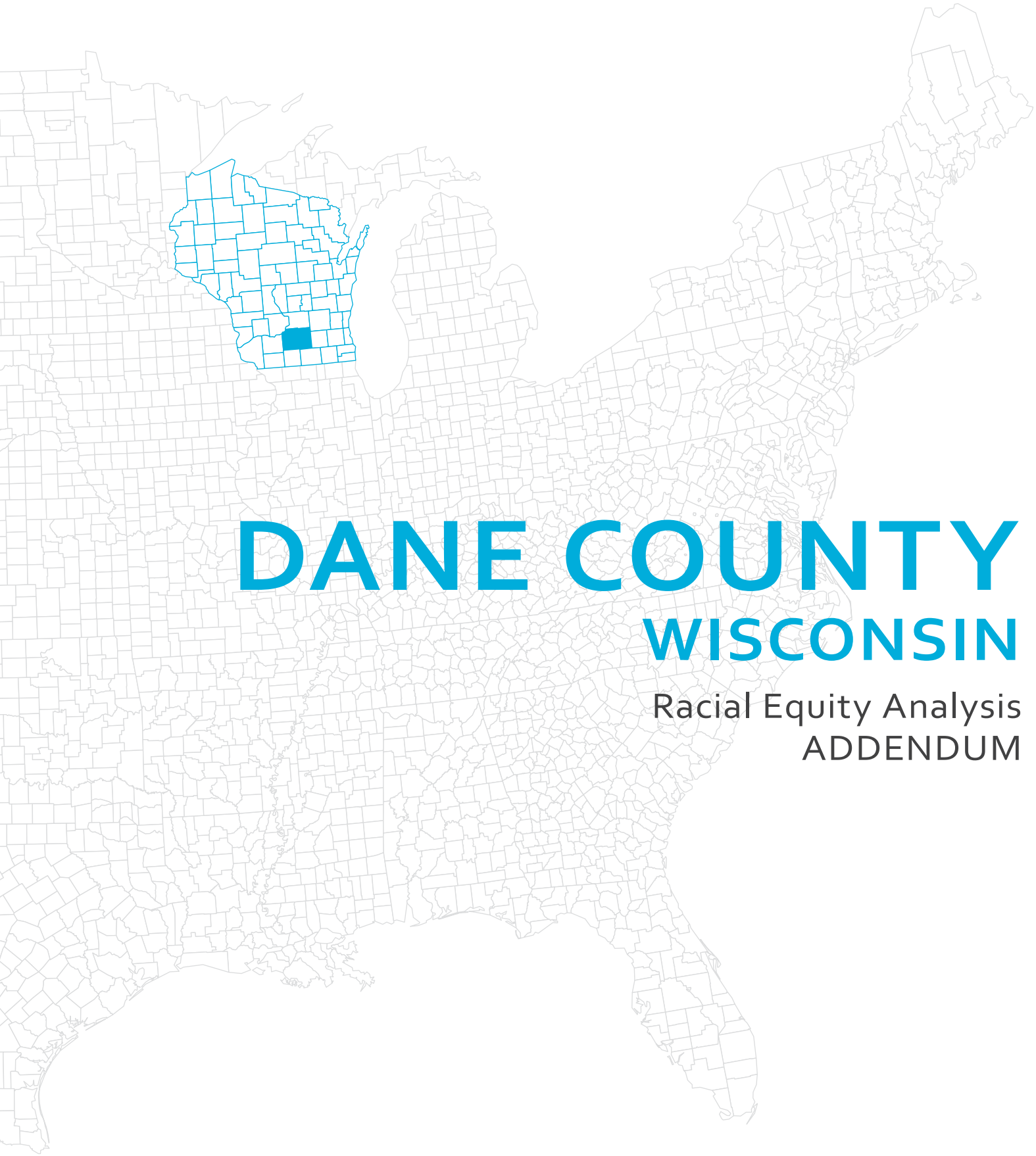

DANE COUNTY
WISCONSIN

Racial Equity Analysis
ADDENDUM

CENTER FOR SOCIAL INCLUSION

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

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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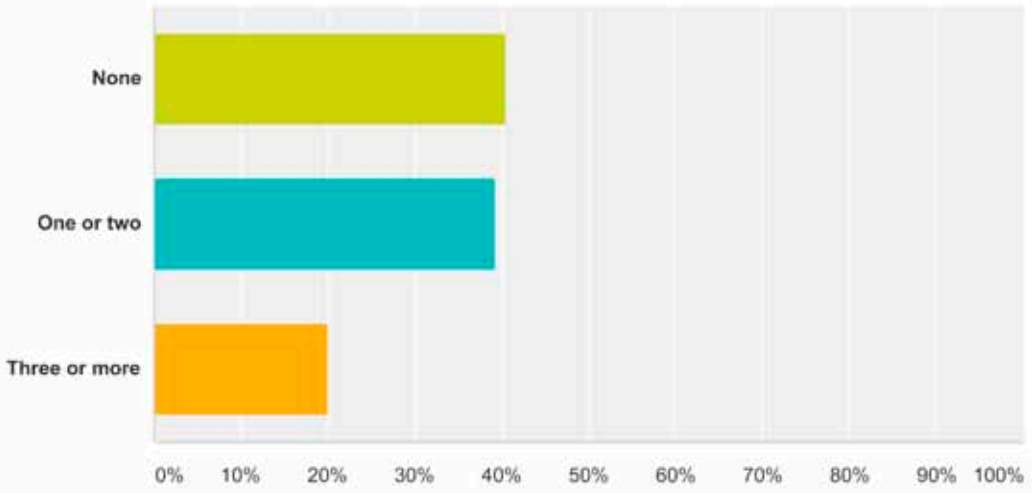
SECTION 1
SURVEY RESULTS

All Employees

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

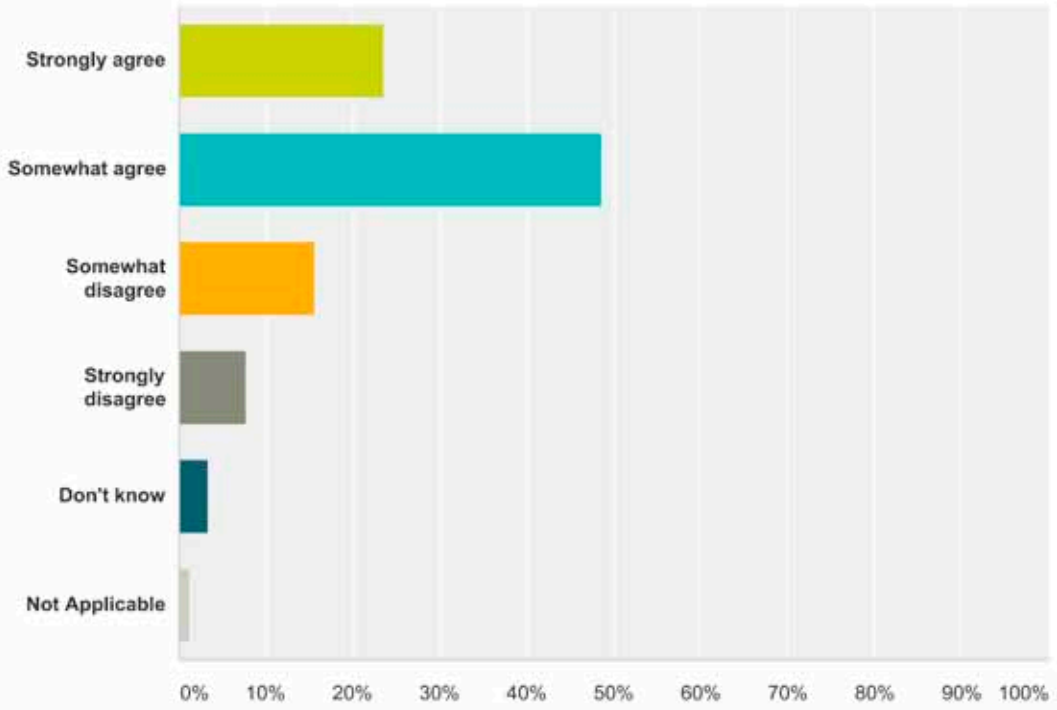
Answered: 720 Skipped: 4



Answer Choices	Responses	
None	**40.56%**	292
One or two	**39.31%**	283
Three or more	**20.14%**	145
Total		**720**

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

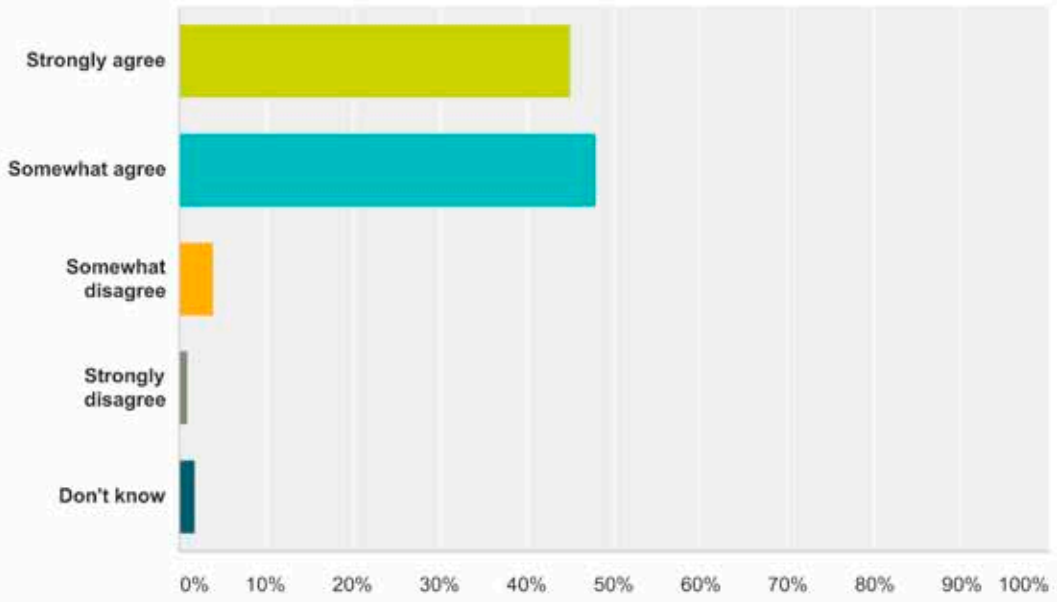
Answered: 391 Skipped: 333



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
Total		**391**

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

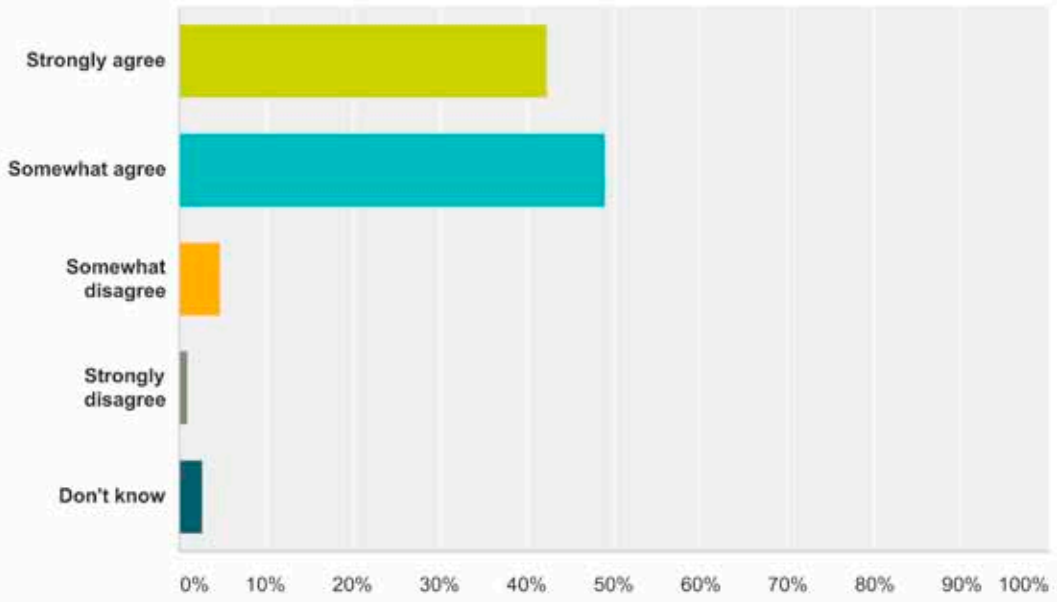
Answered: 662 Skipped: 62



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.

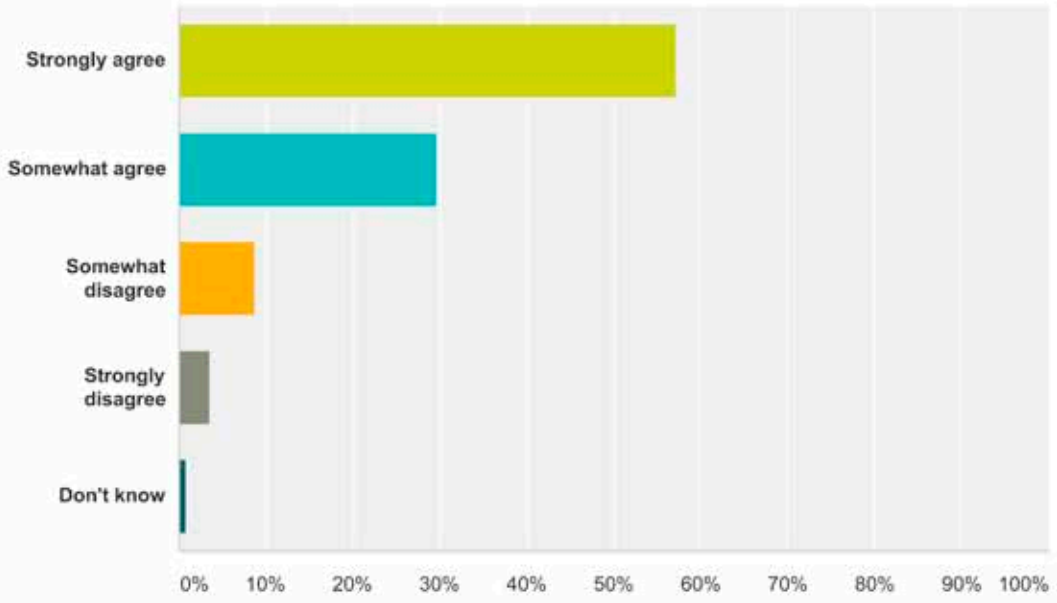
Answered: 658 Skipped: 66



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
Total		**658**

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

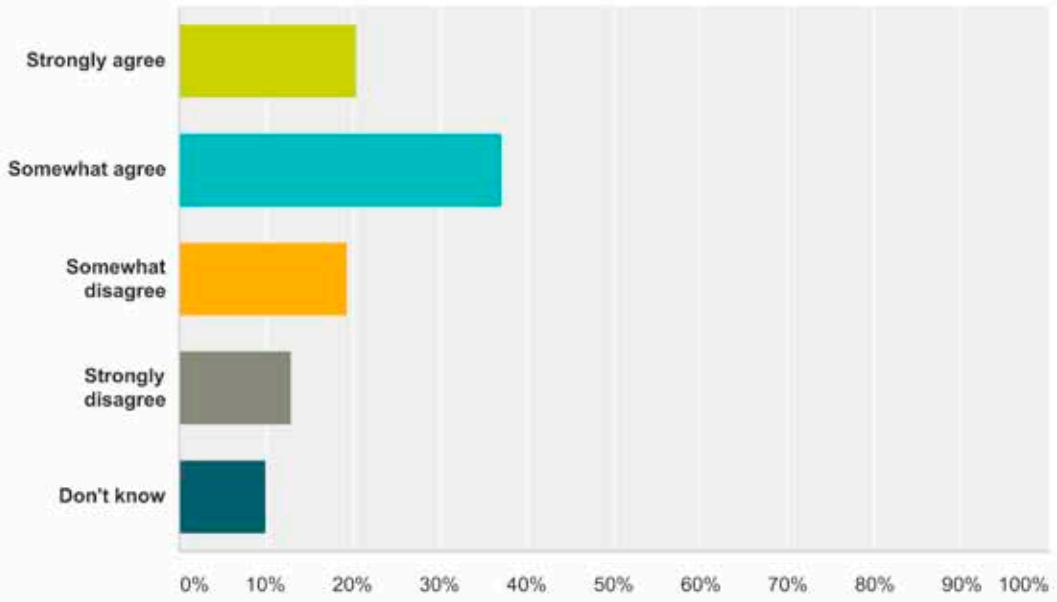
Answered: 656 Skipped: 68



Answer Choices	Responses	
Strongly agree	57%	375
Somewhat agree	30%	195
Somewhat disagree	9%	57
Strongly disagree	4%	23
Don't know	1%	6
Total		**656**

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

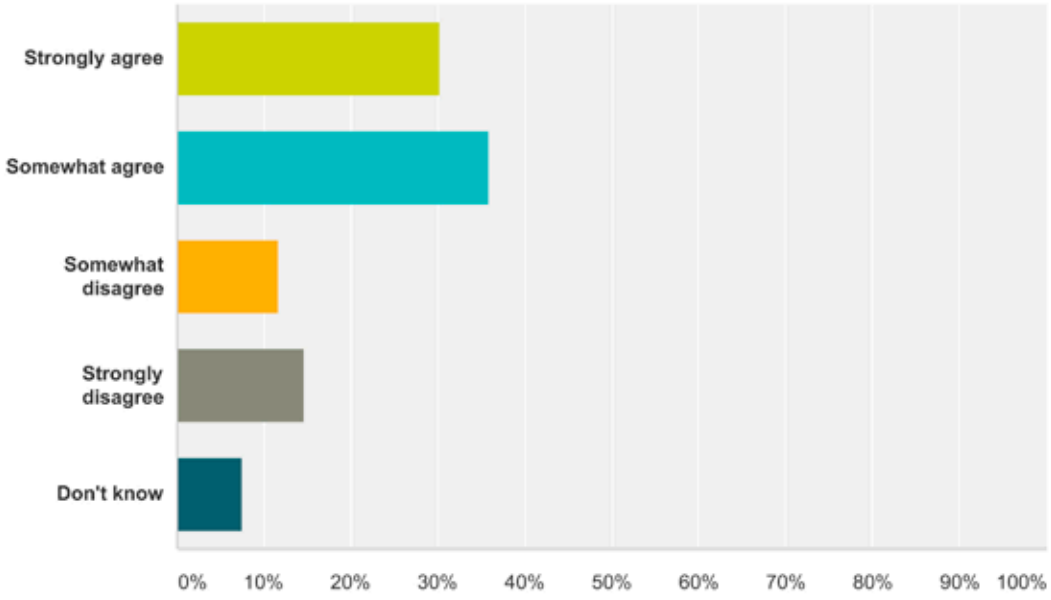
Answered: 653 Skipped: 71



Answer Choices	Responses	
Strongly agree	21%	134
Somewhat agree	37%	243
Somewhat disagree	19%	127
Strongly disagree	13%	84
Don't know	10%	65
Total		**653**

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).

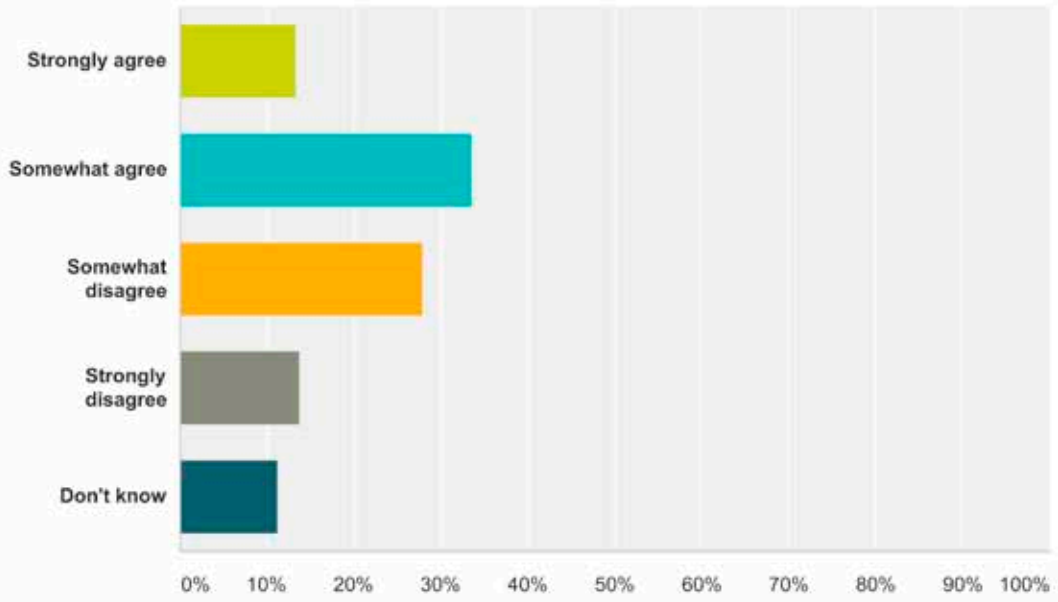
Answered: 653 Skipped: 71



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
Total		**653**

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

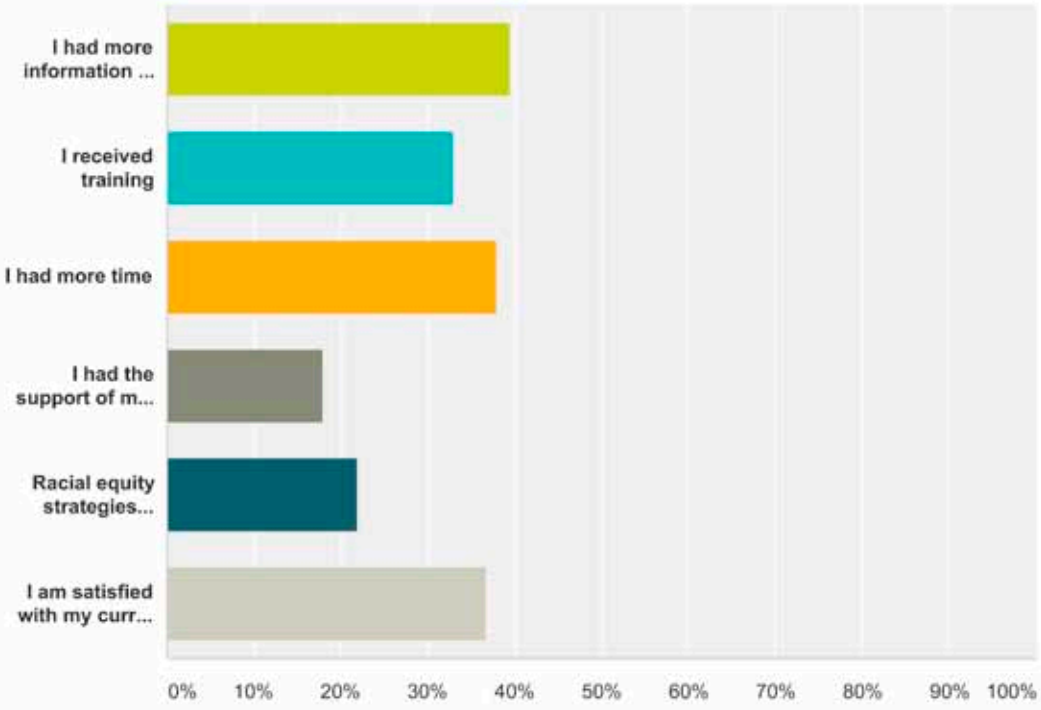
Answered: 656 Skipped: 68



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
Total		**656**

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

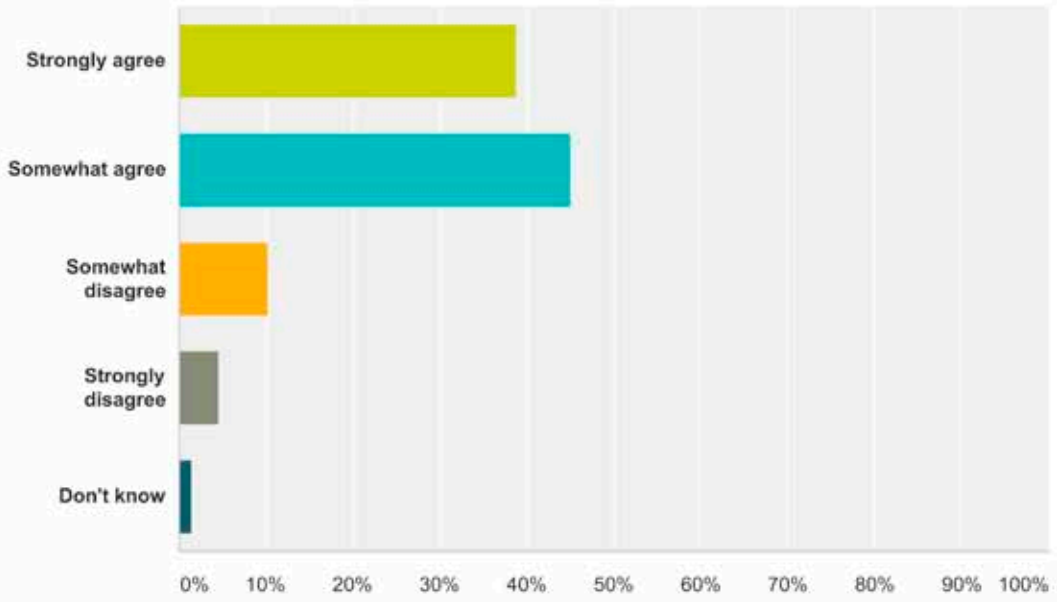
Answered: 605 Skipped: 119



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.

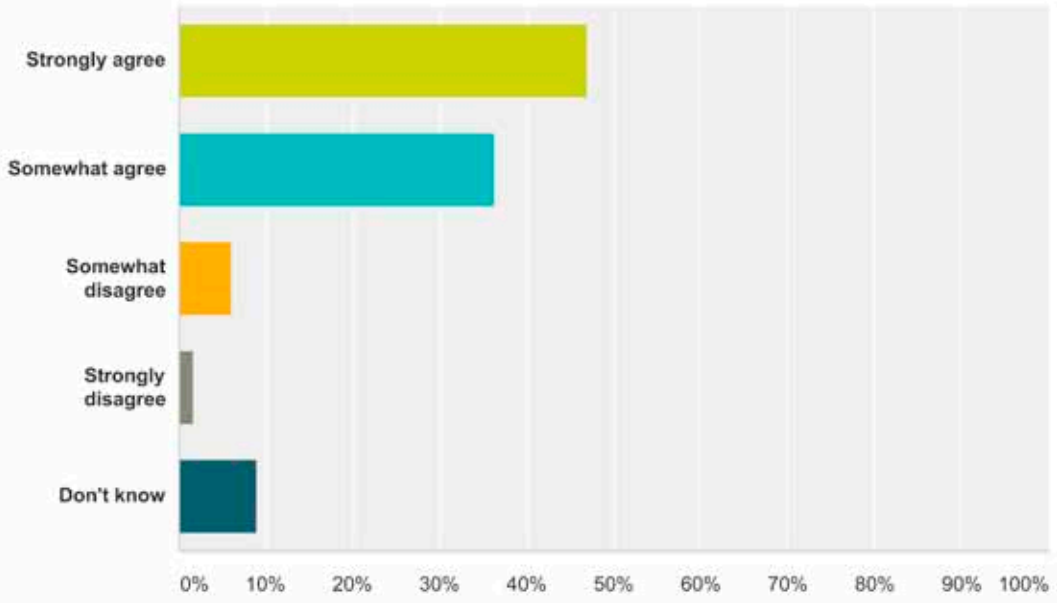
Answered: 649 Skipped: 75



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
Total		**649**

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

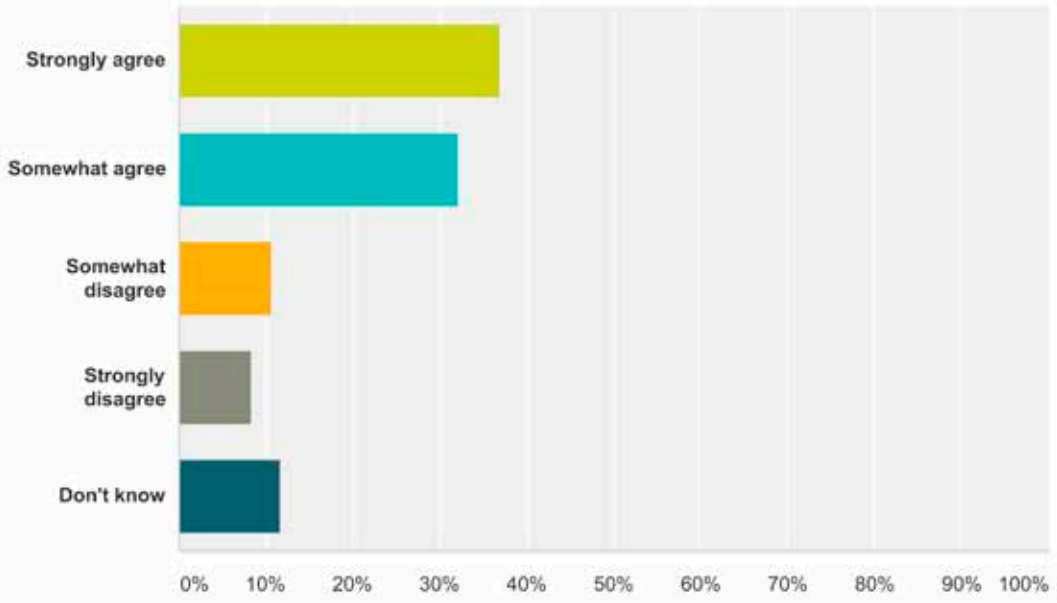
Answered: 649 Skipped: 75



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
Total		**649**

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

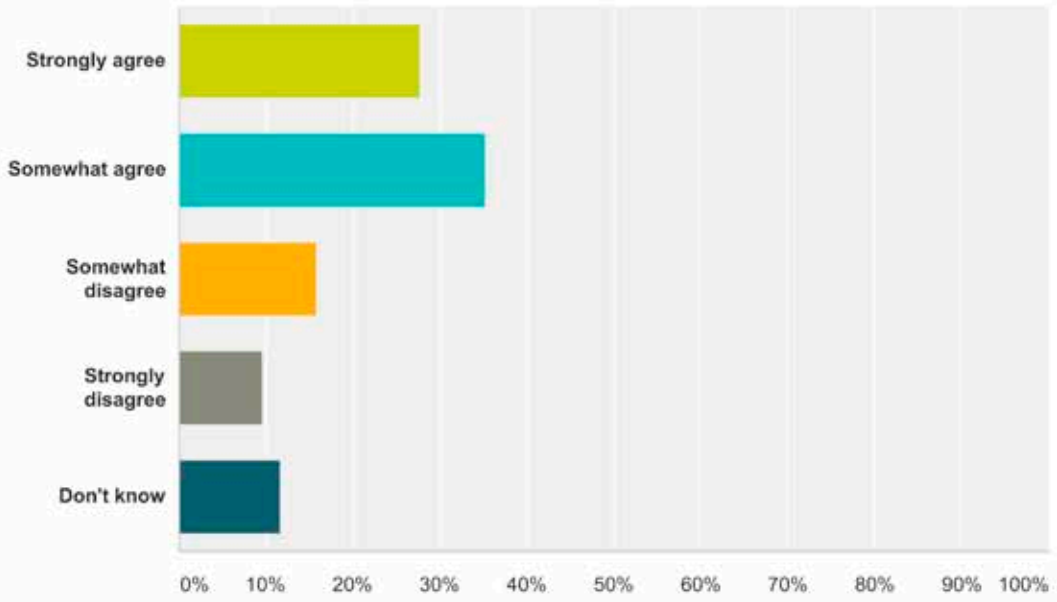
Answered: 642 Skipped: 82



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
Total		**642**

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

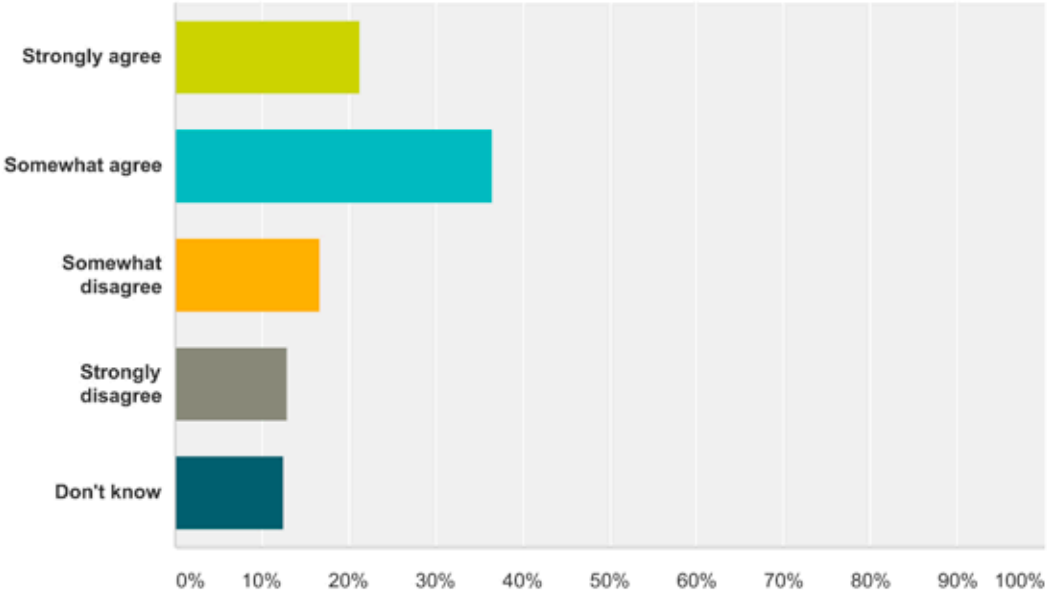
Answered: 642 Skipped: 82



Answer Choices	Responses	
Strongly agree	28%	178
Somewhat agree	35%	226
Somewhat disagree	16%	102
Strongly disagree	10%	61
Don't know	12%	75
Total		**642**

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).

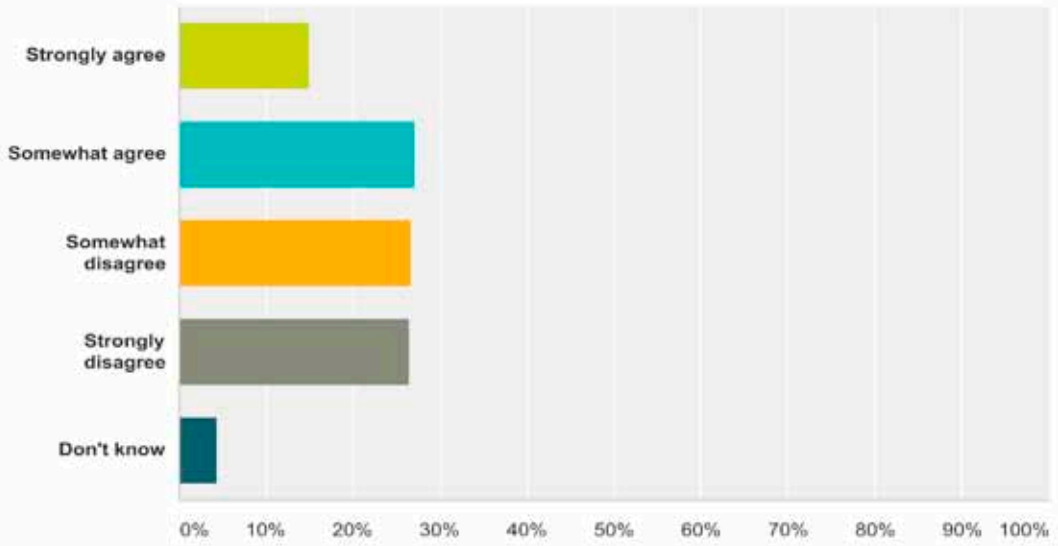
Answered: 643 Skipped: 81



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
Total		**643**

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
Total		**648**

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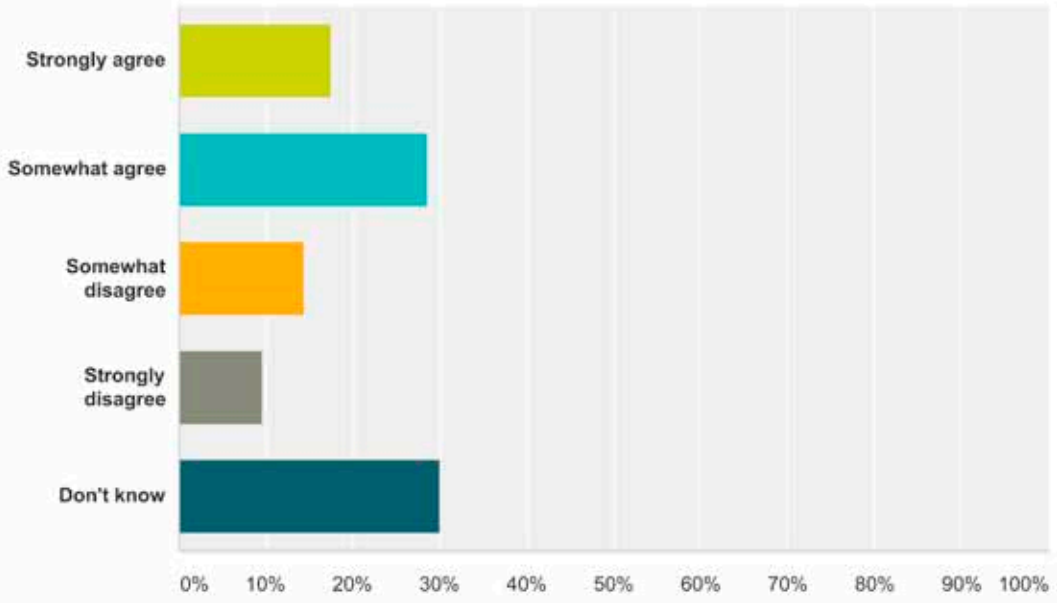
Q16 I am aware of my department's commitment to contracting equity and woman and minority businesses.

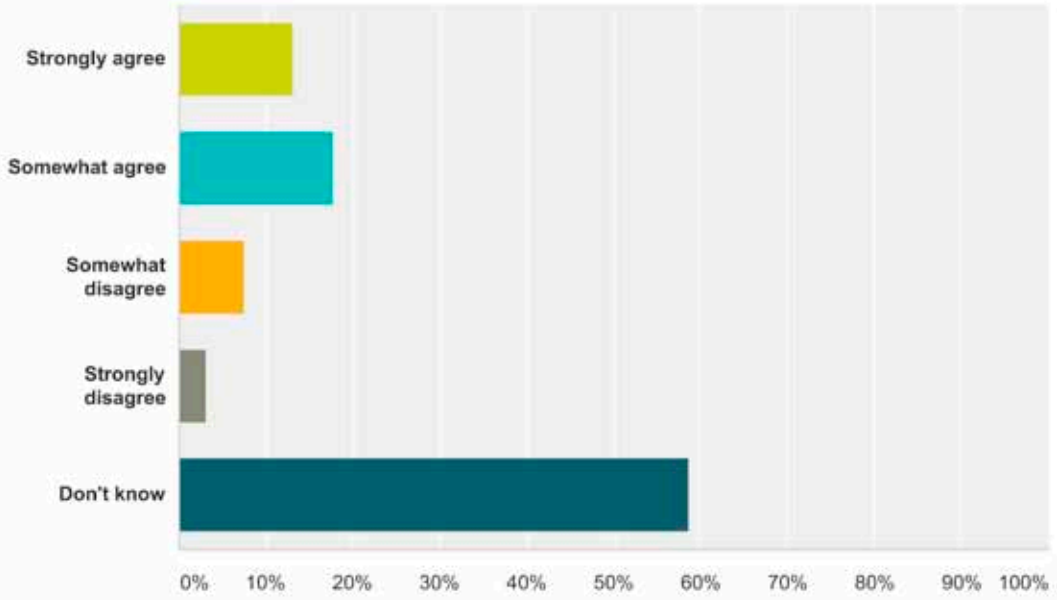
Answered: 627 Skipped: 97



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
Total		**627**

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

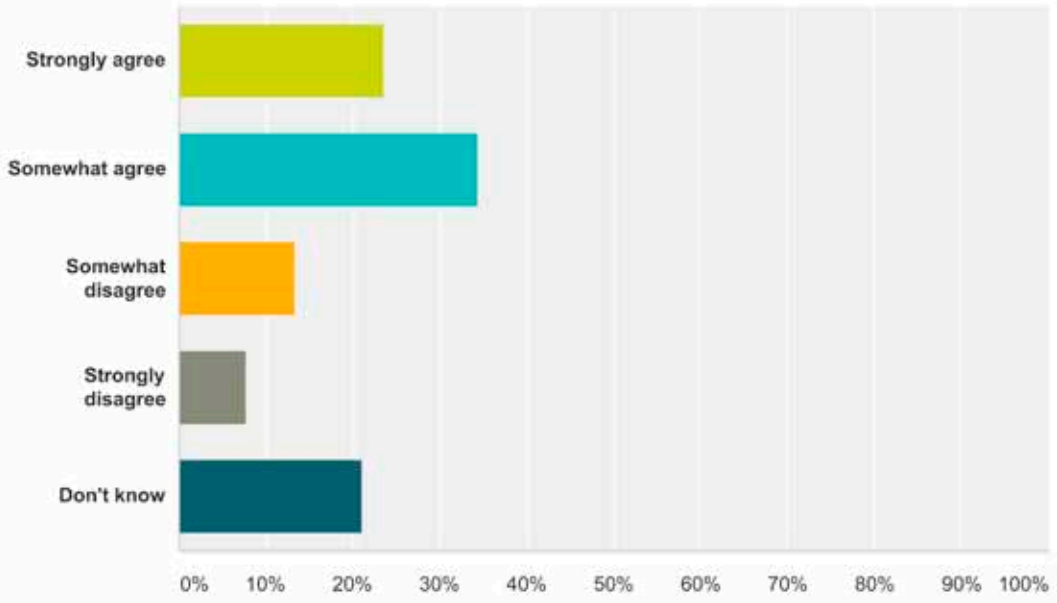
Answered: 616 Skipped: 108



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
Total		**616**

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

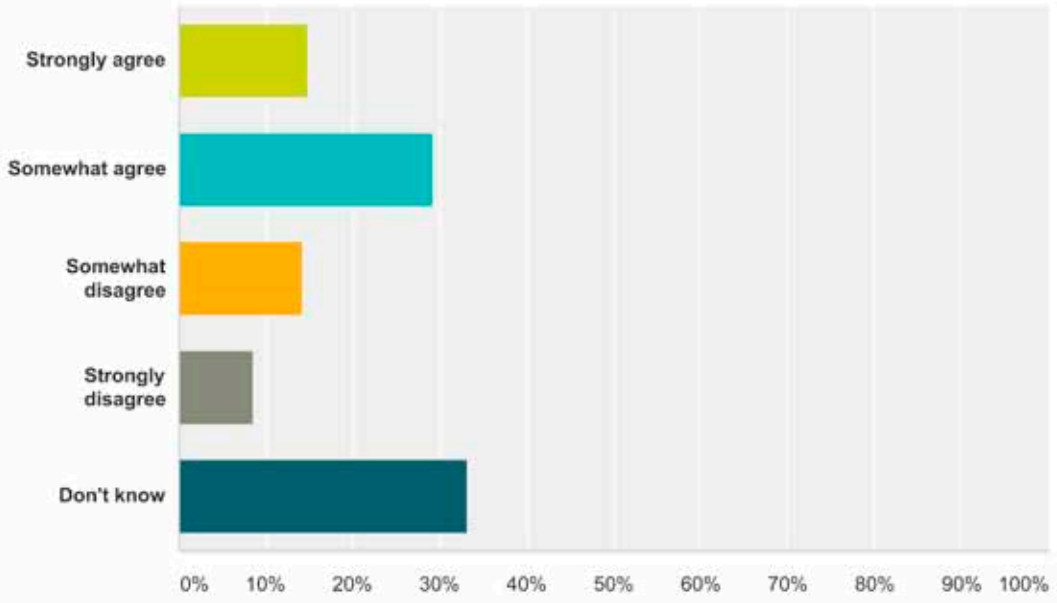
Answered: 610 Skipped: 114



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
Total		**610**

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

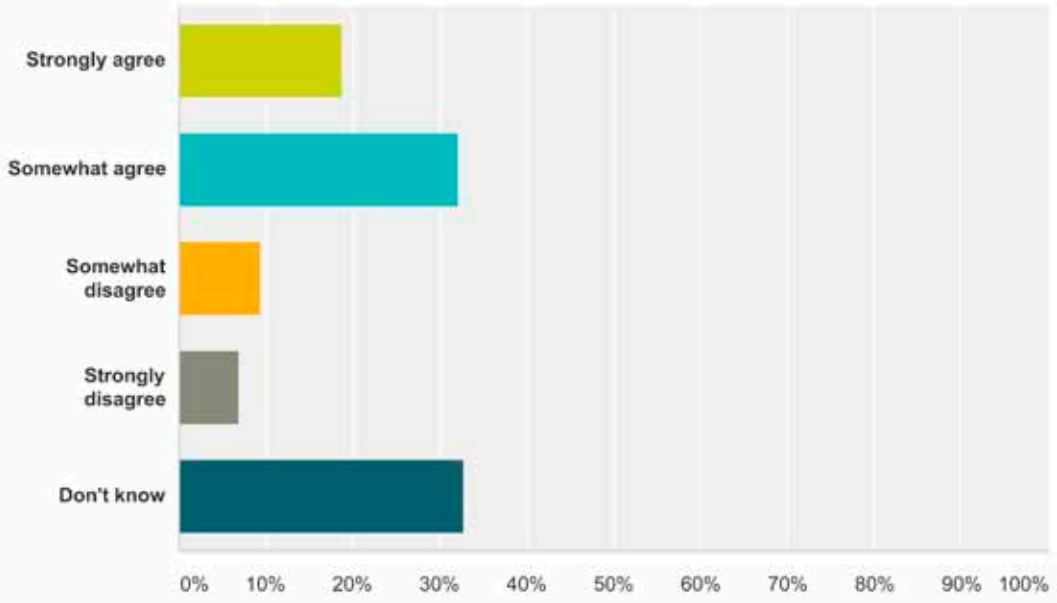
Answered: 614 Skipped: 110



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
Total		**614**

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

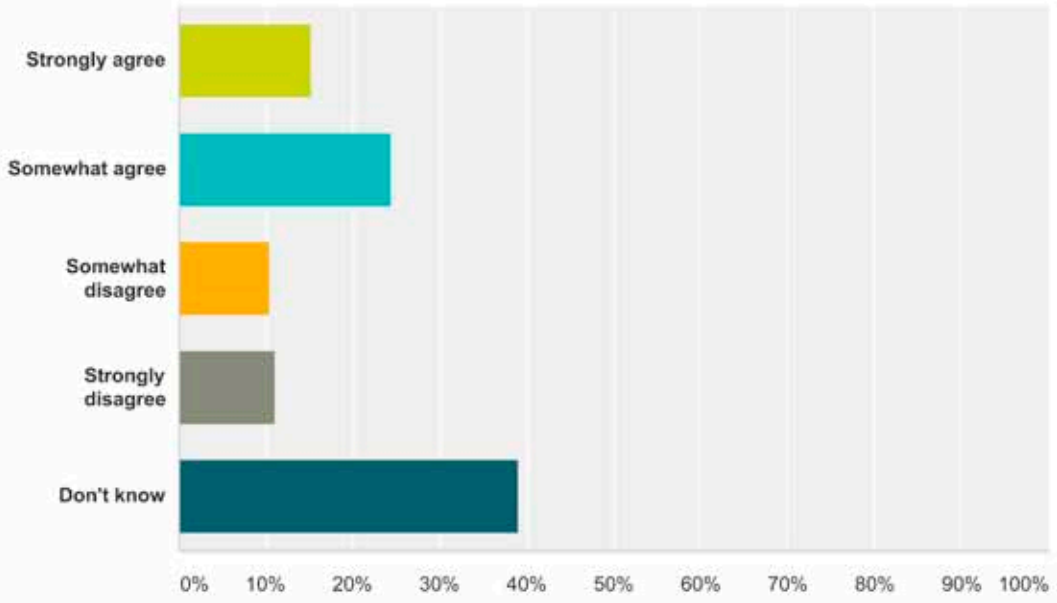
Answered: 615 Skipped: 109



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
Total		**615**

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

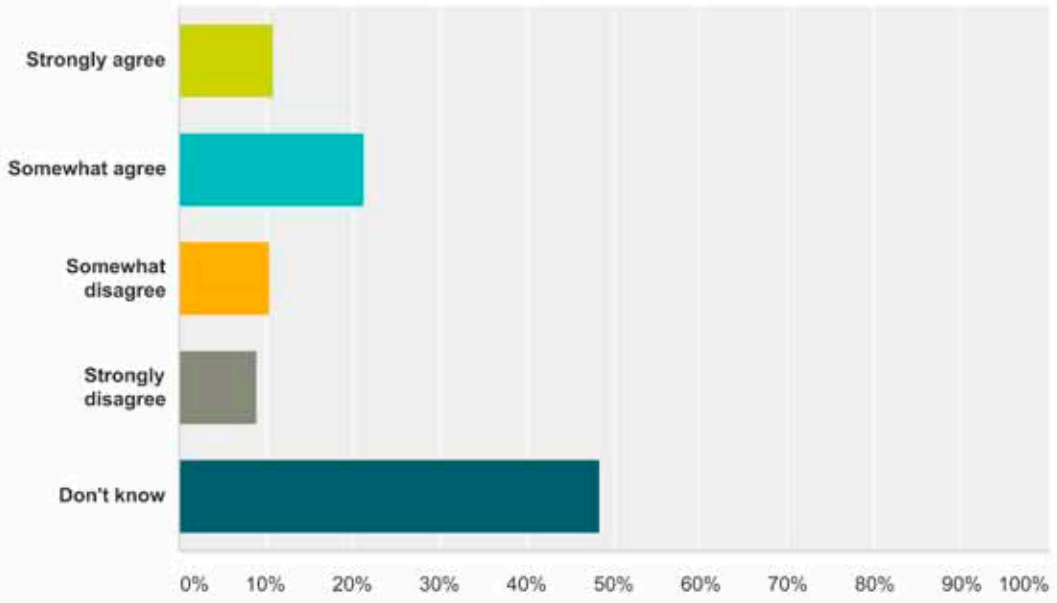
Answered: 611 Skipped: 113



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
Total		**611**

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

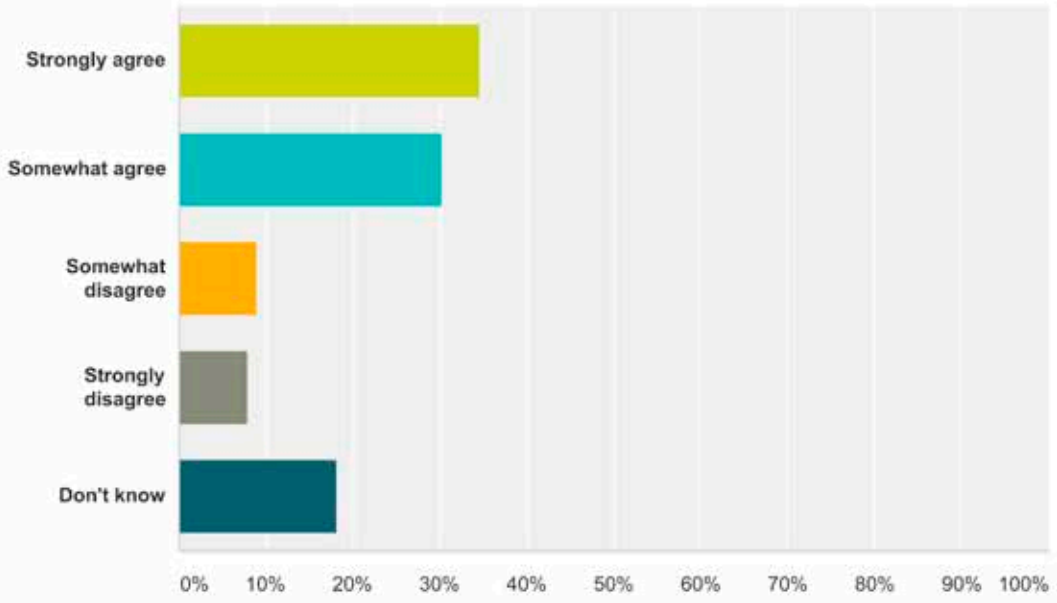
Answered: 607 Skipped: 117



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
Total		**607**

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

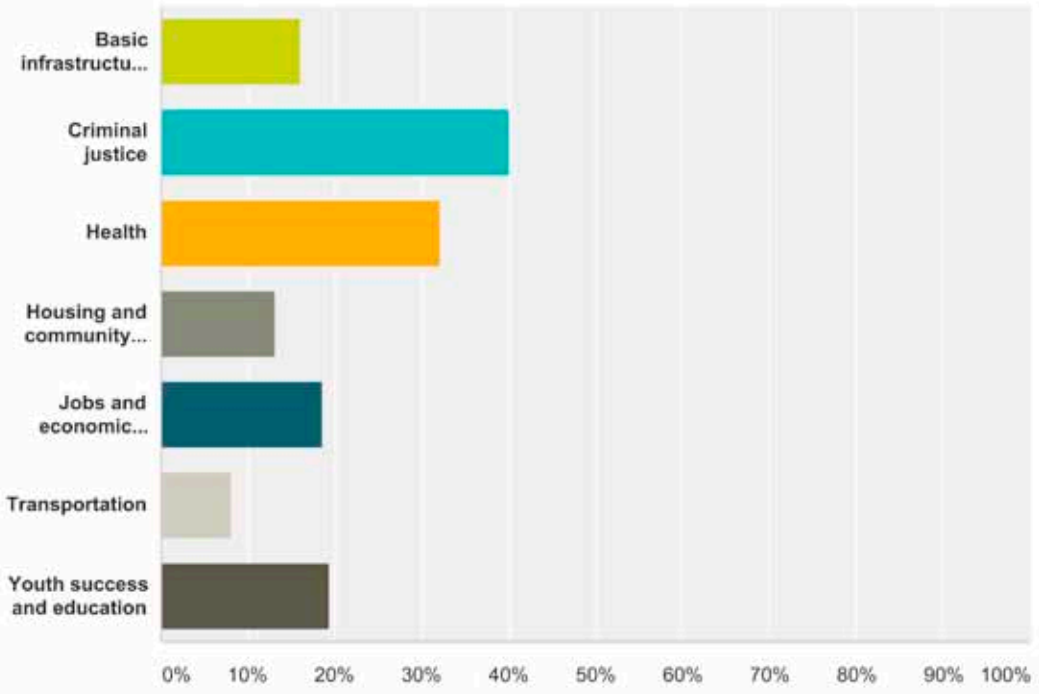
Answered: 619 Skipped: 105



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
Total		**619**

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

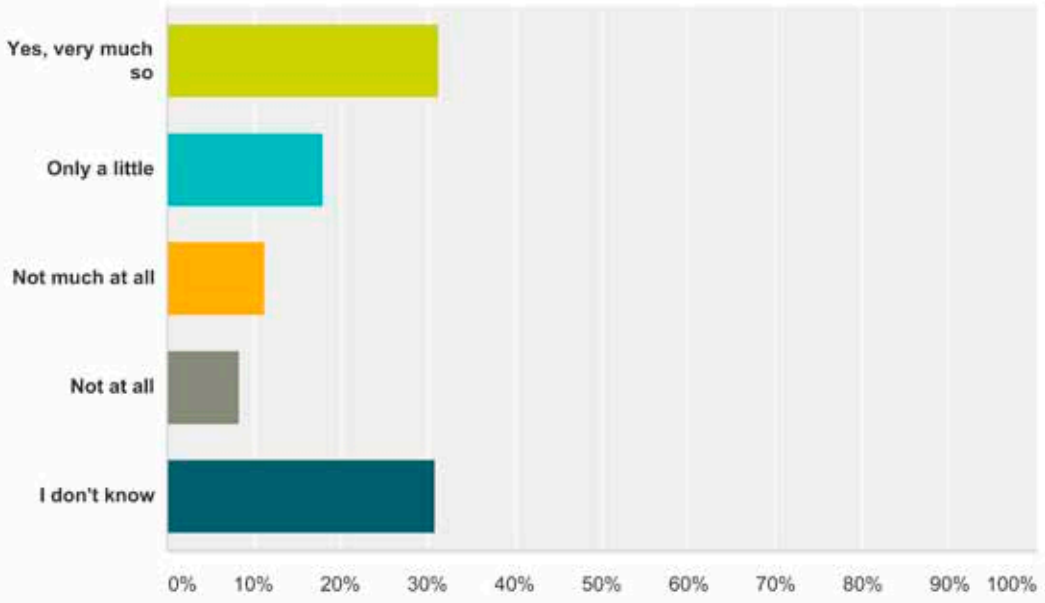
Answered: 513 Skipped: 211



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?

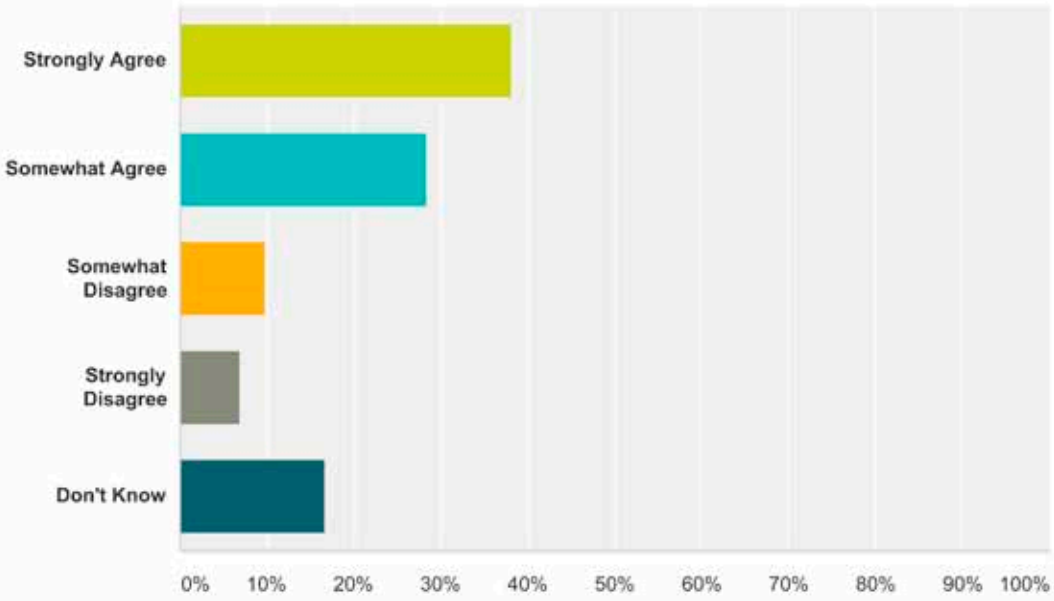
Answered: 610 Skipped: 114



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
Total		**610**

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

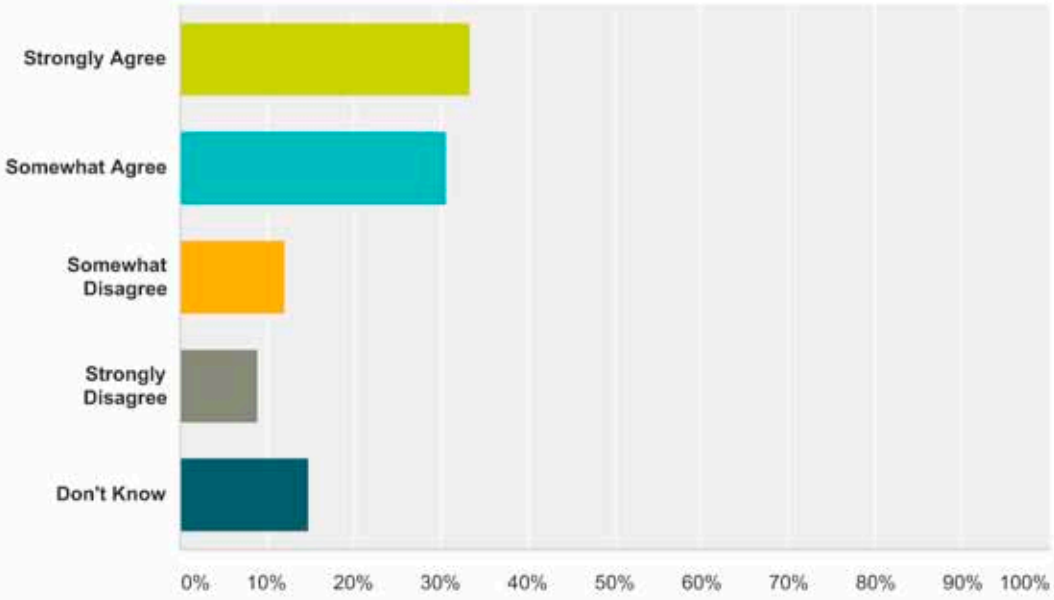
Answered: 608 Skipped: 116



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
Total		**608**

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

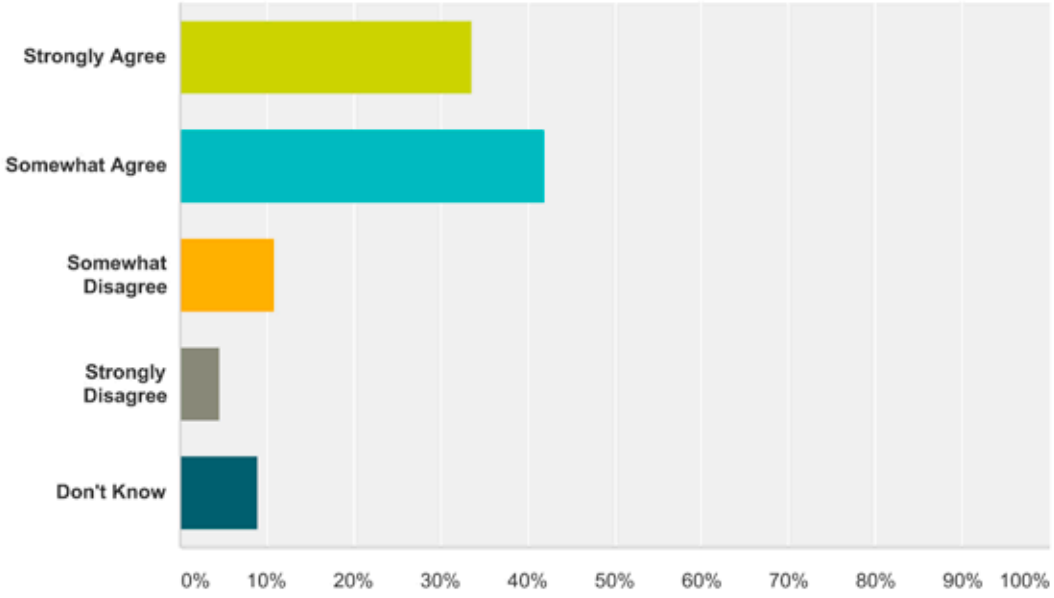
Answered: 608 Skipped: 116



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
Total		**608**

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

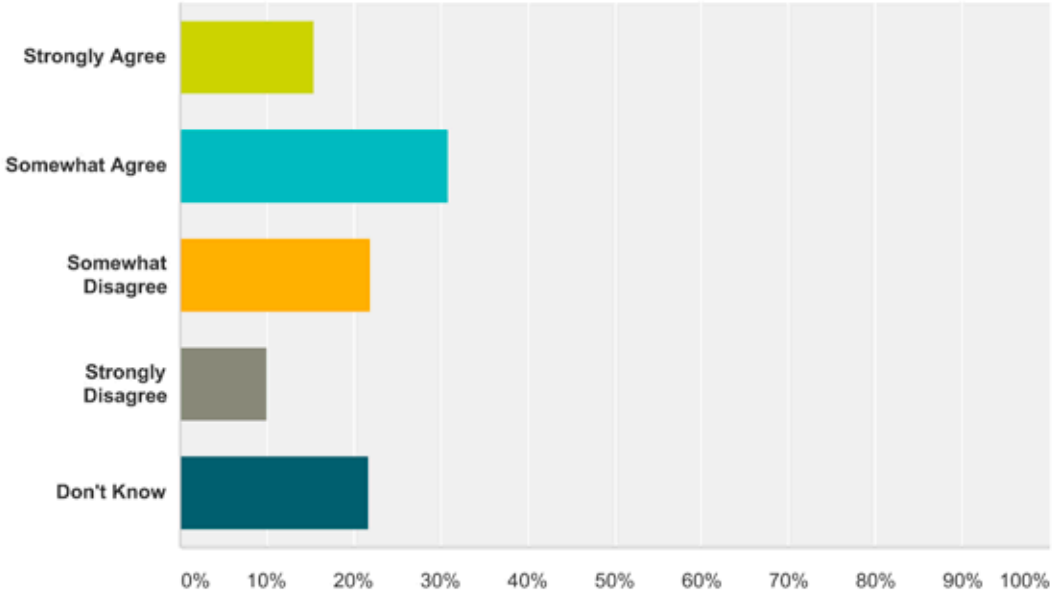
Answered: 606 Skipped: 118



Answer Choices	Responses	
Strongly Agree	34%	204
Somewhat Agree	42%	254
Somewhat Disagree	11%	66
Strongly Disagree	5%	28
Don't Know	9%	54
Total		**606**

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

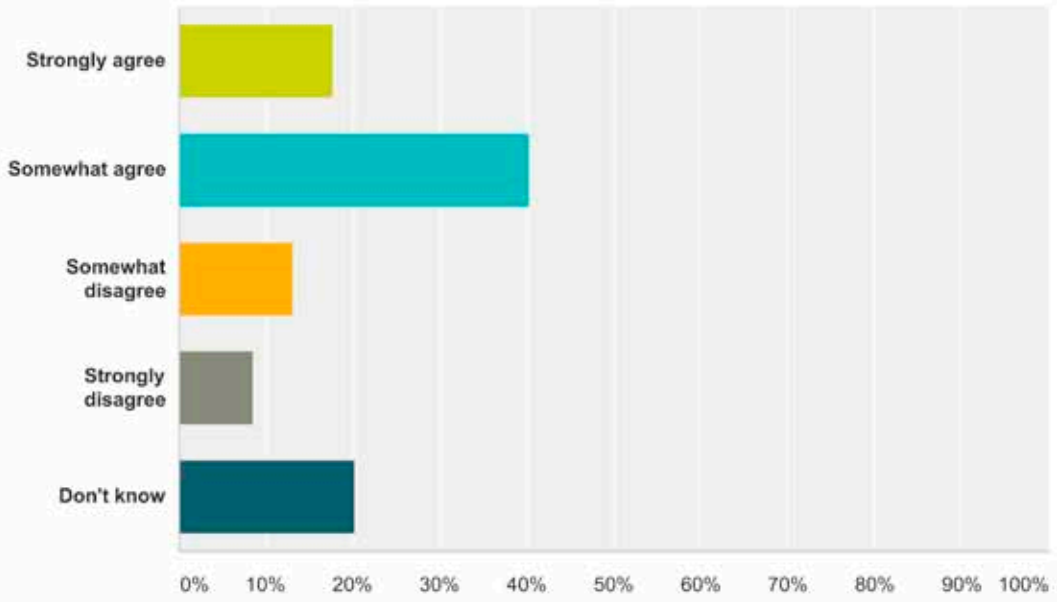
Answered: 604 Skipped: 120



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
Total		**604**

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

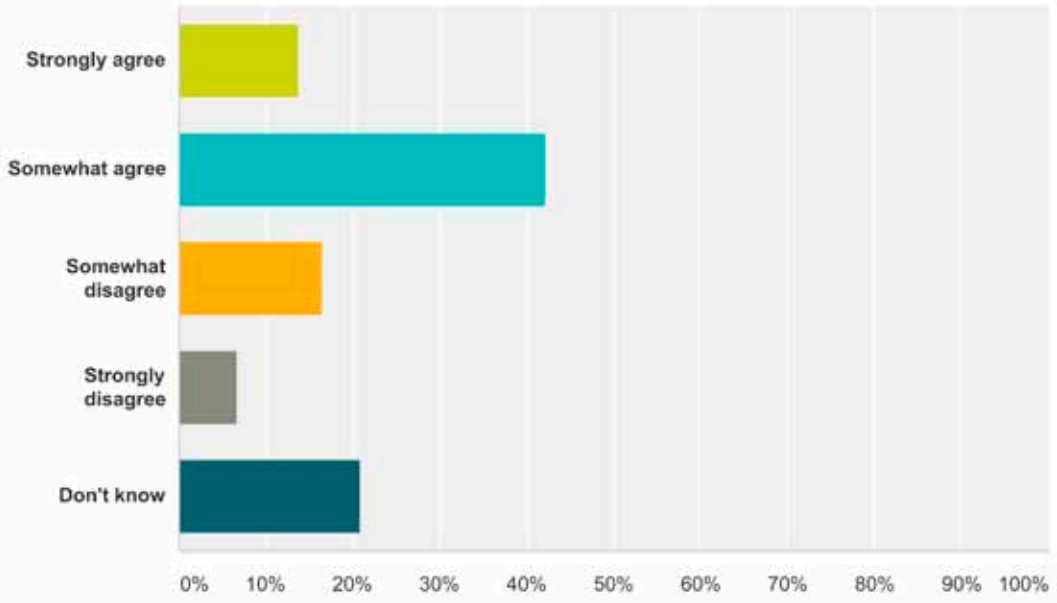
Answered: 606 Skipped: 118



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
Total		**606**

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

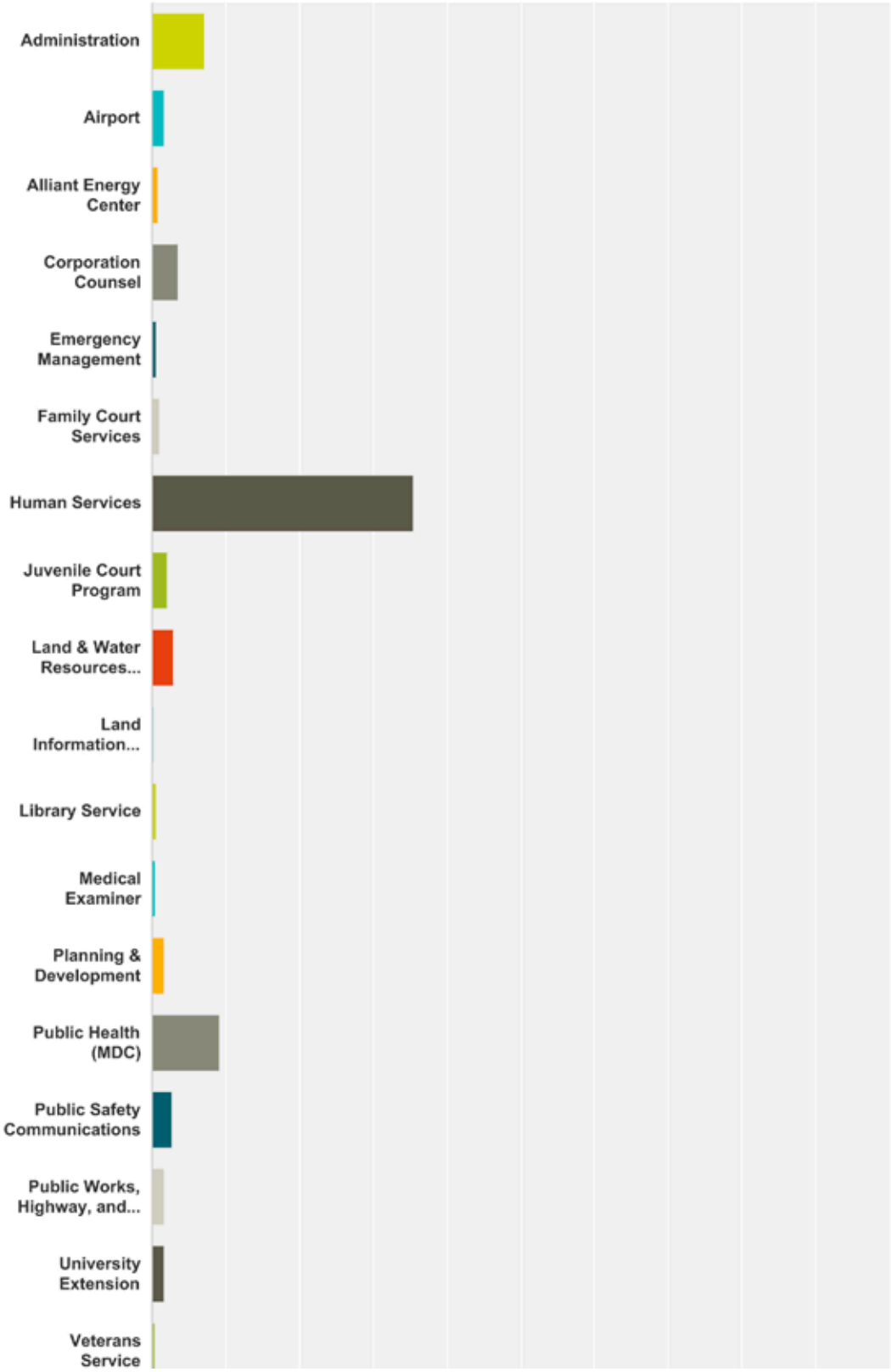
Answered: 606 Skipped: 118

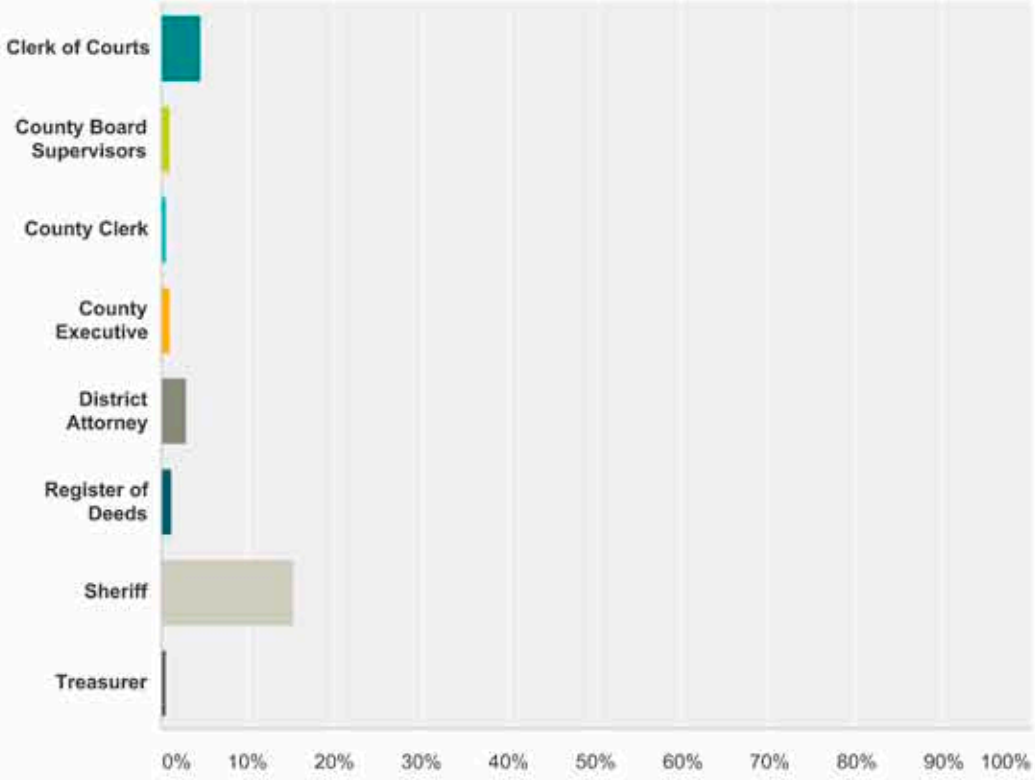


Answer Choices	Responses	
Strongly agree	14%	84
Somewhat agree	42%	255
Somewhat disagree	17%	100
Strongly disagree	7%	40
Don't know	21%	127
Total		**606**

Q32 Which department do you work in?

Answered: 558 Skipped: 166



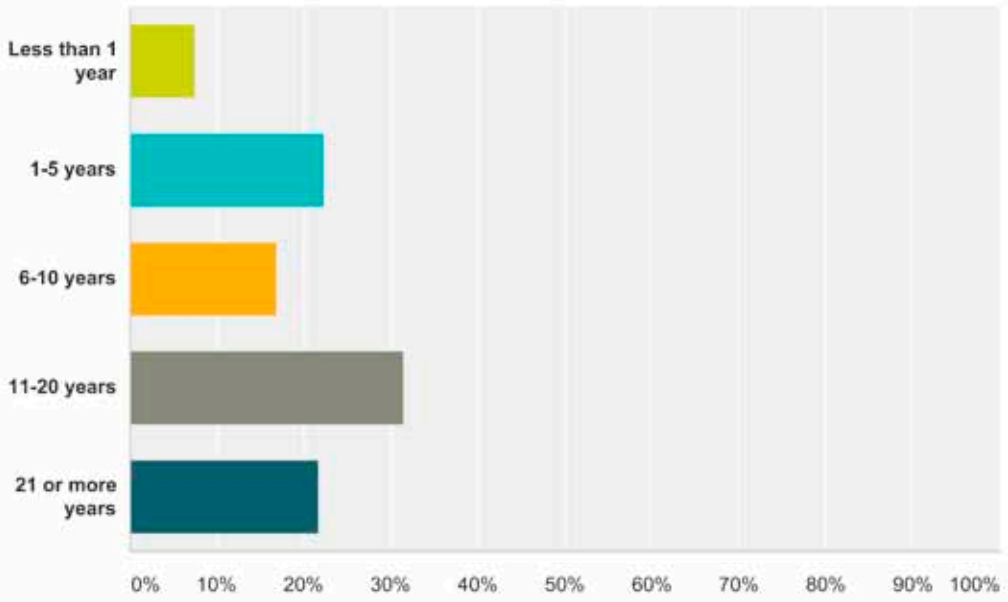


Answer Choices	Responses	
Administration	7.17%	40
Airport	1.61%	9
Alliant Energy Center	0.90%	5
Corporation Counsel	3.58%	20
Emergency Management	0.72%	4
Family Court Services	1.08%	6
Human Services	35.48%	198
Juvenile Court Program	2.15%	12
Land & Water Resources Department	2.87%	16
Land Information 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?

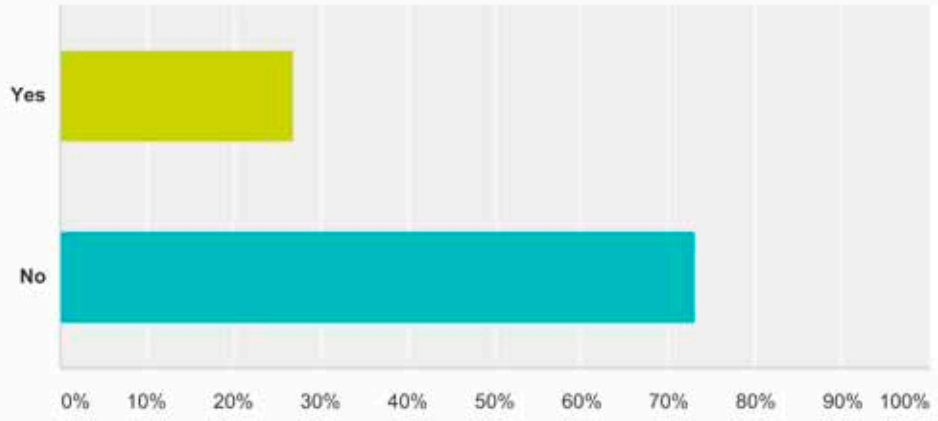
Answered: 589 Skipped: 135



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
Total		**589**

Q34 Do you manage or supervise people?

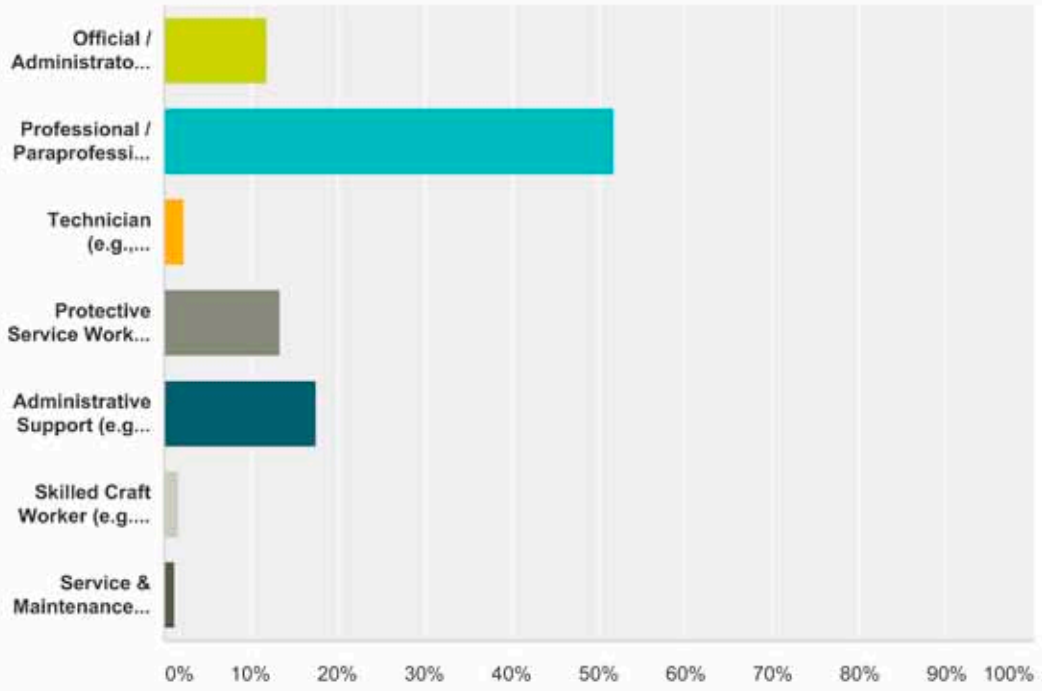
Answered: 573 Skipped: 151



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

Q35 What is your job category?

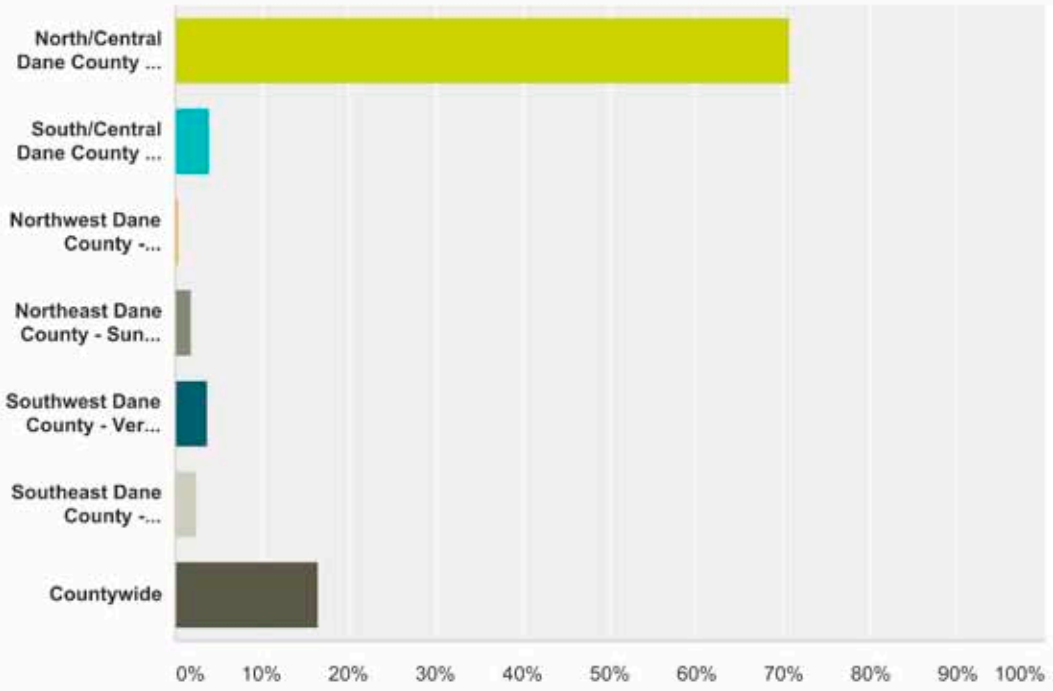
Answered: 567 Skipped: 157



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
Total		**567**

Q36 Where is your primary worksite?

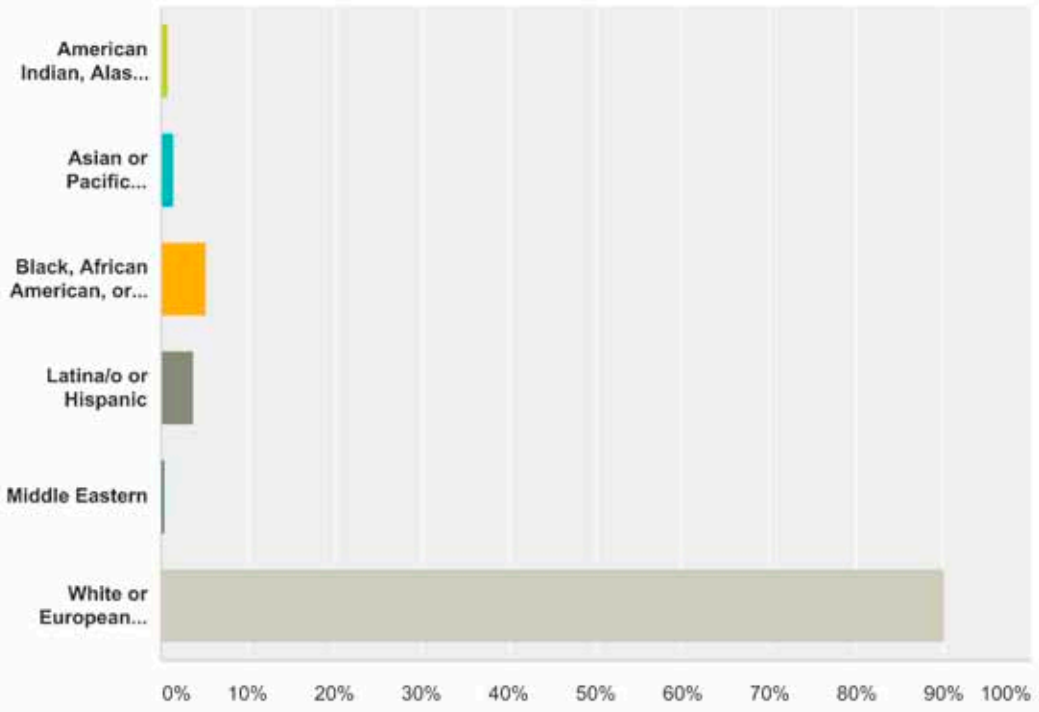
Answered: 579 Skipped: 145



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
Total		**579**

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

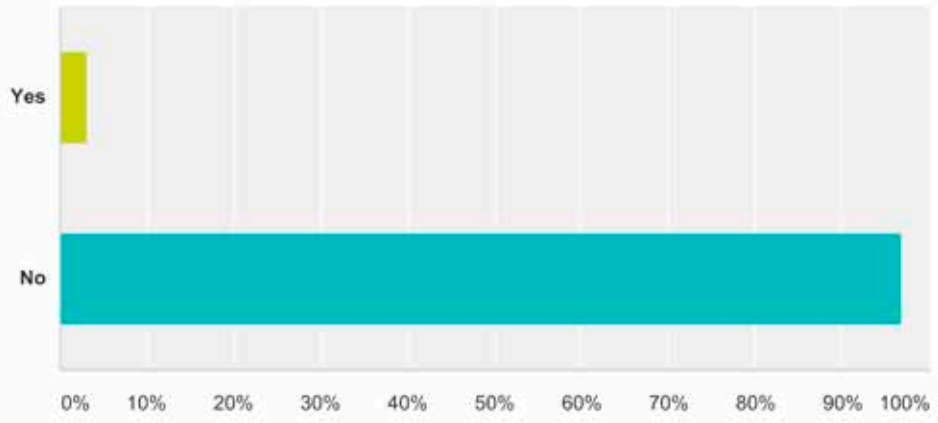
Answered: 546 Skipped: 178



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?

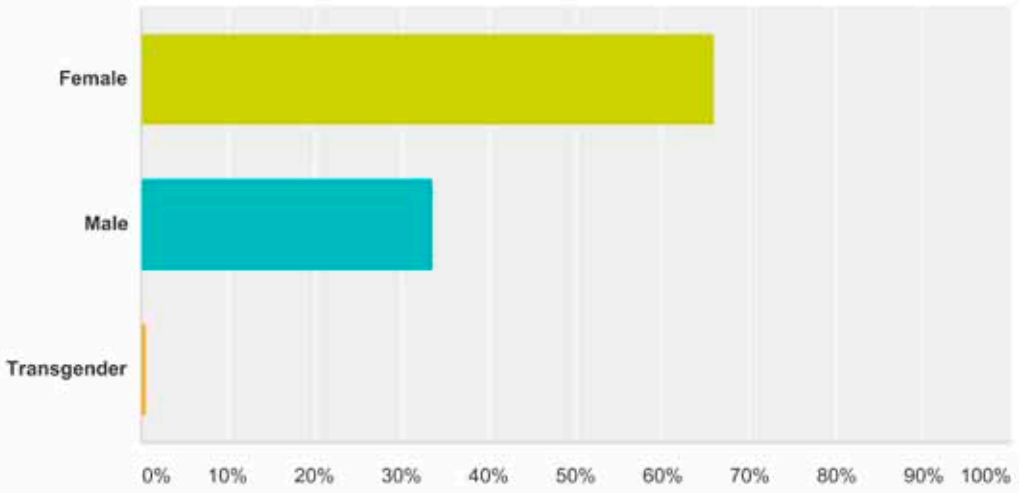
Answered: 560 Skipped: 164



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

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

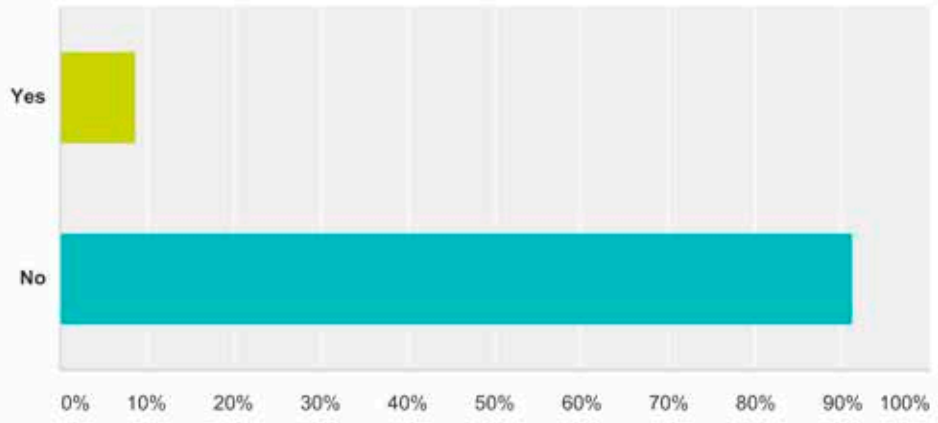
Answered: 556 Skipped: 168



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?

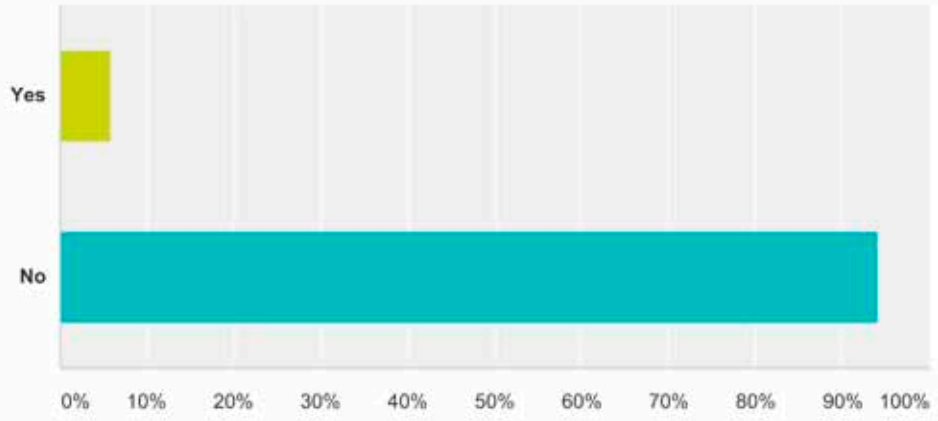
Answered: 559 Skipped: 165



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.

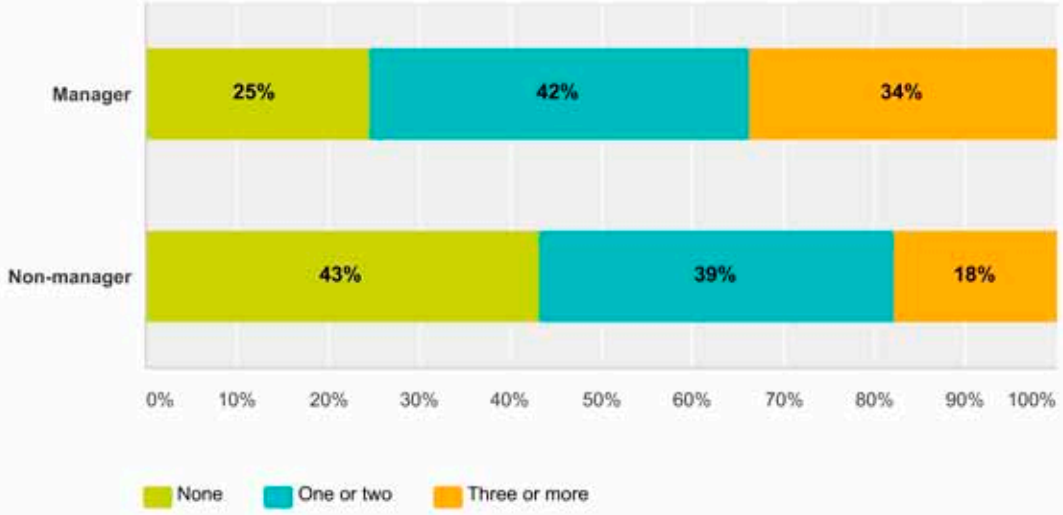
Answered: 110 Skipped: 614

SECTION 1
SURVEY RESULTS

By Manager versus Non-manager

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

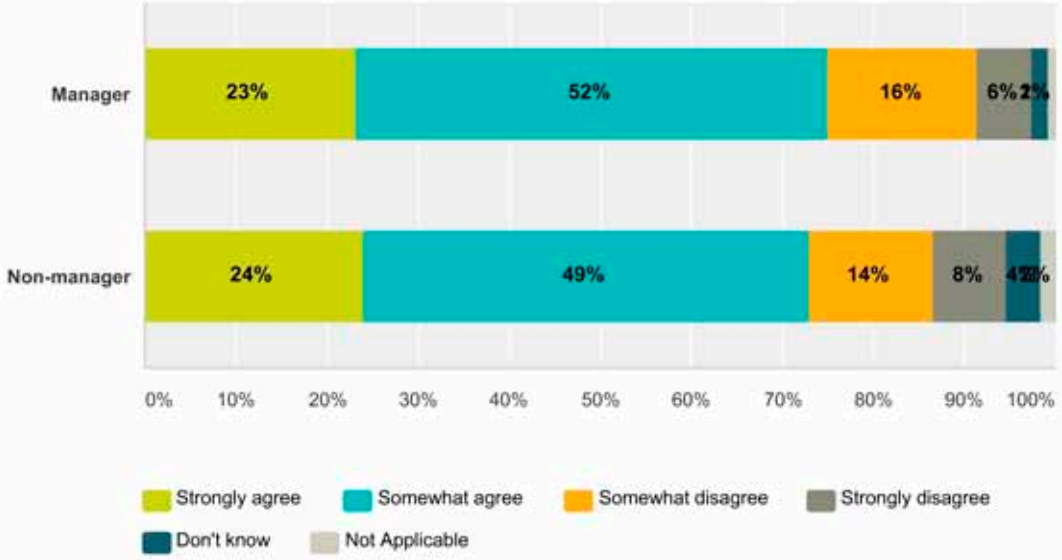
Answered: 570 Skipped: 3



	None	One or two	Three or more	Total
Manager (A)	**25%** 38	**42%** 64	**34%** 52	**27%** 154
Non-manager (B)	**43%** 180	**39%** 162	**18%** 74	**73%** 416
Total Respondents	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.

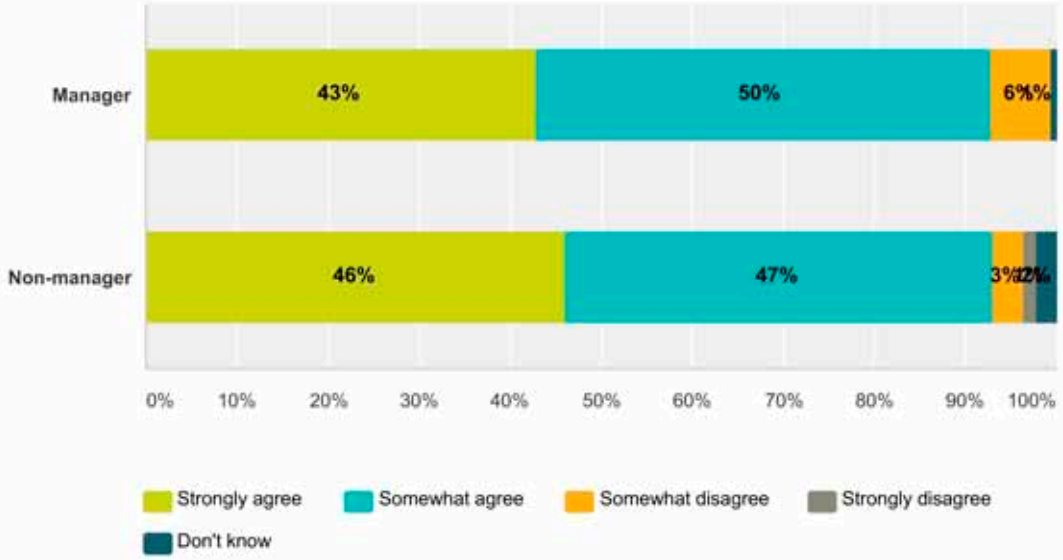
Answered: 353 Skipped: 220



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

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

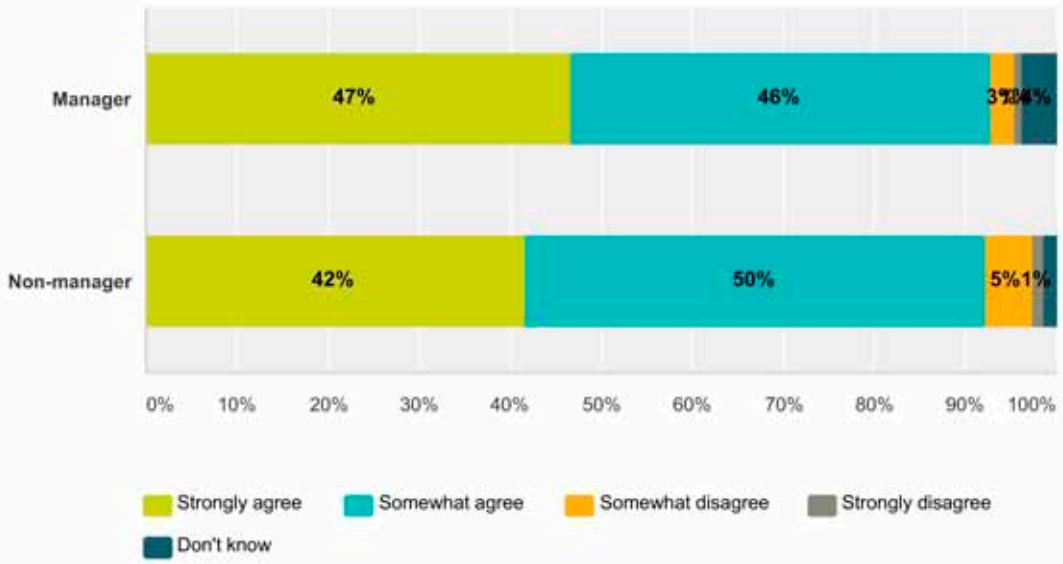
Answered: 572 Skipped: 1



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

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

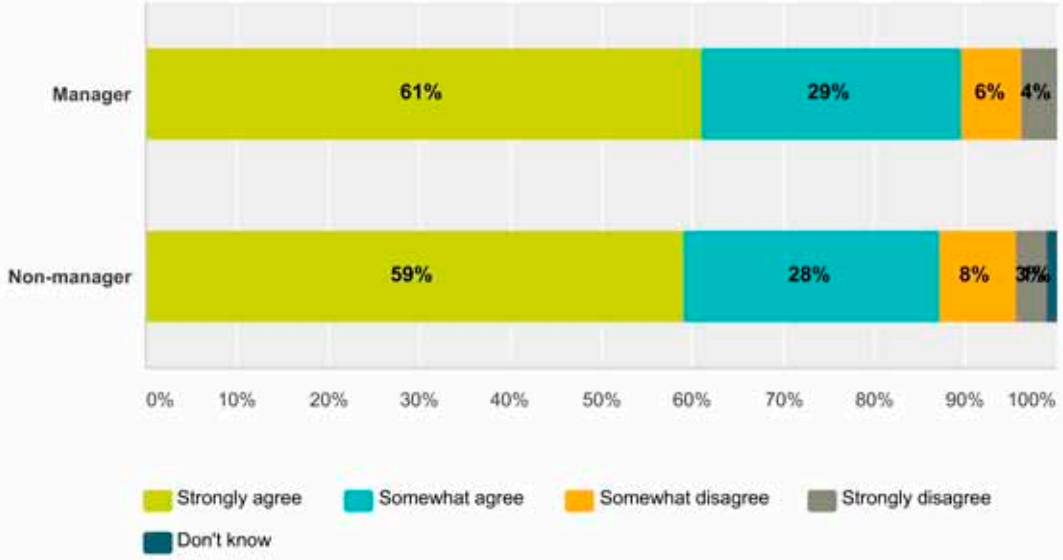
Answered: 571 Skipped: 2



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Manager (A)	**47%** 72	**46%** 71	**3%** 4	**1%** 1	**4%** 6	**27%** 154
Non-manager (B)	**42%** 174	**50%** 210	**5%** 22	**1%** 5	**1%** 6	**73%** 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.

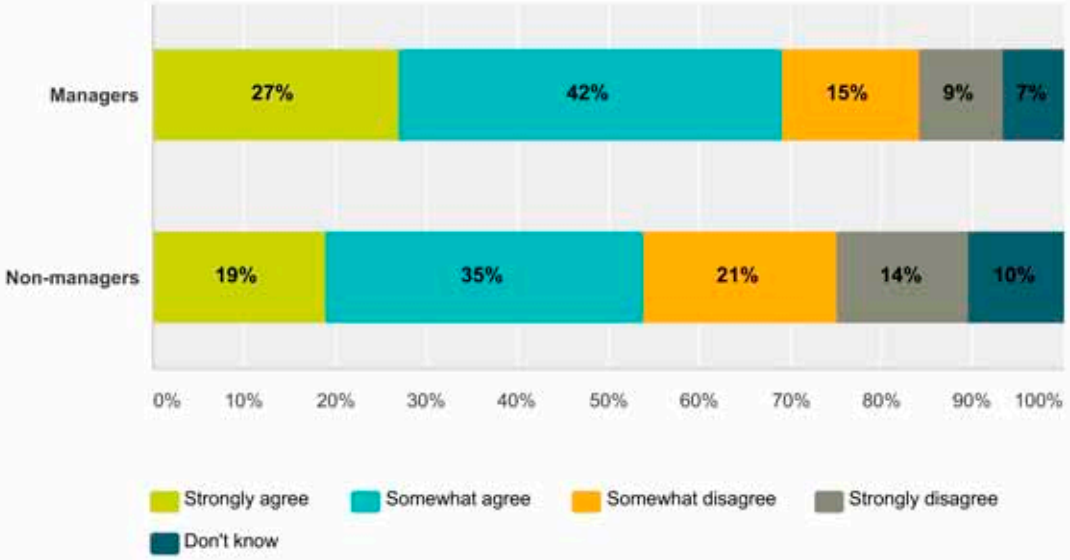
Answered: 568 Skipped: 5



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

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

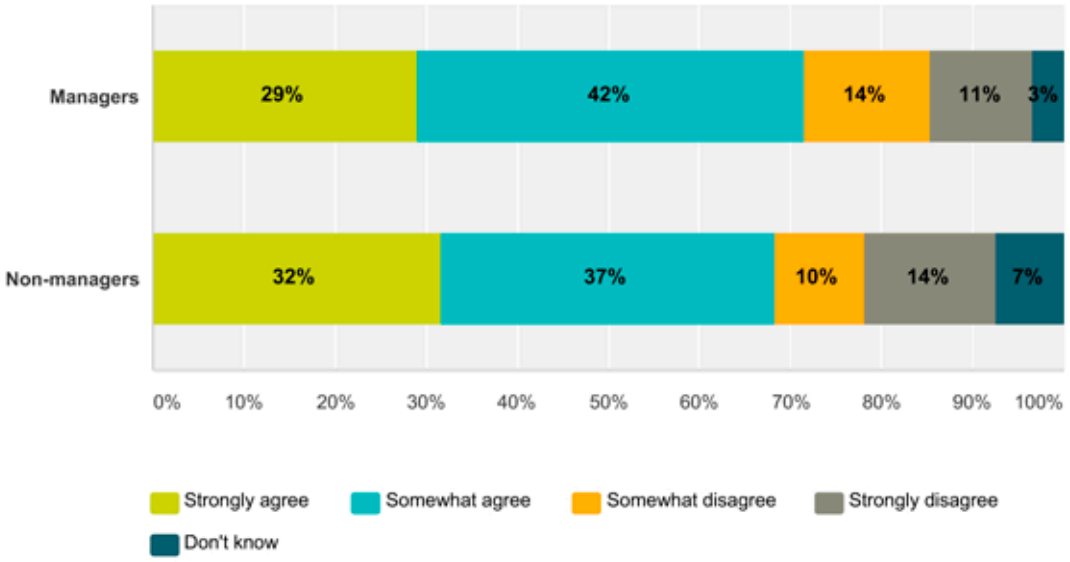
Answered: 566 Skipped: 7



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Managers (A)	**27%** 41	**42%** 64	**15%** 23	**9%** 14	**7%** 10	**27%** 152
Non-managers (B)	**19%** 79	**35%** 144	**21%** 88	**14%** 60	**10%** 43	**73%** 414
Total Respondents	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).

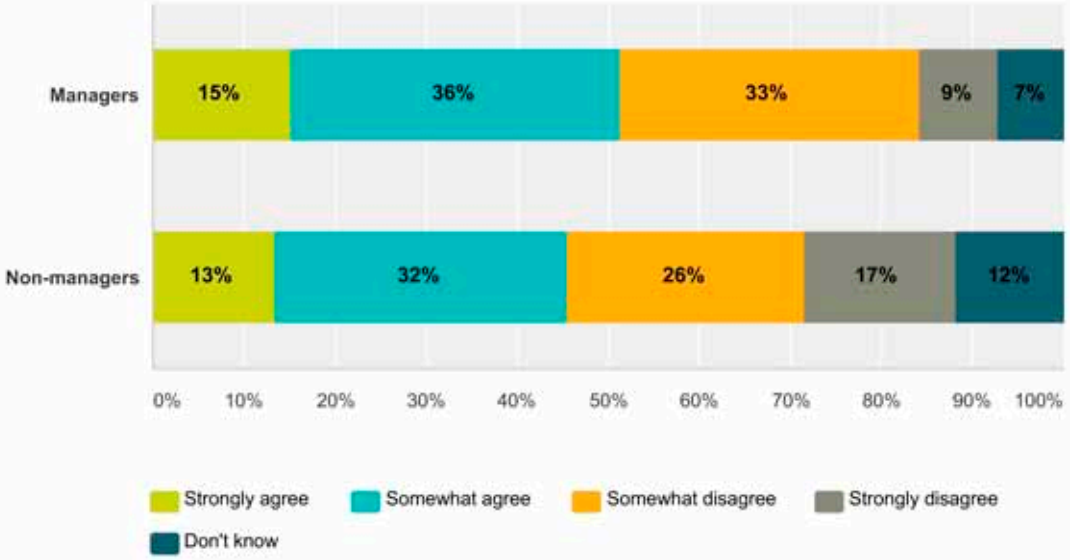
Answered: 568 Skipped: 5



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

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

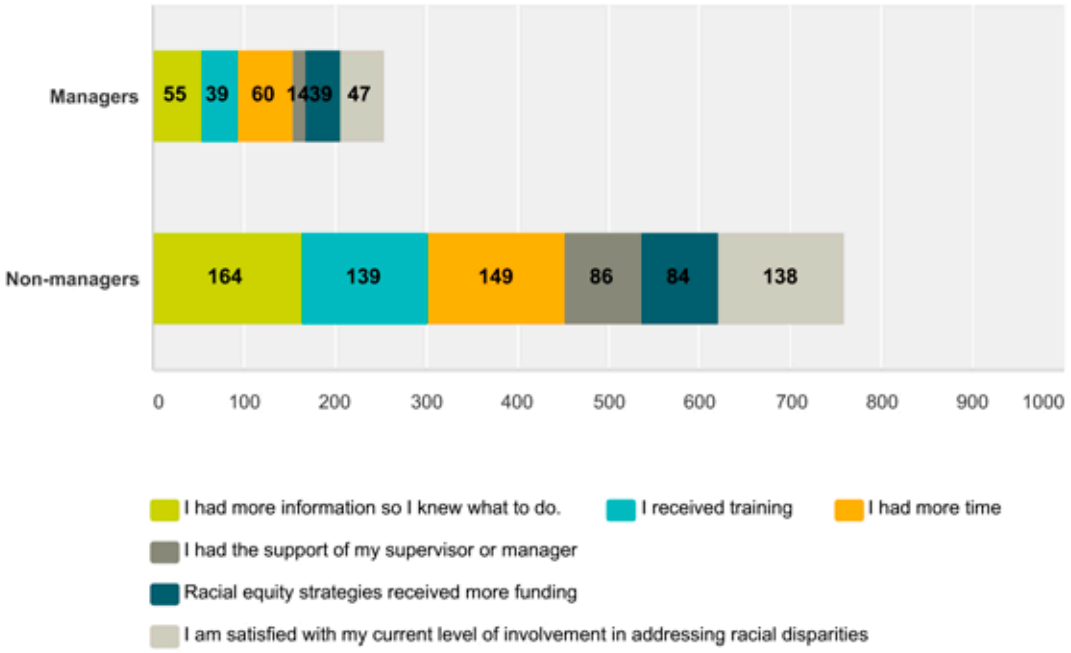
Answered: 568 Skipped: 5



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Managers (A)	**15%** 23	**36%** 55	**33%** 50	**9%** 13	**7%** 11	**27%** 152
Non-managers (B)	**13%** 56	**32%** 133	**26%** 109	**17%** 69	**12%** 49	**73%** 416
Total Respondents	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

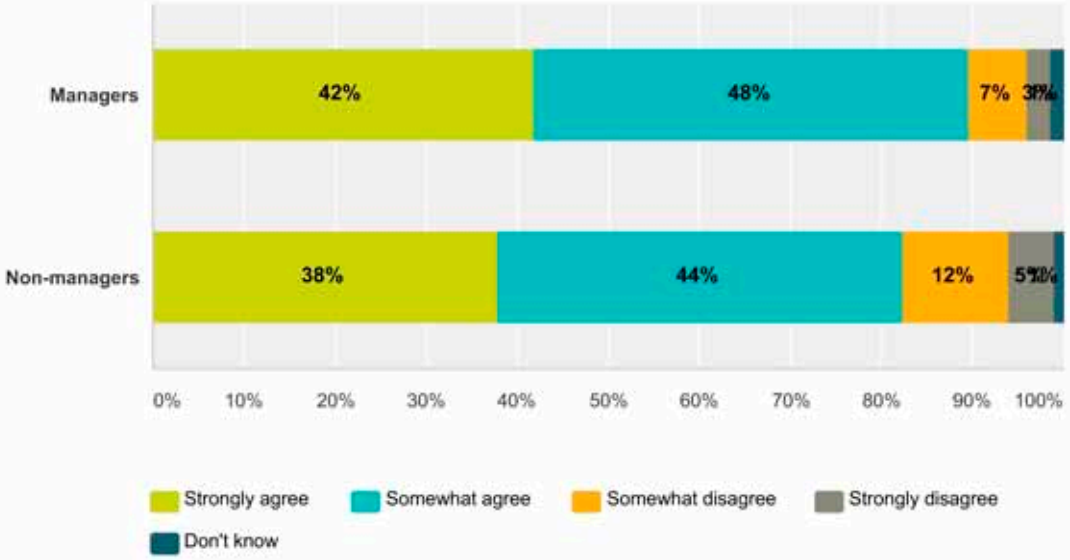


	I had more information so I knew what to do.	I received training	I had more time	I had the support of my supervisor or manager	Racial equity strategies received more funding	I am satisfied with my current level of involvement in addressing racial disparities	Total
Managers (A)	**38%** 55	**27%** 39	**42%** 60	**10%** 14	**27%** 39	**33%** 47	**48%** 254
Non-managers (B)	**43%** 164	**36%** 139	**39%** 149	**22%** 86	**22%** 84	**36%** 138	**144%** 760
Total Respondents	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.

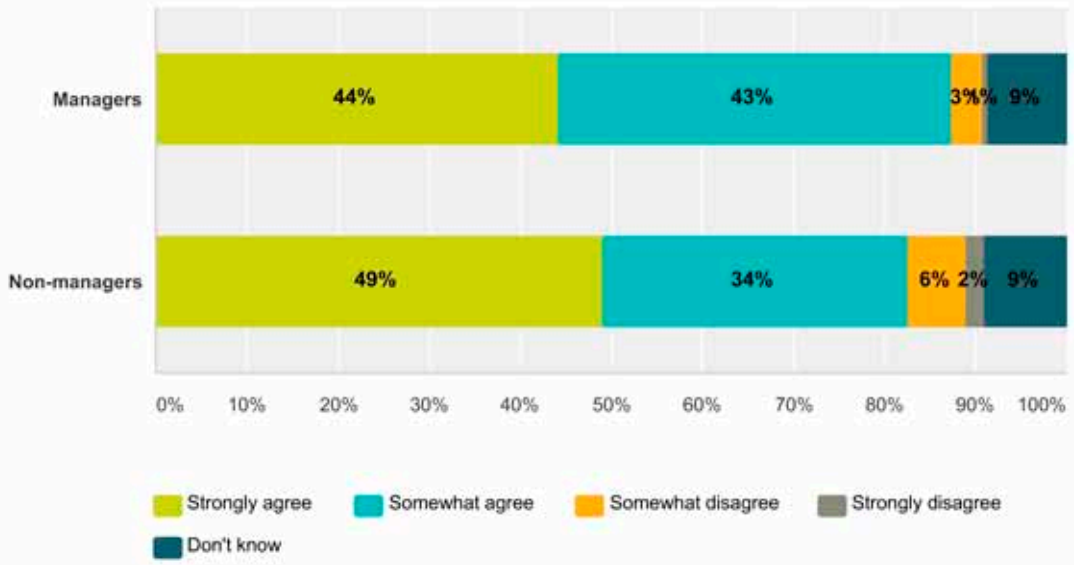
Answered: 567 Skipped: 6



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

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

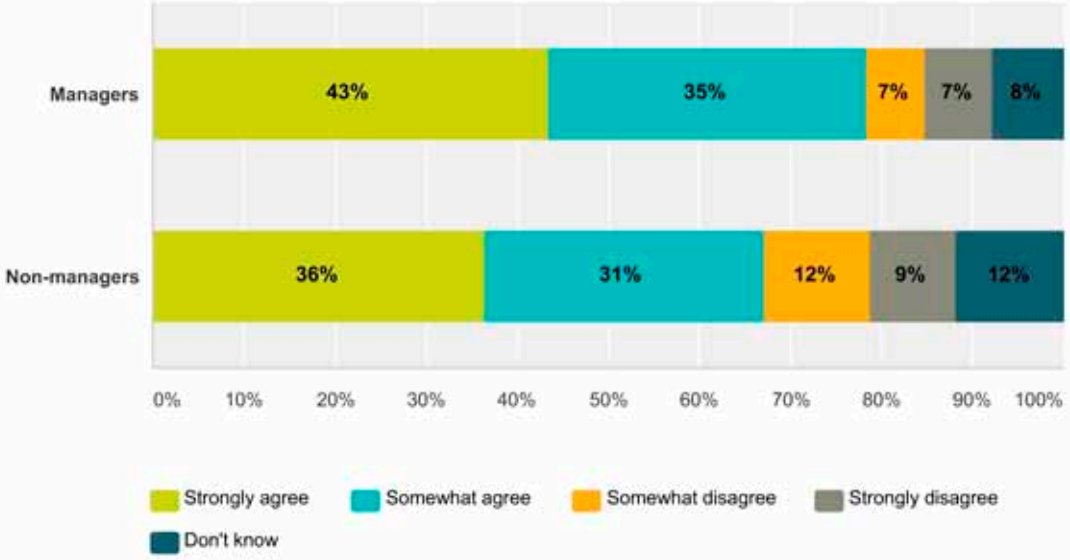
Answered: 565 Skipped: 8



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

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

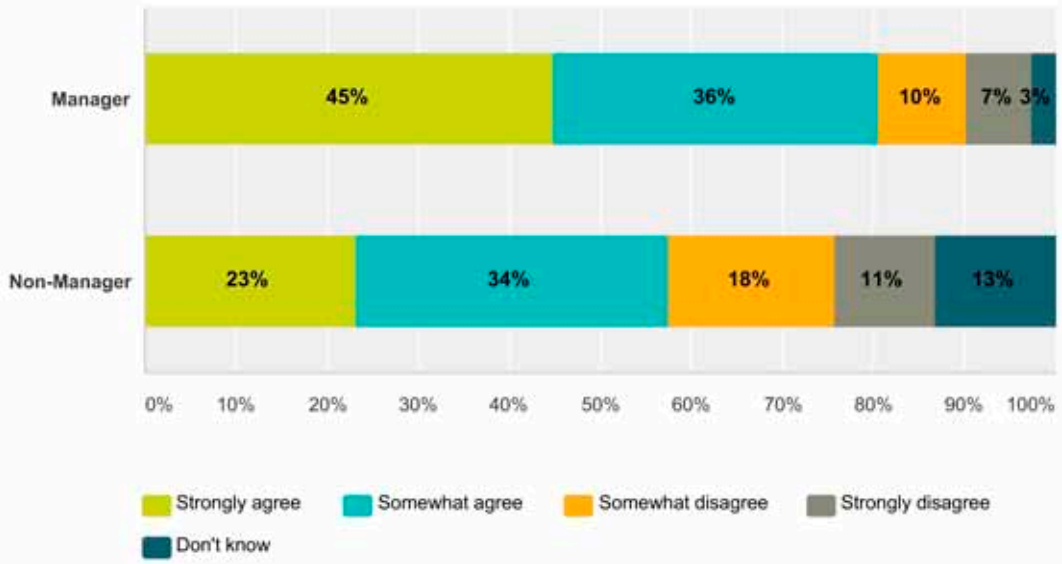
Answered: 566 Skipped: 7



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

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

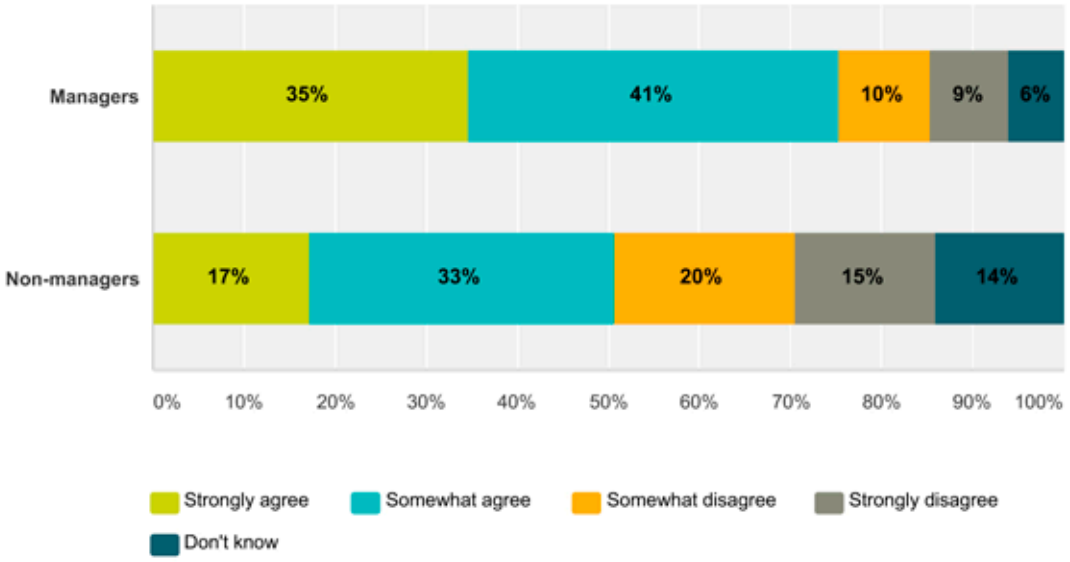
Answered: 563 Skipped: 10



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Manager (A)	**45%** 69	**36%** 55	**10%** 15	**7%** 11	**3%** 4	**27%** 154
Non-Manager (B)	**23%** 95	**34%** 140	**18%** 75	**11%** 45	**13%** 54	**73%** 409
Total Respondents	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).

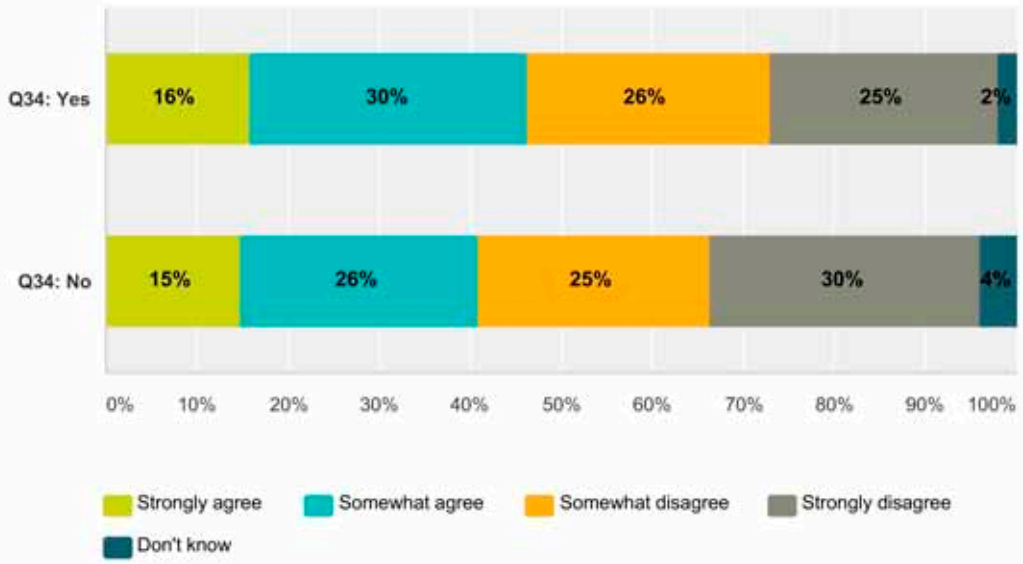
Answered: 562 Skipped: 11



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

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

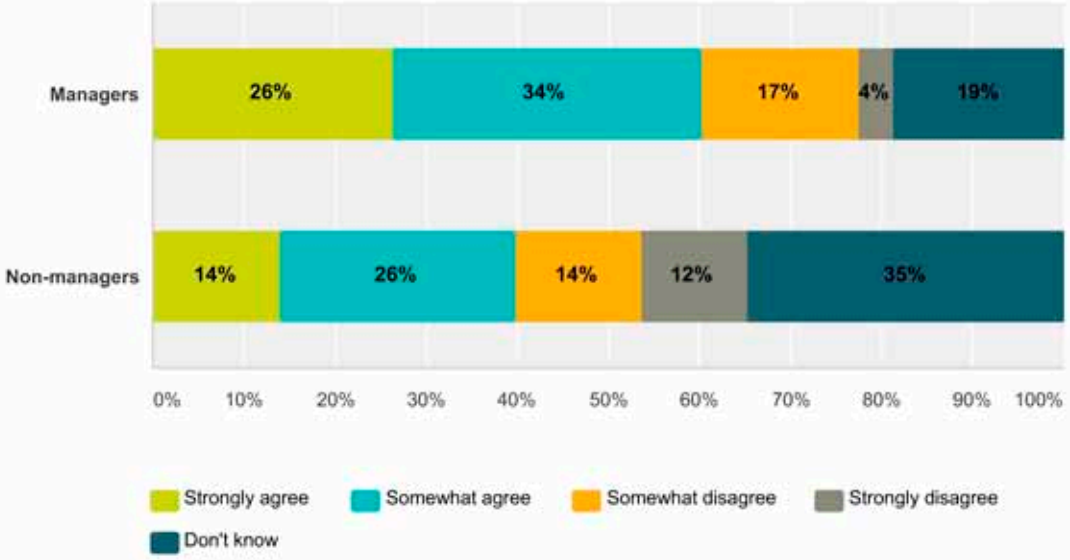
Answered: 567 Skipped: 6



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

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

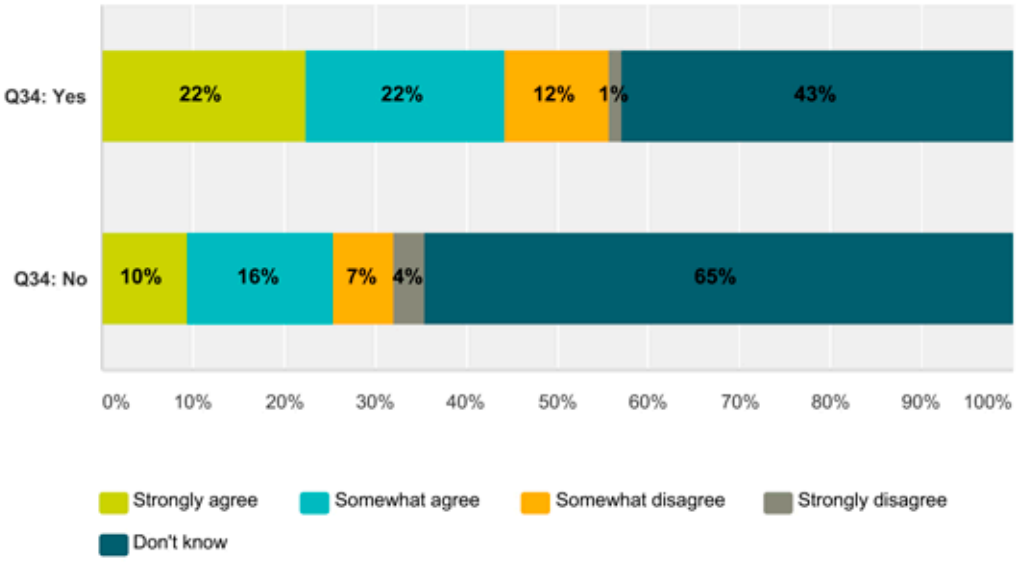
Answered: 552 Skipped: 21



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Managers (A)	**26%** 40	**34%** 51	**17%** 26	**4%** 6	**19%** 28	**27%** 151
Non-managers (B)	**14%** 56	**26%** 104	**14%** 55	**12%** 47	**35%** 139	**73%** 401
Total Respondents	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.

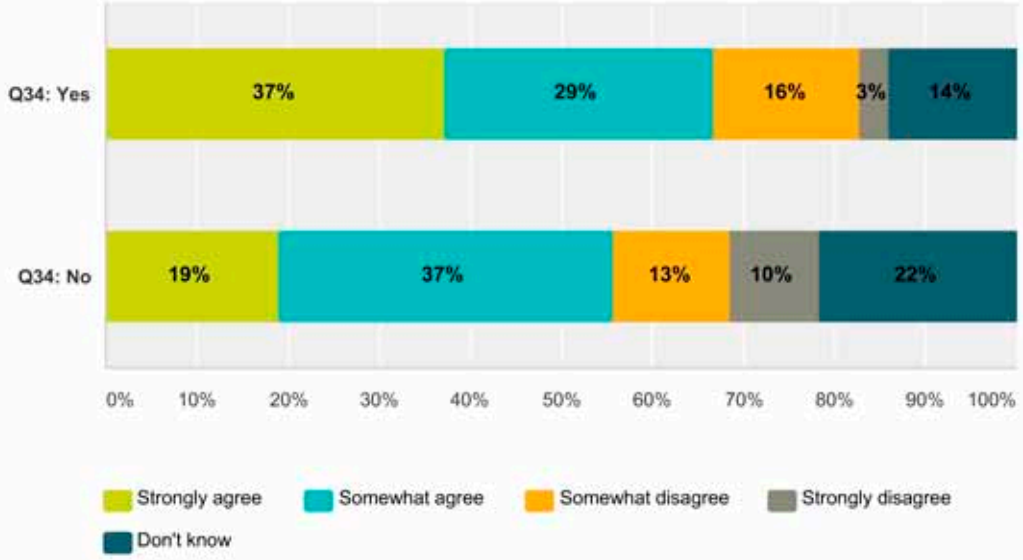
Answered: 547 Skipped: 26



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q34: Yes (A)	**22%** 33	**22%** 32	**12%** 17	**1%** 2	**43%** 63	**27%** 147
Q34: No (B)	**10%** 38	**16%** 64	**7%** 26	**4%** 14	**65%** 258	**73%** 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.

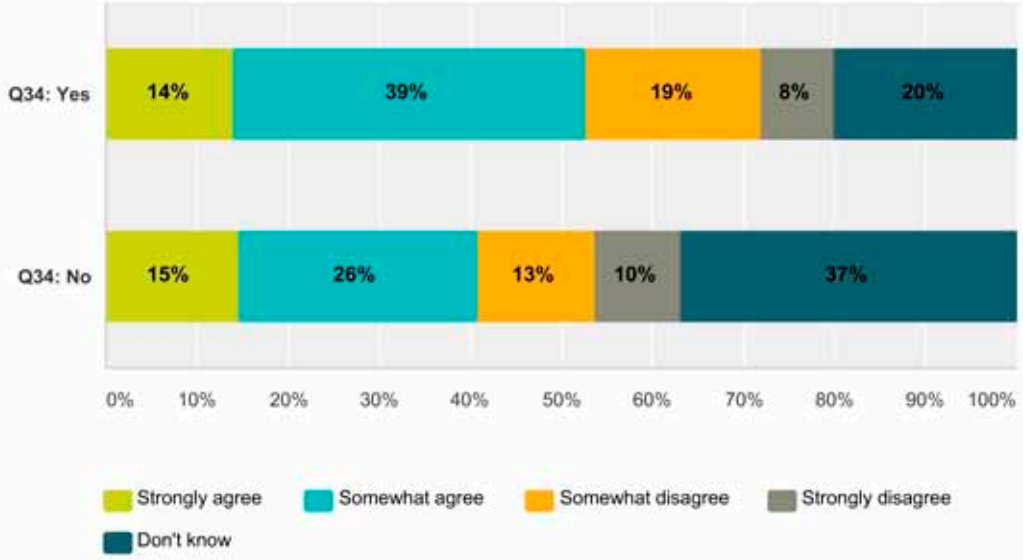
Answered: 558 Skipped: 15



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

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

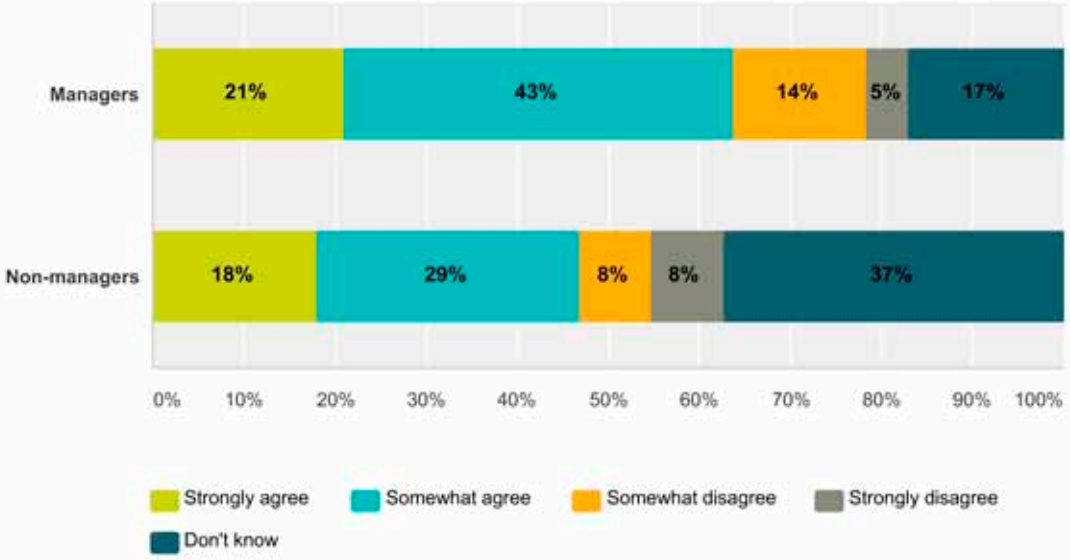
Answered: 560 Skipped: 13



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

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

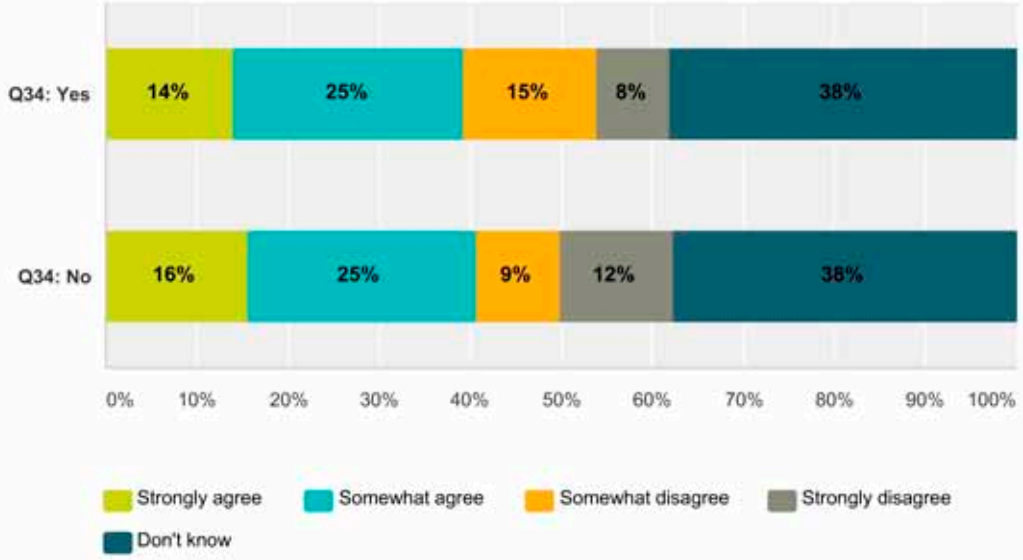
Answered: 562 Skipped: 11



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

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

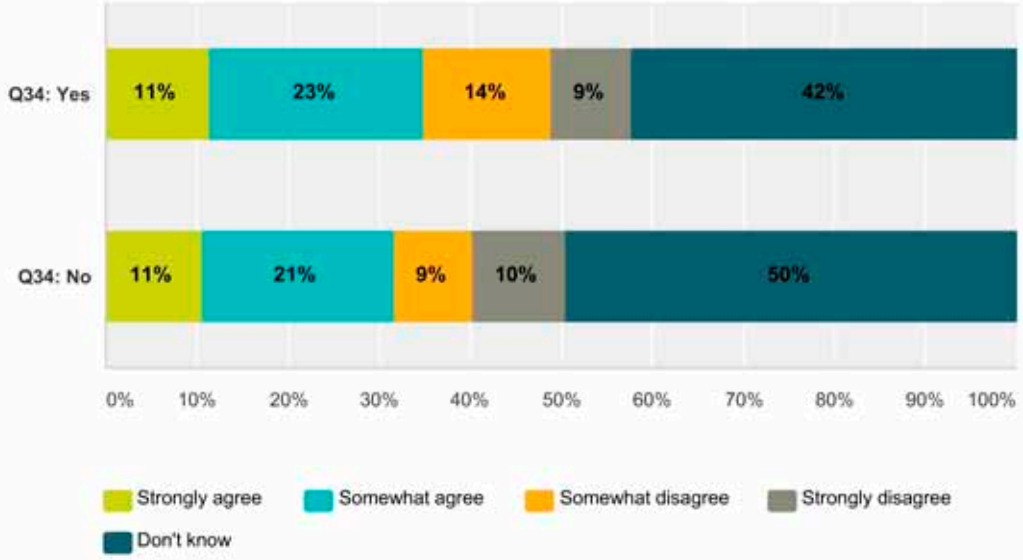
Answered: 559 Skipped: 14



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

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

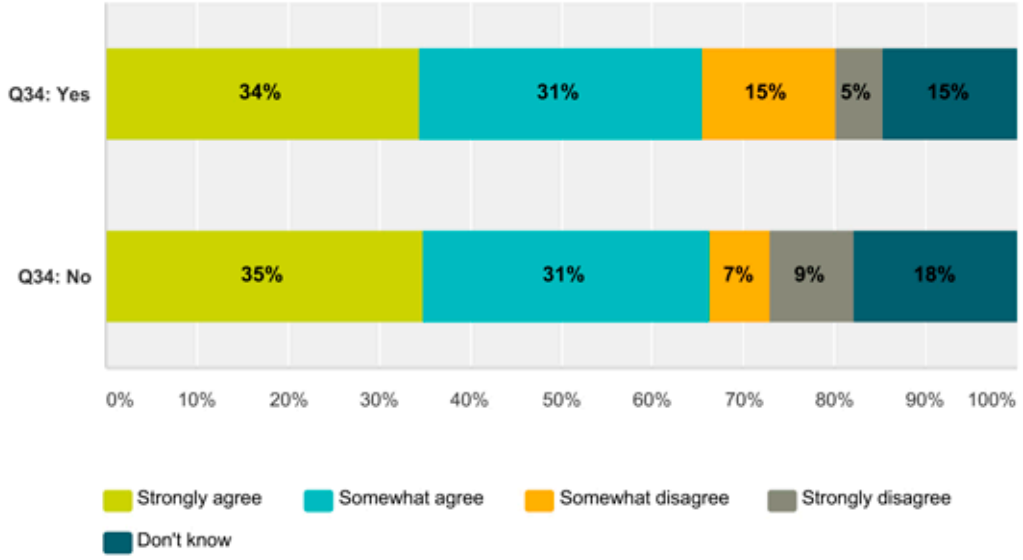
Answered: 553 Skipped: 20



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

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

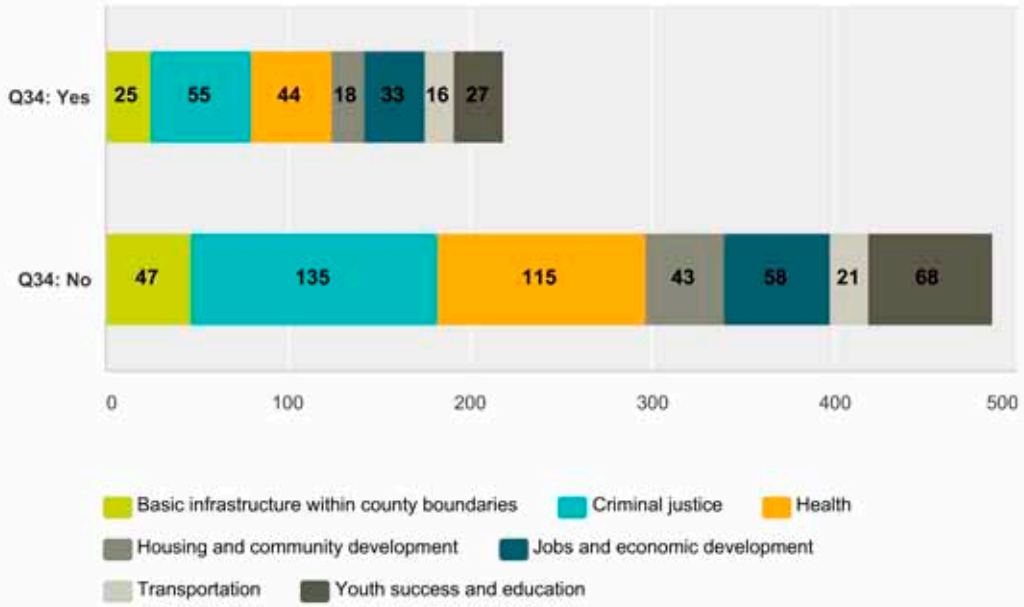
Answered: 564 Skipped: 9



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

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

Answered: 475 Skipped: 98

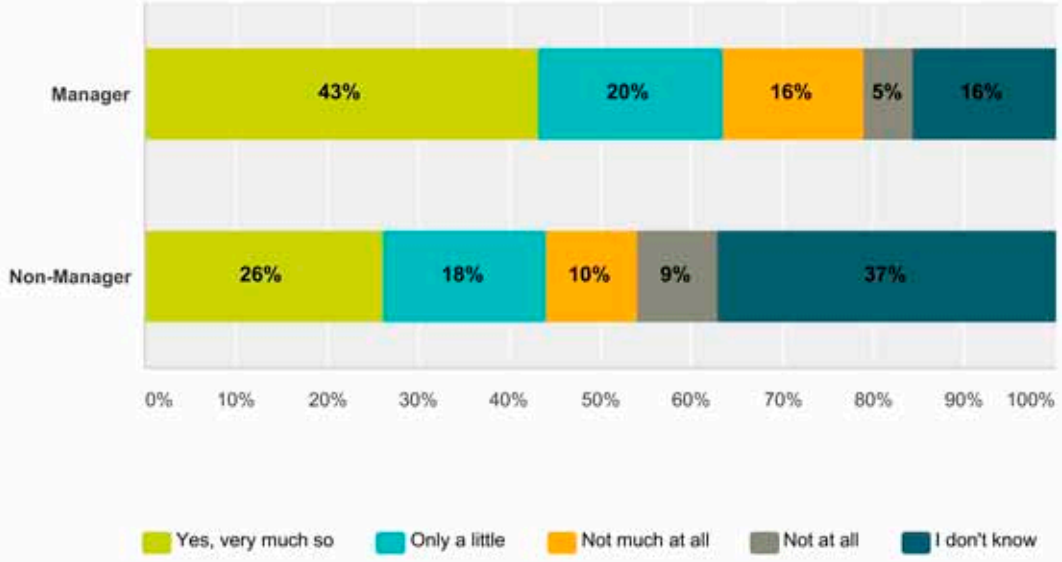


	Basic infrastructure within county boundaries	Criminal justice	Health	Housing and community development	Jobs and economic development	Transportation	Youth success and education	Total
Q34: Yes (A)	**19%** 25	**41%** 55	**33%** 44	**14%** 18	**25%** 33	**12%** 16	**20%** 27	**46%** 218
Q34: No (B)	**14%** 47	**39%** 135	**34%** 115	**13%** 43	**17%** 58	**6%** 21	**20%** 68	**103%** 487
Total Respondents	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?

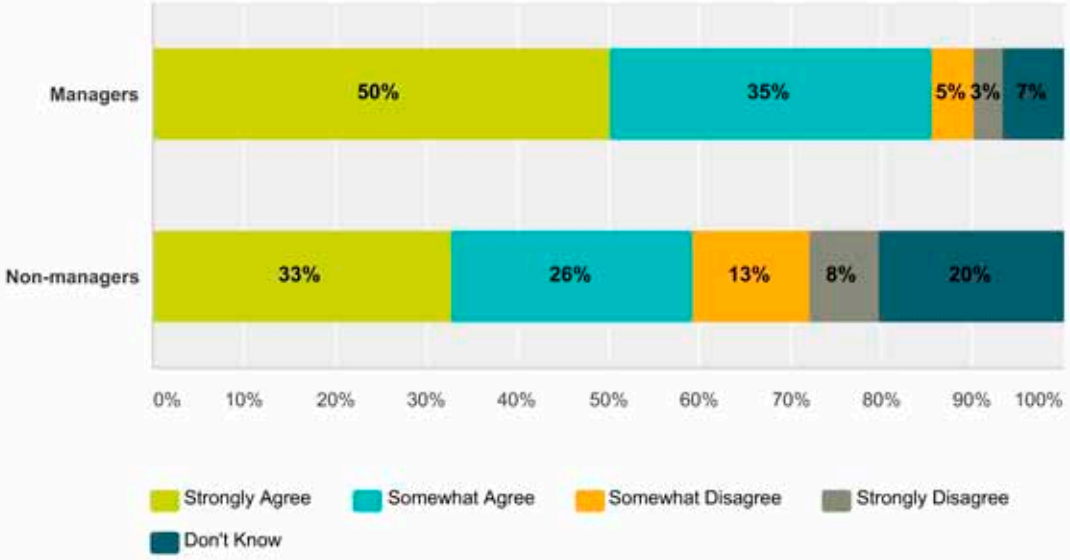
Answered: 558 Skipped: 15



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

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

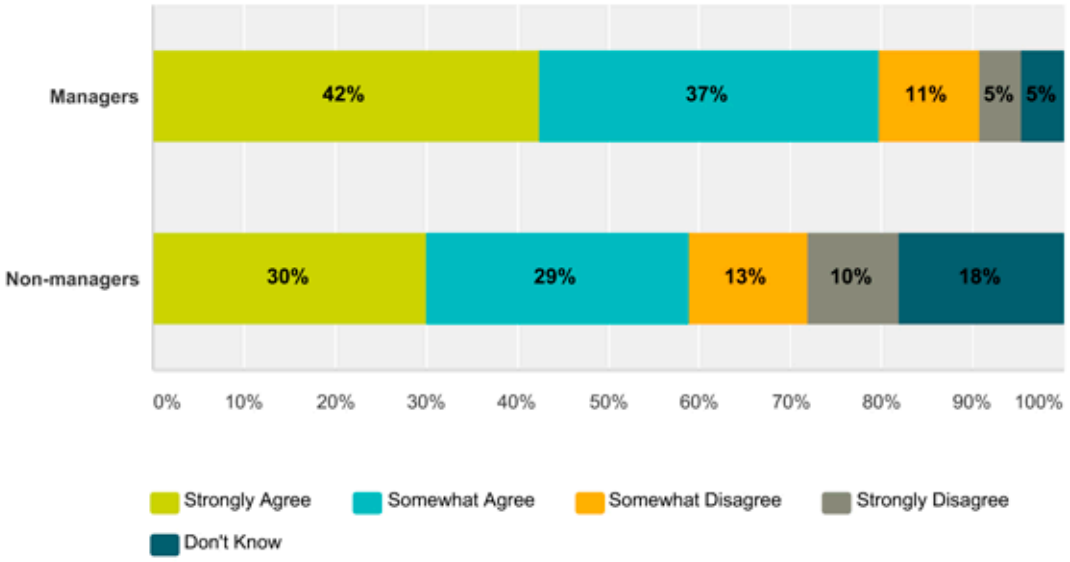
Answered: 569 Skipped: 4



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Managers (A)	**50%** 77	**35%** 54	**5%** 7	**3%** 5	**7%** 10	**27%** 153
Non-managers (B)	**33%** 137	**26%** 110	**13%** 53	**8%** 32	**20%** 84	**73%** 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.

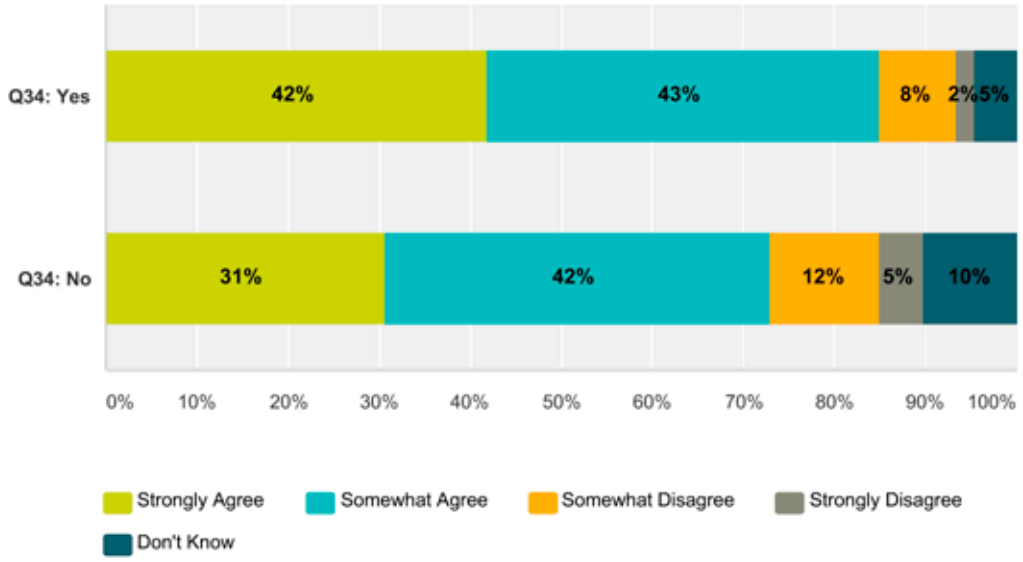
Answered: 569 Skipped: 4



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Managers (A)	**42%** 65	**37%** 57	**11%** 17	**5%** 7	**5%** 7	**27%** 153
Non-managers (B)	**30%** 125	**29%** 120	**13%** 54	**10%** 42	**18%** 75	**73%** 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.

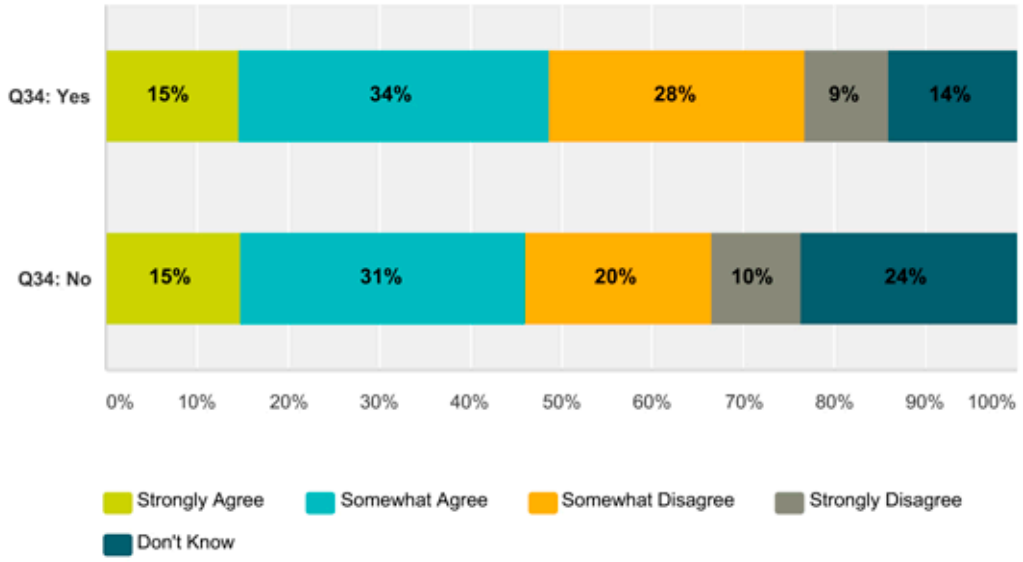
Answered: 568 Skipped: 5



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Q34: Yes (A)	**42%** 64	**43%** 66	**8%** 13	**2%** 3	**5%** 7	**27%** 153
Q34: No (B)	**31%** 127	**42%** 176	**12%** 50	**5%** 20	**10%** 42	**73%** 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.

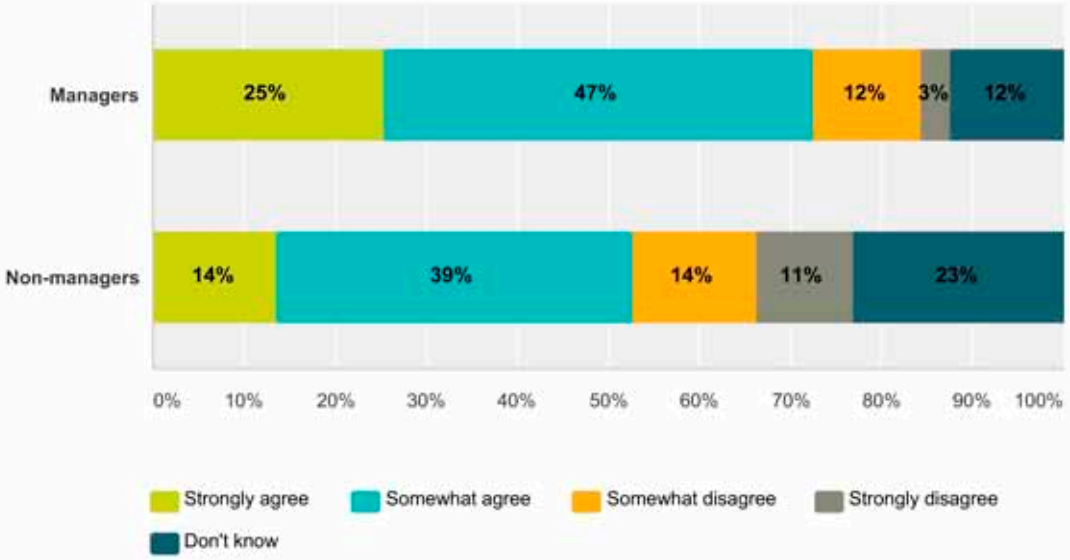
Answered: 566 Skipped: 7



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

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

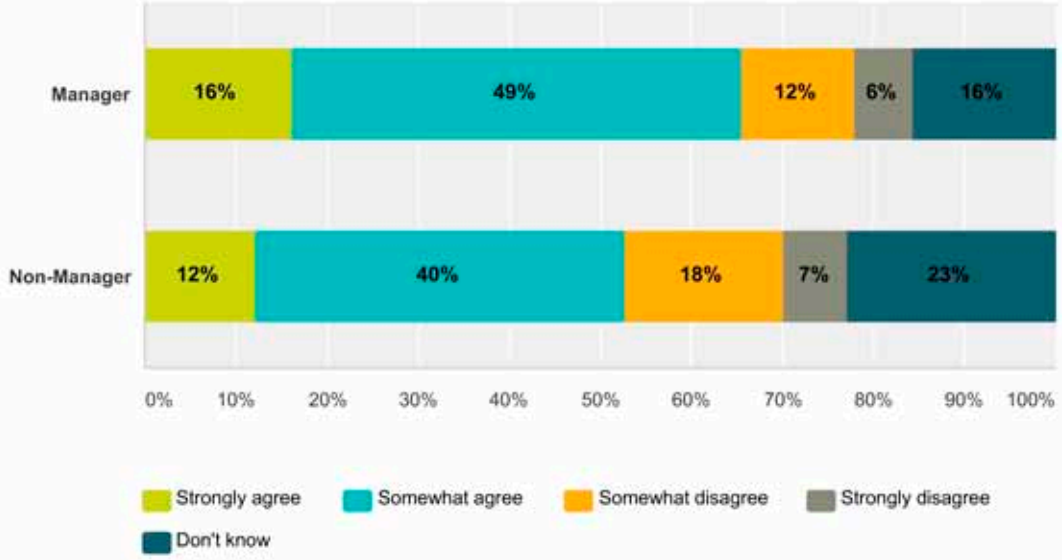
Answered: 569 Skipped: 4



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Managers (A)	**25%** 39	**47%** 72	**12%** 18	**3%** 5	**12%** 19	**27%** 153
Non-managers (B)	**14%** 57	**39%** 162	**14%** 57	**11%** 44	**23%** 96	**73%** 416
Total Respondents	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%** 25	**49%** 76	**12%** 19	**6%** 10	**16%** 24	**27%** 154
Non-Manager (B)	**12%** 51	**40%** 168	**18%** 73	**7%** 29	**23%** 95	**73%** 416
Total Respondents	76	244	92	39	119	570

Q32 Which department do you work in?

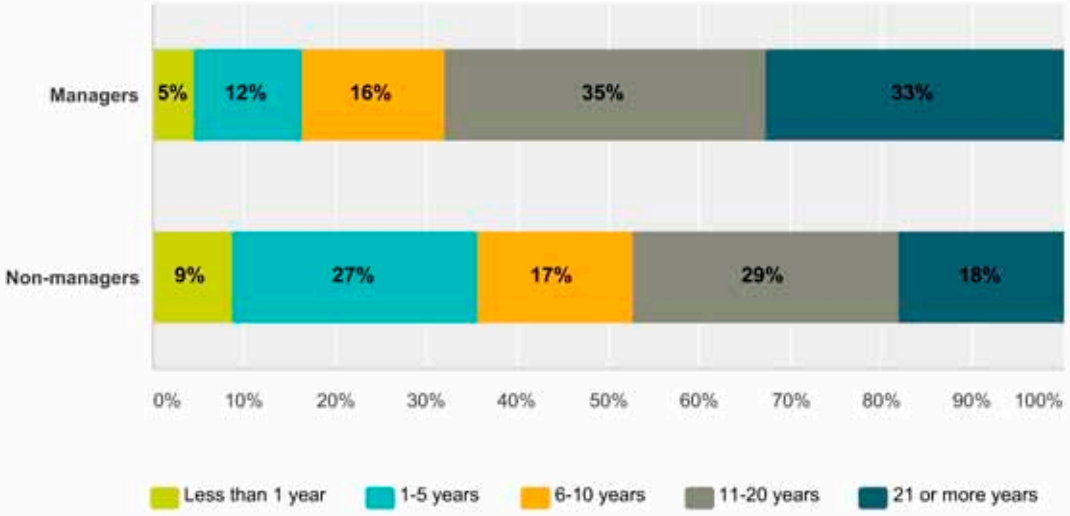
Answered: 538 Skipped: 35

	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	Pu Hi Tr
Q34: Yes (A)	8% 12	4% 5	4% 5	1% 2	1% 1	1% 1	30% 42	1% 2	5% 7	1% 1	1% 1	0% 0	1% 2	6% 8	4% 5	
Q34: No (B)	7% 28	1% 3	0% 0	4% 17	1% 3	1% 5	38% 152	3% 10	2% 7	0% 0	0% 1	1% 2	2% 7	11% 42	3% 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	2
Q34: No (B)	12	12

Q33 How long have you worked for Dane County?

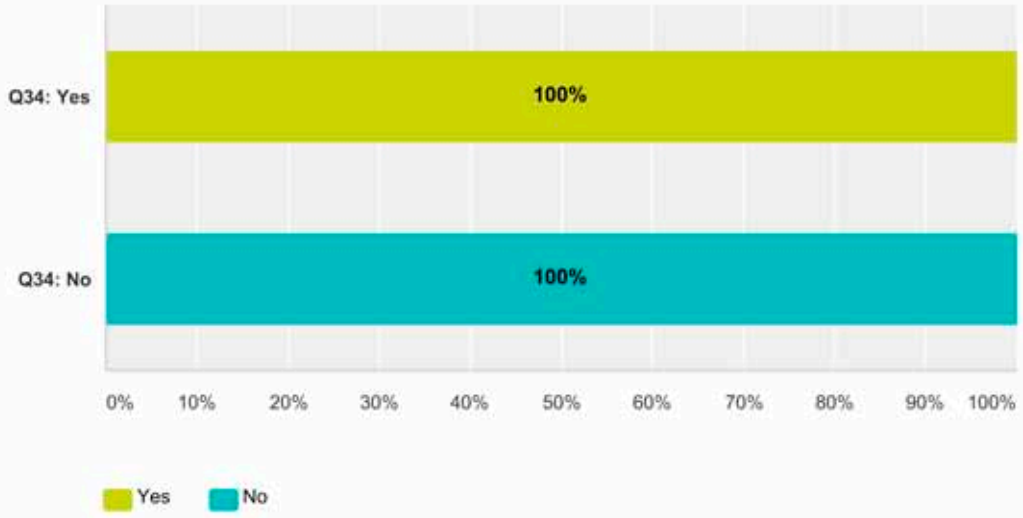
Answered: 563 Skipped: 10



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

Q34 Do you manage or supervise people?

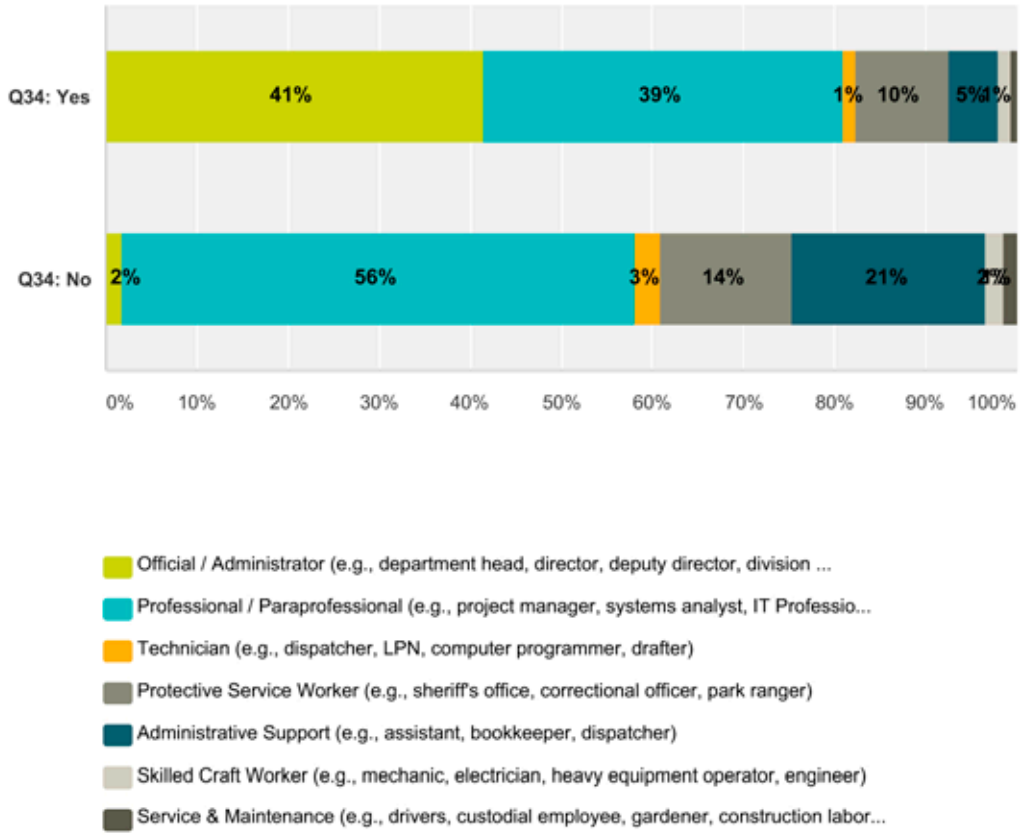
Answered: 573 Skipped: 0



	Yes	No	Total
Q34: Yes (A)	**100%** 154	**0%** 0	**27%** 154
Q34: No (B)	**0%** 0	**100%** 419	**73%** 419
Total Respondents	154	419	573

Q35 What is your job category?

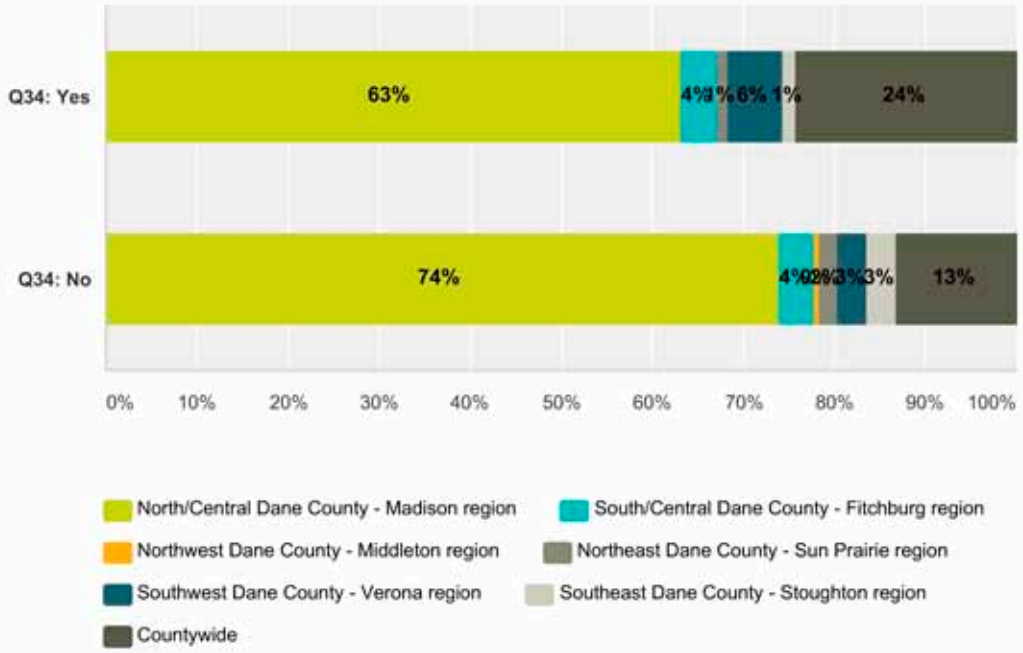
Answered: 548 Skipped: 25



	Official / Administrator (e.g., department head, director, deputy director, division 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%** 61	**39%** 58	**1%** 2	**10%** 15	**5%** 8	**1%** 2	**1%** 1	**27%** 147
Q34: No (B)	**2%** 7	**56%** 226	**3%** 11	**14%** 58	**21%** 85	**2%** 8	**1%** 6	**73%** 401
Total Respondents	68	284	13	73	93	10	7	548

Q36 Where is your primary worksite?

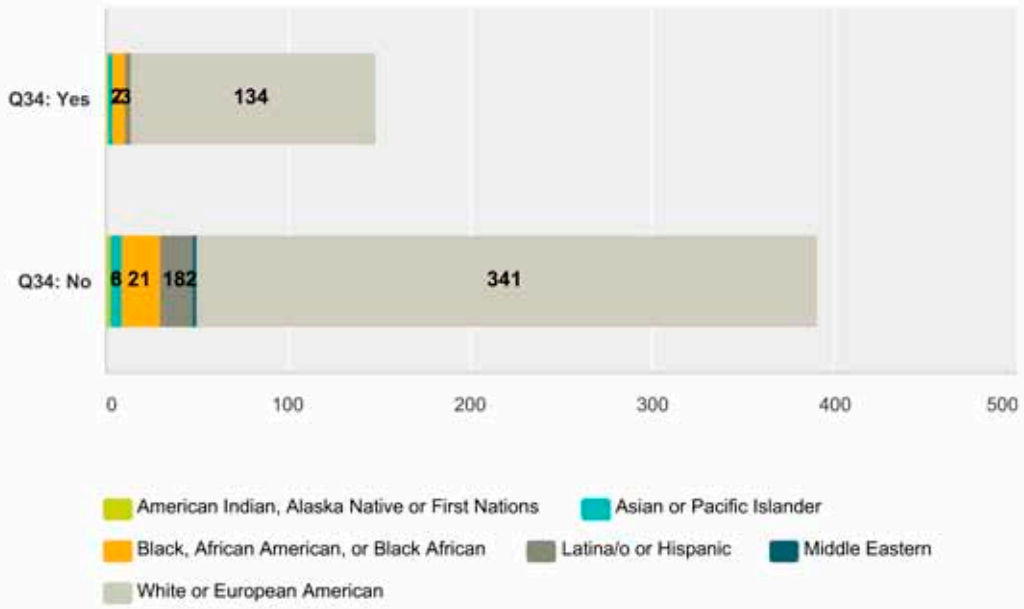
Answered: 558 Skipped: 15



	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%** 96	**4%** 6	**0%** 0	**1%** 2	**6%** 9	**1%** 2	**24%** 37	**27%** 152
Q34: No (B)	**74%** 300	**4%** 16	**0%** 2	**2%** 8	**3%** 13	**3%** 13	**13%** 54	**73%** 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

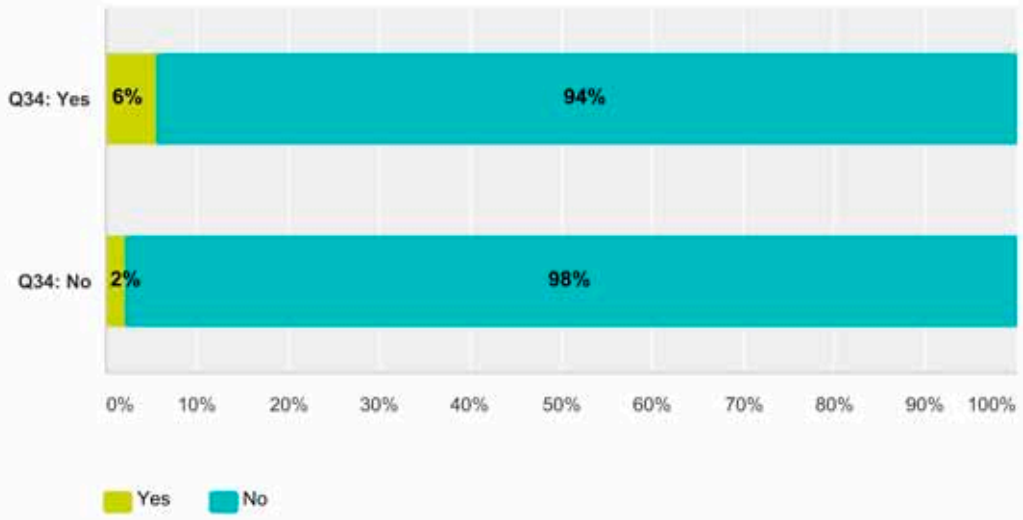


	American Indian, Alaska Native or First Nations	Asian or Pacific Islander	Black, African American, or Black African	Latina/o or Hispanic	Middle Eastern	White or European American	Total
Q34: Yes (A)	**1%** 2	**1%** 2	**5%** 7	**2%** 3	**0%** 0	**91%** 134	**28%** 148
Q34: No (B)	**1%** 3	**2%** 6	**6%** 21	**5%** 18	**1%** 2	**90%** 341	**74%** 391
Total Respondents	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?

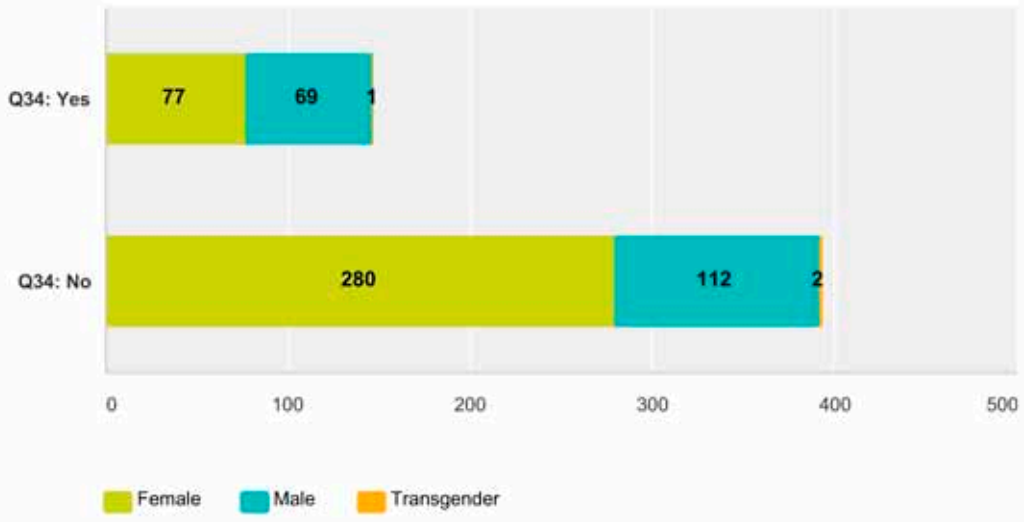
Answered: 542 Skipped: 31



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

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

Answered: 540 Skipped: 33

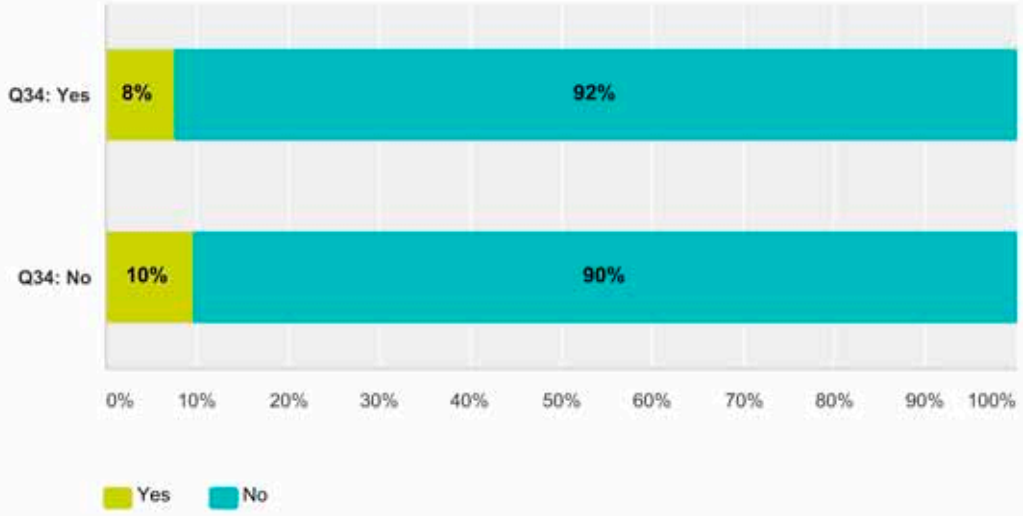


	Female	Male	Transgender	Total
Q34: Yes (A)	**52%** 77	**47%** 69	**1%** 1	**27%** 147
Q34: No (B)	**71%** 280	**28%** 112	**1%** 2	**73%** 394
Total Respondents	357	181	3	540

	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?

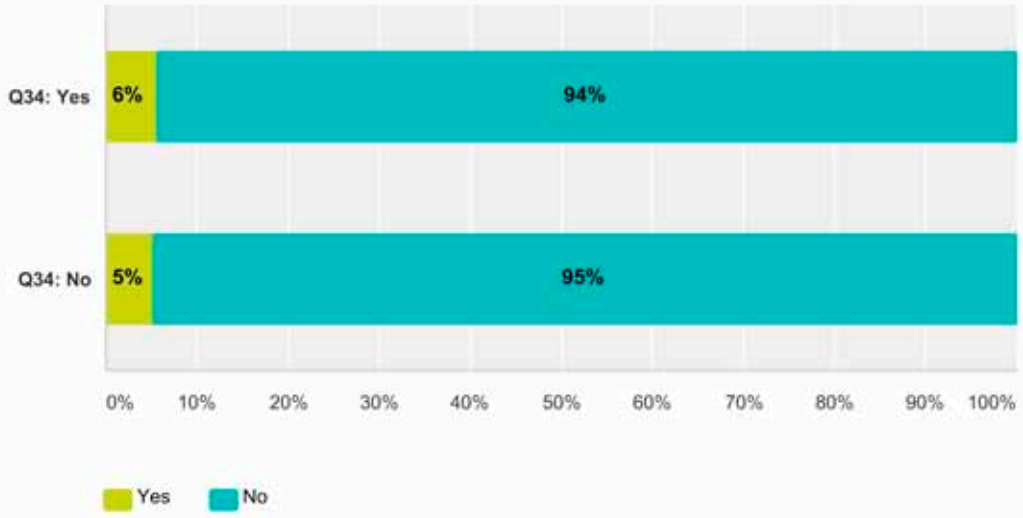
Answered: 543 Skipped: 30



	Yes	No	Total
Q34: Yes (A)	**8%** 11	**92%** 134	**27%** 145
Q34: No (B)	**10%** 38	**90%** 360	**73%** 398
Total Respondents	49	494	543

Q41 Are you a person with a disability?

Answered: 542 Skipped: 31



	Yes	No	Total
Q34: Yes (A)	**6%** 8	**94%** 136	**27%** 144
Q34: No (B)	**5%** 21	**95%** 377	**73%** 398
Total Respondents	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%** 43	**29%** 43
Q34: No	**100%** 103	**71%** 103
Total Respondents	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%** 24	**30%** 24
Q34: No	**100%** 56	**70%** 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

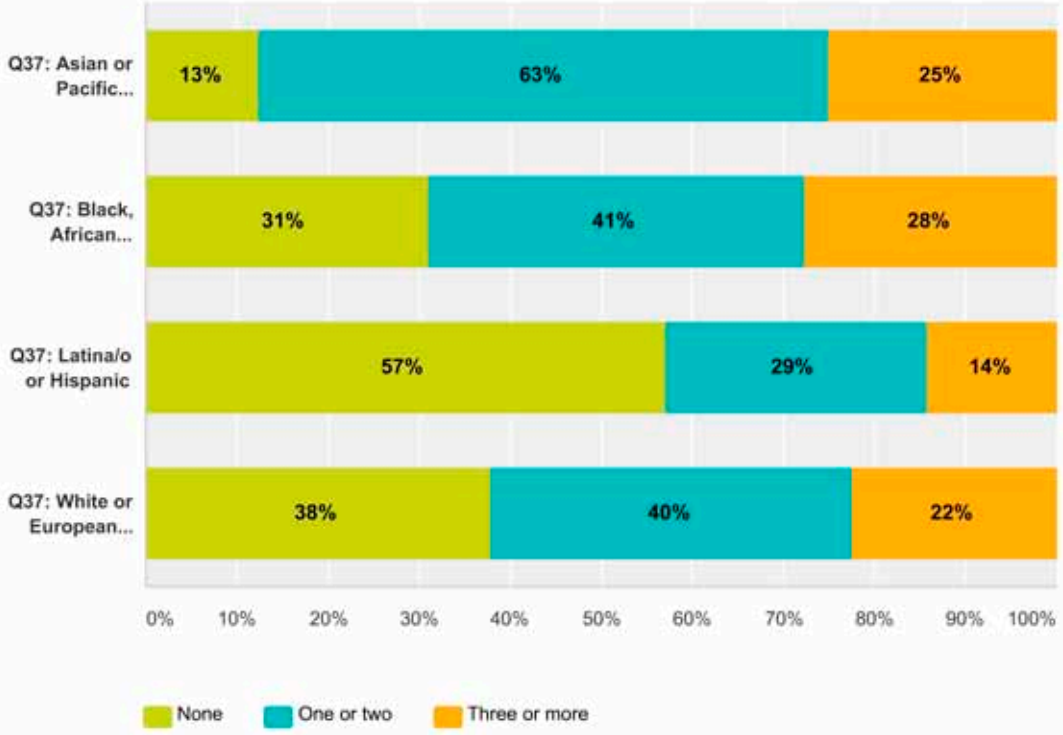
	Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.	Total
Q34: Yes	**100%** 29	**27%** 29
Q34: No	**100%** 78	**73%** 78
Total Respondents	107	107

SECTION 1
SURVEY RESULTS

By Racial Groups

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

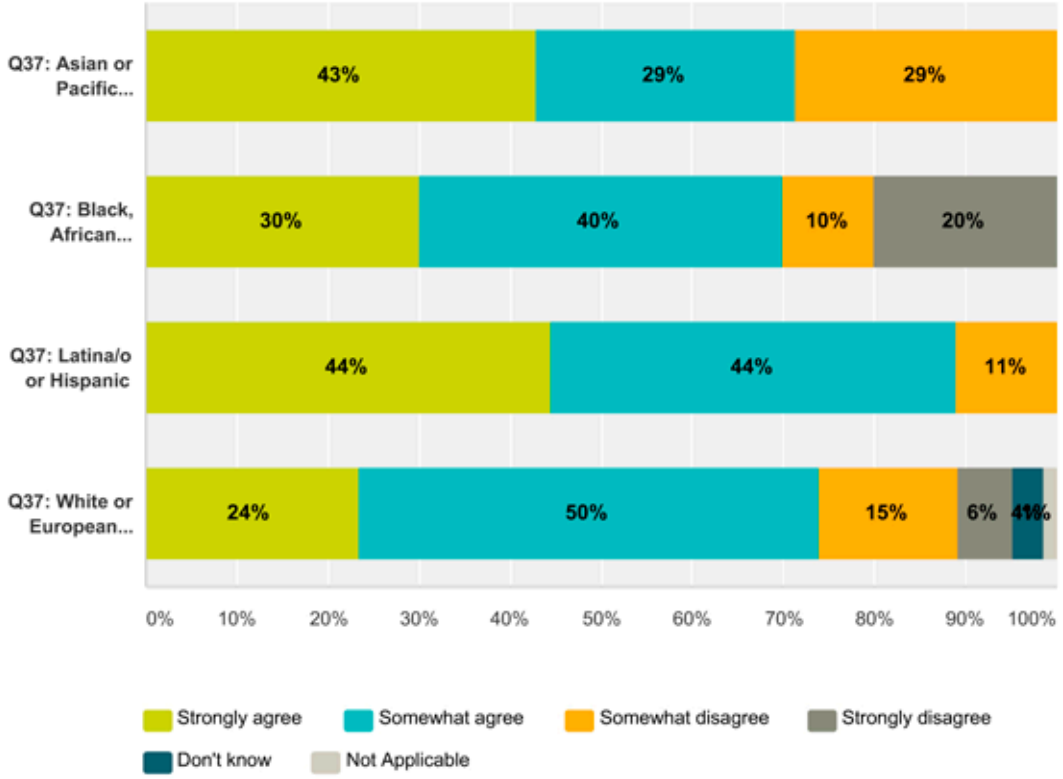
Answered: 540 Skipped: 3



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

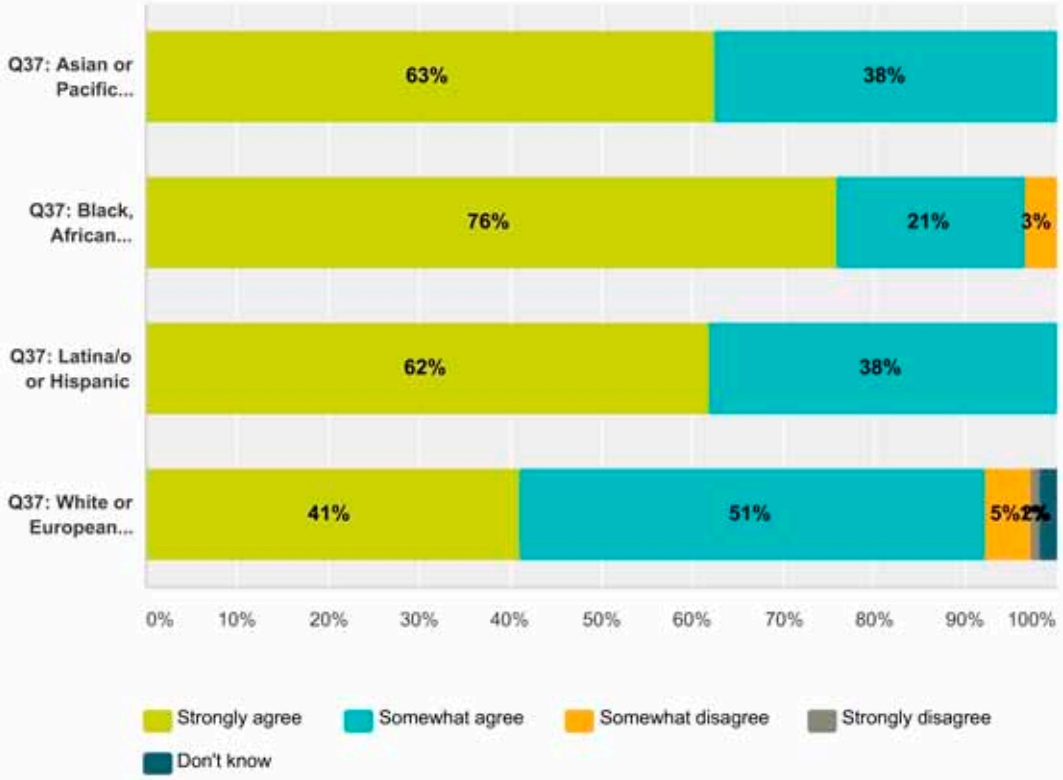
Answered: 336 Skipped: 207



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

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

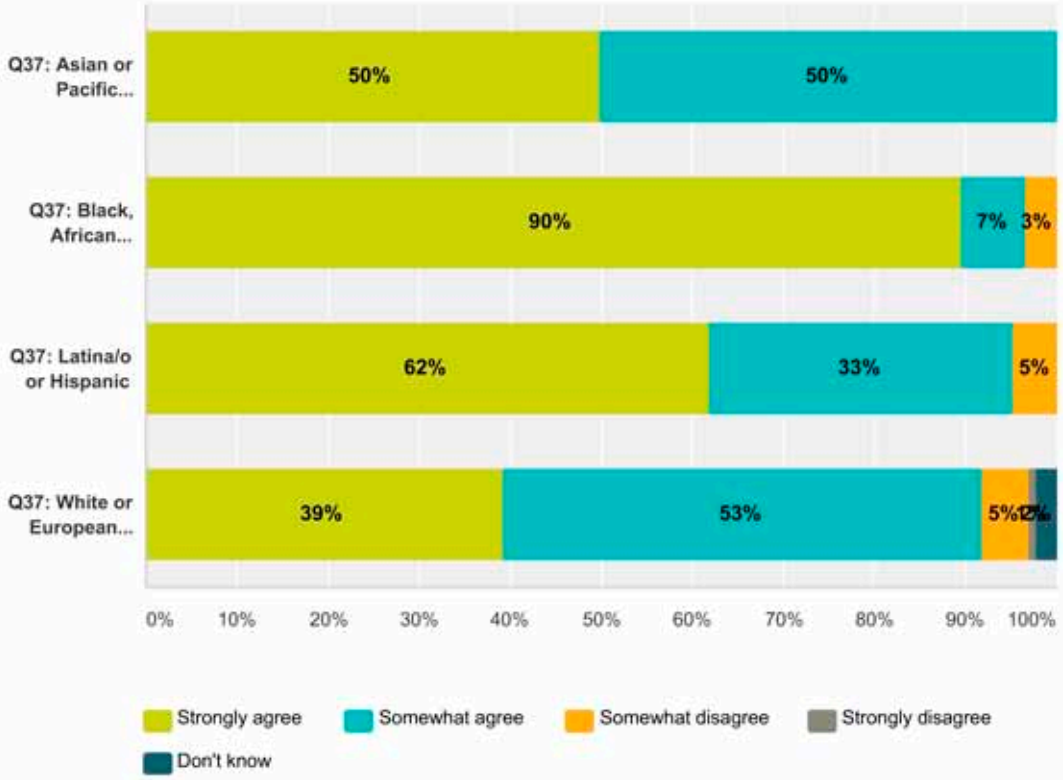
Answered: 542 Skipped: 1



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

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

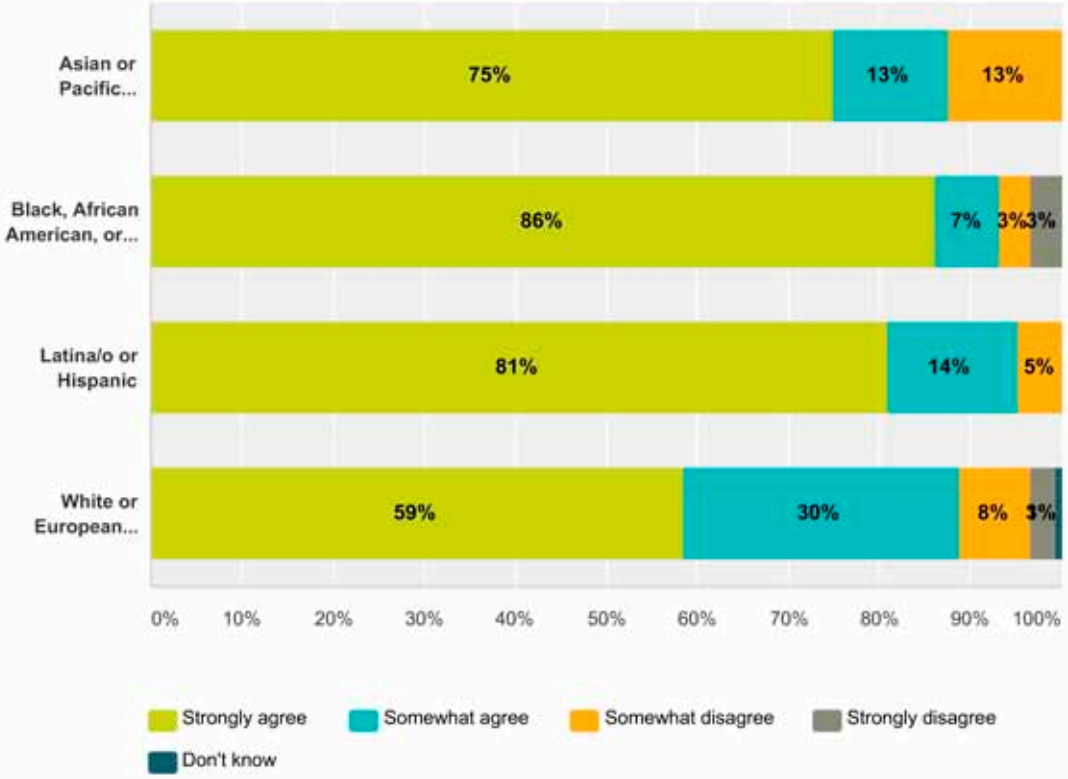
Answered: 543 Skipped: 0



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

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

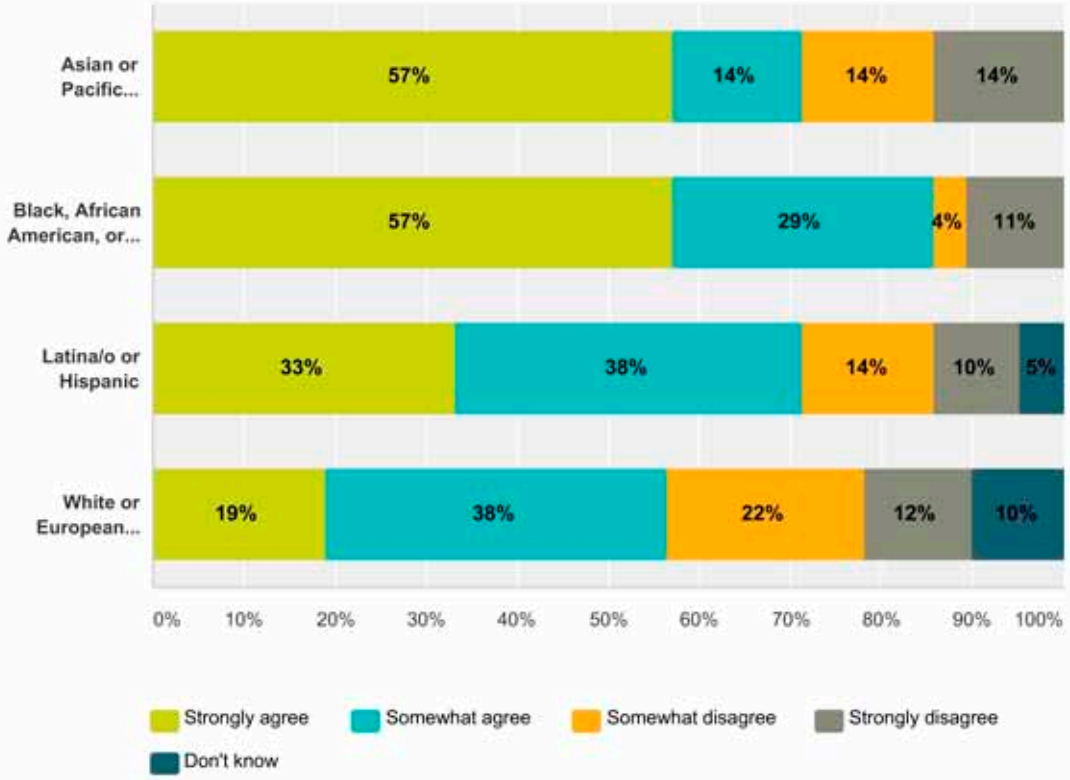
Answered: 539 Skipped: 4



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

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

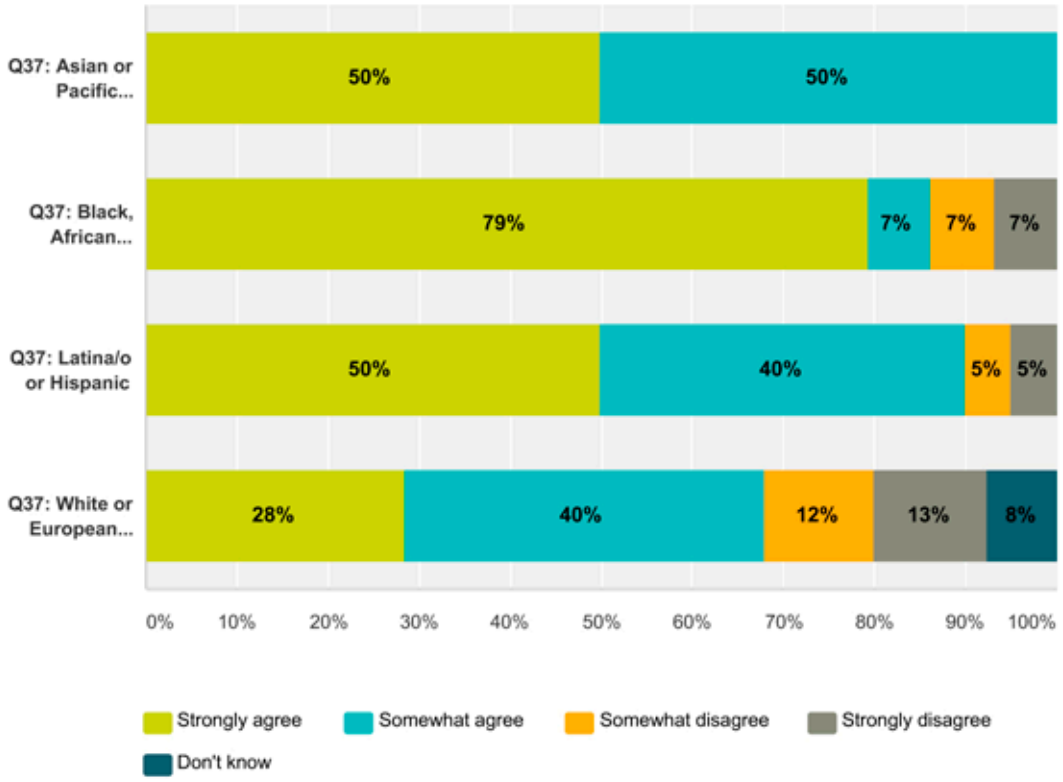
Answered: 537 Skipped: 6



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

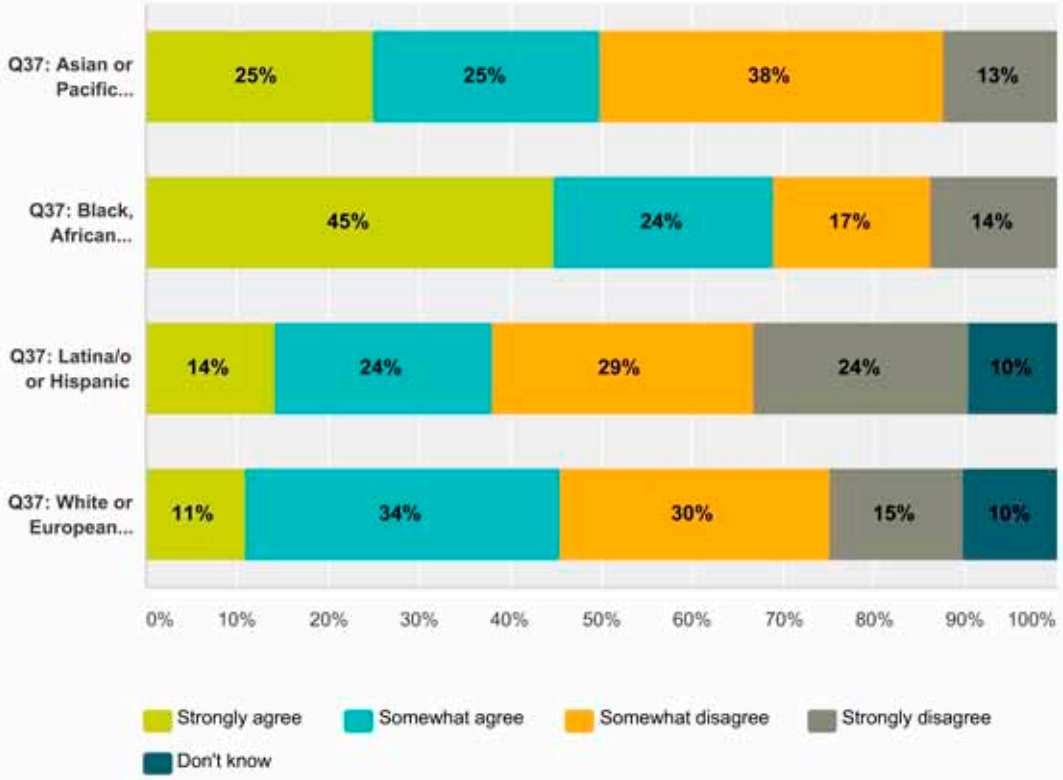
Answered: 538 Skipped: 5



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q37: Asian or Pacific Islander (A)	**50%** 4	**50%** 4	**0%** 0	**0%** 0	**0%** 0	**1%** 8
Q37: Black, African American, or Black African (B)	**79%** 23	**7%** 2	**7%** 2	**7%** 2	**0%** 0	**5%** 29
Q37: Latina/o or Hispanic (C)	**50%** 10	**40%** 8	**5%** 1	**5%** 1	**0%** 0	**4%** 20
Q37: White or European American (D)	**28%** 139	**40%** 193	**12%** 58	**13%** 61	**8%** 37	**91%** 488
Total Respondents	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%** 2	**25%** 2	**38%** 3	**13%** 1	**0%** 0	**1%** 8
Q37: Black, African American, or Black African (B)	**45%** 13	**24%** 7	**17%** 5	**14%** 4	**0%** 0	**5%** 29
Q37: Latina/o or Hispanic (C)	**14%** 3	**24%** 5	**29%** 6	**24%** 5	**10%** 2	**4%** 21
Q37: White or European American (D)	**11%** 54	**34%** 168	**30%** 145	**15%** 71	**10%** 50	**91%** 488
Total Respondents	70	182	158	77	52	539

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

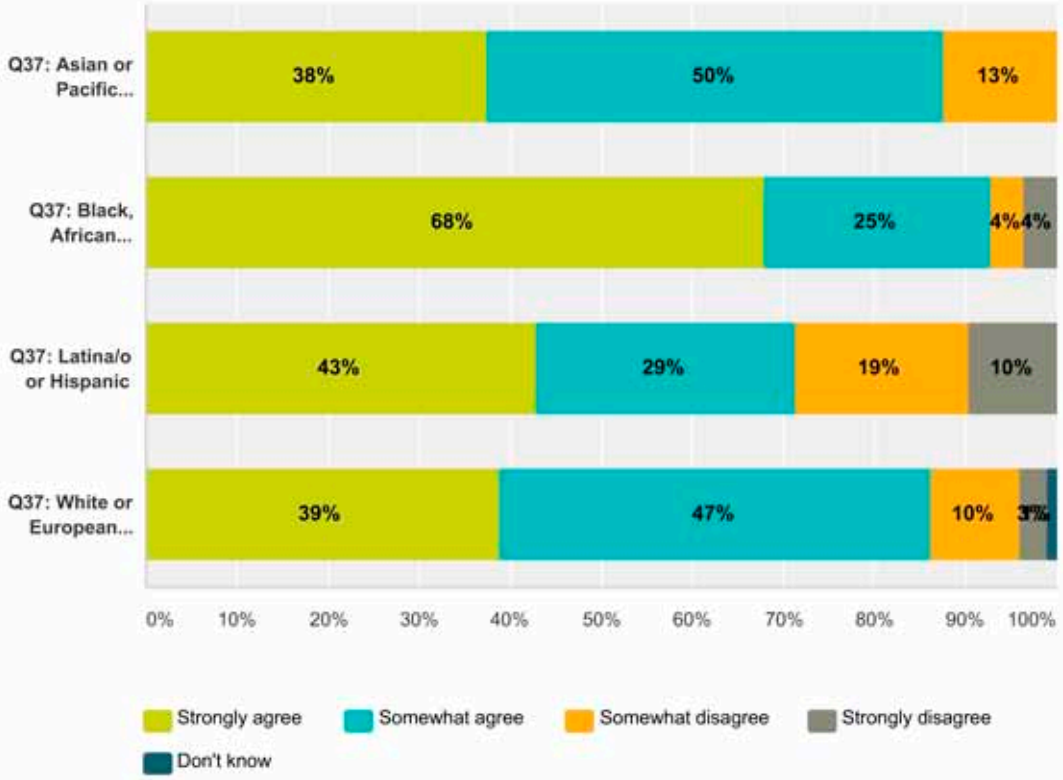
Answered: 501 Skipped: 42

	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%** 1	**25%** 2	**63%** 5	**25%** 2	**50%** 4	**38%** 3	**3%** 17
Q37: Black, African American, or Black African (B)	**35%** 9	**27%** 7	**50%** 13	**46%** 12	**54%** 14	**23%** 6	**12%** 61
Q37: Latina/o or Hispanic (C)	**43%** 9	**43%** 9	**38%** 8	**24%** 5	**33%** 7	**24%** 5	**9%** 43
Q37: White or European American (D)	**44%** 200	**35%** 157	**40%** 182	**18%** 82	**21%** 96	**34%** 154	**174%** 871
Total Respondents	214	172	205	97	118	167	501

	Other (please specify)	Total
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.

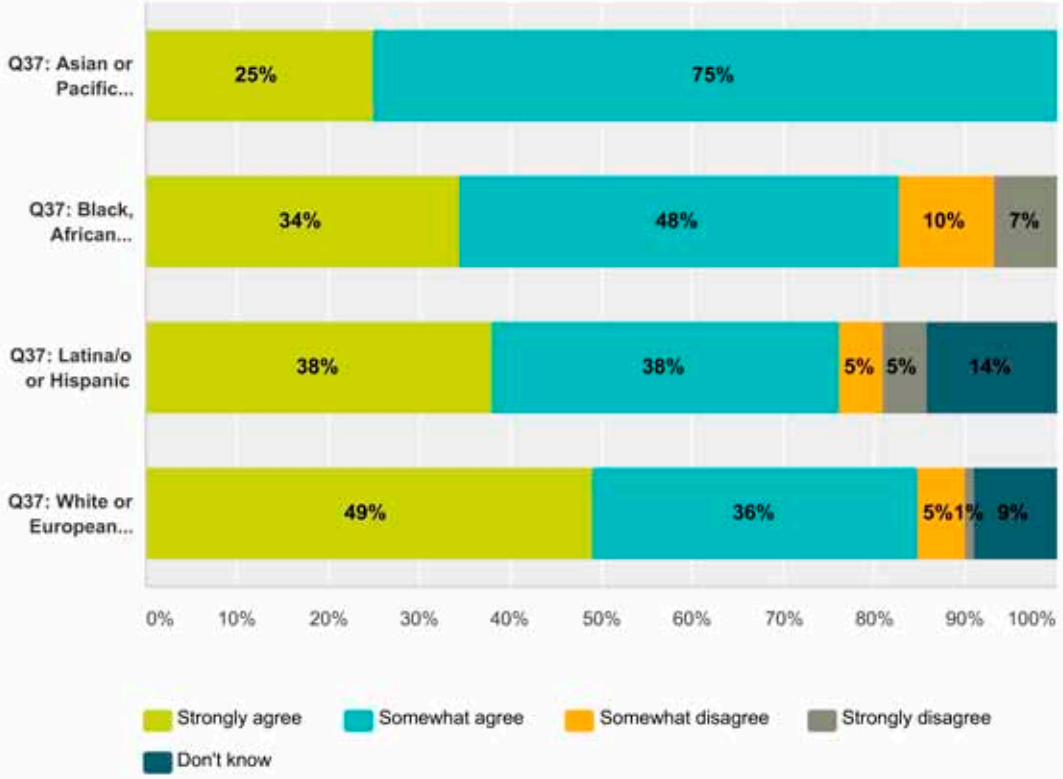
Answered: 539 Skipped: 4



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q37: Asian or Pacific Islander (A)	**38%** 3	**50%** 4	**13%** 1	**0%** 0	**0%** 0	**1%** 8
Q37: Black, African American, or Black African (B)	**68%** 19	**25%** 7	**4%** 1	**4%** 1	**0%** 0	**5%** 28
Q37: Latina/o or Hispanic (C)	**43%** 9	**29%** 6	**19%** 4	**10%** 2	**0%** 0	**4%** 21
Q37: White or European American (D)	**39%** 190	**47%** 231	**10%** 48	**3%** 15	**1%** 5	**91%** 489
Total Respondents	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%** 2	**75%** 6	**0%** 0	**0%** 0	**0%** 0	**1%** 8
Q37: Black, African American, or Black African (B)	**34%** 10	**48%** 14	**10%** 3	**7%** 2	**0%** 0	**5%** 29
Q37: Latina/o or Hispanic (C)	**38%** 8	**38%** 8	**5%** 1	**5%** 1	**14%** 3	**4%** 21
Q37: White or European American (D)	**49%** 238	**36%** 173	**5%** 25	**1%** 5	**9%** 44	**90%** 485
Total Respondents	255	200	27	8	46	536

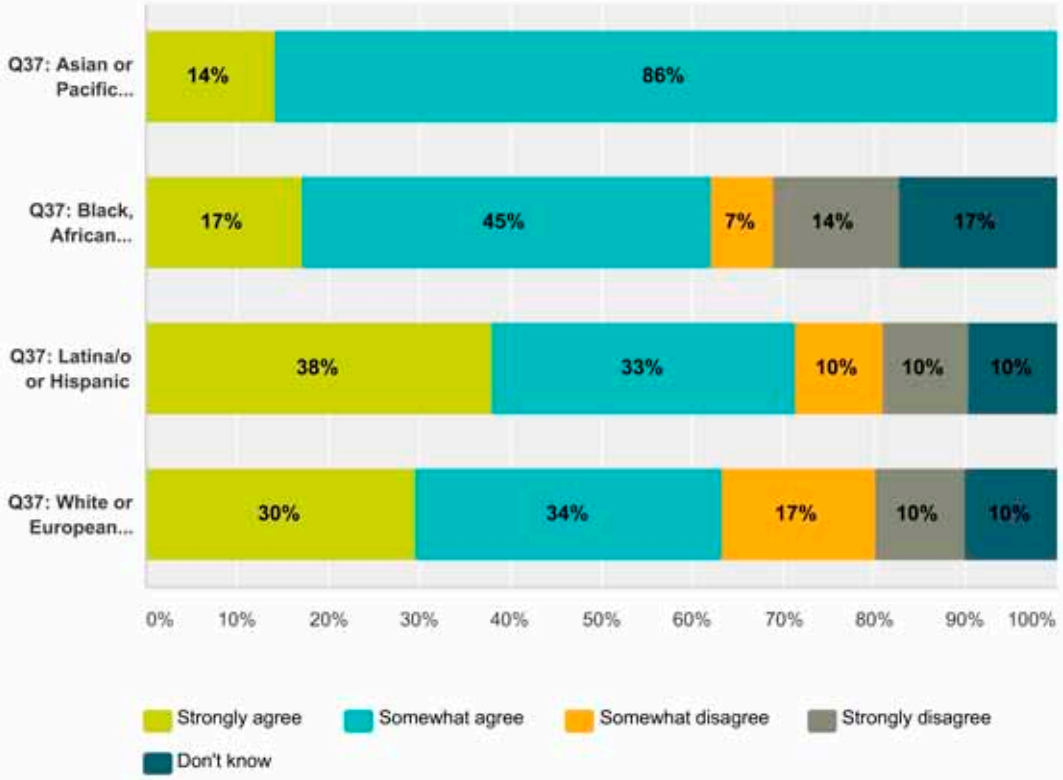
Q12 Employees are encouraged to participate in trainings, workshops, or events about racial equity.

Answered: 538 Skipped: 5

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q37: Asian or Pacific Islander (A)	**50%** 4	**38%** 3	**13%** 1	**0%** 0	**0%** 0	**1%** 8
Q37: Black, African American, or Black African (B)	**34%** 10	**31%** 9	**7%** 2	**17%** 5	**10%** 3	**5%** 29
Q37: Latina/o or Hispanic (C)	**38%** 8	**29%** 6	**10%** 2	**14%** 3	**10%** 2	**4%** 21
Q37: White or European American (D)	**38%** 187	**33%** 159	**10%** 51	**7%** 36	**11%** 54	**91%** 487
Total Respondents	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%** 1	**86%** 6	**0%** 0	**0%** 0	**0%** 0	**1%** 7
Q37: Black, African American, or Black African (B)	**17%** 5	**45%** 13	**7%** 2	**14%** 4	**17%** 5	**5%** 29
Q37: Latina/o or Hispanic (C)	**38%** 8	**33%** 7	**10%** 2	**10%** 2	**10%** 2	**4%** 21
Q37: White or European American (D)	**30%** 144	**34%** 163	**17%** 82	**10%** 47	**10%** 49	**90%** 485
Total Respondents	156	186	86	53	55	536

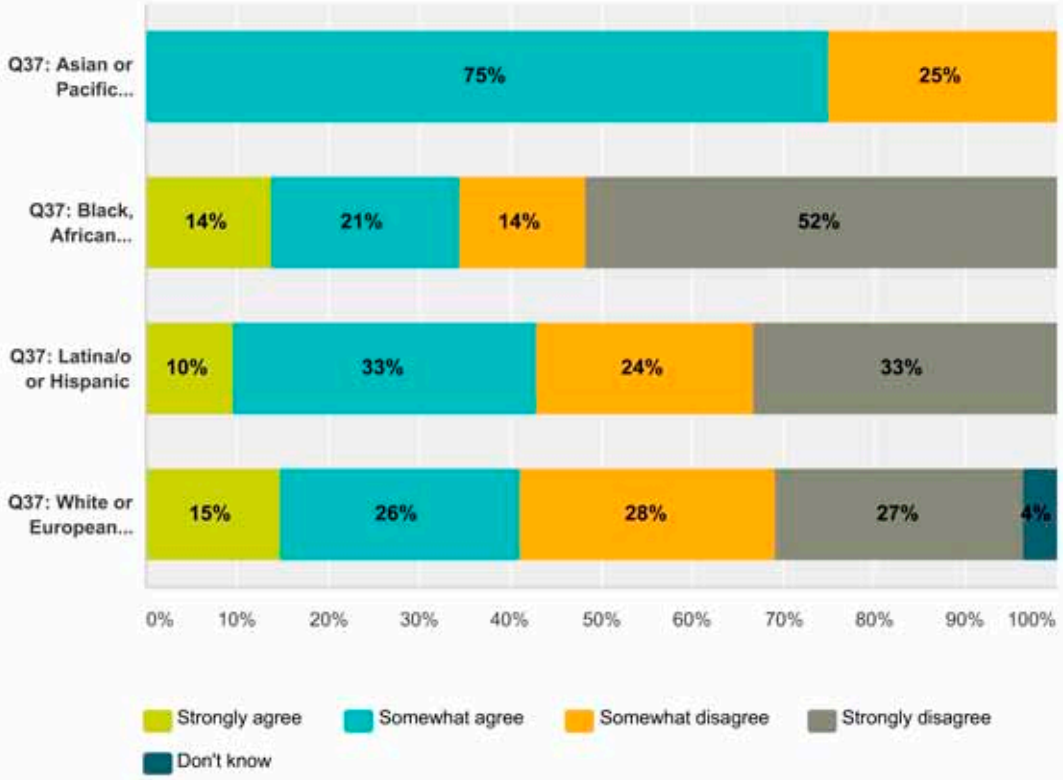
Q14 I am aware of efforts in my department to increase workforce equity (i.e., strategies and practices to improve diversity on all levels and across functions).

Answered: 534 Skipped: 9

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

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

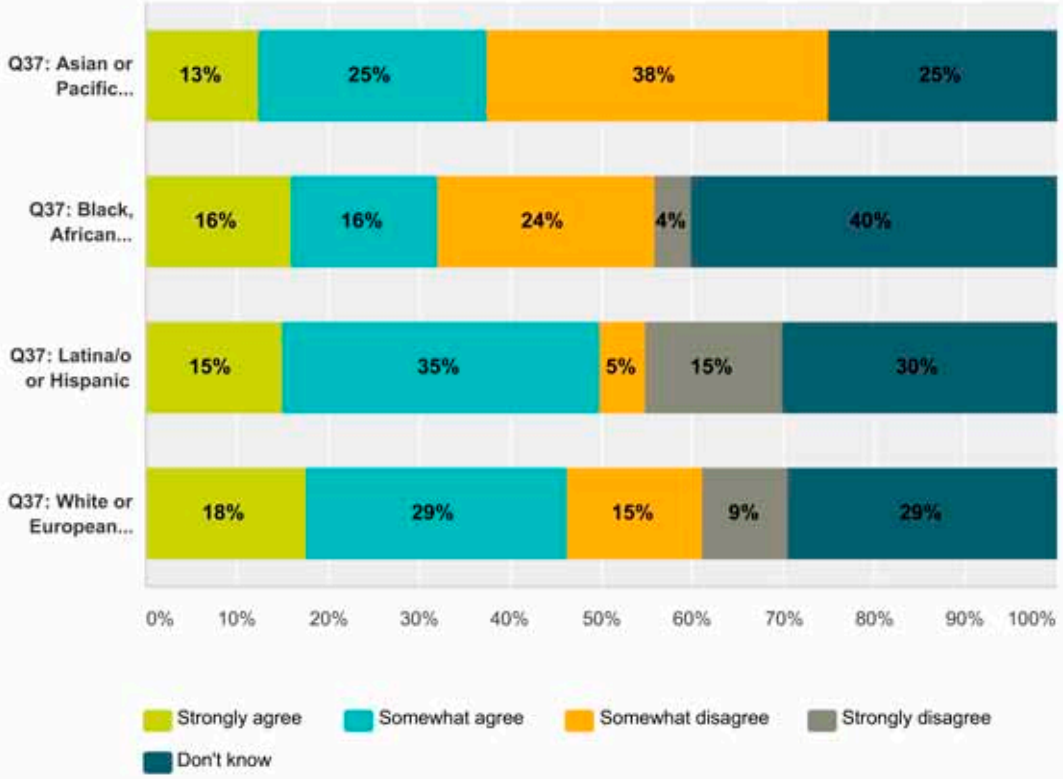
Answered: 540 Skipped: 3



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

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

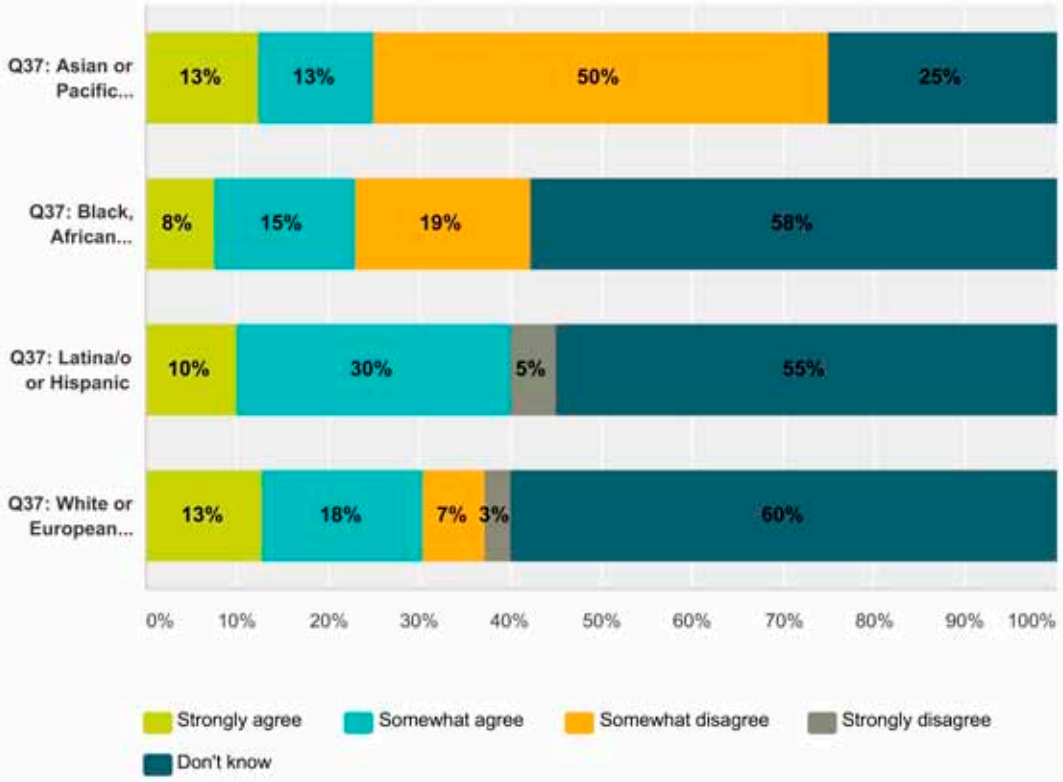
Answered: 524 Skipped: 19



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q37: Asian or Pacific Islander (A)	**13%** 1	**25%** 2	**38%** 3	**0%** 0	**25%** 2	**2%** 8
Q37: Black, African American, or Black African (B)	**16%** 4	**16%** 4	**24%** 6	**4%** 1	**40%** 10	**5%** 25
Q37: Latina/o or Hispanic (C)	**15%** 3	**35%** 7	**5%** 1	**15%** 3	**30%** 6	**4%** 20
Q37: White or European American (D)	**18%** 84	**29%** 137	**15%** 71	**9%** 45	**29%** 141	**91%** 478
Total Respondents	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%** 1	**13%** 1	**50%** 4	**0%** 0	**25%** 2	**2%** 8
Q37: Black, African American, or Black African (B)	**8%** 2	**15%** 4	**19%** 5	**0%** 0	**58%** 15	**5%** 26
Q37: Latina/o or Hispanic (C)	**10%** 2	**30%** 6	**0%** 0	**5%** 1	**55%** 11	**4%** 20
Q37: White or European American (D)	**13%** 60	**18%** 83	**7%** 33	**3%** 13	**60%** 282	**91%** 471
Total Respondents	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%** 1	**63%** 5	**13%** 1	**13%** 1	**0%** 0	**2%** 8
Q37: Black, African American, or Black African (B)	**25%** 7	**32%** 9	**14%** 4	**11%** 3	**18%** 5	**5%** 28
Q37: Latina/o or Hispanic (C)	**10%** 2	**76%** 16	**0%** 0	**5%** 1	**10%** 2	**4%** 21
Q37: White or European American (D)	**24%** 116	**34%** 162	**15%** 70	**7%** 35	**20%** 95	**91%** 478
Total Respondents	126	187	74	39	102	528

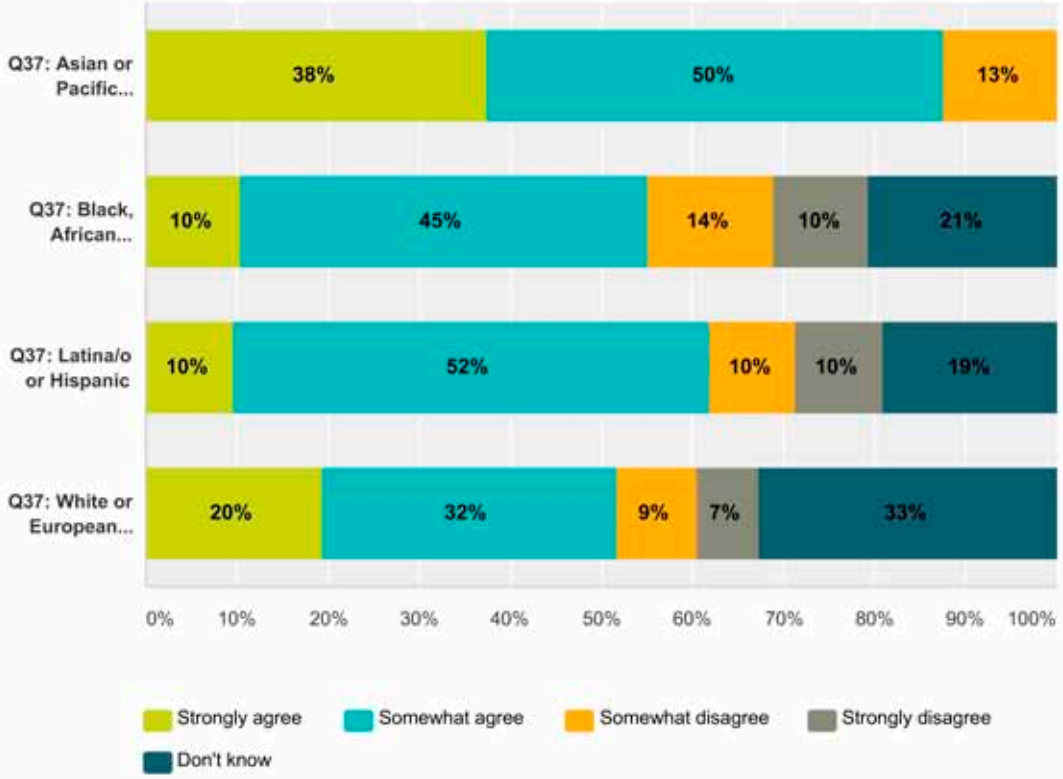
Q19 My department seeks input and assistance on decision making from communities of color.

Answered: 531 Skipped: 12

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

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

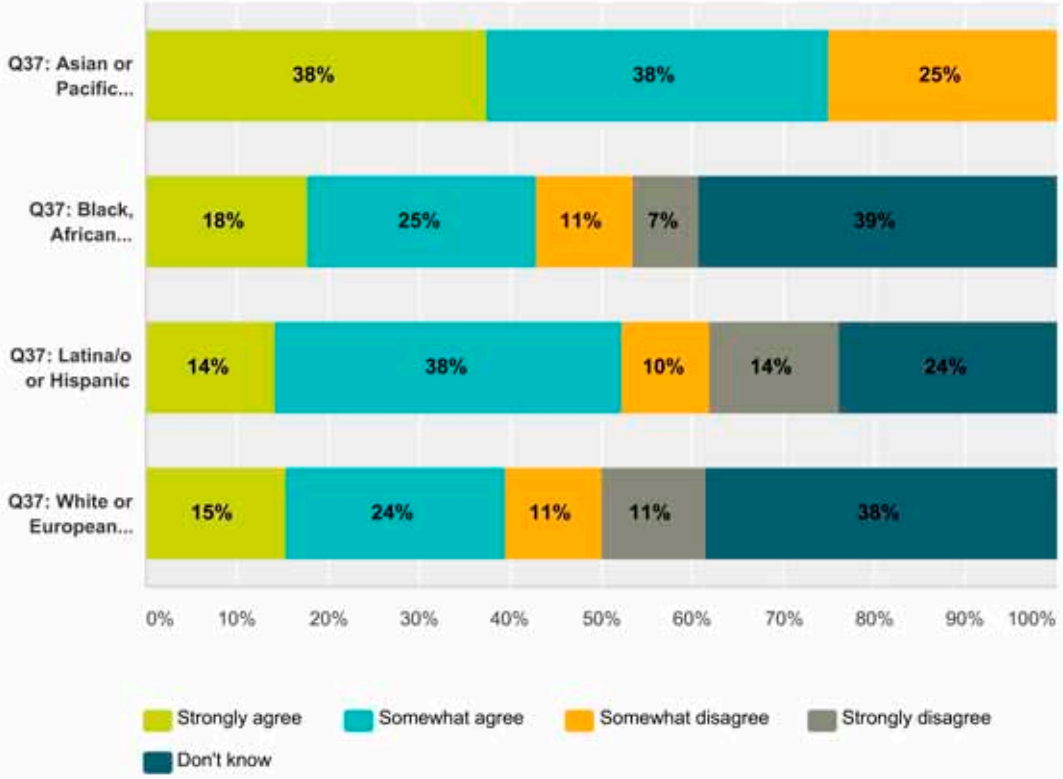
Answered: 533 Skipped: 10



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

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

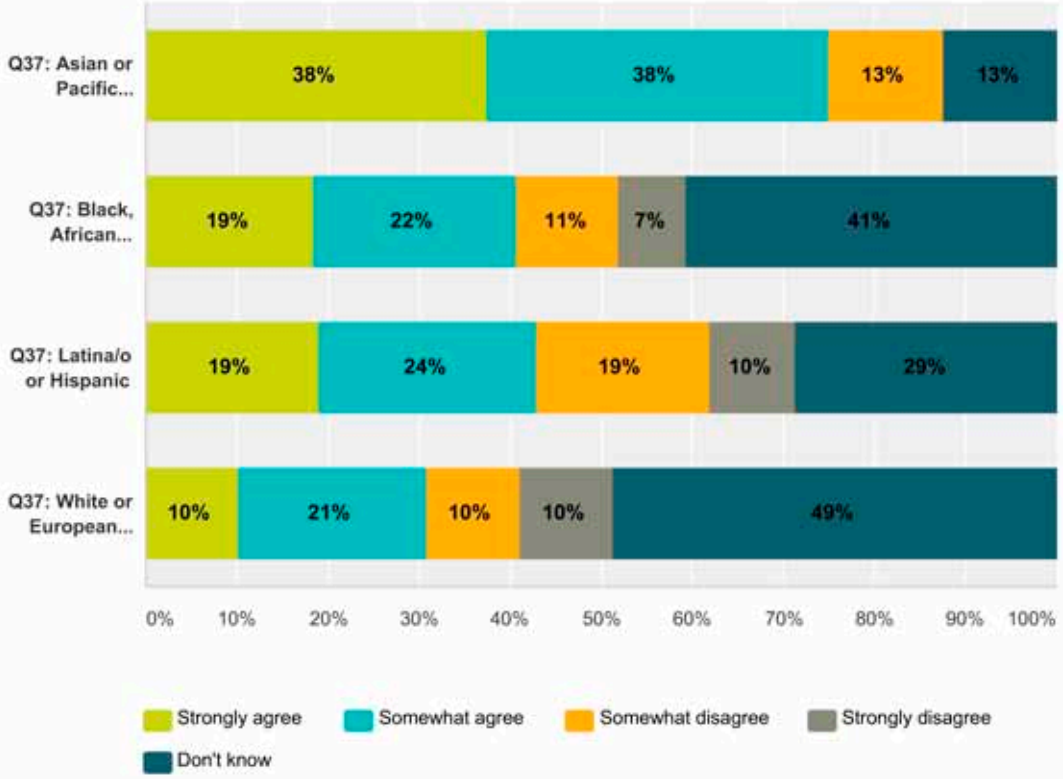
Answered: 531 Skipped: 12



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

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

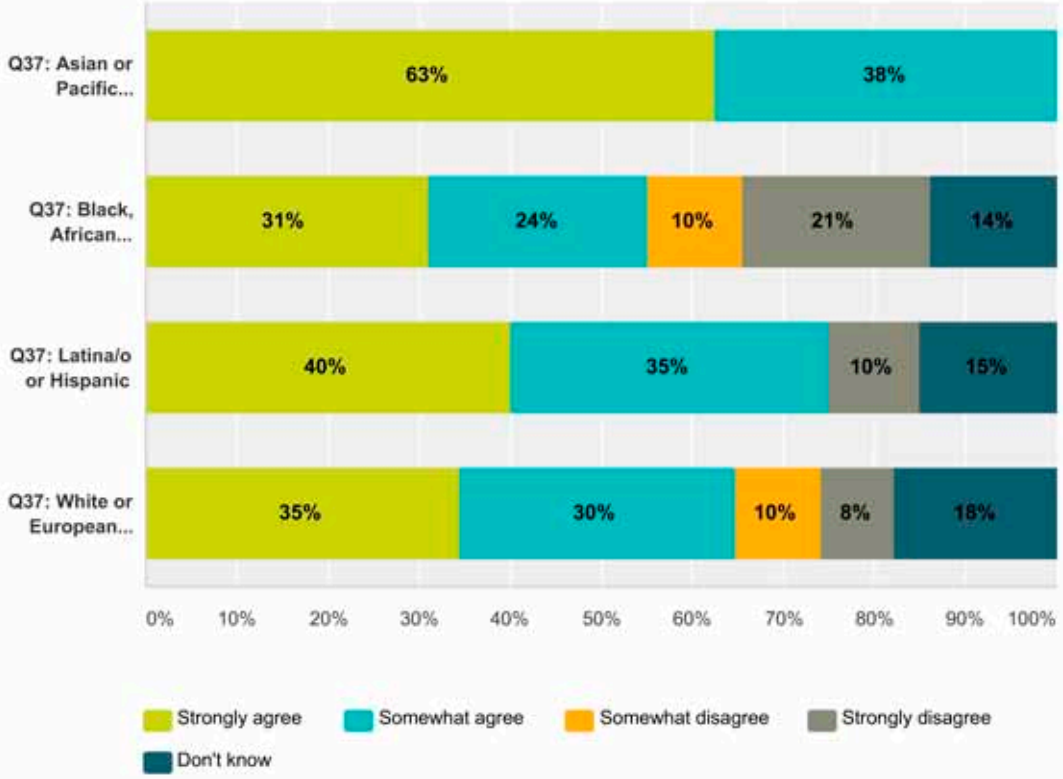
Answered: 525 Skipped: 18



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

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

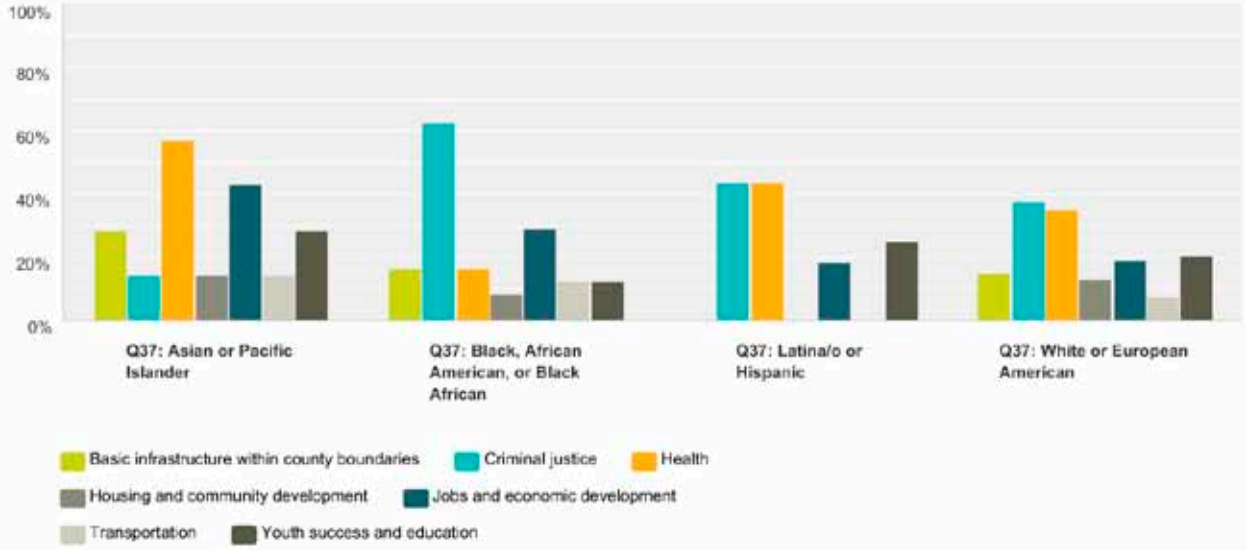
Answered: 534 Skipped: 9



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

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

Answered: 449 Skipped: 94

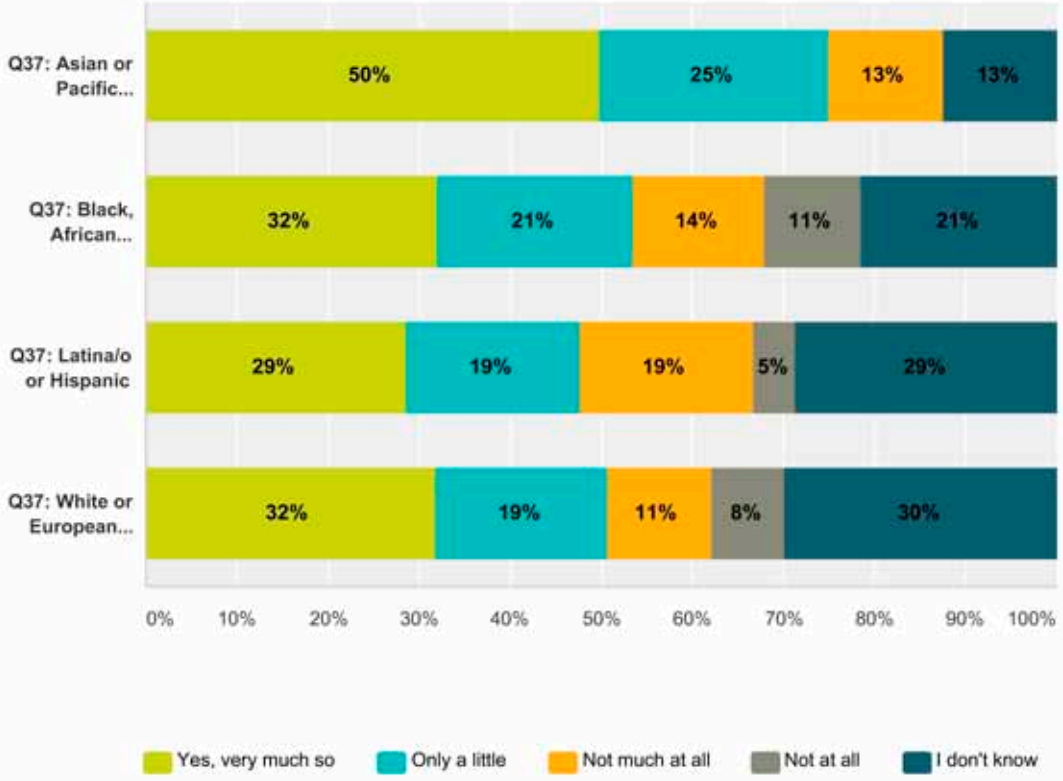


	Basic infrastructure within county boundaries	Criminal justice	Health	Housing and community development	Jobs and economic development	Transportation	Youth success and education	Total
Q37: Asian or Pacific Islander (A)	29% 2	14% 1	57% 4	14% 1	43% 3	14% 1	29% 2	3% 14
Q37: Black, African American, or Black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

	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)	5	5
Q37: White or European American (D)	81	81

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

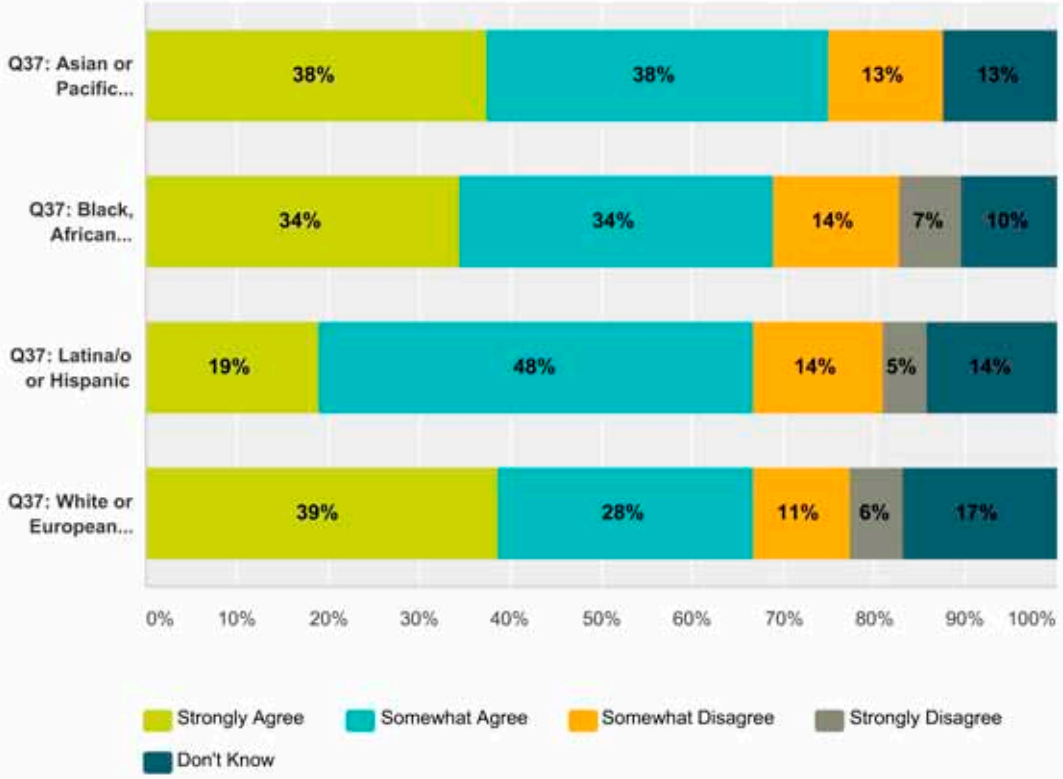
Answered: 529 Skipped: 14



	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%** 4	**25%** 2	**13%** 1	**0%** 0	**13%** 1	**2%** 8
Q37: Black, African American, or Black African (B)	**32%** 9	**21%** 6	**14%** 4	**11%** 3	**21%** 6	**5%** 28
Q37: Latina/o or Hispanic (C)	**29%** 6	**19%** 4	**19%** 4	**5%** 1	**29%** 6	**4%** 21
Q37: White or European American (D)	**32%** 153	**19%** 90	**11%** 55	**8%** 38	**30%** 143	**91%** 479
Total Respondents	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%** 3	**38%** 3	**13%** 1	**0%** 0	**13%** 1	**1%** 8
Q37: Black, African American, or Black African (B)	**34%** 10	**34%** 10	**14%** 4	**7%** 2	**10%** 3	**5%** 29
Q37: Latina/o or Hispanic (C)	**19%** 4	**48%** 10	**14%** 3	**5%** 1	**14%** 3	**4%** 21
Q37: White or European American (D)	**39%** 189	**28%** 137	**11%** 52	**6%** 29	**17%** 82	**91%** 489
Total Respondents	205	159	57	32	87	540

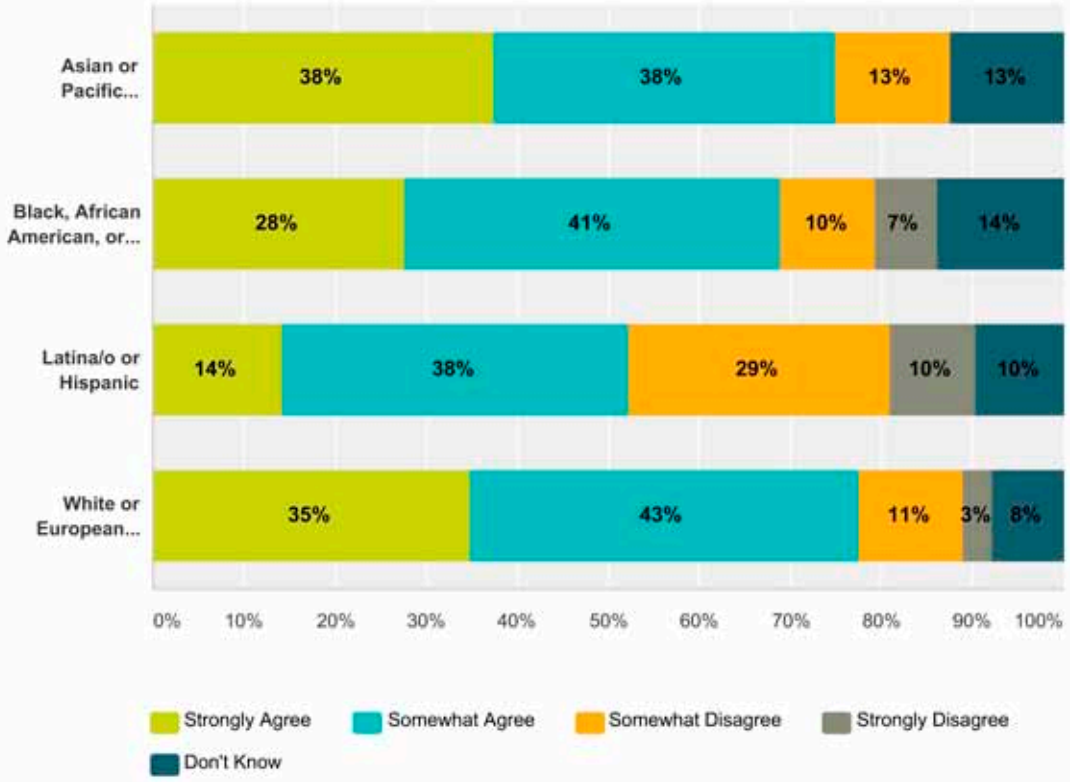
Q27 The leadership in my department communicates the importance of addressing racial disparities and achieving racial equity in Dane County.

Answered: 539 Skipped: 4

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

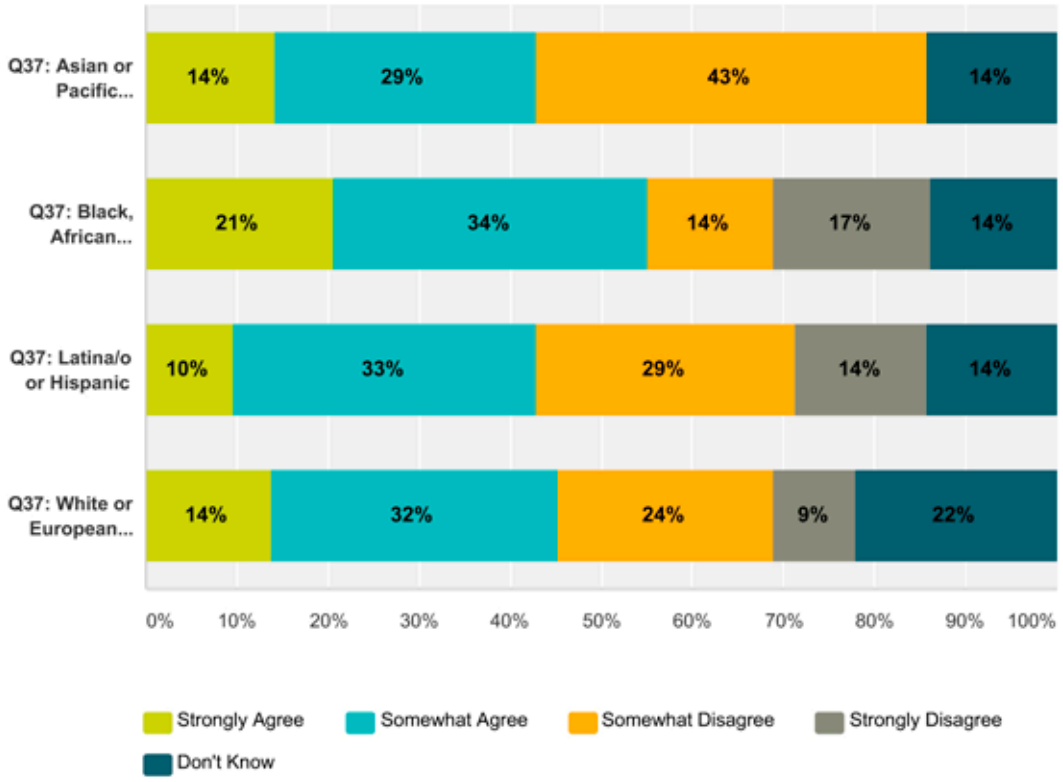
Answered: 538 Skipped: 5



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Asian or Pacific Islander (A)	**38%** 3	**38%** 3	**13%** 1	**0%** 0	**13%** 1	**1%** 8
Black, African American, or Black African (B)	**28%** 8	**41%** 12	**10%** 3	**7%** 2	**14%** 4	**5%** 29
Latina/o or Hispanic (C)	**14%** 3	**38%** 8	**29%** 6	**10%** 2	**10%** 2	**4%** 21
White or European American (D)	**35%** 170	**43%** 208	**11%** 55	**3%** 16	**8%** 38	**91%** 487
Total Respondents	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%** 1	**29%** 2	**43%** 3	**0%** 0	**14%** 1	**1%** 7
Q37: Black, African American, or Black African (B)	**21%** 6	**34%** 10	**14%** 4	**17%** 5	**14%** 4	**5%** 29
Q37: Latina/o or Hispanic (C)	**10%** 2	**33%** 7	**29%** 6	**14%** 3	**14%** 3	**4%** 21
Q37: White or European American (D)	**14%** 67	**32%** 154	**24%** 115	**9%** 44	**22%** 107	**91%** 487
Total Respondents	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%** 0	**88%** 7	**0%** 0	**0%** 0	**13%** 1	**1%** 8
Q37: Black, African American, or Black African (B)	**17%** 5	**41%** 12	**10%** 3	**14%** 4	**17%** 5	**5%** 29
Q37: Latina/o or Hispanic (C)	**10%** 2	**57%** 12	**5%** 1	**14%** 3	**14%** 3	**4%** 21
Q37: White or European American (D)	**17%** 84	**40%** 198	**14%** 68	**7%** 36	**21%** 103	**91%** 489
Total Respondents	90	228	72	41	109	540

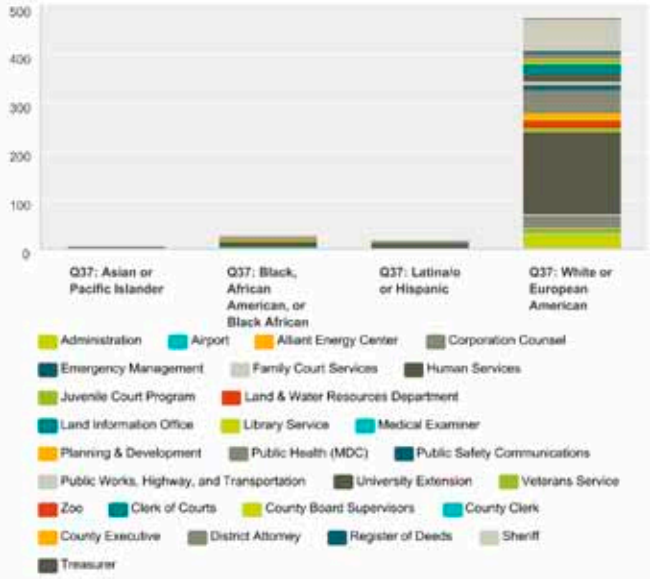
Q31 As a whole, county government is making progress towards achieving racial equity.

Answered: 540 Skipped: 3

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

Q32 Which department do you work in?

Answered: 518 Skipped: 25

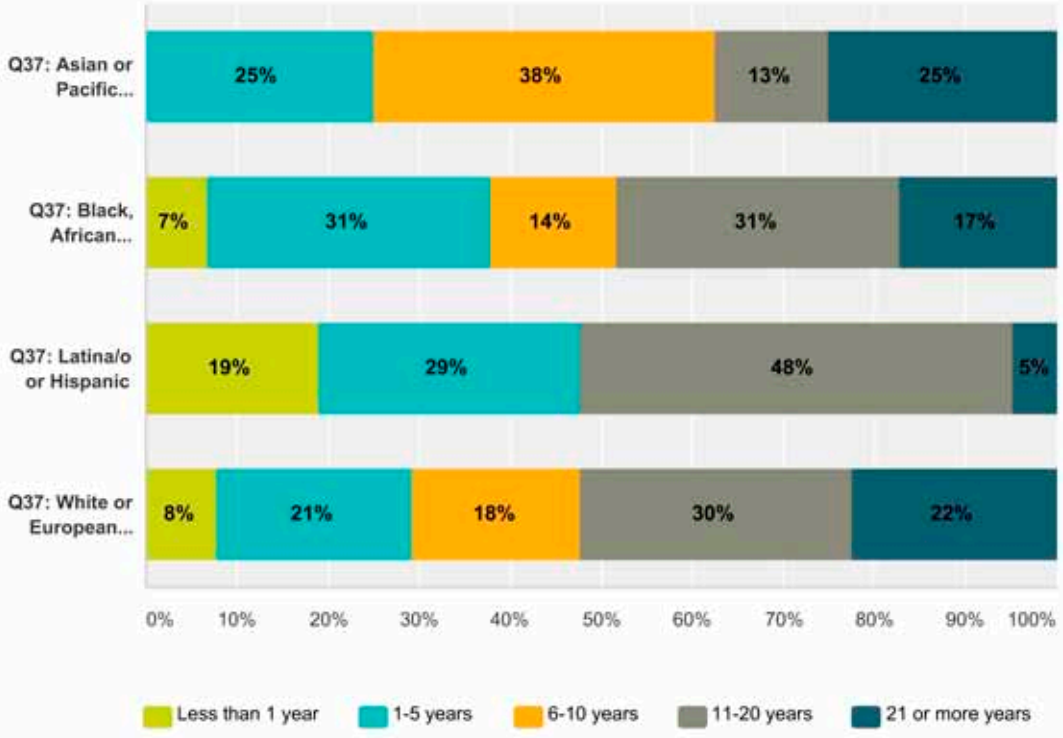


	Administration	Airport	Alliant Energy Center	Corporation Counsel	Emergency Management	Family Court Services	Human Services	Juvenile Court Program	Land & Water Resources Department	Land Information Office	Library Service	Medical Examiner	Planning & Development	Public Health (MDC)	Public Safety Communications	Pu Hi Tr
Q37: Asian or Pacific Islander (A)	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	57% 4	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	29% 2	0% 0	
Q37: Black, African American, or Black African (B)	11% 3	4% 1	0% 0	4% 1	4% 1	0% 0	37% 10	4% 1	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	4% 1	
Q37: Latina/o or Hispanic (C)	5% 1	0% 0	0% 0	0% 0	0% 0	0% 0	38% 8	5% 1	0% 0	0% 0	0% 0	0% 0	0% 0	14% 3	0% 0	
Q37: White or European American (D)	7% 34	1% 7	1% 5	4% 18	1% 3	1% 6	36% 167	2% 9	3% 16	0% 1	1% 3	0% 2	2% 9	10% 47	2% 10	
Total Respondents	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?

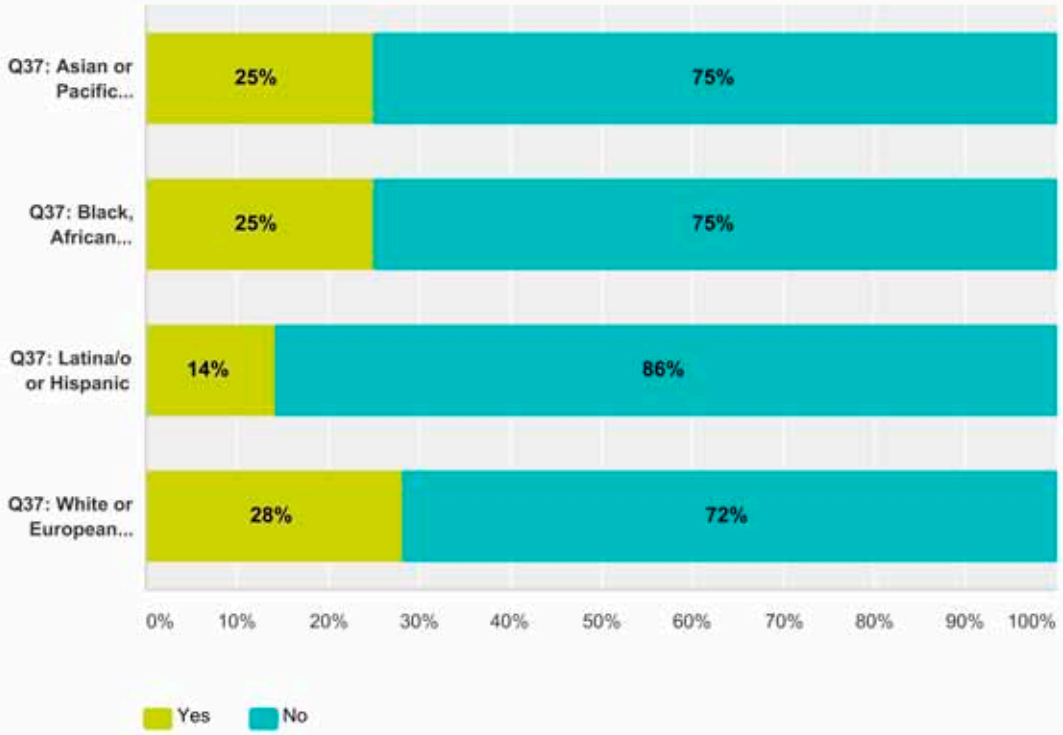
Answered: 536 Skipped: 7



	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%** 0	**25%** 2	**38%** 3	**13%** 1	**25%** 2	**1%** 8
Q37: Black, African American, or Black African (B)	**7%** 2	**31%** 9	**14%** 4	**31%** 9	**17%** 5	**5%** 29
Q37: Latina/o or Hispanic (C)	**19%** 4	**29%** 6	**0%** 0	**48%** 10	**5%** 1	**4%** 21
Q37: White or European American (D)	**8%** 38	**21%** 104	**18%** 89	**30%** 145	**22%** 109	**90%** 485
Total Respondents	43	119	95	163	116	536

Q34 Do you manage or supervise people?

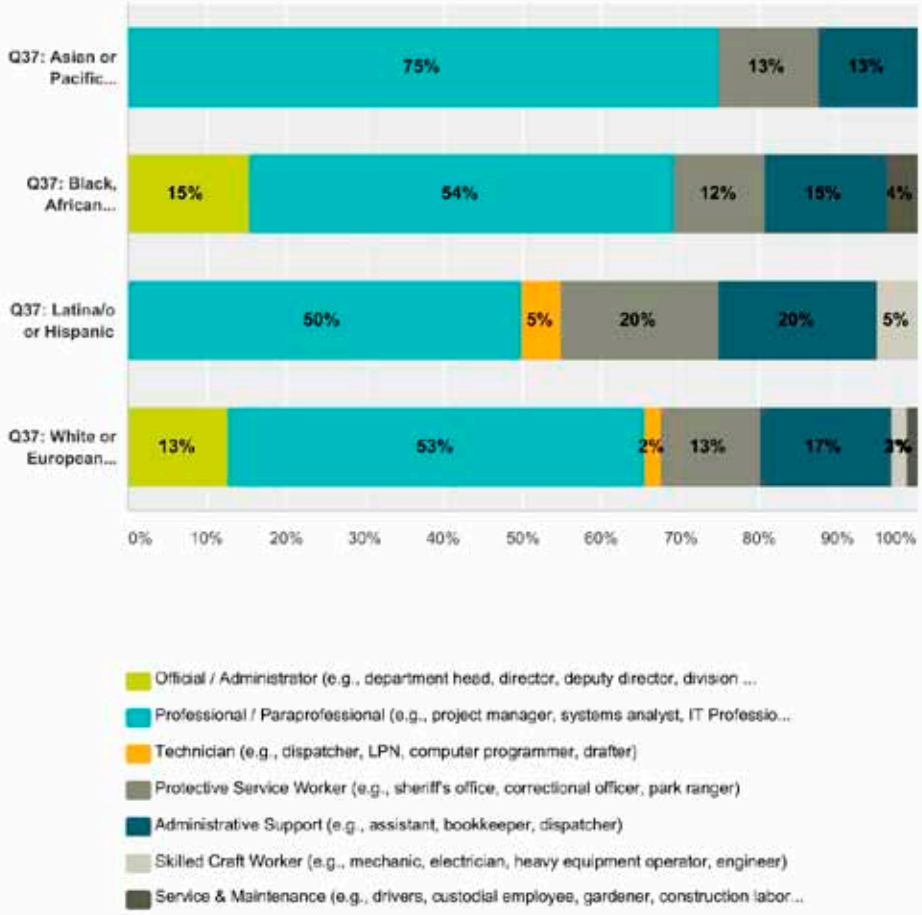
Answered: 525 Skipped: 18



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

Q35 What is your job category?

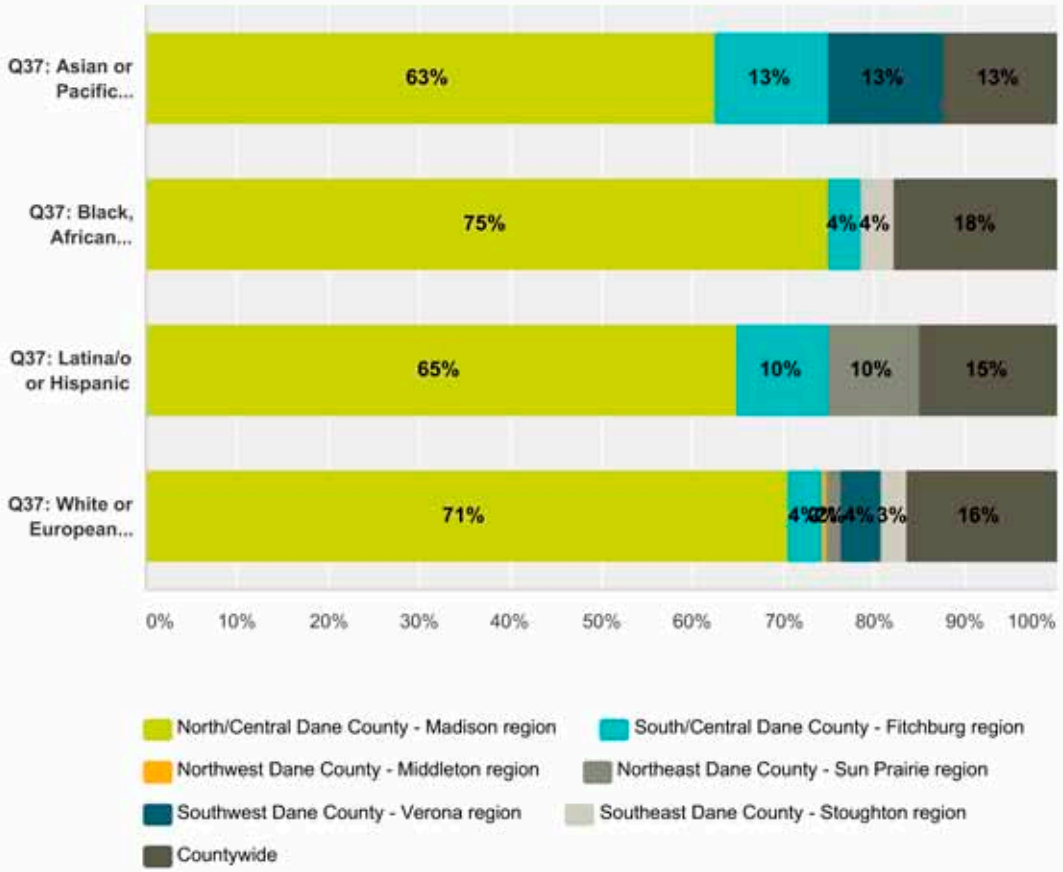
Answered: 525 Skipped: 18



	Official / Administrator (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% 0	75% 6	0% 0	13% 1	13% 1	0% 0	0% 0	2% 8
Q37: Black, African American, or Black African (B)	15% 4	54% 14	0% 0	12% 3	15% 4	0% 0	4% 1	5% 26
Q37: Latina/o or Hispanic (C)	0% 0	50% 10	5% 1	20% 4	20% 4	5% 1	0% 0	4% 20
Q37: White or European American (D)	13% 61	53% 252	2% 10	13% 60	17% 80	2% 9	1% 6	91% 478
Total Respondents	65	277	11	66	89	10	7	525

Q36 Where is your primary worksite?

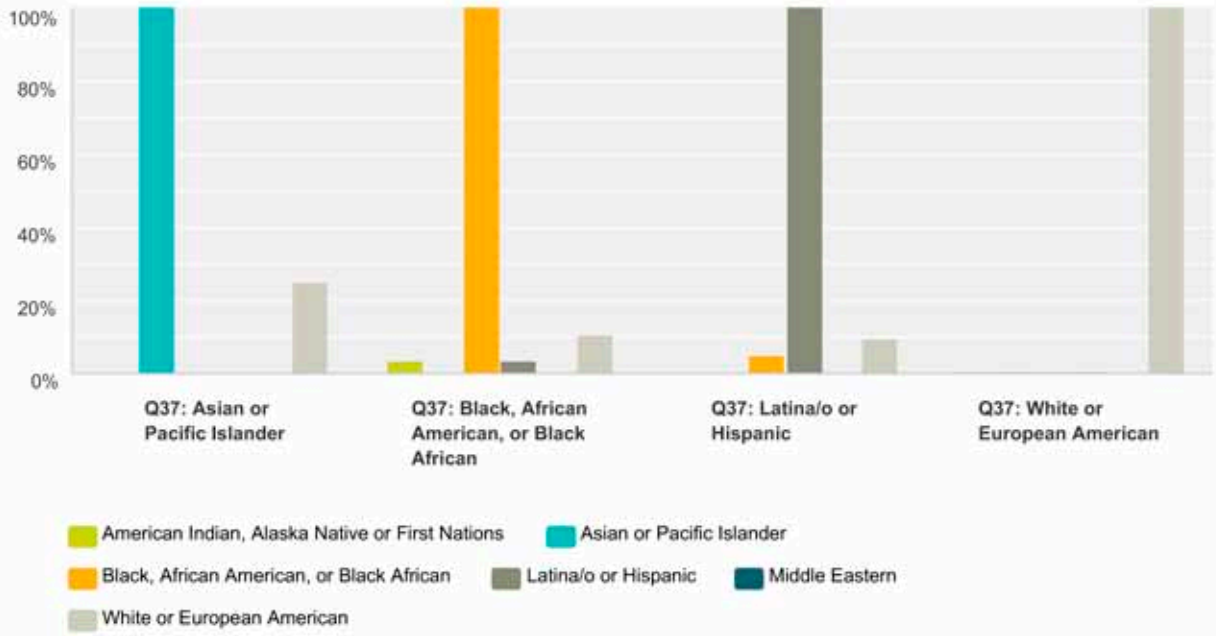
Answered: 531 Skipped: 12



	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%** 5	**13%** 1	**0%** 0	**0%** 0	**13%** 1	**0%** 0	**13%** 1	**2%** 8
Q37: Black, African American, or Black African (B)	**75%** 21	**4%** 1	**0%** 0	**0%** 0	**0%** 0	**4%** 1	**18%** 5	**5%** 28
Q37: Latina/o or Hispanic (C)	**65%** 13	**10%** 2	**0%** 0	**10%** 2	**0%** 0	**0%** 0	**15%** 3	**4%** 20
Q37: White or European American (D)	**71%** 340	**4%** 18	**0%** 2	**2%** 8	**4%** 21	**3%** 14	**16%** 79	**91%** 482
Total Respondents	373	22	2	10	22	15	87	531

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

Answered: 543 Skipped: 0

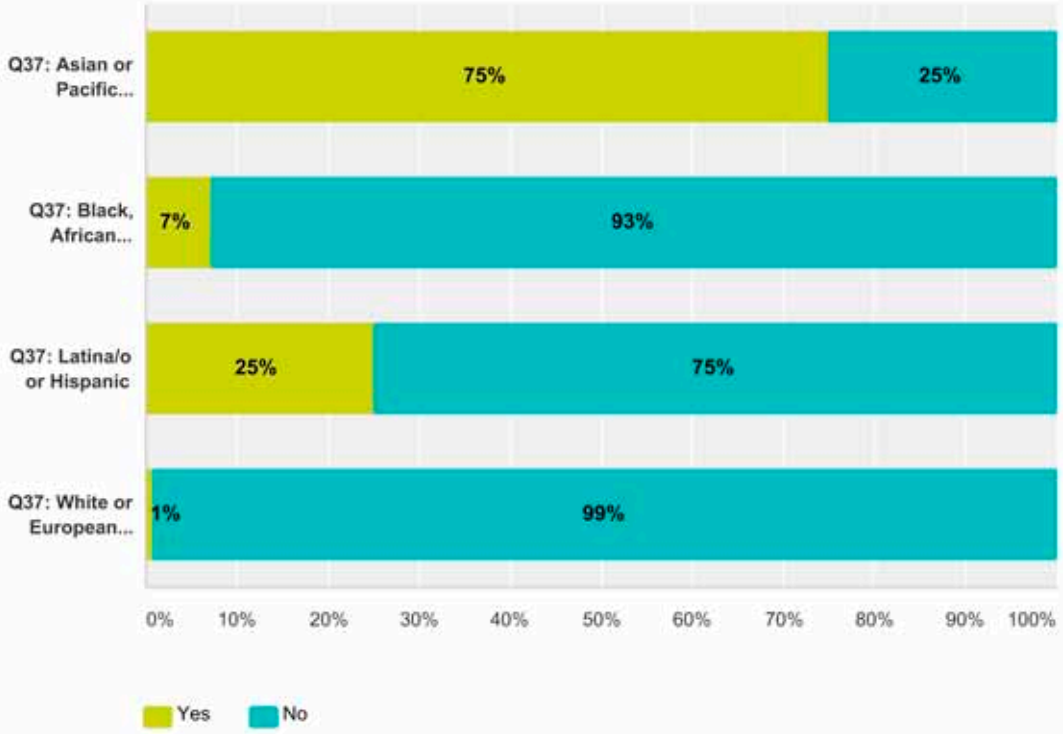


	American Indian, Alaska Native or First Nations	Asian or Pacific Islander	Black, African American, or Black African	Latina/o or Hispanic	Middle Eastern	White or European American	Total
Q37: Asian or Pacific Islander (A)	0% 0	100% 8	0% 0	0% 0	0% 0	25% 2	2% 10
Q37: Black, African American, or Black African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

	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)	2	2

Q38 Are you an immigrant and/or a refugee?

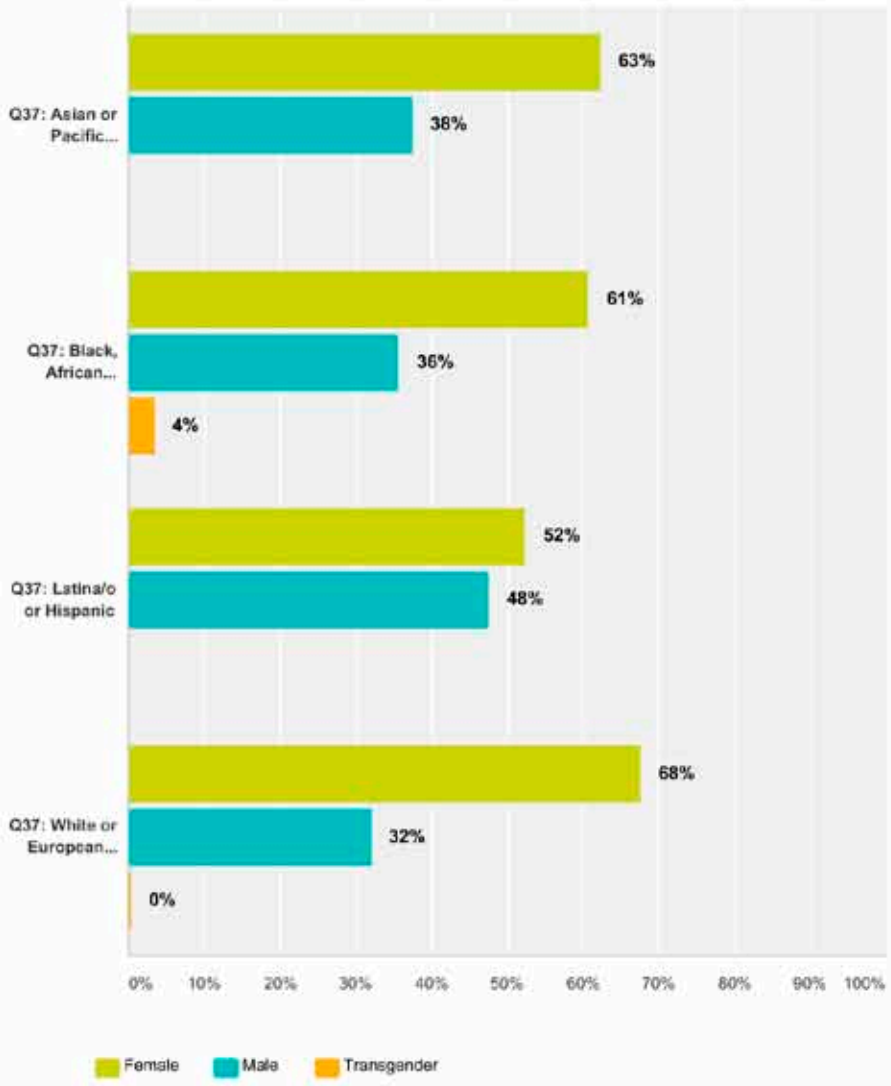
Answered: 532 Skipped: 11



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

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

Answered: 534 Skipped: 9

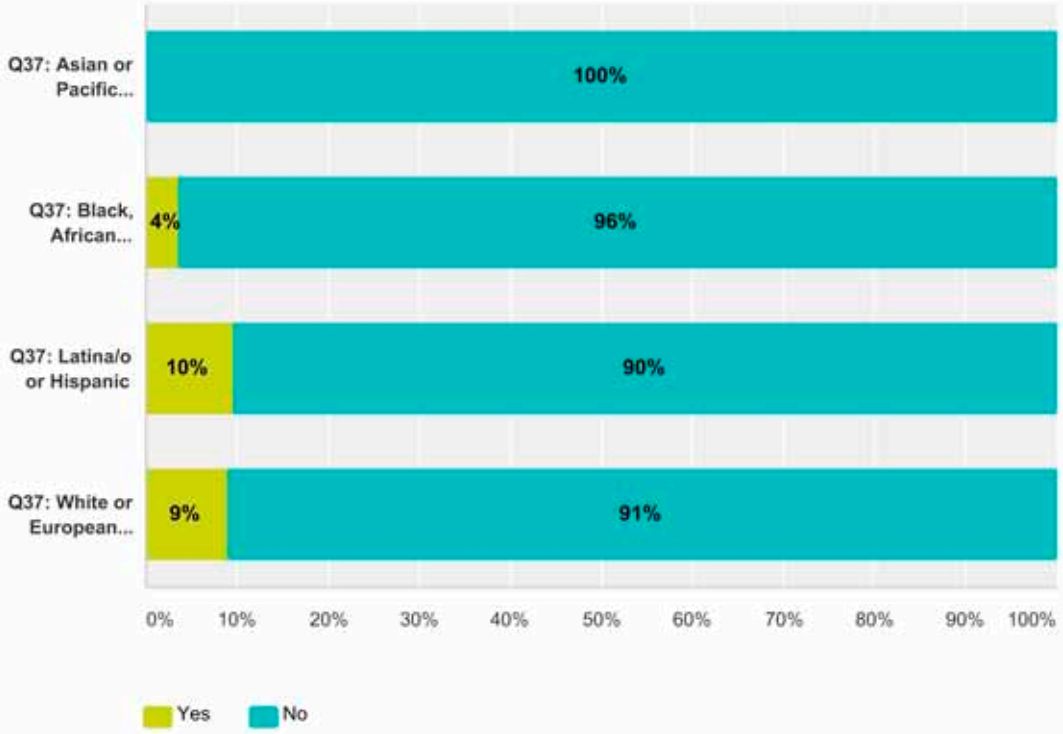


	Female	Male	Transgender	Total
Q37: Asian or Pacific Islander (A)	63% 5	38% 3	0% 0	1% 8
Q37: Black, African American, or Black African (B)	61% 17	36% 10	4% 1	5% 28
Q37: Latina/o or Hispanic (C)	52% 11	48% 10	0% 0	4% 21
Q37: White or European American (D)	68% 327	32% 156	0% 2	91% 485
Total Respondents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

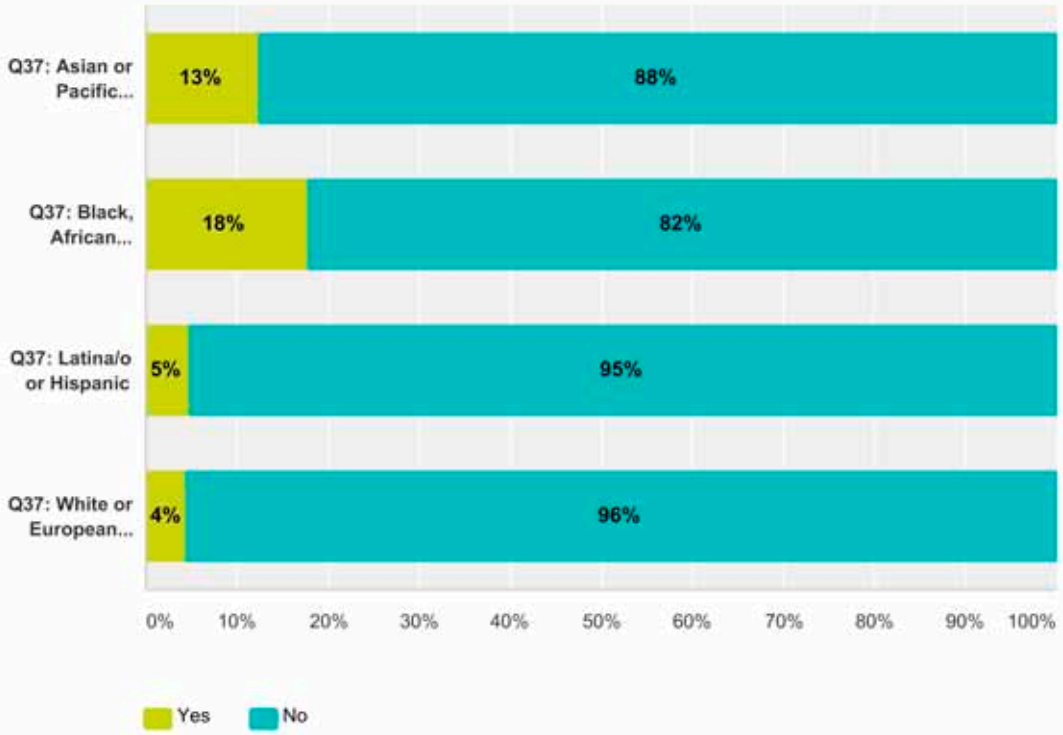
Answered: 533 Skipped: 10



	Yes	No	Total
Q37: Asian or Pacific Islander (A)	**0%** 0	**100%** 8	**2%** 8
Q37: Black, African American, or Black African (B)	**4%** 1	**96%** 27	**5%** 28
Q37: Latina/o or Hispanic (C)	**10%** 2	**90%** 19	**4%** 21
Q37: White or European American (D)	**9%** 44	**91%** 439	**91%** 483
Total Respondents	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%** 1	**88%** 7	**2%** 8
Q37: Black, African American, or Black African (B)	**18%** 5	**82%** 23	**5%** 28
Q37: Latina/o or Hispanic (C)	**5%** 1	**95%** 20	**4%** 21
Q37: White or European American (D)	**4%** 21	**96%** 460	**91%** 481
Total Respondents	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%** 2	**1%** 2
Q37: Black, African American, or Black African	**100%** 11	**8%** 11
Q37: Latina/o or Hispanic	**100%** 7	**5%** 7
Q37: White or European American	**100%** 123	**87%** 123
Total Respondents	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%** 0	**0%** 0
Q37: Black, African American, or Black African	**100%** 8	**10%** 8
Q37: Latina/o or Hispanic	**100%** 5	**6%** 5
Q37: White or European American	**100%** 67	**85%** 67
Total Respondents	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

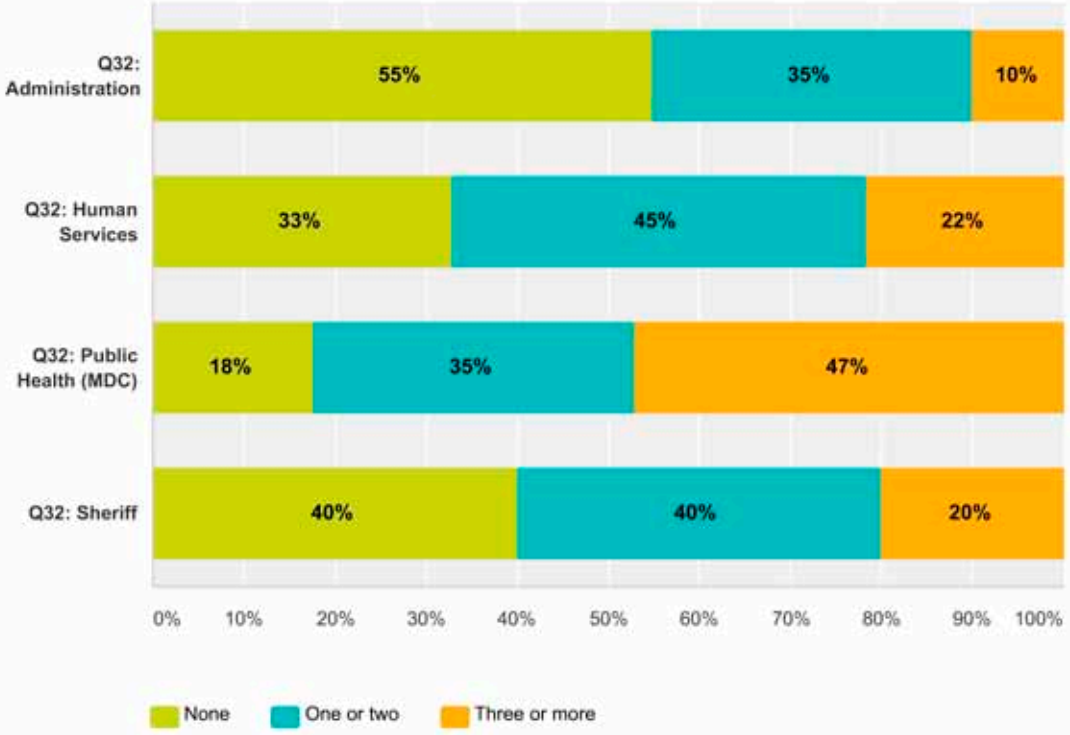
	Please use the space below to share any past, present, or future challenges you believe Dane County government has had/will have in addressing racial disparities and achieving racial equity in Dane County.	Total
Q37: Asian or Pacific Islander	**0%** 0	**0%** 0
Q37: Black, African American, or Black African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

SECTION 1
SURVEY RESULTS

By Department

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

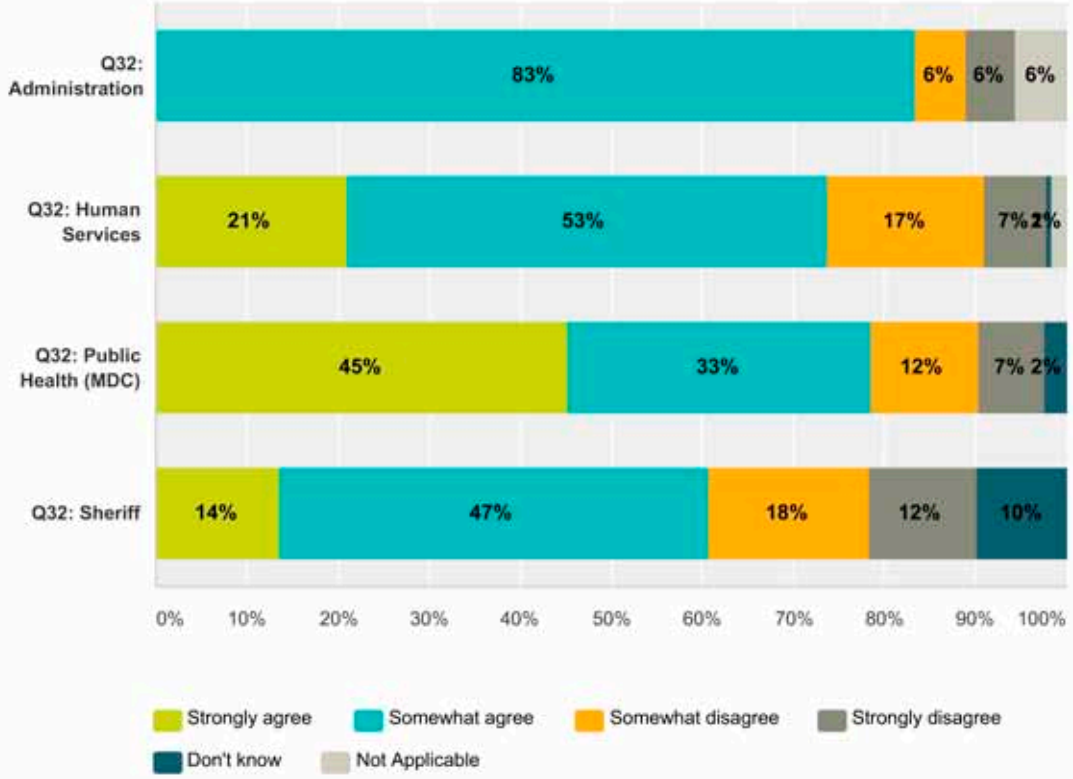
Answered: 374 Skipped: 0



	None	One or two	Three or more	Total
Q32: Administration (A)	**55%** 22	**35%** 14	**10%** 4	**11%** 40
Q32: Human Services (B)	**33%** 65	**45%** 90	**22%** 43	**53%** 198
Q32: Public Health (MDC) (C)	**18%** 9	**35%** 18	**47%** 24	**14%** 51
Q32: Sheriff (D)	**40%** 34	**40%** 34	**20%** 17	**23%** 85
Total Respondents	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.

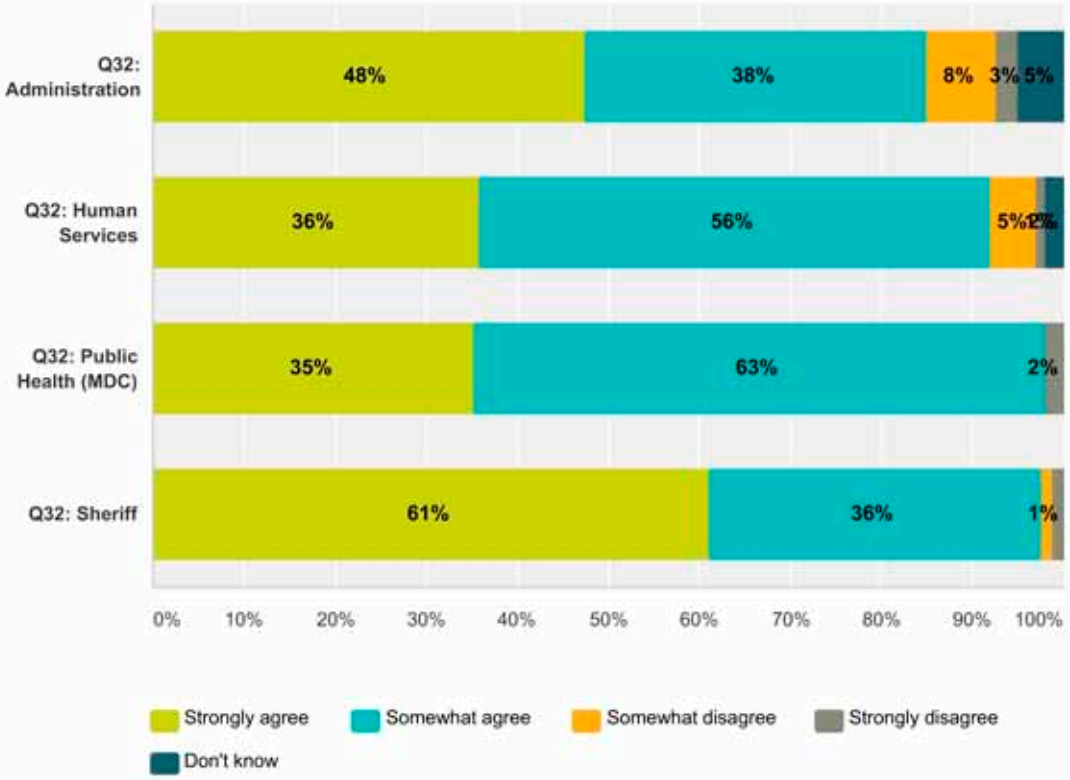
Answered: 244 Skipped: 130



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

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

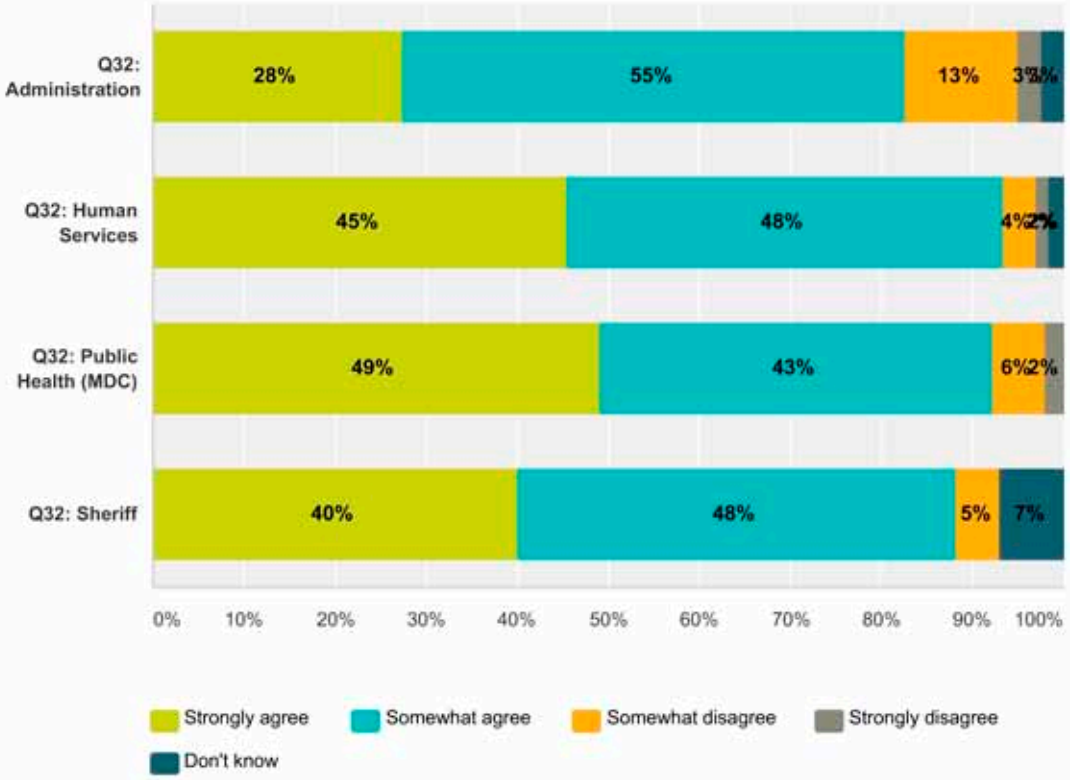
Answered: 374 Skipped: 0



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

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

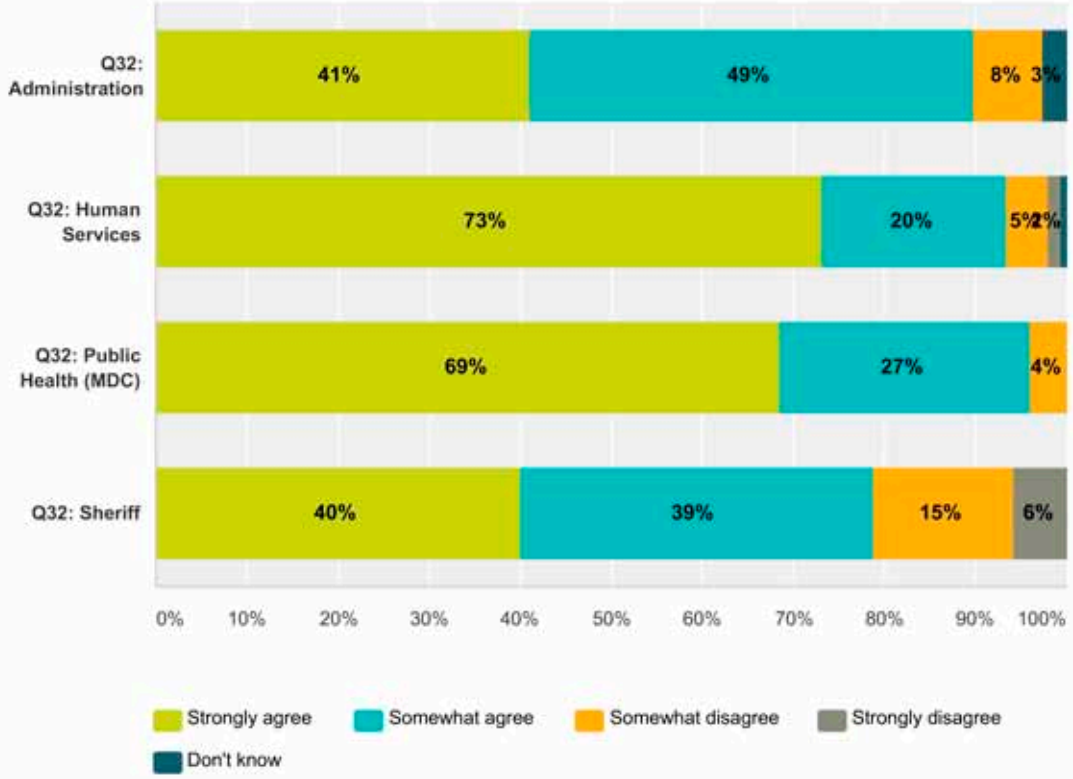
Answered: 374 Skipped: 0



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

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

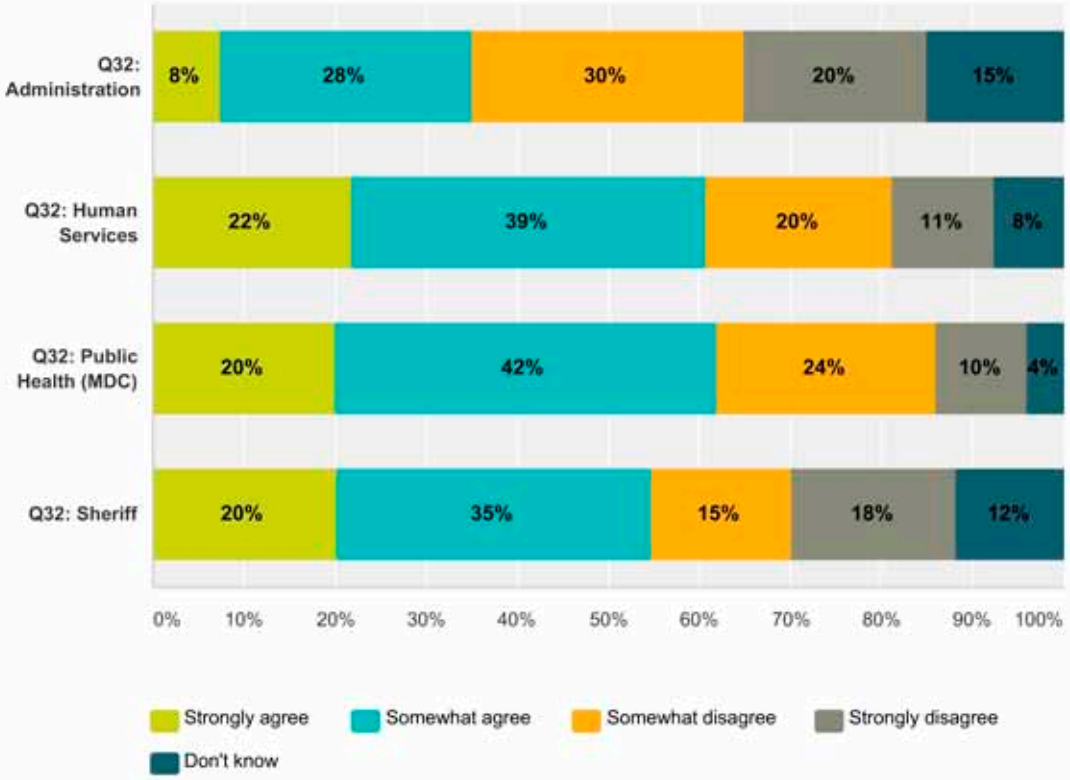
Answered: 372 Skipped: 2



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

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

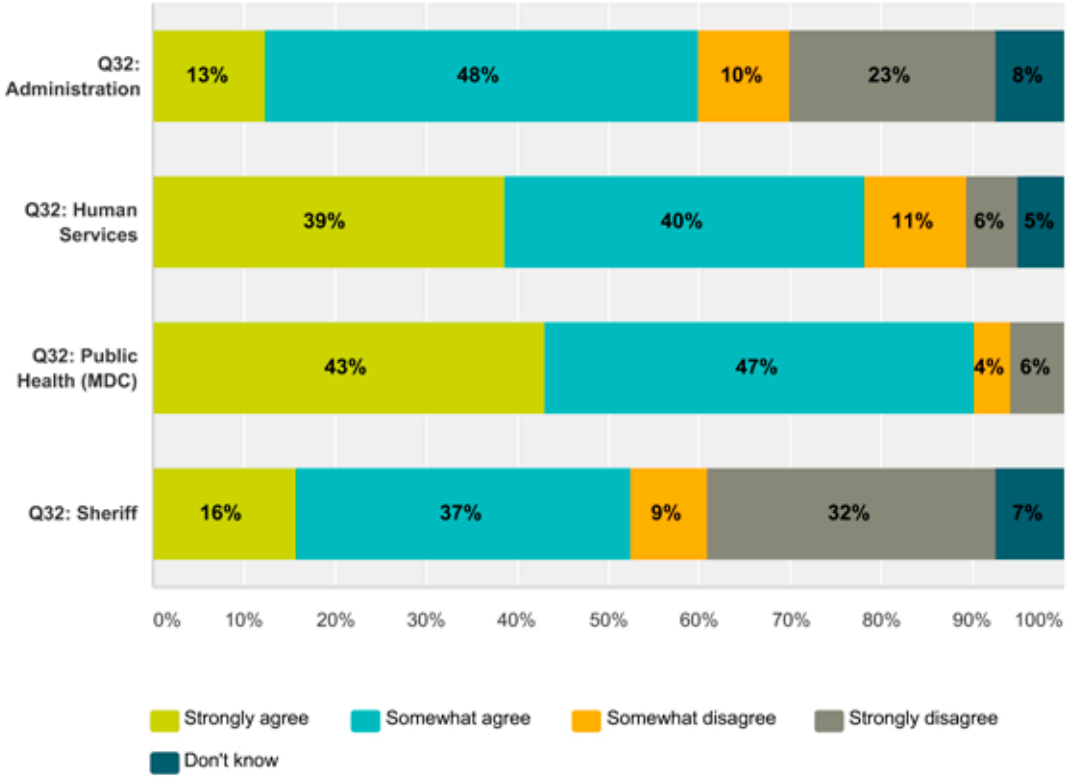
Answered: 370 Skipped: 4



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

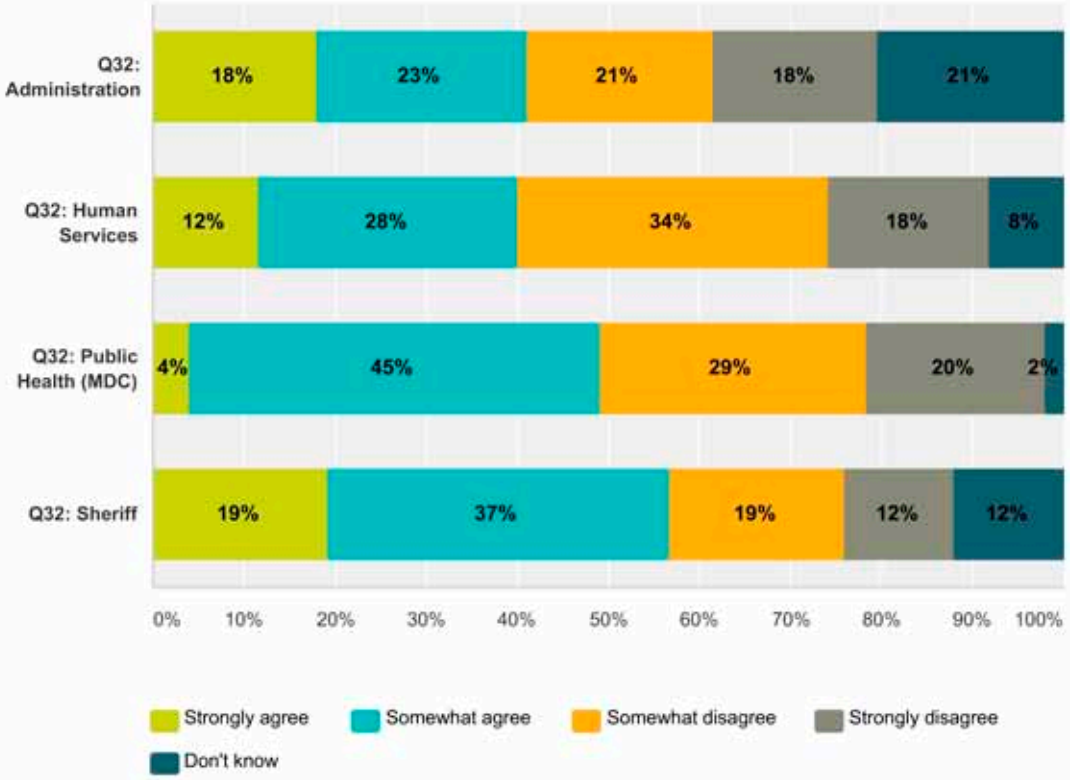
Answered: 370 Skipped: 4



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

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

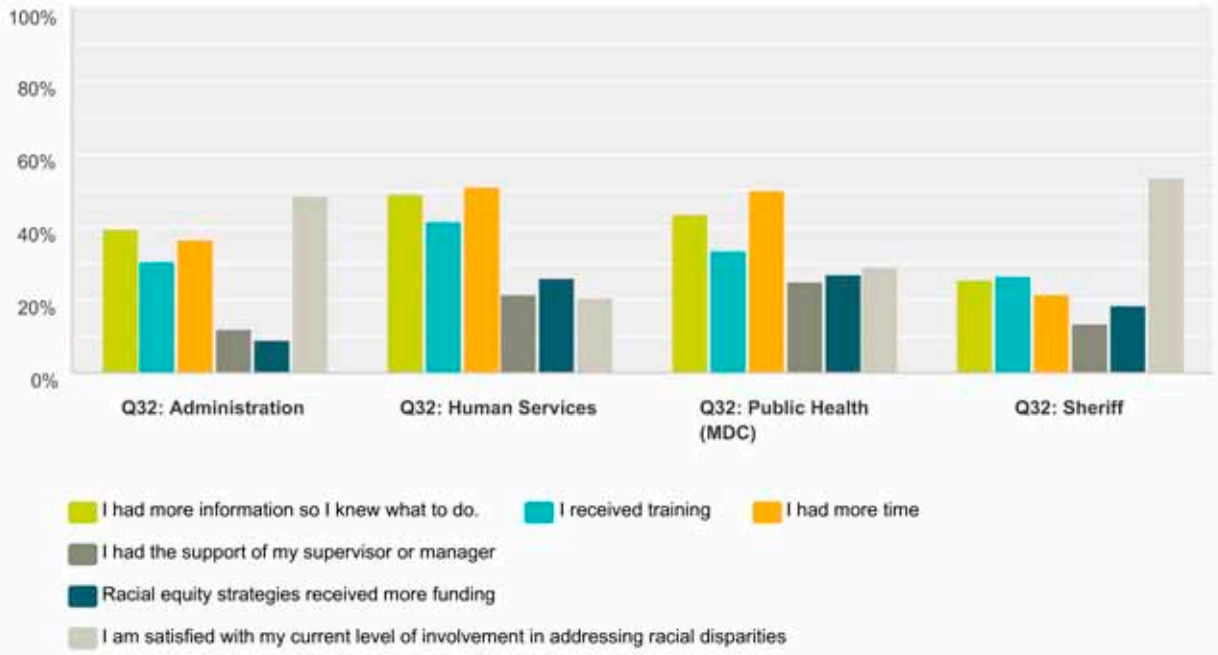
Answered: 370 Skipped: 4



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

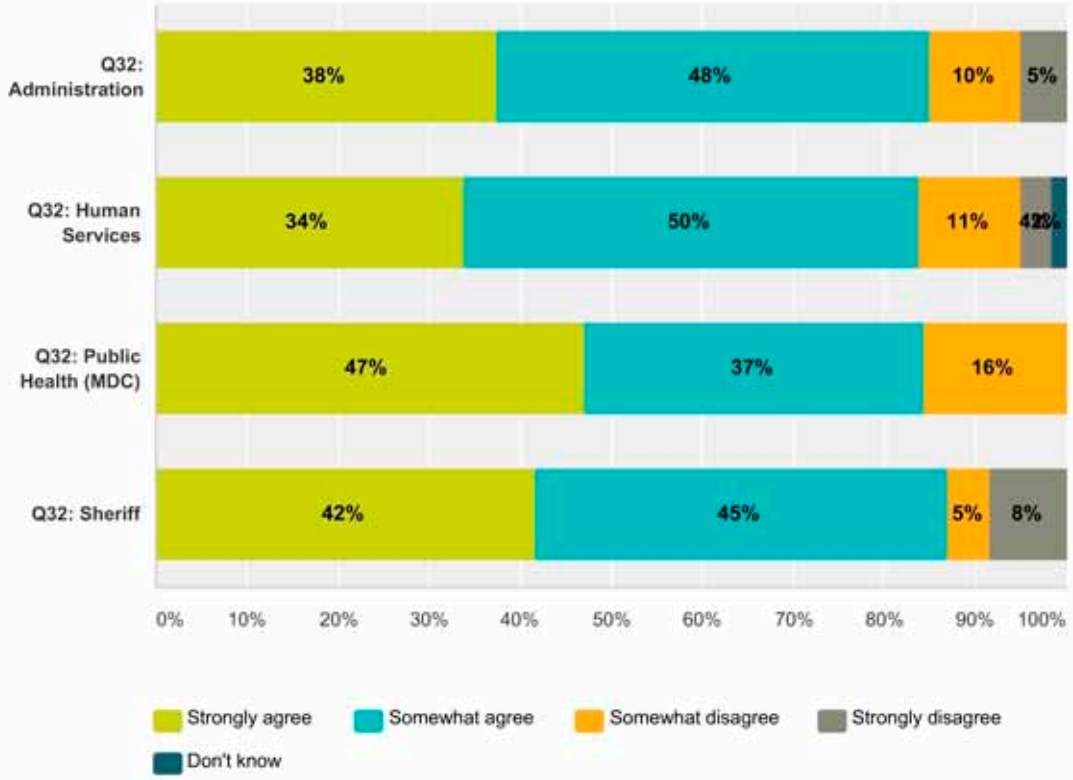


	I had more information so I knew what to do.	I received training	I had more time	I had the support of my supervisor or manager	Racial equity strategies received more funding	I am satisfied with my current level of involvement in addressing racial disparities	Total
Q32: Administration (A)	**39%** 13	**30%**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

	Other (please specify)	Total
Q32: Administration (A)	4	4
Q32: Human Services (B)	17	17
Q32: Public Health (MDC) (C)	6	6
Q32: Sheriff (D)	11	11

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

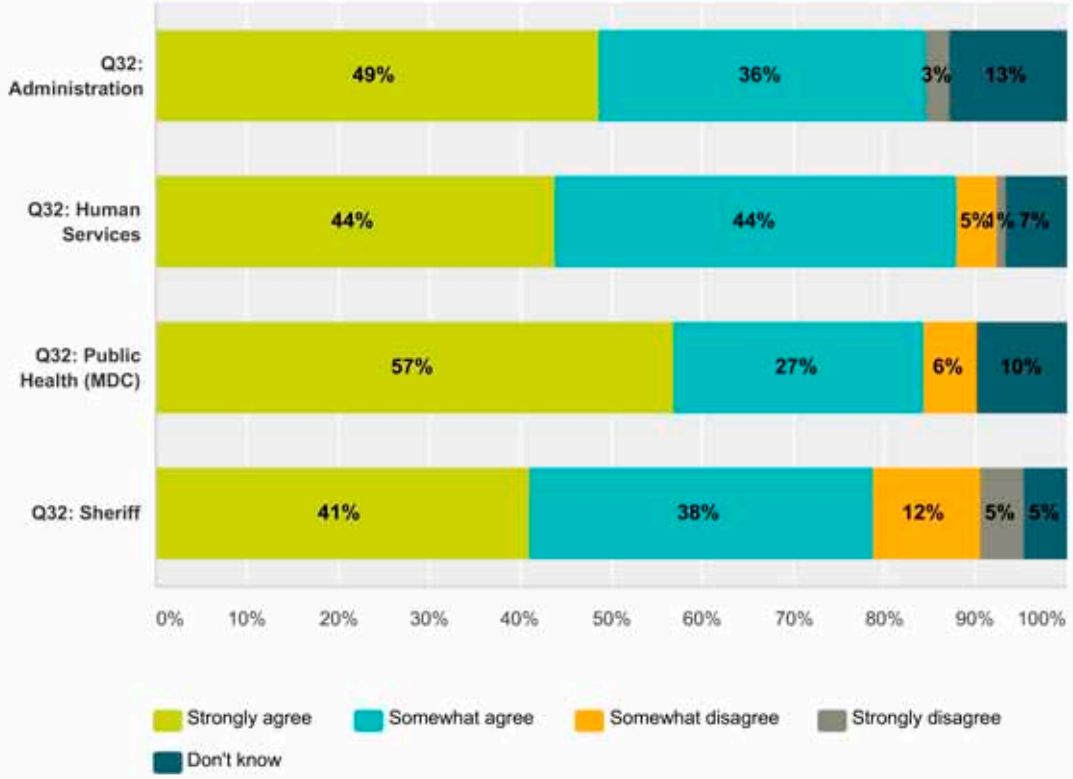
Answered: 373 Skipped: 1



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

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

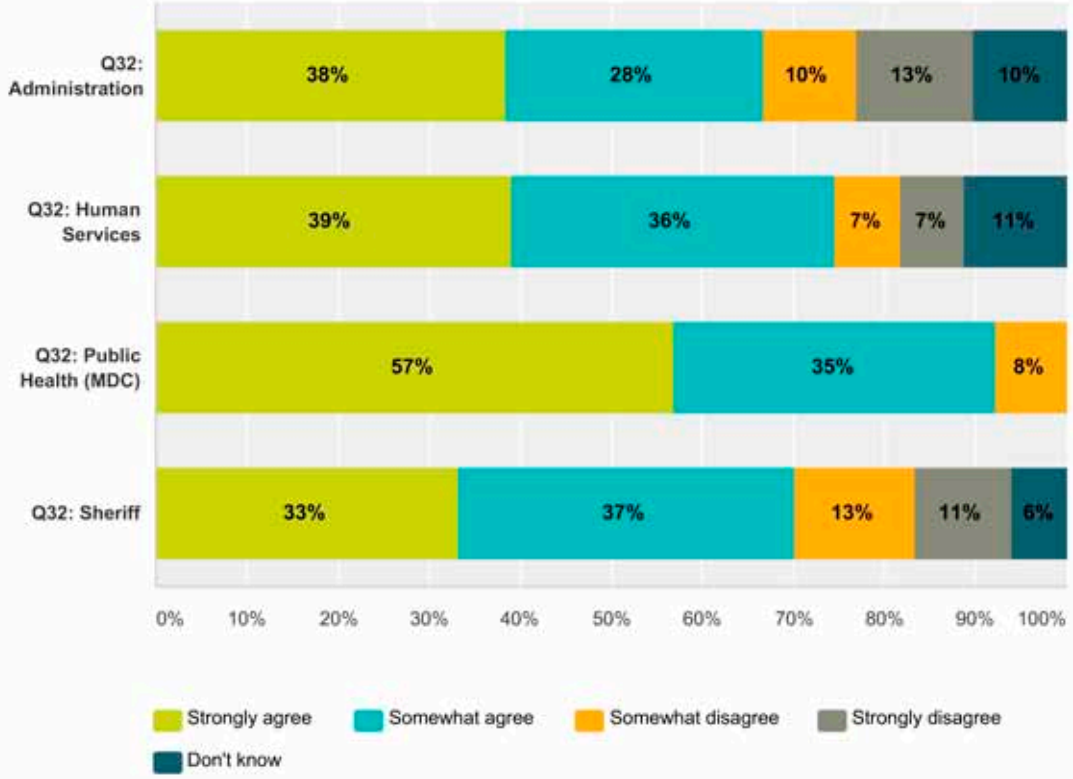
Answered: 373 Skipped: 1



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

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

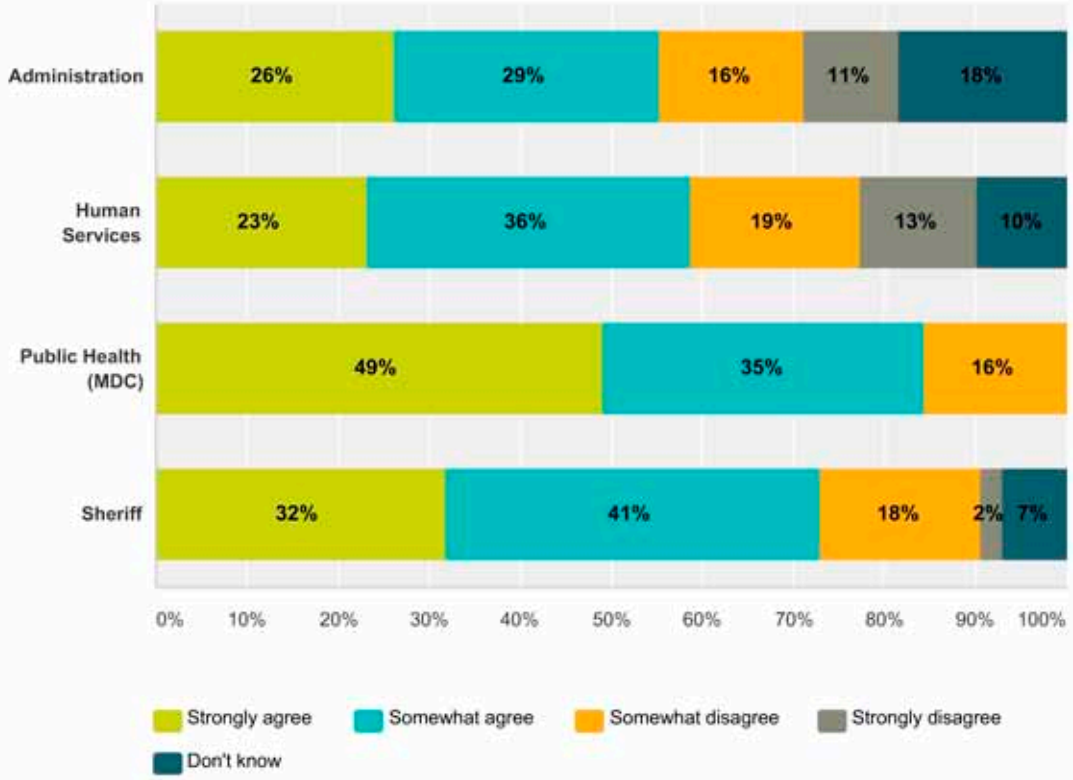
Answered: 371 Skipped: 3



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

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

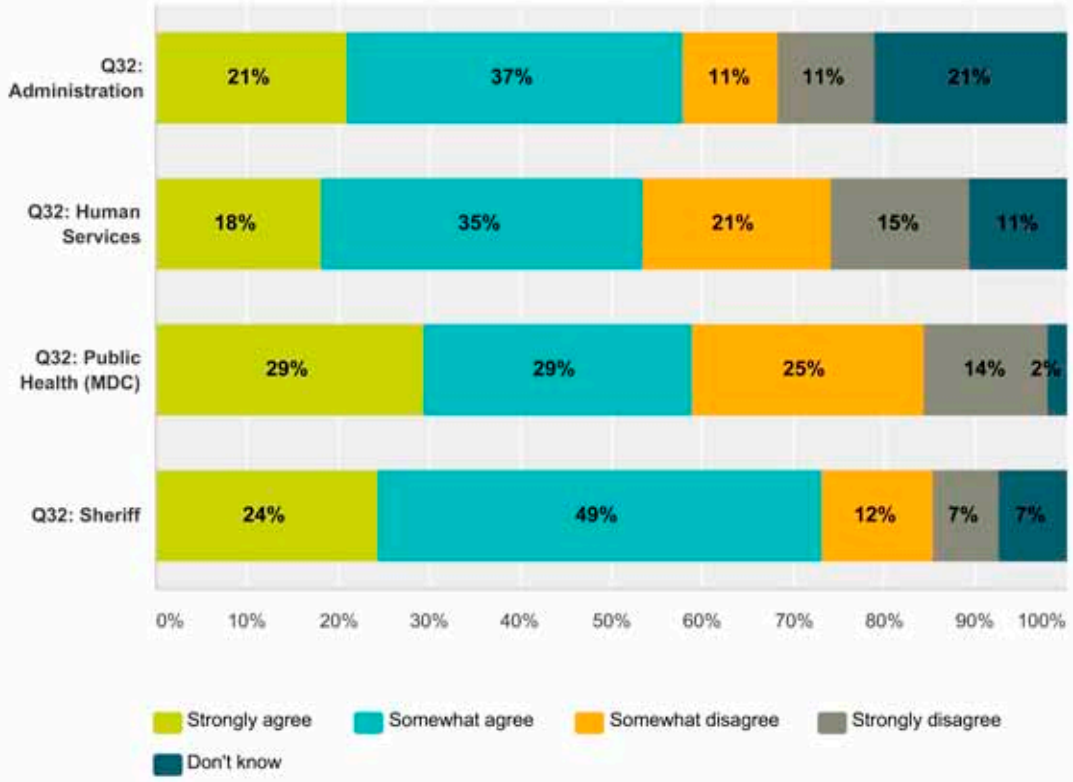
Answered: 368 Skipped: 6



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Administration (A)	**26%** 10	**29%** 11	**16%** 6	**11%** 4	**18%** 7	**10%** 38
Human Services (B)	**23%** 45	**36%** 69	**19%** 36	**13%** 25	**10%** 19	**53%** 194
Public Health (MDC) (C)	**49%** 25	**35%** 18	**16%** 8	**0%** 0	**0%** 0	**14%** 51
Sheriff (D)	**32%** 27	**41%** 35	**18%** 15	**2%** 2	**7%** 6	**23%** 85
Total Respondents	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%** 8	**37%** 14	**11%** 4	**11%** 4	**21%** 8	**10%** 38
Q32: Human Services (B)	**18%** 36	**35%** 70	**21%** 41	**15%** 30	**11%** 21	**54%** 198
Q32: Public Health (MDC) (C)	**29%** 15	**29%** 15	**25%** 13	**14%** 7	**2%** 1	**14%** 51
Q32: Sheriff (D)	**24%** 20	**49%** 40	**12%** 10	**7%** 6	**7%** 6	**22%** 82
Total Respondents	79	139	68	47	36	369

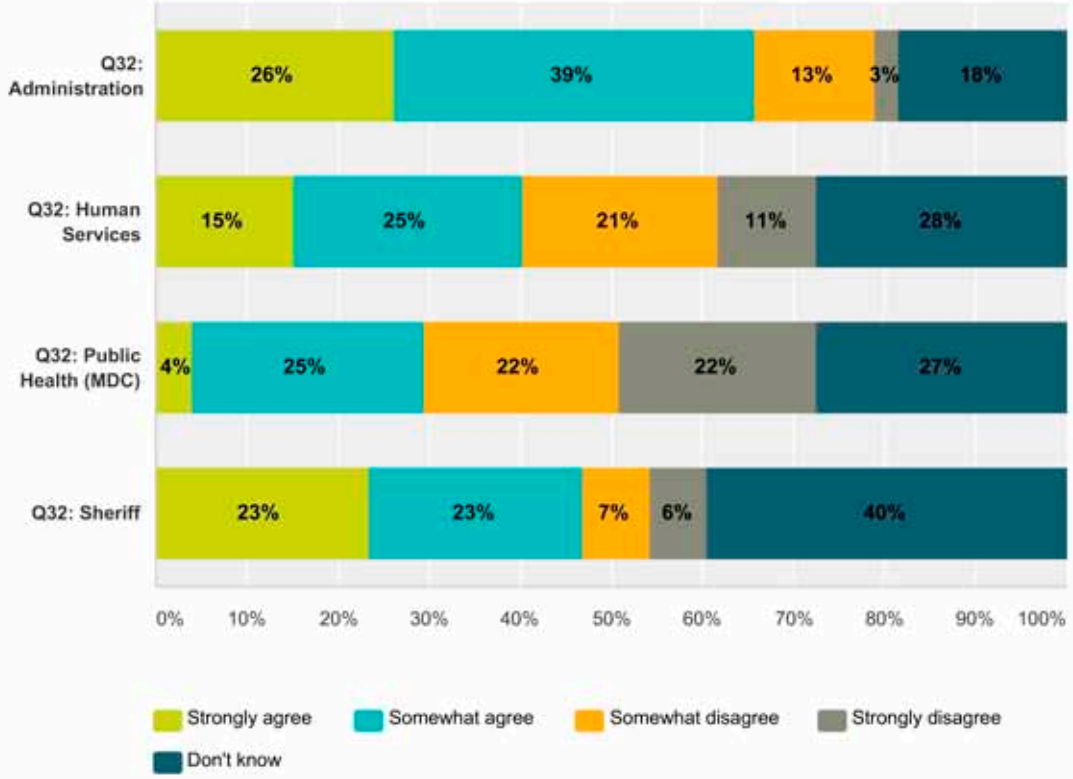
Q15 I believe employees in my department reflect the racial diversity of our county.

Answered: 370 Skipped: 4

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

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

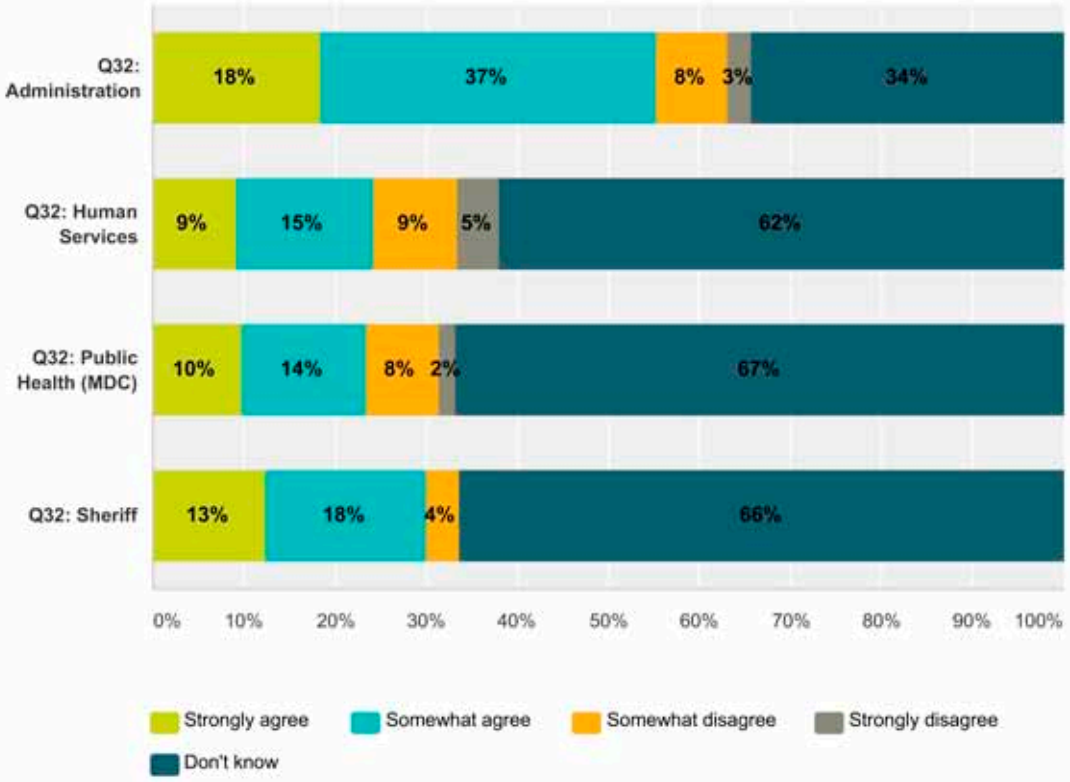
Answered: 366 Skipped: 8



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q32: Administration (A)	**26%** 10	**39%** 15	**13%** 5	**3%** 1	**18%** 7	**10%** 38
Q32: Human Services (B)	**15%** 30	**25%** 49	**21%** 42	**11%** 21	**28%** 54	**54%** 196
Q32: Public Health (MDC) (C)	**4%** 2	**25%** 13	**22%** 11	**22%** 11	**27%** 14	**14%** 51
Q32: Sheriff (D)	**23%** 19	**23%** 19	**7%** 6	**6%** 5	**40%** 32	**22%** 81
Total Respondents	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%** 7	**37%** 14	**8%** 3	**3%** 1	**34%** 13	**10%** 38
Q32: Human Services (B)	**9%** 18	**15%** 29	**9%** 18	**5%** 9	**62%** 120	**53%** 194
Q32: Public Health (MDC) (C)	**10%** 5	**14%** 7	**8%** 4	**2%** 1	**67%** 34	**14%** 51
Q32: Sheriff (D)	**13%** 10	**18%** 14	**4%** 3	**0%** 0	**66%** 53	**22%** 80
Total Respondents	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%** 7	**28%** 10	**22%** 8	**3%** 1	**28%** 10	**10%** 36
Q32: Human Services (B)	**15%** 30	**40%** 78	**17%** 33	**8%** 16	**20%** 40	**54%** 197
Q32: Public Health (MDC) (C)	**31%** 16	**37%** 19	**14%** 7	**10%** 5	**8%** 4	**14%** 51
Q32: Sheriff (D)	**31%** 26	**39%** 32	**4%** 3	**7%** 6	**19%** 16	**23%** 83
Total Respondents	79	139	51	28	70	367

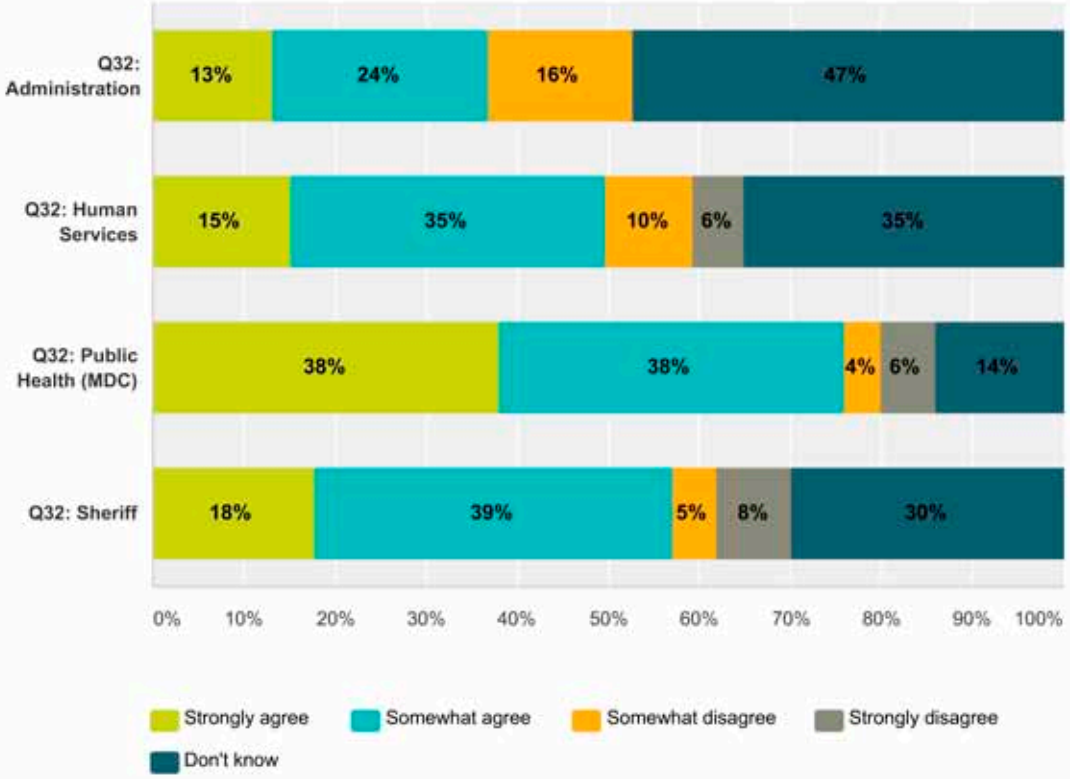
Q19 My department seeks input and assistance on decision making from communities of color.

Answered: 368 Skipped: 6

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

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

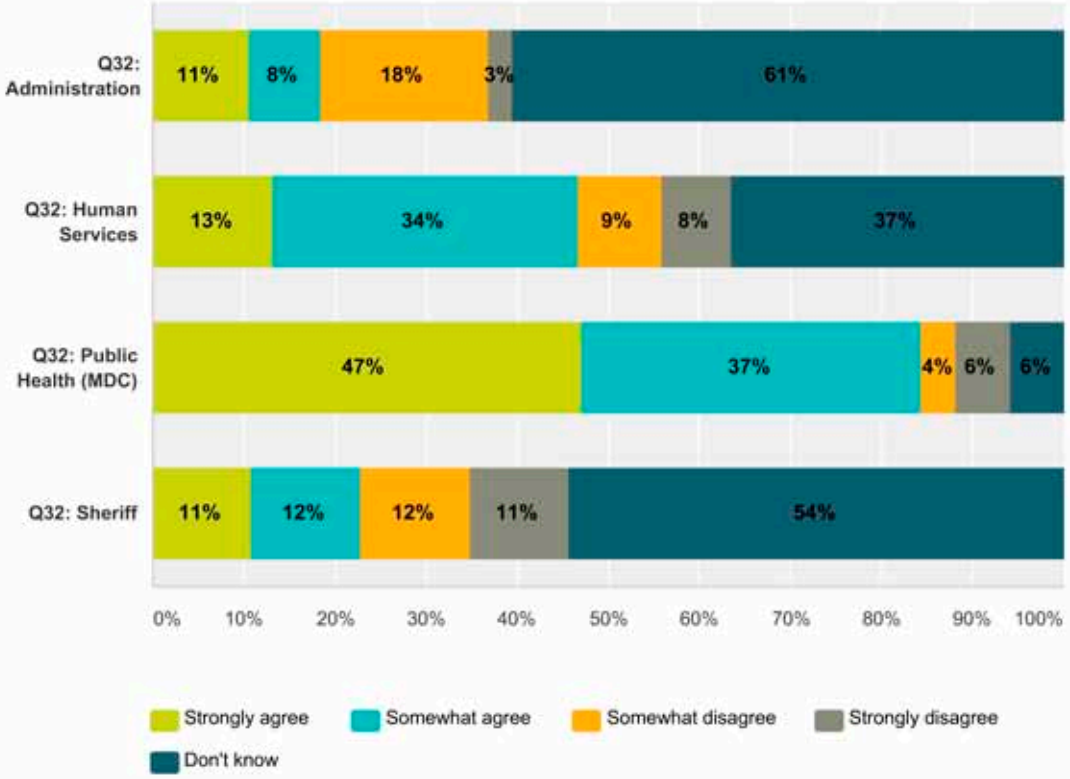
Answered: 369 Skipped: 5



	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know	Total
Q32: Administration (A)	**13%** 5	**24%** 9	**16%** 6	**0%** 0	**47%** 18	**10%** 38
Q32: Human Services (B)	**15%** 30	**35%** 68	**10%** 19	**6%** 11	**35%** 69	**53%** 197
Q32: Public Health (MDC) (C)	**38%** 19	**38%** 19	**4%** 2	**6%** 3	**14%** 7	**14%** 50
Q32: Sheriff (D)	**18%** 15	**39%** 33	**5%** 4	**8%** 7	**30%** 25	**23%** 84
Total Respondents	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%** 4	**8%** 3	**18%** 7	**3%** 1	**61%** 23	**10%** 38
Q32: Human Services (B)	**13%** 26	**34%** 66	**9%** 18	**8%** 15	**37%** 72	**53%** 197
Q32: Public Health (MDC) (C)	**47%** 24	**37%** 19	**4%** 2	**6%** 3	**6%** 3	**14%** 51
Q32: Sheriff (D)	**11%** 9	**12%** 10	**12%** 10	**11%** 9	**54%** 45	**22%** 83
Total Respondents	63	98	37	28	143	369

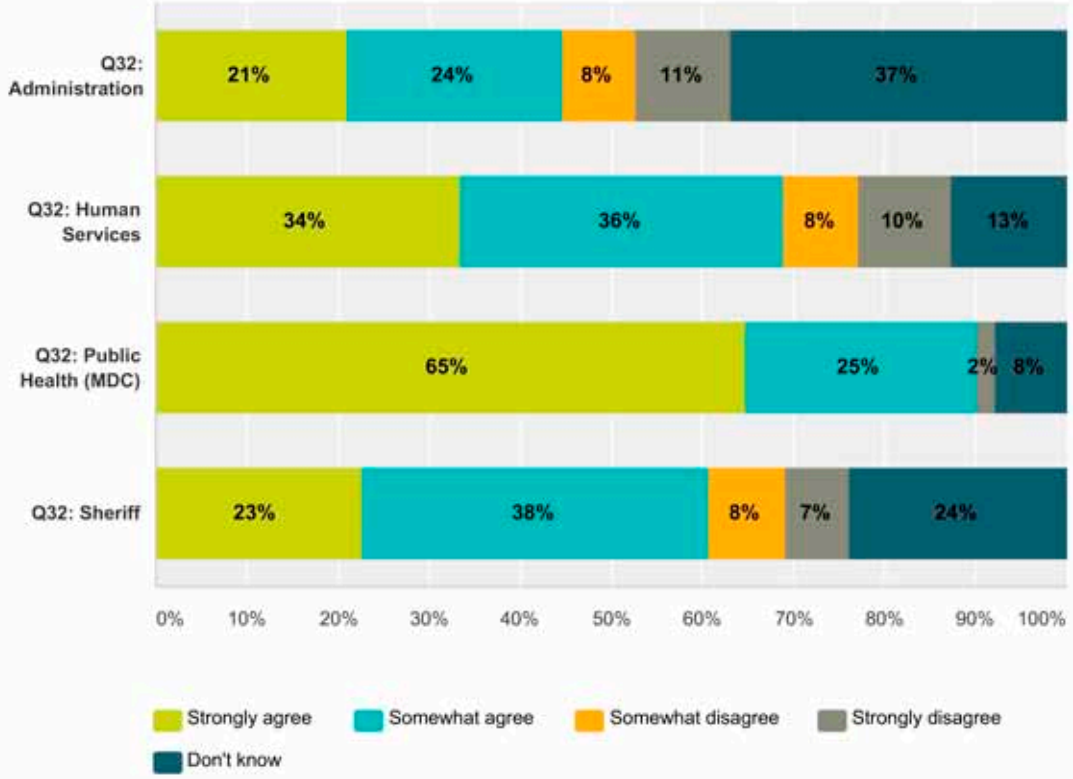
Q22 My department is making progress on improving access to services for refugees and immigrants.

Answered: 365 Skipped: 9

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

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

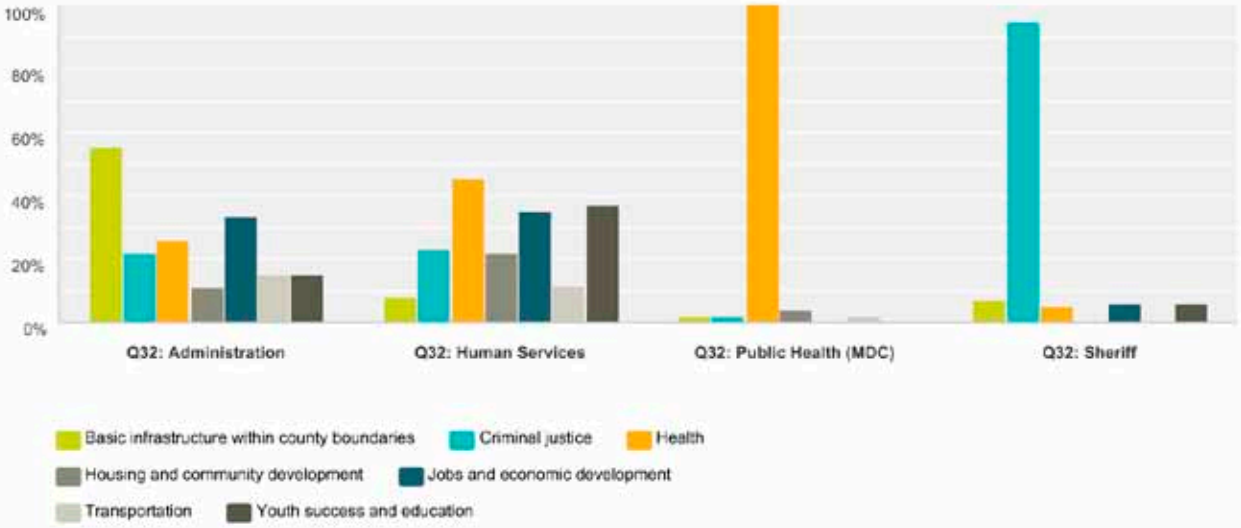
Answered: 370 Skipped: 4



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

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

Answered: 322 Skipped: 52

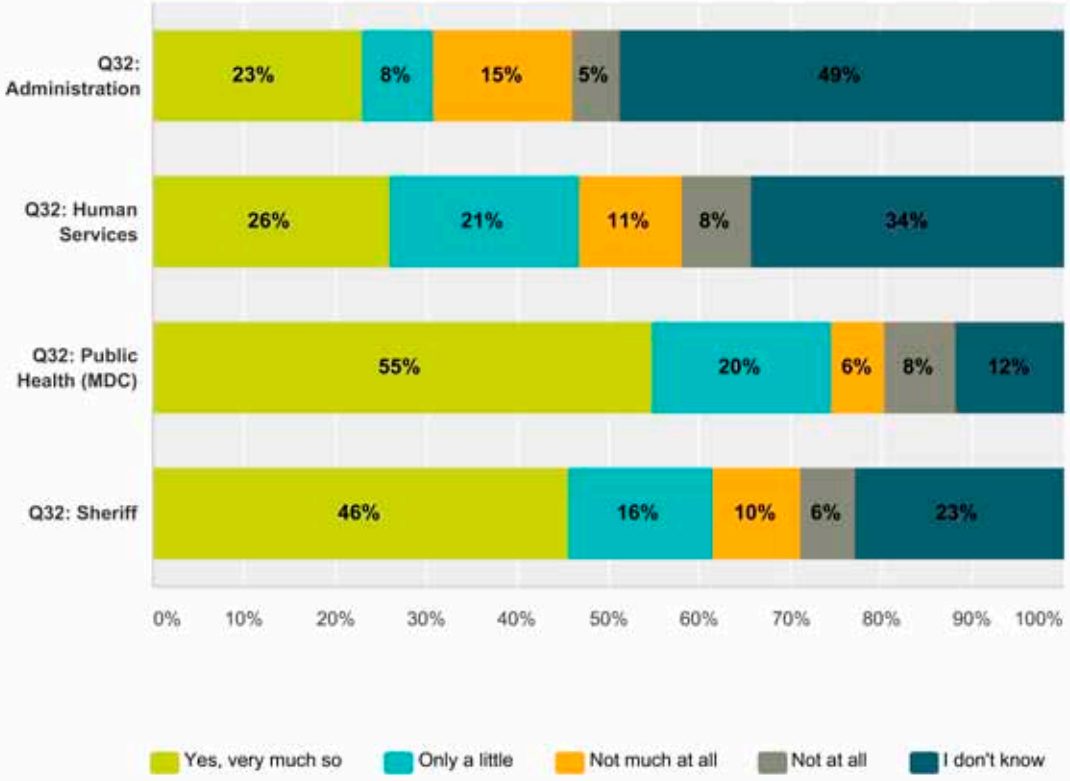


	Basic infrastructure within county boundaries	Criminal justice	Health	Housing and community development	Jobs and economic development	Transportation	Youth success and education	Total
Q32: Administration (A)	56% 15	22% 6	26% 7	11% 3	33% 9	15% 4	15% 4	15% 48
Q32: Human Services (B)	8% 13	23% 37	46% 74	22% 36	35% 57	12% 19	37% 60	92% 296
Q32: Public Health (MDC) (C)	2% 1	2% 1	100% 50	4% 2	0% 0	2% 1	0% 0	17% 55
Q32: Sheriff (D)	7% 6	95% 79	5% 4	0% 0	6% 5	0% 0	6% 5	31% 99
Total Respondents	35	123	135	41	71	24	69	322

	Other (please specify)	Total
Q32: Administration (A)	11	11
Q32: Human Services (B)	38	38
Q32: Public Health (MDC) (C)	2	2
Q32: Sheriff (D)	2	2

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

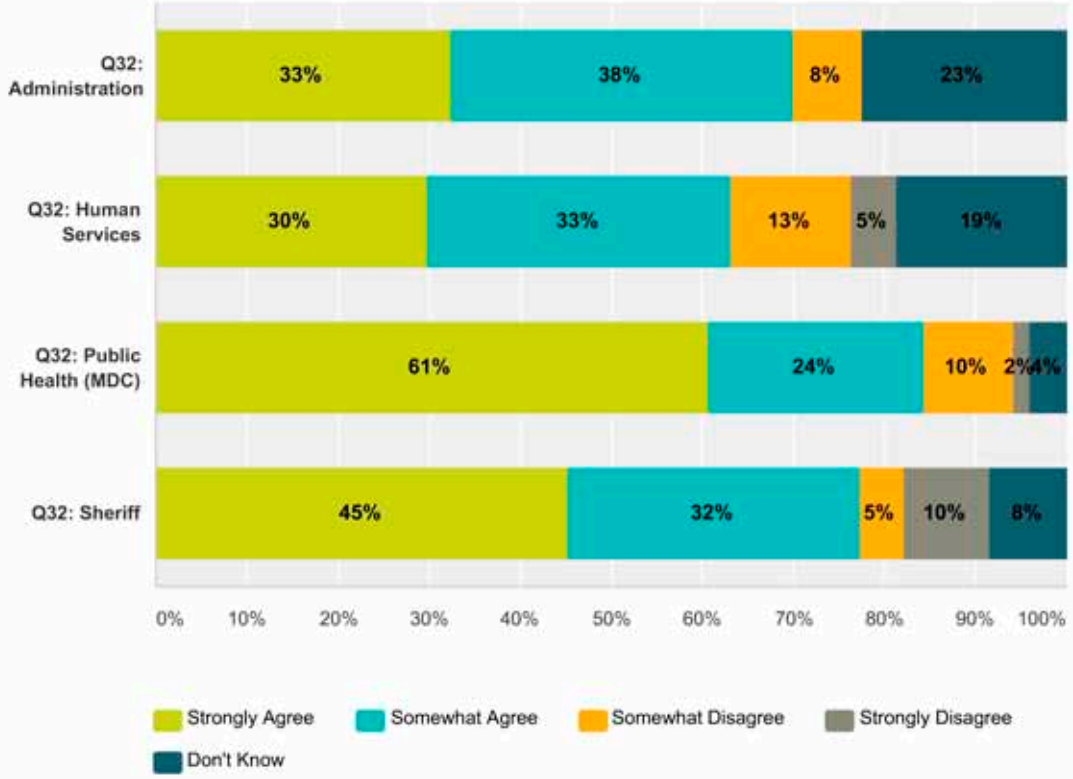
Answered: 369 Skipped: 5



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

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

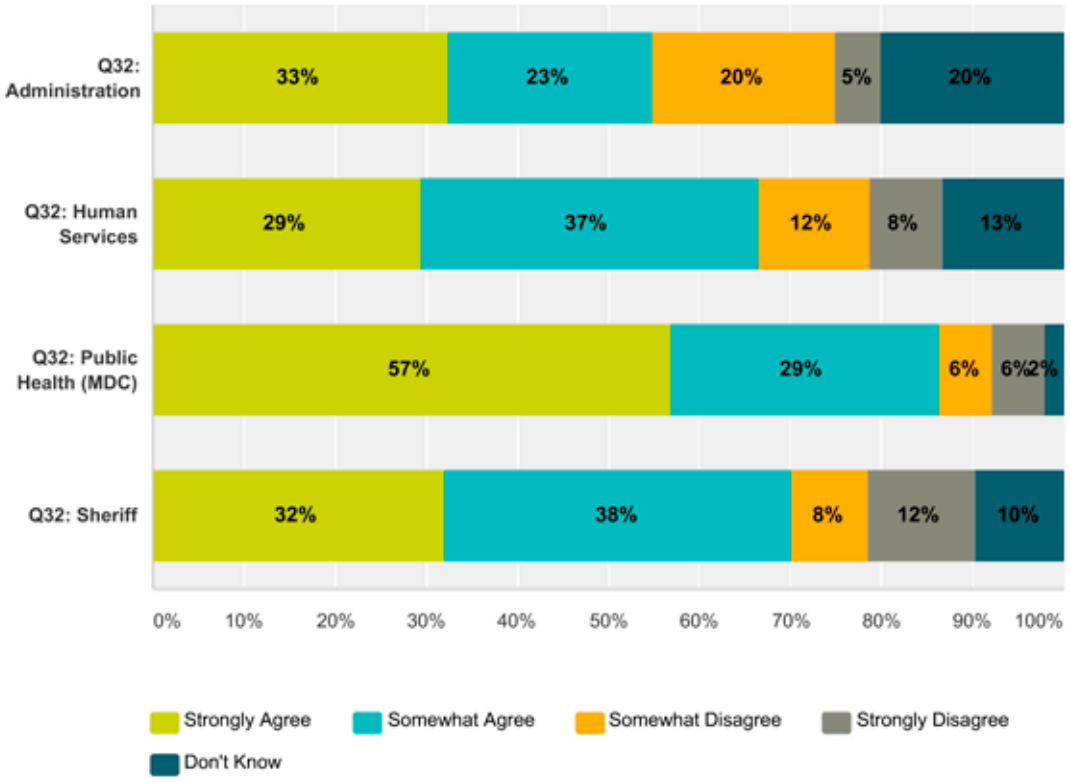
Answered: 373 Skipped: 1



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

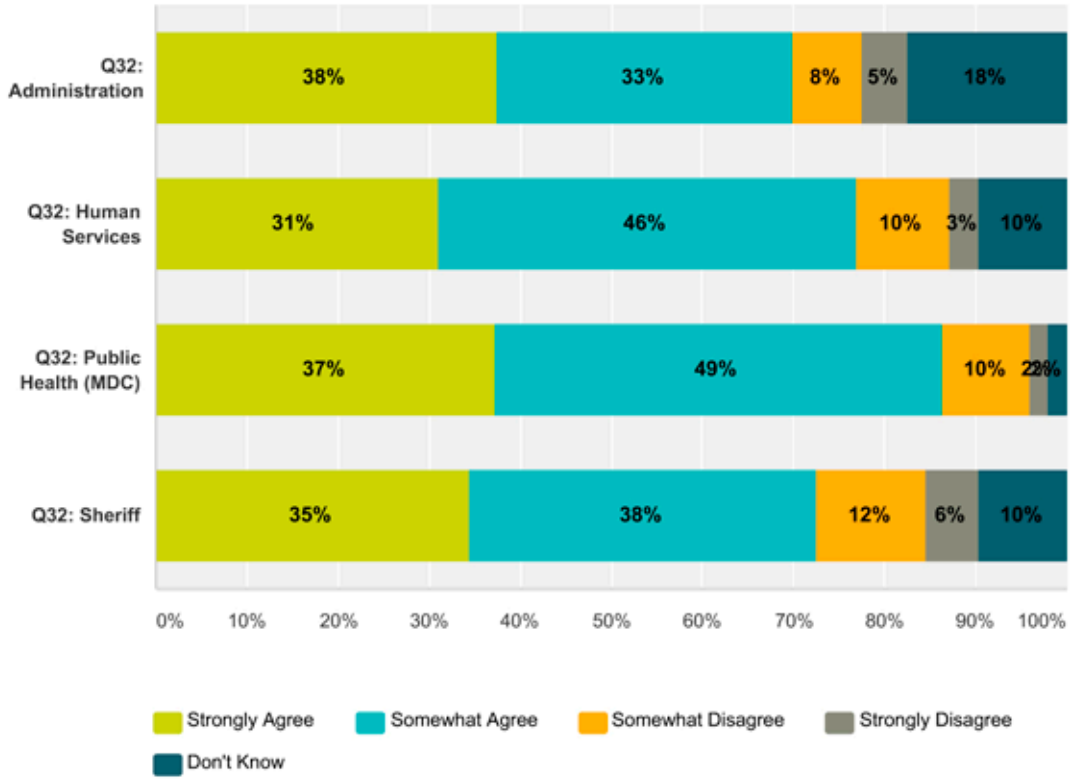
Answered: 372 Skipped: 2



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Q32: Administration (A)	**33%** 13	**23%** 9	**20%** 8	**5%** 2	**20%** 8	**11%** 40
Q32: Human Services (B)	**29%** 58	**37%** 73	**12%** 24	**8%** 16	**13%** 26	**53%** 197
Q32: Public Health (MDC) (C)	**57%** 29	**29%** 15	**6%** 3	**6%** 3	**2%** 1	**14%** 51
Q32: Sheriff (D)	**32%** 27	**38%** 32	**8%** 7	**12%** 10	**10%** 8	**23%** 84
Total Respondents	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.

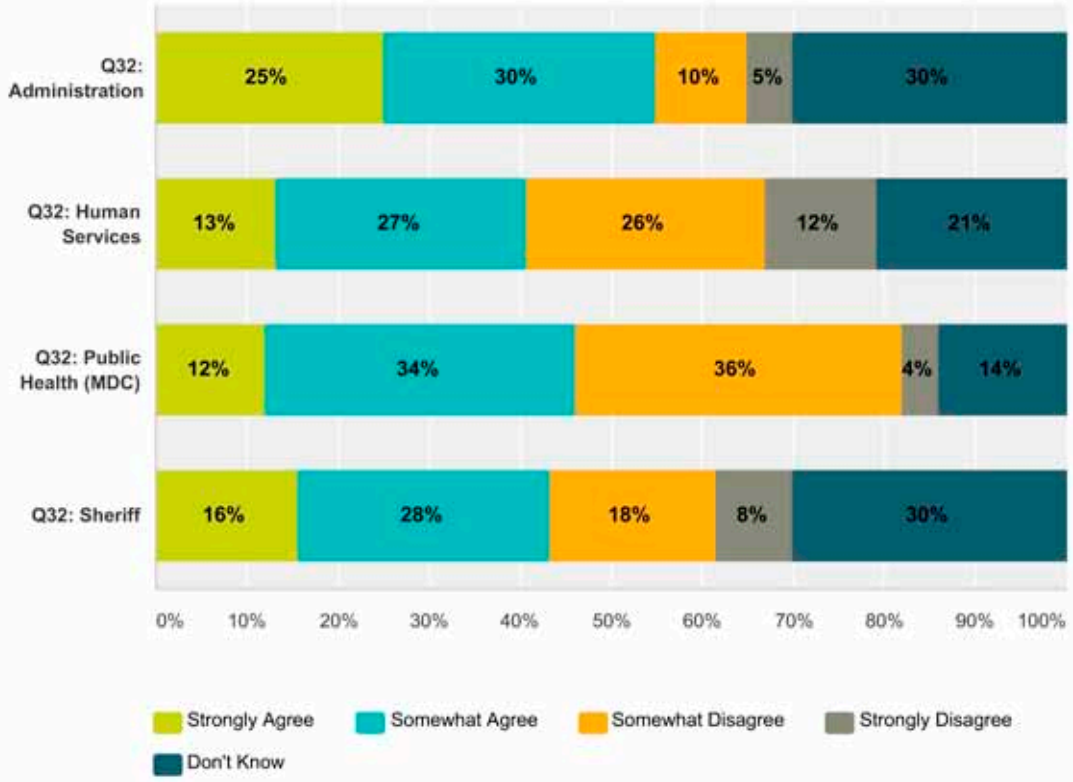
Answered: 371 Skipped: 3



	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Total
Q32: Administration (A)	**38%** 15	**33%** 13	**8%** 3	**5%** 2	**18%** 7	**11%** 40
Q32: Human Services (B)	**31%** 61	**46%** 90	**10%** 20	**3%** 6	**10%** 19	**53%** 196
Q32: Public Health (MDC) (C)	**37%** 19	**49%** 25	**10%** 5	**2%** 1	**2%** 1	**14%** 51
Q32: Sheriff (D)	**35%** 29	**38%** 32	**12%** 10	**6%** 5	**10%** 8	**23%** 84
Total Respondents	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%** 10	**30%** 12	**10%** 4	**5%** 2	**30%** 12	**11%** 40
Q32: Human Services (B)	**13%** 26	**27%** 54	**26%** 52	**12%** 24	**21%** 41	**53%** 197
Q32: Public Health (MDC) (C)	**12%** 6	**34%** 17	**36%** 18	**4%** 2	**14%** 7	**14%** 50
Q32: Sheriff (D)	**16%** 13	**28%** 23	**18%** 15	**8%** 7	**30%** 25	**22%** 83
Total Respondents	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%** 8	**44%** 17	**8%** 3	**5%** 2	**23%** 9	**10%** 39
Q32: Human Services (B)	**11%** 22	**40%** 79	**17%** 33	**7%** 14	**25%** 50	**53%** 198
Q32: Public Health (MDC) (C)	**22%** 11	**45%** 23	**14%** 7	**8%** 4	**12%** 6	**14%** 51
Q32: Sheriff (D)	**18%** 15	**51%** 43	**10%** 8	**12%** 10	**10%** 8	**23%** 84
Total Respondents	56	162	51	30	73	372

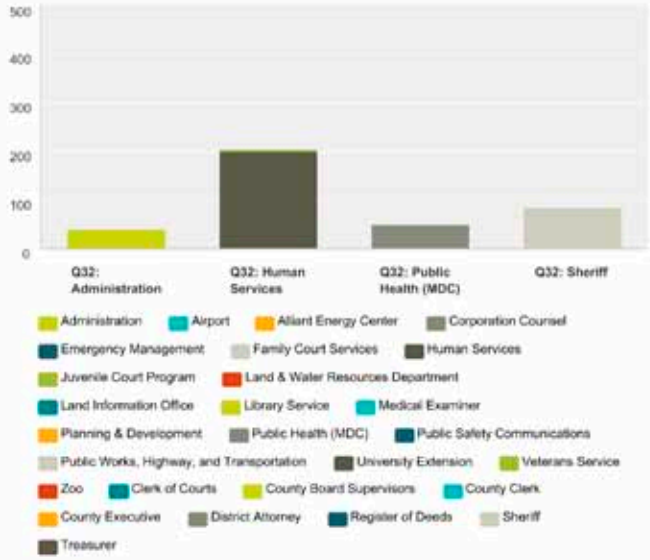
Q31 As a whole, county government is making progress towards achieving racial equity.

Answered: 372 Skipped: 2

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

Q32 Which department do you work in?

Answered: 274 Skipped: 8

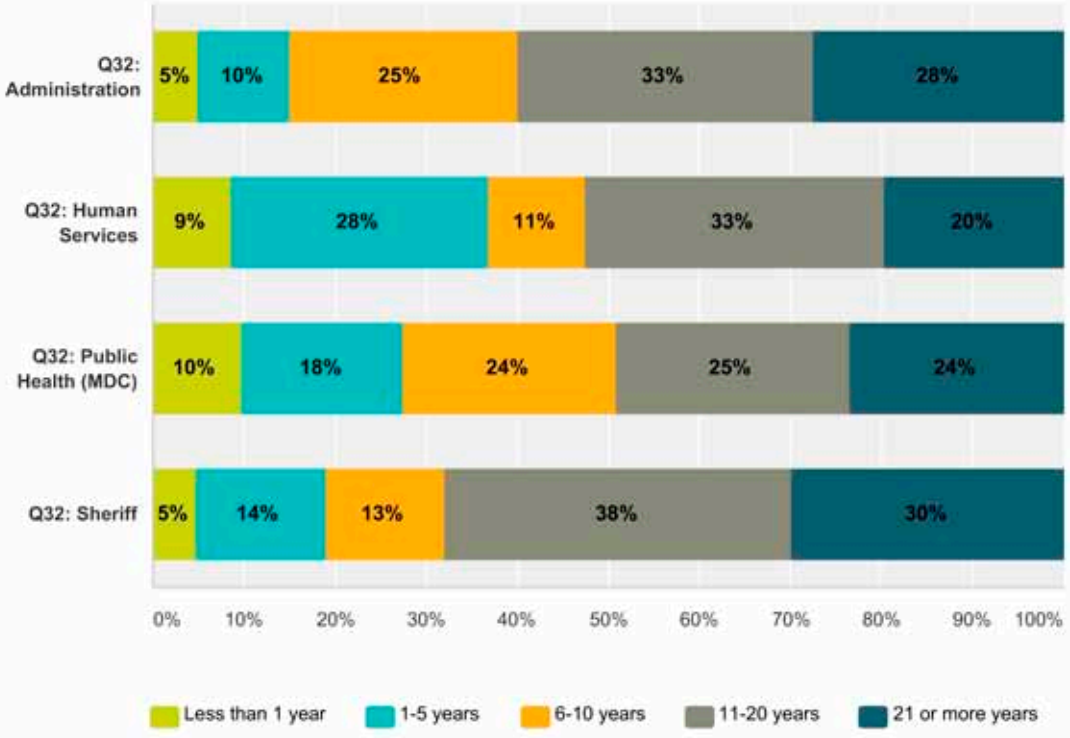


	Administration	Airport	Alliant Energy Center	Corporation Counsel	Emergency Management	Family Court Services	Human Services	Juvenile Court Program	Land & Water Resources Department	Land Information Office	Library Service	Medical Examiner	Planning & Development	Public Health (MDC)	Public Safety Communications	Pu Hi Tr
Q32: Administration (A)	100% 40	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	
Q32: Human Services (B)	0% 0	0% 0	0% 0	1% 2	0% 0	0% 0	100% 198	2% 4	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	
Q32: Public Health (MDC) (C)	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	100% 51	0% 0	
Q32: Sheriff (D)	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	
Total Respondents	40	0	0	2	0	0	198	4	0	0	0	0	0	51	0	0

	Other (please specify):	Total
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?

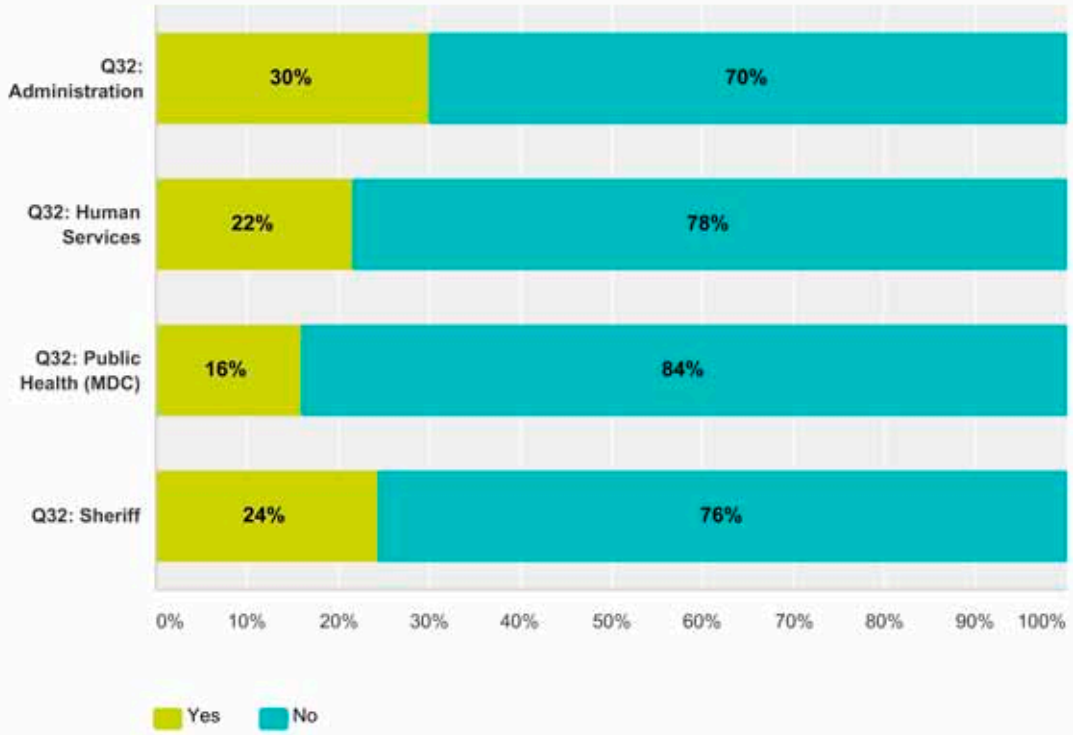
Answered: 373 Skipped: 1



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

Q34 Do you manage or supervise people?

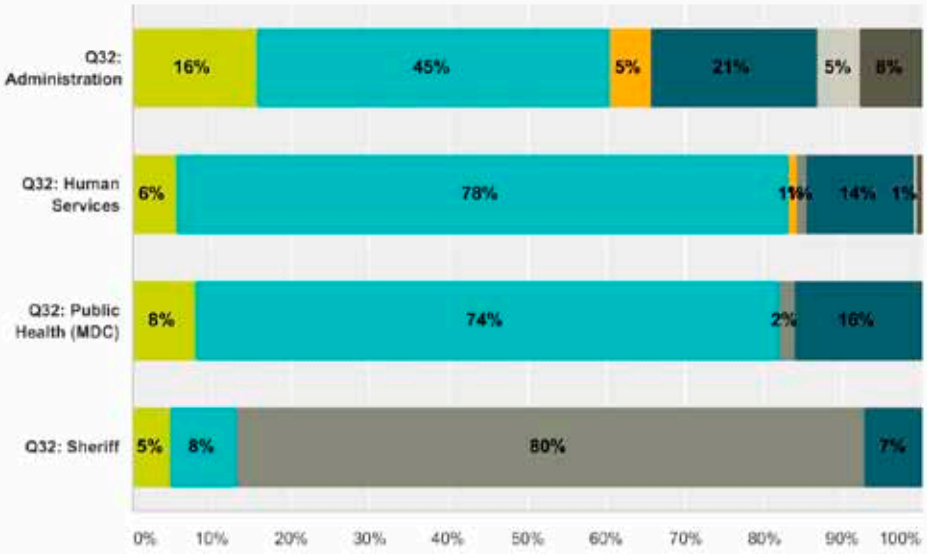
Answered: 366 Skipped: 8



	Yes	No	Total
Q32: Administration (A)	**30%** 12	**70%** 28	**11%** 40
Q32: Human Services (B)	**22%** 42	**78%** 152	**53%** 194
Q32: Public Health (MDC) (C)	**16%** 8	**84%** 42	**14%** 50
Q32: Sheriff (D)	**24%** 20	**76%** 62	**22%** 82
Total Respondents	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 (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% 6	45% 17	5% 2	0% 0	21% 8	5% 2	8% 3	10% 38
Q32: Human Services (B)	6% 11	78% 153	1% 2	1% 2	14% 27	1% 1	1% 1	54% 197
Q32: Public Health (MDC) (C)	8% 4	74% 37	0% 0	2% 1	16% 8	0% 0	0% 0	14% 50
Q32: Sheriff (D)	5% 4	8% 7	0% 0	80% 66	7% 6	0% 0	0% 0	23% 83
Total Respondents	25	214	4	69	49	3	4	368

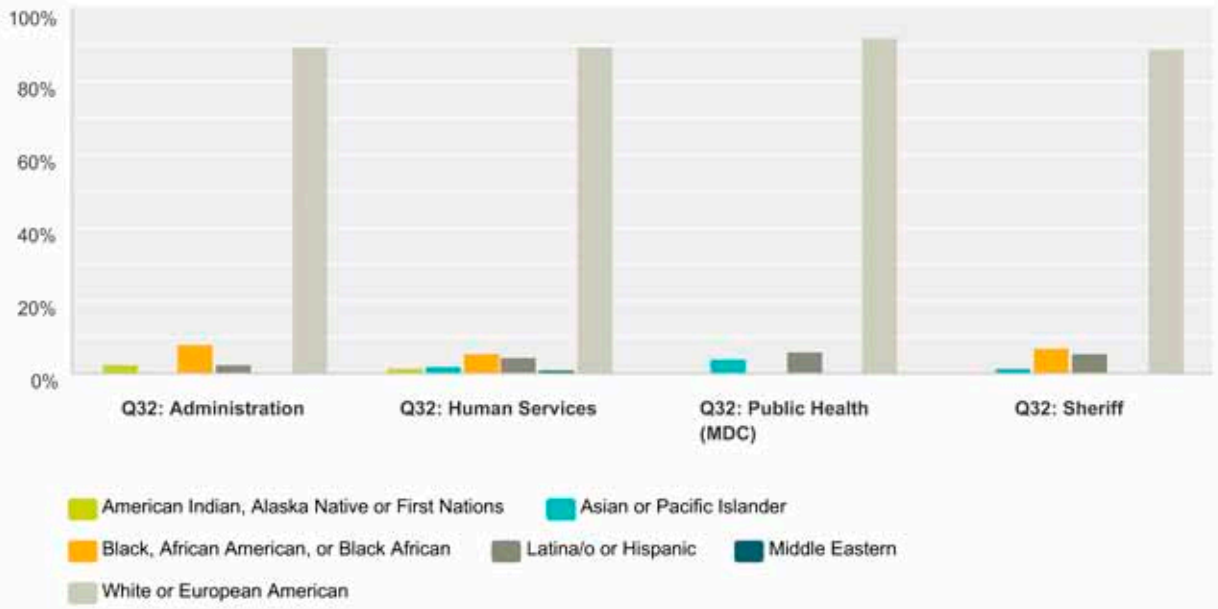
Q36 Where is your primary worksite?

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%** 32	**3%** 1	**0%** 0	**0%** 0	**10%** 4	**0%** 0	**8%** 3	**11%** 40
Q32: Human Services (B)	**70%** 137	**7%** 13	**0%** 0	**3%** 6	**8%** 16	**4%** 8	**9%** 17	**54%** 197
Q32: Public Health (MDC) (C)	**62%** 31	**14%** 7	**2%** 1	**2%** 1	**2%** 1	**2%** 1	**16%** 8	**14%** 50
Q32: Sheriff (D)	**56%** 45	**0%** 0	**1%** 1	**2%** 2	**0%** 0	**5%** 4	**36%** 29	**22%** 81
Total Respondents	245	21	2	9	21	13	57	368

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

Answered: 350 Skipped: 24

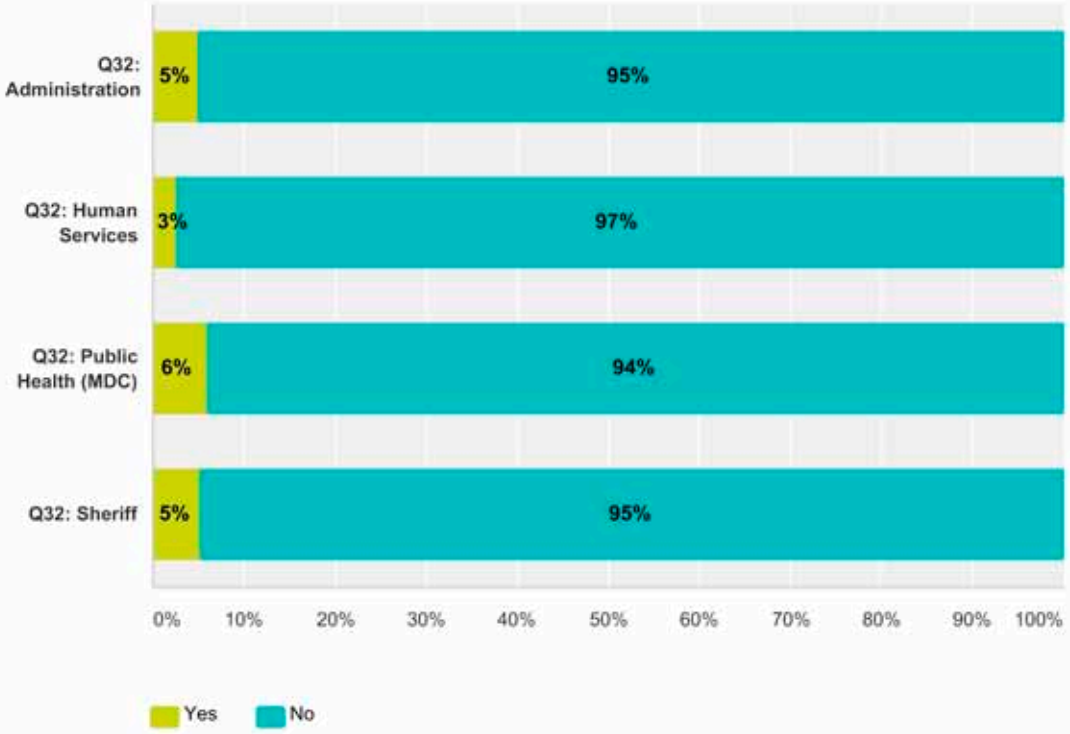


	American Indian, Alaska Native or First Nations	Asian or Pacific Islander	Black, African American, or Black African	Latina/o or Hispanic	Middle Eastern	White or European American	Total
Q32: Administration (A)	**3%** 1	**0%** 0	**8%** 3	**3%** 1	**0%** 0	**89%** 34	**11%** 39
Q32: Human Services (B)	**2%**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

	Other (please specify)	Total
Q32: Administration (A)	0	0
Q32: Human Services (B)	5	5
Q32: Public Health (MDC) (C)	0	0
Q32: Sheriff (D)	1	1

Q38 Are you an immigrant and/or a refugee?

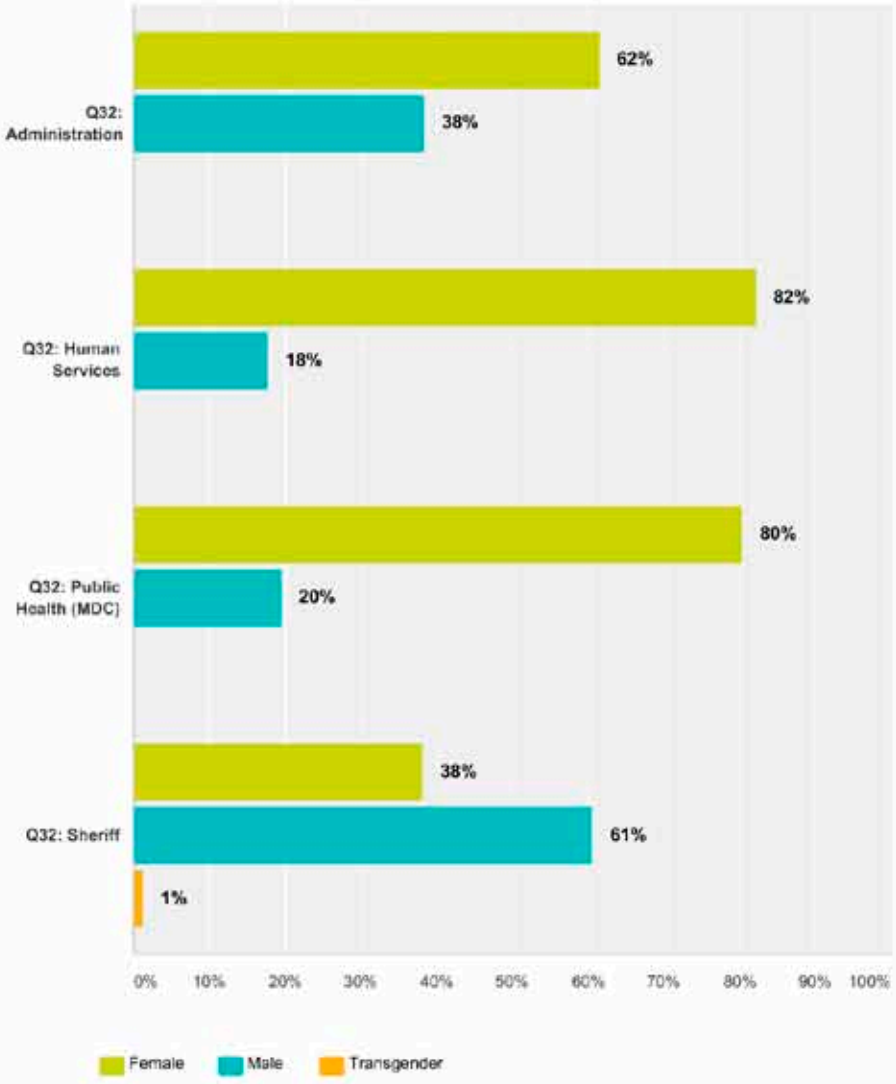
Answered: 359 Skipped: 15



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

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

Answered: 357 Skipped: 17

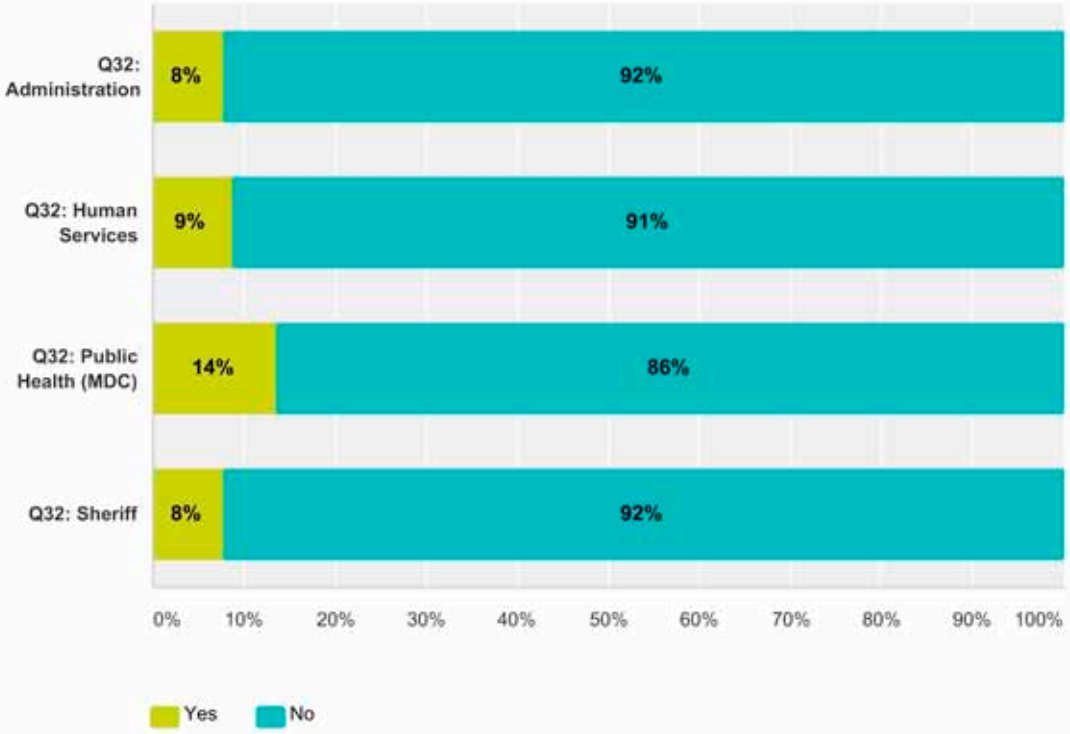


	Female	Male	Transgender	Total
Q32: Administration (A)	62% 24	38% 15	0% 0	11% 39
Q32: Human Services (B)	82% 157	18% 34	0% 0	54% 191
Q32: Public Health (MDC) (C)	80% 41	20% 10	0% 0	14% 51
Q32: Sheriff (D)	38% 29	61% 46	1% 1	21% 76
Total Respondents	251	105	1	357

	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?

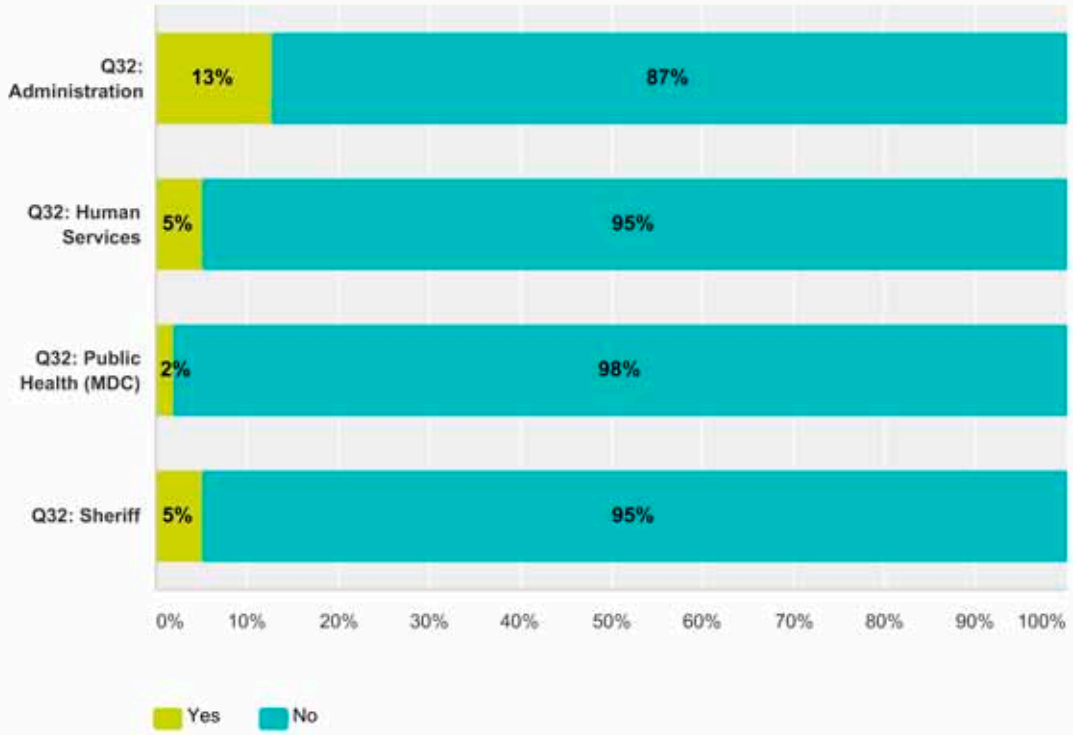
Answered: 357 Skipped: 17



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

Q41 Are you a person with a disability?

Answered: 359 Skipped: 15



	Yes	No	Total
Q32: Administration (A)	**13%** 5	**87%** 34	**11%** 39
Q32: Human Services (B)	**5%** 10	**95%** 182	**53%** 192
Q32: Public Health (MDC) (C)	**2%** 1	**98%** 50	**14%** 51
Q32: Sheriff (D)	**5%** 4	**95%** 73	**21%** 77
Total Respondents	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%** 9	**9%** 9
Q32: Human Services	**100%** 53	**52%** 53
Q32: Public Health (MDC)	**100%** 17	**17%** 17
Q32: Sheriff	**100%** 23	**23%** 23
Total Respondents	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%** 5	**10%** 5
Q32: Human Services	**100%** 31	**60%** 31
Q32: Public Health (MDC)	**100%** 7	**13%** 7
Q32: Sheriff	**100%** 9	**17%** 9
Total Respondents	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%** 9	**12%** 9
Q32: Human Services	**100%** 38	**52%** 38
Q32: Public Health (MDC)	**100%** 12	**16%** 12
Q32: Sheriff	**100%** 14	**19%** 14
Total Respondents	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
• Percent of population who believe advancing racial equity should be a priority of government • Percent of population who understand the county's commitment to racial equity	**A. Dane County employees understand, are committed to, and have the infrastructure needed to advance racial equity.**				
	1) Countywide Racial Equity Strategic Leadership Team – 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	
	2) Departmental Racial Equity Plans – 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	
	3) Departmental Racial Equity Teams – 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	
	4) Racial Equity Training – 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 • Attended racial equity training • Can identify examples of institutionalized racism	
	5) Topic area Racial Equity Teams – 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	
	6) Employee Racial Equity survey – 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		
	7) Use of a Racial Equity Tool with policies or programs – 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	
	8) Incorporate use of the Racial Equity Tool into the budget process – 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. 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
• Percent of population who believe Dane County values community participation and engagement • Dane County services are well received by community members • Voter turnout	**A. Dane County employees have outreach and engagement skills and competencies to advance racially inclusive outreach and engagement.**				
	1) Inclusive Engagement Action Team – 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	
	2) Inclusive Outreach and Public Engagement Training – 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	
	3) Representation of county advisory groups – 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	
	4) Interdepartmental pilot project – 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
• Unemployment rates • Household income • # of businesses developed	**A. Dane County is a model employer advancing racial equity.**				
	1) Workforce Equity Action Team – 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	
	2) Data collection system – 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	
	3) Workforce equity in departmental Racial Equity Action Plans – 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	
	4) Racial equity as core competency in select job descriptions – 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	
	5) Clear racial equity expectations for managers –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	
	6) Remove barriers to applying for county positions – 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	
	7) Employee Handbook – 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 County Executive and Board of Supervisors for revisions	Employee Handbook updated	
	8) Planning for retirements – 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
	9) Premium pay for bilingual staff in community-serving positions where additional language fluency can be utilized – 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. Investments in contracting and procurement benefit the diversity of Dane County's communities.				
	1) RESJ Contracting Equity Action Team – 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	
	2) Contracting and procurement data collection system – 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.	
	3) Contracting and procurement policies and procedures to eliminate racial equity barriers – 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
• Neighborhood crime rates • Arrest rate for youth and adults • Conviction rate for youth and adults • Level of trust in the criminal justice system	**1) Criminal Justice Council** – 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	
	2) Prosecutorial Discretion – 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	
	3) Criminal justice data – 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	
	4) Policy analysis – 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	
	5) Expanded racial equity training for employees in the justice system – 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 per-cent of employees trained	
	6) Ensure criminal justice personnel reflect the community – 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
• Percent of population that is obese • Percent of population with diabetes • Average life expectancy • Neighborhoods have access to affordable, healthy food retail, parks and other county natural resources • Percent of eligible children participating in federally-sponsored school meal programs • Percent of early childhood and adult day care providers carrying out new USDA changes to reflect higher nutrition standards • Percent of those eligible to participate in FoodShare (SNAP) who use the benefit • Rate of food insecurity in county • Breastfeeding rates among county residents	**Food security and healthy life outcomes are increased for Dane County residents, especially communities of color.**				
	1) Health Equity Action Team – 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	
	2) Improve access to healthy food in neighborhoods – 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	
	3) Use Racial Equity Tool to analyze and improve policies and practices – 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	
	4) Education and capacity building – 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	
	5) Increase the effective use of data – 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	
	6) Strengthen partnerships – 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	
	7) Support community-led initiatives that address healthy life outcomes and build community capacity – 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	
	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 – 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
A. Dane County employees understand, are committed to, and have the infrastructure needed to advance racial equity.				
1) Leadership – Department director or designee assigned to participate on the Countywide Racial Equity Strategic Leadership Team.	Assignment made	Dec 2015		
2) Racial Equity Plan – Plan is developed and progress reports take place twice a year.	Plan developed Progress reported	Dec 2015 July 2016		
3) Racial Equity Team – Team is convened and assists departmental leadership with the development and implementation of the Action Plan.	Team is convened	Dec 2015		
4) Training leads – 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		
5) Training for all employees – Conduct Introductory Racial Equity Training for all employees.	Percent of departmental employees who have attended racial equity training	2016		
6) Racial Equity Toolkit training – all managers participate in Racial Equity Toolkit training.	Percent of managers who have attended racial equity toolkit training	Q1 and Q2		
7) Communicating for Racial Equity training – 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		
8) Interdepartmental Racial Equity Action Teams – Identify the Action Teams the department will be represented on and assign responsibility.	Team members identified	Q1		
9) Use of a Racial Equity Tool with policies or programs – Pilot use of the Racial Equity Tool in a select policy or program.	Policy identified Tool used Results shared with staff and the RESJ Strategic Leadership Team	Q1 Q2 Q3		
10) Incorporate use of the Racial Equity Tool into the budget process – 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
A. Dane County employees have outreach and engagement skills and competencies to advance racially inclusive outreach and engagement.				
1) Inclusive Engagement Action Team – Determine if department should be represented on the Inclusive Engagement Action Plan, and if so, designate representative.	Assignment made	Dec 2015		
2) Inclusive Outreach and Public Engagement Training – Provide introductory Inclusive Outreach and Public Engagement training to employees that routinely engage with the public.	Employees identified % of employees identified who participate in training	Q1 Q4		
3) Representation of county advisory groups – 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 Demographic baseline developed Approaches to address gaps identified	Q1 Q2 Q4		

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

OUTCOMES & ACTIONS	DEPARTMENT PERFORMANCE MEASURE	TIMELINE	PERSON RESPONSIBLE	PROGRESS REPORT
A. Dane County is a model employer advancing racial equity.				
1) Workforce Equity Action Team – Determine if department should be represented on the Workforce Equity Action Plan, and if so, designate representative.	Assignment made	Dec 2015		
2) Identification of classifications that do not represent county demographics – Identify one or more specific classification not representing county demographics and implement strategies to eliminate disproportionality.	Classifications identified Strategies developed Strategies implemented Demographics of Dane County workforce reflect demographics of the community across functions (positions) and hierarchy (supervisors, managers, and directors)	Q1 Q2 Q3-Q4 Q4		
3) Racial equity as core competency in select job descriptions – 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 Core competencies integrated into job description	Q1-Q2 Q3-Q4		
4) Racial equity expectations for managers –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 % of employees identified who participate in training	Q1 Q4		
B. Investments in contracting and procurement benefit the diversity of Dane County's communities.				
1) Contracting Equity Action Team – Determine if department should be represented on the Contracting Equity Action Plan, and if so, designate representative.	Assignment made	Q1		
2) Contracting Equity Data Analysis – Analyze the % of WMBE contracting and procurement utilized over the past two years and set an aspirational target for 2016.	Aspirational target set Department's contracting and procurement reflects the demographics of the community.	Q1 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
A. Neighborhoods and people are safe and racial disproportionalities in the criminal justice system are eliminated				
1) Criminal Justice Council Racial Disparities Workgroup –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) **2) Expanded racial equity training for employees in the justice system** – 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 % of employees identified who participate in the training	Q2 Q4		
(if represented on the CJC Racial Disparities Workgroup) **3) Ensure criminal justice personnel reflect the community** – 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 Strategies developed and implemented to address any gaps	Q3 Q4		

5. ALL PEOPLE HAVE HEALTHY LIFE OUTCOMES.

OUTCOMES & ACTIONS	DEPARTMENT PERFORMANCE MEASURE	TIMELINE	PERSON RESPONSIBLE	PROGRESS REPORT
A. All people have healthy life outcomes.				
1) Health Equity Action Team –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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