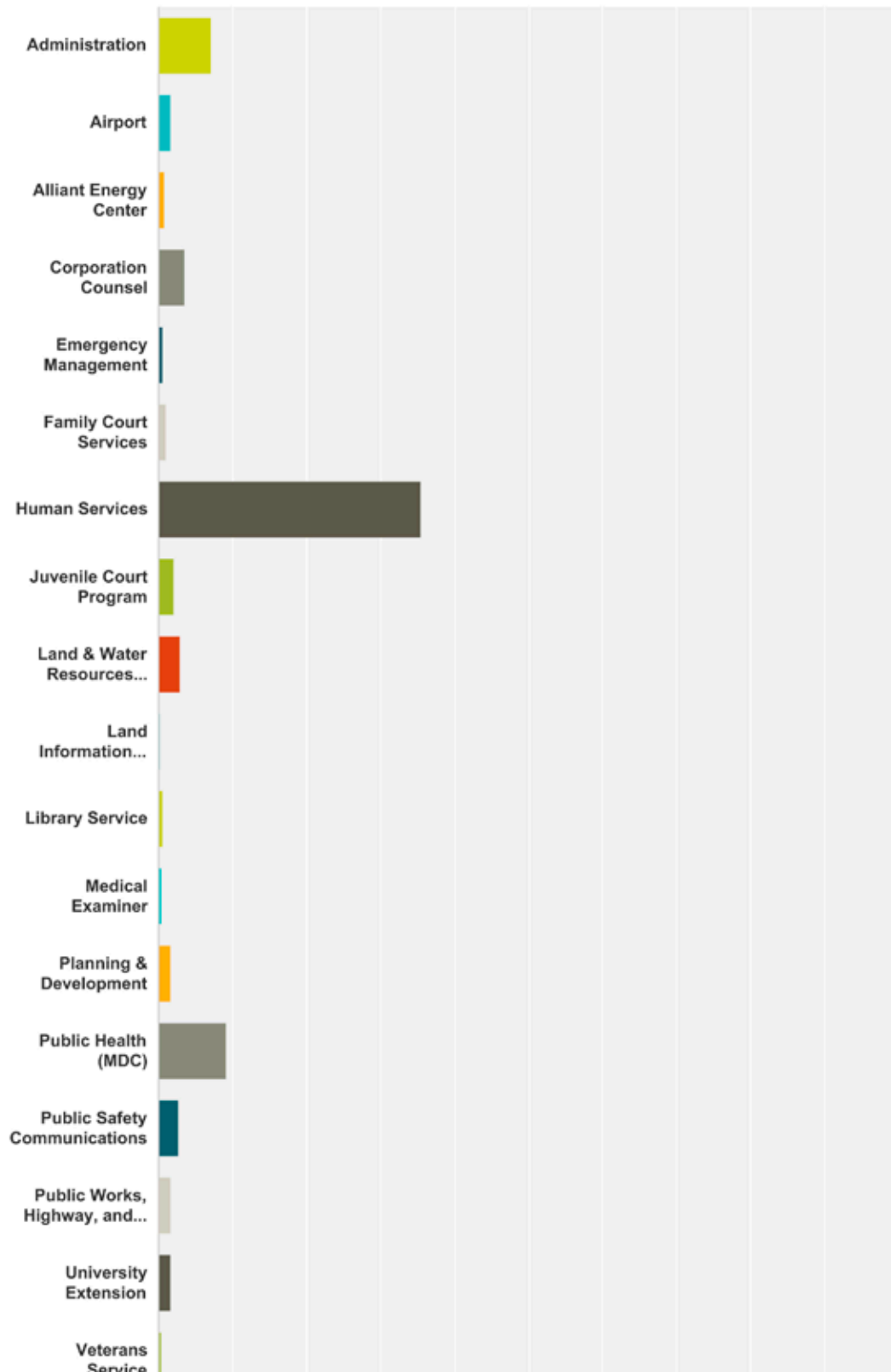
Answered: 606 Skipped: 118



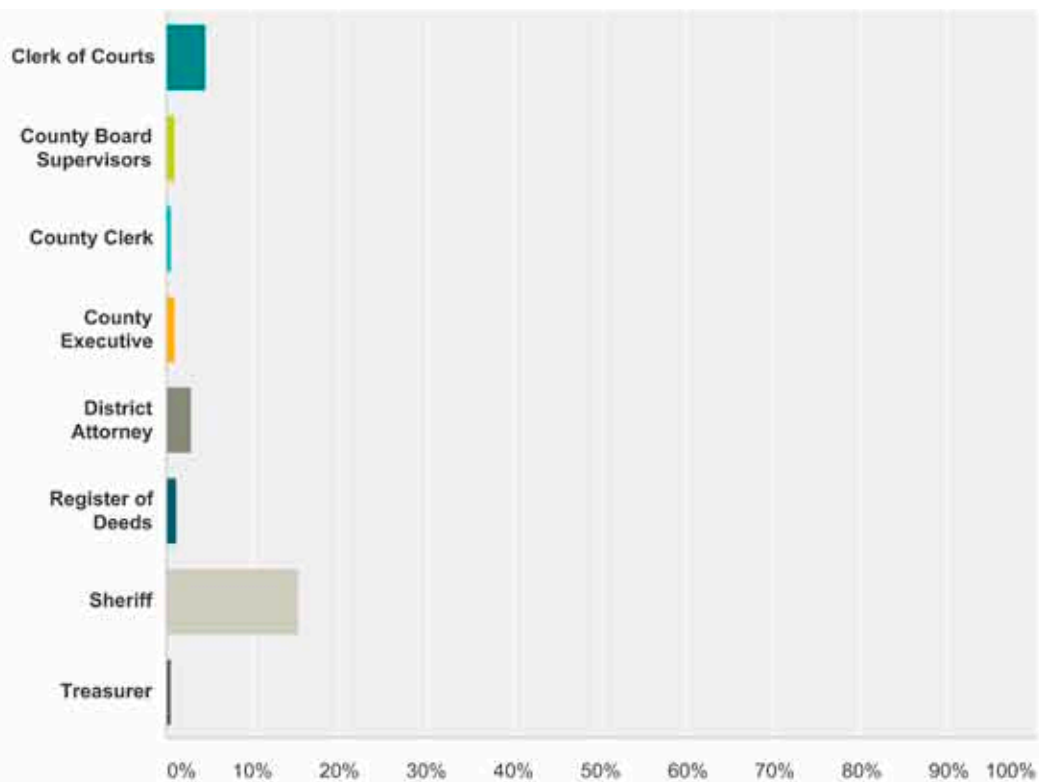
| Answer Choices    | Responses |            |
|-------------------|-----------|------------|
| Strongly agree    | 14%       | 84         |
| Somewhat agree    | 42%       | 255        |
| Somewhat disagree | 17%       | 100        |
| Strongly disagree | 7%        | 40         |
| Don't know        | 21%       | 127        |
| <b>Total</b>      |           | <b>606</b> |

## Q32 Which department do you work in?

Answered: 558 Skipped: 166





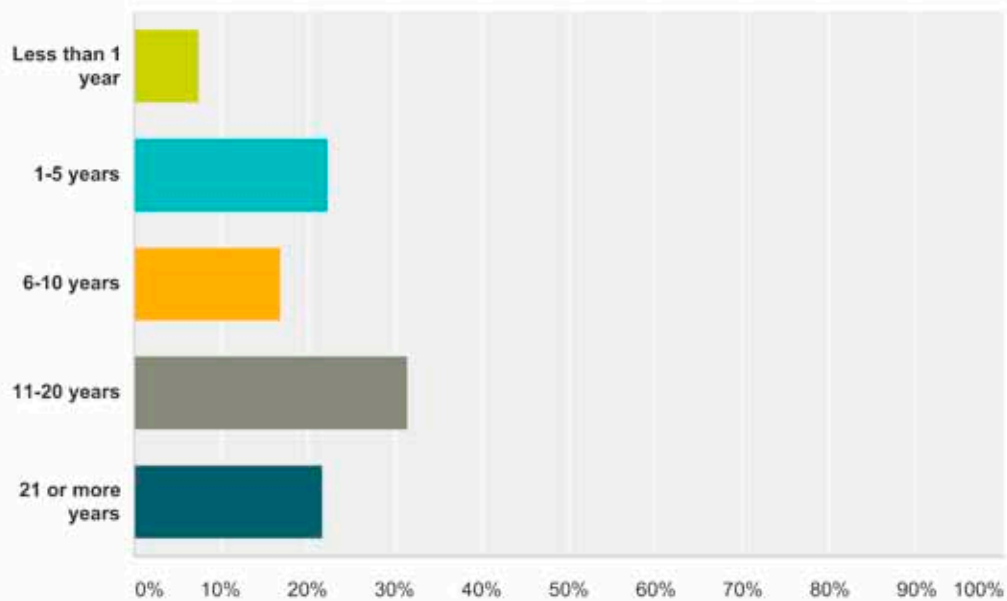


| Answer Choices                            | Responses |     |
|-------------------------------------------|-----------|-----|
| Administration                            | 7.17%     | 40  |
| Airport                                   | 1.61%     | 9   |
| Alliant Energy Center                     | 0.90%     | 5   |
| Corporation Counsel                       | 3.58%     | 20  |
| Emergency Management                      | 0.72%     | 4   |
| Family Court Services                     | 1.08%     | 6   |
| Human Services                            | 35.48%    | 198 |
| Juvenile Court Program                    | 2.15%     | 12  |
| Land & Water Resources Department         | 2.87%     | 16  |
| Land Information Office                   | 0.18%     | 1   |
| Library Service                           | 0.54%     | 3   |
| Medical Examiner                          | 0.36%     | 2   |
| Planning & Development                    | 1.61%     | 9   |
| Public Health (MDC)                       | 9.14%     | 51  |
| Public Safety Communications              | 2.69%     | 15  |
| Public Works, Highway, and Transportation | 1.61%     | 9   |

|                          |        |    |
|--------------------------|--------|----|
| University Extension     | 1.61%  | 9  |
| Veterans Service         | 0.36%  | 2  |
| Zoo                      | 0.36%  | 2  |
| Clerk of Courts          | 4.66%  | 26 |
| County Board Supervisors | 1.08%  | 6  |
| County Clerk             | 0.72%  | 4  |
| County Executive         | 1.08%  | 6  |
| District Attorney        | 2.87%  | 16 |
| Register of Deeds        | 1.25%  | 7  |
| Sheriff                  | 15.23% | 85 |
| Treasurer                | 0.54%  | 3  |
| Total Respondents: 558   |        |    |

### Q33 How long have you worked for Dane County?

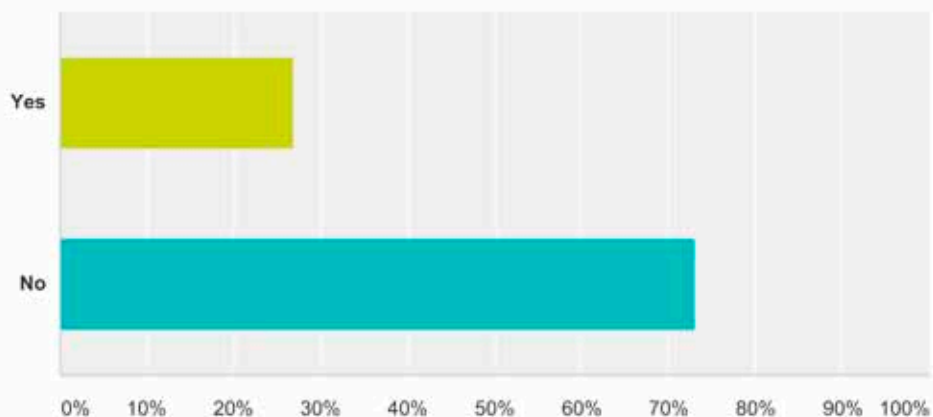
Answered: 589 Skipped: 135



| Answer Choices   | Responses |            |
|------------------|-----------|------------|
| Less than 1 year | 7.47%     | 44         |
| 1-5 years        | 22.24%    | 131        |
| 6-10 years       | 16.98%    | 100        |
| 11-20 years      | 31.58%    | 186        |
| 21 or more years | 21.73%    | 128        |
| <b>Total</b>     |           | <b>589</b> |

### Q34 Do you manage or supervise people?

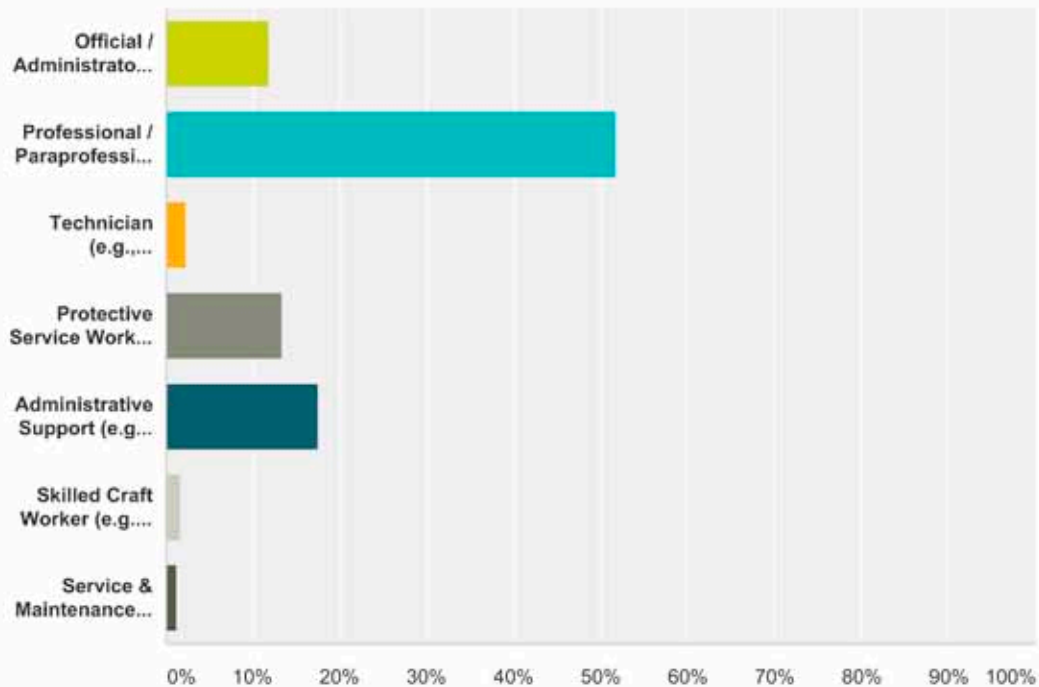
Answered: 573 Skipped: 151



| Answer Choices | Responses |     |
|----------------|-----------|-----|
| Yes            | 26.88%    | 154 |
| No             | 73.12%    | 419 |
| Total          |           | 573 |

### Q35 What is your job category?

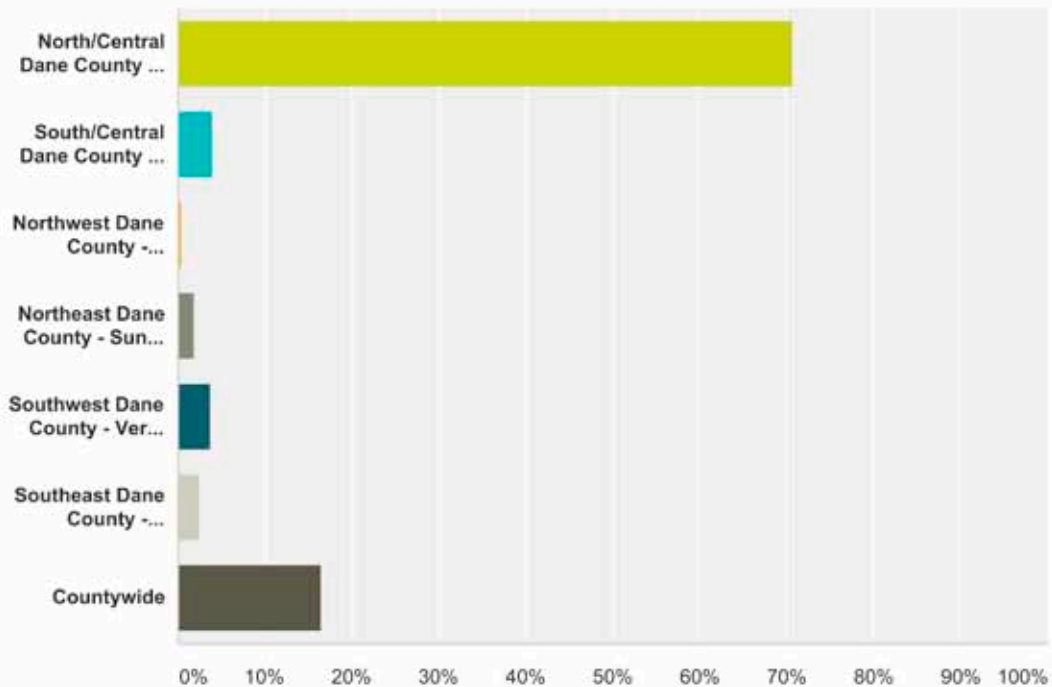
Answered: 567 Skipped: 157



| Answer Choices                                                                                                                                       | Responses  |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Official / Administrator (e.g., department head, director, deputy director, division director)                                                       | 11.99% 68  |
| Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professional, RN's, social services worker, juvenile court worker, etc.) | 51.85% 294 |
| Technician (e.g., dispatcher, LPN, computer programmer, drafter)                                                                                     | 2.29% 13   |
| Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger)                                                                | 13.40% 76  |
| Administrative Support (e.g., assistant, bookkeeper, dispatcher)                                                                                     | 17.46% 99  |
| Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer)                                                               | 1.76% 10   |
| Service & Maintenance (e.g., drivers, custodial employee, gardener, construction laborer)                                                            | 1.23% 7    |
| <b>Total</b>                                                                                                                                         | <b>567</b> |

### Q36 Where is your primary worksite?

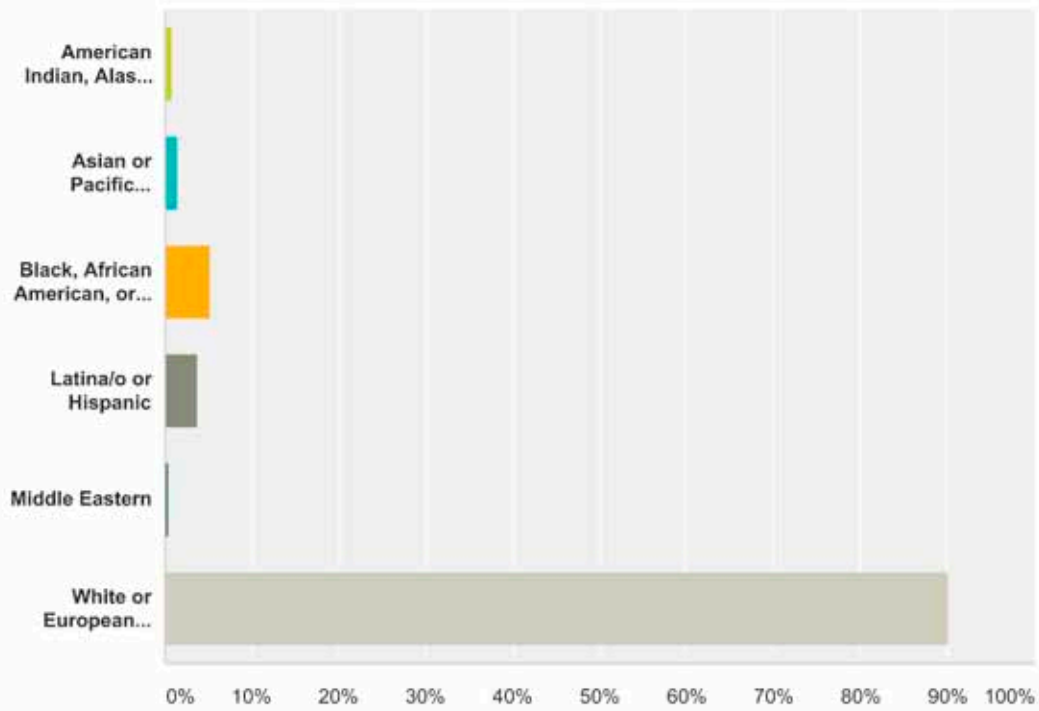
Answered: 579 Skipped: 145



| Answer Choices                               | Responses |            |
|----------------------------------------------|-----------|------------|
| North/Central Dane County - Madison region   | 70.81%    | 410        |
| South/Central Dane County - Fitchburg region | 3.97%     | 23         |
| Northwest Dane County - Middleton region     | 0.35%     | 2          |
| Northeast Dane County - Sun Prairie region   | 1.90%     | 11         |
| Southwest Dane County - Verona region        | 3.80%     | 22         |
| Southeast Dane County - Stoughton region     | 2.59%     | 15         |
| Countywide                                   | 16.58%    | 96         |
| <b>Total</b>                                 |           | <b>579</b> |

### Q37 What is your race / ethnicity? (Please check ALL that apply.)

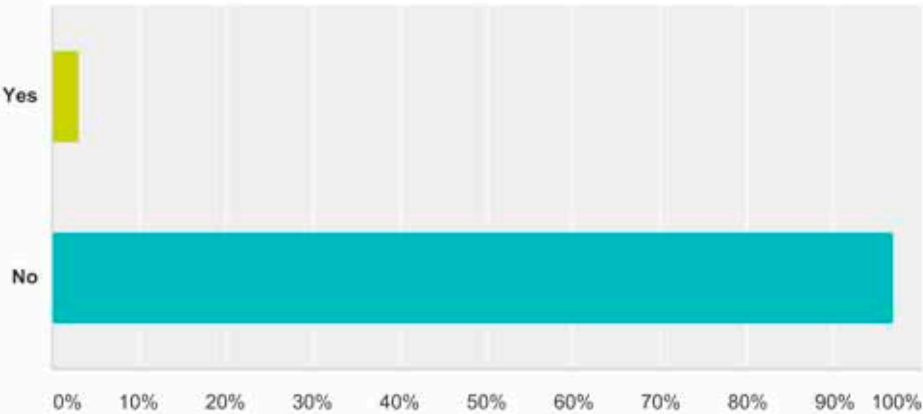
Answered: 546 Skipped: 178



| Answer Choices                                  | Responses |     |
|-------------------------------------------------|-----------|-----|
| American Indian, Alaska Native or First Nations | 0.92%     | 5   |
| Asian or Pacific Islander                       | 1.47%     | 8   |
| Black, African American, or Black African       | 5.31%     | 29  |
| Latina/o or Hispanic                            | 3.85%     | 21  |
| Middle Eastern                                  | 0.37%     | 2   |
| White or European American                      | 90.11%    | 492 |
| Total Respondents: 546                          |           |     |

**Q38 Are you an immigrant and/or a refugee?**

Answered: 560 Skipped: 164

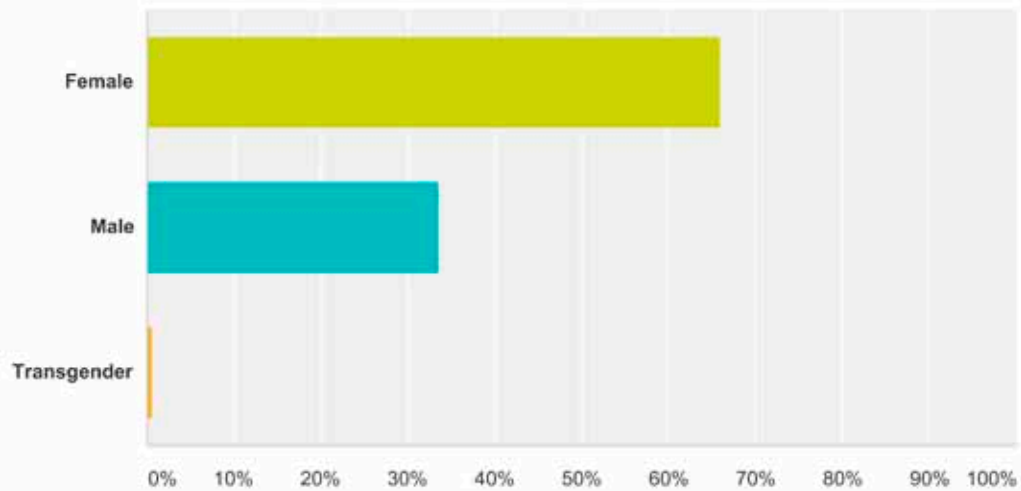


| Answer Choices | Responses |
|----------------|-----------|
| Yes            | 3.04%17   |
| No             | 96.96%543 |
| Total          | 560       |



### Q39 What is your gender? (Please check ALL that apply.)

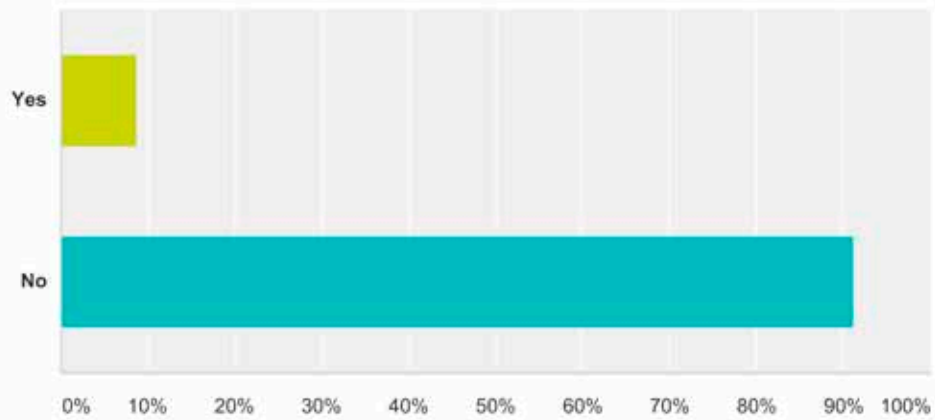
Answered: 556 Skipped: 168



| Answer Choices         | Responses |     |
|------------------------|-----------|-----|
| Female                 | 66.01%    | 367 |
| Male                   | 33.63%    | 187 |
| Transgender            | 0.54%     | 3   |
| Total Respondents: 556 |           |     |

## Q40 Are you Gay, Lesbian, Bisexual, Queer, Transgender and/or Questioning?

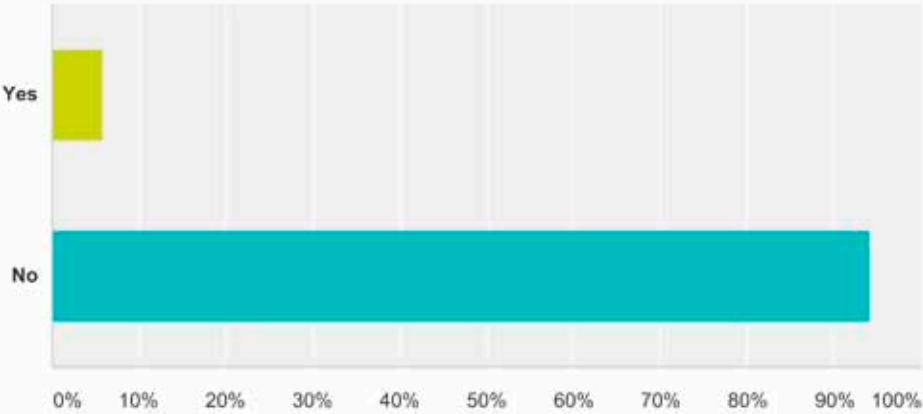
Answered: 559 Skipped: 165



| Answer Choices | Responses |     |
|----------------|-----------|-----|
| Yes            | 8.77%     | 49  |
| No             | 91.23%    | 510 |
| Total          |           | 559 |

Q41 Are you a person with a disability?

Answered: 561 Skipped: 163



| Answer Choices | Responses |     |
|----------------|-----------|-----|
| Yes            | 5.88%     | 33  |
| No             | 94.12%    | 528 |
| Total          |           | 561 |

**Q42 Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government.**

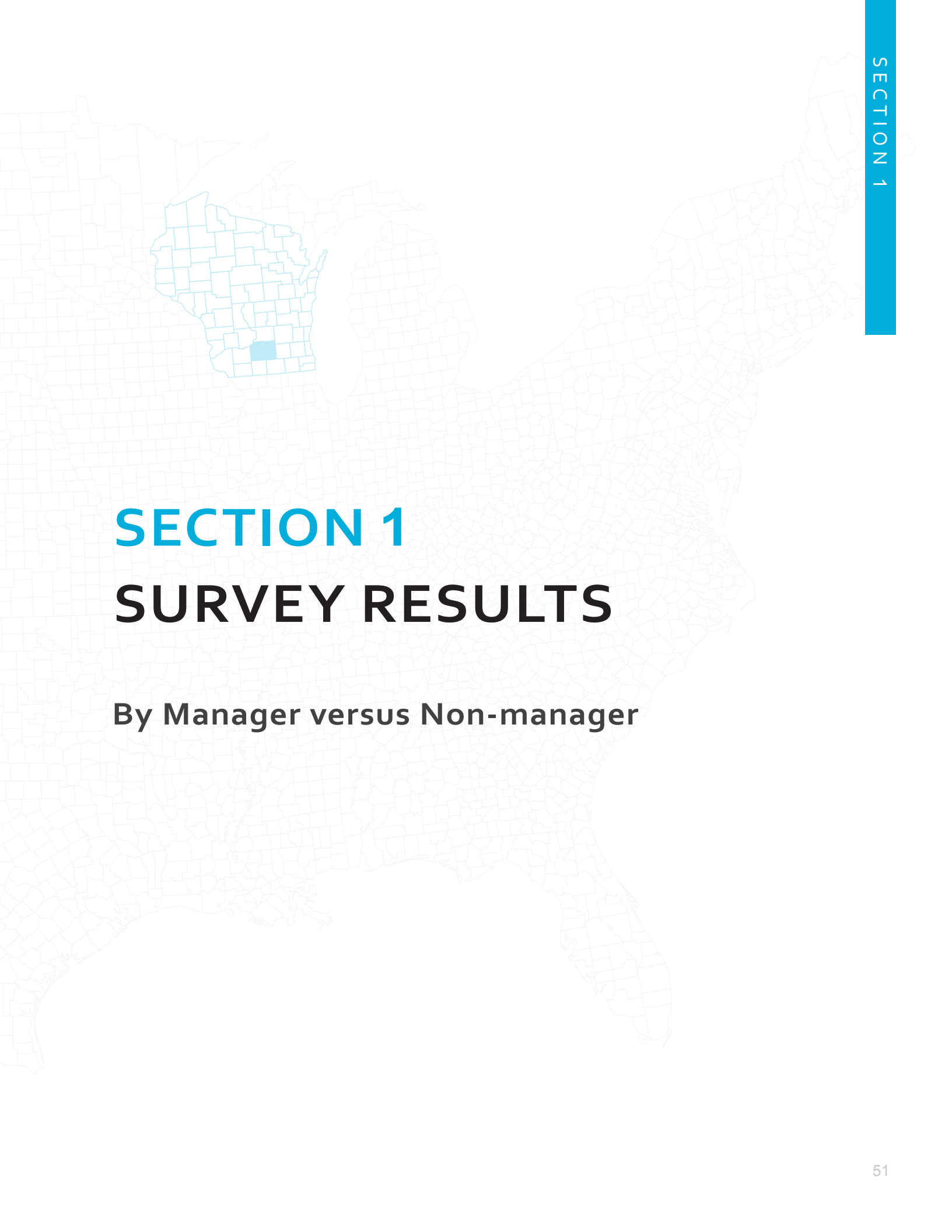
Answered: 153 Skipped: 571

**Q43 Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 82 Skipped: 642

**Q44 Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 110 Skipped: 614



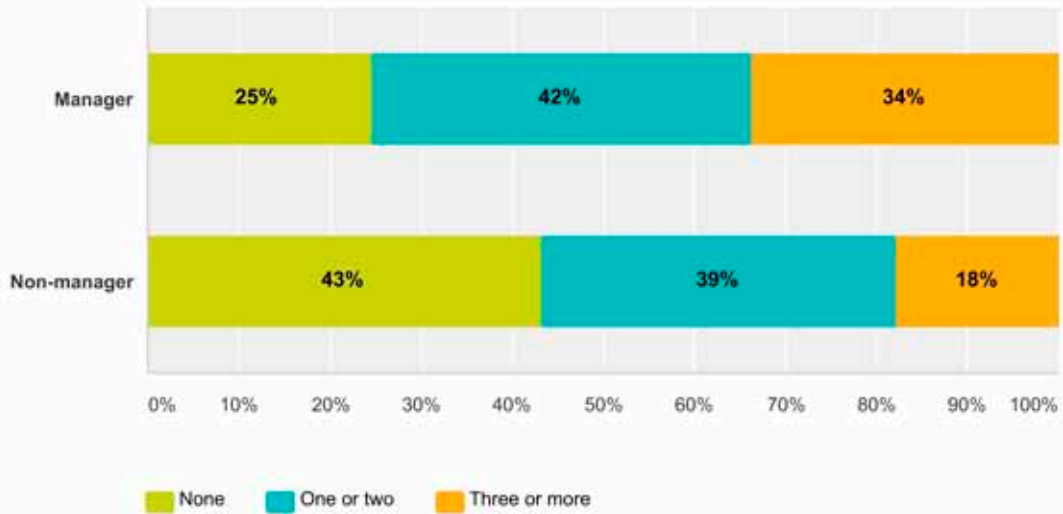
# SECTION 1

## SURVEY RESULTS

By Manager versus Non-manager

## Q1 Have you participated in racial equity discussions, trainings or workshops at Dane County?

Answered: 570 Skipped: 3

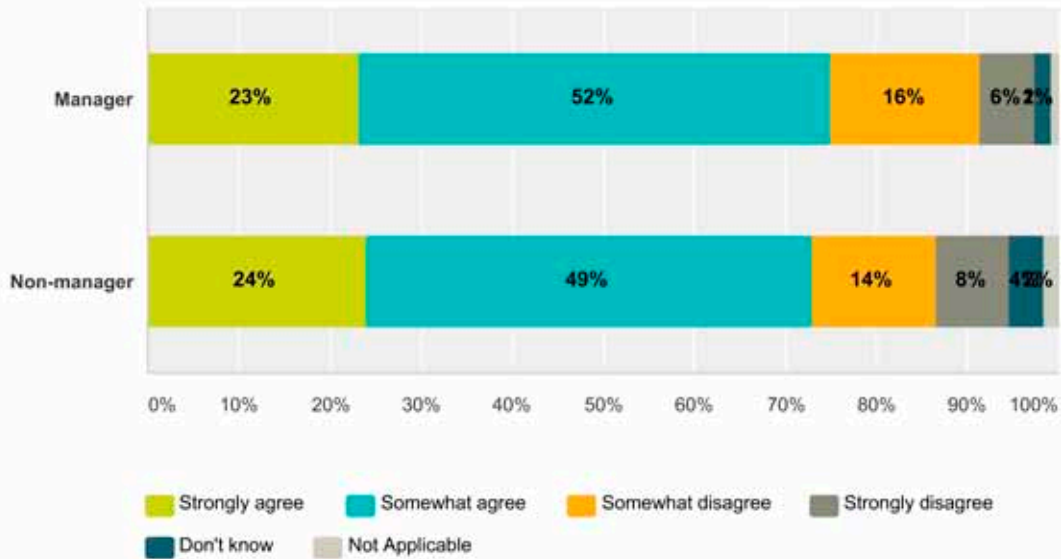


|                          | None       | One or two | Three or more | Total      |
|--------------------------|------------|------------|---------------|------------|
| Manager (A)              | 25%<br>38  | 42%<br>64  | 34%<br>52     | 27%<br>154 |
| Non-manager (B)          | 43%<br>180 | 39%<br>162 | 18%<br>74     | 73%<br>416 |
| <b>Total Respondents</b> | 218        | 226        | 126           | 570        |



## Q2 In general, I have found discussions, trainings or workshops about racial equity to be useful for my work at Dane County.

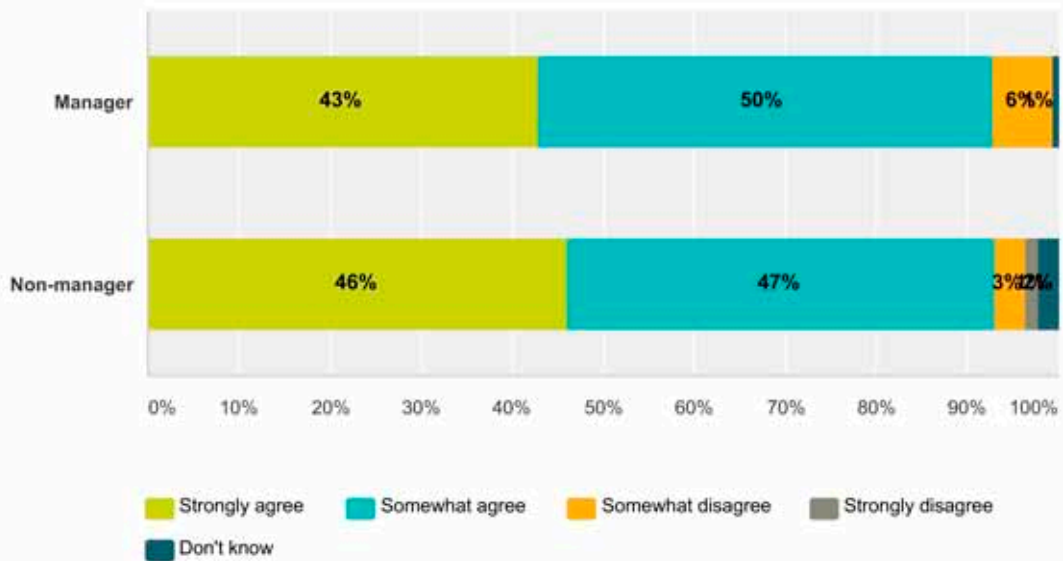
Answered: 353 Skipped: 220



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Not Applicable | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|----------------|------------|
| Manager (A)              | 23%<br>27      | 52%<br>60      | 16%<br>19         | 6%<br>7           | 2%<br>2    | 1%<br>1        | 33%<br>116 |
| Non-manager (B)          | 24%<br>57      | 49%<br>116     | 14%<br>32         | 8%<br>19          | 4%<br>9    | 2%<br>4        | 67%<br>237 |
| <b>Total Respondents</b> | 84             | 176            | 51                | 26                | 11         | 5              | 353        |

### Q3 I feel competent in my interactions with other races and cultures.

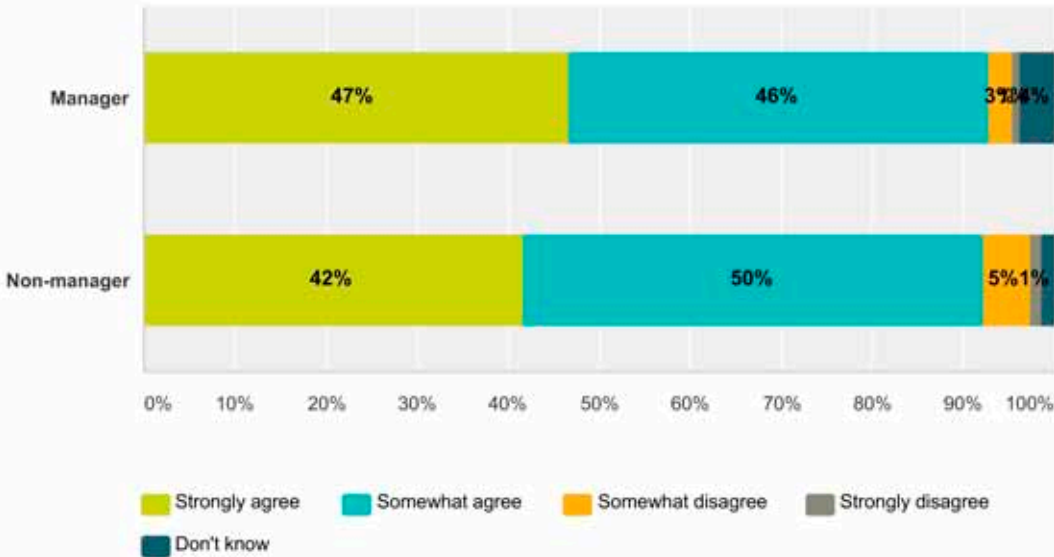
Answered: 572 Skipped: 1



|                   | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Manager (A)       | 43%<br>66      | 50%<br>77      | 6%<br>10          | 0%<br>0           | 1%<br>1    | 27%<br>154 |
| Non-manager (B)   | 46%<br>193     | 47%<br>196     | 3%<br>14          | 1%<br>6           | 2%<br>9    | 73%<br>418 |
| Total Respondents | 259            | 273            | 24                | 6                 | 10         | 572        |

# **Q4 I have a basic understanding of racial disparities in Dane County.**

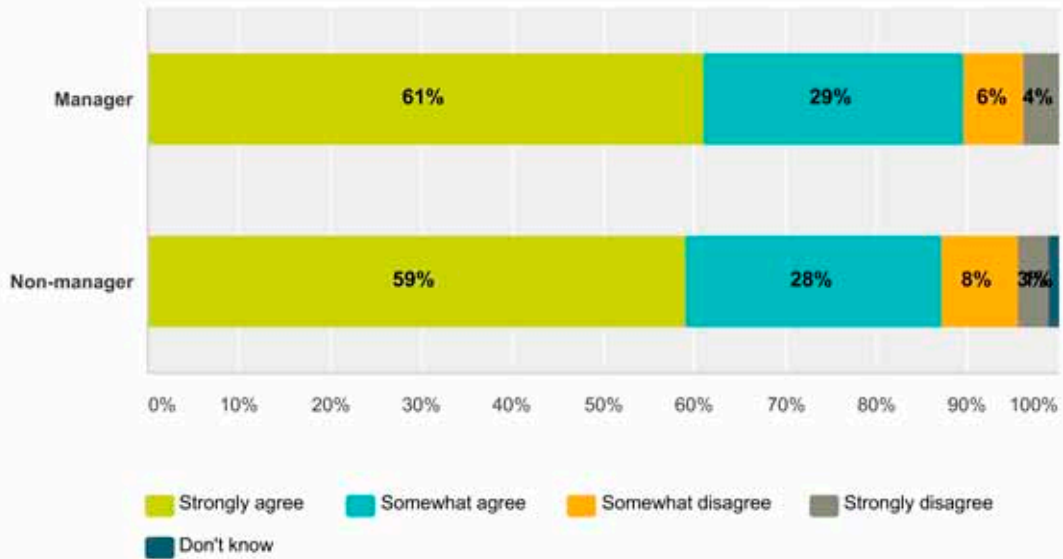
Answered: 571 Skipped: 2



|                   | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Manager (A)       | 47%<br>72      | 46%<br>71      | 3%<br>4           | 1%<br>1           | 4%<br>6    | 27%<br>154 |
| Non-manager (B)   | 42%<br>174     | 50%<br>210     | 5%<br>22          | 1%<br>5           | 1%<br>6    | 73%<br>417 |
| Total Respondents | 246            | 281            | 26                | 6                 | 12         | 571        |

## Q5 I think it is valuable to examine and discuss the impacts of race in our workplaces.

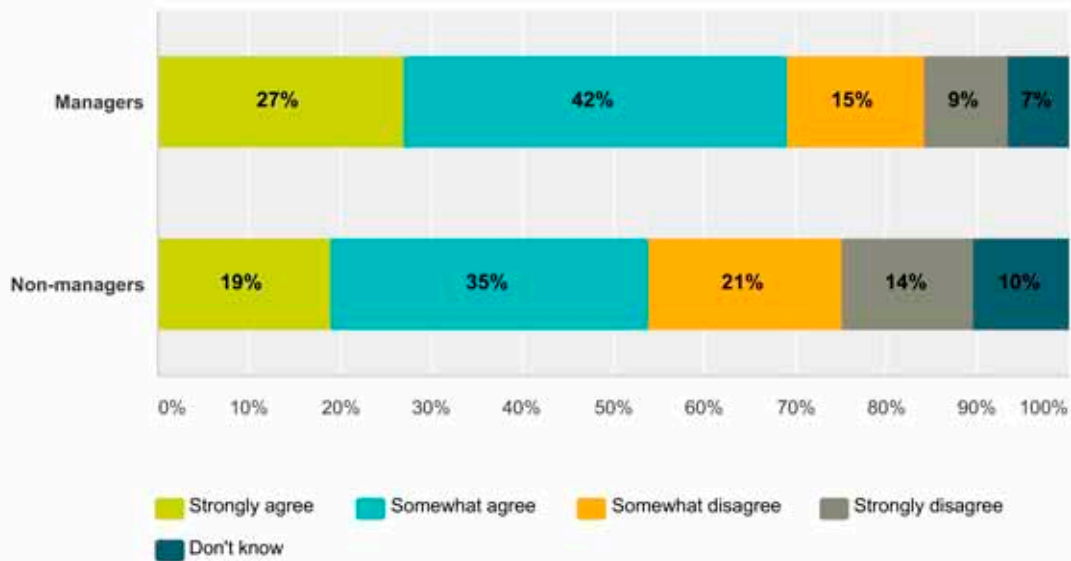
Answered: 568 Skipped: 5



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Manager (A)              | 61%<br>94      | 29%<br>44      | 6%<br>10          | 4%<br>6           | 0%<br>0    | 27%<br>154 |
| Non-manager (B)          | 59%<br>245     | 28%<br>116     | 8%<br>35          | 3%<br>14          | 1%<br>4    | 73%<br>414 |
| <b>Total Respondents</b> | 339            | 160            | 45                | 20                | 4          | 568        |

## Q6 I am actively involved in promoting race and social justice changes in my workplace.

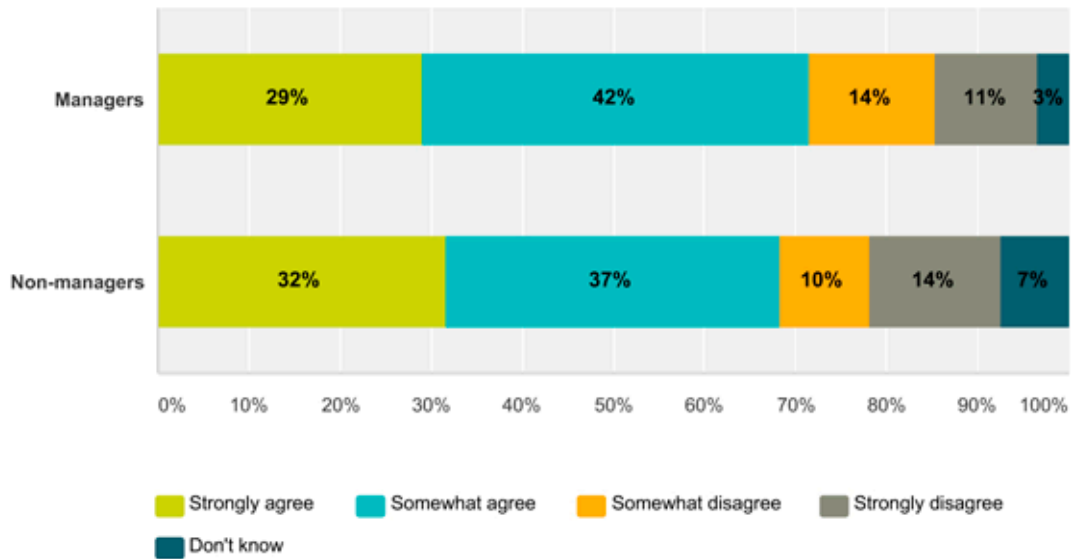
Answered: 566 Skipped: 7



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 27%<br>41      | 42%<br>64      | 15%<br>23         | 9%<br>14          | 7%<br>10   | 27%<br>152 |
| Non-managers (B)         | 19%<br>79      | 35%<br>144     | 21%<br>88         | 14%<br>60         | 10%<br>43  | 73%<br>414 |
| <b>Total Respondents</b> | 120            | 208            | 111               | 74                | 53         | 566        |

**Q7 \*I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).**

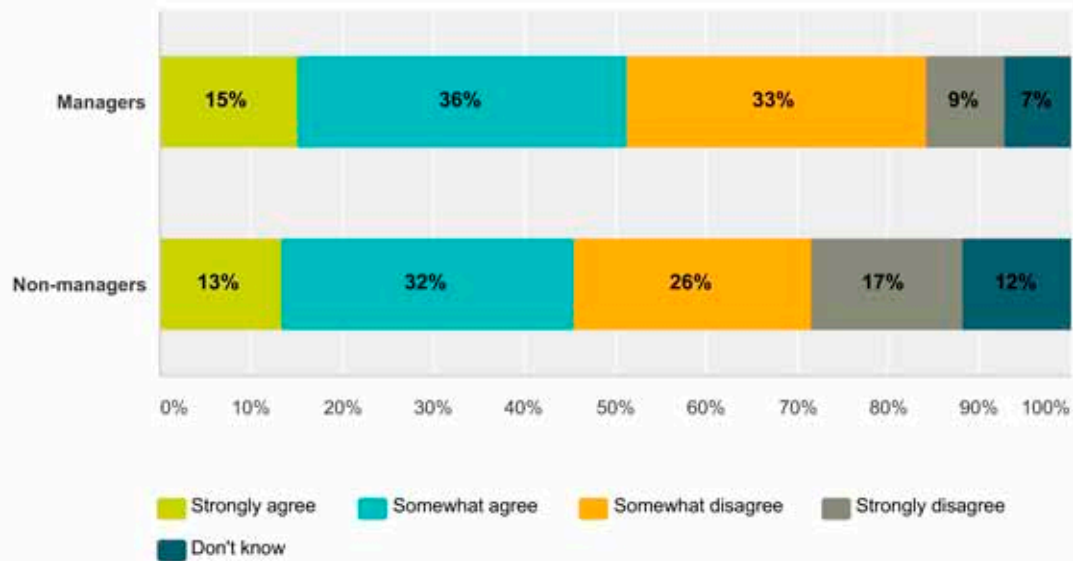
Answered: 568 Skipped: 5



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 29%<br>44      | 42%<br>64      | 14%<br>21         | 11%<br>17         | 3%<br>5    | 27%<br>151 |
| Non-managers (B)         | 32%<br>132     | 37%<br>153     | 10%<br>41         | 14%<br>60         | 7%<br>31   | 73%<br>417 |
| <b>Total Respondents</b> | 176            | 217            | 62                | 77                | 36         | 568        |

## Q8 I have the tools to address institutional racism in my workplace.

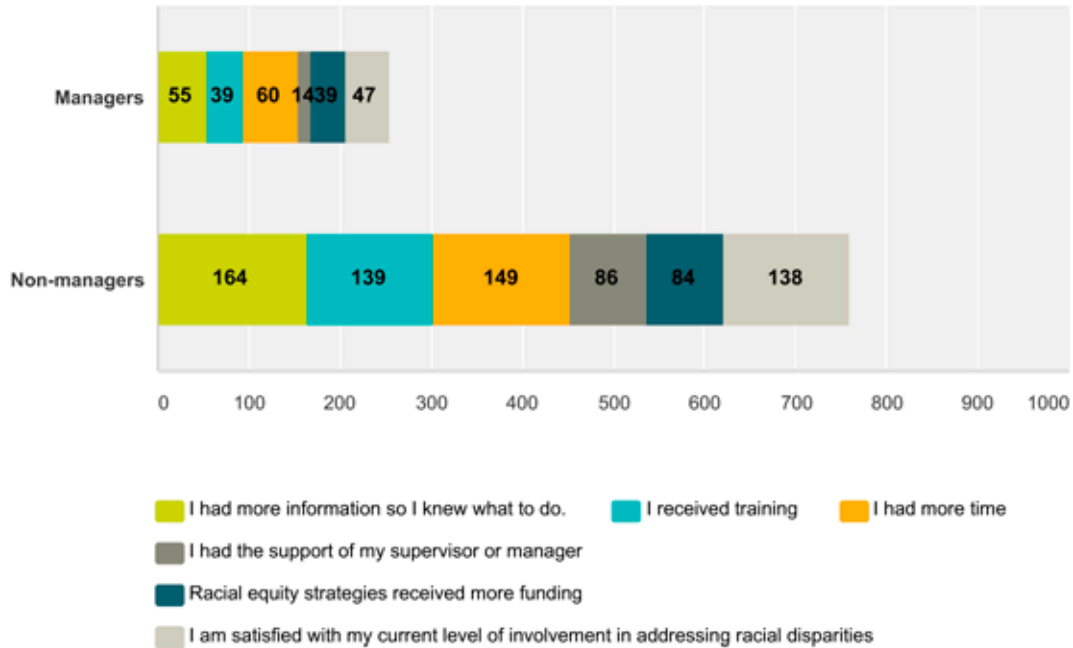
Answered: 568 Skipped: 5



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 15%<br>23      | 36%<br>55      | 33%<br>50         | 9%<br>13          | 7%<br>11   | 27%<br>152 |
| Non-managers (B)         | 13%<br>56      | 32%<br>133     | 26%<br>109        | 17%<br>69         | 12%<br>49  | 73%<br>416 |
| <b>Total Respondents</b> | 79             | 188            | 159               | 82                | 60         | 568        |

**Q9 I would consider becoming more actively involved in addressing racial disparities in Dane County if: (Please check ALL that apply)**

Answered: 528 Skipped: 45

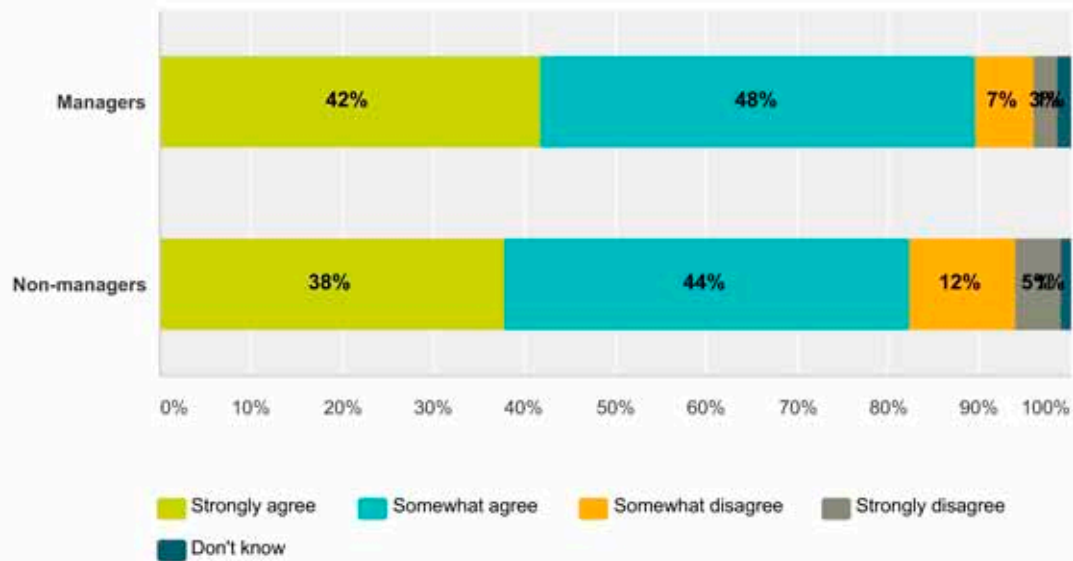


|                          | I had more information so I knew what to do. | I received training | I had more time | I had the support of my supervisor or manager | Racial equity strategies received more funding | I am satisfied with my current level of involvement in addressing racial disparities | Total       |
|--------------------------|----------------------------------------------|---------------------|-----------------|-----------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------|-------------|
| Managers (A)             | 38%<br>55                                    | 27%<br>39           | 42%<br>60       | 10%<br>14                                     | 27%<br>39                                      | 33%<br>47                                                                            | 48%<br>254  |
| Non-managers (B)         | 43%<br>164                                   | 36%<br>139          | 39%<br>149      | 22%<br>86                                     | 22%<br>84                                      | 36%<br>138                                                                           | 144%<br>760 |
| <b>Total Respondents</b> | 219                                          | 178                 | 209             | 100                                           | 123                                            | 185                                                                                  | 528         |
| Other (please specify)   |                                              |                     |                 |                                               |                                                |                                                                                      | Total       |
| Managers (A)             |                                              |                     |                 | 13                                            |                                                | 13                                                                                   |             |
| Non-managers (B)         |                                              |                     |                 | 41                                            |                                                | 41                                                                                   |             |



## Q10 I feel comfortable talking about race within my department work setting.

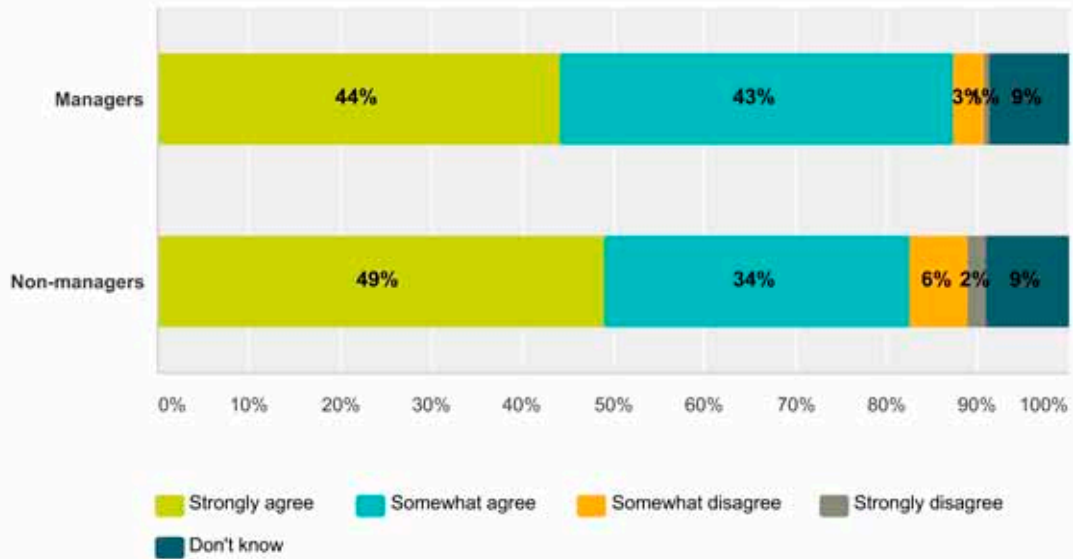
Answered: 567 Skipped: 6



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 42%<br>64      | 48%<br>73      | 7%<br>10          | 3%<br>4           | 1%<br>2    | 27%<br>153 |
| Non-managers (B)         | 38%<br>157     | 44%<br>184     | 12%<br>48         | 5%<br>21          | 1%<br>4    | 73%<br>414 |
| <b>Total Respondents</b> | 221            | 257            | 58                | 25                | 6          | 567        |

## Q11 Relationships between employees of different racial groups in my department are positive.

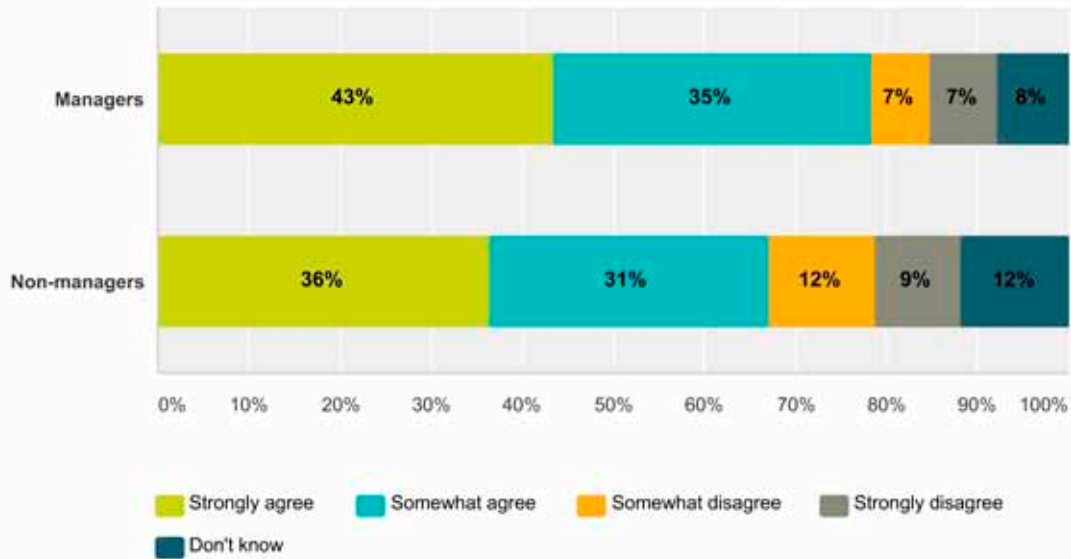
Answered: 565 Skipped: 8



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 44%<br>67      | 43%<br>65      | 3%<br>5           | 1%<br>1           | 9%<br>13   | 27%<br>151 |
| Non-managers (B)         | 49%<br>203     | 34%<br>139     | 6%<br>26          | 2%<br>9           | 9%<br>37   | 73%<br>414 |
| <b>Total Respondents</b> | 270            | 204            | 31                | 10                | 50         | 565        |

## Q12 Employees are encouraged to participate in trainings, workshops, or events about racial equity.

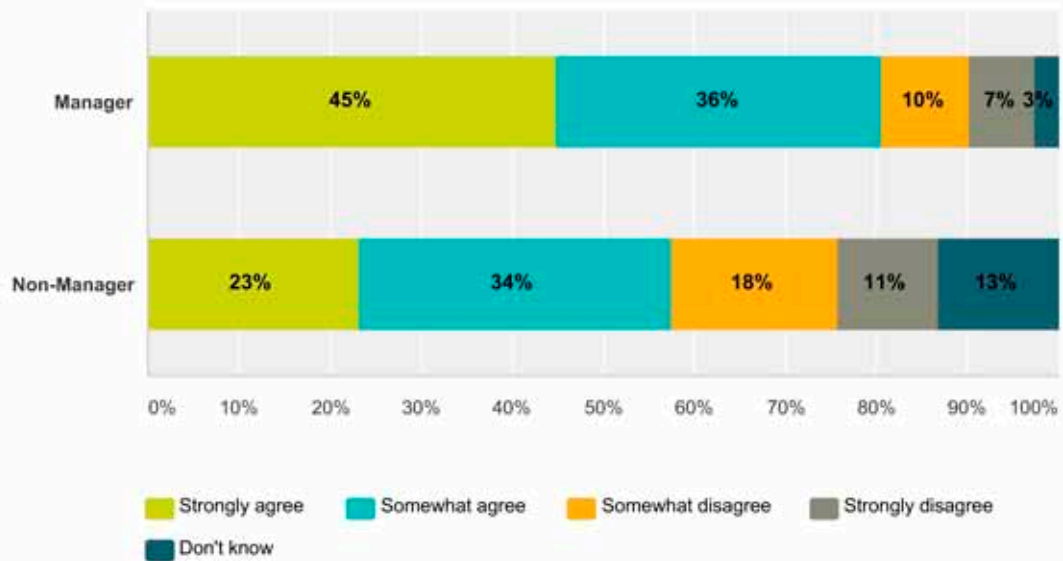
Answered: 566 Skipped: 7



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 43%<br>66      | 35%<br>53      | 7%<br>10          | 7%<br>11          | 8%<br>12   | 27%<br>152 |
| Non-managers (B)         | 36%<br>151     | 31%<br>127     | 12%<br>48         | 9%<br>39          | 12%<br>49  | 73%<br>414 |
| <b>Total Respondents</b> | 217            | 180            | 58                | 50                | 61         | 566        |

### Q13 I am familiar with my department's efforts to address racial disparities.

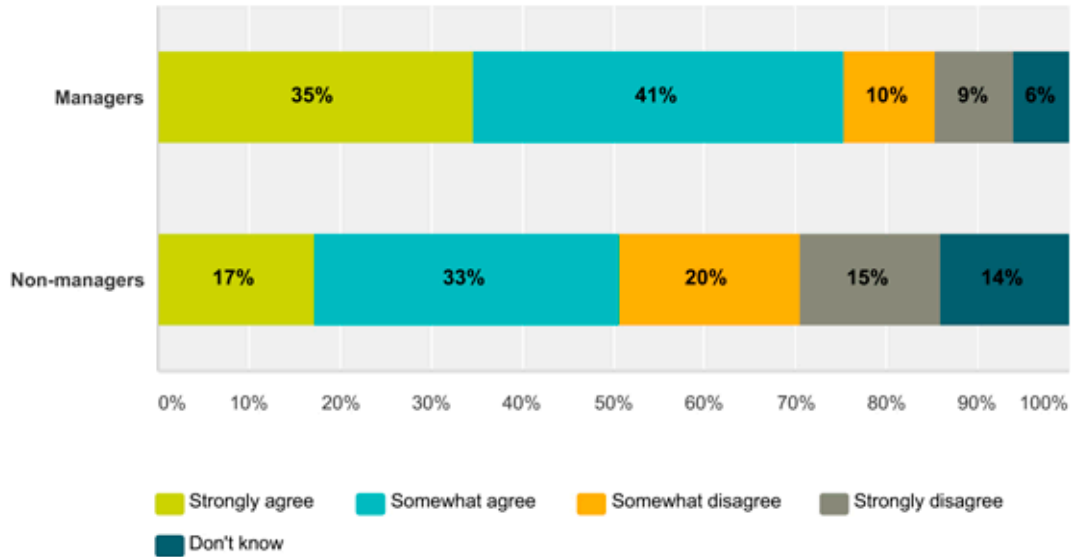
Answered: 563 Skipped: 10



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Manager (A)              | 45%<br>69      | 36%<br>55      | 10%<br>15         | 7%<br>11          | 3%<br>4    | 27%<br>154 |
| Non-Manager (B)          | 23%<br>95      | 34%<br>140     | 18%<br>75         | 11%<br>45         | 13%<br>54  | 73%<br>409 |
| <b>Total Respondents</b> | 164            | 195            | 90                | 56                | 58         | 563        |

**Q14 I am aware of efforts in my department to increase workforce equity (i.e., strategies and practices to improve diversity on all levels and across functions).**

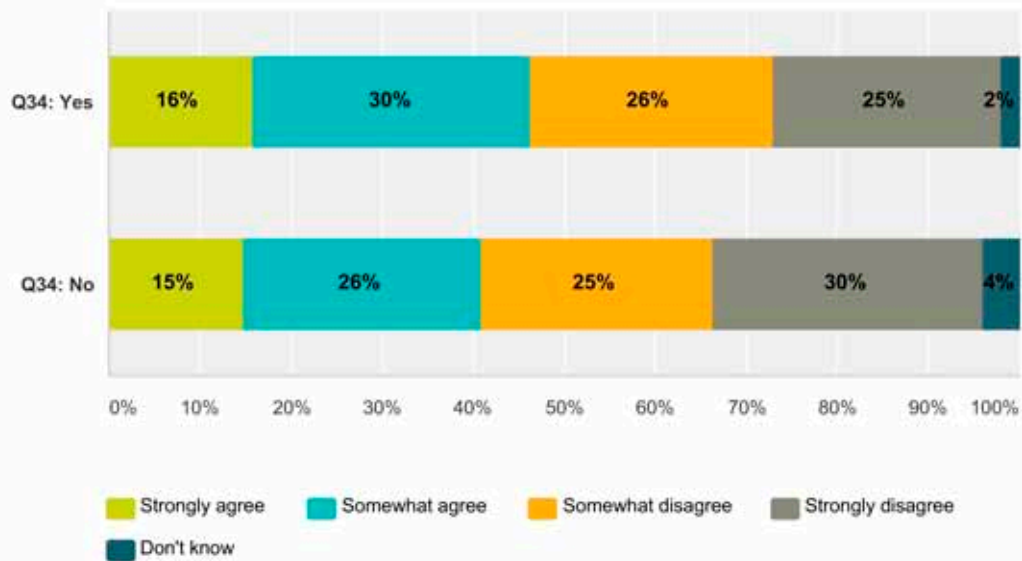
Answered: 562 Skipped: 11



|                   | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)      | 35%<br>52      | 41%<br>61      | 10%<br>15         | 9%<br>13          | 6%<br>9    | 27%<br>150 |
| Non-managers (B)  | 17%<br>71      | 33%<br>138     | 20%<br>82         | 15%<br>63         | 14%<br>58  | 73%<br>412 |
| Total Respondents | 123            | 199            | 97                | 76                | 67         | 562        |

## Q15 I believe employees in my department reflect the racial diversity of our county.

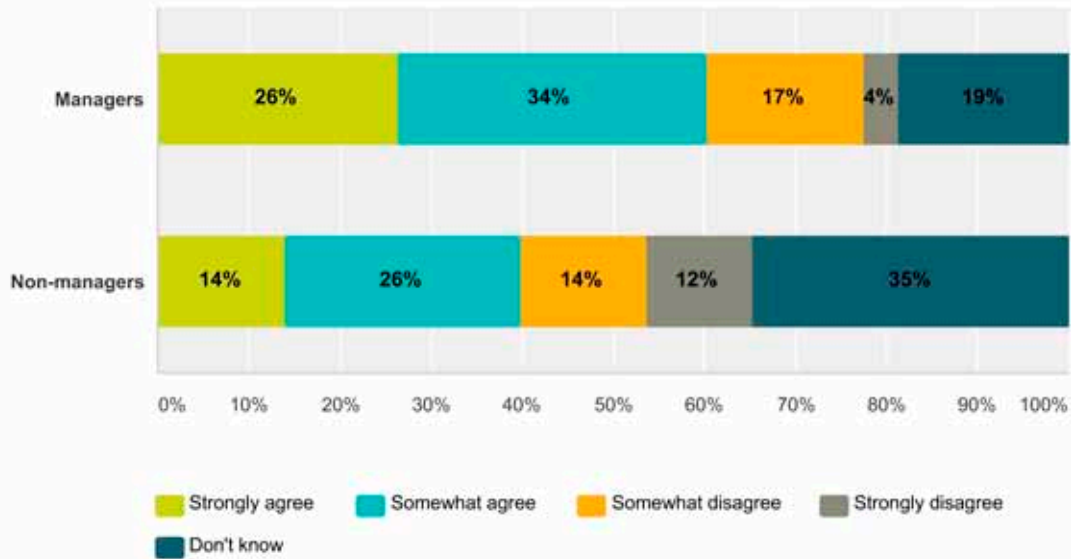
Answered: 567 Skipped: 6



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)             | 16%<br>24      | 30%<br>46      | 26%<br>40         | 25%<br>38         | 2%<br>3    | 27%<br>151 |
| Q34: No (B)              | 15%<br>62      | 26%<br>108     | 25%<br>106        | 30%<br>123        | 4%<br>17   | 73%<br>416 |
| <b>Total Respondents</b> | 86             | 154            | 146               | 161               | 20         | 567        |

## Q16 I am aware of my department's commitment to contracting equity and woman and minority businesses.

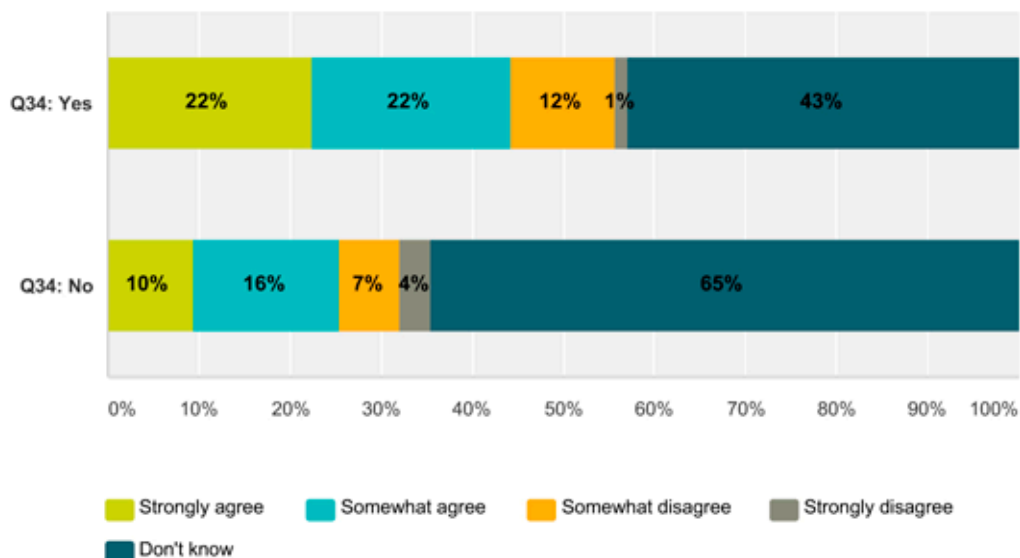
Answered: 552 Skipped: 21



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 26%<br>40      | 34%<br>51      | 17%<br>26         | 4%<br>6           | 19%<br>28  | 27%<br>151 |
| Non-managers (B)         | 14%<br>56      | 26%<br>104     | 14%<br>55         | 12%<br>47         | 35%<br>139 | 73%<br>401 |
| <b>Total Respondents</b> | 96             | 155            | 81                | 53                | 167        | 552        |

## Q17 My department promotes equitable access by women- and minority-owned businesses to compete for purchasing and consulting contracts.

Answered: 547 Skipped: 26

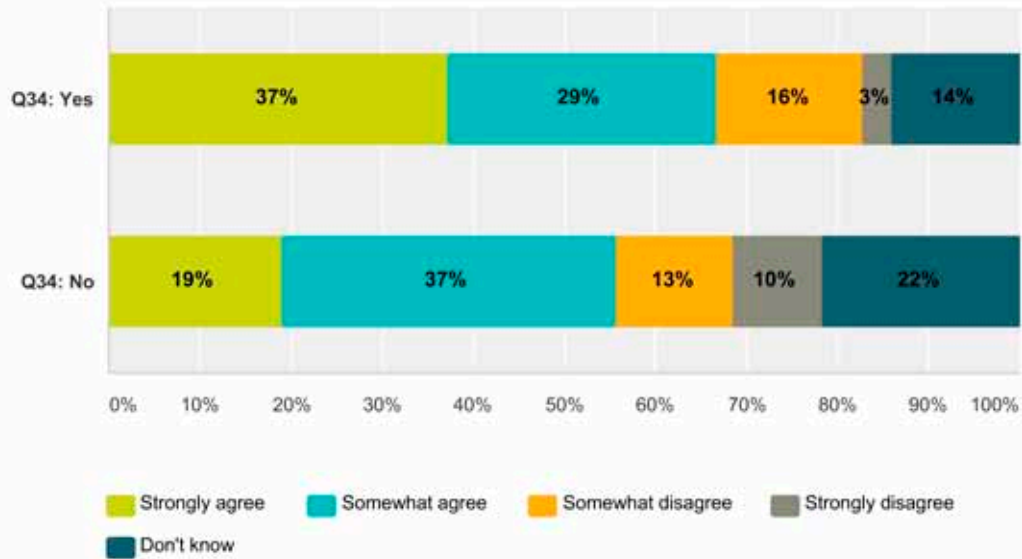


|                   | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)      | 22%<br>33      | 22%<br>32      | 12%<br>17         | 1%<br>2           | 43%<br>63  | 27%<br>147 |
| Q34: No (B)       | 10%<br>38      | 16%<br>64      | 7%<br>26          | 4%<br>14          | 65%<br>258 | 73%<br>400 |
| Total Respondents | 71             | 96             | 43                | 16                | 321        | 547        |



## Q18 I am aware of efforts in my department to be more inclusive in our outreach and public engagement.

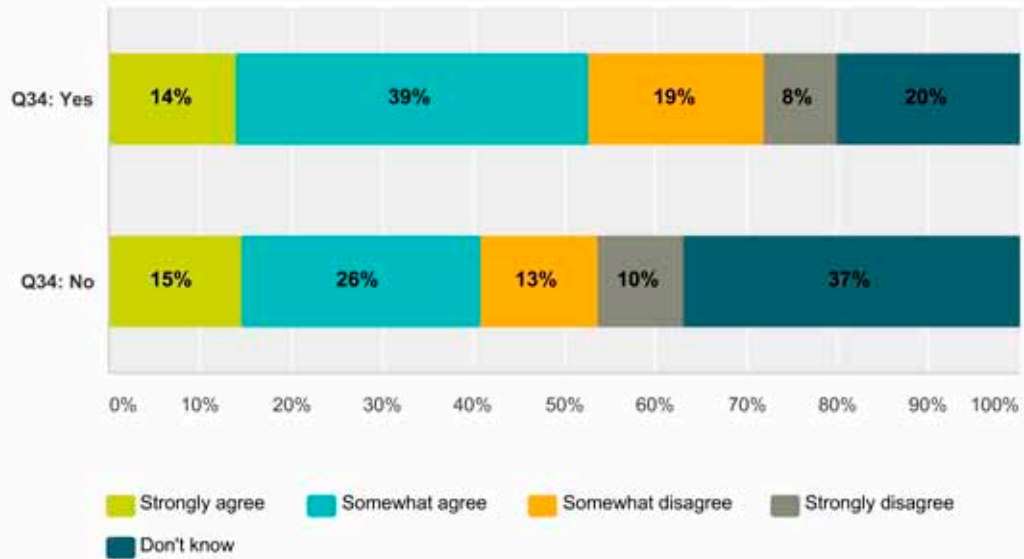
Answered: 558 Skipped: 15



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)             | 37%<br>56      | 29%<br>44      | 16%<br>24         | 3%<br>5           | 14%<br>21  | 27%<br>150 |
| Q34: No (B)              | 19%<br>78      | 37%<br>149     | 13%<br>53         | 10%<br>40         | 22%<br>88  | 73%<br>408 |
| <b>Total Respondents</b> | 134            | 193            | 77                | 45                | 109        | 558        |

## Q19 My department seeks input and assistance on decision making from communities of color.

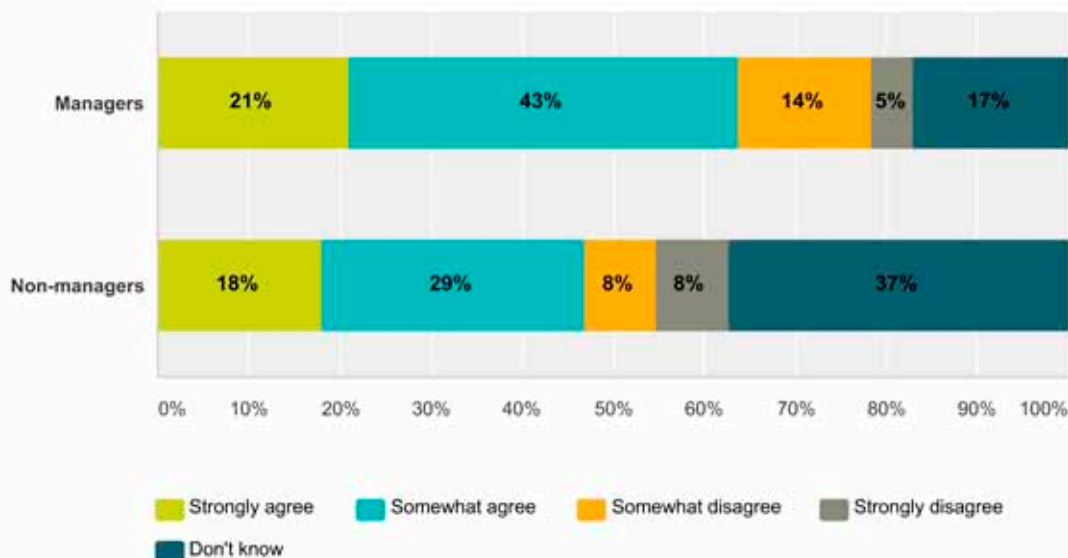
Answered: 560 Skipped: 13



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)             | 14%<br>21      | 39%<br>58      | 19%<br>29         | 8%<br>12          | 20%<br>30  | 27%<br>150 |
| Q34: No (B)              | 15%<br>60      | 26%<br>108     | 13%<br>52         | 10%<br>39         | 37%<br>151 | 73%<br>410 |
| <b>Total Respondents</b> | 81             | 166            | 81                | 51                | 181        | 560        |

## Q20 My department partners with other institutions and communities to advance racial equity.

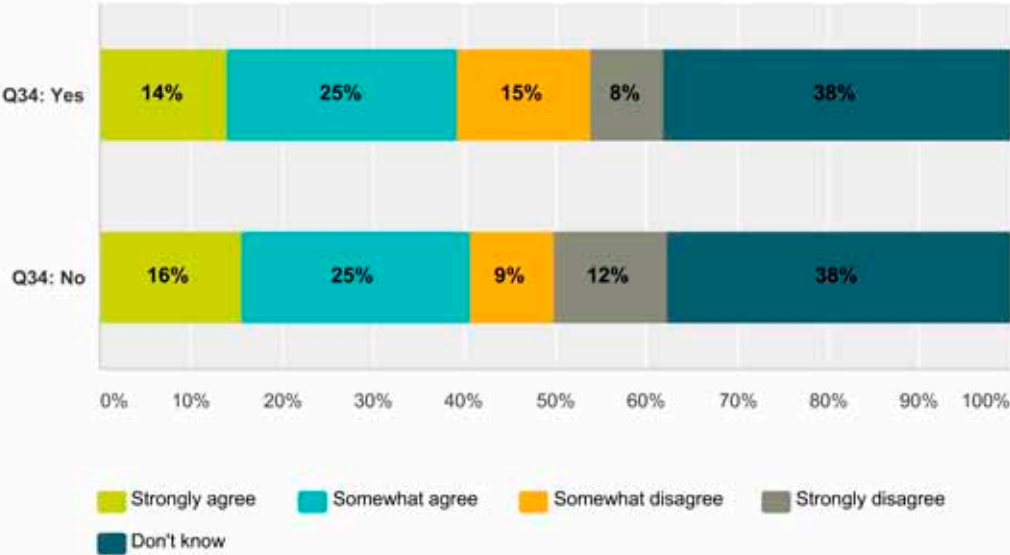
Answered: 562 Skipped: 11



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 21%<br>32      | 43%<br>65      | 14%<br>22         | 5%<br>7           | 17%<br>26  | 27%<br>152 |
| Non-managers (B)         | 18%<br>74      | 29%<br>118     | 8%<br>32          | 8%<br>33          | 37%<br>153 | 73%<br>410 |
| <b>Total Respondents</b> | 106            | 183            | 54                | 40                | 179        | 562        |

# **Q21 I am aware of efforts in my department to improve access to services for refugees and immigrants.**

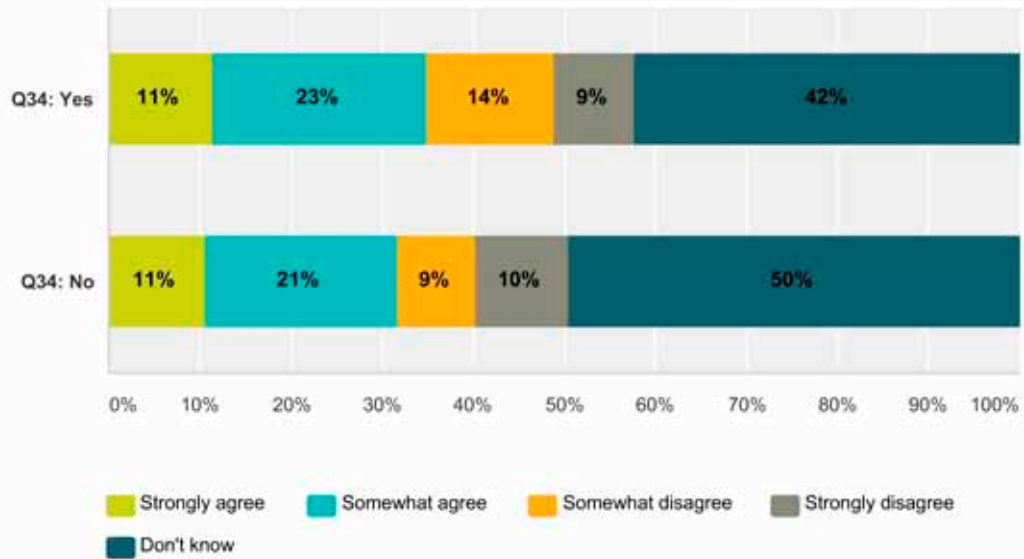
Answered: 559 Skipped: 14



|                   | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)      | 14%<br>21      | 25%<br>38      | 15%<br>22         | 8%<br>12          | 38%<br>57  | 27%<br>150 |
| Q34: No (B)       | 16%<br>64      | 25%<br>102     | 9%<br>38          | 12%<br>51         | 38%<br>154 | 73%<br>409 |
| Total Respondents | 85             | 140            | 60                | 63                | 211        | 559        |

## Q22 My department is making progress on improving access to services for refugees and immigrants.

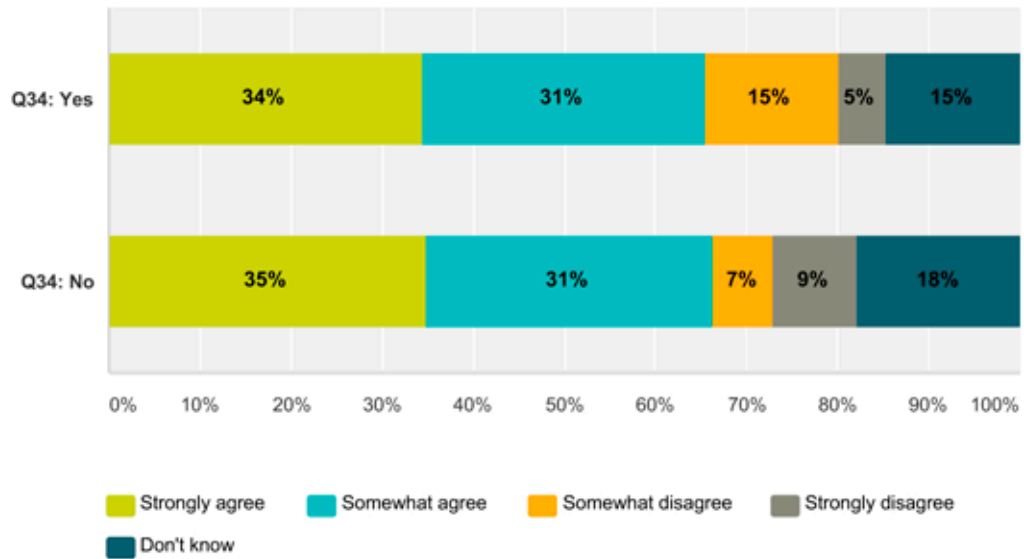
Answered: 553 Skipped: 20



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)             | 11%<br>17      | 23%<br>35      | 14%<br>21         | 9%<br>13          | 42%<br>63  | 27%<br>149 |
| Q34: No (B)              | 11%<br>43      | 21%<br>85      | 9%<br>35          | 10%<br>41         | 50%<br>200 | 73%<br>404 |
| <b>Total Respondents</b> | 60             | 120            | 56                | 54                | 263        | 553        |

## Q23 My department is making progress at providing interpretation and translation services for people with limited English.

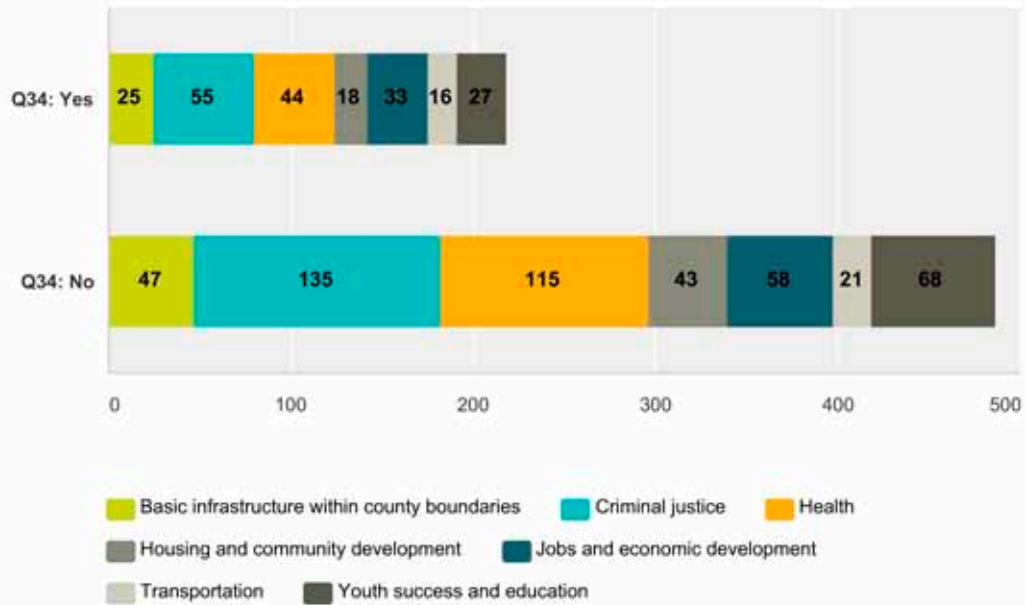
Answered: 564 Skipped: 9



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)             | 34%<br>52      | 31%<br>47      | 15%<br>22         | 5%<br>8           | 15%<br>22  | 27%<br>151 |
| Q34: No (B)              | 35%<br>144     | 31%<br>130     | 7%<br>27          | 9%<br>38          | 18%<br>74  | 73%<br>413 |
| <b>Total Respondents</b> | 196            | 177            | 49                | 46                | 96         | 564        |

## Q24 Which of the following areas does your department influence to the greatest degree?

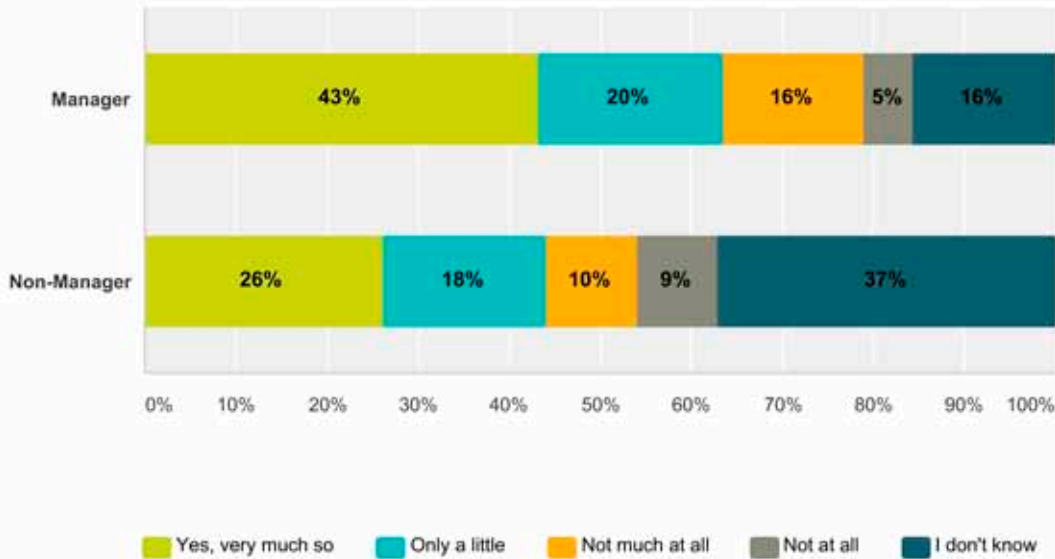
Answered: 475 Skipped: 98



|                          | Basic infrastructure within county boundaries | Criminal justice | Health     | Housing and community development | Jobs and economic development | Transportation | Youth success and education | Total       |
|--------------------------|-----------------------------------------------|------------------|------------|-----------------------------------|-------------------------------|----------------|-----------------------------|-------------|
| Q34: Yes (A)             | 19%<br>25                                     | 41%<br>55        | 33%<br>44  | 14%<br>18                         | 25%<br>33                     | 12%<br>16      | 20%<br>27                   | 46%<br>218  |
| Q34: No (B)              | 14%<br>47                                     | 39%<br>135       | 34%<br>115 | 13%<br>43                         | 17%<br>58                     | 6%<br>21       | 20%<br>68                   | 103%<br>487 |
| <b>Total Respondents</b> | 72                                            | 190              | 159        | 61                                | 91                            | 37             | 95                          | 475         |
| Other (please specify)   |                                               |                  |            |                                   |                               |                | Total                       |             |
| Q34: Yes (A)             |                                               |                  |            |                                   |                               |                | 21                          | 21          |
| Q34: No (B)              |                                               |                  |            |                                   |                               |                | 71                          | 71          |

Q25 Does your department's work in the area selected include strategies to advance racial equity?

Answered: 558 Skipped: 15

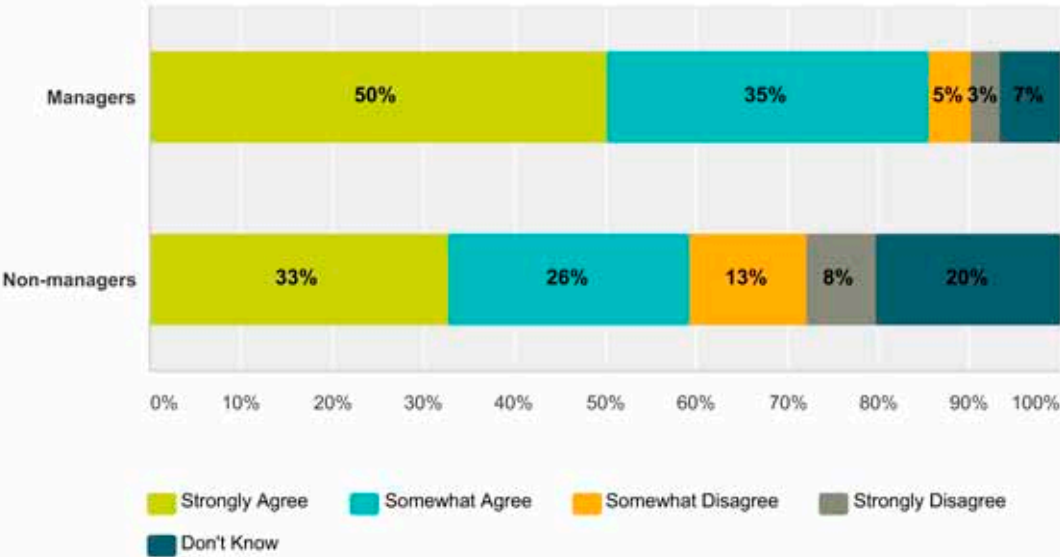


|                   | Yes, very much so | Only a little | Not much at all | Not at all | I don't know | Total      |
|-------------------|-------------------|---------------|-----------------|------------|--------------|------------|
| Manager (A)       | 43%<br>64         | 20%<br>30     | 16%<br>23       | 5%<br>8    | 16%<br>23    | 27%<br>148 |
| Non-Manager (B)   | 26%<br>108        | 18%<br>73     | 10%<br>41       | 9%<br>36   | 37%<br>152   | 73%<br>410 |
| Total Respondents | 172               | 103           | 64              | 44         | 175          | 558        |



# **Q26 The leadership in my department participates in and supports conversations about racial equity.**

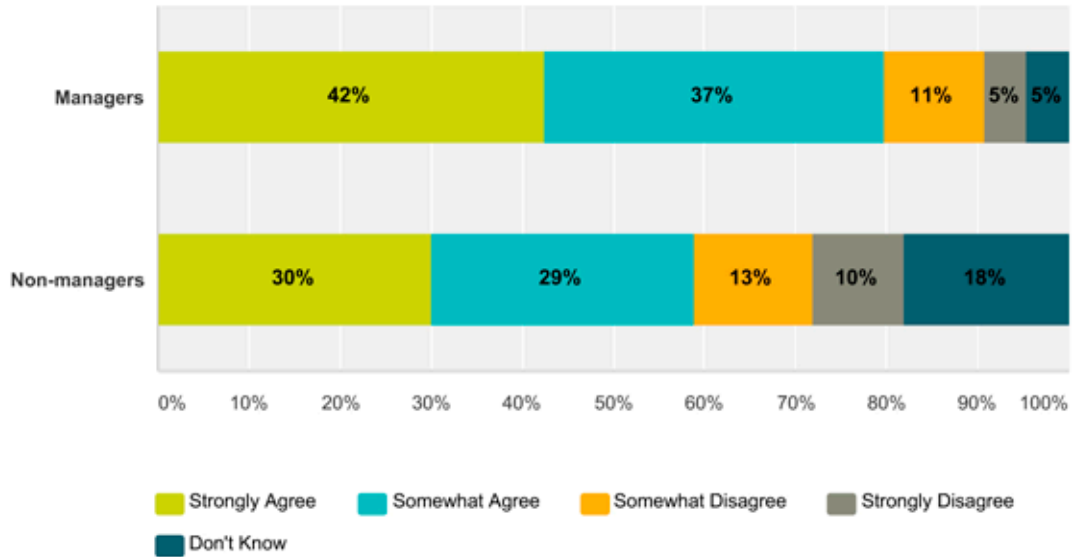
Answered: 569 Skipped: 4



|                   | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)      | 50%<br>77      | 35%<br>54      | 5%<br>7           | 3%<br>5           | 7%<br>10   | 27%<br>153 |
| Non-managers (B)  | 33%<br>137     | 26%<br>110     | 13%<br>53         | 8%<br>32          | 20%<br>84  | 73%<br>416 |
| Total Respondents | 214            | 164            | 60                | 37                | 94         | 569        |

**Q27 The leadership in my department communicates the importance of addressing racial disparities and achieving racial equity in Dane County.**

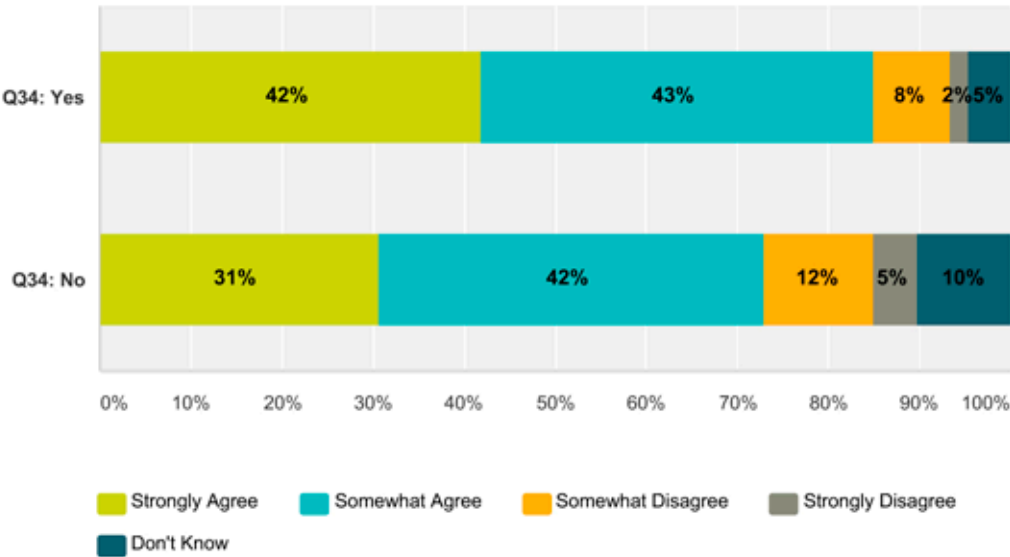
Answered: 569 Skipped: 4



|                   | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)      | 42%<br>65      | 37%<br>57      | 11%<br>17         | 5%<br>7           | 5%<br>7    | 27%<br>153 |
| Non-managers (B)  | 30%<br>125     | 29%<br>120     | 13%<br>54         | 10%<br>42         | 18%<br>75  | 73%<br>416 |
| Total Respondents | 190            | 177            | 71                | 49                | 82         | 569        |

# **Q28 Dane County government leadership clearly communicates the importance of addressing racial disparities and achieving racial equity in Dane County.**

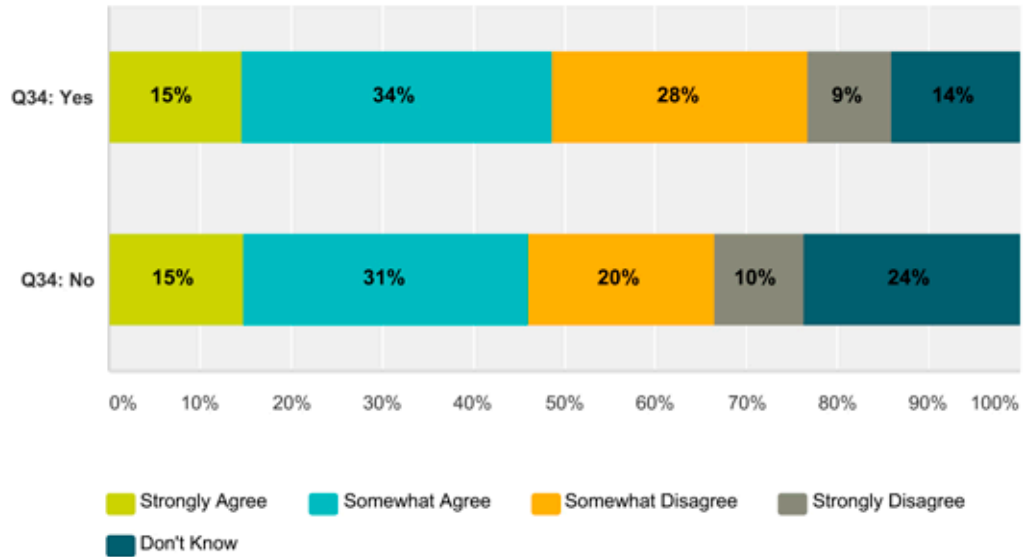
Answered: 568   Skipped: 5



|                   | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)      | 42%<br>64      | 43%<br>66      | 8%<br>13          | 2%<br>3           | 5%<br>7    | 27%<br>153 |
| Q34: No (B)       | 31%<br>127     | 42%<br>176     | 12%<br>50         | 5%<br>20          | 10%<br>42  | 73%<br>415 |
| Total Respondents | 191            | 242            | 63                | 23                | 49         | 568        |

## Q29 Dane County government leadership provides the resources necessary for addressing racial disparities and achieving racial equity in Dane County.

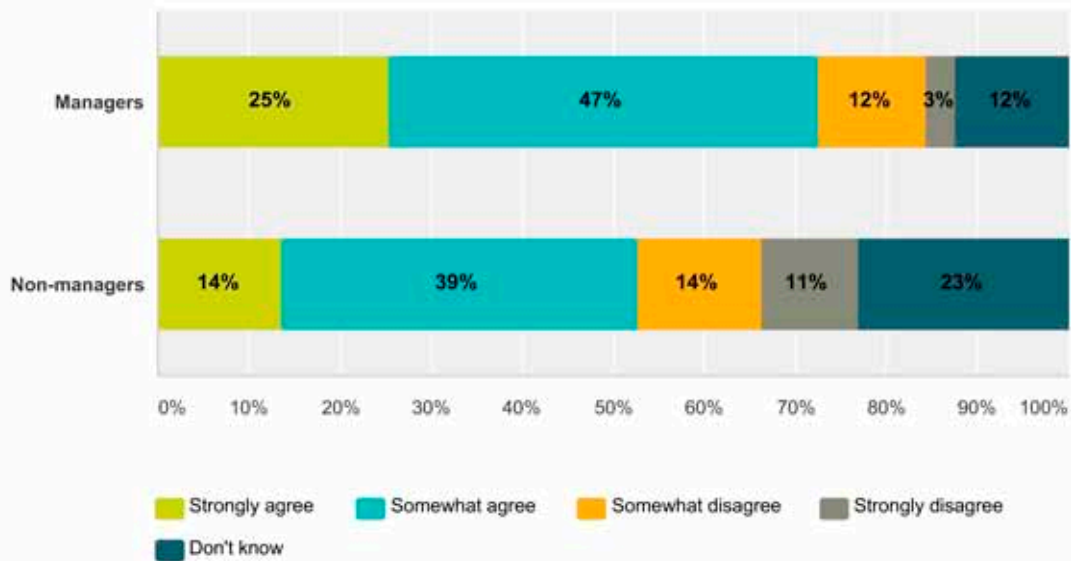
Answered: 566 Skipped: 7



|                   | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|-------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q34: Yes (A)      | 15%<br>22      | 34%<br>51      | 28%<br>42         | 9%<br>14          | 14%<br>21  | 27%<br>150 |
| Q34: No (B)       | 15%<br>62      | 31%<br>130     | 20%<br>85         | 10%<br>41         | 24%<br>98  | 73%<br>416 |
| Total Respondents | 84             | 181            | 127               | 55                | 119        | 566        |

### Q30 As a whole, my department is making progress towards achieving racial equity.

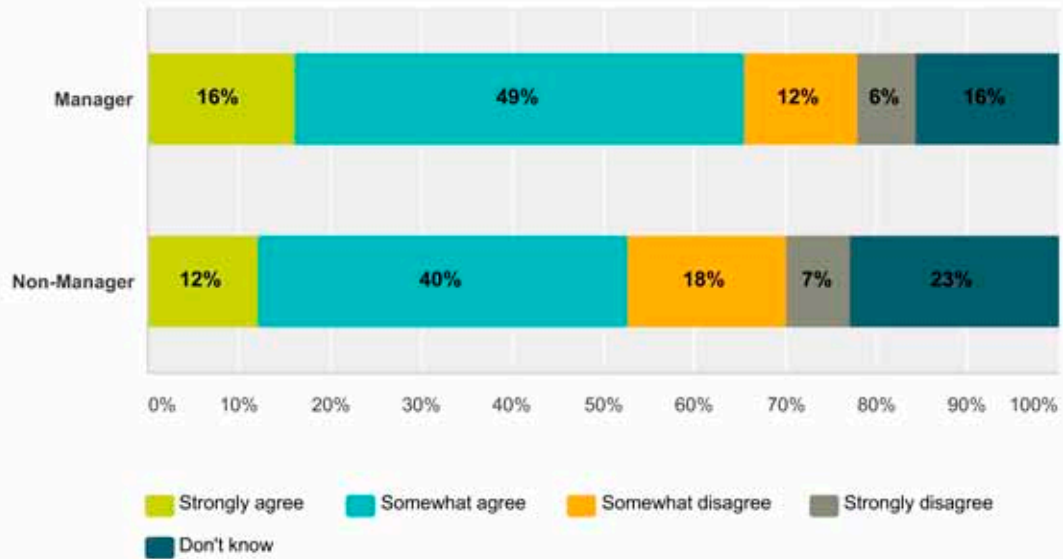
Answered: 569 Skipped: 4



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Managers (A)             | 25%<br>39      | 47%<br>72      | 12%<br>18         | 3%<br>5           | 12%<br>19  | 27%<br>153 |
| Non-managers (B)         | 14%<br>57      | 39%<br>162     | 14%<br>57         | 11%<br>44         | 23%<br>96  | 73%<br>416 |
| <b>Total Respondents</b> | 96             | 234            | 75                | 49                | 115        | 569        |

### Q31 As a whole, county government is making progress towards achieving racial equity.

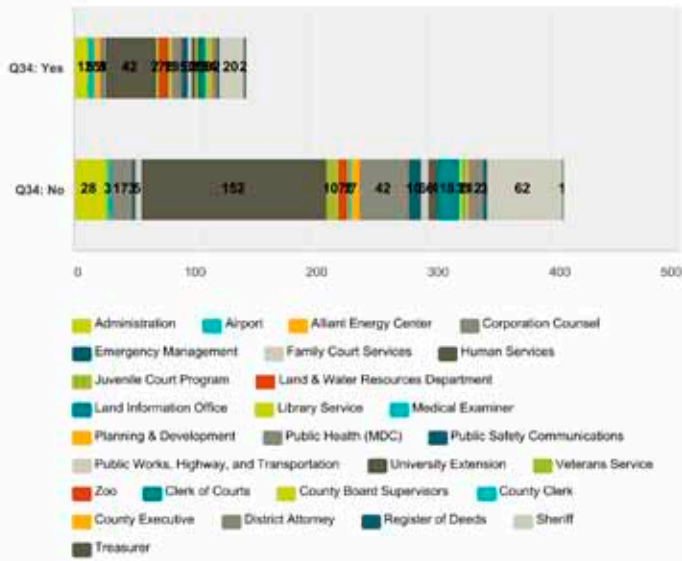
Answered: 570 Skipped: 3



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Manager (A)              | 16%<br>25      | 49%<br>76      | 12%<br>19         | 6%<br>10          | 16%<br>24  | 27%<br>154 |
| Non-Manager (B)          | 12%<br>51      | 40%<br>168     | 18%<br>73         | 7%<br>29          | 23%<br>95  | 73%<br>416 |
| <b>Total Respondents</b> | 76             | 244            | 92                | 39                | 119        | 570        |

## Q32 Which department do you work in?

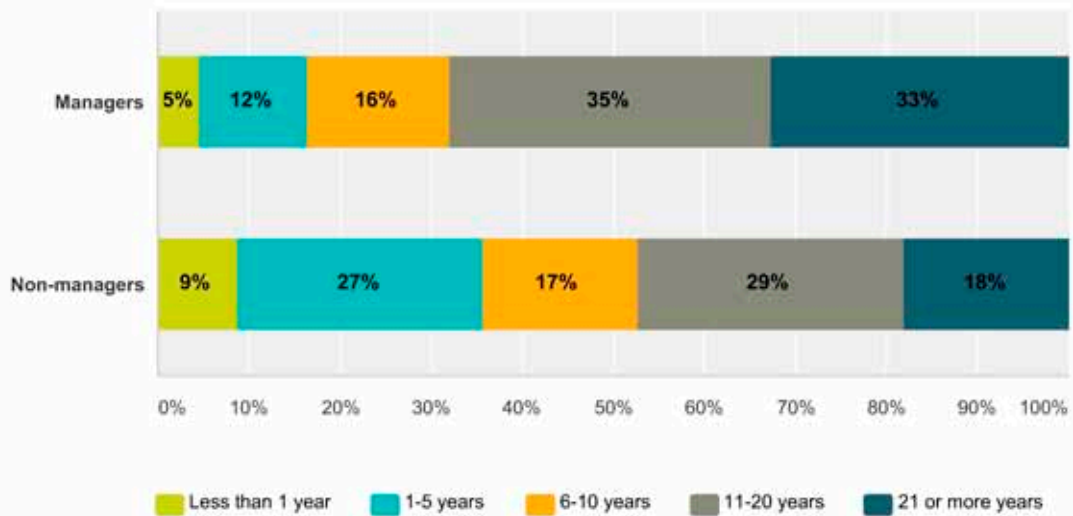
Answered: 538 Skipped: 26



|                   | Administration | Airport | Alliant Energy Center   | Corporation Counsel | Emergency Management | Family Court Services | Human Services | Juvenile Court Program | Land & Water Resources Department | Land Information Office | Library Service | Medical Examiner | Planning & Development | Public Health (MDC) | Public Safety Communications | Public Works, Highway, and Transportation |
|-------------------|----------------|---------|-------------------------|---------------------|----------------------|-----------------------|----------------|------------------------|-----------------------------------|-------------------------|-----------------|------------------|------------------------|---------------------|------------------------------|-------------------------------------------|
| Q34: Yes (A)      | 8%<br>12       | 4%<br>5 | 4%<br>5                 | 1%<br>2             | 1%<br>1              | 1%<br>1               | 30%<br>42      | 1%<br>2                | 5%<br>7                           | 1%<br>1                 | 1%<br>1         | 0%<br>0          | 1%<br>2                | 6%<br>8             | 4%<br>5                      |                                           |
| Q34: No (B)       | 7%<br>28       | 1%<br>3 | 0%<br>0                 | 4%<br>17            | 1%<br>3              | 1%<br>5               | 38%<br>152     | 3%<br>10               | 2%<br>7                           | 0%<br>0                 | 0%<br>1         | 1%<br>2          | 2%<br>7                | 11%<br>42           | 3%<br>10                     |                                           |
| Total Respondents | 40             | 8       | 5                       | 19                  | 4                    | 6                     | 194            | 12                     | 14                                | 1                       | 2               | 2                | 9                      | 50                  | 15                           | 9                                         |
|                   |                |         | Other (please specify): |                     |                      |                       |                |                        |                                   | Total                   |                 |                  |                        |                     |                              |                                           |
| Q34: Yes (A)      |                |         |                         |                     |                      |                       |                |                        |                                   | 2                       |                 |                  |                        |                     |                              |                                           |
| Q34: No (B)       |                |         |                         |                     |                      |                       |                |                        |                                   | 12                      |                 |                  |                        |                     |                              |                                           |

### Q33 How long have you worked for Dane County?

Answered: 563 Skipped: 10

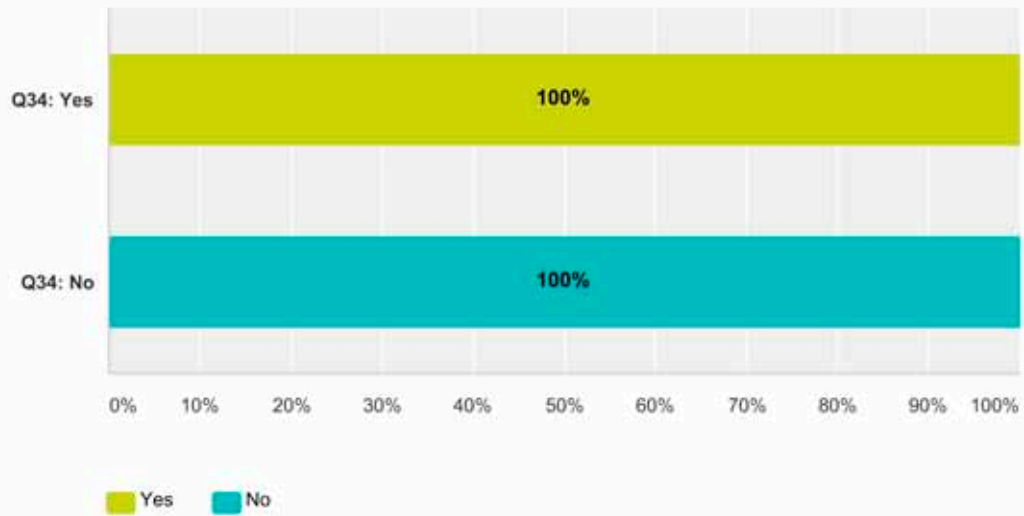


|                          | Less than 1 year | 1-5 years  | 6-10 years | 11-20 years | 21 or more years | Total      |
|--------------------------|------------------|------------|------------|-------------|------------------|------------|
| Managers (A)             | 5%<br>7          | 12%<br>18  | 16%<br>24  | 35%<br>54   | 33%<br>50        | 27%<br>153 |
| Non-managers (B)         | 9%<br>36         | 27%<br>110 | 17%<br>70  | 29%<br>120  | 18%<br>74        | 73%<br>410 |
| <b>Total Respondents</b> | 43               | 128        | 94         | 174         | 124              | 563        |



### Q34 Do you manage or supervise people?

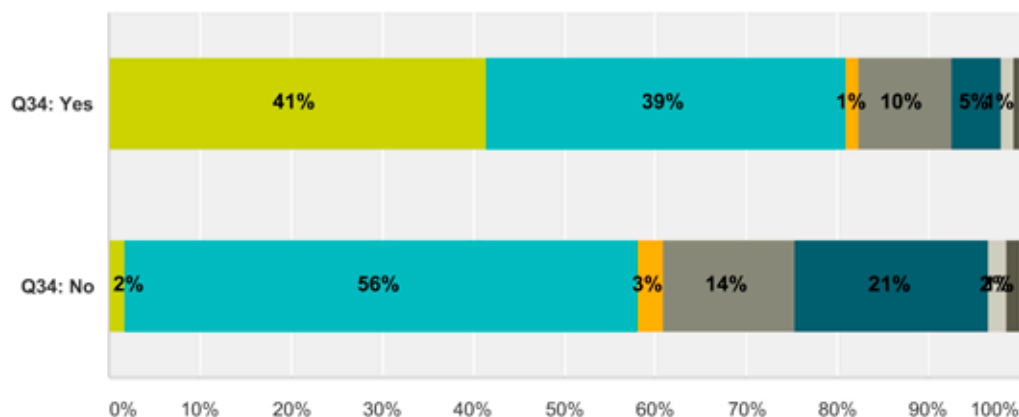
Answered: 573 Skipped: 0



|                   | Yes         | No          | Total      |
|-------------------|-------------|-------------|------------|
| Q34: Yes (A)      | 100%<br>154 | 0%<br>0     | 27%<br>154 |
| Q34: No (B)       | 0%<br>0     | 100%<br>419 | 73%<br>419 |
| Total Respondents | 154         | 419         | 573        |

## Q35 What is your job category?

Answered: 548 Skipped: 25

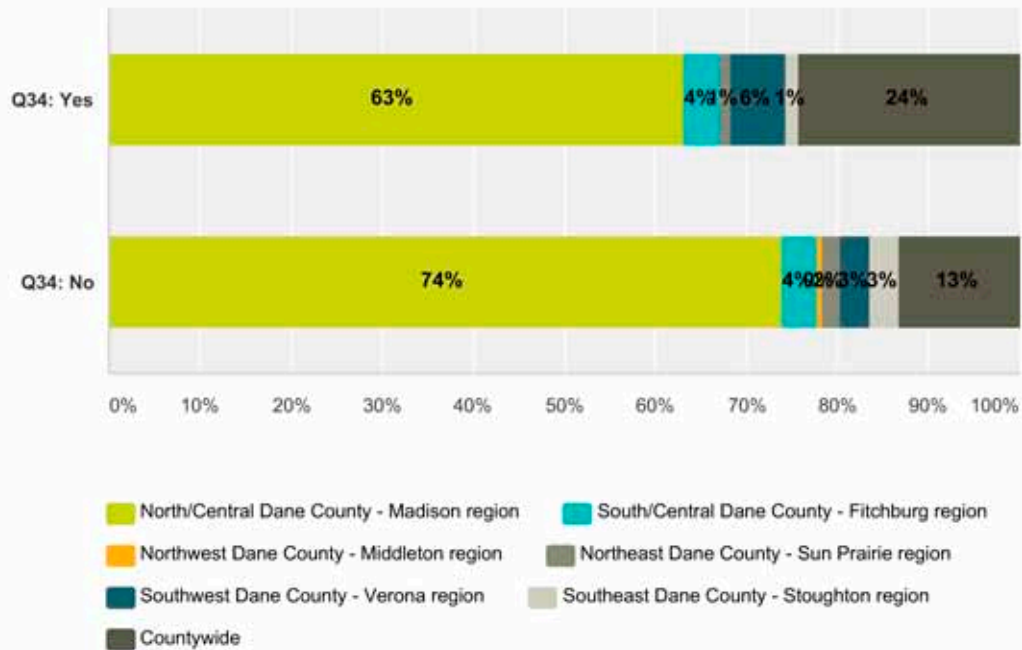


- Official / Administrator (e.g., department head, director, deputy director, division ...)
- Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professio...)
- Technician (e.g., dispatcher, LPN, computer programmer, drafter)
- Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger)
- Administrative Support (e.g., assistant, bookkeeper, dispatcher)
- Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer)
- Service & Maintenance (e.g., drivers, custodial employee, gardener, construction labor...)

|                          | Official / Administrator<br>(e.g., department head, director, deputy director, division director) | Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professional, RN's, social services worker, juvenile court worker, etc.) | Technician (e.g., dispatcher, LPN, computer programmer, drafter) | Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger) | Administrative Support (e.g., assistant, bookkeeper, dispatcher) | Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer) | Service & Maintenance (e.g., drivers, custodial employee, gardener, construction laborer) | Total      |
|--------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------|
| Q34: Yes (A)             | 41%<br>61                                                                                         | 39%<br>58                                                                                                                                            | 1%<br>2                                                          | 10%<br>15                                                                             | 5%<br>8                                                          | 1%<br>2                                                                                | 1%<br>1                                                                                   | 27%<br>147 |
| Q34: No (B)              | 2%<br>7                                                                                           | 56%<br>226                                                                                                                                           | 3%<br>11                                                         | 14%<br>58                                                                             | 21%<br>85                                                        | 2%<br>8                                                                                | 1%<br>6                                                                                   | 73%<br>401 |
| <b>Total Respondents</b> | 68                                                                                                | 284                                                                                                                                                  | 13                                                               | 73                                                                                    | 93                                                               | 10                                                                                     | 7                                                                                         | 548        |

## Q36 Where is your primary worksite?

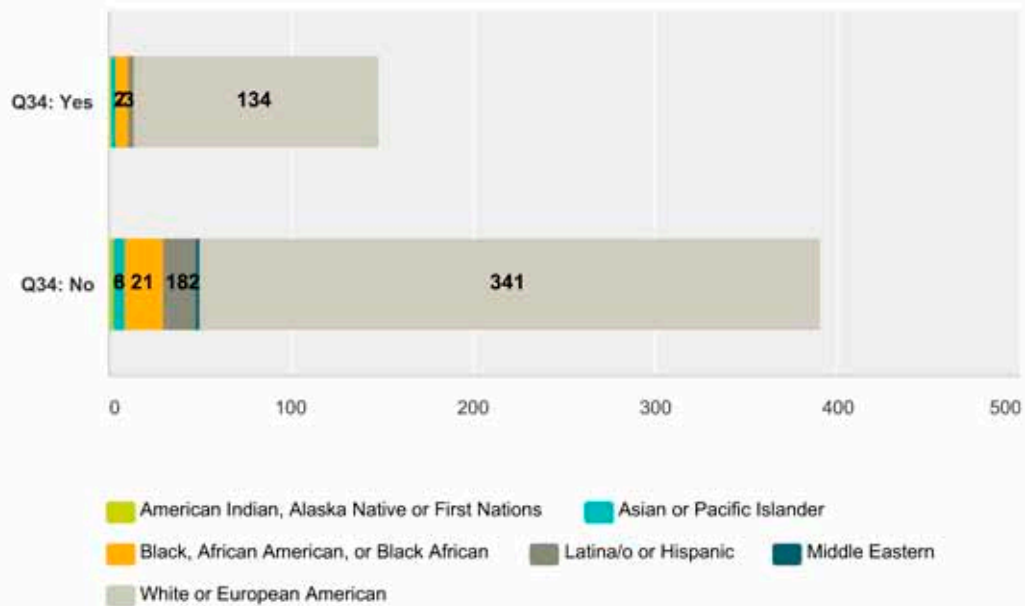
Answered: 558 Skipped: 15



|                   | North/Central Dane County - Madison region | South/Central Dane County - Fitchburg region | Northwest Dane County - Middleton region | Northeast Dane County - Sun Prairie region | Southwest Dane County - Verona region | Southeast Dane County - Stoughton region | Countywide | Total      |
|-------------------|--------------------------------------------|----------------------------------------------|------------------------------------------|--------------------------------------------|---------------------------------------|------------------------------------------|------------|------------|
| Q34: Yes (A)      | 63%<br>96                                  | 4%<br>6                                      | 0%<br>0                                  | 1%<br>2                                    | 6%<br>9                               | 1%<br>2                                  | 24%<br>37  | 27%<br>152 |
| Q34: No (B)       | 74%<br>300                                 | 4%<br>16                                     | 0%<br>2                                  | 2%<br>8                                    | 3%<br>13                              | 3%<br>13                                 | 13%<br>54  | 73%<br>406 |
| Total Respondents | 396                                        | 22                                           | 2                                        | 10                                         | 22                                    | 15                                       | 91         | 558        |

### Q37 What is your race / ethnicity? (Please check ALL that apply.)

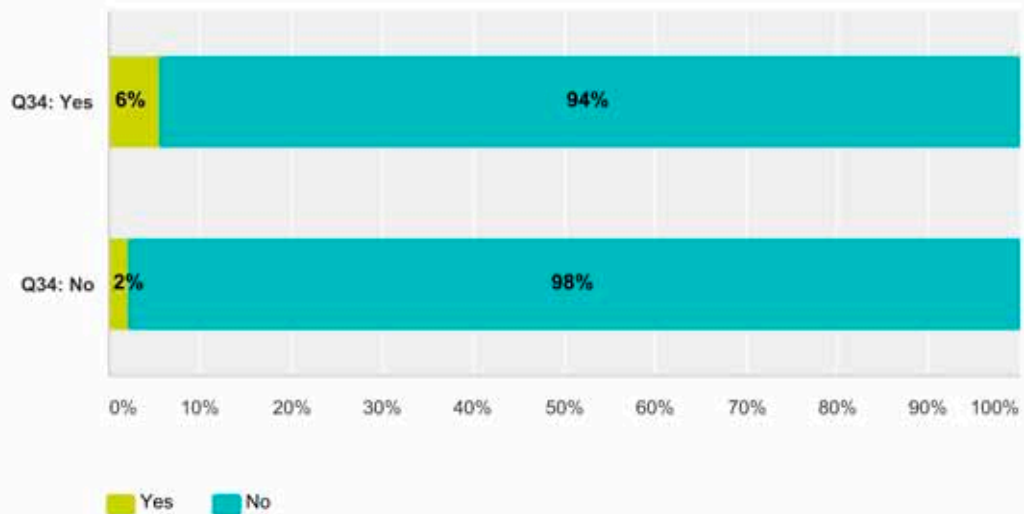
Answered: 528 Skipped: 45



|                          | American Indian, Alaska Native or First Nations | Asian or Pacific Islander | Black, African American, or Black African | Latina/o or Hispanic | Middle Eastern | White or European American | Total      |
|--------------------------|-------------------------------------------------|---------------------------|-------------------------------------------|----------------------|----------------|----------------------------|------------|
| Q34: Yes (A)             | 1%<br>2                                         | 1%<br>2                   | 5%<br>7                                   | 2%<br>3              | 0%<br>0        | 91%<br>134                 | 28%<br>148 |
| Q34: No (B)              | 1%<br>3                                         | 2%<br>6                   | 6%<br>21                                  | 5%<br>18             | 1%<br>2        | 90%<br>341                 | 74%<br>391 |
| <b>Total Respondents</b> | 5                                               | 8                         | 28                                        | 21                   | 2              | 475                        | 528        |
| Other (please specify)   |                                                 |                           |                                           |                      |                | Total                      |            |
| Q34: Yes (A)             |                                                 |                           |                                           |                      |                | 1                          | 1          |
| Q34: No (B)              |                                                 |                           |                                           |                      |                | 9                          | 9          |

### Q38 Are you an immigrant and/or a refugee?

Answered: 542 Skipped: 31



|                   | Yes     | No         | Total      |
|-------------------|---------|------------|------------|
| Q34: Yes (A)      | 6%<br>8 | 94%<br>136 | 27%<br>144 |
| Q34: No (B)       | 2%<br>9 | 98%<br>389 | 73%<br>398 |
| Total Respondents | 17      | 525        | 542        |

### Q39 What is your gender? (Please check ALL that apply.)

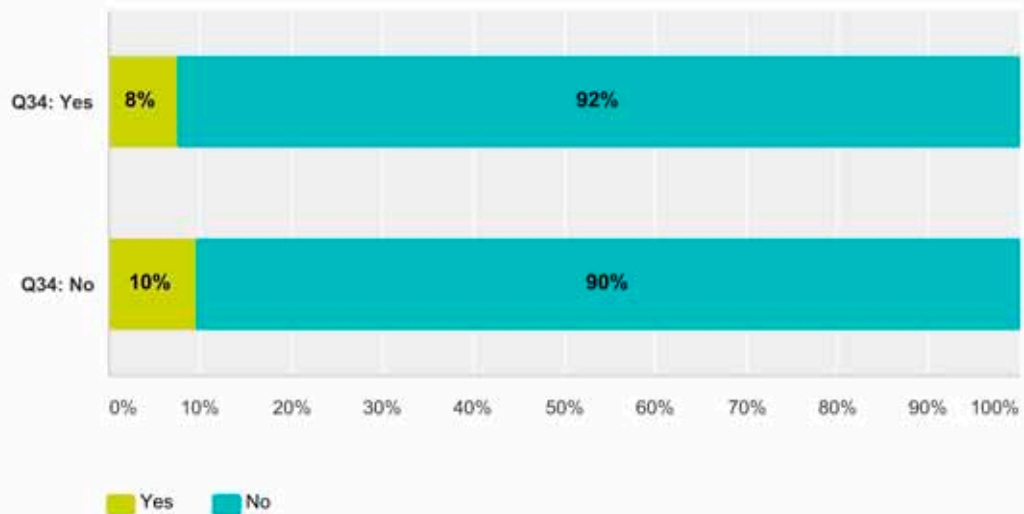
Answered: 540 Skipped: 33



|                          | Female                 | Male       | Transgender | Total      |
|--------------------------|------------------------|------------|-------------|------------|
| Q34: Yes (A)             | 52%<br>77              | 47%<br>69  | 1%<br>1     | 27%<br>147 |
| Q34: No (B)              | 71%<br>280             | 28%<br>112 | 1%<br>2     | 73%<br>394 |
| <b>Total Respondents</b> | 357                    | 181        | 3           | 540        |
|                          | Other (please specify) |            |             | Total      |
| Q34: Yes (A)             | 0                      |            |             | 0          |
| Q34: No (B)              | 2                      |            |             | 2          |

## Q40 Are you Gay, Lesbian, Bisexual, Queer, Transgender and/or Questioning?

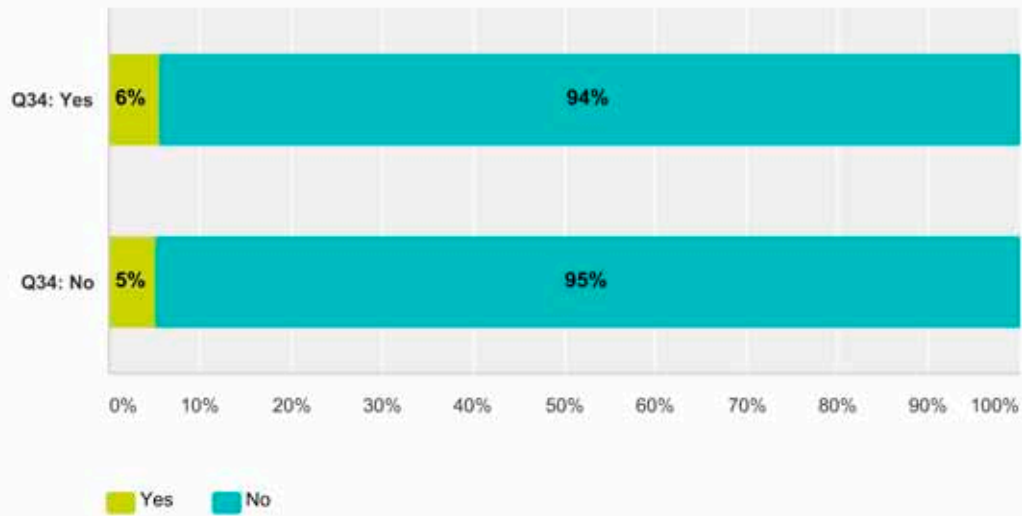
Answered: 543 Skipped: 30



|                          | Yes       | No         | Total      |
|--------------------------|-----------|------------|------------|
| Q34: Yes (A)             | 8%<br>11  | 92%<br>134 | 27%<br>145 |
| Q34: No (B)              | 10%<br>38 | 90%<br>360 | 73%<br>398 |
| <b>Total Respondents</b> | 49        | 494        | 543        |

## Q41 Are you a person with a disability?

Answered: 542 Skipped: 31



|                          | Yes      | No         | Total      |
|--------------------------|----------|------------|------------|
| Q34: Yes (A)             | 6%<br>8  | 94%<br>136 | 27%<br>144 |
| Q34: No (B)              | 5%<br>21 | 95%<br>377 | 73%<br>398 |
| <b>Total Respondents</b> | 29       | 513        | 542        |



**Q42 Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government.**

Answered: 146 Skipped: 427

|                          | Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government. | Total      |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Q34: Yes                 | 100%<br>43                                                                                                                                                      | 29%<br>43  |
| Q34: No                  | 100%<br>103                                                                                                                                                     | 71%<br>103 |
| <b>Total Respondents</b> | 146                                                                                                                                                             | 146        |

**Q43 Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County.**

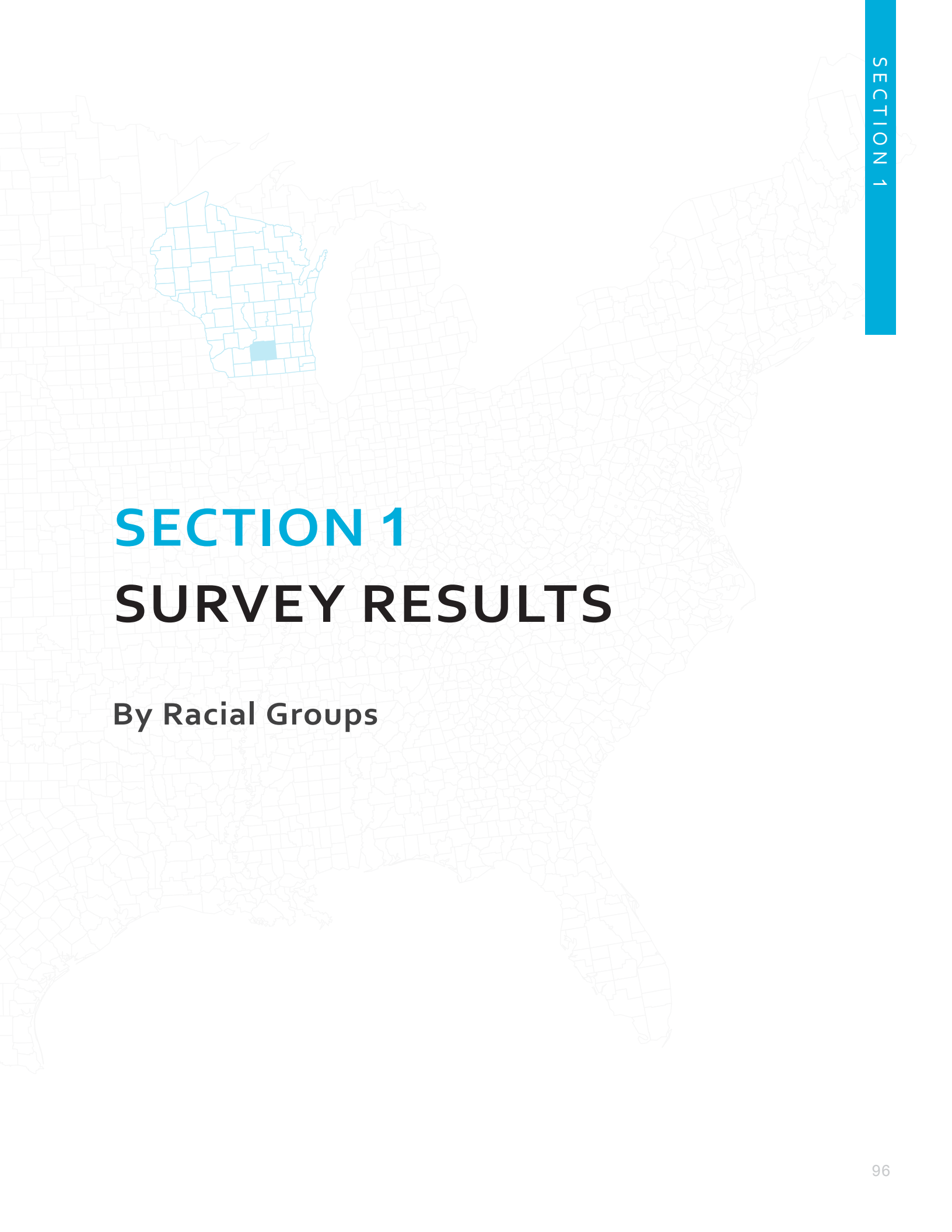
Answered: 80 Skipped: 493

|                   | Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County. |            | Total     |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| Q34: Yes          |                                                                                                                                                                                           | 100%<br>24 | 30%<br>24 |
| Q34: No           |                                                                                                                                                                                           | 100%<br>56 | 70%<br>56 |
| Total Respondents | 80                                                                                                                                                                                        |            | 80        |

**Q44 Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 107 Skipped: 466

|                   | Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County. | Total     |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Q34: Yes          | 100%<br>29                                                                                                                                                                                                    | 27%<br>29 |
| Q34: No           | 100%<br>78                                                                                                                                                                                                    | 73%<br>78 |
| Total Respondents | 107                                                                                                                                                                                                           | 107       |



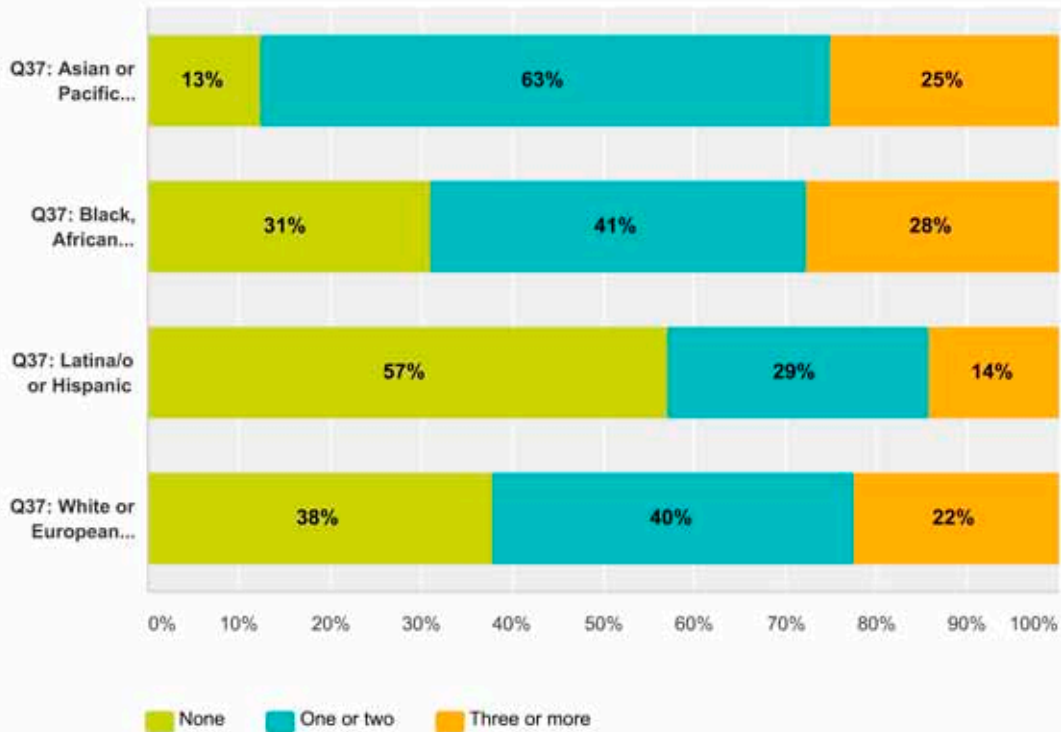
# **SECTION 1**

# **SURVEY RESULTS**

**By Racial Groups**

## Q1 Have you participated in racial equity discussions, trainings or workshops at Dane County?

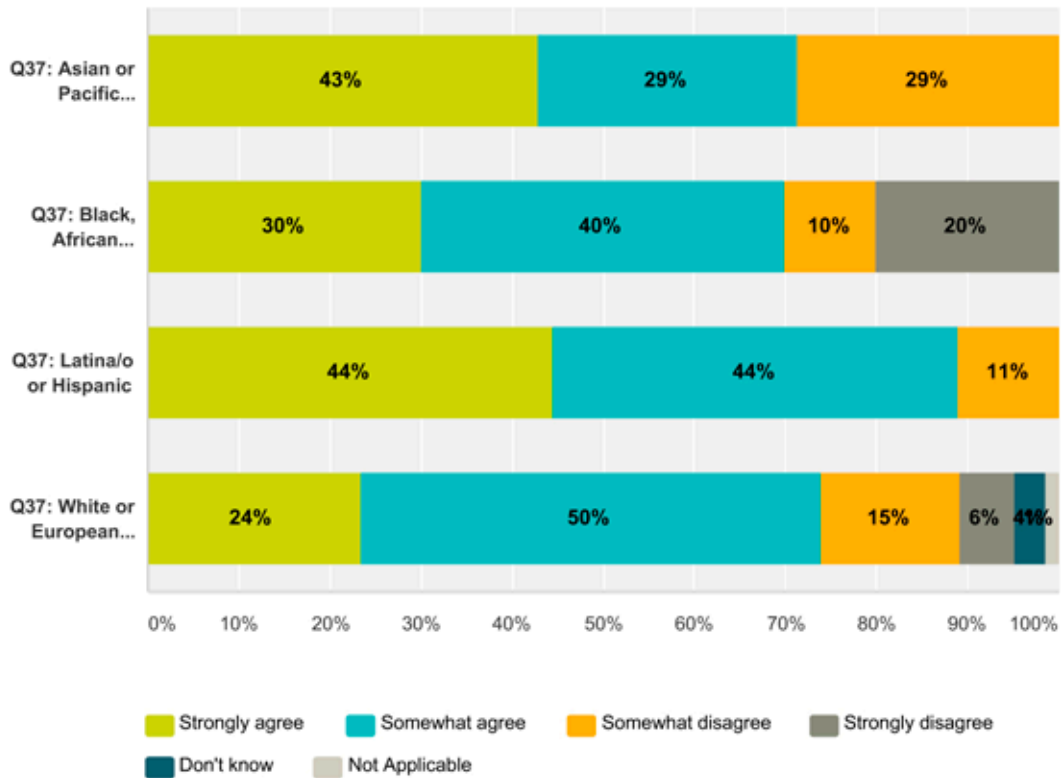
Answered: 540 Skipped: 3



|                                                    | None       | One or two | Three or more | Total      |
|----------------------------------------------------|------------|------------|---------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1   | 63%<br>5   | 25%<br>2      | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 31%<br>9   | 41%<br>12  | 28%<br>8      | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 57%<br>12  | 29%<br>6   | 14%<br>3      | 4%<br>21   |
| Q37: White or European American (D)                | 38%<br>185 | 40%<br>194 | 22%<br>110    | 91%<br>489 |
| <b>Total Respondents</b>                           | 206        | 213        | 121           | 540        |

## Q2 In general, I have found discussions, trainings or workshops about racial equity to be useful for my work at Dane County.

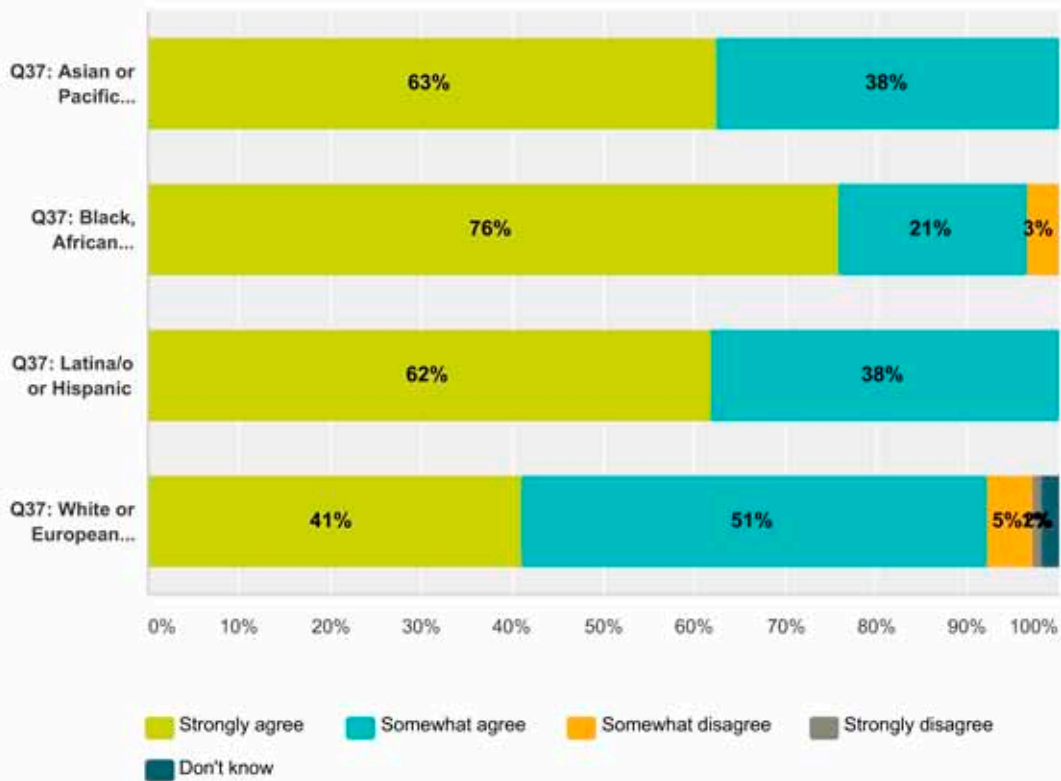
Answered: 336 Skipped: 207



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Not Applicable | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|----------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 43%<br>3       | 29%<br>2       | 29%<br>2          | 0%<br>0           | 0%<br>0    | 0%<br>0        | 2%<br>7    |
| Q37: Black, African American, or Black African (B) | 30%<br>6       | 40%<br>8       | 10%<br>2          | 20%<br>4          | 0%<br>0    | 0%<br>0        | 6%<br>20   |
| Q37: Latina/o or Hispanic (C)                      | 44%<br>4       | 44%<br>4       | 11%<br>1          | 0%<br>0           | 0%<br>0    | 0%<br>0        | 3%<br>9    |
| Q37: White or European American (D)                | 24%<br>72      | 50%<br>154     | 15%<br>47         | 6%<br>18          | 4%<br>11   | 1%<br>4        | 91%<br>306 |
| <b>Total Respondents</b>                           | 83             | 166            | 50                | 22                | 11         | 4              | 336        |

### Q3 I feel competent in my interactions with other races and cultures.

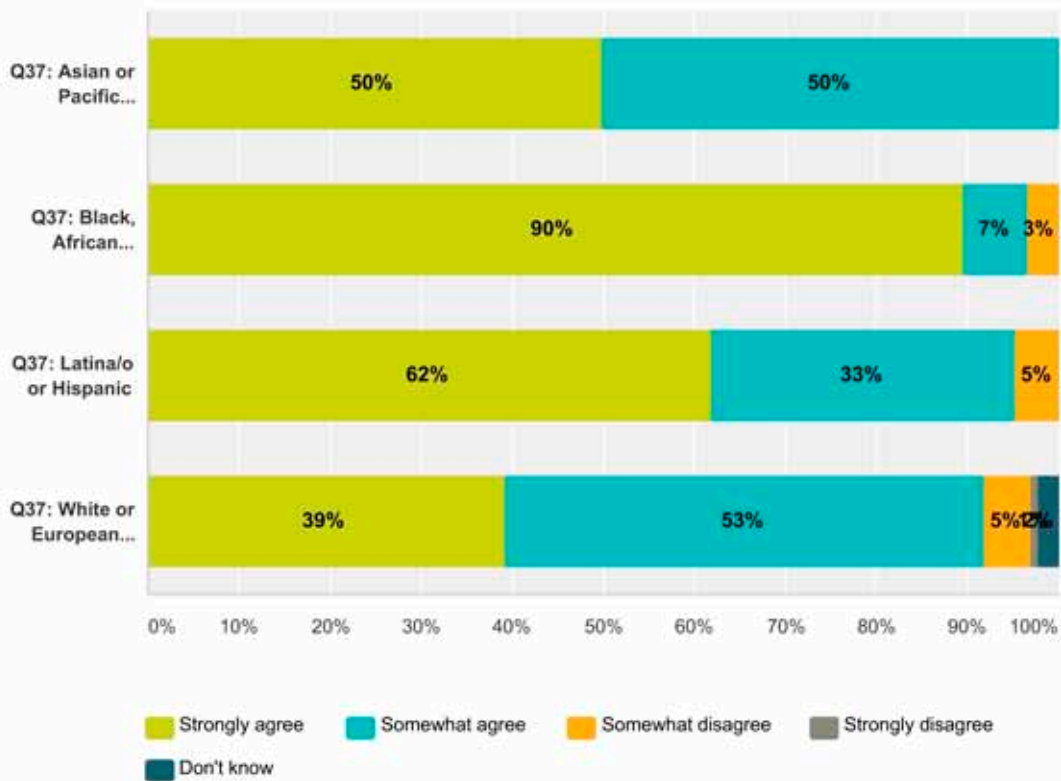
Answered: 542 Skipped: 1



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 63%<br>5       | 38%<br>3       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 76%<br>22      | 21%<br>6       | 3%<br>1           | 0%<br>0           | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 62%<br>13      | 38%<br>8       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 4%<br>21   |
| Q37: White or European American (D)                | 41%<br>202     | 51%<br>251     | 5%<br>24          | 1%<br>5           | 2%<br>9    | 91%<br>491 |
| <b>Total Respondents</b>                           | 235            | 268            | 25                | 5                 | 9          | 542        |

## Q4 I have a basic understanding of racial disparities in Dane County.

Answered: 543 Skipped: 0

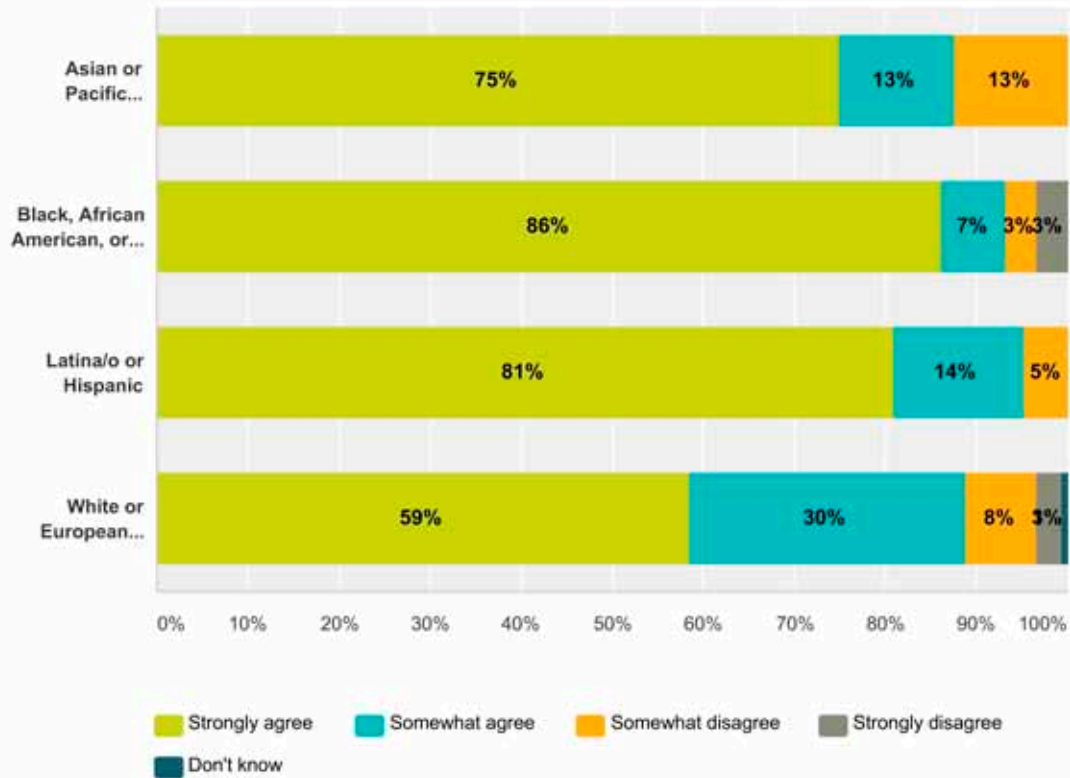


|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 50%<br>4       | 50%<br>4       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 90%<br>26      | 7%<br>2        | 3%<br>1           | 0%<br>0           | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 62%<br>13      | 33%<br>7       | 5%<br>1           | 0%<br>0           | 0%<br>0    | 4%<br>21   |
| Q37: White or European American (D)                | 39%<br>193     | 53%<br>259     | 5%<br>25          | 1%<br>4           | 2%<br>11   | 91%<br>492 |
| <b>Total Respondents</b>                           | 230            | 271            | 27                | 4                 | 11         | 543        |



## Q5 I think it is valuable to examine and discuss the impacts of race in our workplaces.

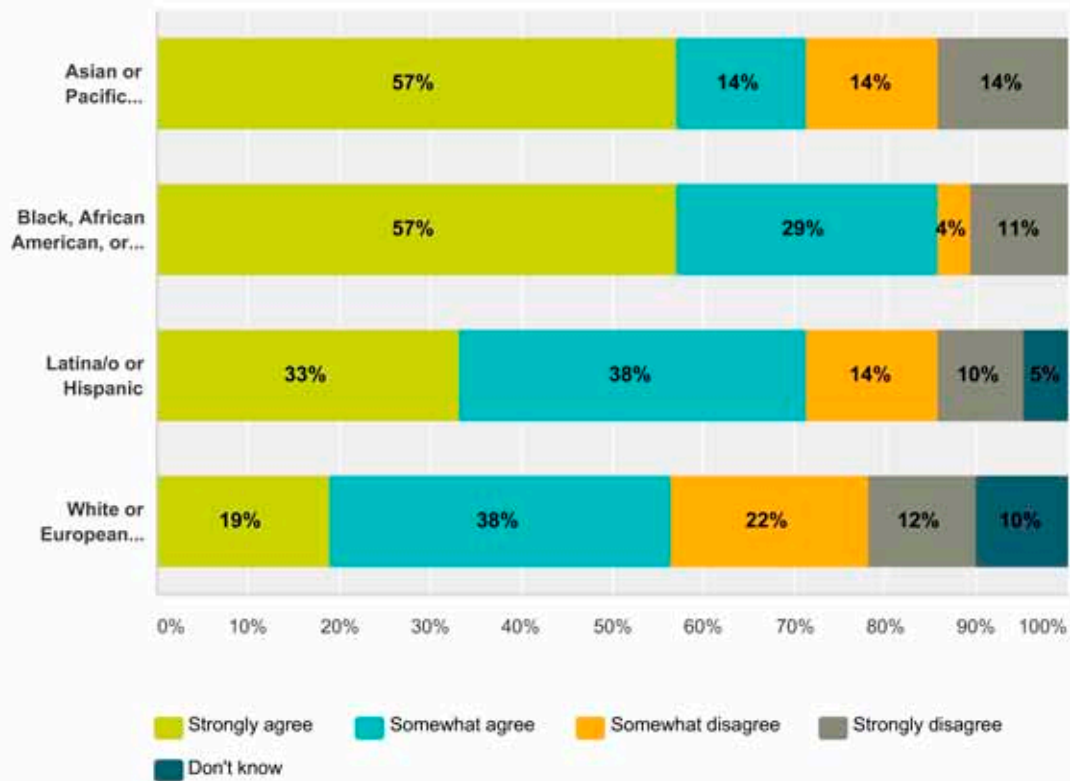
Answered: 539 Skipped: 4



|                                               | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-----------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Asian or Pacific Islander (A)                 | 75%<br>6       | 13%<br>1       | 13%<br>1          | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Black, African American, or Black African (B) | 86%<br>25      | 7%<br>2        | 3%<br>1           | 3%<br>1           | 0%<br>0    | 5%<br>29   |
| Latina/o or Hispanic (C)                      | 81%<br>17      | 14%<br>3       | 5%<br>1           | 0%<br>0           | 0%<br>0    | 4%<br>21   |
| White or European American (D)                | 59%<br>286     | 30%<br>147     | 8%<br>38          | 3%<br>14          | 1%<br>3    | 91%<br>488 |
| <b>Total Respondents</b>                      | 329            | 152            | 40                | 15                | 3          | 539        |

## Q6 I am actively involved in promoting race and social justice changes in my workplace.

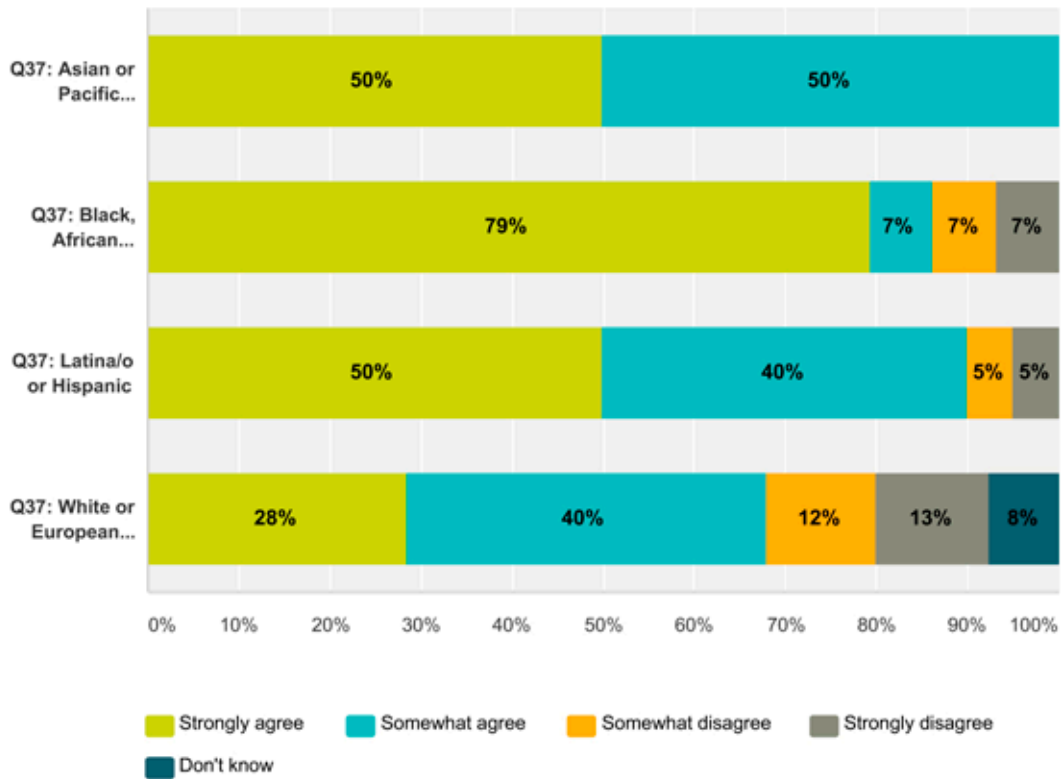
Answered: 537 Skipped: 6



|                                               | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|-----------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Asian or Pacific Islander (A)                 | 57%<br>4       | 14%<br>1       | 14%<br>1          | 14%<br>1          | 0%<br>0    | 1%<br>7    |
| Black, African American, or Black African (B) | 57%<br>16      | 29%<br>8       | 4%<br>1           | 11%<br>3          | 0%<br>0    | 5%<br>28   |
| Latina/o or Hispanic (C)                      | 33%<br>7       | 38%<br>8       | 14%<br>3          | 10%<br>2          | 5%<br>1    | 4%<br>21   |
| White or European American (D)                | 19%<br>93      | 38%<br>183     | 22%<br>105        | 12%<br>58         | 10%<br>49  | 91%<br>488 |
| <b>Total Respondents</b>                      | 117            | 198            | 109               | 63                | 50         | 537        |

**Q7 \*I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).**

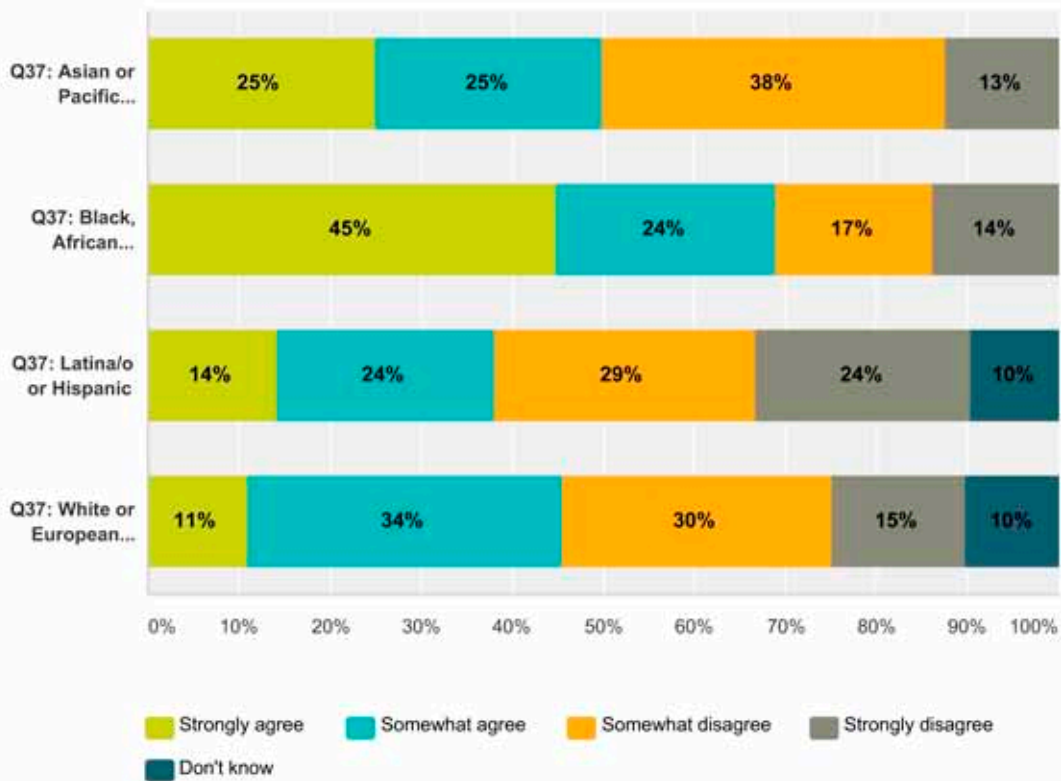
Answered: 538 Skipped: 5



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 50%<br>4       | 50%<br>4       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 79%<br>23      | 7%<br>2        | 7%<br>2           | 7%<br>2           | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 50%<br>10      | 40%<br>8       | 5%<br>1           | 5%<br>1           | 0%<br>0    | 4%<br>20   |
| Q37: White or European American (D)                | 28%<br>139     | 40%<br>193     | 12%<br>58         | 13%<br>61         | 8%<br>37   | 91%<br>488 |
| <b>Total Respondents</b>                           | 172            | 204            | 61                | 64                | 37         | 538        |

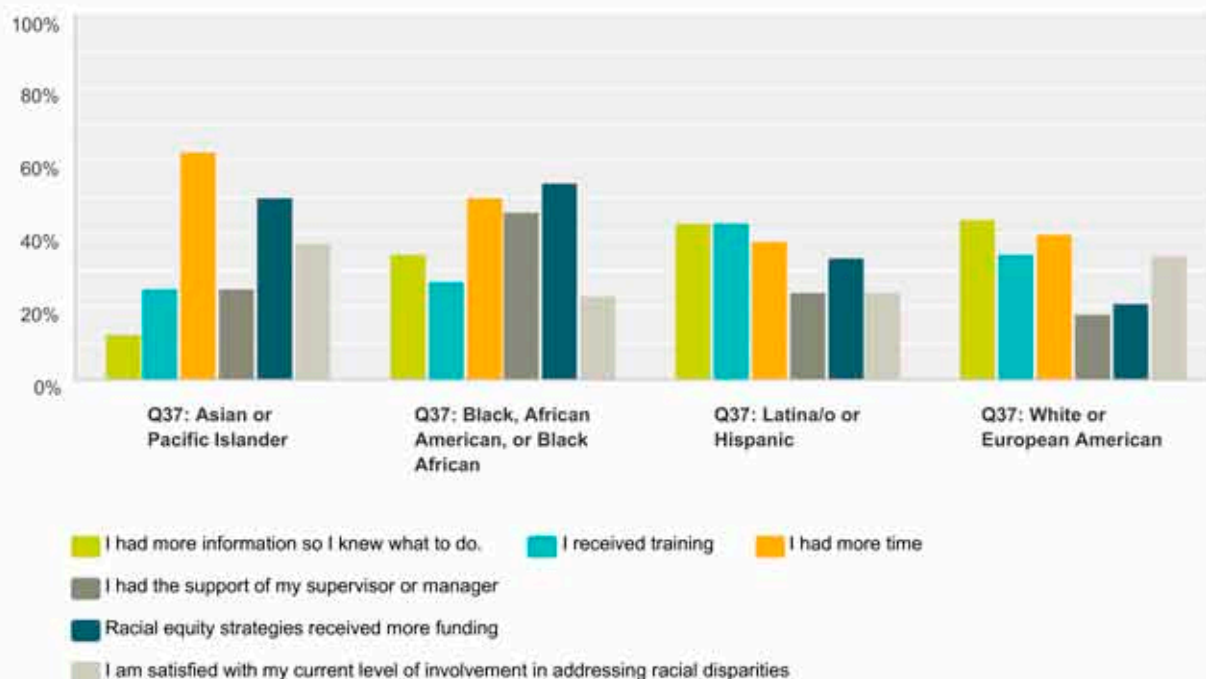
## Q8 I have the tools to address institutional racism in my workplace.

Answered: 539 Skipped: 4



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 25%<br>2       | 25%<br>2       | 38%<br>3          | 13%<br>1          | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 45%<br>13      | 24%<br>7       | 17%<br>5          | 14%<br>4          | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 14%<br>3       | 24%<br>5       | 29%<br>6          | 24%<br>5          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 11%<br>54      | 34%<br>168     | 30%<br>145        | 15%<br>71         | 10%<br>50  | 91%<br>488 |
| <b>Total Respondents</b>                           | 70             | 182            | 158               | 77                | 52         | 539        |

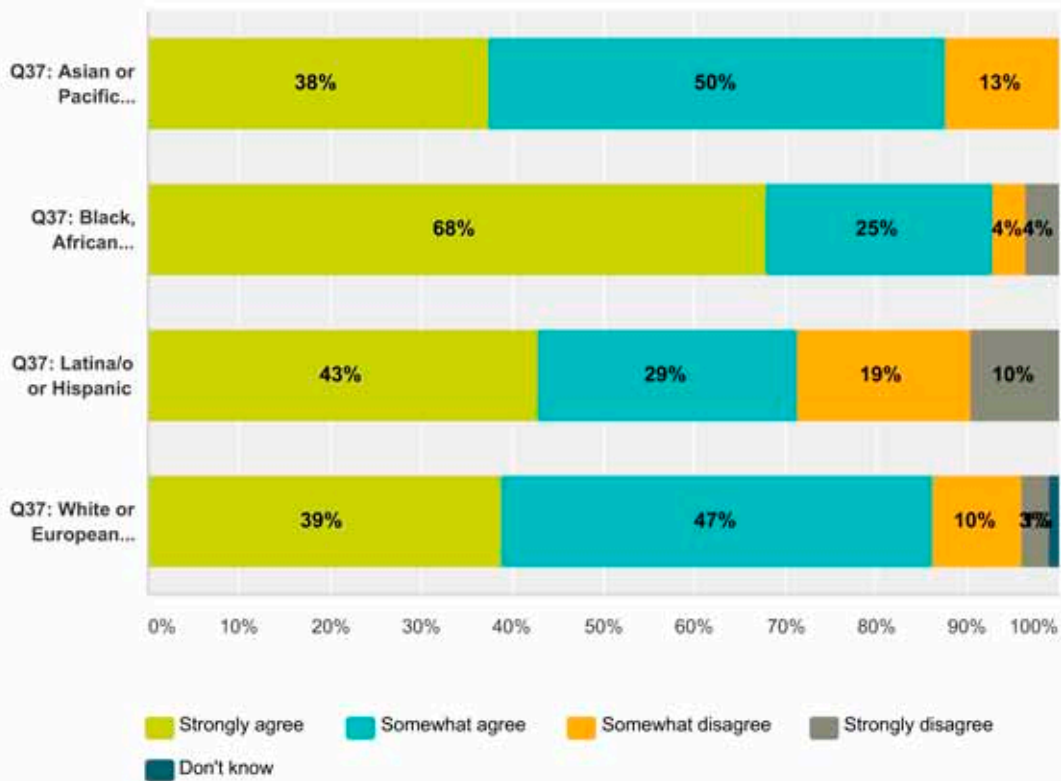
Answered: 501 : Skipped: 42



|                                                    | I had more information so I knew what to do. | I received training | I had more time | I had the support of my supervisor or manager | Racial equity strategies received more funding | I am satisfied with my current level of involvement in addressing racial disparities | Total        |
|----------------------------------------------------|----------------------------------------------|---------------------|-----------------|-----------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------|--------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1                                     | 25%<br>2            | 63%<br>5        | 25%<br>2                                      | 50%<br>4                                       | 38%<br>3                                                                             | 3%<br>17     |
| Q37: Black, African American, or Black African (B) | 35%<br>9                                     | 27%<br>7            | 50%<br>13       | 46%<br>12                                     | 54%<br>14                                      | 23%<br>6                                                                             | 12%<br>61    |
| Q37: Latina/o or Hispanic (C)                      | 43%<br>9                                     | 43%<br>9            | 38%<br>8        | 24%<br>5                                      | 33%<br>7                                       | 24%<br>5                                                                             | 9%<br>43     |
| Q37: White or European American (D)                | 44%<br>200                                   | 35%<br>157          | 40%<br>182      | 18%<br>82                                     | 21%<br>96                                      | 34%<br>154                                                                           | 174%<br>871  |
| <b>Total Respondents</b>                           | 214                                          | 172                 | 205             | 97                                            | 118                                            | 167                                                                                  | 501          |
|                                                    |                                              |                     |                 |                                               | <b>Other (please specify)</b>                  |                                                                                      | <b>Total</b> |
| Q37: Asian or Pacific Islander (A)                 |                                              |                     |                 |                                               | 1                                              |                                                                                      | 1            |
| Q37: Black, African American, or Black African (B) |                                              |                     |                 |                                               | 4                                              |                                                                                      | 4            |
| Q37: Latina/o or Hispanic (C)                      |                                              |                     |                 |                                               | 2                                              |                                                                                      | 2            |
| Q37: White or European American (D)                |                                              |                     |                 |                                               | 44                                             |                                                                                      | 44           |

## Q10 I feel comfortable talking about race within my department work setting.

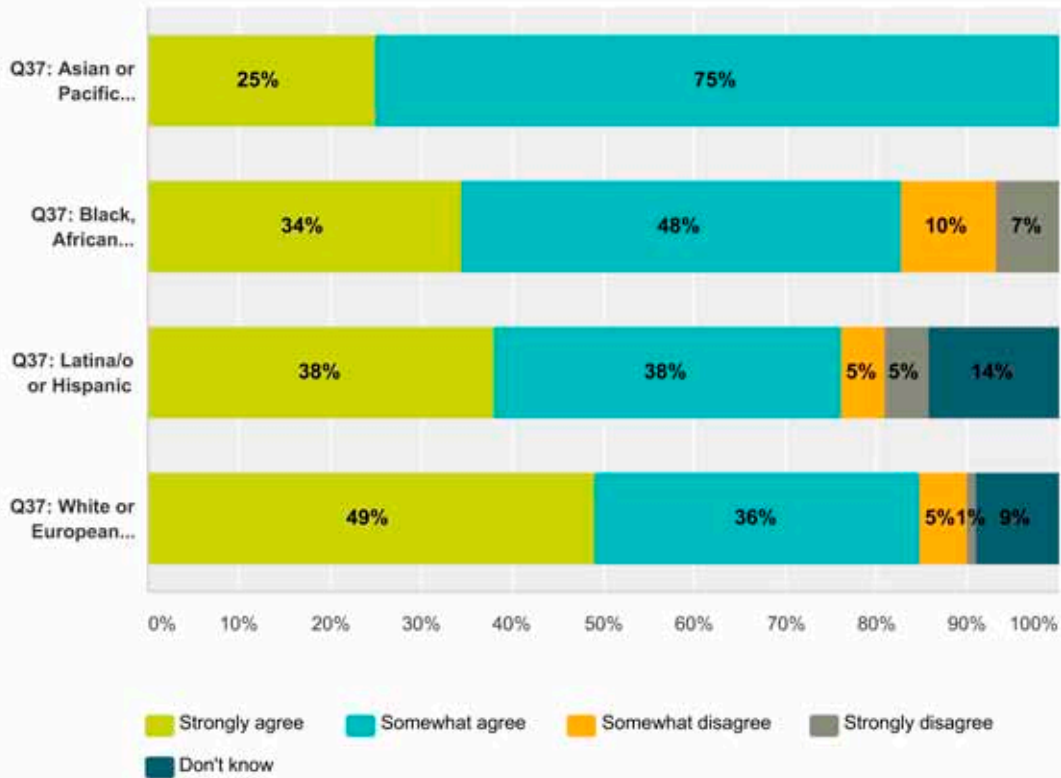
Answered: 539 Skipped: 4



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 50%<br>4       | 13%<br>1          | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 68%<br>19      | 25%<br>7       | 4%<br>1           | 4%<br>1           | 0%<br>0    | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 43%<br>9       | 29%<br>6       | 19%<br>4          | 10%<br>2          | 0%<br>0    | 4%<br>21   |
| Q37: White or European American (D)                | 39%<br>190     | 47%<br>231     | 10%<br>48         | 3%<br>15          | 1%<br>5    | 91%<br>489 |
| <b>Total Respondents</b>                           | 217            | 245            | 54                | 18                | 5          | 539        |

## Q11 Relationships between employees of different racial groups in my department are positive.

Answered: 536 Skipped: 7

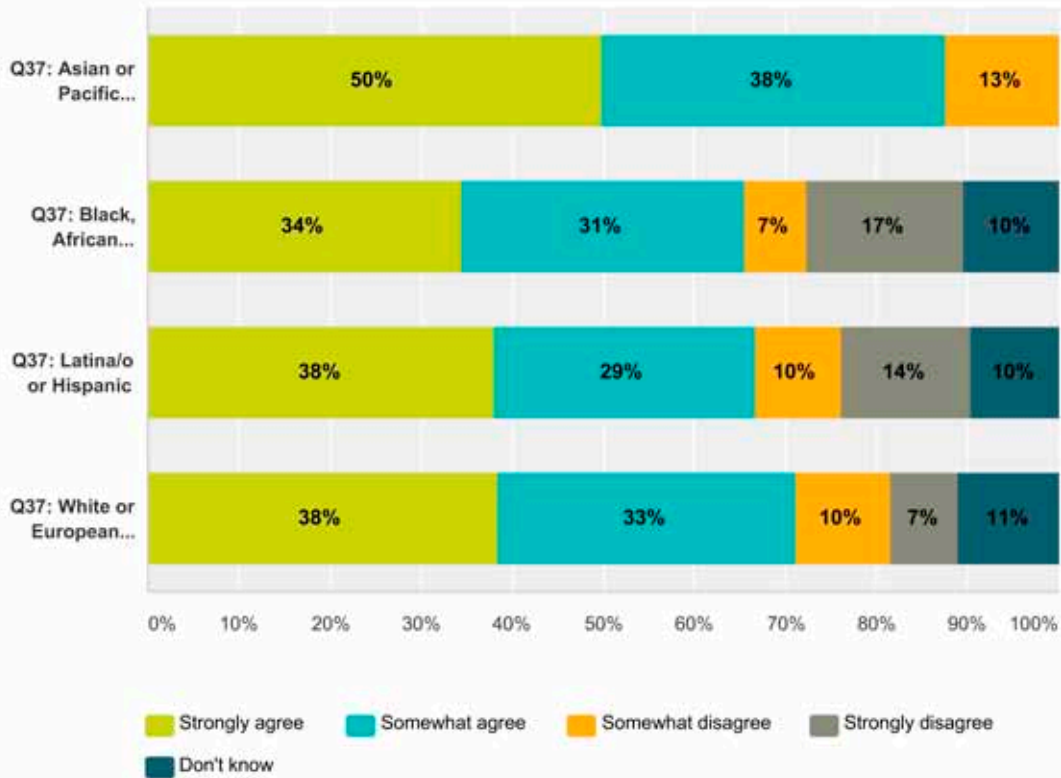


|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 25%<br>2       | 75%<br>6       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 34%<br>10      | 48%<br>14      | 10%<br>3          | 7%<br>2           | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 38%<br>8       | 38%<br>8       | 5%<br>1           | 5%<br>1           | 14%<br>3   | 4%<br>21   |
| Q37: White or European American (D)                | 49%<br>238     | 36%<br>173     | 5%<br>25          | 1%<br>5           | 9%<br>44   | 90%<br>485 |
| <b>Total Respondents</b>                           | 255            | 200            | 27                | 8                 | 46         | 536        |



## Q12 Employees are encouraged to participate in trainings, workshops, or events about racial equity.

Answered: 538 Skipped: 5

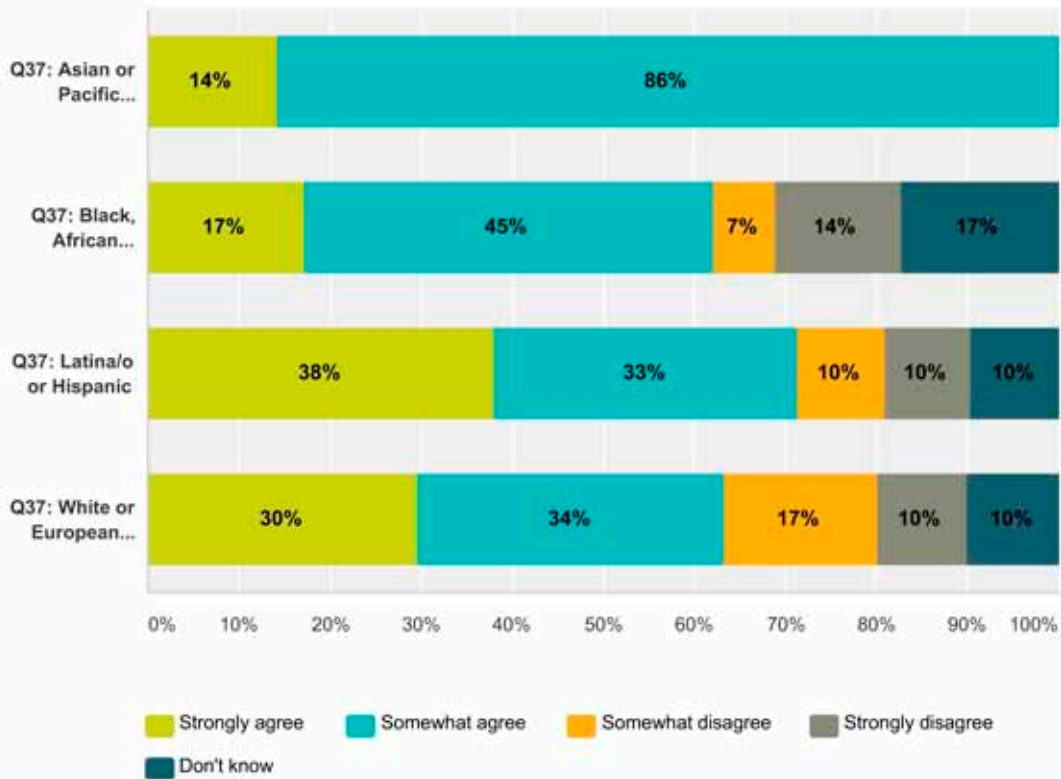


|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 50%<br>4       | 38%<br>3       | 13%<br>1          | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 34%<br>10      | 31%<br>9       | 7%<br>2           | 17%<br>5          | 10%<br>3   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 38%<br>8       | 29%<br>6       | 10%<br>2          | 14%<br>3          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 38%<br>187     | 33%<br>159     | 10%<br>51         | 7%<br>36          | 11%<br>54  | 91%<br>487 |
| <b>Total Respondents</b>                           | 207            | 175            | 56                | 42                | 58         | 538        |



### Q13 I am familiar with my department's efforts to address racial disparities.

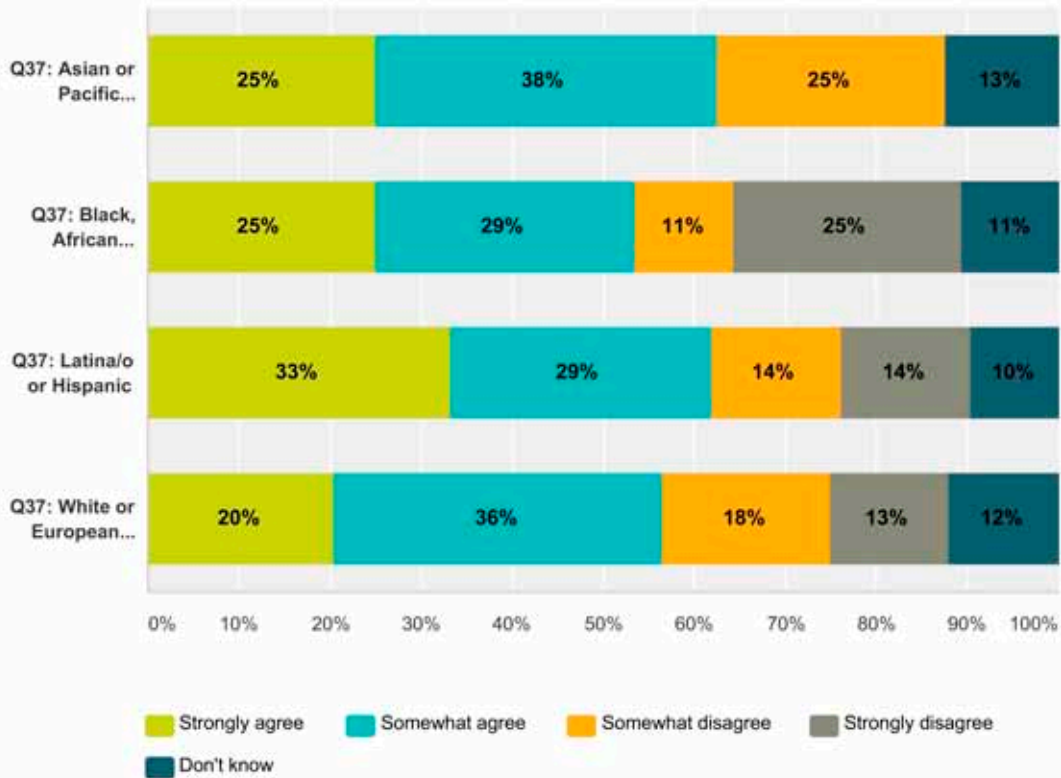
Answered: 536 Skipped: 7



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 14%<br>1       | 86%<br>6       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>7    |
| Q37: Black, African American, or Black African (B) | 17%<br>5       | 45%<br>13      | 7%<br>2           | 14%<br>4          | 17%<br>5   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 38%<br>8       | 33%<br>7       | 10%<br>2          | 10%<br>2          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 30%<br>144     | 34%<br>163     | 17%<br>82         | 10%<br>47         | 10%<br>49  | 90%<br>485 |
| <b>Total Respondents</b>                           | 156            | 186            | 86                | 53                | 55         | 536        |

**Q14 I am aware of efforts in my department to increase workforce equity (i.e., strategies and practices to improve diversity on all levels and across functions).**

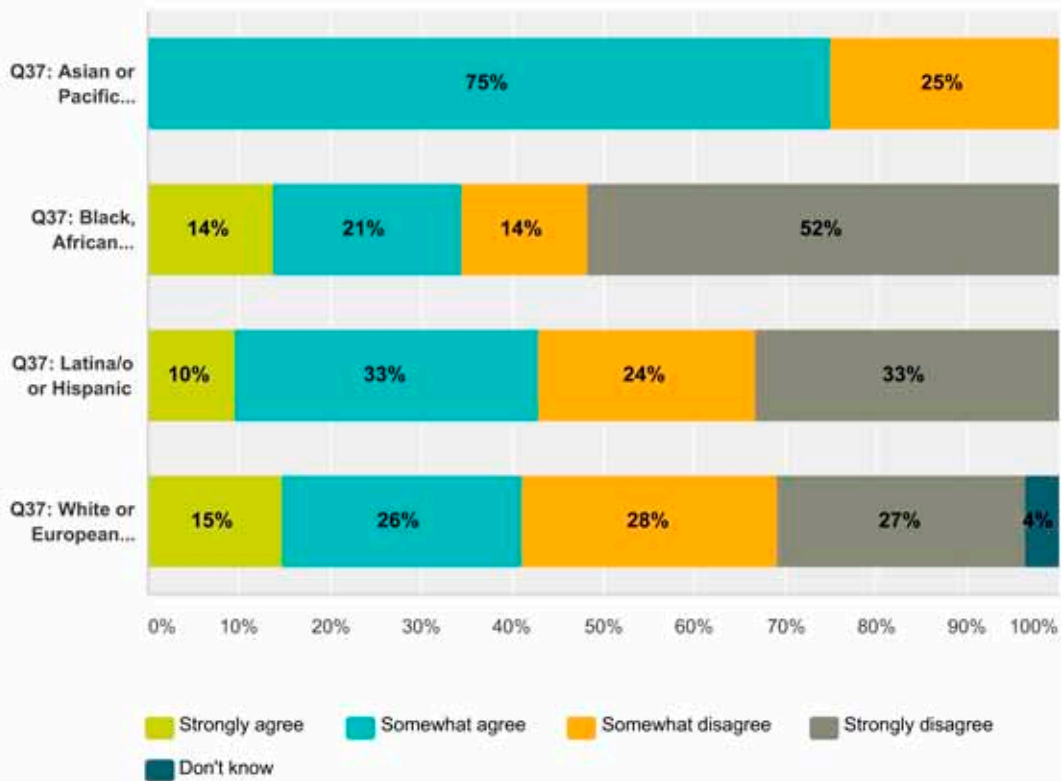
Answered: 534 Skipped: 9



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 25%<br>2       | 38%<br>3       | 25%<br>2          | 0%<br>0           | 13%<br>1   | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 25%<br>7       | 29%<br>8       | 11%<br>3          | 25%<br>7          | 11%<br>3   | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 33%<br>7       | 29%<br>6       | 14%<br>3          | 14%<br>3          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 20%<br>99      | 36%<br>175     | 18%<br>89         | 13%<br>63         | 12%<br>58  | 91%<br>484 |
| <b>Total Respondents</b>                           | 113            | 192            | 96                | 70                | 63         | 534        |

## Q15 I believe employees in my department reflect the racial diversity of our county.

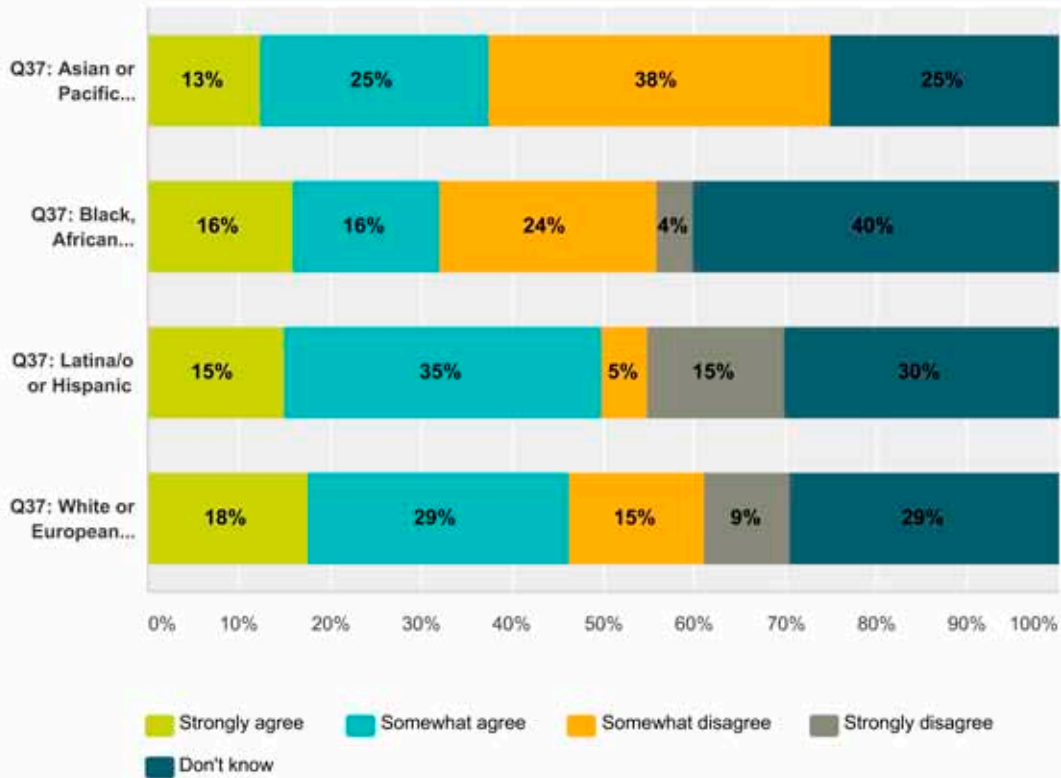
Answered: 540 Skipped: 3



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0        | 75%<br>6       | 25%<br>2          | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 14%<br>4       | 21%<br>6       | 14%<br>4          | 52%<br>15         | 0%<br>0    | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 33%<br>7       | 24%<br>5          | 33%<br>7          | 0%<br>0    | 4%<br>21   |
| Q37: White or European American (D)                | 15%<br>73      | 26%<br>128     | 28%<br>137        | 27%<br>133        | 4%<br>18   | 91%<br>489 |
| <b>Total Respondents</b>                           | 78             | 144            | 148               | 152               | 18         | 540        |

## Q16 I am aware of my department's commitment to contracting equity and woman and minority businesses.

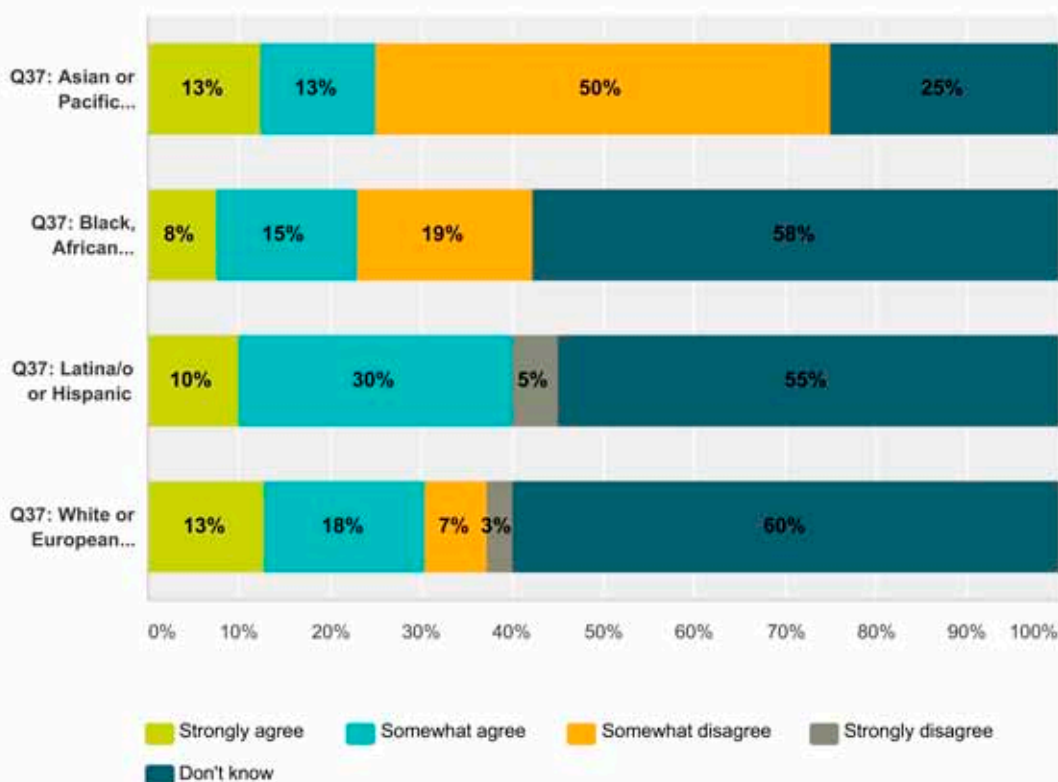
Answered: 524 Skipped: 19



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1       | 25%<br>2       | 38%<br>3          | 0%<br>0           | 25%<br>2   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 16%<br>4       | 16%<br>4       | 24%<br>6          | 4%<br>1           | 40%<br>10  | 5%<br>25   |
| Q37: Latina/o or Hispanic (C)                      | 15%<br>3       | 35%<br>7       | 5%<br>1           | 15%<br>3          | 30%<br>6   | 4%<br>20   |
| Q37: White or European American (D)                | 18%<br>84      | 29%<br>137     | 15%<br>71         | 9%<br>45          | 29%<br>141 | 91%<br>478 |
| <b>Total Respondents</b>                           | 91             | 150            | 79                | 47                | 157        | 524        |

## Q17 My department promotes equitable access by women- and minority-owned businesses to compete for purchasing and consulting contracts.

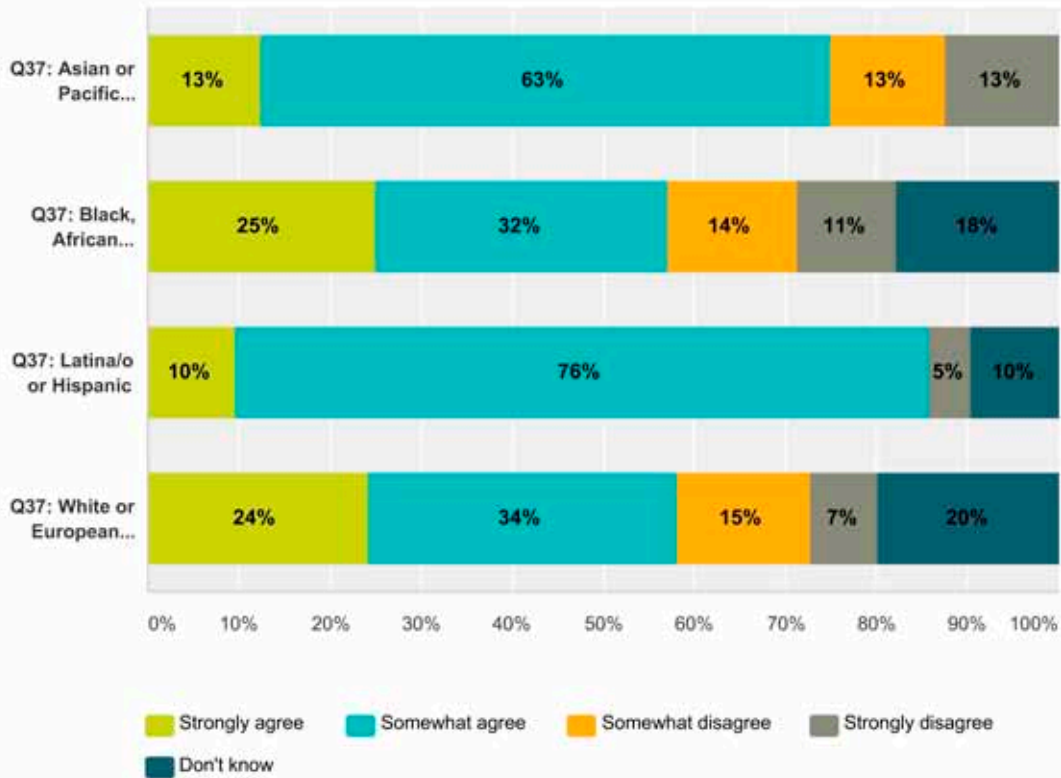
Answered: 518 Skipped: 25



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1       | 13%<br>1       | 50%<br>4          | 0%<br>0           | 25%<br>2   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 8%<br>2        | 15%<br>4       | 19%<br>5          | 0%<br>0           | 58%<br>15  | 5%<br>26   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 30%<br>6       | 0%<br>0           | 5%<br>1           | 55%<br>11  | 4%<br>20   |
| Q37: White or European American (D)                | 13%<br>60      | 18%<br>83      | 7%<br>33          | 3%<br>13          | 60%<br>282 | 91%<br>471 |
| <b>Total Respondents</b>                           | 65             | 94             | 41                | 14                | 304        | 518        |

## Q18 I am aware of efforts in my department to be more inclusive in our outreach and public engagement.

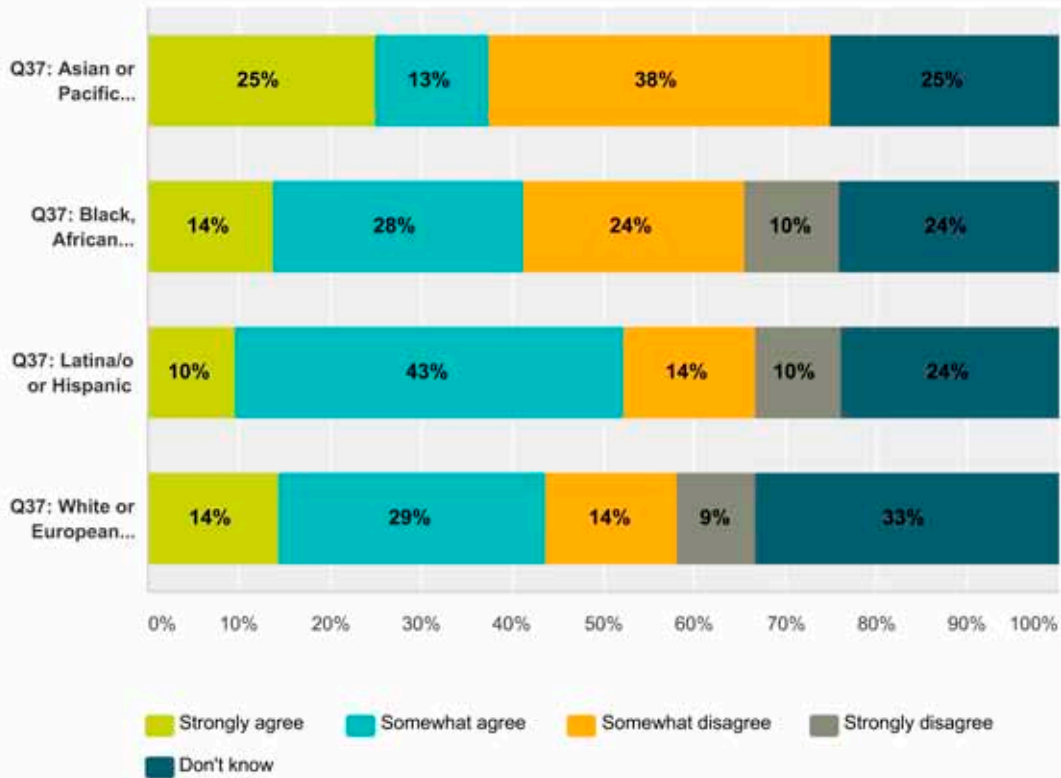
Answered: 528 Skipped: 15



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1       | 63%<br>5       | 13%<br>1          | 13%<br>1          | 0%<br>0    | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 25%<br>7       | 32%<br>9       | 14%<br>4          | 11%<br>3          | 18%<br>5   | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 76%<br>16      | 0%<br>0           | 5%<br>1           | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 24%<br>116     | 34%<br>162     | 15%<br>70         | 7%<br>35          | 20%<br>95  | 91%<br>478 |
| <b>Total Respondents</b>                           | 126            | 187            | 74                | 39                | 102        | 528        |

## Q19 My department seeks input and assistance on decision making from communities of color.

Answered: 531 Skipped: 12

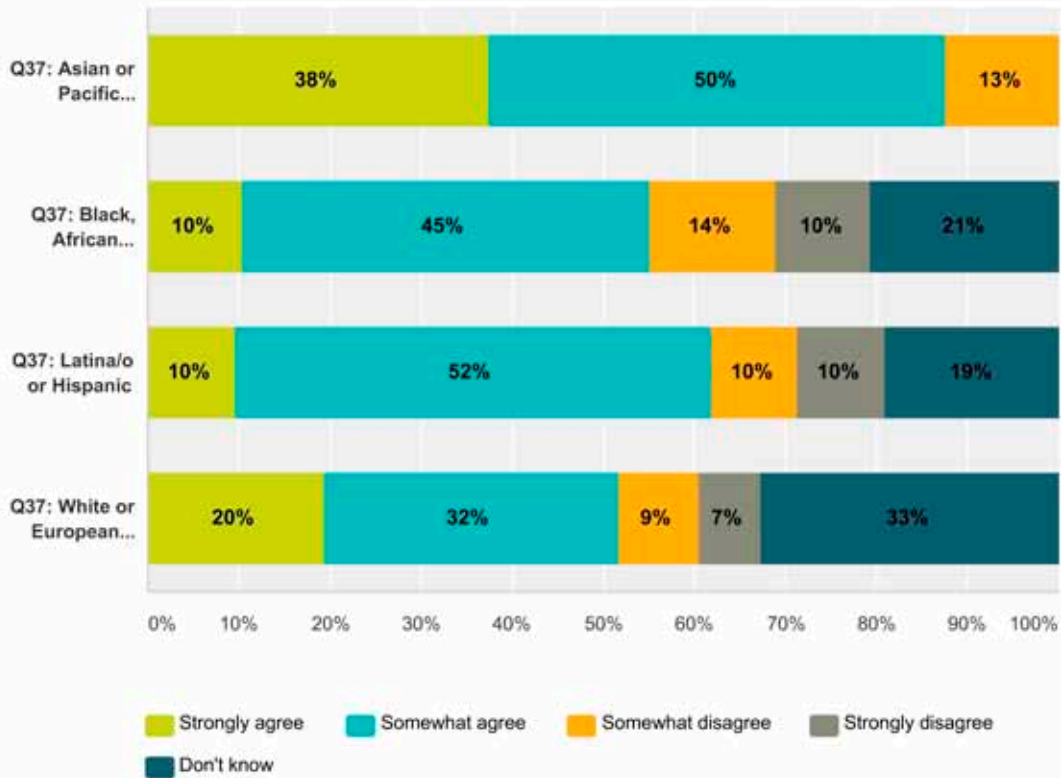


|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 25%<br>2       | 13%<br>1       | 38%<br>3          | 0%<br>0           | 25%<br>2   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 14%<br>4       | 28%<br>8       | 24%<br>7          | 10%<br>3          | 24%<br>7   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 43%<br>9       | 14%<br>3          | 10%<br>2          | 24%<br>5   | 4%<br>21   |
| Q37: White or European American (D)                | 14%<br>69      | 29%<br>141     | 14%<br>69         | 9%<br>41          | 33%<br>160 | 90%<br>480 |
| <b>Total Respondents</b>                           | 77             | 159            | 81                | 44                | 170        | 531        |



## Q20 My department partners with other institutions and communities to advance racial equity.

Answered: 533 Skipped: 10

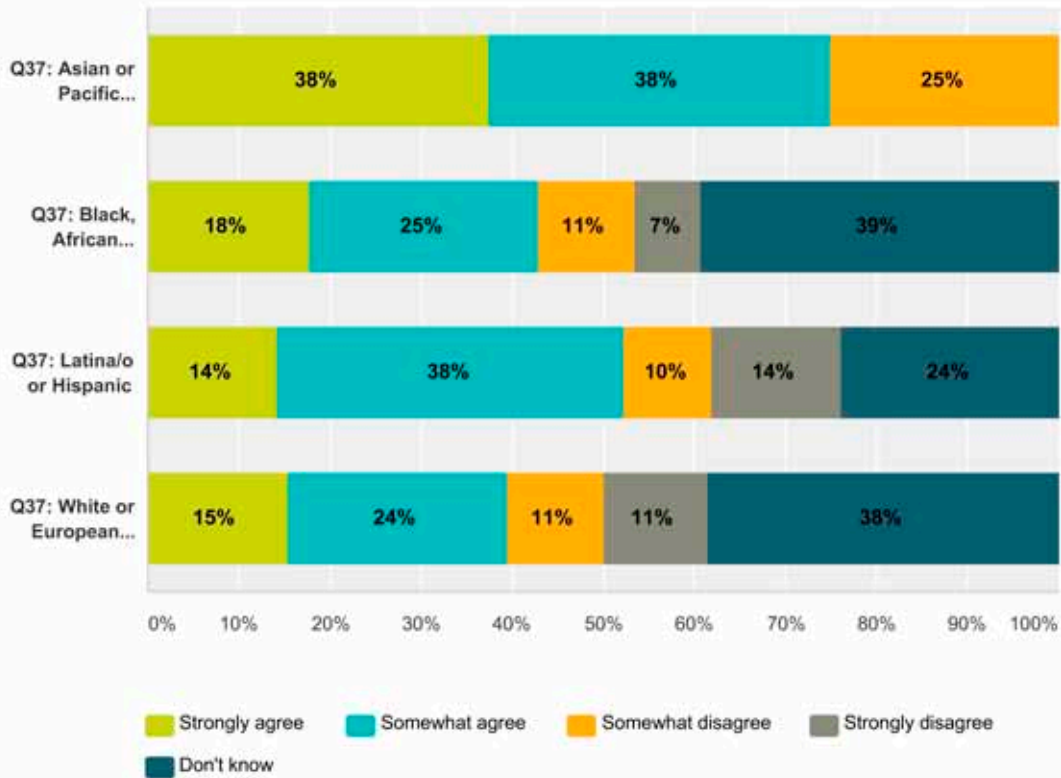


|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 50%<br>4       | 13%<br>1          | 0%<br>0           | 0%<br>0    | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 10%<br>3       | 45%<br>13      | 14%<br>4          | 10%<br>3          | 21%<br>6   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 52%<br>11      | 10%<br>2          | 10%<br>2          | 19%<br>4   | 4%<br>21   |
| Q37: White or European American (D)                | 20%<br>94      | 32%<br>155     | 9%<br>43          | 7%<br>33          | 33%<br>157 | 90%<br>482 |
| <b>Total Respondents</b>                           | 101            | 180            | 50                | 36                | 166        | 533        |



## Q21 I am aware of efforts in my department to improve access to services for refugees and immigrants.

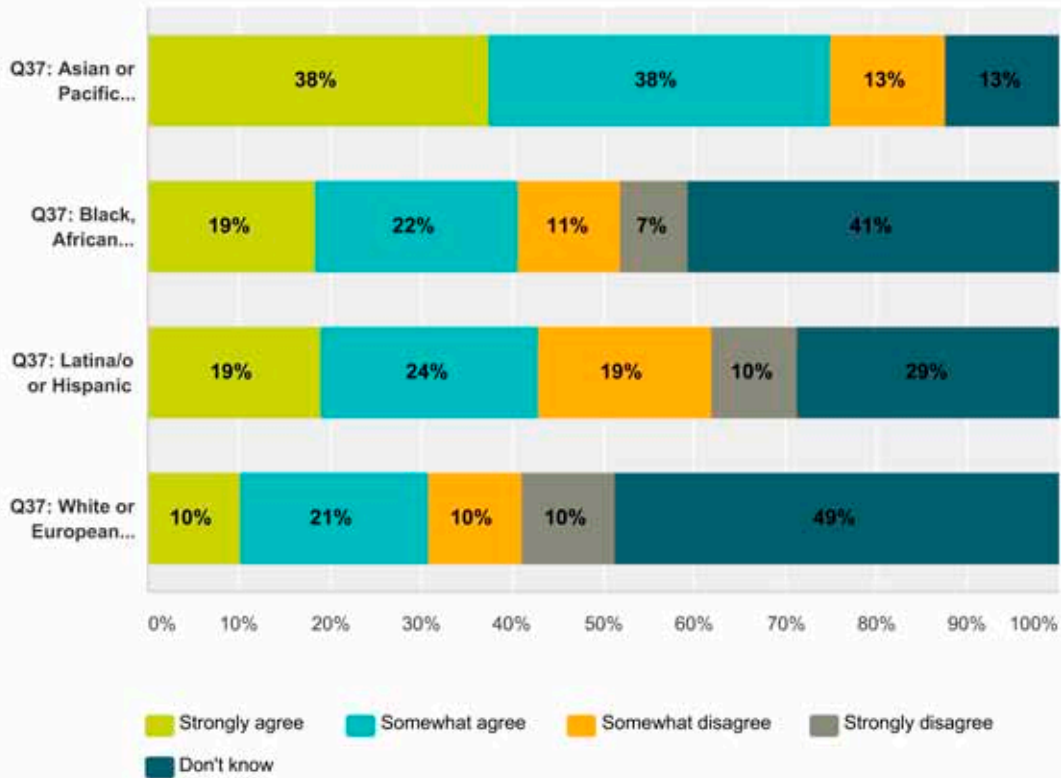
Answered: 531 Skipped: 12



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 38%<br>3       | 25%<br>2          | 0%<br>0           | 0%<br>0    | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 18%<br>5       | 25%<br>7       | 11%<br>3          | 7%<br>2           | 39%<br>11  | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 14%<br>3       | 38%<br>8       | 10%<br>2          | 14%<br>3          | 24%<br>5   | 4%<br>21   |
| Q37: White or European American (D)                | 15%<br>74      | 24%<br>116     | 11%<br>51         | 11%<br>55         | 38%<br>185 | 91%<br>481 |
| <b>Total Respondents</b>                           | 84             | 131            | 58                | 58                | 200        | 531        |

## Q22 My department is making progress on improving access to services for refugees and immigrants.

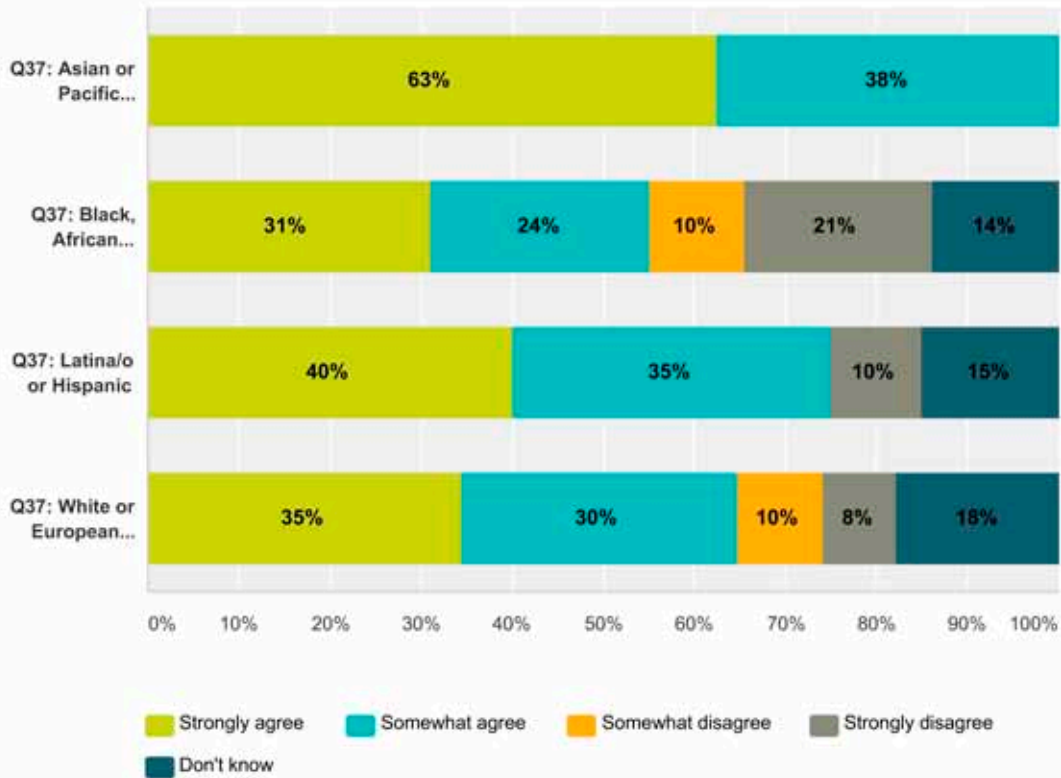
Answered: 525 Skipped: 18



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 38%<br>3       | 13%<br>1          | 0%<br>0           | 13%<br>1   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 19%<br>5       | 22%<br>6       | 11%<br>3          | 7%<br>2           | 41%<br>11  | 5%<br>27   |
| Q37: Latina/o or Hispanic (C)                      | 19%<br>4       | 24%<br>5       | 19%<br>4          | 10%<br>2          | 29%<br>6   | 4%<br>21   |
| Q37: White or European American (D)                | 10%<br>49      | 21%<br>98      | 10%<br>49         | 10%<br>48         | 49%<br>232 | 91%<br>476 |
| <b>Total Respondents</b>                           | 60             | 111            | 57                | 50                | 247        | 525        |

## Q23 My department is making progress at providing interpretation and translation services for people with limited English.

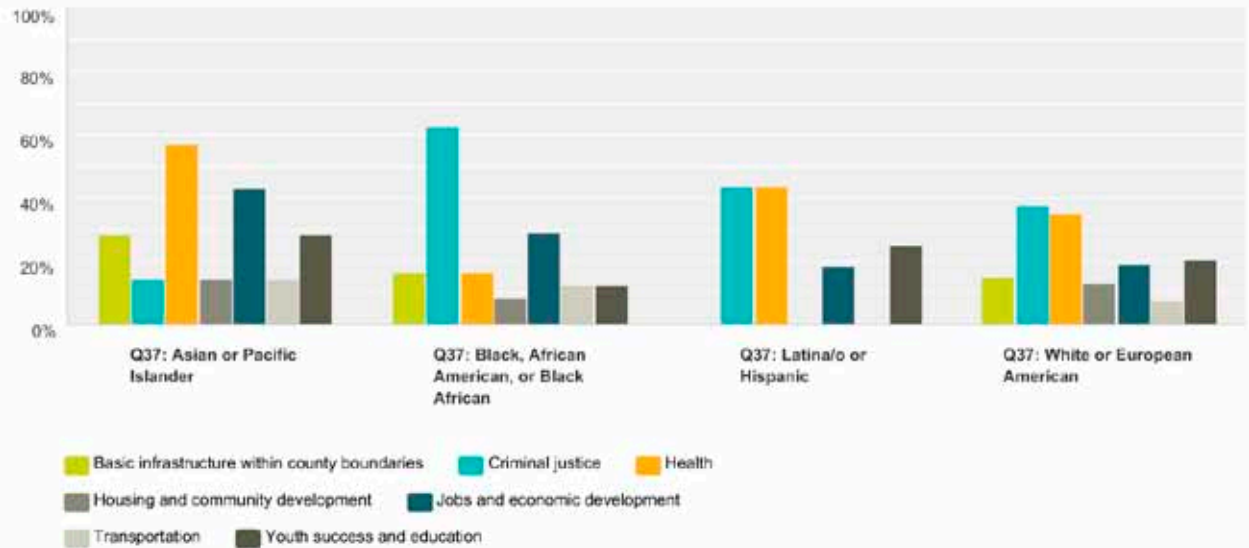
Answered: 534 Skipped: 9



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 63%<br>5       | 38%<br>3       | 0%<br>0           | 0%<br>0           | 0%<br>0    | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 31%<br>9       | 24%<br>7       | 10%<br>3          | 21%<br>6          | 14%<br>4   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 40%<br>8       | 35%<br>7       | 0%<br>0           | 10%<br>2          | 15%<br>3   | 4%<br>20   |
| Q37: White or European American (D)                | 35%<br>167     | 30%<br>146     | 10%<br>46         | 8%<br>39          | 18%<br>86  | 91%<br>484 |
| <b>Total Respondents</b>                           | 186            | 163            | 49                | 44                | 92         | 534        |

## Q24 Which of the following areas does your department influence to the greatest degree?

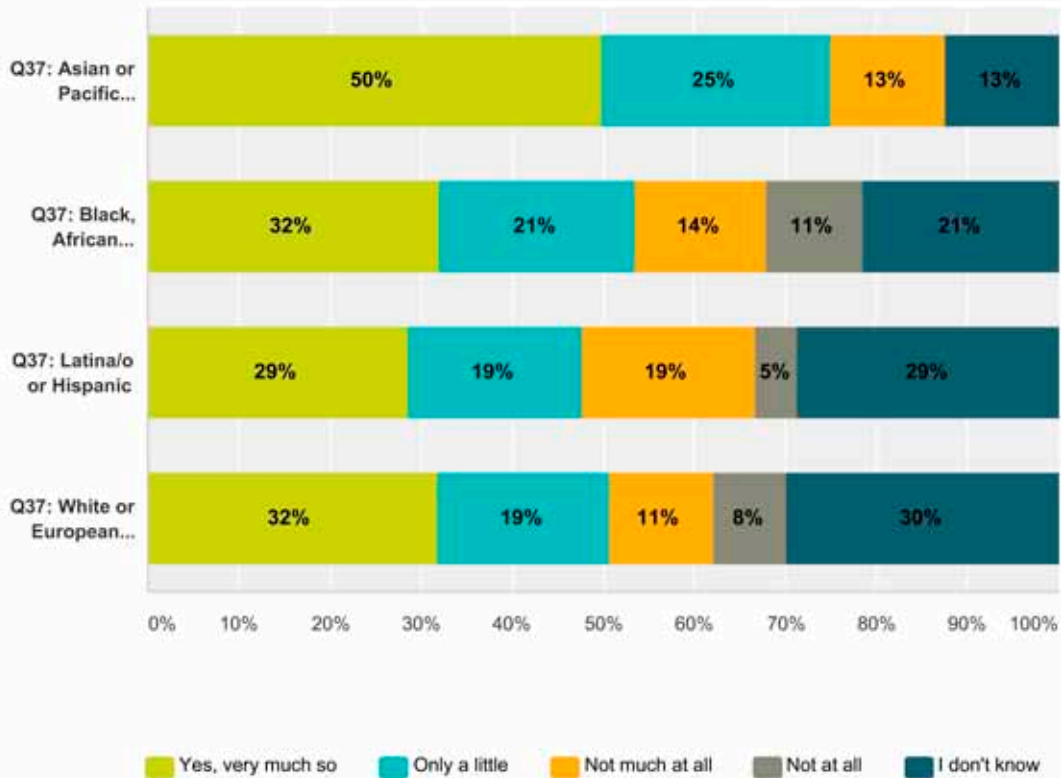
Answered: 449 Skipped: 94



|                                                    | Basic infrastructure within county boundaries | Criminal justice | Health     | Housing and community development | Jobs and economic development | Transportation | Youth success and education | Total       |
|----------------------------------------------------|-----------------------------------------------|------------------|------------|-----------------------------------|-------------------------------|----------------|-----------------------------|-------------|
| Q37: Asian or Pacific Islander (A)                 | 29%<br>2                                      | 14%<br>1         | 57%<br>4   | 14%<br>1                          | 43%<br>3                      | 14%<br>1       | 29%<br>2                    | 3%<br>14    |
| Q37: Black, African American, or Black African (B) | 17%<br>4                                      | 63%<br>15        | 17%<br>4   | 8%<br>2                           | 29%<br>7                      | 13%<br>3       | 13%<br>3                    | 8%<br>38    |
| Q37: Latina/o or Hispanic (C)                      | 0%<br>0                                       | 44%<br>7         | 44%<br>7   | 0%<br>0                           | 19%<br>3                      | 0%<br>0        | 25%<br>4                    | 5%<br>21    |
| Q37: White or European American (D)                | 15%<br>62                                     | 38%<br>153       | 35%<br>142 | 13%<br>54                         | 19%<br>77                     | 8%<br>31       | 21%<br>84                   | 134%<br>603 |
| <b>Total Respondents</b>                           | 68                                            | 174              | 155        | 57                                | 87                            | 35             | 93                          | 449         |
| Other (please specify)                             |                                               |                  |            |                                   |                               |                |                             | Total       |
| Q37: Asian or Pacific Islander (A)                 |                                               |                  |            |                                   |                               |                |                             | 1           |
| Q37: Black, African American, or Black African (B) |                                               |                  |            |                                   |                               |                |                             | 2           |
| Q37: Latina/o or Hispanic (C)                      |                                               |                  |            |                                   |                               |                |                             | 5           |
| Q37: White or European American (D)                |                                               |                  |            |                                   |                               |                |                             | 81          |

## Q25 Does your department's work in the area selected include strategies to advance racial equity?

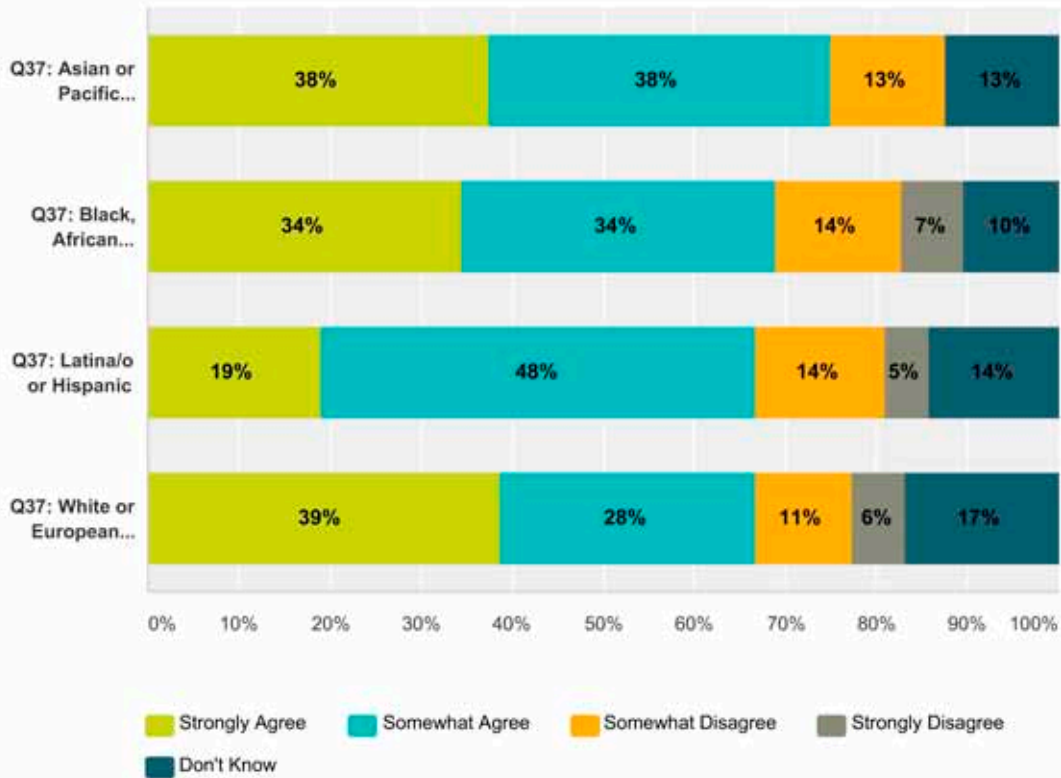
Answered: 529 Skipped: 14



|                                                    | Yes, very much so | Only a little | Not much at all | Not at all | I don't know | Total      |
|----------------------------------------------------|-------------------|---------------|-----------------|------------|--------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 50%<br>4          | 25%<br>2      | 13%<br>1        | 0%<br>0    | 13%<br>1     | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 32%<br>9          | 21%<br>6      | 14%<br>4        | 11%<br>3   | 21%<br>6     | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 29%<br>6          | 19%<br>4      | 19%<br>4        | 5%<br>1    | 29%<br>6     | 4%<br>21   |
| Q37: White or European American (D)                | 32%<br>153        | 19%<br>90     | 11%<br>55       | 8%<br>38   | 30%<br>143   | 91%<br>479 |
| <b>Total Respondents</b>                           | 168               | 102           | 62              | 41         | 156          | 529        |

## Q26 The leadership in my department participates in and supports conversations about racial equity.

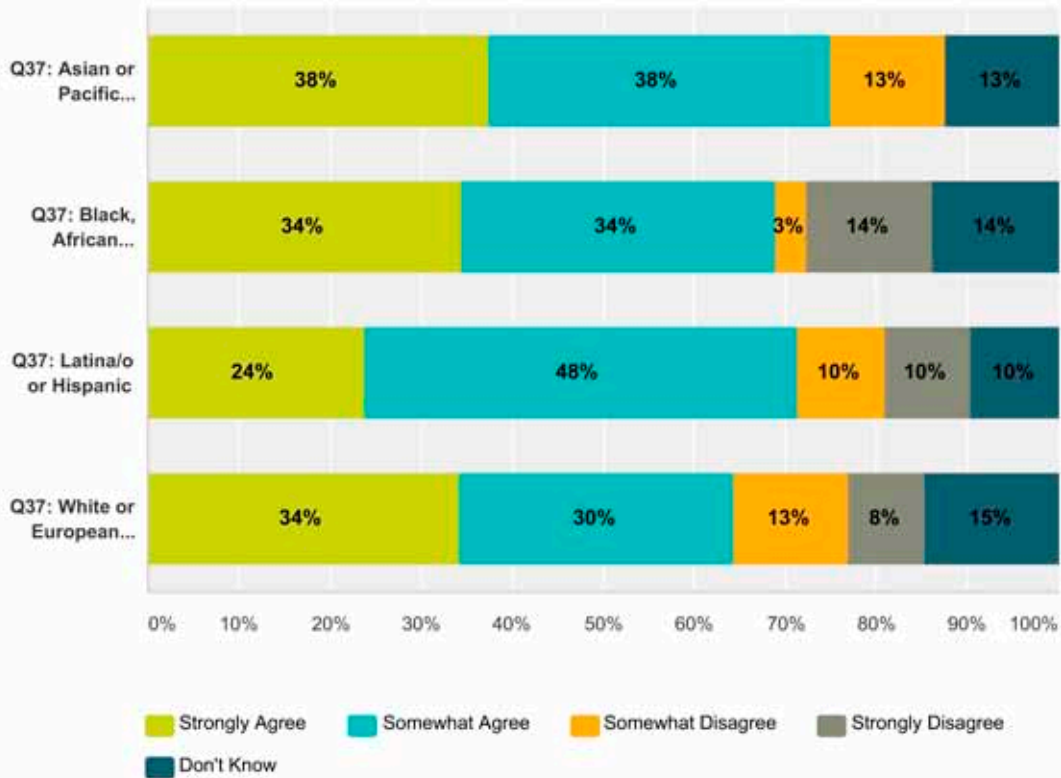
Answered: 540 Skipped: 3



|                                                    | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 38%<br>3       | 13%<br>1          | 0%<br>0           | 13%<br>1   | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 34%<br>10      | 34%<br>10      | 14%<br>4          | 7%<br>2           | 10%<br>3   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 19%<br>4       | 48%<br>10      | 14%<br>3          | 5%<br>1           | 14%<br>3   | 4%<br>21   |
| Q37: White or European American (D)                | 39%<br>189     | 28%<br>137     | 11%<br>52         | 6%<br>29          | 17%<br>82  | 91%<br>489 |
| <b>Total Respondents</b>                           | 205            | 159            | 57                | 32                | 87         | 540        |

**Q27 The leadership in my department communicates the importance of addressing racial disparities and achieving racial equity in Dane County.**

Answered: 539 Skipped: 4

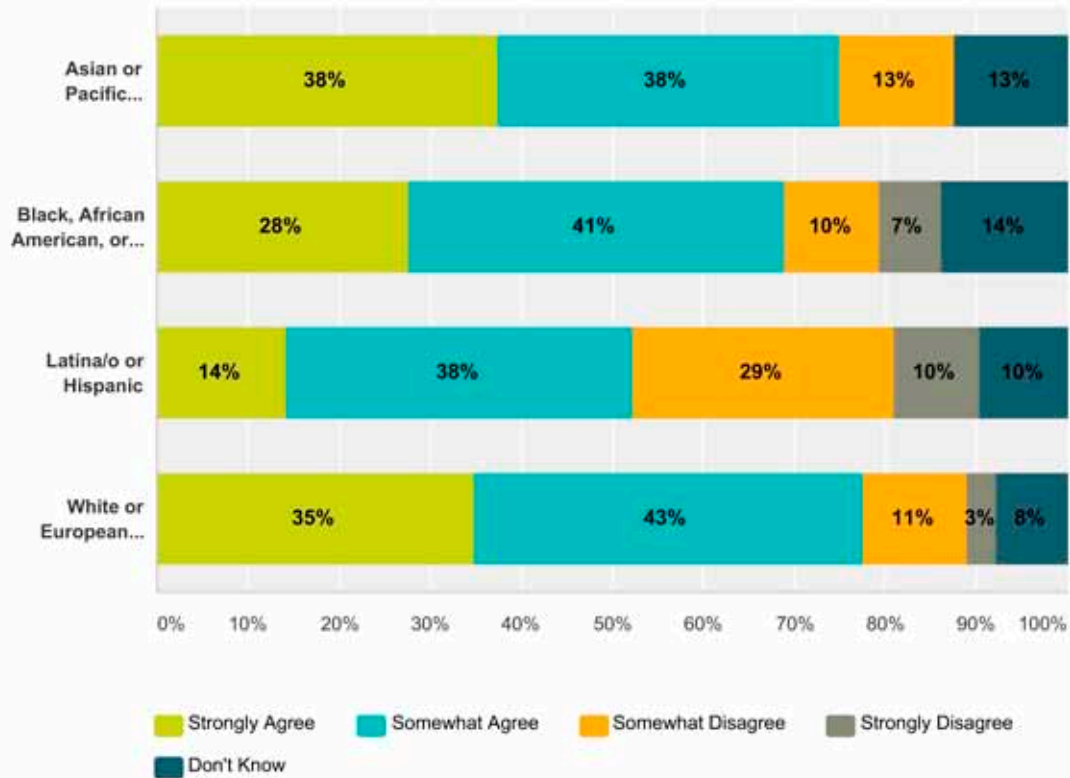


|                                                    | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 38%<br>3       | 38%<br>3       | 13%<br>1          | 0%<br>0           | 13%<br>1   | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 34%<br>10      | 34%<br>10      | 3%<br>1           | 14%<br>4          | 14%<br>4   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 24%<br>5       | 48%<br>10      | 10%<br>2          | 10%<br>2          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 34%<br>167     | 30%<br>147     | 13%<br>62         | 8%<br>41          | 15%<br>71  | 91%<br>488 |
| <b>Total Respondents</b>                           | 184            | 168            | 66                | 45                | 76         | 539        |



## Q28 Dane County government leadership clearly communicates the importance of addressing racial disparities and achieving racial equity in Dane County.

Answered: 538 Skipped: 5

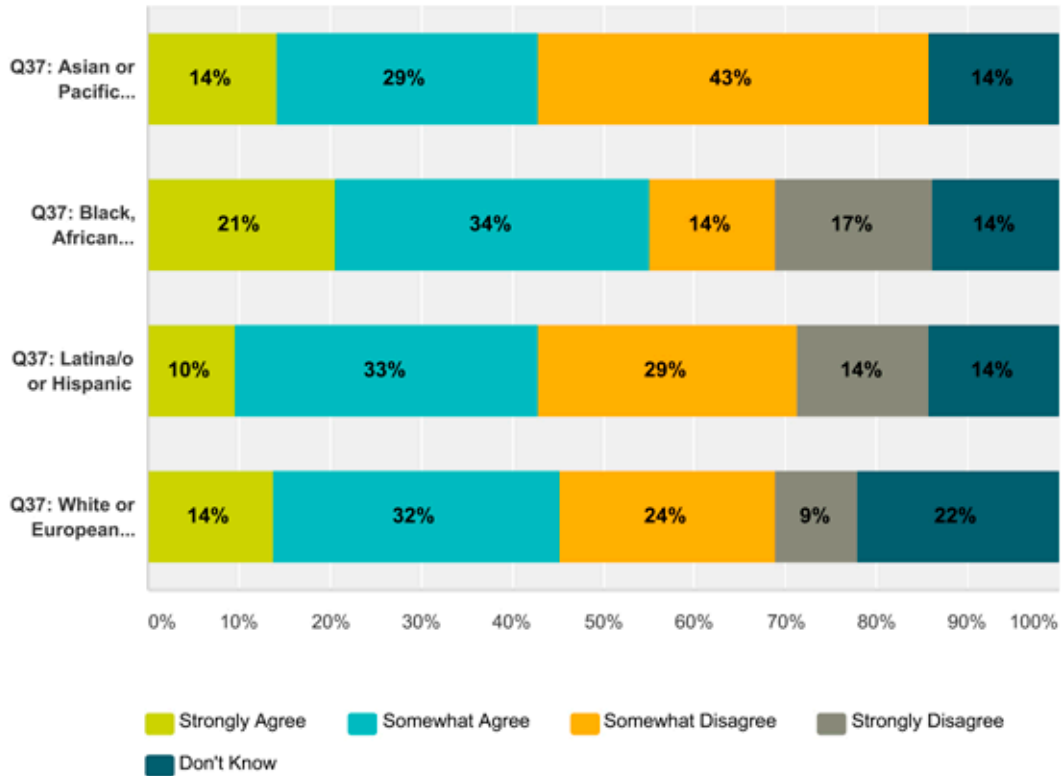


|                                               | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|-----------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Asian or Pacific Islander (A)                 | 38%<br>3       | 38%<br>3       | 13%<br>1          | 0%<br>0           | 13%<br>1   | 1%<br>8    |
| Black, African American, or Black African (B) | 28%<br>8       | 41%<br>12      | 10%<br>3          | 7%<br>2           | 14%<br>4   | 5%<br>29   |
| Latina/o or Hispanic (C)                      | 14%<br>3       | 38%<br>8       | 29%<br>6          | 10%<br>2          | 10%<br>2   | 4%<br>21   |
| White or European American (D)                | 35%<br>170     | 43%<br>208     | 11%<br>55         | 3%<br>16          | 8%<br>38   | 91%<br>487 |
| <b>Total Respondents</b>                      | 183            | 230            | 62                | 20                | 43         | 538        |



## Q29 Dane County government leadership provides the resources necessary for addressing racial disparities and achieving racial equity in Dane County.

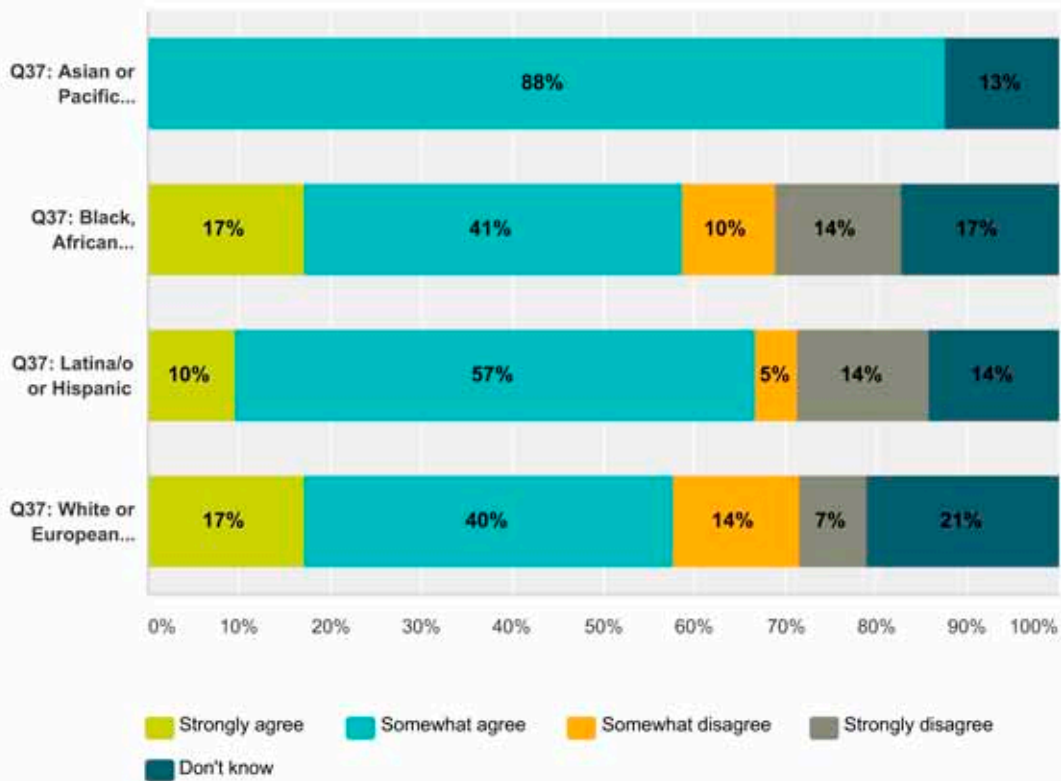
Answered: 537 Skipped: 6



|                                                    | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 14%<br>1       | 29%<br>2       | 43%<br>3          | 0%<br>0           | 14%<br>1   | 1%<br>7    |
| Q37: Black, African American, or Black African (B) | 21%<br>6       | 34%<br>10      | 14%<br>4          | 17%<br>5          | 14%<br>4   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 33%<br>7       | 29%<br>6          | 14%<br>3          | 14%<br>3   | 4%<br>21   |
| Q37: White or European American (D)                | 14%<br>67      | 32%<br>154     | 24%<br>115        | 9%<br>44          | 22%<br>107 | 91%<br>487 |
| <b>Total Respondents</b>                           | 76             | 173            | 124               | 51                | 113        | 537        |

## Q30 As a whole, my department is making progress towards achieving racial equity.

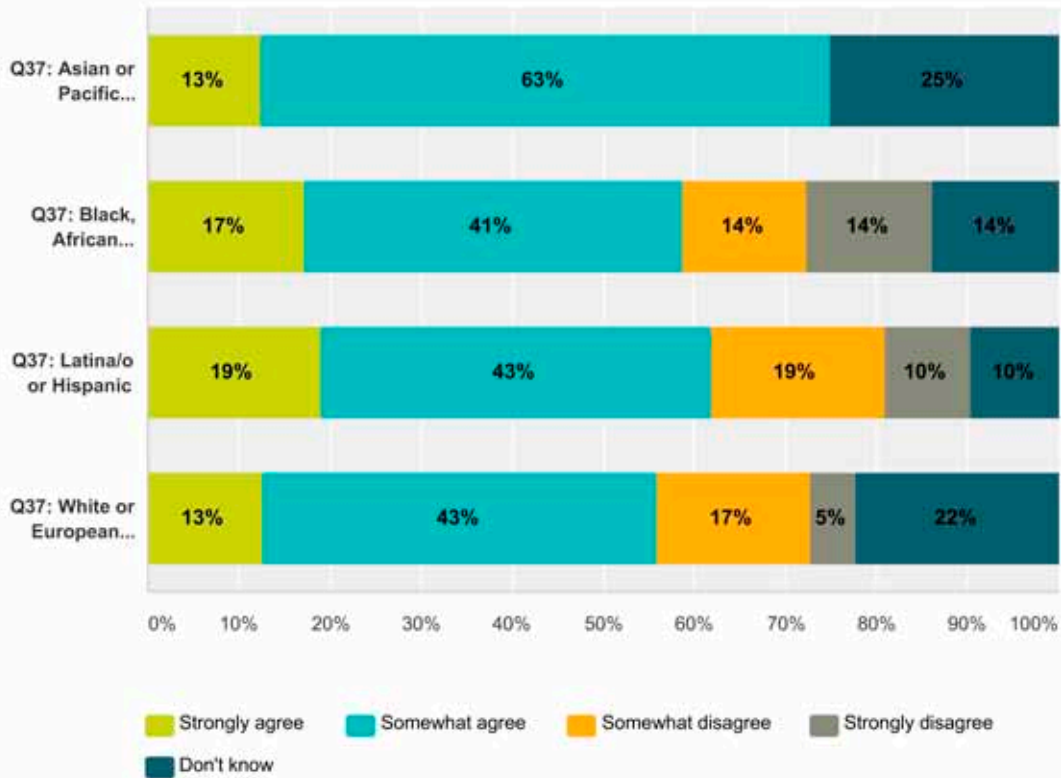
Answered: 540 Skipped: 3



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0        | 88%<br>7       | 0%<br>0           | 0%<br>0           | 13%<br>1   | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 17%<br>5       | 41%<br>12      | 10%<br>3          | 14%<br>4          | 17%<br>5   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2       | 57%<br>12      | 5%<br>1           | 14%<br>3          | 14%<br>3   | 4%<br>21   |
| Q37: White or European American (D)                | 17%<br>84      | 40%<br>198     | 14%<br>68         | 7%<br>36          | 21%<br>103 | 91%<br>489 |
| <b>Total Respondents</b>                           | 90             | 228            | 72                | 41                | 109        | 540        |

### Q31 As a whole, county government is making progress towards achieving racial equity.

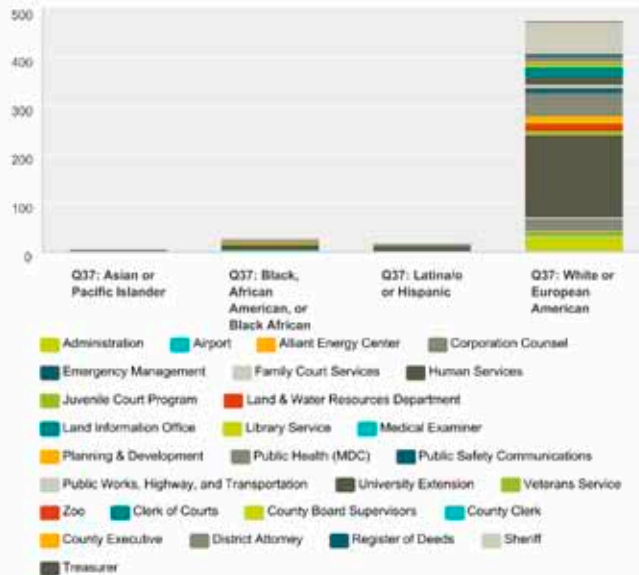
Answered: 540 Skipped: 3



|                                                    | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|----------------------------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1       | 63%<br>5       | 0%<br>0           | 0%<br>0           | 25%<br>2   | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 17%<br>5       | 41%<br>12      | 14%<br>4          | 14%<br>4          | 14%<br>4   | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 19%<br>4       | 43%<br>9       | 19%<br>4          | 10%<br>2          | 10%<br>2   | 4%<br>21   |
| Q37: White or European American (D)                | 13%<br>62      | 43%<br>211     | 17%<br>83         | 5%<br>24          | 22%<br>109 | 91%<br>489 |
| <b>Total Respondents</b>                           | 72             | 233            | 91                | 29                | 115        | 540        |

## Q32 Which department do you work in?

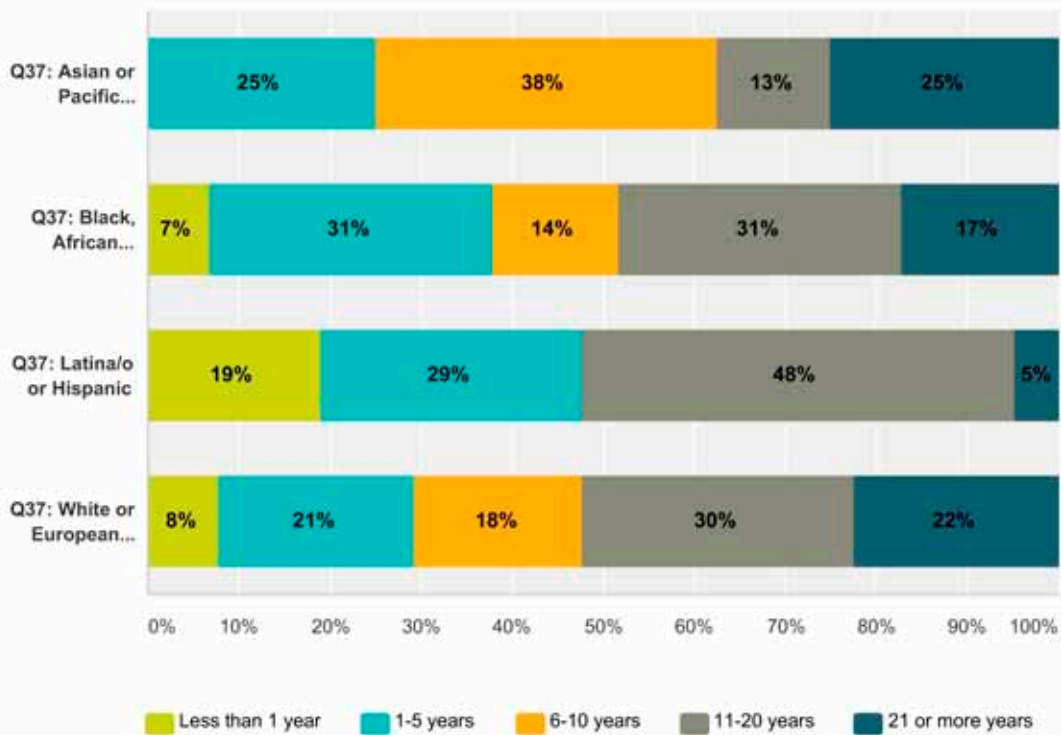
Answered: 118 Skipped: 25



|                                                    | Administration | Airport | Alliant Energy Center | Corporation Counsel | Emergency Management | Family Court Services | Human Services | Juvenile Court Program | Land & Water Resources Department | Land Information Office | Library Service | Medical Examiner | Planning & Development | Public Health (MDC) | Public Safety Communications | Public Works, Highway, and Transportation |
|----------------------------------------------------|----------------|---------|-----------------------|---------------------|----------------------|-----------------------|----------------|------------------------|-----------------------------------|-------------------------|-----------------|------------------|------------------------|---------------------|------------------------------|-------------------------------------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0        | 0%<br>0 | 0%<br>0               | 0%<br>0             | 0%<br>0              | 0%<br>0               | 57%<br>4       | 0%<br>0                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 29%<br>2            | 0%<br>0                      |                                           |
| Q37: Black, African American, or Black African (B) | 11%<br>3       | 4%<br>1 | 0%<br>0               | 4%<br>1             | 4%<br>1              | 0%<br>0               | 37%<br>10      | 4%<br>1                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 0%<br>0             | 4%<br>1                      |                                           |
| Q37: Latina/o or Hispanic (C)                      | 5%<br>1        | 0%<br>0 | 0%<br>0               | 0%<br>0             | 0%<br>0              | 0%<br>0               | 38%<br>8       | 5%<br>1                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 14%<br>3            | 0%<br>0                      |                                           |
| Q37: White or European American (D)                | 7%<br>34       | 1%<br>7 | 1%<br>5               | 4%<br>18            | 1%<br>3              | 1%<br>8               | 36%<br>167     | 2%<br>9                | 3%<br>18                          | 0%<br>1                 | 1%<br>3         | 0%<br>2          | 2%<br>9                | 10%<br>47           | 2%<br>10                     |                                           |
| <b>Total Respondents</b>                           | 38             | 8       | 5                     | 19                  | 4                    | 8                     | 185            | 11                     | 18                                | 1                       | 3               | 2                | 9                      | 51                  | 11                           | 9                                         |
| Other (please specify):                            |                |         |                       |                     |                      |                       |                |                        |                                   | Total                   |                 |                  |                        |                     |                              |                                           |
| Q37: Asian or Pacific Islander (A)                 |                |         |                       |                     |                      |                       |                |                        |                                   | 1                       |                 | 1                |                        |                     |                              |                                           |
| Q37: Black, African American, or Black African (B) |                |         |                       |                     |                      |                       |                |                        |                                   | 2                       |                 | 2                |                        |                     |                              |                                           |
| Q37: Latina/o or Hispanic (C)                      |                |         |                       |                     |                      |                       |                |                        |                                   | 0                       |                 | 0                |                        |                     |                              |                                           |
| Q37: White or European American (D)                |                |         |                       |                     |                      |                       |                |                        |                                   | 10                      |                 | 10               |                        |                     |                              |                                           |

### Q33 How long have you worked for Dane County?

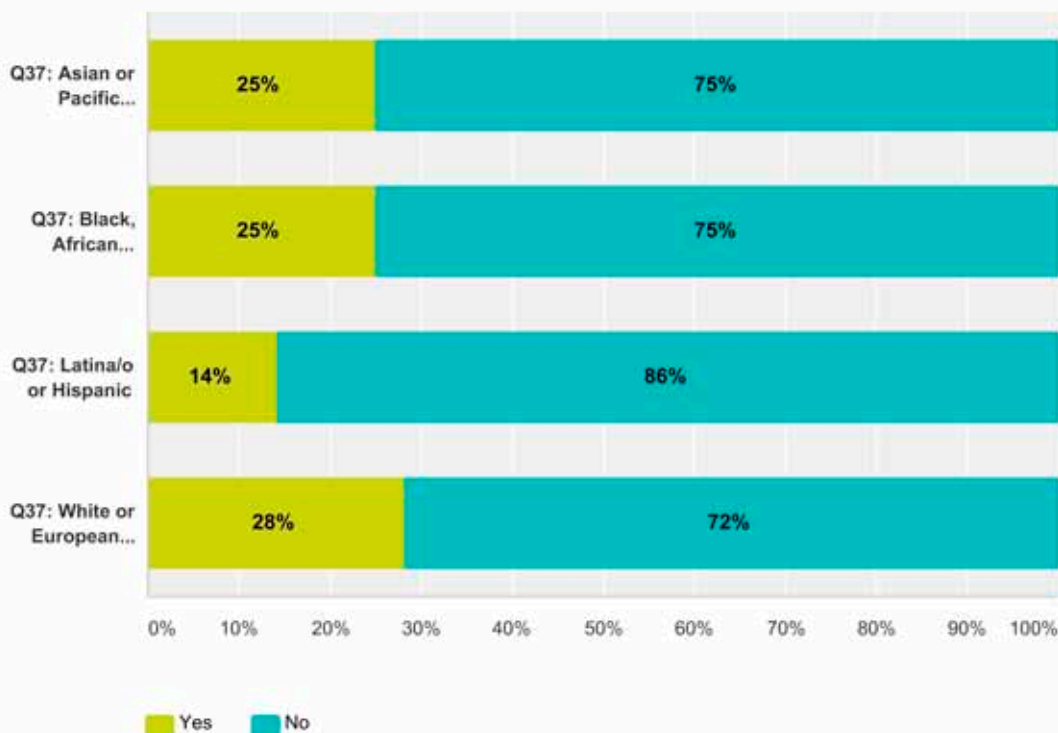
Answered: 536 Skipped: 7



|                                                    | Less than 1 year | 1-5 years  | 6-10 years | 11-20 years | 21 or more years | Total      |
|----------------------------------------------------|------------------|------------|------------|-------------|------------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0          | 25%<br>2   | 38%<br>3   | 13%<br>1    | 25%<br>2         | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 7%<br>2          | 31%<br>9   | 14%<br>4   | 31%<br>9    | 17%<br>5         | 5%<br>29   |
| Q37: Latina/o or Hispanic (C)                      | 19%<br>4         | 29%<br>6   | 0%<br>0    | 48%<br>10   | 5%<br>1          | 4%<br>21   |
| Q37: White or European American (D)                | 8%<br>38         | 21%<br>104 | 18%<br>89  | 30%<br>145  | 22%<br>109       | 90%<br>485 |
| <b>Total Respondents</b>                           | 43               | 119        | 95         | 163         | 116              | 536        |

## Q34 Do you manage or supervise people?

Answered: 525 Skipped: 18



|                                                    | Yes        | No         | Total      |
|----------------------------------------------------|------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 25%<br>2   | 75%<br>6   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 25%<br>7   | 75%<br>21  | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 14%<br>3   | 86%<br>18  | 4%<br>21   |
| Q37: White or European American (D)                | 28%<br>134 | 72%<br>341 | 90%<br>475 |
| <b>Total Respondents</b>                           | 146        | 379        | 525        |

## Q35 What is your job category?

Answered: 525 Skipped: 18



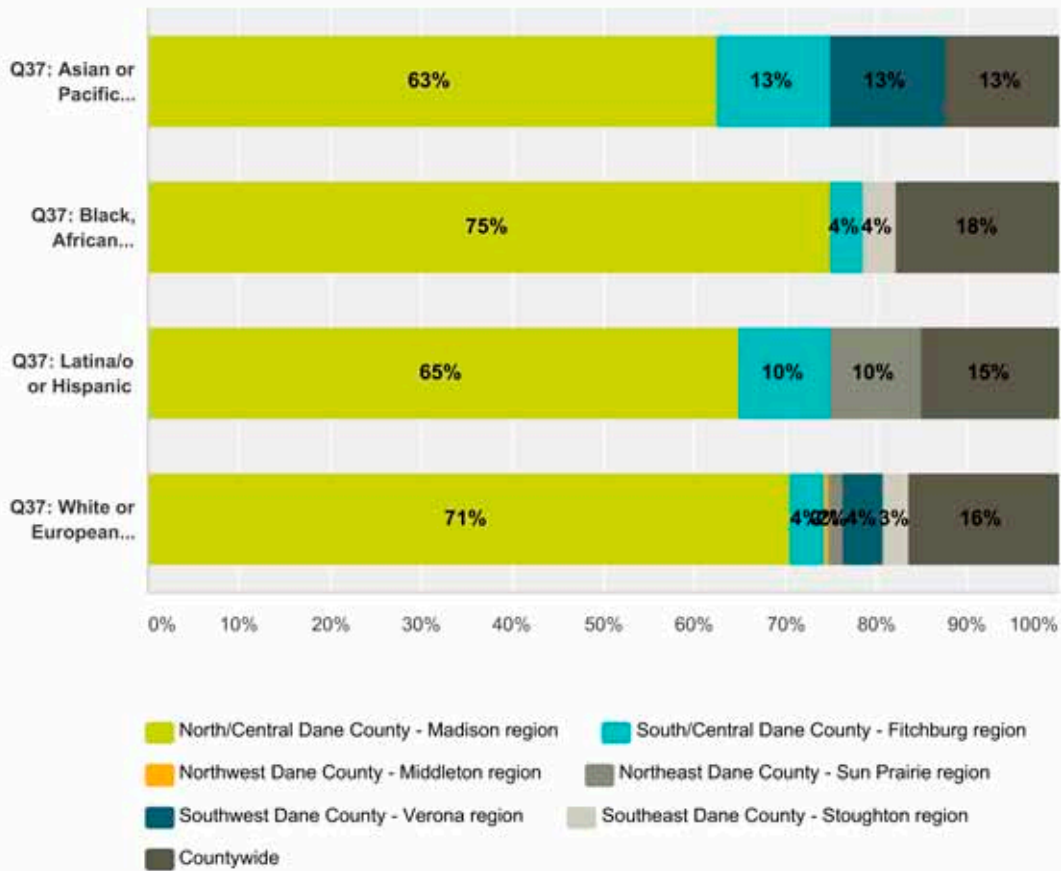
- Official / Administrator (e.g., department head, director, deputy director, division ...)
- Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professio...)
- Technician (e.g., dispatcher, LPN, computer programmer, drafter)
- Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger)
- Administrative Support (e.g., assistant, bookkeeper, dispatcher)
- Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer)
- Service & Maintenance (e.g., drivers, custodial employee, gardener, construction labor...)

|                                                    | Official / Administrator<br>(e.g., department head, director, deputy director, division director) | Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professional, RN's, social services worker, juvenile court worker, etc.) | Technician (e.g., dispatcher, LPN, computer programmer, drafter) | Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger) | Administrative Support (e.g., assistant, bookkeeper, dispatcher) | Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer) | Service & Maintenance (e.g., drivers, custodial employee, gardener, construction laborer) | Total      |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0                                                                                           | 75%<br>6                                                                                                                                             | 0%<br>0                                                          | 13%<br>1                                                                              | 13%<br>1                                                         | 0%<br>0                                                                                | 0%<br>0                                                                                   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 15%<br>4                                                                                          | 54%<br>14                                                                                                                                            | 0%<br>0                                                          | 12%<br>3                                                                              | 15%<br>4                                                         | 0%<br>0                                                                                | 4%<br>1                                                                                   | 5%<br>26   |
| Q37: Latina/o or Hispanic (C)                      | 0%<br>0                                                                                           | 50%<br>10                                                                                                                                            | 5%<br>1                                                          | 20%<br>4                                                                              | 20%<br>4                                                         | 5%<br>1                                                                                | 0%<br>0                                                                                   | 4%<br>20   |
| Q37: White or European American (D)                | 13%<br>61                                                                                         | 53%<br>252                                                                                                                                           | 2%<br>10                                                         | 13%<br>60                                                                             | 17%<br>80                                                        | 2%<br>9                                                                                | 1%<br>6                                                                                   | 91%<br>478 |
| <b>Total Respondents</b>                           | <b>65</b>                                                                                         | <b>277</b>                                                                                                                                           | <b>11</b>                                                        | <b>66</b>                                                                             | <b>89</b>                                                        | <b>10</b>                                                                              | <b>7</b>                                                                                  | <b>525</b> |



## Q36 Where is your primary worksite?

Answered: 531 Skipped: 12

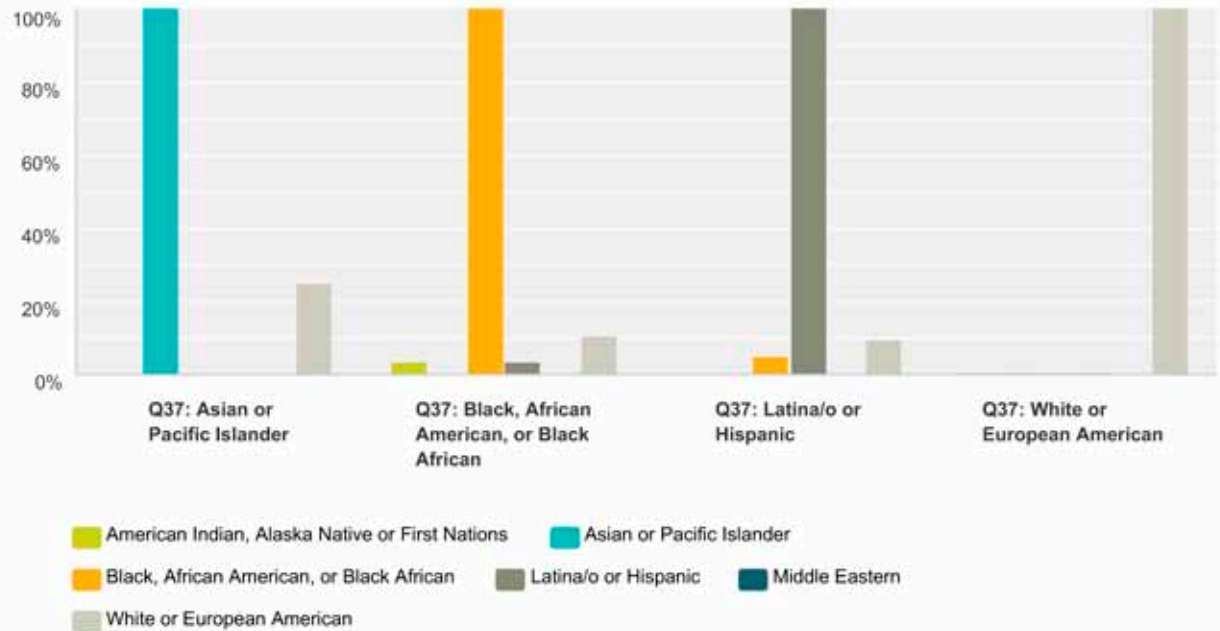


|                                                    | North/Central Dane County - Madison region | South/Central Dane County - Fitchburg region | Northwest Dane County - Middleton region | Northeast Dane County - Sun Prairie region | Southwest Dane County - Verona region | Southeast Dane County - Stoughton region | Countywide | Total      |
|----------------------------------------------------|--------------------------------------------|----------------------------------------------|------------------------------------------|--------------------------------------------|---------------------------------------|------------------------------------------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 63%<br>5                                   | 13%<br>1                                     | 0%<br>0                                  | 0%<br>0                                    | 13%<br>1                              | 0%<br>0                                  | 13%<br>1   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 75%<br>21                                  | 4%<br>1                                      | 0%<br>0                                  | 0%<br>0                                    | 0%<br>0                               | 4%<br>1                                  | 18%<br>5   | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 65%<br>13                                  | 10%<br>2                                     | 0%<br>0                                  | 10%<br>2                                   | 0%<br>0                               | 0%<br>0                                  | 15%<br>3   | 4%<br>20   |
| Q37: White or European American (D)                | 71%<br>340                                 | 4%<br>18                                     | 0%<br>2                                  | 2%<br>8                                    | 4%<br>21                              | 3%<br>14                                 | 16%<br>79  | 91%<br>482 |
| <b>Total Respondents</b>                           | 373                                        | 22                                           | 2                                        | 10                                         | 22                                    | 15                                       | 87         | 531        |



## Q37 What is your race / ethnicity? (Please check ALL that apply.)

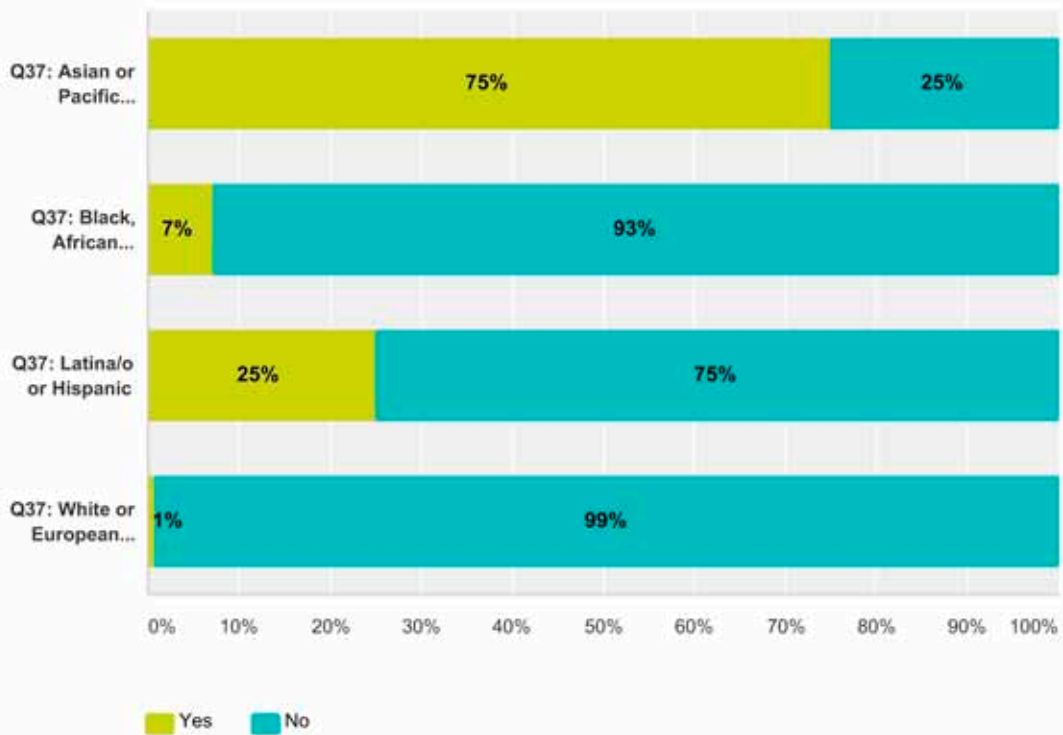
Answered: 543 Skipped: 0



|                                                    | American Indian, Alaska Native or First Nations | Asian or Pacific Islander | Black, African American, or Black African | Latina/o or Hispanic | Middle Eastern | White or European American | Total      |
|----------------------------------------------------|-------------------------------------------------|---------------------------|-------------------------------------------|----------------------|----------------|----------------------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0                                         | 100%<br>8                 | 0%<br>0                                   | 0%<br>0              | 0%<br>0        | 25%<br>2                   | 2%<br>10   |
| Q37: Black, African American, or Black African (B) | 3%<br>1                                         | 0%<br>0                   | 100%<br>29                                | 3%<br>1              | 0%<br>0        | 10%<br>3                   | 6%<br>34   |
| Q37: Latina/o or Hispanic (C)                      | 0%<br>0                                         | 0%<br>0                   | 5%<br>1                                   | 100%<br>21           | 0%<br>0        | 10%<br>2                   | 4%<br>24   |
| Q37: White or European American (D)                | 1%<br>3                                         | 0%<br>2                   | 1%<br>3                                   | 0%<br>2              | 0%<br>1        | 100%<br>492                | 93%<br>503 |
| <b>Total Respondents</b>                           | 3                                               | 8                         | 29                                        | 21                   | 1              | 492                        | 543        |
| Other (please specify)                             |                                                 |                           |                                           |                      |                |                            | Total      |
| Q37: Asian or Pacific Islander (A)                 |                                                 |                           |                                           |                      |                |                            | 0<br>0     |
| Q37: Black, African American, or Black African (B) |                                                 |                           |                                           |                      |                |                            | 0<br>0     |
| Q37: Latina/o or Hispanic (C)                      |                                                 |                           |                                           |                      |                |                            | 0<br>0     |
| Q37: White or European American (D)                |                                                 |                           |                                           |                      |                |                            | 2<br>2     |

## Q38 Are you an immigrant and/or a refugee?

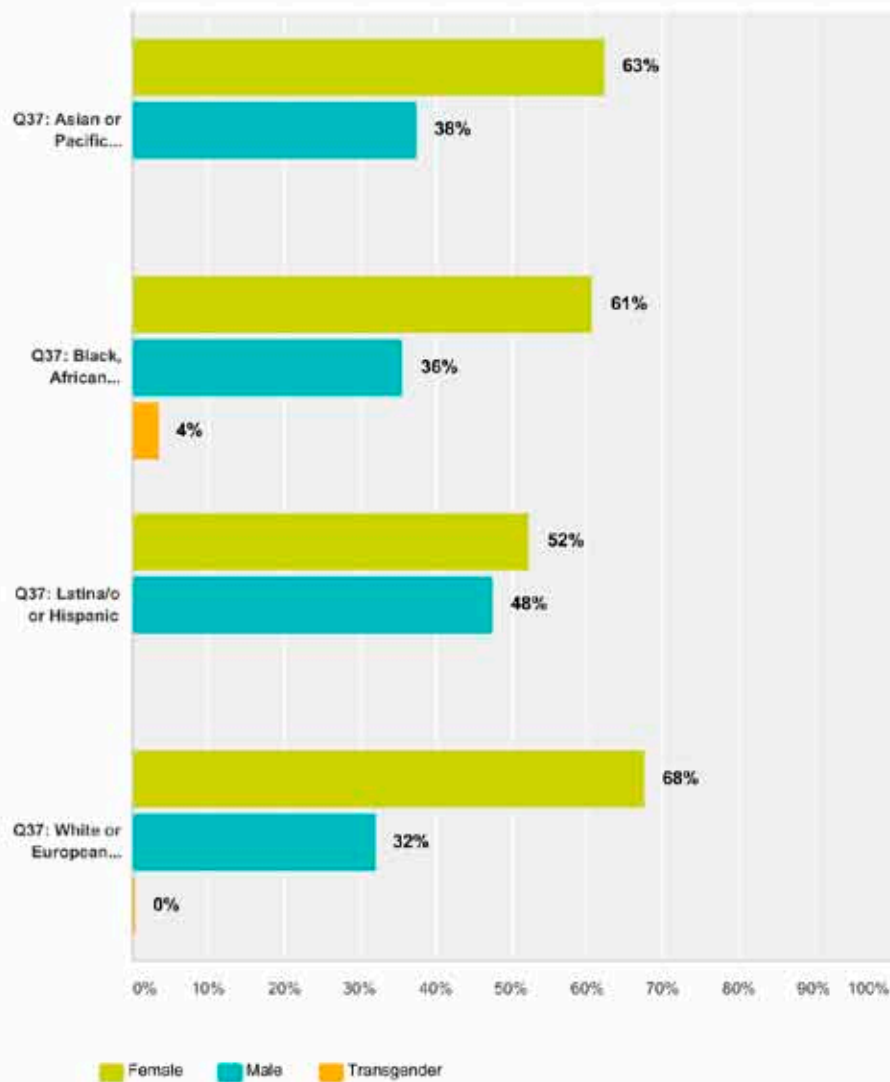
Answered: 532 Skipped: 11



|                                                    | Yes      | No         | Total      |
|----------------------------------------------------|----------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 75%<br>6 | 25%<br>2   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 7%<br>2  | 93%<br>26  | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 25%<br>5 | 75%<br>15  | 4%<br>20   |
| Q37: White or European American (D)                | 1%<br>4  | 99%<br>479 | 91%<br>483 |
| <b>Total Respondents</b>                           | 17       | 515        | 532        |

### Q39 What is your gender? (Please check ALL that apply.)

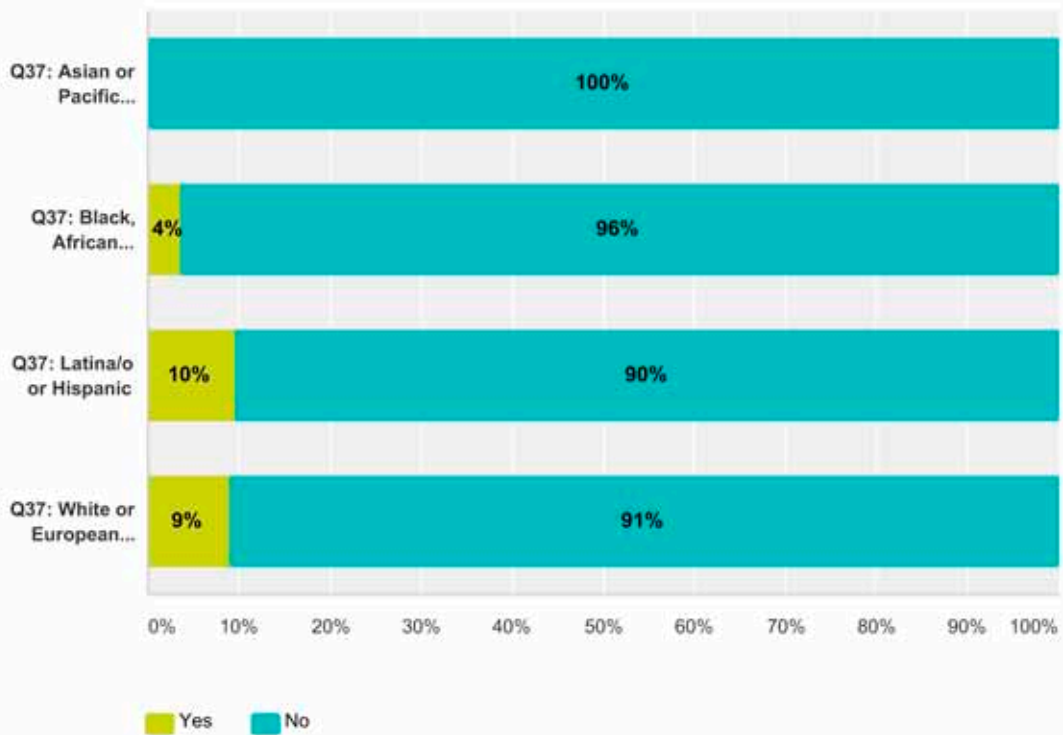
Answered: 534 Skipped: 9



|                                                    | Female                 | Male       | Transgender | Total      |
|----------------------------------------------------|------------------------|------------|-------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 63%<br>5               | 38%<br>3   | 0%<br>0     | 1%<br>8    |
| Q37: Black, African American, or Black African (B) | 61%<br>17              | 36%<br>10  | 4%<br>1     | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 52%<br>11              | 48%<br>10  | 0%<br>0     | 4%<br>21   |
| Q37: White or European American (D)                | 68%<br>327             | 32%<br>156 | 0%<br>2     | 91%<br>485 |
| <b>Total Respondents</b>                           | 355                    | 177        | 3           | 534        |
|                                                    | Other (please specify) |            |             | Total      |
| Q37: Asian or Pacific Islander (A)                 | 0                      |            |             | 0          |
| Q37: Black, African American, or Black African (B) | 0                      |            |             | 0          |
| Q37: Latina/o or Hispanic (C)                      | 0                      |            |             | 0          |
| Q37: White or European American (D)                | 0                      |            |             | 0          |

## Q40 Are you Gay, Lesbian, Bisexual, Queer, Transgender and/or Questioning?

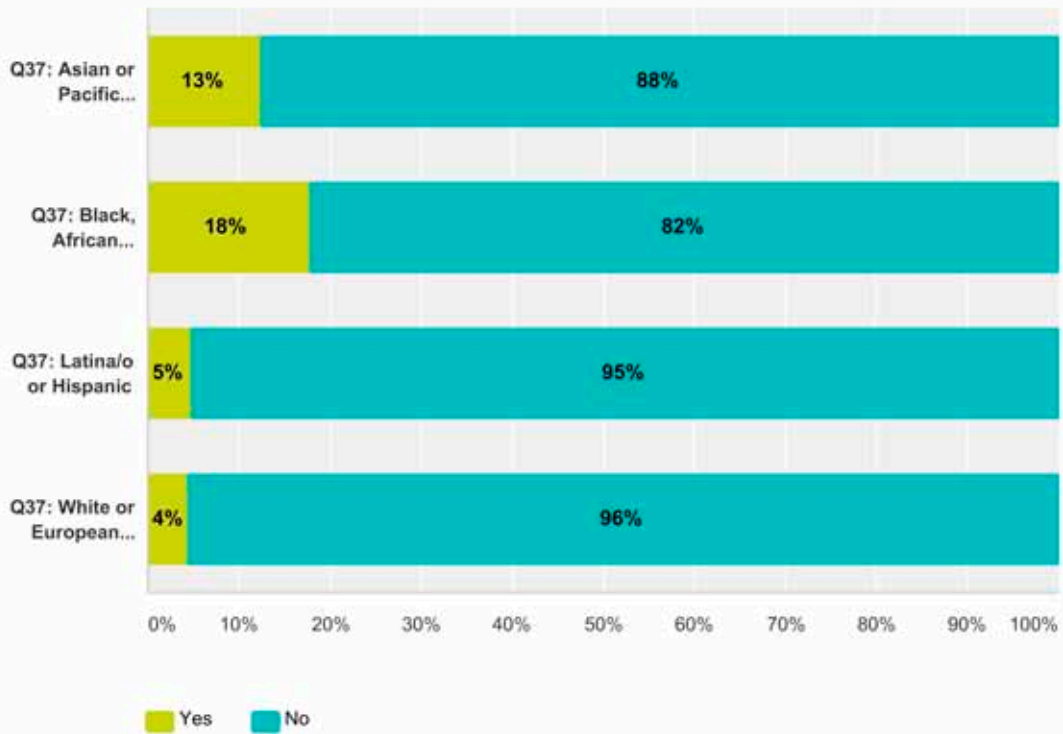
Answered: 533 Skipped: 10



|                                                    | Yes      | No         | Total      |
|----------------------------------------------------|----------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 0%<br>0  | 100%<br>8  | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 4%<br>1  | 96%<br>27  | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 10%<br>2 | 90%<br>19  | 4%<br>21   |
| Q37: White or European American (D)                | 9%<br>44 | 91%<br>439 | 91%<br>483 |
| <b>Total Respondents</b>                           | 47       | 486        | 533        |

## Q41 Are you a person with a disability?

Answered: 531 Skipped: 12



|                                                    | Yes      | No         | Total      |
|----------------------------------------------------|----------|------------|------------|
| Q37: Asian or Pacific Islander (A)                 | 13%<br>1 | 88%<br>7   | 2%<br>8    |
| Q37: Black, African American, or Black African (B) | 18%<br>5 | 82%<br>23  | 5%<br>28   |
| Q37: Latina/o or Hispanic (C)                      | 5%<br>1  | 95%<br>20  | 4%<br>21   |
| Q37: White or European American (D)                | 4%<br>21 | 96%<br>460 | 91%<br>481 |
| <b>Total Respondents</b>                           | 28       | 503        | 531        |

**Q42 Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government.**

Answered: 142 Skipped: 401

|                                                | Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government. | Total      |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Q37: Asian or Pacific Islander                 | 100%<br>2                                                                                                                                                       | 1%<br>2    |
| Q37: Black, African American, or Black African | 100%<br>11                                                                                                                                                      | 8%<br>11   |
| Q37: Latina/o or Hispanic                      | 100%<br>7                                                                                                                                                       | 5%<br>7    |
| Q37: White or European American                | 100%<br>123                                                                                                                                                     | 87%<br>123 |
| <b>Total Respondents</b>                       | 142                                                                                                                                                             | 142        |

**Q43 Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 79 Skipped: 464

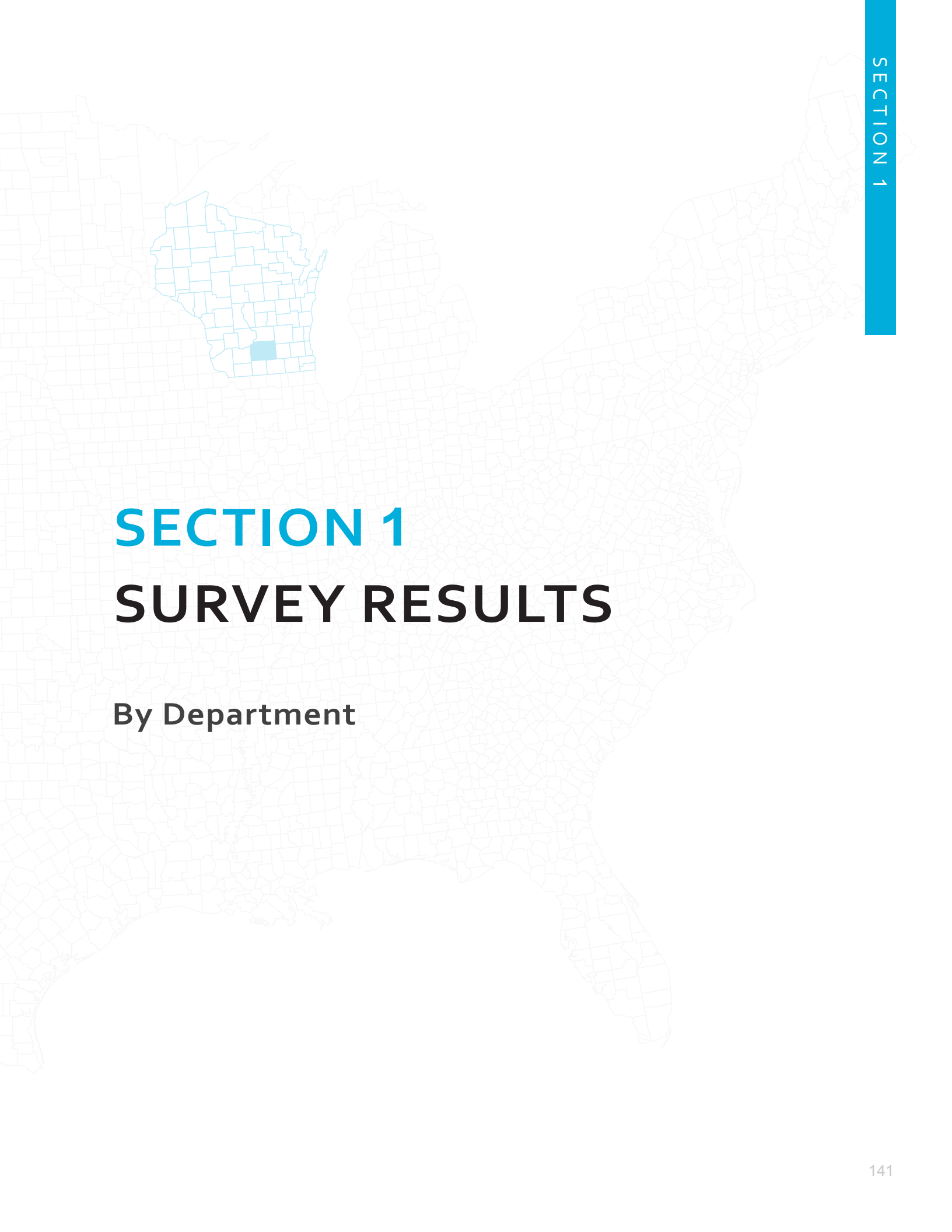
|                                                | Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County. | Total     |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Q37: Asian or Pacific Islander                 | 0%<br>0                                                                                                                                                                                   | 0%<br>0   |
| Q37: Black, African American, or Black African | 100%<br>8                                                                                                                                                                                 | 10%<br>8  |
| Q37: Latina/o or Hispanic                      | 100%<br>5                                                                                                                                                                                 | 6%<br>5   |
| Q37: White or European American                | 100%<br>67                                                                                                                                                                                | 85%<br>67 |
| <b>Total Respondents</b>                       | 79                                                                                                                                                                                        | 79        |

**Q44 Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 107 Skipped: 436

|                                                | Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County. | Total     |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Q37: Asian or Pacific Islander                 | 0%<br>0                                                                                                                                                                                                       | 0%<br>0   |
| Q37: Black, African American, or Black African | 100%<br>10                                                                                                                                                                                                    | 9%<br>10  |
| Q37: Latina/o or Hispanic                      | 100%<br>7                                                                                                                                                                                                     | 7%<br>7   |
| Q37: White or European American                | 100%<br>91                                                                                                                                                                                                    | 85%<br>91 |
| <b>Total Respondents</b>                       | 107                                                                                                                                                                                                           | 107       |





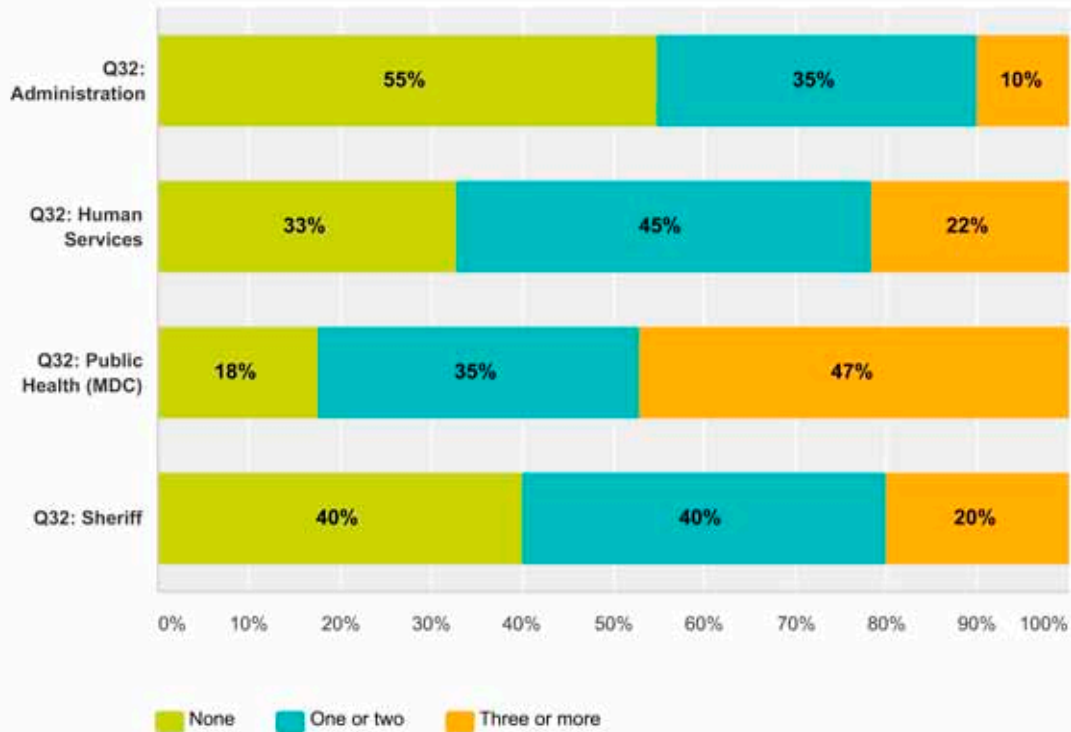
# SECTION 1

## SURVEY RESULTS

By Department

## Q1 Have you participated in racial equity discussions, trainings or workshops at Dane County?

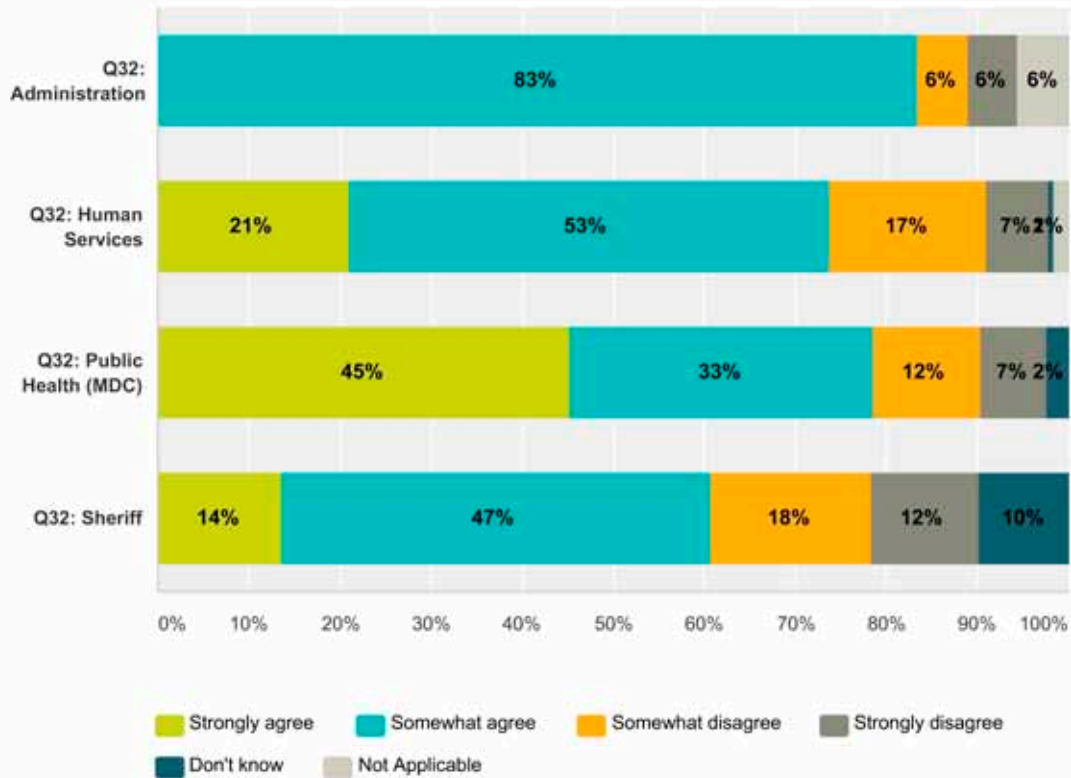
Answered: 374 Skipped: 0



|                              | None      | One or two | Three or more | Total      |
|------------------------------|-----------|------------|---------------|------------|
| Q32: Administration (A)      | 55%<br>22 | 35%<br>14  | 10%<br>4      | 11%<br>40  |
| Q32: Human Services (B)      | 33%<br>65 | 45%<br>90  | 22%<br>43     | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 18%<br>9  | 35%<br>18  | 47%<br>24     | 14%<br>51  |
| Q32: Sheriff (D)             | 40%<br>34 | 40%<br>34  | 20%<br>17     | 23%<br>85  |
| <b>Total Respondents</b>     | 130       | 156        | 88            | 374        |

## Q2 In general, I have found discussions, trainings or workshops about racial equity to be useful for my work at Dane County.

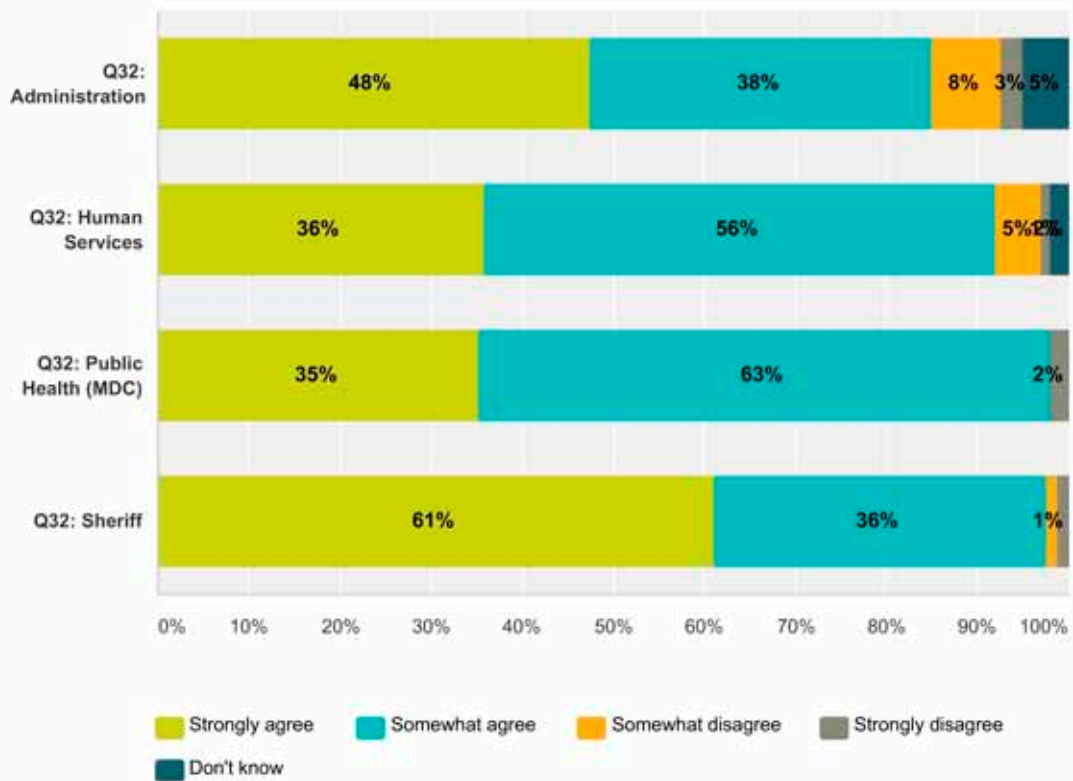
Answered: 244 Skipped: 130



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Not Applicable | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|----------------|------------|
| Q32: Administration (A)      | 0%<br>0        | 83%<br>15      | 6%<br>1           | 6%<br>1           | 0%<br>0    | 6%<br>1        | 7%<br>18   |
| Q32: Human Services (B)      | 21%<br>28      | 53%<br>70      | 17%<br>23         | 7%<br>9           | 1%<br>1    | 2%<br>2        | 55%<br>133 |
| Q32: Public Health (MDC) (C) | 45%<br>19      | 33%<br>14      | 12%<br>5          | 7%<br>3           | 2%<br>1    | 0%<br>0        | 17%<br>42  |
| Q32: Sheriff (D)             | 14%<br>7       | 47%<br>24      | 18%<br>9          | 12%<br>6          | 10%<br>5   | 0%<br>0        | 21%<br>51  |
| <b>Total Respondents</b>     | 54             | 123            | 38                | 19                | 7          | 3              | 244        |

### Q3 I feel competent in my interactions with other races and cultures.

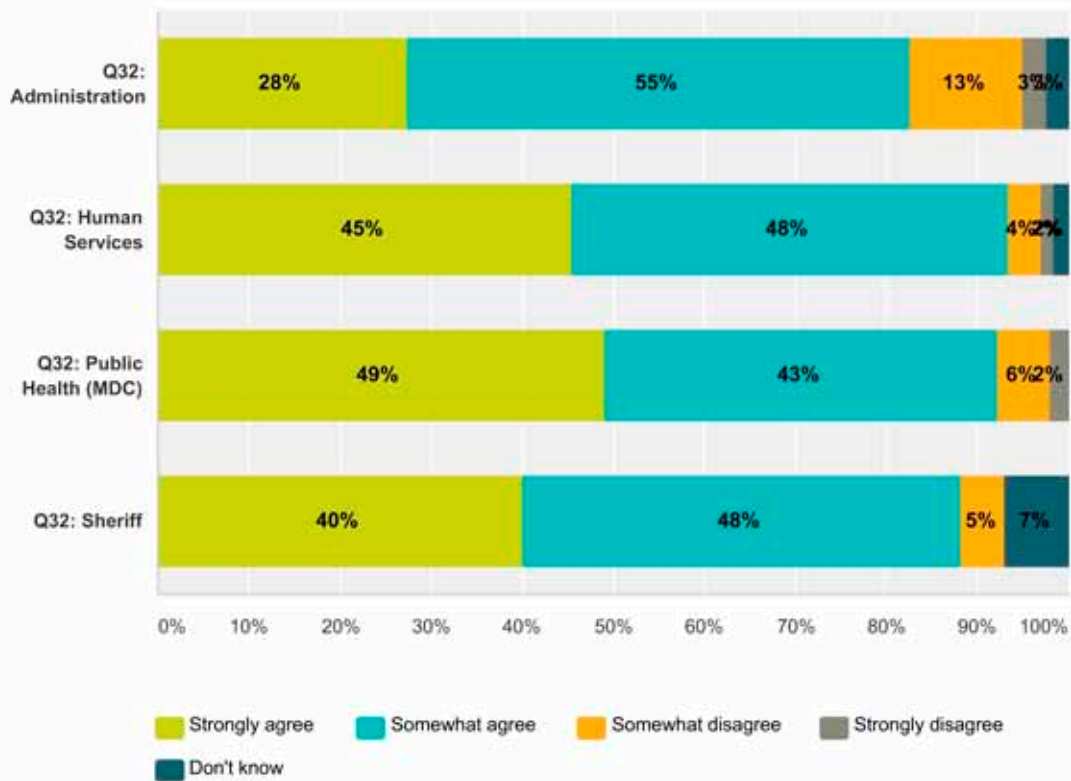
Answered: 374 Skipped: 0



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 48%<br>19      | 38%<br>15      | 8%<br>3           | 3%<br>1           | 5%<br>2    | 11%<br>40  |
| Q32: Human Services (B)      | 36%<br>71      | 56%<br>111     | 5%<br>10          | 1%<br>2           | 2%<br>4    | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 35%<br>18      | 63%<br>32      | 0%<br>0           | 2%<br>1           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 61%<br>52      | 36%<br>31      | 1%<br>1           | 1%<br>1           | 0%<br>0    | 23%<br>85  |
| <b>Total Respondents</b>     | 160            | 189            | 14                | 5                 | 6          | 374        |

## Q4 I have a basic understanding of racial disparities in Dane County.

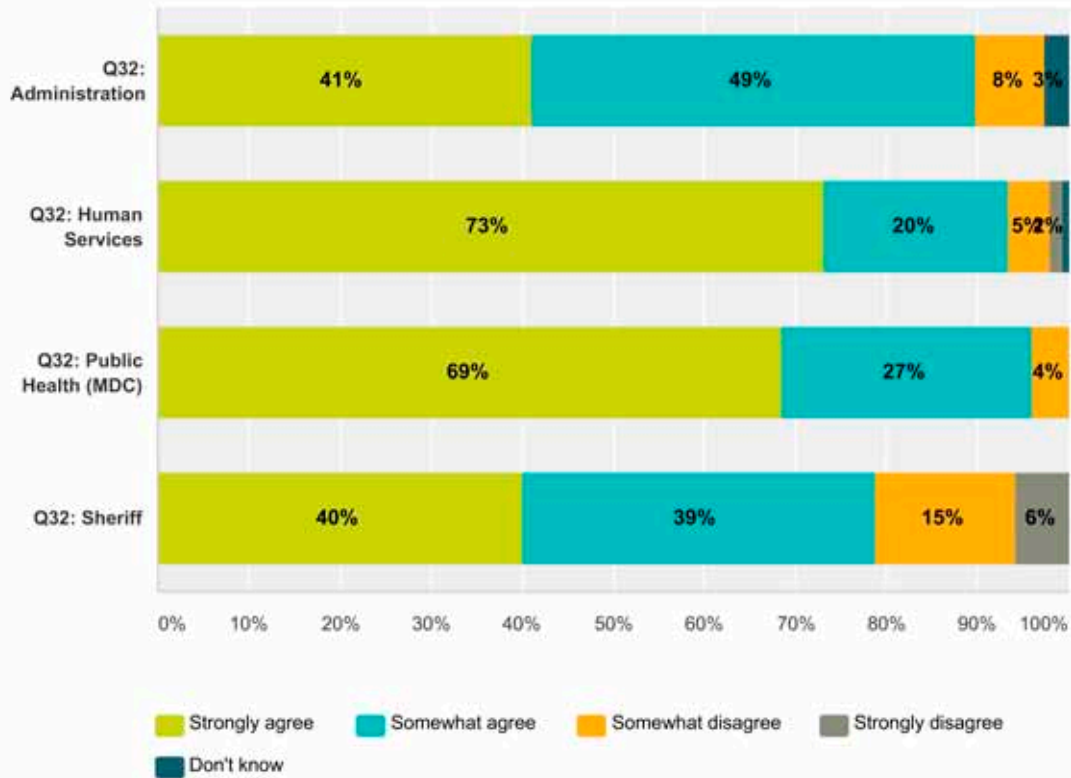
Answered: 374 Skipped: 0



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 28%<br>11      | 55%<br>22      | 13%<br>5          | 3%<br>1           | 3%<br>1    | 11%<br>40  |
| Q32: Human Services (B)      | 45%<br>90      | 48%<br>95      | 4%<br>7           | 2%<br>3           | 2%<br>3    | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 49%<br>25      | 43%<br>22      | 6%<br>3           | 2%<br>1           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 40%<br>34      | 48%<br>41      | 5%<br>4           | 0%<br>0           | 7%<br>6    | 23%<br>85  |
| <b>Total Respondents</b>     | 160            | 180            | 19                | 5                 | 10         | 374        |

## Q5 I think it is valuable to examine and discuss the impacts of race in our workplaces.

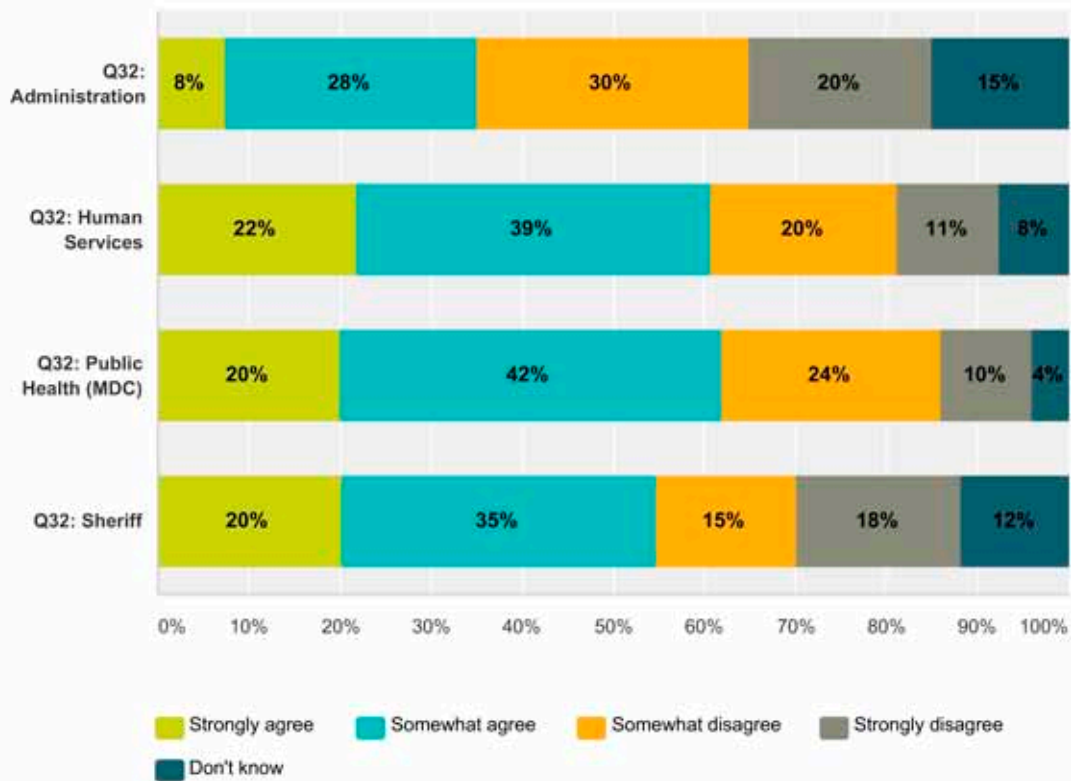
Answered: 372 Skipped: 2



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 41%<br>16      | 49%<br>19      | 8%<br>3           | 0%<br>0           | 3%<br>1    | 10%<br>39  |
| Q32: Human Services (B)      | 73%<br>144     | 20%<br>40      | 5%<br>9           | 2%<br>3           | 1%<br>1    | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 69%<br>35      | 27%<br>14      | 4%<br>2           | 0%<br>0           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 40%<br>34      | 39%<br>33      | 15%<br>13         | 6%<br>5           | 0%<br>0    | 23%<br>85  |
| <b>Total Respondents</b>     | 229            | 106            | 27                | 8                 | 2          | 372        |

## Q6 I am actively involved in promoting race and social justice changes in my workplace.

Answered: 370 Skipped: 4

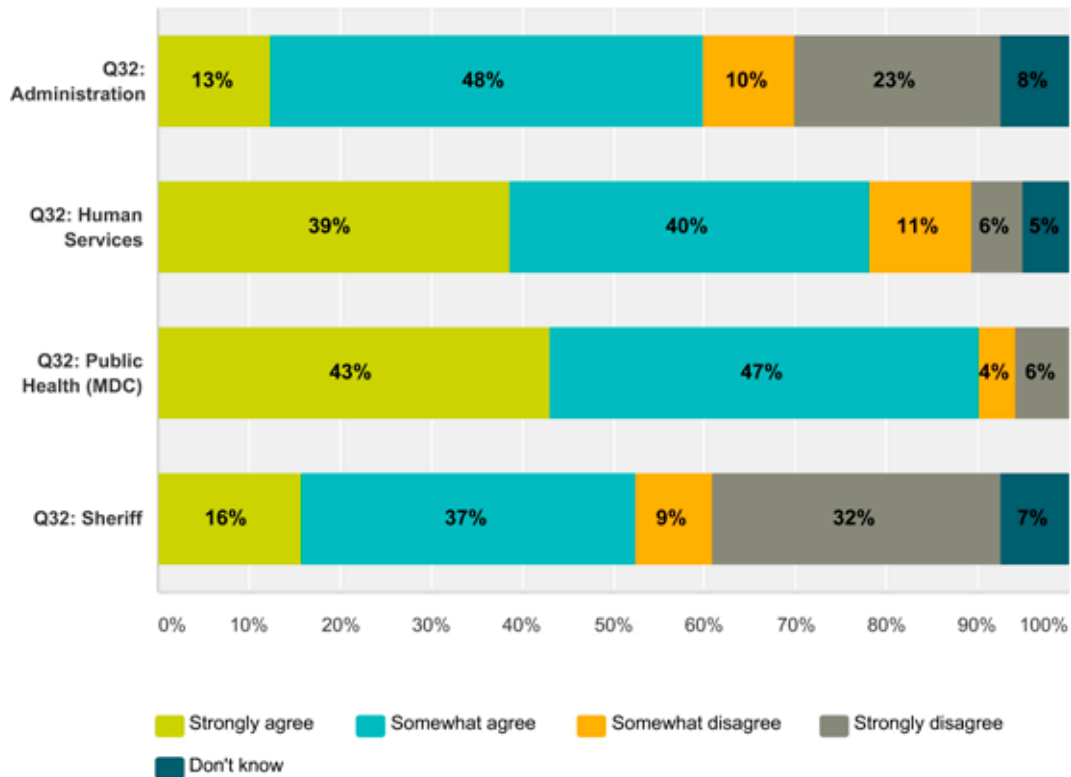


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 8%<br>3        | 28%<br>11      | 30%<br>12         | 20%<br>8          | 15%<br>6   | 11%<br>40  |
| Q32: Human Services (B)      | 22%<br>43      | 39%<br>76      | 20%<br>40         | 11%<br>22         | 8%<br>15   | 53%<br>196 |
| Q32: Public Health (MDC) (C) | 20%<br>10      | 42%<br>21      | 24%<br>12         | 10%<br>5          | 4%<br>2    | 14%<br>50  |
| Q32: Sheriff (D)             | 20%<br>17      | 35%<br>29      | 15%<br>13         | 18%<br>15         | 12%<br>10  | 23%<br>84  |
| <b>Total Respondents</b>     | 73             | 137            | 77                | 50                | 33         | 370        |



**Q7 \*I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).**

Answered: 370 Skipped: 4

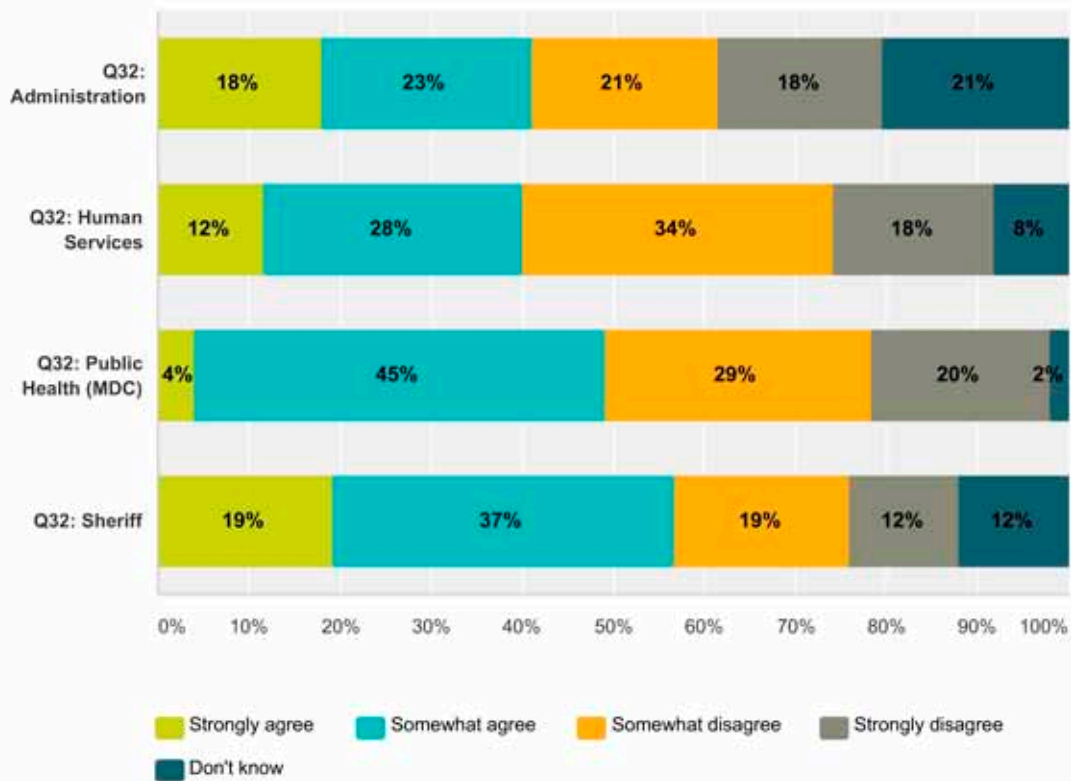


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 13%<br>5       | 48%<br>19      | 10%<br>4          | 23%<br>9          | 8%<br>3    | 11%<br>40  |
| Q32: Human Services (B)      | 39%<br>76      | 40%<br>78      | 11%<br>22         | 6%<br>11          | 5%<br>10   | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 43%<br>22      | 47%<br>24      | 4%<br>2           | 6%<br>3           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 16%<br>13      | 37%<br>30      | 9%<br>7           | 32%<br>26         | 7%<br>6    | 22%<br>82  |
| <b>Total Respondents</b>     | 116            | 151            | 35                | 49                | 19         | 370        |



## Q8 I have the tools to address institutional racism in my workplace.

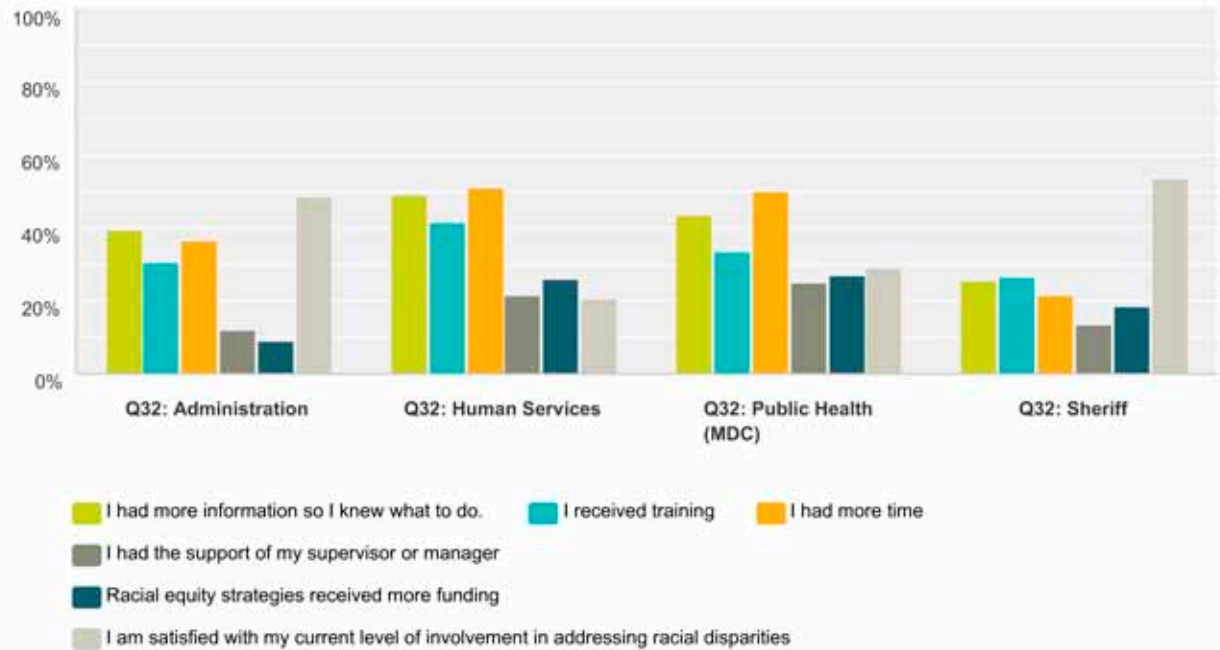
Answered: 370 Skipped: 4



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 18%<br>7       | 23%<br>9       | 21%<br>8          | 18%<br>7          | 21%<br>8   | 11%<br>39  |
| Q32: Human Services (B)      | 12%<br>23      | 28%<br>56      | 34%<br>67         | 18%<br>35         | 8%<br>16   | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 4%<br>2        | 45%<br>23      | 29%<br>15         | 20%<br>10         | 2%<br>1    | 14%<br>51  |
| Q32: Sheriff (D)             | 19%<br>16      | 37%<br>31      | 19%<br>16         | 12%<br>10         | 12%<br>10  | 22%<br>83  |
| <b>Total Respondents</b>     | 48             | 119            | 106               | 62                | 35         | 370        |

**Q9 I would consider becoming more actively involved in addressing racial disparities in Dane County if: (Please check ALL that apply)**

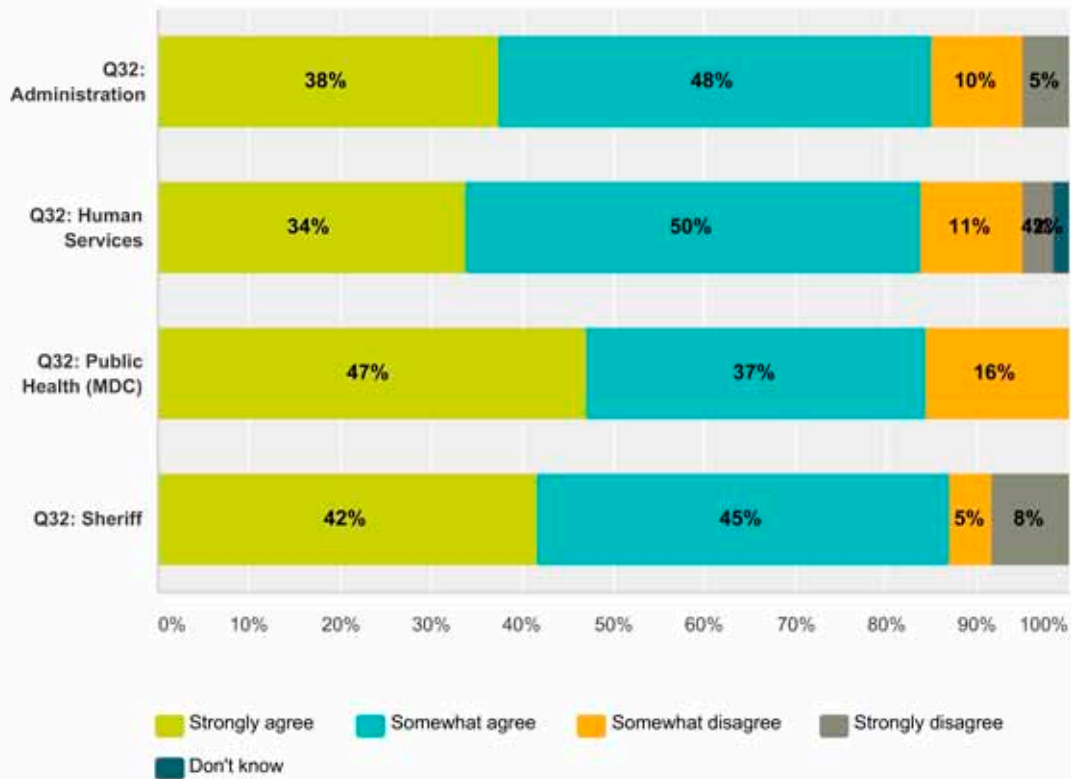
Answered: 343 Skipped: 31



|                              | I had more information so I knew what to do. | I received training | I had more time | I had the support of my supervisor or manager | Racial equity strategies received more funding | I am satisfied with my current level of involvement in addressing racial disparities | Total       |
|------------------------------|----------------------------------------------|---------------------|-----------------|-----------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------|-------------|
| Q32: Administration (A)      | 39%<br>13                                    | 30%<br>10           | 36%<br>12       | 12%<br>4                                      | 9%<br>3                                        | 48%<br>16                                                                            | 17%<br>58   |
| Q32: Human Services (B)      | 49%<br>92                                    | 42%<br>78           | 51%<br>95       | 21%<br>40                                     | 26%<br>49                                      | 20%<br>38                                                                            | 114%<br>392 |
| Q32: Public Health (MDC) (C) | 44%<br>21                                    | 33%<br>16           | 50%<br>24       | 25%<br>12                                     | 27%<br>13                                      | 29%<br>14                                                                            | 29%<br>100  |
| Q32: Sheriff (D)             | 25%<br>19                                    | 27%<br>20           | 21%<br>16       | 13%<br>10                                     | 19%<br>14                                      | 53%<br>40                                                                            | 35%<br>119  |
| <b>Total Respondents</b>     | 145                                          | 124                 | 147             | 66                                            | 79                                             | 108                                                                                  | 343         |
| Other (please specify)       |                                              |                     |                 |                                               |                                                |                                                                                      | Total       |
| Q32: Administration (A)      |                                              |                     |                 |                                               |                                                |                                                                                      | 4           |
| Q32: Human Services (B)      |                                              |                     |                 |                                               |                                                |                                                                                      | 17          |
| Q32: Public Health (MDC) (C) |                                              |                     |                 |                                               |                                                |                                                                                      | 6           |
| Q32: Sheriff (D)             |                                              |                     |                 |                                               |                                                |                                                                                      | 11          |

## Q10 I feel comfortable talking about race within my department work setting.

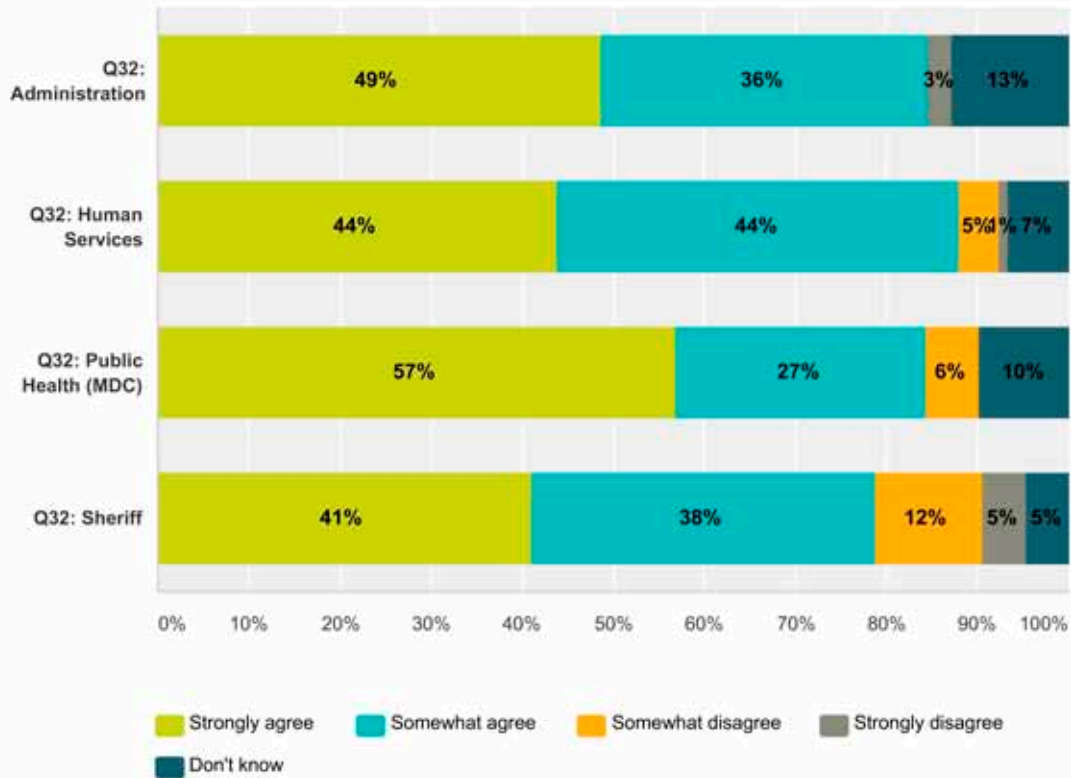
Answered: 373 Skipped: 1



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 38%<br>15      | 48%<br>19      | 10%<br>4          | 5%<br>2           | 0%<br>0    | 11%<br>40  |
| Q32: Human Services (B)      | 34%<br>67      | 50%<br>99      | 11%<br>22         | 4%<br>7           | 2%<br>3    | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 47%<br>24      | 37%<br>19      | 16%<br>8          | 0%<br>0           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 42%<br>35      | 45%<br>38      | 5%<br>4           | 8%<br>7           | 0%<br>0    | 23%<br>84  |
| <b>Total Respondents</b>     | 141            | 175            | 38                | 16                | 3          | 373        |

## Q11 Relationships between employees of different racial groups in my department are positive.

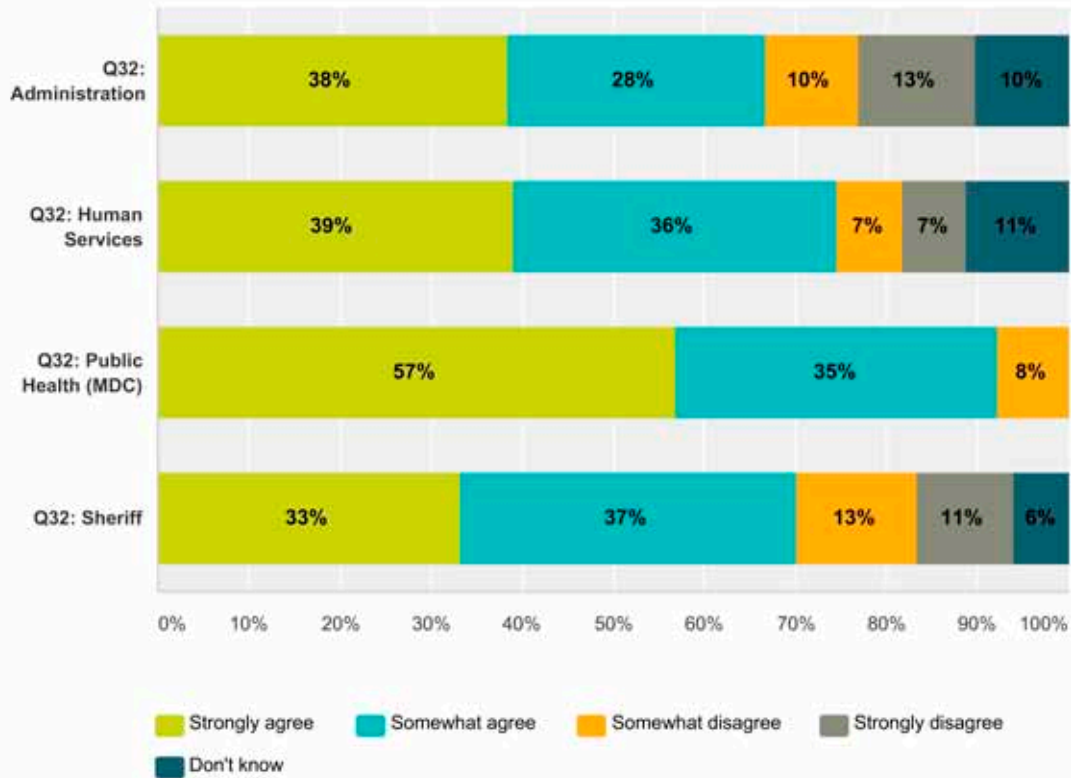
Answered: 373 Skipped: 1



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 49%<br>19      | 36%<br>14      | 0%<br>0           | 3%<br>1           | 13%<br>5   | 10%<br>39  |
| Q32: Human Services (B)      | 44%<br>87      | 44%<br>87      | 5%<br>9           | 1%<br>2           | 7%<br>13   | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 57%<br>29      | 27%<br>14      | 6%<br>3           | 0%<br>0           | 10%<br>5   | 14%<br>51  |
| Q32: Sheriff (D)             | 41%<br>35      | 38%<br>32      | 12%<br>10         | 5%<br>4           | 5%<br>4    | 23%<br>85  |
| <b>Total Respondents</b>     | 170            | 147            | 22                | 7                 | 27         | 373        |

## Q12 Employees are encouraged to participate in trainings, workshops, or events about racial equity.

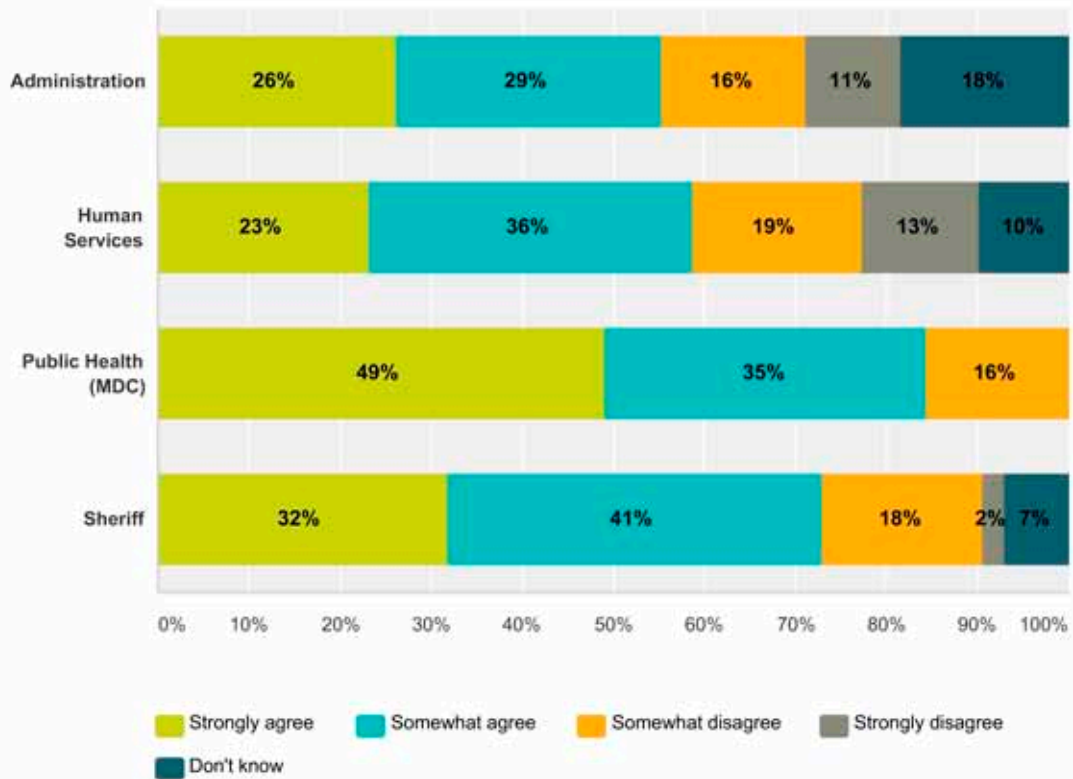
Answered: 371 Skipped: 3



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 38%<br>15      | 28%<br>11      | 10%<br>4          | 13%<br>5          | 10%<br>4   | 11%<br>39  |
| Q32: Human Services (B)      | 39%<br>77      | 36%<br>70      | 7%<br>14          | 7%<br>14          | 11%<br>22  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 57%<br>29      | 35%<br>18      | 8%<br>4           | 0%<br>0           | 0%<br>0    | 14%<br>51  |
| Q32: Sheriff (D)             | 33%<br>28      | 37%<br>31      | 13%<br>11         | 11%<br>9          | 6%<br>5    | 23%<br>84  |
| <b>Total Respondents</b>     | 149            | 130            | 33                | 28                | 31         | 371        |

### Q13 I am familiar with my department's efforts to address racial disparities.

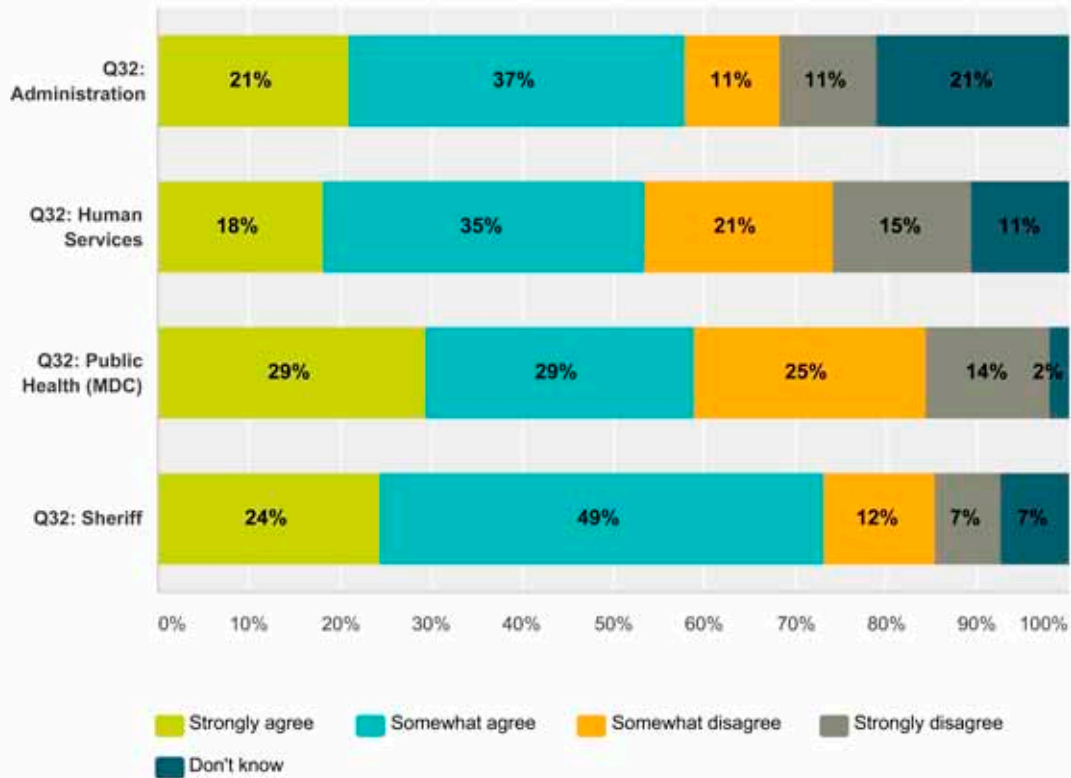
Answered: 368 Skipped: 6



|                          | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|--------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Administration (A)       | 26%<br>10      | 29%<br>11      | 16%<br>6          | 11%<br>4          | 18%<br>7   | 10%<br>38  |
| Human Services (B)       | 23%<br>45      | 36%<br>69      | 19%<br>36         | 13%<br>25         | 10%<br>19  | 53%<br>194 |
| Public Health (MDC) (C)  | 49%<br>25      | 35%<br>18      | 16%<br>8          | 0%<br>0           | 0%<br>0    | 14%<br>51  |
| Sheriff (D)              | 32%<br>27      | 41%<br>35      | 18%<br>15         | 2%<br>2           | 7%<br>6    | 23%<br>85  |
| <b>Total Respondents</b> | 107            | 133            | 65                | 31                | 32         | 368        |

**Q14 I am aware of efforts in my department to increase workforce equity (i.e., strategies and practices to improve diversity on all levels and across functions).**

Answered: 369 Skipped: 5

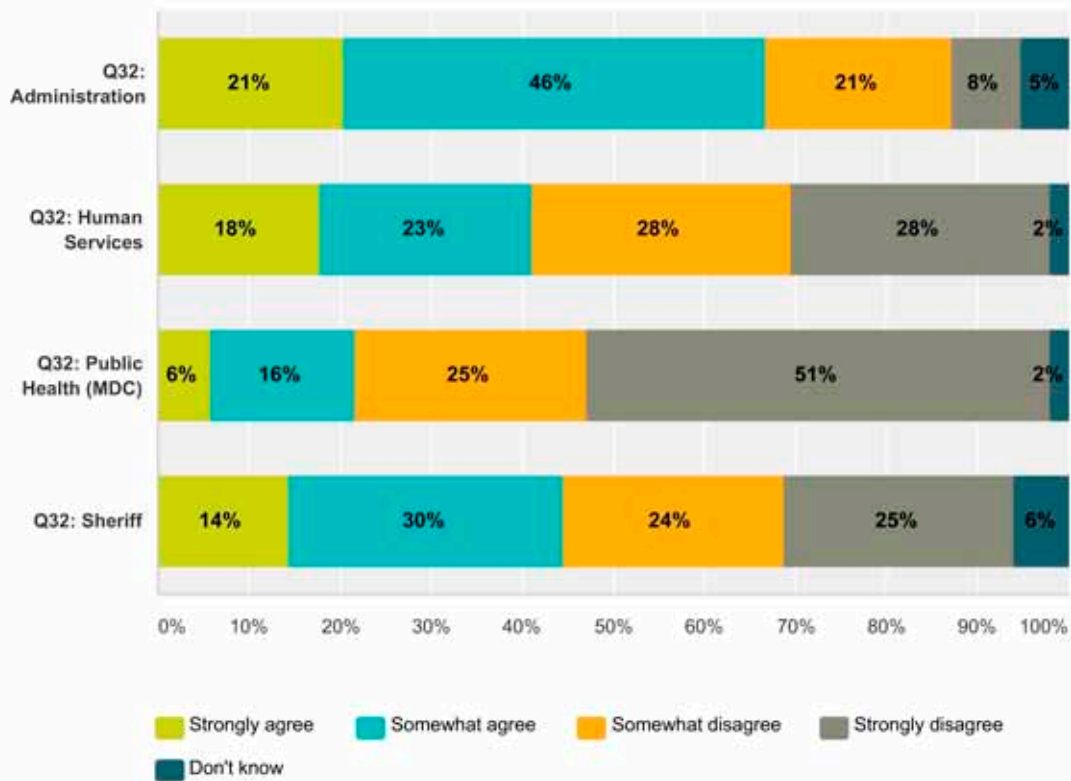


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 21%<br>8       | 37%<br>14      | 11%<br>4          | 11%<br>4          | 21%<br>8   | 10%<br>38  |
| Q32: Human Services (B)      | 18%<br>36      | 35%<br>70      | 21%<br>41         | 15%<br>30         | 11%<br>21  | 54%<br>198 |
| Q32: Public Health (MDC) (C) | 29%<br>15      | 29%<br>15      | 25%<br>13         | 14%<br>7          | 2%<br>1    | 14%<br>51  |
| Q32: Sheriff (D)             | 24%<br>20      | 49%<br>40      | 12%<br>10         | 7%<br>6           | 7%<br>6    | 22%<br>82  |
| <b>Total Respondents</b>     | 79             | 139            | 68                | 47                | 36         | 369        |



## Q15 I believe employees in my department reflect the racial diversity of our county.

Answered: 370 Skipped: 4

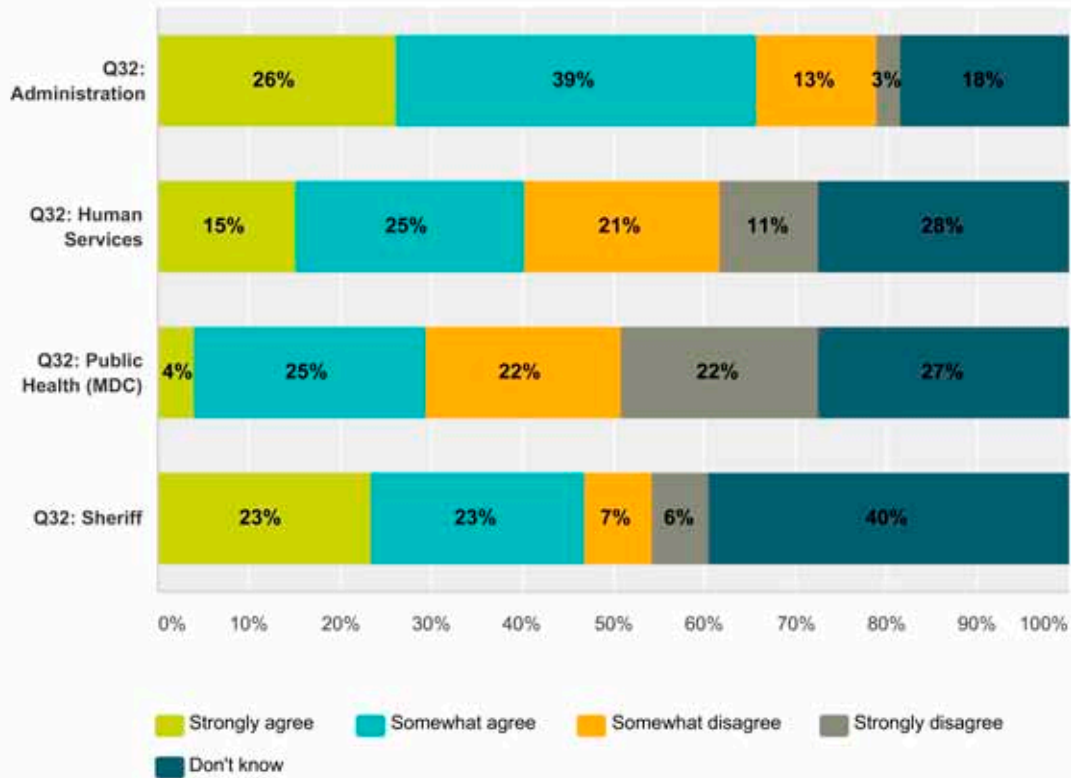


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 21%<br>8       | 46%<br>18      | 21%<br>8          | 8%<br>3           | 5%<br>2    | 11%<br>39  |
| Q32: Human Services (B)      | 18%<br>35      | 23%<br>46      | 28%<br>56         | 28%<br>56         | 2%<br>4    | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 6%<br>3        | 16%<br>8       | 25%<br>13         | 51%<br>26         | 2%<br>1    | 14%<br>51  |
| Q32: Sheriff (D)             | 14%<br>12      | 30%<br>25      | 24%<br>20         | 25%<br>21         | 6%<br>5    | 22%<br>83  |
| <b>Total Respondents</b>     | 58             | 97             | 97                | 106               | 12         | 370        |



## Q16 I am aware of my department's commitment to contracting equity and woman and minority businesses.

Answered: 366 Skipped: 8



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 26%<br>10      | 39%<br>15      | 13%<br>5          | 3%<br>1           | 18%<br>7   | 10%<br>38  |
| Q32: Human Services (B)      | 15%<br>30      | 25%<br>49      | 21%<br>42         | 11%<br>21         | 28%<br>54  | 54%<br>196 |
| Q32: Public Health (MDC) (C) | 4%<br>2        | 25%<br>13      | 22%<br>11         | 22%<br>11         | 27%<br>14  | 14%<br>51  |
| Q32: Sheriff (D)             | 23%<br>19      | 23%<br>19      | 7%<br>6           | 6%<br>5           | 40%<br>32  | 22%<br>81  |
| <b>Total Respondents</b>     | 61             | 96             | 64                | 38                | 107        | 366        |

## Q17 My department promotes equitable access by women- and minority-owned businesses to compete for purchasing and consulting contracts.

Answered: 363 Skipped: 11



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 18%<br>7       | 37%<br>14      | 8%<br>3           | 3%<br>1           | 34%<br>13  | 10%<br>38  |
| Q32: Human Services (B)      | 9%<br>18       | 15%<br>29      | 9%<br>18          | 5%<br>9           | 62%<br>120 | 53%<br>194 |
| Q32: Public Health (MDC) (C) | 10%<br>5       | 14%<br>7       | 8%<br>4           | 2%<br>1           | 67%<br>34  | 14%<br>51  |
| Q32: Sheriff (D)             | 13%<br>10      | 18%<br>14      | 4%<br>3           | 0%<br>0           | 66%<br>53  | 22%<br>80  |
| <b>Total Respondents</b>     | 40             | 64             | 28                | 11                | 220        | 363        |

## Q18 I am aware of efforts in my department to be more inclusive in our outreach and public engagement.

Answered: 367 Skipped: 7



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 19%<br>7       | 28%<br>10      | 22%<br>8          | 3%<br>1           | 28%<br>10  | 10%<br>36  |
| Q32: Human Services (B)      | 15%<br>30      | 40%<br>78      | 17%<br>33         | 8%<br>16          | 20%<br>40  | 54%<br>197 |
| Q32: Public Health (MDC) (C) | 31%<br>16      | 37%<br>19      | 14%<br>7          | 10%<br>5          | 8%<br>4    | 14%<br>51  |
| Q32: Sheriff (D)             | 31%<br>26      | 39%<br>32      | 4%<br>3           | 7%<br>6           | 19%<br>16  | 23%<br>83  |
| <b>Total Respondents</b>     | 79             | 139            | 51                | 28                | 70         | 367        |

## Q19 My department seeks input and assistance on decision making from communities of color.

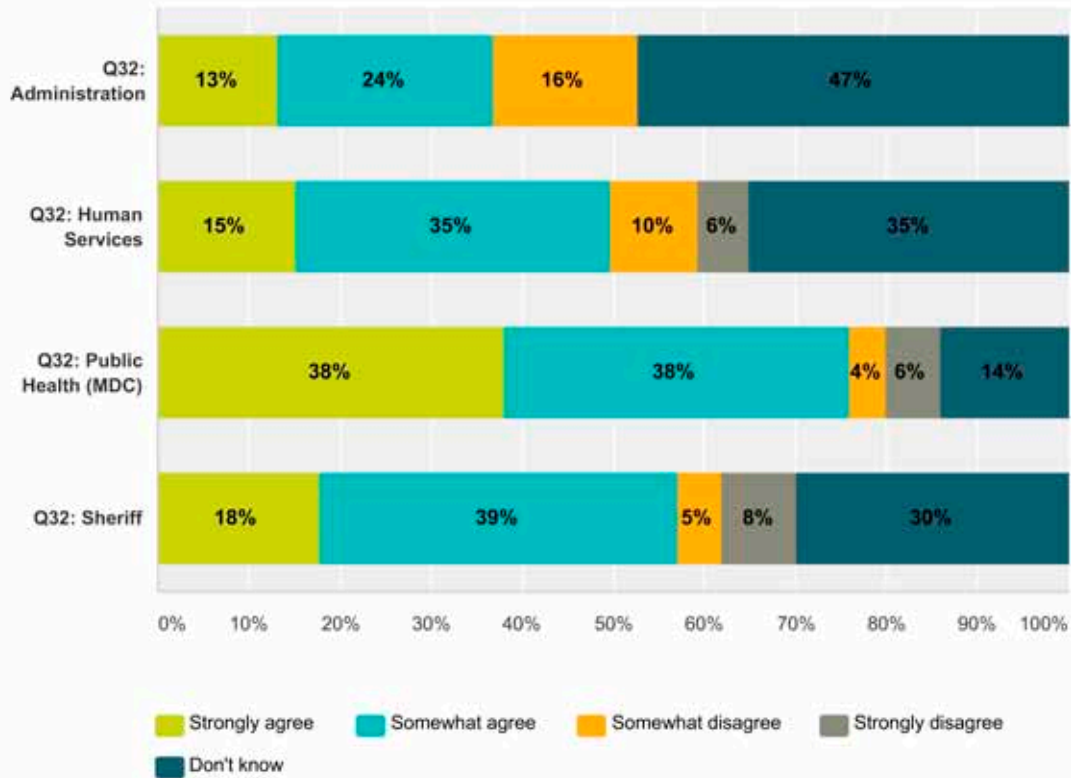
Answered: 368 Skipped: 6



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 11%<br>4       | 24%<br>9       | 18%<br>7          | 0%<br>0           | 47%<br>18  | 10%<br>38  |
| Q32: Human Services (B)      | 12%<br>24      | 29%<br>56      | 17%<br>33         | 6%<br>12          | 36%<br>71  | 53%<br>196 |
| Q32: Public Health (MDC) (C) | 16%<br>8       | 30%<br>15      | 14%<br>7          | 8%<br>4           | 32%<br>16  | 14%<br>50  |
| Q32: Sheriff (D)             | 17%<br>14      | 43%<br>36      | 5%<br>4           | 12%<br>10         | 24%<br>20  | 23%<br>84  |
| <b>Total Respondents</b>     | 50             | 116            | 51                | 26                | 125        | 368        |

## Q20 My department partners with other institutions and communities to advance racial equity.

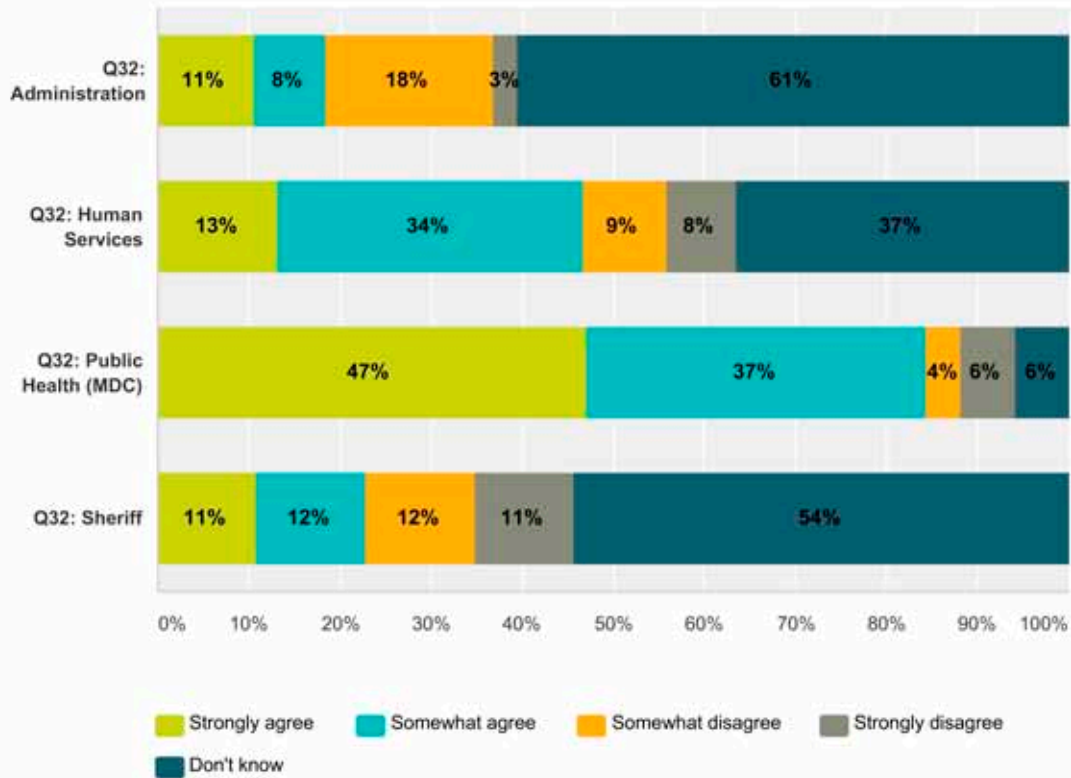
Answered: 369 Skipped: 5



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 13%<br>5       | 24%<br>9       | 16%<br>6          | 0%<br>0           | 47%<br>18  | 10%<br>38  |
| Q32: Human Services (B)      | 15%<br>30      | 35%<br>68      | 10%<br>19         | 6%<br>11          | 35%<br>69  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 38%<br>19      | 38%<br>19      | 4%<br>2           | 6%<br>3           | 14%<br>7   | 14%<br>50  |
| Q32: Sheriff (D)             | 18%<br>15      | 39%<br>33      | 5%<br>4           | 8%<br>7           | 30%<br>25  | 23%<br>84  |
| <b>Total Respondents</b>     | 69             | 129            | 31                | 21                | 119        | 369        |

## Q21 I am aware of efforts in my department to improve access to services for refugees and immigrants.

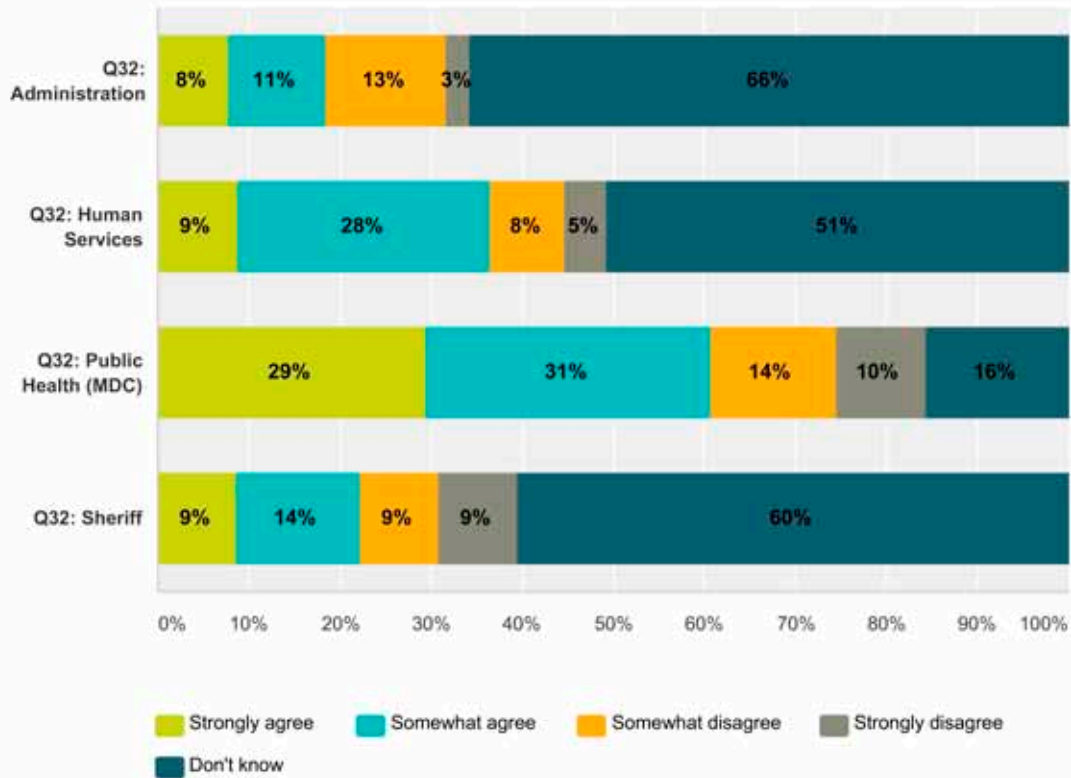
Answered: 369 Skipped: 5



|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 11%<br>4       | 8%<br>3        | 18%<br>7          | 3%<br>1           | 61%<br>23  | 10%<br>38  |
| Q32: Human Services (B)      | 13%<br>26      | 34%<br>66      | 9%<br>18          | 8%<br>15          | 37%<br>72  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 47%<br>24      | 37%<br>19      | 4%<br>2           | 6%<br>3           | 6%<br>3    | 14%<br>51  |
| Q32: Sheriff (D)             | 11%<br>9       | 12%<br>10      | 12%<br>10         | 11%<br>9          | 54%<br>45  | 22%<br>83  |
| <b>Total Respondents</b>     | 63             | 98             | 37                | 28                | 143        | 369        |

## Q22 My department is making progress on improving access to services for refugees and immigrants.

Answered: 365 Skipped: 9

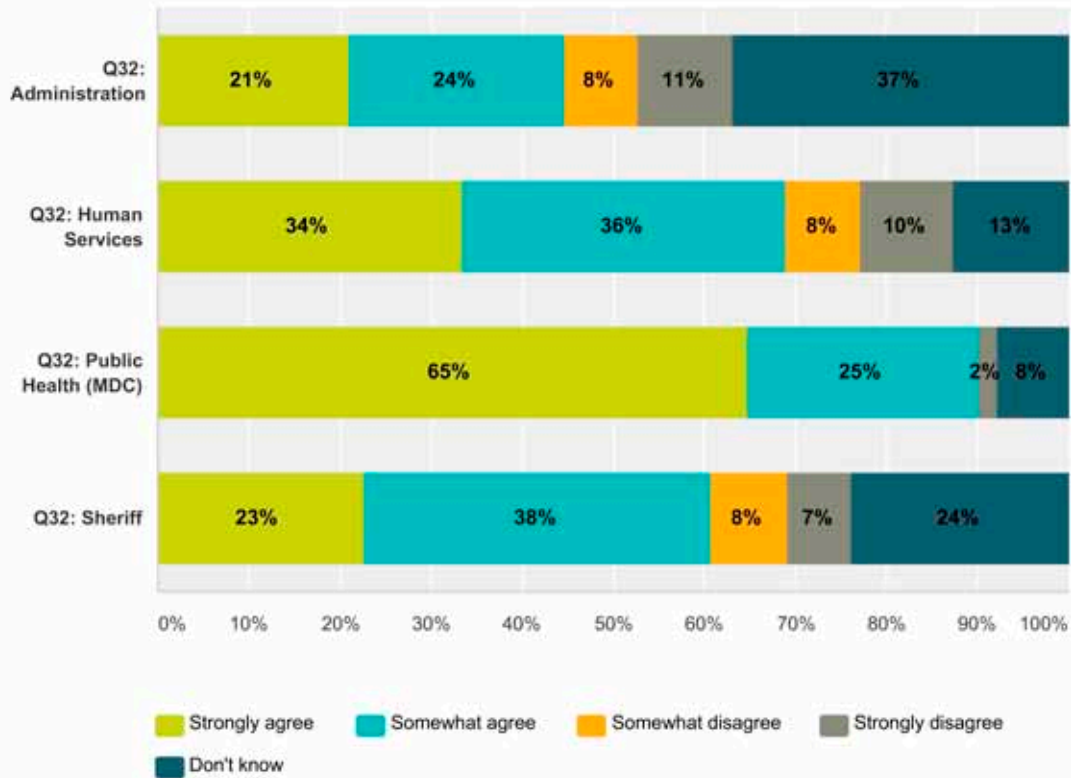


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 8%<br>3        | 11%<br>4       | 13%<br>5          | 3%<br>1           | 66%<br>25  | 10%<br>38  |
| Q32: Human Services (B)      | 9%<br>17       | 28%<br>54      | 8%<br>16          | 5%<br>9           | 51%<br>99  | 53%<br>195 |
| Q32: Public Health (MDC) (C) | 29%<br>15      | 31%<br>16      | 14%<br>7          | 10%<br>5          | 16%<br>8   | 14%<br>51  |
| Q32: Sheriff (D)             | 9%<br>7        | 14%<br>11      | 9%<br>7           | 9%<br>7           | 60%<br>49  | 22%<br>81  |
| <b>Total Respondents</b>     | 42             | 85             | 35                | 22                | 181        | 365        |



## Q23 My department is making progress at providing interpretation and translation services for people with limited English.

Answered: 370 Skipped: 4

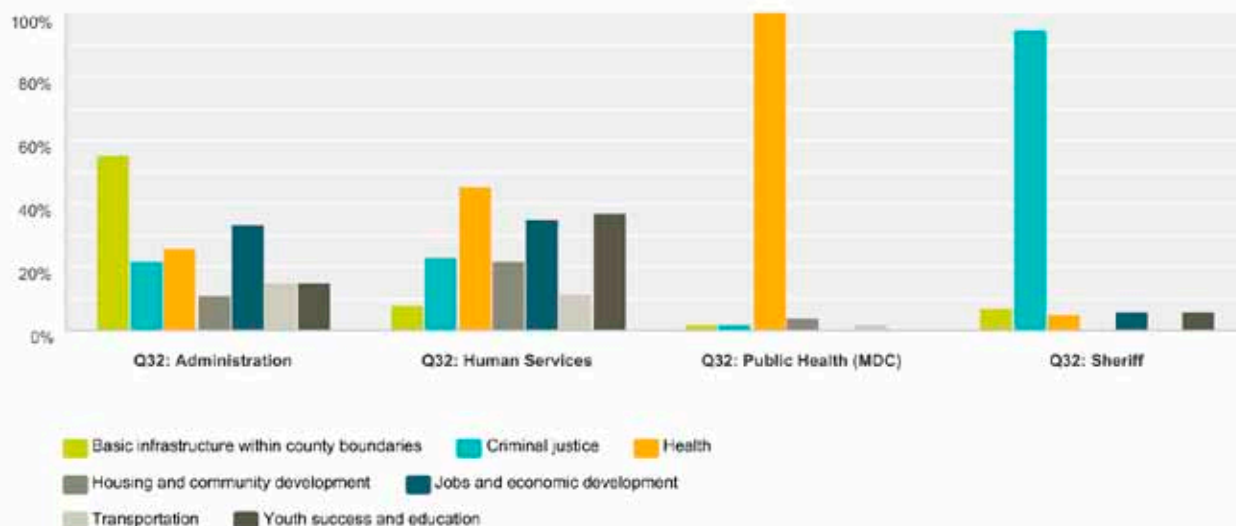


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 21%<br>8       | 24%<br>9       | 8%<br>3           | 11%<br>4          | 37%<br>14  | 10%<br>38  |
| Q32: Human Services (B)      | 34%<br>66      | 36%<br>70      | 8%<br>16          | 10%<br>20         | 13%<br>25  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 65%<br>33      | 25%<br>13      | 0%<br>0           | 2%<br>1           | 8%<br>4    | 14%<br>51  |
| Q32: Sheriff (D)             | 23%<br>19      | 38%<br>32      | 8%<br>7           | 7%<br>6           | 24%<br>20  | 23%<br>84  |
| <b>Total Respondents</b>     | 126            | 124            | 26                | 31                | 63         | 370        |



## Q24 Which of the following areas does your department influence to the greatest degree?

Answered: 322 Skipped: 52



|                              | Basic infrastructure within county boundaries | Criminal justice | Health     | Housing and community development | Jobs and economic development | Transportation | Youth success and education | Total      |
|------------------------------|-----------------------------------------------|------------------|------------|-----------------------------------|-------------------------------|----------------|-----------------------------|------------|
| Q32: Administration (A)      | 56%<br>15                                     | 22%<br>8         | 28%<br>7   | 11%<br>3                          | 33%<br>9                      | 15%<br>4       | 15%<br>4                    | 15%<br>48  |
| Q32: Human Services (B)      | 8%<br>13                                      | 23%<br>37        | 48%<br>74  | 22%<br>36                         | 35%<br>57                     | 12%<br>19      | 37%<br>60                   | 92%<br>296 |
| Q32: Public Health (MDC) (C) | 2%<br>1                                       | 2%<br>1          | 100%<br>50 | 4%<br>2                           | 0%<br>0                       | 2%<br>1        | 0%<br>0                     | 17%<br>55  |
| Q32: Sheriff (D)             | 7%<br>6                                       | 95%<br>79        | 5%<br>4    | 0%<br>0                           | 6%<br>5                       | 0%<br>0        | 6%<br>5                     | 31%<br>99  |
| <b>Total Respondents</b>     | 35                                            | 123              | 135        | 41                                | 71                            | 24             | 69                          | 322        |
| Other (please specify)       |                                               |                  |            |                                   |                               |                |                             | Total      |
| Q32: Administration (A)      |                                               |                  |            |                                   |                               |                |                             | 11         |
| Q32: Human Services (B)      |                                               |                  |            |                                   |                               |                |                             | 38         |
| Q32: Public Health (MDC) (C) |                                               |                  |            |                                   |                               |                |                             | 2          |
| Q32: Sheriff (D)             |                                               |                  |            |                                   |                               |                |                             | 2          |

## Q25 Does your department's work in the area selected include strategies to advance racial equity?

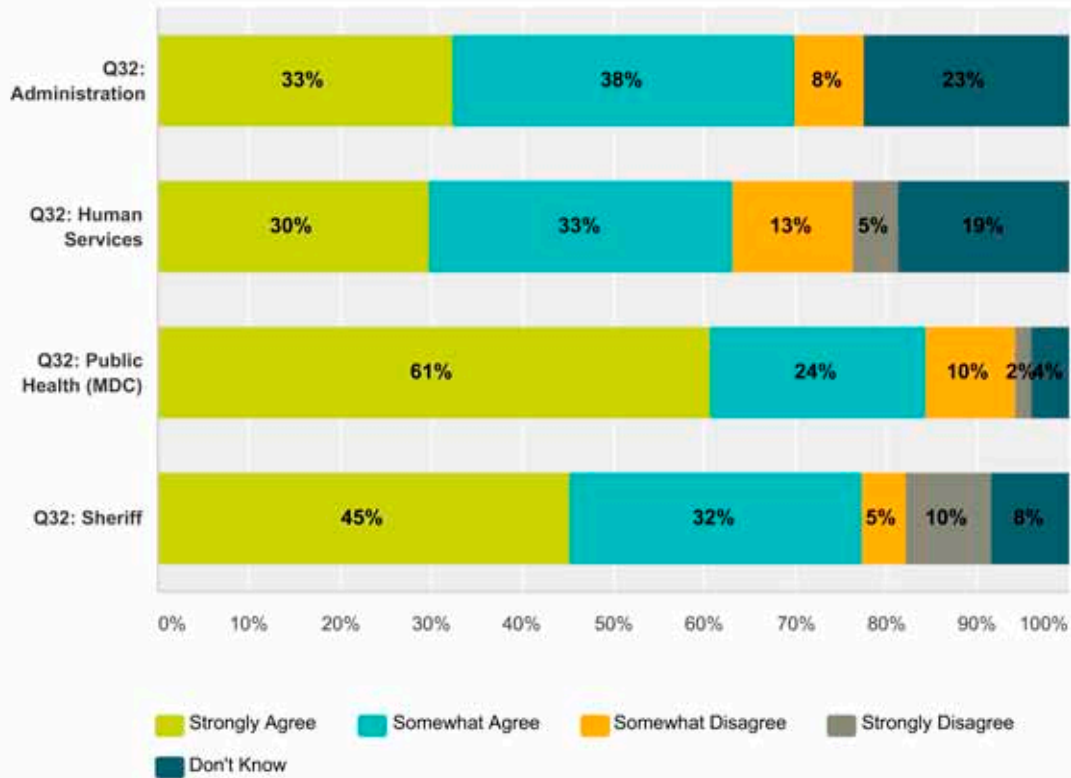
Answered: 369 Skipped: 5



|                              | Yes, very much so | Only a little | Not much at all | Not at all | I don't know | Total      |
|------------------------------|-------------------|---------------|-----------------|------------|--------------|------------|
| Q32: Administration (A)      | 23%<br>9          | 8%<br>3       | 15%<br>6        | 5%<br>2    | 49%<br>19    | 11%<br>39  |
| Q32: Human Services (B)      | 26%<br>51         | 21%<br>41     | 11%<br>22       | 8%<br>15   | 34%<br>67    | 53%<br>196 |
| Q32: Public Health (MDC) (C) | 55%<br>28         | 20%<br>10     | 6%<br>3         | 8%<br>4    | 12%<br>6     | 14%<br>51  |
| Q32: Sheriff (D)             | 46%<br>38         | 16%<br>13     | 10%<br>8        | 6%<br>5    | 23%<br>19    | 22%<br>83  |
| <b>Total Respondents</b>     | 126               | 67            | 39              | 26         | 111          | 369        |

## Q26 The leadership in my department participates in and supports conversations about racial equity.

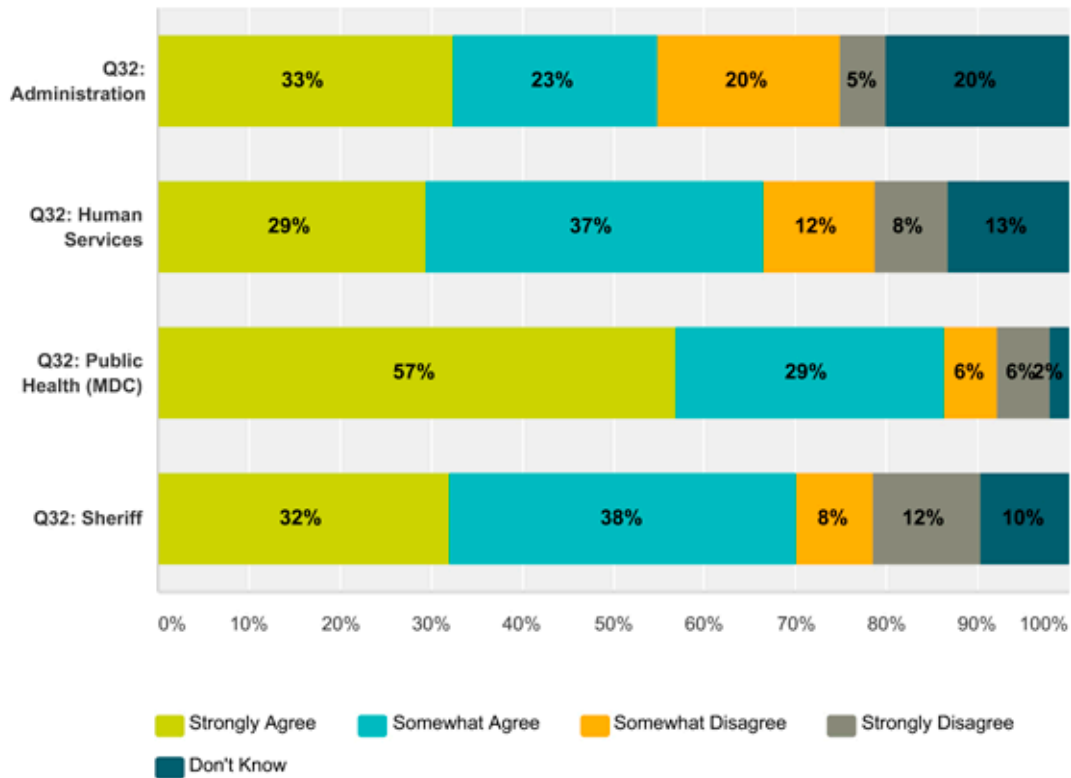
Answered: 373 Skipped: 1



|                              | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 33%<br>13      | 38%<br>15      | 8%<br>3           | 0%<br>0           | 23%<br>9   | 11%<br>40  |
| Q32: Human Services (B)      | 30%<br>59      | 33%<br>66      | 13%<br>26         | 5%<br>10          | 19%<br>37  | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 61%<br>31      | 24%<br>12      | 10%<br>5          | 2%<br>1           | 4%<br>2    | 14%<br>51  |
| Q32: Sheriff (D)             | 45%<br>38      | 32%<br>27      | 5%<br>4           | 10%<br>8          | 8%<br>7    | 23%<br>84  |
| <b>Total Respondents</b>     | 141            | 120            | 38                | 19                | 55         | 373        |

## Q27 The leadership in my department communicates the importance of addressing racial disparities and achieving racial equity in Dane County.

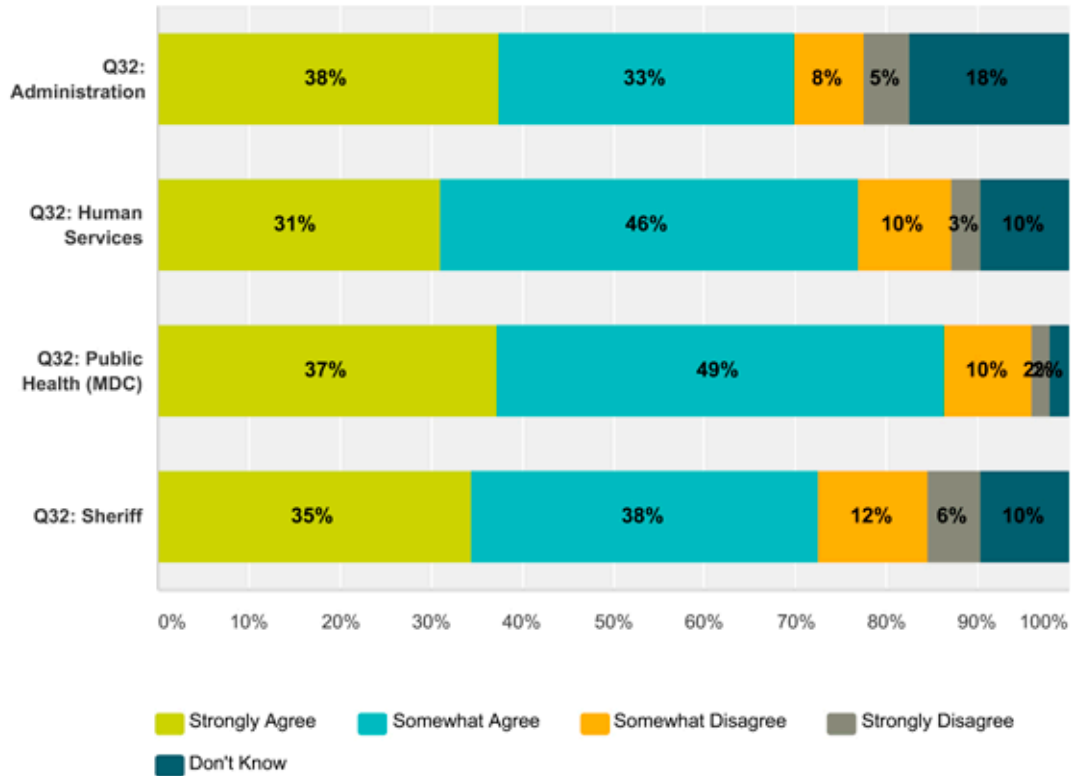
Answered: 372 Skipped: 2



|                              | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 33%<br>13      | 23%<br>9       | 20%<br>8          | 5%<br>2           | 20%<br>8   | 11%<br>40  |
| Q32: Human Services (B)      | 29%<br>58      | 37%<br>73      | 12%<br>24         | 8%<br>16          | 13%<br>26  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 57%<br>29      | 29%<br>15      | 6%<br>3           | 6%<br>3           | 2%<br>1    | 14%<br>51  |
| Q32: Sheriff (D)             | 32%<br>27      | 38%<br>32      | 8%<br>7           | 12%<br>10         | 10%<br>8   | 23%<br>84  |
| <b>Total Respondents</b>     | 127            | 129            | 42                | 31                | 43         | 372        |

## Q28 Dane County government leadership clearly communicates the importance of addressing racial disparities and achieving racial equity in Dane County.

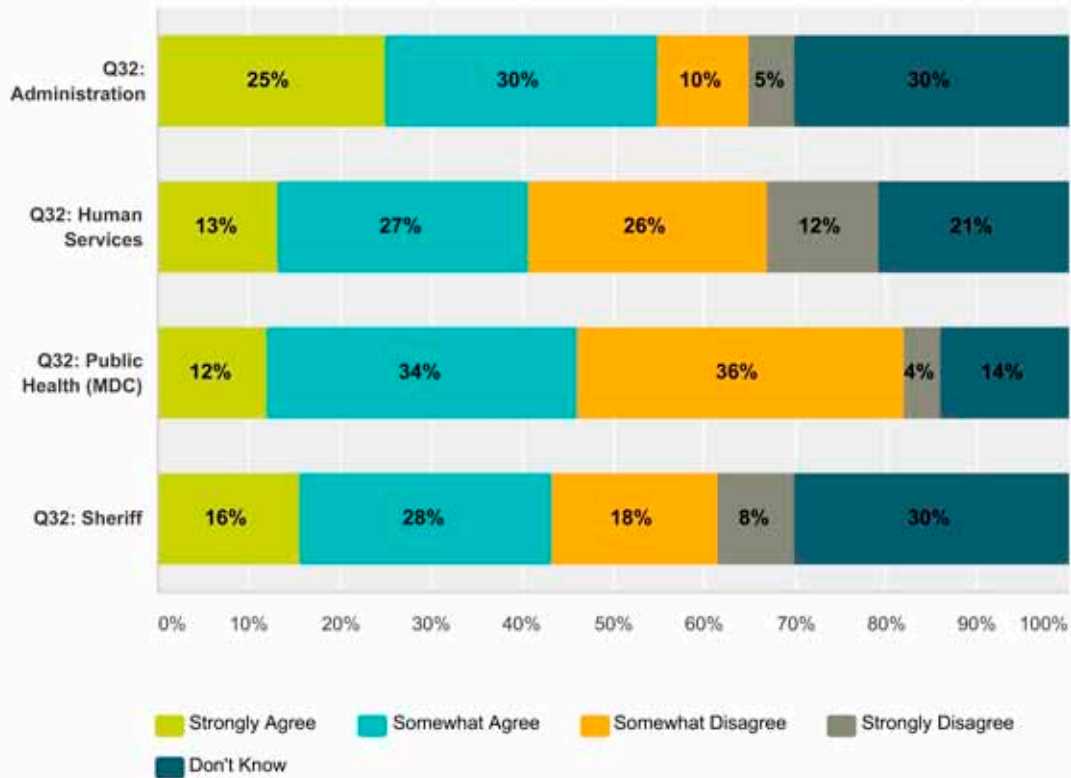
Answered: 371 Skipped: 3



|                              | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 38%<br>15      | 33%<br>13      | 8%<br>3           | 5%<br>2           | 18%<br>7   | 11%<br>40  |
| Q32: Human Services (B)      | 31%<br>61      | 46%<br>90      | 10%<br>20         | 3%<br>6           | 10%<br>19  | 53%<br>196 |
| Q32: Public Health (MDC) (C) | 37%<br>19      | 49%<br>25      | 10%<br>5          | 2%<br>1           | 2%<br>1    | 14%<br>51  |
| Q32: Sheriff (D)             | 35%<br>29      | 38%<br>32      | 12%<br>10         | 6%<br>5           | 10%<br>8   | 23%<br>84  |
| <b>Total Respondents</b>     | 124            | 160            | 38                | 14                | 35         | 371        |

## Q29 Dane County government leadership provides the resources necessary for addressing racial disparities and achieving racial equity in Dane County.

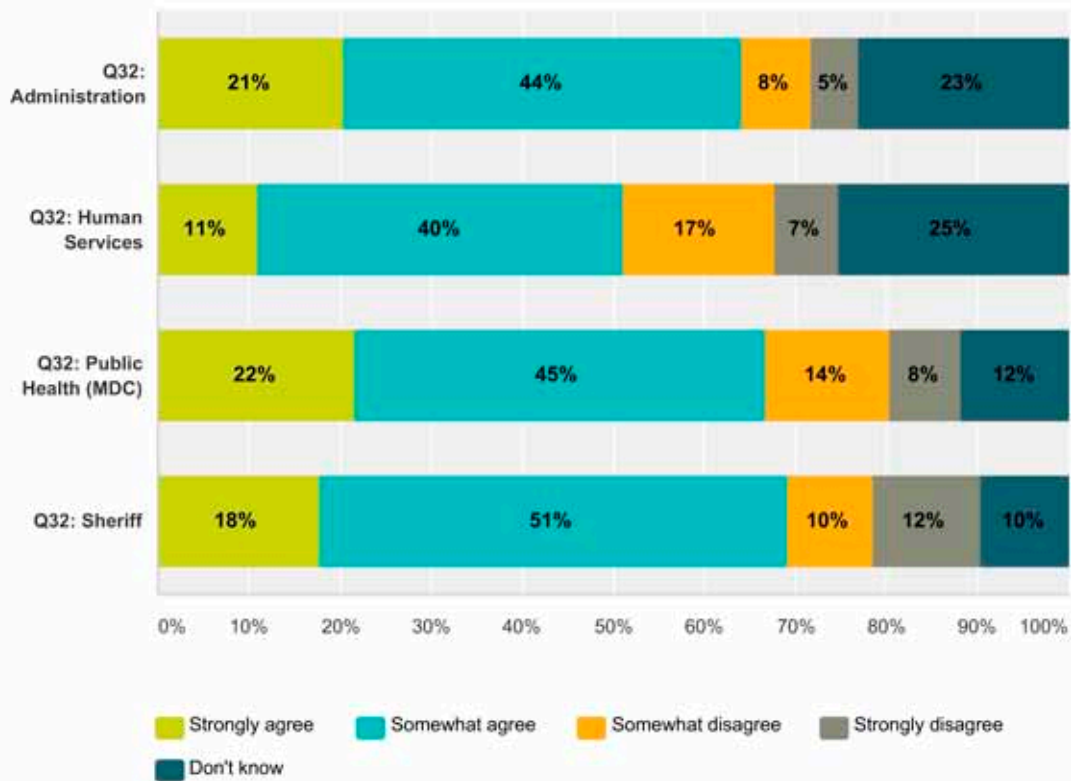
Answered: 370 Skipped: 4



|                              | Strongly Agree | Somewhat Agree | Somewhat Disagree | Strongly Disagree | Don't Know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 25%<br>10      | 30%<br>12      | 10%<br>4          | 5%<br>2           | 30%<br>12  | 11%<br>40  |
| Q32: Human Services (B)      | 13%<br>26      | 27%<br>54      | 26%<br>52         | 12%<br>24         | 21%<br>41  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 12%<br>6       | 34%<br>17      | 36%<br>18         | 4%<br>2           | 14%<br>7   | 14%<br>50  |
| Q32: Sheriff (D)             | 16%<br>13      | 28%<br>23      | 18%<br>15         | 8%<br>7           | 30%<br>25  | 22%<br>83  |
| <b>Total Respondents</b>     | 55             | 106            | 89                | 35                | 85         | 370        |

### Q30 As a whole, my department is making progress towards achieving racial equity.

Answered: 372 Skipped: 2

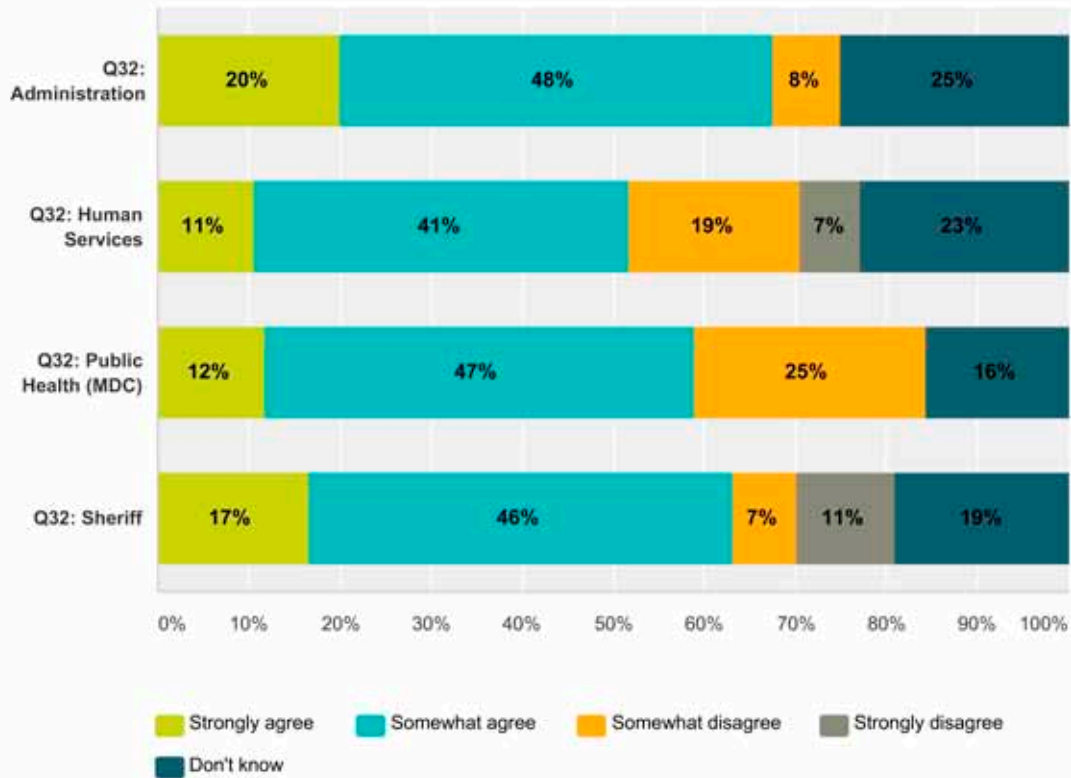


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 21%<br>8       | 44%<br>17      | 8%<br>3           | 5%<br>2           | 23%<br>9   | 10%<br>39  |
| Q32: Human Services (B)      | 11%<br>22      | 40%<br>79      | 17%<br>33         | 7%<br>14          | 25%<br>50  | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 22%<br>11      | 45%<br>23      | 14%<br>7          | 8%<br>4           | 12%<br>6   | 14%<br>51  |
| Q32: Sheriff (D)             | 18%<br>15      | 51%<br>43      | 10%<br>8          | 12%<br>10         | 10%<br>8   | 23%<br>84  |
| <b>Total Respondents</b>     | 56             | 162            | 51                | 30                | 73         | 372        |



### Q31 As a whole, county government is making progress towards achieving racial equity.

Answered: 372 Skipped: 2

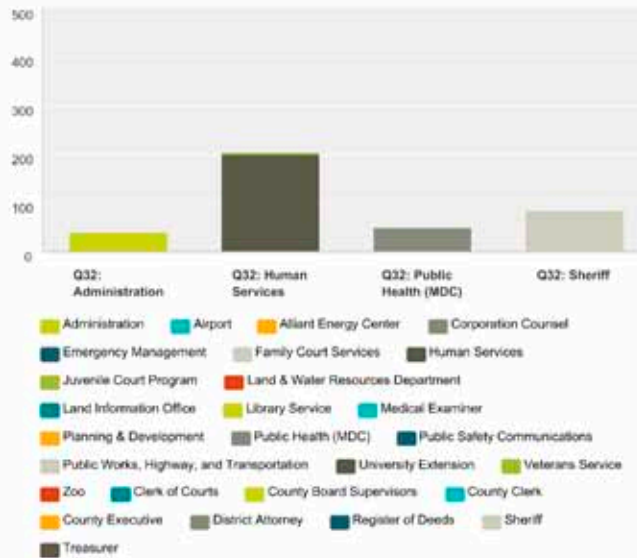


|                              | Strongly agree | Somewhat agree | Somewhat disagree | Strongly disagree | Don't know | Total      |
|------------------------------|----------------|----------------|-------------------|-------------------|------------|------------|
| Q32: Administration (A)      | 20%<br>8       | 48%<br>19      | 8%<br>3           | 0%<br>0           | 25%<br>10  | 11%<br>40  |
| Q32: Human Services (B)      | 11%<br>21      | 41%<br>81      | 19%<br>37         | 7%<br>13          | 23%<br>45  | 53%<br>197 |
| Q32: Public Health (MDC) (C) | 12%<br>6       | 47%<br>24      | 25%<br>13         | 0%<br>0           | 16%<br>8   | 14%<br>51  |
| Q32: Sheriff (D)             | 17%<br>14      | 46%<br>39      | 7%<br>6           | 11%<br>9          | 19%<br>16  | 23%<br>84  |
| <b>Total Respondents</b>     | 49             | 163            | 59                | 22                | 79         | 372        |



## Q32 Which department do you work in?

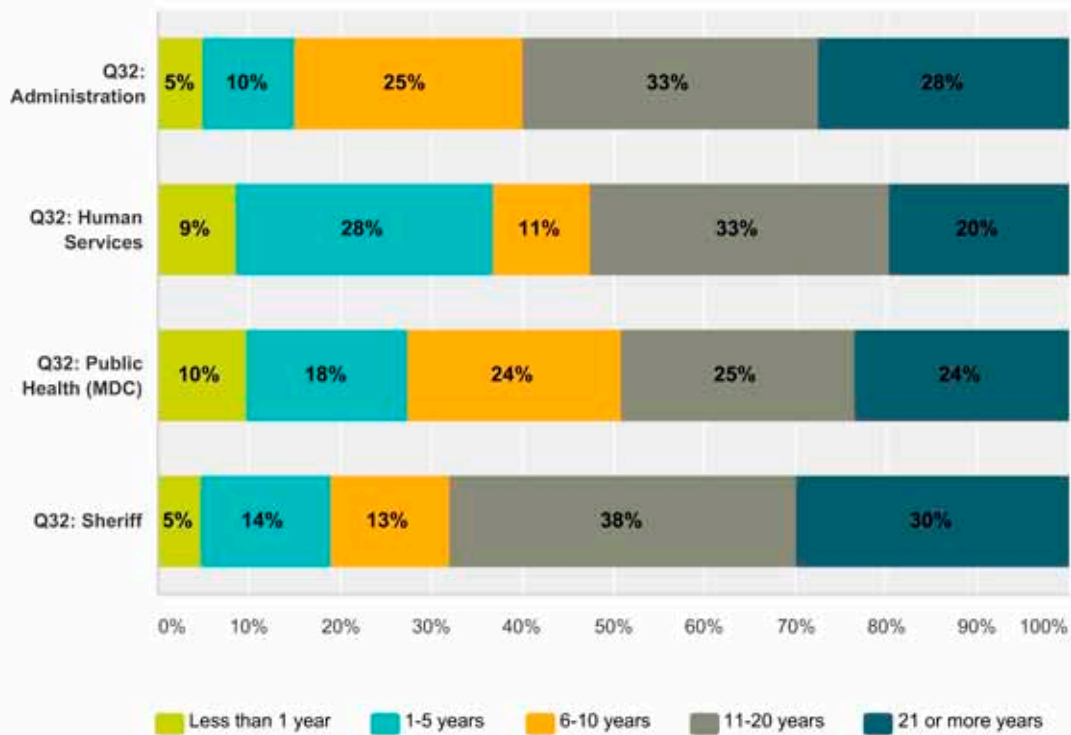
Answered: 174 Skipped: 0



|                                | Administration | Airport  | Alliant Energy Center | Corporation Counsel | Emergency Management | Family Court Services | Human Services | Juvenile Court Program | Land & Water Resources Department | Land Information Office | Library Service | Medical Examiner | Planning & Development | Public Health (MDC) | Public Safety Communications | Public Works, Highway, and Transportation |
|--------------------------------|----------------|----------|-----------------------|---------------------|----------------------|-----------------------|----------------|------------------------|-----------------------------------|-------------------------|-----------------|------------------|------------------------|---------------------|------------------------------|-------------------------------------------|
| Q32: Administration (A)        | 100%<br>40     | 0%<br>0  | 0%<br>0               | 0%<br>0             | 0%<br>0              | 0%<br>0               | 0%<br>0        | 0%<br>0                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 0%<br>0             | 0%<br>0                      | 0%<br>0                                   |
| Q32: Human Services (B)        | 0%<br>0        | 0%<br>0  | 0%<br>0               | 1%<br>2             | 0%<br>0              | 0%<br>0               | 100%<br>198    | 2%<br>4                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 0%<br>0             | 0%<br>0                      | 0%<br>0                                   |
| Q32: Public Health (MDC) (C)   | 0%<br>0        | 0%<br>0  | 0%<br>0               | 0%<br>0             | 0%<br>0              | 0%<br>0               | 0%<br>0        | 0%<br>0                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 100%<br>51          | 0%<br>0                      | 0%<br>0                                   |
| Q32: Sheriff (D)               | 0%<br>0        | 0%<br>0  | 0%<br>0               | 0%<br>0             | 0%<br>0              | 0%<br>0               | 0%<br>0        | 0%<br>0                | 0%<br>0                           | 0%<br>0                 | 0%<br>0         | 0%<br>0          | 0%<br>0                | 0%<br>0             | 0%<br>0                      | 0%<br>0                                   |
| <b>Total Respondents</b>       | <b>40</b>      | <b>0</b> | <b>0</b>              | <b>2</b>            | <b>0</b>             | <b>0</b>              | <b>198</b>     | <b>4</b>               | <b>0</b>                          | <b>0</b>                | <b>0</b>        | <b>0</b>         | <b>0</b>               | <b>51</b>           | <b>0</b>                     | <b>0</b>                                  |
| <b>Other (please specify):</b> |                |          |                       |                     |                      |                       |                |                        |                                   |                         |                 |                  |                        |                     |                              | <b>Total</b>                              |
| Q32: Administration (A)        |                |          |                       |                     |                      |                       |                |                        | 1                                 |                         |                 |                  |                        |                     |                              | 1                                         |
| Q32: Human Services (B)        |                |          |                       |                     |                      |                       |                |                        | 3                                 |                         |                 |                  |                        |                     |                              | 3                                         |
| Q32: Public Health (MDC) (C)   |                |          |                       |                     |                      |                       |                |                        | 0                                 |                         |                 |                  |                        |                     |                              | 0                                         |
| Q32: Sheriff (D)               |                |          |                       |                     |                      |                       |                |                        | 0                                 |                         |                 |                  |                        |                     |                              | 0                                         |

### Q33 How long have you worked for Dane County?

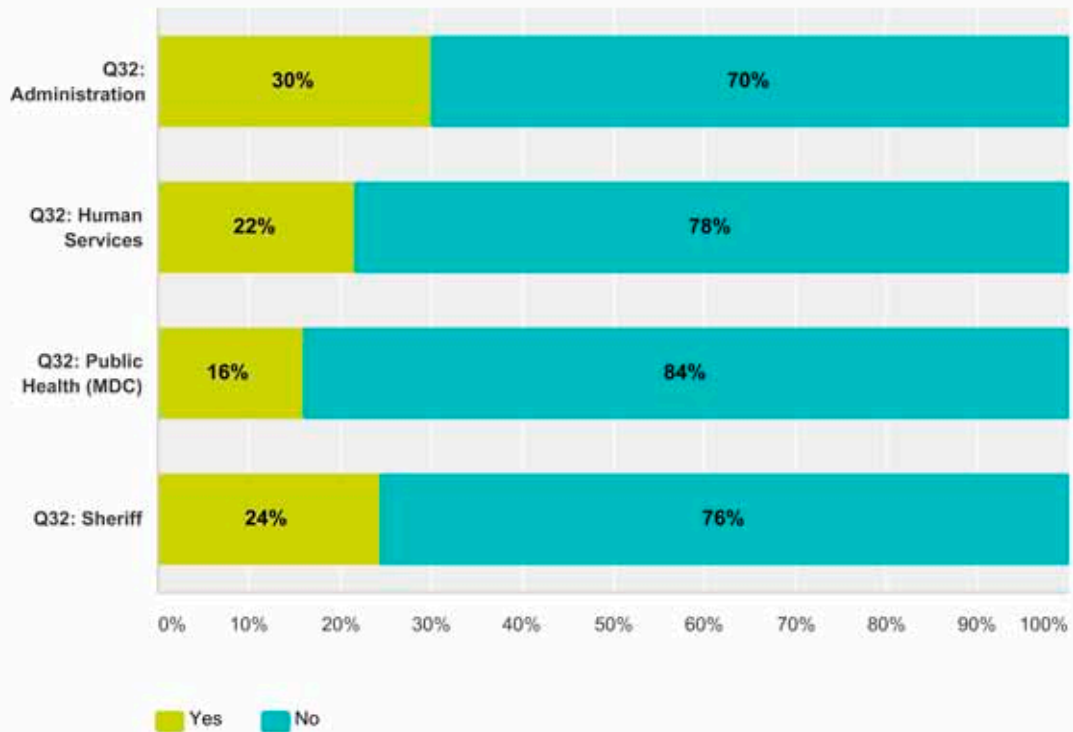
Answered: 373 Skipped: 1



|                              | Less than 1 year | 1-5 years | 6-10 years | 11-20 years | 21 or more years | Total      |
|------------------------------|------------------|-----------|------------|-------------|------------------|------------|
| Q32: Administration (A)      | 5%<br>2          | 10%<br>4  | 25%<br>10  | 33%<br>13   | 28%<br>11        | 11%<br>40  |
| Q32: Human Services (B)      | 9%<br>17         | 28%<br>56 | 11%<br>21  | 33%<br>65   | 20%<br>39        | 53%<br>198 |
| Q32: Public Health (MDC) (C) | 10%<br>5         | 18%<br>9  | 24%<br>12  | 25%<br>13   | 24%<br>12        | 14%<br>51  |
| Q32: Sheriff (D)             | 5%<br>4          | 14%<br>12 | 13%<br>11  | 38%<br>32   | 30%<br>25        | 23%<br>84  |
| <b>Total Respondents</b>     | 28               | 81        | 54         | 123         | 87               | 373        |

## Q34 Do you manage or supervise people?

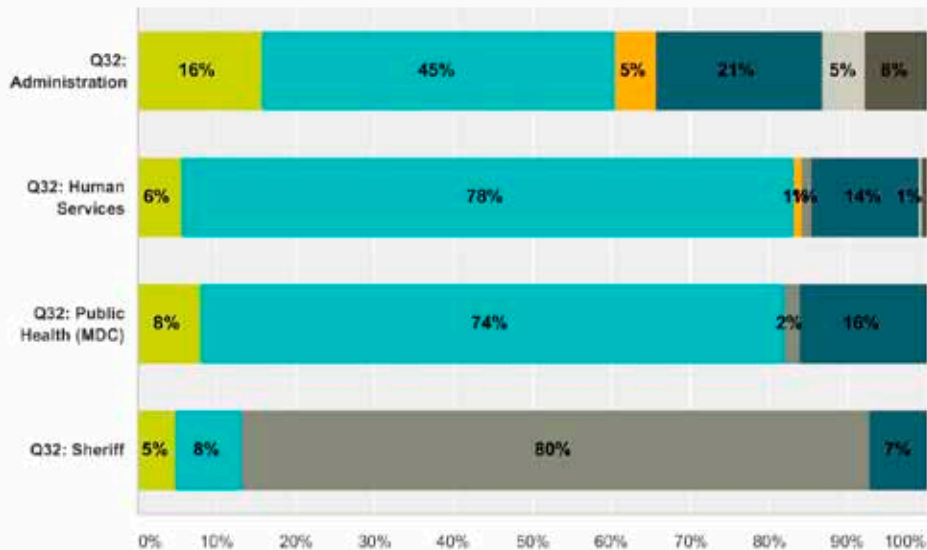
Answered: 366 Skipped: 8



|                              | Yes       | No         | Total      |
|------------------------------|-----------|------------|------------|
| Q32: Administration (A)      | 30%<br>12 | 70%<br>28  | 11%<br>40  |
| Q32: Human Services (B)      | 22%<br>42 | 78%<br>152 | 53%<br>194 |
| Q32: Public Health (MDC) (C) | 16%<br>8  | 84%<br>42  | 14%<br>50  |
| Q32: Sheriff (D)             | 24%<br>20 | 76%<br>62  | 22%<br>82  |
| <b>Total Respondents</b>     | 82        | 284        | 366        |

## Q35 What is your job category?

Answered: 368 Skipped: 6

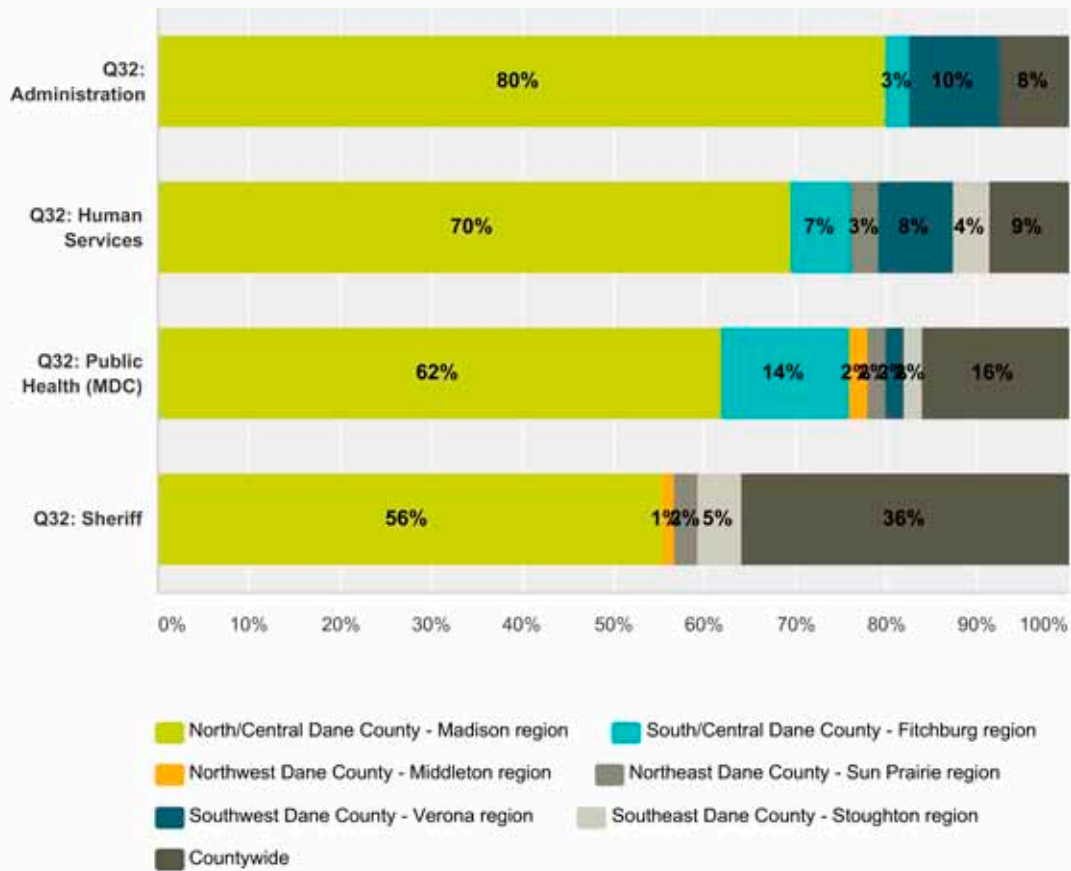


- Official / Administrator (e.g., department head, director, deputy director, division ...)
- Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professio...)
- Technician (e.g., dispatcher, LPN, computer programmer, drafter)
- Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger)
- Administrative Support (e.g., assistant, bookkeeper, dispatcher)
- Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer)
- Service & Maintenance (e.g., drivers, custodial employee, gardener, construction labor...

|                              | Official / Administrator<br>(e.g., department head, director, deputy director, division director) | Professional / Paraprofessional (e.g., project manager, systems analyst, IT Professional, RN's, social services worker, juvenile court worker, etc.) | Technician (e.g., dispatcher, LPN, computer programmer, drafter) | Protective Service Worker (e.g., sheriff's office, correctional officer, park ranger) | Administrative Support (e.g., assistant, bookkeeper, dispatcher) | Skilled Craft Worker (e.g., mechanic, electrician, heavy equipment operator, engineer) | Service & Maintenance (e.g., drivers, custodial employee, gardener, construction laborer) | Total      |
|------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------|
| Q32: Administration (A)      | 16%<br>6                                                                                          | 45%<br>17                                                                                                                                            | 5%<br>2                                                          | 0%<br>0                                                                               | 21%<br>8                                                         | 5%<br>2                                                                                | 8%<br>3                                                                                   | 10%<br>38  |
| Q32: Human Services (B)      | 6%<br>11                                                                                          | 78%<br>153                                                                                                                                           | 1%<br>2                                                          | 1%<br>2                                                                               | 14%<br>27                                                        | 1%<br>1                                                                                | 1%<br>1                                                                                   | 54%<br>197 |
| Q32: Public Health (MDC) (C) | 8%<br>4                                                                                           | 74%<br>37                                                                                                                                            | 0%<br>0                                                          | 2%<br>1                                                                               | 16%<br>8                                                         | 0%<br>0                                                                                | 0%<br>0                                                                                   | 14%<br>50  |
| Q32: Sheriff (D)             | 5%<br>4                                                                                           | 8%<br>7                                                                                                                                              | 0%<br>0                                                          | 80%<br>66                                                                             | 7%<br>6                                                          | 0%<br>0                                                                                | 0%<br>0                                                                                   | 23%<br>83  |
| <b>Total Respondents</b>     | 25                                                                                                | 214                                                                                                                                                  | 4                                                                | 69                                                                                    | 49                                                               | 3                                                                                      | 4                                                                                         | 368        |

## Q36 Where is your primary worksite?

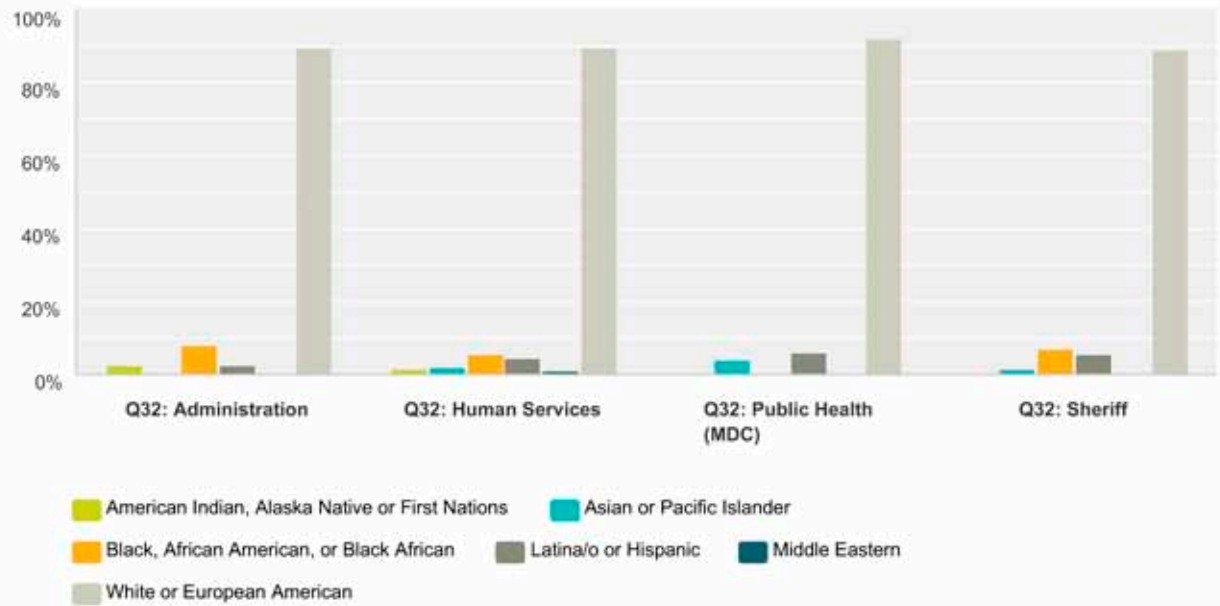
Answered: 368 Skipped: 6



|                              | North/Central Dane County - Madison region | South/Central Dane County - Fitchburg region | Northwest Dane County - Middleton region | Northeast Dane County - Sun Prairie region | Southwest Dane County - Verona region | Southeast Dane County - Stoughton region | Countywide | Total      |
|------------------------------|--------------------------------------------|----------------------------------------------|------------------------------------------|--------------------------------------------|---------------------------------------|------------------------------------------|------------|------------|
| Q32: Administration (A)      | 80%<br>32                                  | 3%<br>1                                      | 0%<br>0                                  | 0%<br>0                                    | 10%<br>4                              | 0%<br>0                                  | 8%<br>3    | 11%<br>40  |
| Q32: Human Services (B)      | 70%<br>137                                 | 7%<br>13                                     | 0%<br>0                                  | 3%<br>6                                    | 8%<br>16                              | 4%<br>8                                  | 9%<br>17   | 54%<br>197 |
| Q32: Public Health (MDC) (C) | 62%<br>31                                  | 14%<br>7                                     | 2%<br>1                                  | 2%<br>1                                    | 2%<br>1                               | 2%<br>1                                  | 16%<br>8   | 14%<br>50  |
| Q32: Sheriff (D)             | 56%<br>45                                  | 0%<br>0                                      | 1%<br>1                                  | 2%<br>2                                    | 0%<br>0                               | 5%<br>4                                  | 36%<br>29  | 22%<br>81  |
| <b>Total Respondents</b>     | 245                                        | 21                                           | 2                                        | 9                                          | 21                                    | 13                                       | 57         | 368        |

### Q37 What is your race / ethnicity? (Please check ALL that apply.)

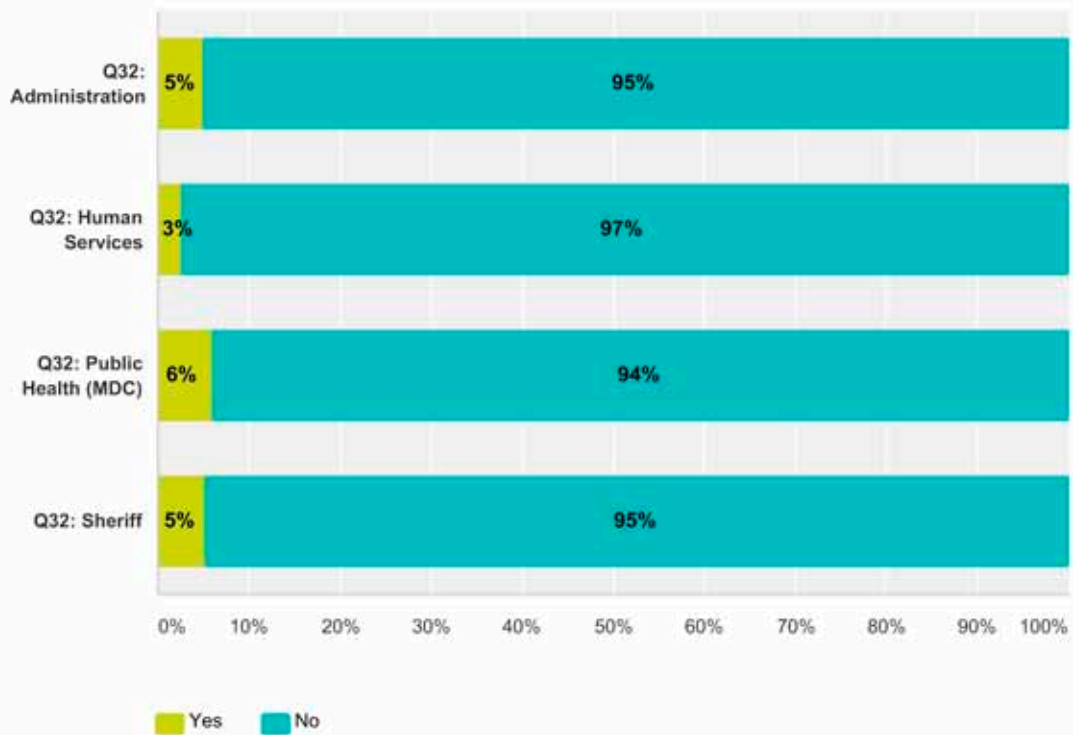
Answered: 350 Skipped: 24



|                              | American Indian, Alaska Native or First Nations | Asian or Pacific Islander | Black, African American, or Black African | Latina/o or Hispanic | Middle Eastern | White or European American | Total      |
|------------------------------|-------------------------------------------------|---------------------------|-------------------------------------------|----------------------|----------------|----------------------------|------------|
| Q32: Administration (A)      | 3%<br>1                                         | 0%<br>0                   | 8%<br>3                                   | 3%<br>1              | 0%<br>0        | 89%<br>34                  | 11%<br>39  |
| Q32: Human Services (B)      | 2%<br>3                                         | 2%<br>4                   | 5%<br>10                                  | 4%<br>8              | 1%<br>2        | 89%<br>167                 | 55%<br>194 |
| Q32: Public Health (MDC) (C) | 0%<br>0                                         | 4%<br>2                   | 0%<br>0                                   | 6%<br>3              | 0%<br>0        | 92%<br>47                  | 15%<br>52  |
| Q32: Sheriff (D)             | 0%<br>0                                         | 1%<br>1                   | 7%<br>5                                   | 5%<br>4              | 0%<br>0        | 89%<br>66                  | 22%<br>76  |
| <b>Total Respondents</b>     | 4                                               | 7                         | 18                                        | 16                   | 2              | 314                        | 350        |
| Other (please specify)       |                                                 |                           |                                           |                      |                |                            | Total      |
| Q32: Administration (A)      |                                                 |                           |                                           |                      |                |                            | 0          |
| Q32: Human Services (B)      |                                                 |                           |                                           |                      |                |                            | 5          |
| Q32: Public Health (MDC) (C) |                                                 |                           |                                           |                      |                |                            | 0          |
| Q32: Sheriff (D)             |                                                 |                           |                                           |                      |                |                            | 1          |

## Q38 Are you an immigrant and/or a refugee?

Answered: 359 Skipped: 15

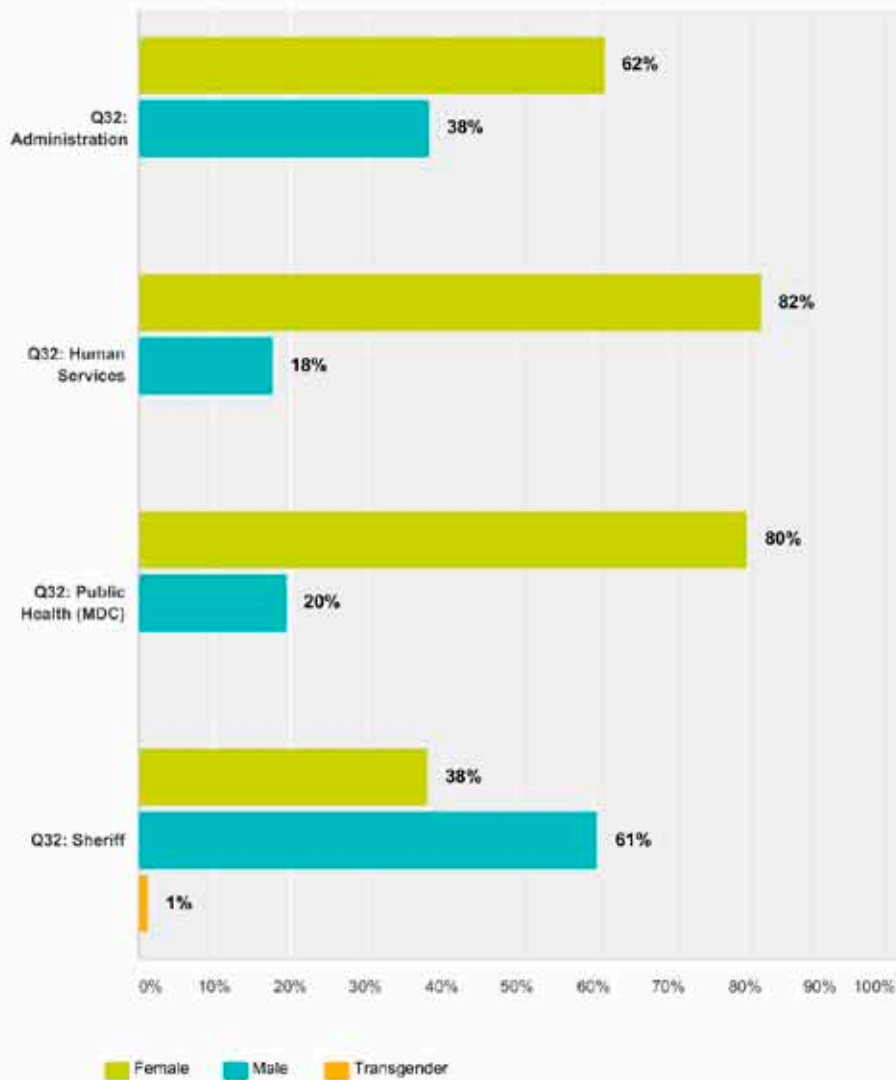


|                              | Yes     | No         | Total      |
|------------------------------|---------|------------|------------|
| Q32: Administration (A)      | 5%<br>2 | 95%<br>38  | 11%<br>40  |
| Q32: Human Services (B)      | 3%<br>5 | 97%<br>188 | 54%<br>193 |
| Q32: Public Health (MDC) (C) | 6%<br>3 | 94%<br>47  | 14%<br>50  |
| Q32: Sheriff (D)             | 5%<br>4 | 95%<br>72  | 21%<br>76  |
| <b>Total Respondents</b>     | 14      | 345        | 359        |



### Q39 What is your gender? (Please check ALL that apply.)

Answered: 357 Skipped: 17

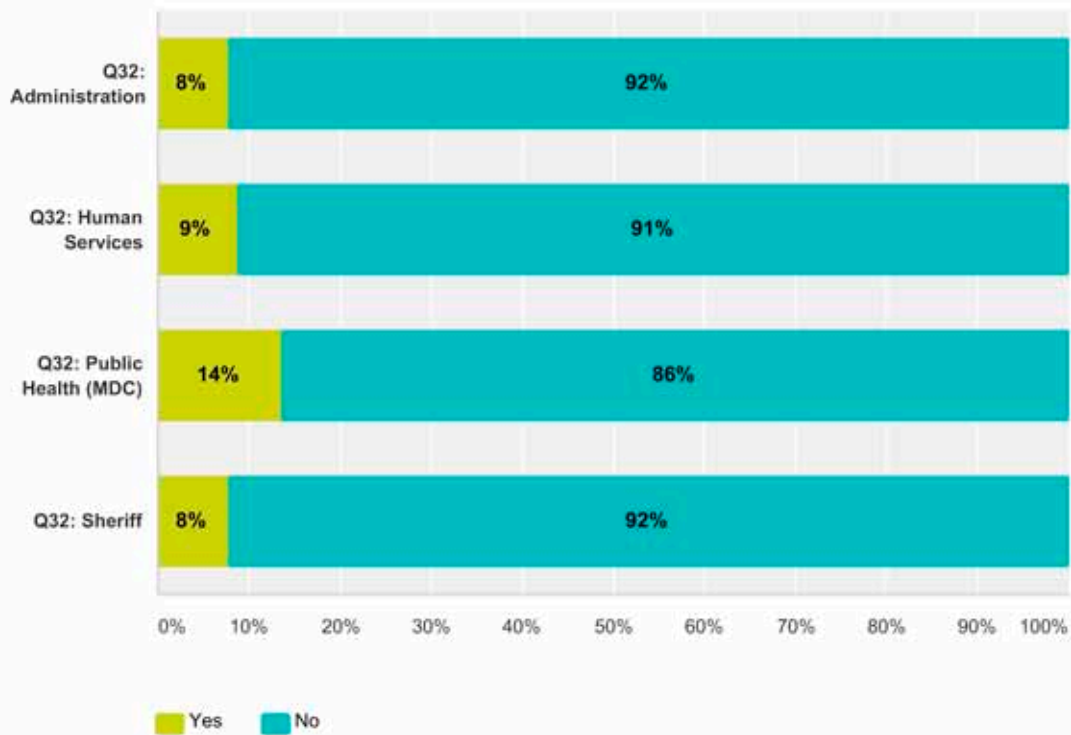


|                              | Female     | Male      | Transgender | Total      |
|------------------------------|------------|-----------|-------------|------------|
| Q32: Administration (A)      | 62%<br>24  | 38%<br>15 | 0%<br>0     | 11%<br>39  |
| Q32: Human Services (B)      | 82%<br>157 | 18%<br>34 | 0%<br>0     | 54%<br>191 |
| Q32: Public Health (MDC) (C) | 80%<br>41  | 20%<br>10 | 0%<br>0     | 14%<br>51  |
| Q32: Sheriff (D)             | 38%<br>29  | 61%<br>46 | 1%<br>1     | 21%<br>76  |
| <b>Total Respondents</b>     | 251        | 105       | 1           | 357        |
| Other (please specify)       |            |           |             | Total      |
| Q32: Administration (A)      | 0          |           |             | 0          |
| Q32: Human Services (B)      | 0          |           |             | 0          |
| Q32: Public Health (MDC) (C) | 0          |           |             | 0          |
| Q32: Sheriff (D)             | 1          |           |             | 1          |



## Q40 Are you Gay, Lesbian, Bisexual, Queer, Transgender and/or Questioning?

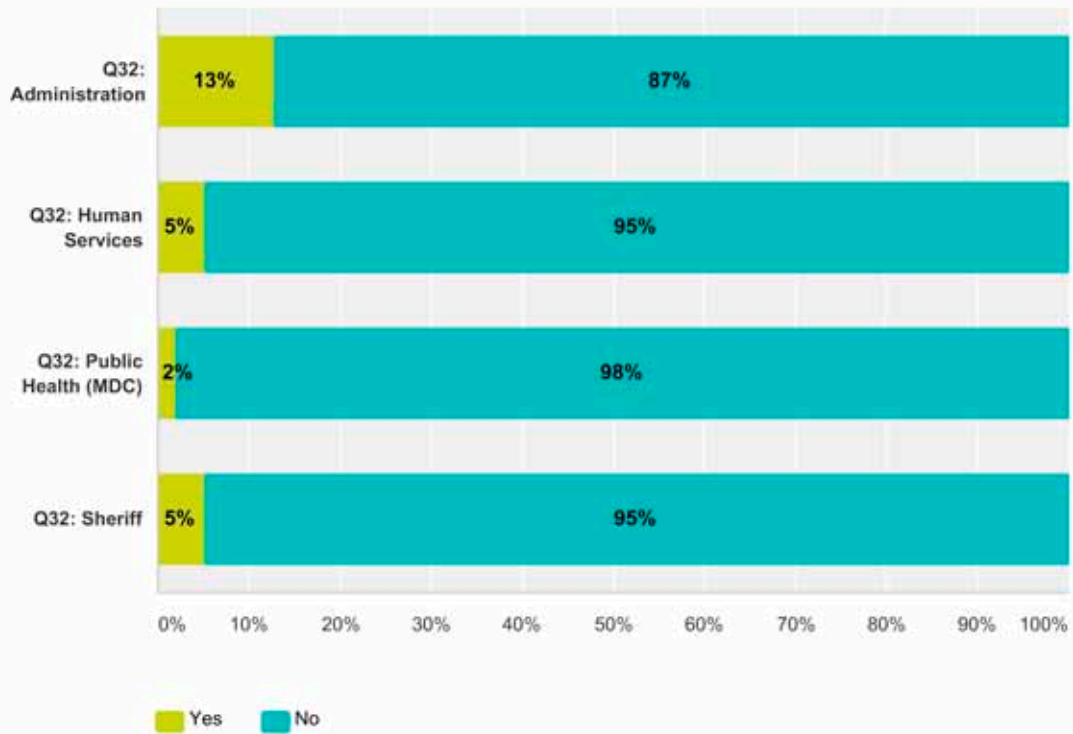
Answered: 357 Skipped: 17



|                              | Yes      | No         | Total      |
|------------------------------|----------|------------|------------|
| Q32: Administration (A)      | 8%<br>3  | 92%<br>35  | 11%<br>38  |
| Q32: Human Services (B)      | 9%<br>17 | 91%<br>174 | 54%<br>191 |
| Q32: Public Health (MDC) (C) | 14%<br>7 | 86%<br>44  | 14%<br>51  |
| Q32: Sheriff (D)             | 8%<br>6  | 92%<br>71  | 22%<br>77  |
| <b>Total Respondents</b>     | 33       | 324        | 357        |

## Q41 Are you a person with a disability?

Answered: 359 Skipped: 15



|                              | Yes      | No         | Total      |
|------------------------------|----------|------------|------------|
| Q32: Administration (A)      | 13%<br>5 | 87%<br>34  | 11%<br>39  |
| Q32: Human Services (B)      | 5%<br>10 | 95%<br>182 | 53%<br>192 |
| Q32: Public Health (MDC) (C) | 2%<br>1  | 98%<br>50  | 14%<br>51  |
| Q32: Sheriff (D)             | 5%<br>4  | 95%<br>73  | 21%<br>77  |
| <b>Total Respondents</b>     | 20       | 339        | 359        |

**Q42 Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government.**

Answered: 102 Skipped: 272

|                          | Have we missed anything? Please use the space below to share any thoughts or feedback you have on the racial equity process underway in Dane County government. | Total     |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Q32: Administration      | 100%<br>9                                                                                                                                                       | 9%<br>9   |
| Q32: Human Services      | 100%<br>53                                                                                                                                                      | 52%<br>53 |
| Q32: Public Health (MDC) | 100%<br>17                                                                                                                                                      | 17%<br>17 |
| Q32: Sheriff             | 100%<br>23                                                                                                                                                      | 23%<br>23 |
| <b>Total Respondents</b> | 102                                                                                                                                                             | 102       |

**Q43 Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County.**

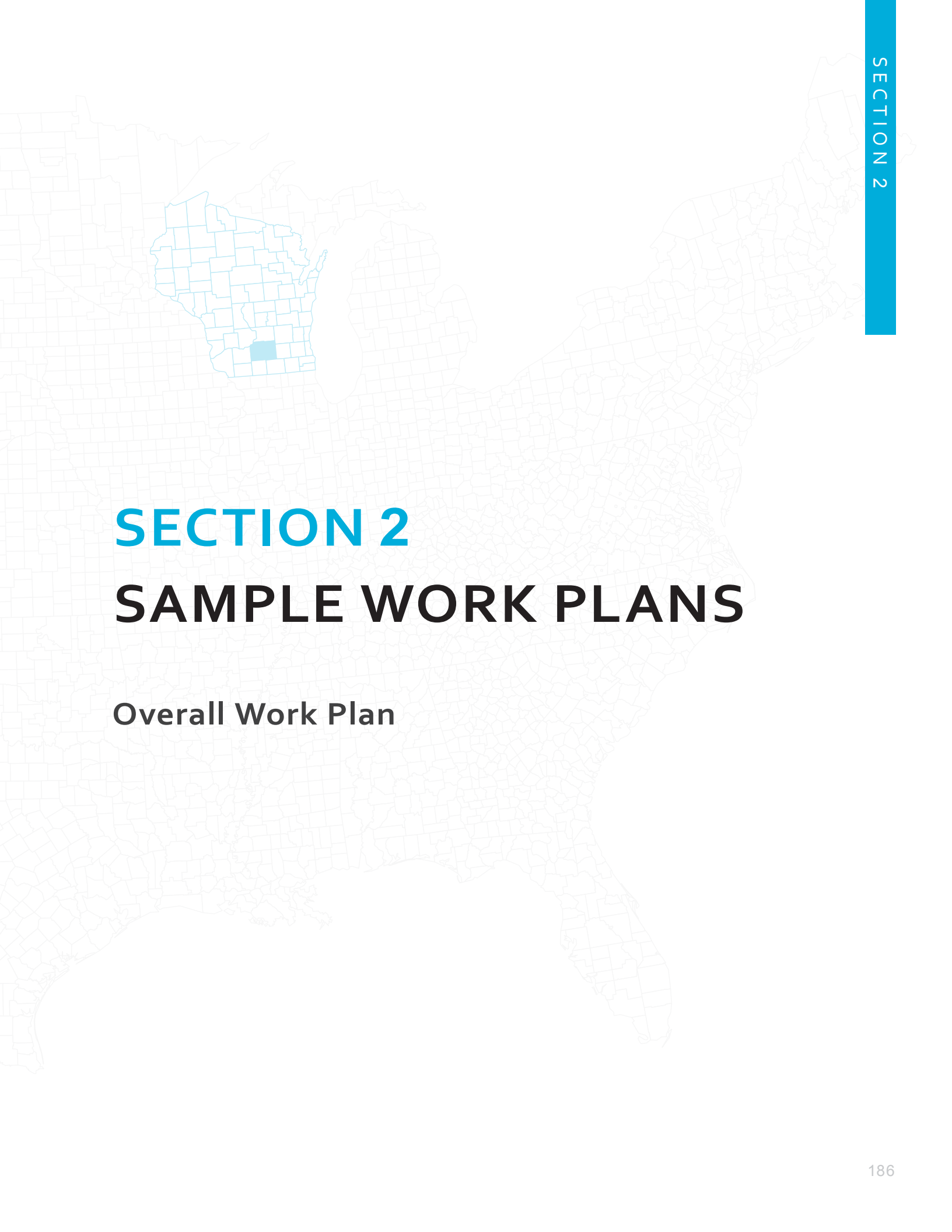
Answered: 52 Skipped: 322

|                          | Please use the space below to share any past or present successes you believe Dane County government has had in addressing racial disparities and achieving racial equity in Dane County. |            | Total     |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| Q32: Administration      |                                                                                                                                                                                           | 100%<br>5  | 10%<br>5  |
| Q32: Human Services      |                                                                                                                                                                                           | 100%<br>31 | 60%<br>31 |
| Q32: Public Health (MDC) |                                                                                                                                                                                           | 100%<br>7  | 13%<br>7  |
| Q32: Sheriff             |                                                                                                                                                                                           | 100%<br>9  | 17%<br>9  |
| <b>Total Respondents</b> | 52                                                                                                                                                                                        |            | 52        |

**Q44 Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.**

Answered: 73 Skipped: 301

|                          | Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County. | Total     |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Q32: Administration      | 100%<br>9                                                                                                                                                                                                     | 12%<br>9  |
| Q32: Human Services      | 100%<br>38                                                                                                                                                                                                    | 52%<br>38 |
| Q32: Public Health (MDC) | 100%<br>12                                                                                                                                                                                                    | 16%<br>12 |
| Q32: Sheriff             | 100%<br>14                                                                                                                                                                                                    | 19%<br>14 |
| <b>Total Respondents</b> | 73                                                                                                                                                                                                            | 73        |



## **SECTION 2**

# **SAMPLE WORK PLANS**

### **Overall Work Plan**

# DANE COUNTY 2015 RACIAL EQUITY PLAN

(template for completion and reporting)

| 1. DANE COUNTY EMPLOYEES UNDERSTAND AND ARE COMMITTED TO ACHIEVING RACIAL EQUITY.                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                                                                                                                                         |                                                                                                                                                                                        |                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| COMMUNITY INDICATOR                                                                                                                                                                                                                   | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | TIMELINE           | ACCOUNTABILITY                                                                                                                          | COUNTY PERFORMANCE MEASURE                                                                                                                                                             | PROGRESS REPORT |
| <ul style="list-style-type: none"> <li>Percent of population who believe advancing racial equity should be a priority of government</li> <li>Percent of population who understand the county's commitment to racial equity</li> </ul> | <b>A. Dane County employees understand, are committed to, and have the infrastructure needed to advance racial equity.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                    |                                                                                                                                         |                                                                                                                                                                                        |                 |
|                                                                                                                                                                                                                                       | <b>1) Countywide Racial Equity Strategic Leadership Team</b> – County leadership (County Executive, County Board, and Constitutional Officers) convenes an internal leadership team responsible for high-level accountability and oversight of implementation. Department directors of large departments should serve as team members on a permanent basis, and directors of small departments on a rotating basis. The Strategic Leadership Team should empower and support the Racial Equity and Social Justice Team and other teams identified in these recommendations with operational implementation. | Oct 2015           | County Executive, County Board, and Constitutional Officers                                                                             | Racial Equity Strategic Leadership Team convened                                                                                                                                       |                 |
|                                                                                                                                                                                                                                       | <b>2) Departmental Racial Equity Plans</b> – County leadership provides department directors with template for development of 2016 Racial Equity Plans (template includes a combination of cross-departmental strategies and department-specific strategies unique to their own line of business). Reporting on accomplishments should occur at mid- and end-of-year at a County Board meeting.                                                                                                                                                                                                             | Nov 2015           | RESJ Strategic Leadership Team                                                                                                          | Percent of Dane County departments that have a Racial Equity Action Plan                                                                                                               |                 |
|                                                                                                                                                                                                                                       | <b>3) Departmental Racial Equity Teams</b> – County leadership directs department and office directors to organize Racial Equity Teams responsible for leading implementation of the action plans within their respective departments.                                                                                                                                                                                                                                                                                                                                                                      | Nov 2015           | RESJ Strategic Leadership Team / department directors                                                                                   | Percent of Dane County departments that have a Racial Equity Team within their department                                                                                              |                 |
|                                                                                                                                                                                                                                       | <b>4) Racial Equity Training</b> – Provide introductory Racial Equity Training to all employees. Use a "train-the-trainer" model to continue to build internal expertise. Provide Racial Equity Toolkit training to all managers. Provide training on communications and messaging about racial equity to appropriate staff. In Phase 2, develop new modules to further operationalize equity.                                                                                                                                                                                                              | Q1                 | RESJ Capacity Building Action Team                                                                                                      | Percent of Dane County employees who have <ul style="list-style-type: none"> <li>Attended racial equity training</li> <li>Can identify examples of institutionalized racism</li> </ul> |                 |
|                                                                                                                                                                                                                                       | <b>5) Topic area Racial Equity Teams</b> – RESJ Strategic Leadership Team convenes action teams on core cross-cutting topic areas, as described in Indicator Areas II to V.                                                                                                                                                                                                                                                                                                                                                                                                                                 | Dec 2015           | RESJ Strategic Leadership Team                                                                                                          | # of action teams convened                                                                                                                                                             |                 |
|                                                                                                                                                                                                                                       | <b>6) Employee Racial Equity survey</b> – Conduct employee racial equity survey on a biennial basis using the initial project survey as a baseline.                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Q4 (prep for 2017) | RESJ Capacity Building Action Team                                                                                                      |                                                                                                                                                                                        |                 |
|                                                                                                                                                                                                                                       | <b>7) Use of a Racial Equity Tool with policies or programs</b> – Each department and office pilot use of the GARE Racial Equity Tool in a select policy or program.                                                                                                                                                                                                                                                                                                                                                                                                                                        | Q1                 | RESJ Capacity Building Action Team                                                                                                      | Percent of Dane County employees who have are using a Racial Equity Tool                                                                                                               |                 |
|                                                                                                                                                                                                                                       | <b>8) Incorporate use of the Racial Equity Tool into the budget process</b> – Departments use the Racial Equity Tool in the development of 2017 budget proposals beginning in 2016. The Department of Administration, County Executive, and County Board review individual decisions and the cumulative impacts of the proposed budget on racial equity.                                                                                                                                                                                                                                                    | Q1-Q3              | Department of Administration, RESJ Capacity Building Action Team.<br><br>County Executive and Board of Supervisors for budget decisions |                                                                                                                                                                                        |                 |

## 2. DANE COUNTY RESIDENTS VIEW THE COUNTY AS AN EFFECTIVE AND INCLUSIVE GOVERNMENT THAT ENGAGES COMMUNITY.

| COMMUNITY INDICATOR                                                                                                                                                                                                                             | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                               | TIMELINE | ACCOUNTABILITY                   | COUNTY PERFORMANCE MEASURE                                                                                   | PROGRESS REPORT |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------|
| <ul style="list-style-type: none"> <li>• Percent of population who believe Dane County values community participation and engagement</li> <li>• Dane County services are well received by community members</li> <li>• Voter turnout</li> </ul> | <b>A. Dane County employees have outreach and engagement skills and competencies to advance racially inclusive outreach and engagement.</b>                                                                                                                                                      |          |                                  |                                                                                                              |                 |
|                                                                                                                                                                                                                                                 | <b>1) Inclusive Engagement Action Team –</b> Develop countywide policies and practices that engage diverse communities in county processes. Establish and support a countywide approach to translation and interpretation to ensure that employees have effective tools to implement the policy. | Dec 2015 | RESJ Strategic Leadership Team   | Inclusive Engagement Action Team convened                                                                    |                 |
|                                                                                                                                                                                                                                                 | <b>2) Inclusive Outreach and Public Engagement Training –</b> Provide introductory Inclusive Outreach and Public Engagement training to employees that routinely engage with the public.                                                                                                         | Q2-Q3    | Inclusive Engagement Action Team | # of employees attending training                                                                            |                 |
|                                                                                                                                                                                                                                                 | <b>3) Representation of county advisory groups –</b> Collect demographic baseline of existing advisory groups, identify gaps; develop approaches to address gaps.                                                                                                                                | Q1-Q4    | Department directors             | Demographics of the county's advisory groups reflect community demographics                                  |                 |
|                                                                                                                                                                                                                                                 | <b>4) Interdepartmental pilot project –</b> Identify a cross-department pilot project to engage communities using a comprehensive approach.                                                                                                                                                      | Q1-Q4    | Inclusive Engagement Action Team | Participants engaged in the project report that their engagement made a meaningful difference in the process |                 |



### 3. DANE COUNTY COMMUNITIES OF COLOR SHARE IN THE COUNTY'S ECONOMIC PROSPERITY.

| COMMUNITY INDICATOR                                                                                                                     | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | TIMELINE | ACCOUNTABILITY                                                                                                     | COUNTY PERFORMANCE MEASURE                                                                   | PROGRESS REPORT |
|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------|
| <ul style="list-style-type: none"> <li>• Unemployment rates</li> <li>• Household income</li> <li>• # of businesses developed</li> </ul> | <b>A. Dane County is a model employer advancing racial equity.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |                                                                                                                    |                                                                                              |                 |
|                                                                                                                                         | <b>1) Workforce Equity Action Team</b> – Expand the existing RESJ infrastructure to include the Workforce Equity Action Team with representatives of Employee Relations, unions, and employee representatives. The team should be responsible for coordinating work across departments, eliminating redundancies, and creating cohesion, including strategies below.                                                                                                                                               | Dec 2015 | RESJ Strategic Leadership Team                                                                                     | Workforce Equity Action Team convened                                                        |                 |
|                                                                                                                                         | <b>2) Data collection system</b> – Improve the Employee Relations data collection system so that it is possible to identify specific positions that have the greatest disparities.                                                                                                                                                                                                                                                                                                                                 | Q2-Q3    | Employee Relations, Workforce Equity Action Team and new data analyst (if funded)                                  | Data collection system improved                                                              |                 |
|                                                                                                                                         | <b>3) Workforce equity in departmental Racial Equity Action Plans</b> – Each department and office identifies one or more specific classification not representing county demographics, and implement strategies to eliminate disproportionality.                                                                                                                                                                                                                                                                  | Q1-Q4    | Department directors                                                                                               | Demographics of Dane County workforce reflect demographics of the community across positions |                 |
|                                                                                                                                         | <b>4) Racial equity as core competency in select job descriptions</b> – Each department and office identifies one or more specific job classifications with key racial equity responsibilities and incorporate racial equity as a core competency / expectation into the job descriptions.                                                                                                                                                                                                                         | Q1-Q4    | Employee Relations and department directors                                                                        | Number of job descriptions that incorporate racial equity                                    |                 |
|                                                                                                                                         | <b>5) Clear racial equity expectations for managers</b> – Training on equitable hiring practices for all hiring managers and clear expectations and accountability for racially equitable work places. Managers should use best practices within hiring processes to minimize bias and incorporate equity throughout all phases of the process.                                                                                                                                                                    | Q1-Q4    | Workforce Equity Action Team and department directors                                                              | Number of managers trained                                                                   |                 |
|                                                                                                                                         | <b>6) Remove barriers to applying for county positions</b> – Address online system issues identified, either by refining the system or through improved communications about how to use the system. Develop and implement strategies to improve access for potential applicants lacking accessible internet.                                                                                                                                                                                                       | Q1-Q2    | Employee Relations and Workforce Equity Action Team                                                                | More satisfied applicants                                                                    |                 |
|                                                                                                                                         | <b>7) Employee Handbook</b> – RESJ Workforce Equity Action Team reviews the Employee Handbook to identify racial equity barriers to hiring, retention, and upward mobility. Use the Racial Equity Tool to develop recommended changes to the County Executive and County Board. Barriers that have been identified include minimum qualifications (education and experience equivalencies), limitations on the number of candidates that can be interviewed, and the role of seniority in promotions and benefits. | Q1-Q4    | Employee Relations and Workforce Equity Action Team<br><br>County Executive and Board of Supervisors for revisions | Employee Handbook updated                                                                    |                 |
|                                                                                                                                         | <b>8) Planning for retirements</b> – Conduct an analysis of county positions that have a large number of anticipated retirements in the coming five years. Develop and implement career pathways to ensure a diverse applicant pool is prepared to compete for those vacancies.                                                                                                                                                                                                                                    | Q2 – Q3  | Employee Relations and Workforce Equity Action Team                                                                | Career pathways developed for classifications with large numbers of retirements expected     |                 |

### 3. DANE COUNTY COMMUNITIES OF COLOR SHARE IN THE COUNTY'S ECONOMIC PROSPERITY.

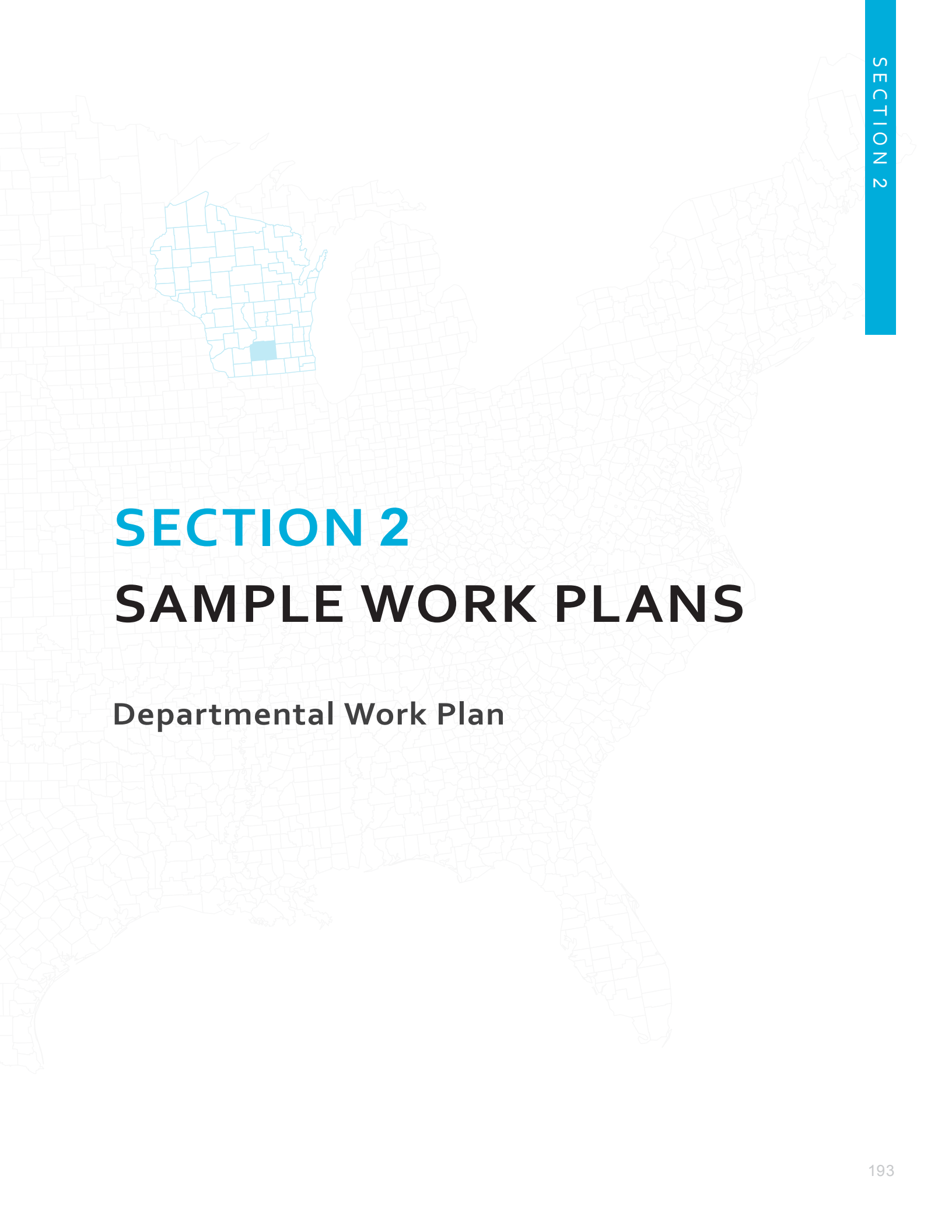
| COMMUNITY INDICATOR | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                    | TIMELINE | ACCOUNTABILITY                                                                                            | COUNTY PERFORMANCE MEASURE                                                          | PROGRESS REPORT |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------|
|                     | g) <b>Premium pay for bilingual staff in community-serving positions where additional language fluency can be utilized</b> – the RESJ Workforce Equity Action Team should identify positions that interact with the public, and develop and recommend options for supplemental pay for bilingual employees.                                                                                                                                           | Q2 – Q3  | Employee Relations and Workforce Equity Action Team; County Executive and Board of Supervisors for budget | # of positions receiving premium pay for second language skills                     |                 |
|                     | <b>B. Investments in contracting and procurement benefit the diversity of Dane County's communities.</b>                                                                                                                                                                                                                                                                                                                                              |          |                                                                                                           |                                                                                     |                 |
|                     | <b>1) RESJ Contracting Equity Action Team</b> – Expand existing RESJ infrastructure to include a Contracting Equity Action team with representatives from the existing RESJ Data Team and additional representatives from OEO and Contract Compliance. Team is responsible for coordinating work across departments and offices, eliminating redundancies, and creating cohesion, including strategies below.                                         | Dec 2015 | RESJ Strategic Leadership Team                                                                            | Contracting Equity Action Team convened                                             |                 |
|                     | <b>2) Contracting and procurement data collection system</b> – Collect and analyze data to be able to identify gaps in contracting and procurement. Each department and office sets specific targets to ensure contracting and procurement dollars are accessible to and benefiting the diversity of Dane County residents.                                                                                                                           | Q1 – Q4  | Office of Equal Opportunity, Contracting Equity Action Team and department directors                      | Dane County contracting and procurement reflects the demographics of the community. |                 |
|                     | <b>3) Contracting and procurement policies and procedures to eliminate racial equity barriers</b> – RESJ Contracting Equity Team use the Racial Equity Tool to assess barriers to racial equity and make recommendations to the RESJ Strategic Leadership Team. The focus should be on policies and practices such as bonding requirements, de-bundling of contracts, and prompt payment for subcontractors, that are barriers to contracting equity. | Q1 – Q4  | Contracting Equity Action Team                                                                            | Number of policies reviewed                                                         |                 |

#### 4. NEIGHBORHOODS AND PEOPLE ARE SAFE AND RACIAL DISPROPORTIONALITIES IN THE CRIMINAL JUSTICE SYSTEM ARE ELIMINATED.

| COMMUNITY INDICATOR                                                                                                                                                                                                               | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | TIMELINE | ACCOUNTABILITY                                                             | COUNTY PERFORMANCE MEASURE                                                                                 | PROGRESS REPORT |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------|
| <ul style="list-style-type: none"> <li>• Neighborhood crime rates</li> <li>• Arrest rate for youth and adults</li> <li>• Conviction rate for youth and adults</li> <li>• Level of trust in the criminal justice system</li> </ul> | <b>1) Criminal Justice Council</b> – Ensure the existing Criminal Justice Council and subcommittees review the comprehensive set of recommendations from the 2009 Dane County Task Force on Racial Disparity. Develop an action plan to prioritize and operationalize recommendations.                                                                                                                                                                                                                                    | Q1       | Community Justice Council                                                  | Criminal Justice Interdepartmental Team convened                                                           |                 |
|                                                                                                                                                                                                                                   | <b>2) Prosecutorial Discretion</b> – The Racial Disparities Subcommittee, in partnership with the District Attorney's office, should use the Racial Equity Tool to assess the role that race plays in prosecutorial decisions, and develop and implement recommendations to eliminate racial disparities.                                                                                                                                                                                                                 | Q2 – Q4  | District Attorney and CJC Racial Disparities Subcommittee                  | Tracking and reporting of disparate outcomes                                                               |                 |
|                                                                                                                                                                                                                                   | <b>3) Criminal justice data</b> – The Criminal Justice Council should have a robust understanding of the full continuum of criminal justice data in order to develop appropriate policy and practice strategies. Assess the possibility of development of a more integrated and aligned data collection system that will provide useful information for systems reform.                                                                                                                                                   | Q2 – Q4  | CJC Racial Disparities Subcommittee                                        | Data assessment completed                                                                                  |                 |
|                                                                                                                                                                                                                                   | <b>4) Policy analysis</b> – Use the Racial Equity Tool and criminal justice data to develop appropriate policy and practice strategies that focus on those offenses with the greatest disproportionality and prevention approaches that decrease the likelihood of engagement in the justice system.                                                                                                                                                                                                                      | Q2 – Q4  | CJC Racial Disparities Subcommittee                                        | Number of policy changes that are developed to eliminate racial disparities and whether they are effective |                 |
|                                                                                                                                                                                                                                   | <b>5) Expanded racial equity training for employees in the justice system</b> – Work with the Capacity Building Action Team to conduct expanded racial equity training for employees in the justice system. Training should focus on implicit bias, institutionalized racism, problem-solving strategies, conflict mediation techniques, de-escalation tactics, understanding mental health considerations, responsiveness to community needs and voices, and achieving consistency and continuity in engaging community. | Q1-Q4    | CJC Racial Disparities Subcommittee and RESJ Capacity Building Action Team | Number and percent of employees trained                                                                    |                 |
|                                                                                                                                                                                                                                   | <b>6) Ensure criminal justice personnel reflect the community</b> – Collaborate with the RESJ Core Team to ensure that criminal justice personnel are representative of the communities they serve, with staff who are culturally sensitive, speak the communities' languages, and are residents of the communities they serve.                                                                                                                                                                                           | Q1-Q4    | CJC Racial Disparities Subcommittee and RESJ Core Team                     | Racial representation of employees in the Dane County Sheriff's Office and courts, by position             |                 |

## 5. ALL PEOPLE HAVE HEALTHY LIFE OUTCOMES.

| COMMUNITY INDICATOR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                               | TIMELINE | ACCOUNTABILITY                 | COUNTY PERFORMANCE MEASURE                                                                  | PROGRESS REPORT |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------------------|---------------------------------------------------------------------------------------------|-----------------|
| <ul style="list-style-type: none"> <li>• Percent of population that is obese</li> <li>• Percent of population with diabetes</li> <li>• Average life expectancy</li> <li>• Neighborhoods have access to affordable, healthy food retail, parks and other county natural resources</li> <li>• Percent of eligible children participating in federally-sponsored school meal programs</li> <li>• Percent of early childhood and adult day care providers carrying out new USDA changes to reflect higher nutrition standards</li> <li>• Percent of those eligible to participate in FoodShare (SNAP) who use the benefit</li> <li>• Rate of food insecurity in county</li> <li>• Breastfeeding rates among county residents</li> </ul> | <b>Food security and healthy life outcomes are increased for Dane County residents, especially communities of color.</b>                                                                                                                                                                                                                                                                                                                                                         |          |                                |                                                                                             |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>1) Health Equity Action Team</b> – Convene a Healthy Life Outcomes Interdepartmental Team made up of representatives of Public Health, Dane County UW-Extension, Human Services, Planning, Public Works, and other departmental representatives that is responsible for coordinating work and developing collaboration across departments on the implementation of strategies.                                                                                                | Dec 2015 | RESJ Strategic Leadership Team | Healthy Equity Action Team convened                                                         |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>2) Improve access to healthy food in neighborhoods</b> – Map need of healthy food retail, incentivize corner stores to offer fresh foods, and boost participation of those stores in WIC. Focus specifically on places where people of color shop, do not shop, and might shop.                                                                                                                                                                                               | Q1 - Q4  | Health Equity Action Team      | Mapping system developed that identifies the accessibility of healthy food in neighborhoods |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>3) Use Racial Equity Tool to analyze and improve policies and practices</b> – Perform equity analysis on all grants affecting food retail. Analyze local data to identify sites that will boost participation by children of color in federally supported breakfast, lunch and snack programs.                                                                                                                                                                                | Q2 - Q3  | Health Equity Action Team      | Number of times Racial Equity Tool used                                                     |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>4) Education and capacity building</b> – Provide training to child and adult day care and school districts about changes in nutrition standards for meal programs, which include elimination of reimbursement for sugar-sweetened beverages and improved nutrition standards. Incorporate an introduction to the county's racial equity priorities in the training. Groups most affected include infants and toddlers, school-aged children, and older adults of color.       | Q1-Q4    | Health Equity Action Team      | Number and percent of child and adult day care personnel trained on new USDA standards      |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>5) Increase the effective use of data</b> – Integrate data systems to guide opportunities for strategic intervention. Example: Use local electronic health record data to map patterns of obesity and Type II diabetes at the local (census tract) level.                                                                                                                                                                                                                     | Q4       | Health Equity Action Team      | Data system integrated                                                                      |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>6) Strengthen partnerships</b> – Improve relationships between organizations within the food system, focusing on ways to boost equity through opportunity and access. For example: The Hunger Care Coalition is screening children at primary care visits for signs and risks of food insecurity, providing follow-up and referral to emergency food sources, federal and local food programs, transportation options, and options to boost economic security among families. | Q1 - Q4  | Health Equity Action Team      | New partnership(s) relate in improved access to food                                        |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>7) Support community-led initiatives that address healthy life outcomes and build community capacity</b> – Target technical assistance to focus on prevention, including asset mapping, gap analysis, asset-based approaches to community development, and health impact assessments / racial equity impact assessments.                                                                                                                                                      | Q1 - Q4  | Health Equity Action Team      | Hours of technical assistance provided                                                      |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>8) Support initiatives led by members of the community affected by food insecurity and other issues identified to be addressed by the Health Equity Action team</b> – Ensure these individuals have a voice in developing solutions.                                                                                                                                                                                                                                          | Q1 - Q4  | Health Equity Action Team      | Initiatives supported                                                                       |                 |



## **SECTION 2**

# **SAMPLE WORK PLANS**

### **Departmental Work Plan**

## DANE COUNTY TEMPLATE FOR 2016 DEPARTMENTAL RACIAL EQUITY ACTION PLANS DEPARTMENT:

### 1. DANE COUNTY EMPLOYEES UNDERSTAND AND ARE COMMITTED TO ACHIEVING RACIAL EQUITY.

| OUTCOMES & ACTIONS                                                                                                                                                       | DEPARTMENT PERFORMANCE MEASURE                                                                     | TIMELINE              | PERSON RESPONSIBLE | PROGRESS REPORT |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------|--------------------|-----------------|
| <b>A. Dane County employees understand, are committed to, and have the infrastructure needed to advance racial equity.</b>                                               |                                                                                                    |                       |                    |                 |
| <b>1) Leadership</b> – Department director or designee assigned to participate on the Countywide Racial Equity Strategic Leadership Team.                                | Assignment made                                                                                    | Dec 2015              |                    |                 |
| <b>2) Racial Equity Plan</b> – Plan is developed and progress reports take place twice a year.                                                                           | Plan developed<br>Progress reported                                                                | Dec 2015<br>July 2016 |                    |                 |
| <b>3) Racial Equity Team</b> – Team is convened and assists departmental leadership with the development and implementation of the Action Plan.                          | Team is convened                                                                                   | Dec 2015              |                    |                 |
| <b>4) Training leads</b> – Identify employees to lead Introductory Racial Equity Training for their colleagues. Participate in a countywide “train-the-trainer” session. | Trainers identified and participate in train-the-trainer session                                   | Q1                    |                    |                 |
| <b>5) Training for all employees</b> – Conduct Introductory Racial Equity Training for all employees.                                                                    | Percent of departmental employees who have attended racial equity training                         | 2016                  |                    |                 |
| <b>6) Racial Equity Toolkit training</b> – all managers participate in Racial Equity Toolkit training.                                                                   | Percent of managers who have attended racial equity toolkit training                               | Q1 and Q2             |                    |                 |
| <b>7) Communicating for Racial Equity training</b> – all communications staff and managers participate in training on communications and messaging about racial equity.  | Percent of communications staff and managers who have attended racial equity toolkit training      | Q3 and Q4             |                    |                 |
| <b>8) Interdepartmental Racial Equity Action Teams</b> – Identify the Action Teams the department will be represented on and assign responsibility.                      | Team members identified                                                                            | Q1                    |                    |                 |
| <b>9) Use of a Racial Equity Tool with policies or programs</b> – Pilot use of the Racial Equity Tool in a select policy or program.                                     | Policy identified<br>Tool used<br>Results shared with staff and the RESJ Strategic Leadership Team | Q1<br>Q2<br>Q3        |                    |                 |
| <b>10) Incorporate use of the Racial Equity Tool into the budget process</b> – Use the Racial Equity Tool in the development of 2017 budget proposals.                   | Budget proposals developed including use of the Racial Equity Tool                                 | Q2                    |                    |                 |

### 2. DANE COUNTY RESIDENTS VIEW THE COUNTY AS AN EFFECTIVE AND INCLUSIVE GOVERNMENT THAT ENGAGES COMMUNITY.

| OUTCOMES & ACTIONS                                                                                                                                                                                                                                         | DEPARTMENT PERFORMANCE MEASURE                                                                                   | TIMELINE       | PERSON RESPONSIBLE | PROGRESS REPORT |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|----------------|--------------------|-----------------|
| <b>A. Dane County employees have outreach and engagement skills and competencies to advance racially inclusive outreach and engagement.</b>                                                                                                                |                                                                                                                  |                |                    |                 |
| <b>1) Inclusive Engagement Action Team</b> – Determine if department should be represented on the Inclusive Engagement Action Plan, and if so, designate representative.                                                                                   | Assignment made                                                                                                  | Dec 2015       |                    |                 |
| <b>2) Inclusive Outreach and Public Engagement Training</b> – Provide introductory Inclusive Outreach and Public Engagement training to employees that routinely engage with the public.                                                                   | Employees identified<br>% of employees identified who participate in training                                    | Q1<br>Q4       |                    |                 |
| <b>3) Representation of county advisory groups</b> – Determine the standing or ad hoc advisory boards or commissions within the department; collect a demographic baseline of existing advisory groups; identify gaps; develop approaches to address gaps. | # of boards or commissions identified<br>Demographic baseline developed<br>Approaches to address gaps identified | Q1<br>Q2<br>Q4 |                    |                 |

### 3. DANE COUNTY COMMUNITIES OF COLOR SHARE IN THE COUNTY'S ECONOMIC PROSPERITY.

| OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                 | DEPARTMENT PERFORMANCE MEASURE                                                                                                                                                                                                                | TIMELINE                | PERSON RESPONSIBLE | PROGRESS REPORT |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------|-----------------|
| <b>A. Dane County is a model employer advancing racial equity.</b>                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                               |                         |                    |                 |
| <b>1) Workforce Equity Action Team</b> – Determine if department should be represented on the Workforce Equity Action Plan, and if so, designate representative.                                                                                                                                                                   | Assignment made                                                                                                                                                                                                                               | Dec 2015                |                    |                 |
| <b>2) Identification of classifications that do not represent county demographics</b> – Identify one or more specific classification not representing county demographics and implement strategies to eliminate disproportionality.                                                                                                | Classifications identified<br>Strategies developed<br>Strategies implemented<br>Demographics of Dane County workforce reflect demographics of the community across functions (positions) and hierarchy (supervisors, managers, and directors) | Q1<br>Q2<br>Q3-Q4<br>Q4 |                    |                 |
| <b>3) Racial equity as core competency in select job descriptions</b> – Identify one or more specific job classifications with key racial equity responsibilities and incorporate racial equity as a core competency / expectation into the job descriptions.                                                                      | Classifications identified<br>Core competencies integrated into job description                                                                                                                                                               | Q1-Q2<br>Q3-Q4          |                    |                 |
| <b>4) Racial equity expectations for managers</b> – Training on equitable hiring practices for all hiring managers and clear expectations and accountability for racially equitable work places. Managers use best practices within hiring processes to minimize bias and incorporate equity throughout all phases of the process. | Managers identified<br>% of employees identified who participate in training                                                                                                                                                                  | Q1<br>Q4                |                    |                 |
| <b>B. Investments in contracting and procurement benefit the diversity of Dane County's communities.</b>                                                                                                                                                                                                                           |                                                                                                                                                                                                                                               |                         |                    |                 |
| <b>1) Contracting Equity Action Team</b> – Determine if department should be represented on the Contracting Equity Action Plan, and if so, designate representative.                                                                                                                                                               | Assignment made                                                                                                                                                                                                                               | Q1                      |                    |                 |
| <b>2) Contracting Equity Data Analysis</b> – Analyze the % of WMBE contracting and procurement utilized over the past two years and set an aspirational target for 2016.                                                                                                                                                           | Aspirational target set<br>Department's contracting and procurement reflects the demographics of the community.                                                                                                                               | Q1<br>Q4                |                    |                 |

#### 4. NEIGHBORHOODS AND PEOPLE ARE SAFE AND RACIAL DISPROPORTIONALITIES IN THE CRIMINAL JUSTICE SYSTEM ARE ELIMINATED.

| OUTCOMES & ACTIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | DEPARTMENT PERFORMANCE MEASURE                                                                                                      | TIMELINE | PERSON RESPONSIBLE | PROGRESS REPORT |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------|-----------------|
| <b>A. Neighborhoods and people are safe and racial disproportionalities in the criminal justice system are eliminated</b>                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                     |          |                    |                 |
| <b>1) Criminal Justice Council Racial Disparities Workgroup</b><br>–Determine if department should be represented on the Criminal Justice Racial Disparities Workgroup, and if so, designate representative.                                                                                                                                                                                                                                                                                                  | Assignment made                                                                                                                     | Dec 2015 |                    |                 |
| (if represented on the CJC Racial Disparities Workgroup)<br><b>2) Expanded racial equity training for employees in the justice system</b> – Criminal justice personnel identified to participate in expanded training on implicit bias, institutionalized racism, problem-solving strategies, conflict mediation techniques, de-escalation tactics, understanding mental health considerations, responsiveness to community needs and voices, and achieving consistency and continuity in engaging community. | Criminal Justice personnel identified<br>% of employees identified who participate in the training                                  | Q2<br>Q4 |                    |                 |
| (if represented on the CJC Racial Disparities Workgroup)<br><b>3) Ensure criminal justice personnel reflect the community</b> – Workforce demographics are analyzed to assess representation of Dane County communities. If disparities exist, develop and implement strategies to increase representation.                                                                                                                                                                                                   | Demographics of criminal justice personnel analyzed and gaps identified<br>Strategies developed and implemented to address any gaps | Q3<br>Q4 |                    |                 |

#### 5. ALL PEOPLE HAVE HEALTHY LIFE OUTCOMES.

| OUTCOMES & ACTIONS                                                                                                                                       | DEPARTMENT PERFORMANCE MEASURE | TIMELINE | PERSON RESPONSIBLE | PROGRESS REPORT |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------|--------------------|-----------------|
| <b>A. All people have healthy life outcomes.</b>                                                                                                         |                                |          |                    |                 |
| <b>1) Health Equity Action Team</b> –Determine if department should be represented on the Health Equity Action Team and if so, designate representative. | Assignment made                | Dec 2015 |                    |                 |



Center for Social Inclusion catalyzes grassroots communities, government, and other institutions to dismantle structural racial inequity. We craft strategies and tools to transform our nation's policies and practices that harm communities of color, in order to ensure better outcomes for all.

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