

# DANE COUNTY CLERK EQUITY PLAN

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## Goals

Our organizational equity goals are to:

- Diversity of Workplace. Develop methods to increase diversity within our workplace by emphasizing different backgrounds and cultural knowledge in our hiring so that we reflect the diversity of our community.
- Voting Rights. Work to eliminate obstacles to voting that exist for communities of color, seniors, and students.

## Objective and Plan

Diversity of Workplace: Many of our customers only speak Spanish. I changed the job requirements for our Marriage License Clerk III to include proficiency in Spanish. In hiring, I have also prioritized cultural competency as marriage laws are different in other countries and understanding that difference helps us serve our customers. I have also added an LTE position to help with the summer crunch in marriage licenses. I have been able to add staff from a diverse background, allowing them to gain the skills necessary to compete for other jobs in County government. Currently my office staff is the most diverse it has ever been.

Voting rights: In my 2018 budget I proposed an outreach plan to voters who have been systematically disenfranchised. A [study](#) conducted by my office and the UW-Madison Election Center showed that the state's Voter ID law disproportionately deterred African American, Latino, seniors, and students from voting. The outreach plan is part of a [broader statewide effort](#) by non-profit groups to educate voters about the law and their rights. The effort included mailings, knocking on doors, consistent messaging, billboards, digital outreach, and much more. The County Board funded this effort. Turnout increased in targeted wards by several percentage points in the 2018 general election. I have proposed the same effort in my 2020 budget. Money has also been allocated to do specific outreach to residents who are incarcerated but legally allowed to vote, those whose voting rights have been recently restored, and other marginalized groups.

## Future

Due to work rules that exist today my office is dependent on the hiring practice of other departments in County Government. We need to either change the rules to allow diversity hires outside of County Government for transfer positions, or make sure that we are hiring a diverse workforce for entry level positions.

In addition, the \$45,000 allocated for voter outreach should be included in future base budgets for even numbered years at a minimum.