



# BOARD OF SUPERVISORS

## County of Dane

ROOM 106B, CITY-COUNTY BUILDING  
210 MARTIN LUTHER KING, JR. BOULEVARD  
MADISON, WISCONSIN 53703-3342  
608/266-5758 • FAX 266-4361 •  
TTY: Call Wisconsin Relay 7-1-1



September 12, 2017

TO: Members of the Dane County Board of Supervisors

FROM: Karin Peterson Thurlow  
Board Office Chief of Staff

SUBJECT: County Board Office Equity Plan and Future Initiatives

Almost two years ago, Colleen Clark-Bernhardt developed the draft County Board Office equity plan for internal use. The Executive Committee recently reviewed the plan and made comments, which are now incorporated. We consider this a living document, subject to constant change, and therefore have left the “draft” watermark in place.

As you know, the County Board has been intentional in diversifying staff through FTE and LTE hiring, as well as through our innovation internship opportunities. This effort will continue.

Again, in 2017 the County Board used the audit funding – now called the policy and program evaluation line item, to complete a review rooted in equity questions. Last month MGT Consulting Group completed the Contracting and Procurement Evaluation with a focus on racial and social equity.

The 2017 County Board Office budget includes a public engagement line item, and this is now part of the base budget. In part, this allocation allows us to retain POLCO to broaden our reach and allow greater access to all for public input. For example, we posed questions on POLCO about the AEC vision for future redevelopment, and about the appropriate approach to name a public facility for President Obama. Currently, POLCO includes questions regarding budget priorities.

Looking forward, we will provide implicit bias training for Board itself, and also share the video we use when on-boarding new staff with the full Board. We also intend to incorporate it as part of new supervisor orientation.