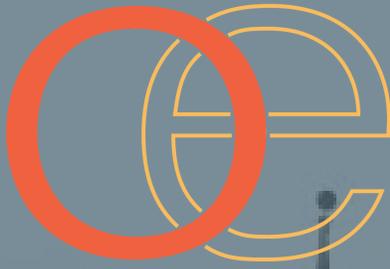


VOL. 2



TAMARA D. GRIGSBY  
OFFICE FOR EQUITY AND INCLUSION

OEI NEWSLETTER

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# DIRECTOR'S NOTE

## AND SPECIAL HIGHLIGHT



As we enjoy the summer months in Madison Wisconsin, it is important to recognize the dedication and effort of the employees within the Tamara D. Grigsby Office for Equity and Inclusion. I value the ongoing work of our Clerk, Diversity Recruitment Specialist, ADA Coordinator, Contract Compliance Specialist, Manager of Policy and Program Improvement, and Manager of Equal Employment Opportunity.

Every aspect of The Office for Equity and Inclusion is dedicated to making Dane County a better place to live and work. As we endeavor to develop promotional opportunities, share business development information with Emerging Small Businesses, implement policies that generate equal opportunities, and fund our community partners in equity, we are pushing toward economic prosperity that everyone can appreciate.

We participate in many special projects to assist Dane County Departments that are striving to address past inequities. I'm pleased to highlight committee participation with one such project, chaired by Dane County Supervisor Carousel Bayrd that is making an impact in the lives of Dane County residents. The fines and fees subcommittee is reviewing current fee structures, searching for excessive charges that can be eliminated, and identifying inequities. The subcommittee recognizes the need to review fee structures and recommending adjustments wherever possible.

The Office for Equity and Inclusion fully supports efforts to eliminate unnecessary penalties while providing improved access to services. Well done, fines and fees subcommittee lets continue this important teamwork as we move into summer in Dane County.

Wesley Sparkman  
Director, The Tamara D. Grigsby Office for Equity and Inclusion



# DOING BUSINESS WITH DANE COUNTY

## THE TARGETED BUSINESS PROGRAM

Did you know that The Tamara D. Grigsby Office for Equity and Inclusion certifies businesses through its Targeted Business Enterprise program?

The Targeted Business Enterprise (TBE) program certifies minority-owned, women-owned, and emerging small businesses to conduct business with the County. The program is designed to assist the County in fully utilizing these companies when contracting for any construction, purchases, furnishing, or disposal of goods, services, or real property. The program's goal is to help ensure an equitable share of Dane County contracts for minorities, women, and emerging businesses. Under the TBE program, a minority-owned business is defined as an independent company that is at least 51% owned, controlled, and actively managed by a minority group member or members, and a women-owned company is at least 51% owned, controlled, and actively managed by a woman or women. Emerging small businesses should have been in business for at least one year in the State of Wisconsin, comprised of less than 25 employees, gross sales should not exceed \$3M over the past three years, and have a history of completing projects.

The County provides a variety of fair, competitive contracting opportunities for TBEs. For example, Dane County Public Works Department has approximately 100 projects that are bid out each year. The larger projects are awarded through a formal Request for Bid process, and the smaller projects go through an informal quote process. Consulting and architectural or engineering services are also obtained through a Request for Proposal process.

Some of the County's past public works projects include the Alliant Energy Center Pavilions, Parking Ramp Restoration, City & County Building Renovations, and Zoo Concessions Building. Public Works' projects include site work and surveys, electrical, civic and concrete, plumbing, and roofing. For more detail on Public Works projects, please visit the County's website: <https://publicworks.countyofdane.com>.

The Purchasing Division processes the majority of goods and services acquired by the County. The County purchases operational supplies for every department from the Dane County Airport to the Dane County Zoo. The County also purchases equipment, items for roads, automobiles, and trucks. For more information on what the County purchases, please visit <https://www.danepurchasing.com>.

If your business provides any of these services and wants to become a certified Targeted Business with Dane County, please contact the Tamara D. Grigsby Office for Equity and Inclusion at (608) 266-4192, email us at: [oei@countyofdane.com](mailto:oei@countyofdane.com), or visit our website: <https://equity.countyofdane.com/contract-compliance>.



# THE NICETIES:

## EXPLORING EQUITY & INCLUSION IN MADISON DANE COUNTY ALL COUNTY STAFF- EQUITY & INCLUSION TRAINING-STUDY GUIDE

The office for Equity and Inclusion entered into a collaboration with Forward Theater, City of Madison, and the United Way of Dane County to bring a reading of Eleanor Burgess' play *The Niceties* to Dane County and City of Madison staff as a training scenario to begin engaging staff on Equity and Inclusion in a safe platform.

The reading was available for all county staff to access the reading beginning Friday, April 2, beginning at 8am through Monday, April 5, 11:59pm. Staff simply had to register to receive a unique Dane County code, to have a one-time access to view the reading.

In Eleanor Burgess' play, Zoe, a Black student, attends a liberal arts college. She goes to meet with her white professor, Janine, in her office to discuss her paper about slavery's effect on the American Revolution.

What should have been an ordinary meeting of professor and student speaking on ways to improve the paper, turns tense and becomes a heated dispute about their difference of opinions about the niceties between their world-views about race, history, prejudice and power which resonates campus-wide with profound implications.

The goal of that professor's response was to spark conversation and dialogue, but it did not go as intended. Instead, the email came across as not thinking that it was the school's responsibility to do anything to prevent things like students dressing in "blackface."

This led to a much broader issue about race/racism at Yale and about the experience of students of color on the university campus. Per the playwright, the reverberation and how badly the conversations went, the trouble people had speaking about their experiences and how much trouble people had finding any sort of balance piqued her interest.

(Story Continued on Page 4)

Bringing the reading to all Dane County staff was the brainchild of Policy and Program Improvement Manager, Theola Carter. "COVID sent the world into an immediate tailspin without any warning. Next thing you knew our lives were and continue to be drastically impacted, and with a quickness, we had to move into crisis mode. This changed how we work and where we work for over year. It is still affecting us until this day.

COVID challenged our equity and inclusion mission in ways we had not ever imagined. On the other hand, it gave us an opportunity to think outside of the box. *The Niceties* was a way to bring training and have discussions around equity and inclusion in a new and safe platform to all Dane County staff, County Board Supervisors and Dane County Judges. The beauty of providing training like this to county staff is that it eliminated both cost access barriers for departments."

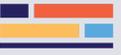
The play was inspired by an incident that occurred at Yale University in 2015. The incident centered around a difference of agreement about an email that some administrators sent about Halloween. Administrators were aware of events that had occurred on campus in the past that caused students to object and point out the racism on campus. To get in front of the issue, some administrator sent an email out about the upcoming Halloween carousing.

In the email, administrators requested that students be aware and sensitive that wearing other students' identities as costumes can be very hurtful. In response to the administrators' email, a professor responded by saying that the administrator's email was a bad idea—that the whole point of college is for young people to figure out how they want to be in the world and what they consider transgressive. That it should be up to students, rather than administrators, to talk to each other about what bothers them.

## ABOUT THE PLAYWRIGHT

Eleanor Burgess is from Brookline, Massachusetts and studied history at the Yale College and Dramatic Writing at NYU/Tisch. She has been a staff writer for the hit production of the HBO series *Perry Mason*.

Her works have been produced at various theaters around the country including but not limited to Manhattan Theatre Club, Milwaukee Repertory Theater, the Kennedy Center/NNPN and Madison's Forward Theater and abroad in London.



# THE NICETIES:(CONTINUED)

## EXPLORING EQUITY & INCLUSION IN MADISON DANE COUNTY ALL COUNTY STAFF- EQUITY & INCLUSION TRAINING-STUDY GUIDE

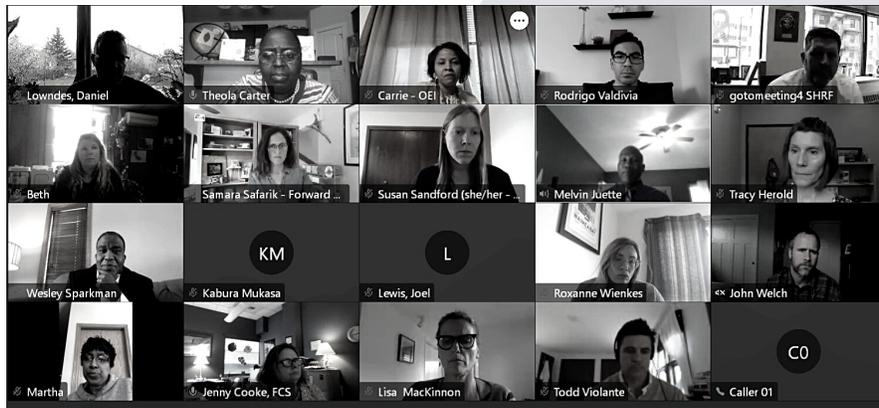
People chose sides, and once they picked a side, they had a lot of trouble believing the people who felt differently from them could possibly have valid reasons for disagreeing. “I was fascinated by how a bunch of people who really have a lot in common in terms of politics, academic background, conversational style and training could all have so much trouble having a successful conversation and an empathetic conversation.

That total breakdown of communication fascinated me, and I think that really became the journey of The Niceties.”

Watching The Niceties as a part of an equity and inclusion training allowed for discussion about a fictional incident that took place on a college setting which differed from the workspaces that any department does in Dane County.

Therefore, the freedom to discuss without the training portraying an incident, which may have occurred within county government, was eliminated and provided a safe environment for free and open discussion on race and bias.

However, it does not mean that the conversation around race, history, prejudice, privilege and power was not emotional or comfortable by any means.



There were over 500 county employees representing 30 departments/units that participated in the training. OEI held three open discussions for staff on April 12, 2021, April 13, 2021 and April 15, 2021 and offered to facilitate discussions for departments. There were over 70 participants contributing to the talk over the three days and at the department level.

OEI provided a study guide to departments and encouraged supervisors and managers in the various departments of to use the reading to facilitate equity and inclusion discussions with staff and discuss the department’s Equity Plans. It is important that staff know they are part of the equity and inclusion process within their department.

What it has done is sparked real conversations in county government about the experiences of people of color and the process of how to begin to make amends, form allies, correct the errors made in past and be mindful as county employees go about daily routines and assisting our constituents of color.

“

**COVID CHALLENGED OUR  
EQUITY AND INCLUSION  
MISSION IN WAYS WE HAD  
NOT EVER IMAGINED.**

THEOLA CARTER  
POLICY & PROGRAM IMPROVEMENT MANAGER



## EQUAL EMPLOYMENT OPPORTUNITY

Carrie Braxton, MPA, Manager of Equal Employment Opportunity is a 24-year Dane County employee who has worked in different County divisions/departments, which have helped in her professional growth.

This includes the Department of Human Services, District Attorney's Office and the Office for Equity and Inclusion. In her current role, equity in Dane County employment is the priority and she collaborates with her colleagues whenever possible. In addition, she works on building and maintaining solid relationships with others.

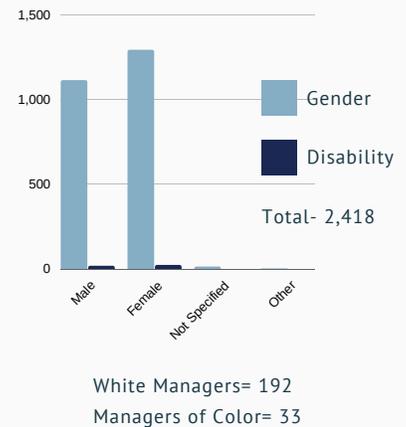
Beginning in 2020 and up until the present, the COVID-19 Pandemic has caused many challenges including how employees do their jobs, with many working mostly remotely and/or wearing protective gear at times when needed. Although taxing this has not stopped Carrie from completing necessary tasks. Discussed will be three areas that she has worked on over these past months that she feels will be beneficial to the County.

- Lack of professional development offered within Dane County - Employees complained that there was little to no assistance regarding mentors and professional guidance. Carrie researched and compiled information to assist departments that may be struggling in these areas. The objective is to assist but never force-feed this information.
- Equal Opportunity Commission (EOC) - Carrie staffs up to nine commissioners and there are monthly meetings held. This year there are more scheduled presenters, who will discuss the processes on the said topics. This is helpful for the continued success of the EOC, which assists in making recommendations for the County.

- Updated Workplace Harassment Quiz - This quiz is administered every three weeks during New Employee Orientation. Carrie updated the quiz. It has been saved to the Dane County Intranet (DCINET) for employees that miss taking the quiz during the initial orientation. This is helpful for employees that work different shifts who may not be able to attend the initial orientation.

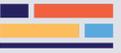
Unsure of the future but preparing for whatever it brings, Carrie will continue to work diligently for success in Dane County employment.

### COUNTY EMPLOYMENT



## DANE COUNTY DEPARTMENT DIVERSITY EQUITY AND INCLUSION (DEI) COMMITTEES MEET TO EXCHANGE IDEAS

Many Dane County Departments have formed Diversity, Equity and Inclusion (DEI) teams to help them implement their Equity Plans. DEI team leaders from each department recently started meeting monthly in an effort to exchange ideas, talk about current projects and challenges and learn from one another. The goal is to help department DEI teams collaborate if they are working on similar efforts or brainstorm challenges they may be facing. If your department has a DEI team and you would like to join these discussions, email Susan Sandford at [Sandford.susan@countyofdane.com](mailto:Sandford.susan@countyofdane.com) to receive future outlook meeting invitations.



# MOVING EQUITY FORWARD FACING

Hello! It's good to see you again. How are you holding up? Do you feel like you're in the last leg of an ultramarathon? I do too. But, if you're like me, hopefully you're in a better place than the last time we checked in in October.

One positive change that the pandemics have spurred in me was returning to school last summer to pursue a master's degree in Social Innovation and Sustainability Leadership. The Edgewood program provides tools and frameworks to facilitate systemic community, organizational, and personal change.

It also calls on participatory leadership, where all of us are seen as change makers, and leaning into our relationships to create a just, inclusive, and sustainable world. I like to think of it as, through the power of collaboration and generational listening, we create a sum that is greater than its parts. That is also how I think about Dane County.

One of the most interesting books I've come across in my readings was from systems-thinking pioneer, Donella Meadows. In her book *Thinking in Systems*, she presents an interesting illustration of federal legislation that led to The Toxic Release Inventory in 1986, in which companies had to report emissions at all their factories.

Within two years, emissions nationwide had decreased by 40%. The greater transparency had created a sort of passive accountability, and in the end, we were all better for it. In much the same way, I believe bringing visibility to our equity plans can help keep us accountable.

It is because of this illustration that I would like to propose moving our department equity plans to a more prominent position. I would like to propose placing them on our opening page (<https://countyofdane.com/>), right next to the words ADA and Translate.

Over the past few years, we have worked hard to come up with plans that bring equity and inclusion to the forefront, revealed through hiring, contracting, and service delivery. As with all planning, there was a need to balance our commitment to understanding the issues, our process challenges, with a desire to spring into action.

I believe that now, after years of careful discernment, we are more than ready for the next step: moving to action. In fact, many department efforts are already underway.

The Office for Equity and Inclusion is here as a resource. We can support you in your efforts, we can serve as a sounding board and more, but we can't do the work for you. This involves collective action at all levels of our organization. So be the champion who sees to it that the plan remains at the vanguard of everything we do.

If there is anything my master's program has taught me, it's that anyone can exercise leadership, anytime, anywhere. As Donella Meadows points out, sometimes it's just about bringing visibility to a challenge.

In the meantime, I invite you all to visit our equity plans: <https://equity.countyofdane.com/plans>.

After all, I would be doing you a disservice if I didn't make them visible to you.

Until next time. Sustainably yours,

-Rodrigo Valdivia





# THE SHOT MATTERS

BY THE OFFICE FOR EQUITY AND INCLUSION ADVISORY BOARD

The Office for Equity and Inclusion Advisory Board is made up of community members appointed to promote and advance the County's efforts towards equity and inclusion throughout the County. At its March 2021 meeting, the Board expressed desire to promote the COVID-19 vaccination. The article that appears below is our effort to inform Dane County residents and promote the vaccination.

The COVID-19 pandemic caused approximately 375,000 deaths in the United States during 2020. The age-adjusted death rate increased by 15.9% in 2020.

## HOW ARE WE DOING IN DANE COUNTY?

On June 7, 2021, Dane County had 44,921 confirmed cases of COVID-19; 1529 people had been hospitalized; and 310 died. 59.7% of Dane County residents are fully vaccinated and 67.2% are partially vaccinated. 95.7% of Dane County residents age 65+ have received at least one dose of vaccine; More than 3 in every 4 eligible Dane County residents have already rolled up their sleeve for at least one dose of vaccine.



(Story Continued on Page 8)

Overall death rates were highest among non-Hispanic Black persons and non-Hispanic American Indian or Alaska Native persons. COVID-19 was the third leading cause of death, and the COVID-19 death rate was highest among Hispanics.

According to data from the US Centers for Disease Control and Prevention, on April 26, 2021, more than 42% of the US population has gotten at least one Covid-19 vaccine dose. Roughly 28.5% of the population is fully vaccinated. According to the Department of Health & Human Services, more than 43,000 Americans are hospitalized with the virus.

Dane County had issued several orders including but not limited to 1) a timetable for vaccinating Dane County Educators; 2) adjusting some face covering and distancing requirements for people who are fully vaccinated; 3) providing Equitable Access to the COVID-19 Vaccine; 4) providing information on where to get tested. These orders have been issued to stop the spread of the virus, protect all residents from exposure to the virus, and help return to normalcy. 5) Dane County aggressively pursued a partnership with the State of Wisconsin and the Federal Emergency Management Agency (FEMA) establish the Alliant Center as Wisconsin's third federal COVID-19 vaccination site. 6) Dane County Emergency Management has worked diligently to get as many vaccines as possible for this community in the quickest time frame. 7) The Alliant Center has been re-framed to accommodate testing for walk-up, bike-up, and drive thru.

If You have Been Fully Vaccinated, You Can:

Visit inside a home or private setting without a mask with other fully vaccinated people of any age.

Visit inside a home or private setting without a mask with one household of unvaccinated people who are not at risk for severe illness.

Travel domestically without a pre- or post-travel test.

Travel domestically without quarantining after travel

Travel internationally without a pre-travel test depending on destination.

Travel internationally without quarantining after travel.



# THE SHOT MATTERS (CONTINUED)

BY THE OFFICE FOR EQUITY AND INCLUSION ADVISORY BOARD

## WHY WE CANNOT WAIT

The Medical Establishment has a long history of mistreating Black Americans – from gruesome experiments on enslaved people to the forced sterilizations of Black women and the infamous Tuskegee syphilis study that withheld treatment from hundreds of Black men for decades to let doctors track the course of the disease.

So, it is not surprising that just 42 percent of Black Americans said in November 2020 they would be willing to take a COVID-19 vaccine.

The Wisconsin Department of Health Services (DHS) announced a \$6.1 million investment to support community-based organizations in raising awareness and access to COVID-19 vaccine among communities that have faced both historical and current barriers to health care services and the COVID-19 vaccine.

These community outreach grants have been awarded to several Dane County organizations with strong historical ties to communities of color. It is our expectation that these organizations will break through the long-held distrust between communities of color and the medical establishment, reaching those neighborhoods where the greatest disparity exists.

“

**WE SHOULD NOT ALLOW THE DISSEMINATION OF A LIFESAVING VACCINE TO WORSEN HEALTH INEQUITIES. IN FACT, IT SHOULD HELP TO NARROW THEM.**

DR. REED TUCKSON  
CO-FOUNDER OF THE BLACK COALITION AGAINST COVID & FORMER HEALTH COMMISSIONER OF WASHINGTON, D.C.

Recognizing this flaw in the quest to increase access to the vaccine and reach communities of color.

Black Americans are more likely to die from COVID-19, reflecting longstanding disparities in health and inequalities in access to medical care.

By early April in Illinois, for example, black people made up about 30% of cases and about 40% of coronavirus-related deaths, according to statistics provided by the state’s public health agency, African Americans make up just 14.6% of the state’s population.

“We should not allow the dissemination of a lifesaving vaccine to worsen health inequities. In fact, it should help to narrow them,” said Dr. Reed Tuckson, co-founder of the Black Coalition Against Covid, and a former health commissioner of Washington, D.C.

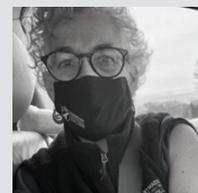
“In light of over 595,000 people losing their lives to COVID 19, I believe that it is imperative that people of color seize this opportunity to protect themselves, their friends and family by taking the shot. In the past, we have not trusted the government because of past treatment of black persons through research. This is not the time to dwell in the past. This is the time to trust the science, trust the information and make an informed decision to get the shot. If you are going to gamble, gamble on the probability that the shot will save you as opposed to the probability of you avoiding contracting COVID without it. The ball is in your court, it’s a matter of life and death. I have some health challenges, and I decided to take the shot and protect my 16 grandchildren and 9 great-grands.”

-Rev. Joseph Baring

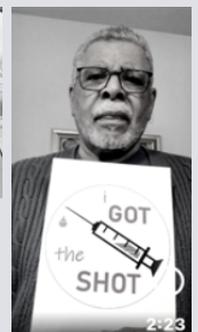
## OEI BOARD ENCOURAGES "THE SHOT"



GREG JONES, NAACP PRESIDENT AND OEI CHAIR



LUCIA NUNEZ



REV. JOSEPH BARRING



## DANE COUNTY PARTICIPATES IN THE BOYS AND GIRLS CLUB SUMMER INTERNSHIP PROGRAM

The Boys and Girls internship program is a renowned community support program for youth in Madison. Every year, the BGCDC Summer Internship Program offers 6-week paid internship opportunities for high school and college students through various employers. Dane County has participated in the Boys and Girls Club of Dane County (BGCDC) for the past several years. It offers students insight into the daily responsibilities of Departments within the County and exposes them to potential career paths. From 2018 to 2020 Dane County has hosted 30 interns in various departments within the County. This year 2021 Dane County will host 7 interns in 7 Departments including Corporation Counsel – Child Support, Planning and Development, Waste and Renewables, Emergency Management, Land and Water Resources, Library Services, and the Office for Equity and Inclusion. In the past students have been placed at the Dane County Airport, Alliant Center, 911 Communications, Cultural Affairs, Sherriff Office, and the Zoo just to name a few Departments that have participated. Hopefully, students will consider Dane County as an employer in the future. For more information about this program, visit <https://www.bgcdc.org/programs/career-development>.



### THE BOYS AND GIRLS CLUB OEI SUMMER INTERN

My name is Esmeralda Ramirez Sanchez, I attended West High School and I am now a 3rd year student at the University of Wisconsin - Madison majoring in Human Development and Family Studies with a certificate in Gender and Women's Studies.

This summer I will be interning at the Dane County Office for Equity and Inclusion Policy. I was matched with this internship through the Boys and Girls Club of Dane County.

The Boys and Girls Club of Dane County (BGCDC) is a renowned community support program for youth in Madison. Every year, the BGCDC Summer Internship Program offers 6-week internship opportunities for high school and college students with various employers in Madison. Due to the COVID-19 pandemic, many internships have become virtual, but this has not stopped motivated students from applying.

The first step in applying to a Summer Internship with BGCDC is a general application that requires a cover letter and resume. Additionally, each applicant is asked to read through the list of available internships and rank three internships that would fit their interests and goals. Furthermore, each applicant reflects on why they will benefit and be a good placement in the internships they are interested in.

The second step in the process is a general interview with a community volunteer that has experience with the job recruitment field. Students not only receive feedback on their interview from the volunteer, but they also get the opportunity to ask questions about what interviewers are looking for.

After the interview, students are matched with an employer for the 6-week internship program. I was lucky to be placed in my first choice from the internships I mentioned in my application.

Although I am still discovering what career I would like to pursue, I know that one of my largest motivators is to give back to the community. I know important work is being done at the Tamara D. Grigsby Office for Equity and Inclusion (OEI), and getting firsthand experience working with the office is a great opportunity for me.

This internship could be a mindset switch for me and what I envision my future career to be. I am excited to work with new people and learn more about how OEI works with County Departments!



# STUDENT IMPACT: VERONA AREA SCHOOL DISTRICT

## STUDENT DRIVER'S PROGRAM



Grand rising! My name is Andrea Bonaparte, and I am a School Social Worker at Verona Area High School. I have enjoyed working with the Dane County Tamara D. Grigsby Office for Equity and Inclusion (OEI) and its Driver's Education Scholarship Program.

Thus far, we have had the honor of awarding 86 scholars with a full tuition Driver's Ed Scholarship. Our target population are students who have economic hardship, scholars of color and students with limited access to the course otherwise.

To date, 41 scholars have received their driver's license! Of these 41 scholars, we have some scholars in various stages in their collegiate journey at Historically Black Colleges (HBCUs) and Predominately White Institutions (PWI's). We also have scholars working full-time and part-time in the workforce, and we have some scholars continuing their high school journey.

Receiving the Dane County Tamara D. Grigsby Office for Equity and Inclusion (OEI) Driver's Education Scholarship has removed the financial barriers and created pathways to access to employment, education, family support, etc. for these scholars.

The importance of support programs like the Dane County OEI Driver's Education Scholarship is invaluable. The program is similar to the "curb cut" effect in which investing in this group of scholars has the potential to not only positively affect the scholars but positively affect their families, finances, the economy, create a healthy community and a socially just society.

The Verona Area School District truly appreciates this partnership - thank you!



Please read the student testimonials below as proof of the impact of this program:

“

"I HAD A REALLY GOOD EXPERIENCE WITH THE DRIVING PROGRAM. I AM VERY THANKFUL TO HAVE GOTTEN THE SCHOLARSHIP TO HAVE THE OPPORTUNITY TO DO THE DRIVER'S ED PROGRAM. THE PROGRAM PREPARED ME MORE THAN ENOUGH TO PASS MY CLASS AND THE PERMIT TEST TO GET MY PERMIT SO I AM VERY GRATEFUL FOR THAT."

KIERRA G.

“

"MY EXPERIENCE WITH THE PROGRAM HAS BEEN GOOD. EVEN THOUGH I FELL DOWN WITH NOT DOING A LOT OF LESSONS, I THANKFULLY GOT BACK TO DOING THE LESSONS. THE PROGRAM TAUGHT ME A LOT ABOUT DRIVING, LIFE SKILLS AND ADVICE. I AM REALLY GRATEFUL AND THANKFUL TO HAVE THE SCHOLARSHIP. "

YASSIN S.

“

"I AM BEYOND GRATEFUL FOR RECEIVING THIS SCHOLARSHIP AND IT REALLY DID HELP ME AND MY FAMILY OUT. THE PROGRAM ITSELF WAS REALLY HELPFUL AND EASY TO USE. THANKS TO THE PROGRAM, I PASSED MY PERMIT TEST ON MY FIRST TRY! AND THE BEHIND THE WHEELS INSTRUCTORS ARE SUPER NICE AND UNDERSTANDING."

JOSHUA S.



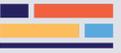
## DISABILITY PRIDE MONTH

July is Disability Pride Month. This annual observation celebrates, encourages visibility, and honors the contributions of the disability community. This month is a time to acknowledge and raise awareness of those things that make us unique. It means understanding your limitations, but accepting and loving who you are. Disability Pride can mean different things to different people. Take a moment to think about what it means to you.

Disability Pride Month celebrates the anniversary of the signing of the Americans with Disabilities Act (ADA). The ADA was made law on July, 26th of 1990 and ushered in a new era of recognition, respect, and independence for Americans who live with disabilities. This landmark legislation prohibits discrimination and guarantees that people with disabilities have the same access and opportunities that are the right of all people.

Events and resources:

- Disability Pride Madison <https://www.disabilitypridemadison.org>
- Disability Rights Wisconsin <https://disabilityrightswi.org/>
- Virtual Disability Pride Parade: <https://www.easterseals.com/explore-resources/living-with-disability/virtual-disability-parade.html>
- Crip Camp: A Disability Revolution (documentary film on Netflix) <https://cripcamp.com/>
- Learn more about the ADA <https://www.ada.gov/cguide.htm>



# DANE COUNTY

## EMERGENCY TELEPHONE NOTIFICATION SIGN-UP

Dane County Emergency Management provides several services to citizens, businesses, and local governments. These services include coordinating emergency responses; assisting citizens, cities, towns, schools, and businesses to create emergency plans; developing community hazard mitigation plans; operating the countywide tornado siren and other emergency alerts, and organizing Emergency Medical Services. It is important that you are prepared as much as possible and know what to do in the event of an emergency. A key factor in knowing what, where and when is Dane County Emergency Notification.

The Dane County Emergency Telephone Notification is the official emergency notification system used by Dane County first response agencies to communicate with community members during emergencies. Sign up now to receive free alerts via text message, email, and/or voice message.

Add your addresses (home, work, school) to receive geo-targeted alerts  
Indicate what types of alerts you want to receive, including weather, evacuation orders, armed person/active shooter, hazardous materials incidents, gas leaks, missing persons, and more.

Indicate how you want to be notified: text, email, and/or voice message.

To sign up and receive emergency notifications go to

[https://www.smart911.com/smart911/registration/registrationLanding.action?cdnExternalPath=.](https://www.smart911.com/smart911/registration/registrationLanding.action?cdnExternalPath=)

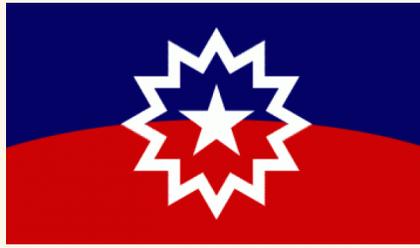


**Sign up to  
receive alerts**

**Emergency alerts and notifications via**

Phone call, text message, email and social media





## JUNETEENTH: THIS IS THE DAY OF JUBILEE

Although the Thirteenth Amendment ended slavery throughout the United States, not all Black Americans were liberated instantly. Slavery in Texas was basically unaffected by the signing of the Emancipation Proclamation issued by President Abraham Lincoln on January 1, 1863. In Confederate controlled states, such as in the westernmost state of Texas, enslaved people would not be free until two and half year later. Freedom finally came on June 19, 1865 when Union troops arrived in Galveston Bay, Texas and announced that the more than 250,000 enslaved black people in the state were free by executive decree. In 1865, the following year, freedmen in Texas organized the first "Jubilee Day" on June 19, 1865. This day came to be known as "Juneteenth" (short for June Nineteenth), by the newly freed Black individuals in Texas. Juneteenth honors the end to slavery in the United States and is the longest-running African American holiday.

