

# ANNUAL REPORT 2016

Office of the Dane County  
Board of Supervisors



# GREETINGS FROM THE COUNTY BOARD CHAIR



Dear Supervisors:

I have asked Dane County Board staff to compile an annual report to update you on their work. In addition to supporting the requests of individual Supervisors, Board staff focus on specific areas and drive us toward greater policy innovation.

In recent years, the Board added staff to focus on sustainability, equity and criminal justice reform. In addition, we added responsibilities to increase transparency in our operations. The Dane County Board of Supervisors employs talented, driven staff who are achieving great success and making Dane County a leader in their assigned areas. After we assign their work, our staff often toil in relative anonymity to the full Board. I am pleased to change that and share with you the story of that success in 2016.

Please join with me in thanking our staff for their commitment to innovation and to a Dane County that helps individuals and communities succeed.

A handwritten signature in cursive script that reads "Sharon Corrigan". The ink is dark and the signature is fluid and legible.

Sharon Corrigan, Chair

Dane County Board of Supervisors

# A NOTE FROM THE CHIEF OF STAFF

The County Board Office exists to support the work of the Dane County Board of Supervisors and to manage the legislative process. In so doing, Board Office staff work hard to build constructive relationships inside county government, in the community, and nationally to improve Dane County government.

As staff to the legislative branch of county government, we work closely with department directors, Constitutional officers, and committee staff to make sure the business of government, via resolutions and Ordinance Amendments, is accomplished. Office staff provide technical assistance and expertise not only on Legistar, but also in the areas of sustainability, equity, criminal justice, data analysis, and grant writing. Dane County has highly skilled, engaged employees and the path to accomplishing the Board's policy goals depend on these internal stakeholders.

Over the past several years, Board Office staff have developed relationships with community groups and institutions. We have a cadre of Innovation Interns who are students at the University of Wisconsin, and we hope to expand this relationship in the coming year. Staff participate in various community groups, including La Sup – Latino Support Network of Dane County, as well as the Sustainable Communities Working Group, comprised largely of UW-Extension specialists and other UW personnel to address climate change.

As Dane County moves forward with equity, sustainability, and criminal justice initiatives, we have forged new relationships on the national level, both with foundations and federal agencies that provide funding, and with professional associations. The Board Office is a member of the Urban Sustainability Directors' Network, as well one of 120 communities nationwide in the White House Data Driven Justice Initiative. In the past year, staff have worked closely with the Laura and John Arnold Foundation, and have made presentations to the Government Alliance on Race and Equity, and to the National Pretrial Services Association. These national contacts serve Dane County well as we compete for funding for new and innovative solutions to local issues.

We have forged these relationships to further the policy goals of the County Board, and – clearly - our most important relationship is with the members of the Board of Supervisors. We look forward to another productive year working on your behalf.

*Karin Peterson Thurlow*



Karin Peterson Thurlow  
Lisa MacKinnon  
Colleen Clark—Bernhardt  
Noemi Reyes  
Lauren Kuhl  
Janice Lee

Chief of Staff  
Sustainability and Program Evaluation Coordinator  
Equity and Criminal Justice Council Coordinator  
Dane County Criminal Justice Council—Research Analyst  
Legislative Management System Specialist  
Legislative Services LTE



## INTERNS



**Ela Kakde**

Ela Kakde is currently pursuing her PhD in Urban and Regional Planning at University of Wisconsin–Madison. She has a masters in City and Regional Planning & Rural Sociology and a bachelors in Natural Resource Management from Ohio State University. She has worked in southwest Wisconsin as a community and economic development resource agent for UW Extension and currently works doing economic development outreach in Platteville, WI. She has been a Peace Corps Volunteer in Ecuador working with small business development for youth and women's groups specifically, along with environmental education, ecotourism, and some city redevelopment. Her passion is to connect with underserved workforce populations to get them connected to resources and jobs to move forward.



**Jerrett Jones**

Jerrett Jones is a PhD candidate in the Department of Sociology at University of Wisconsin–Madison. His research uses nationally-representative data to explore the consequences of paternal incarceration for children's well-being in adulthood.



**Stephanie Muñoz**

Stephanie was an intern in the County Board office during the 2015-16 school year while she was finishing her MSW at University of Wisconsin—Madison. Her work in the Board Office included analyzing programs and policies for racial equity. She is currently working as the first Racial Equity Coordinator for Catholic Charities in Madison.



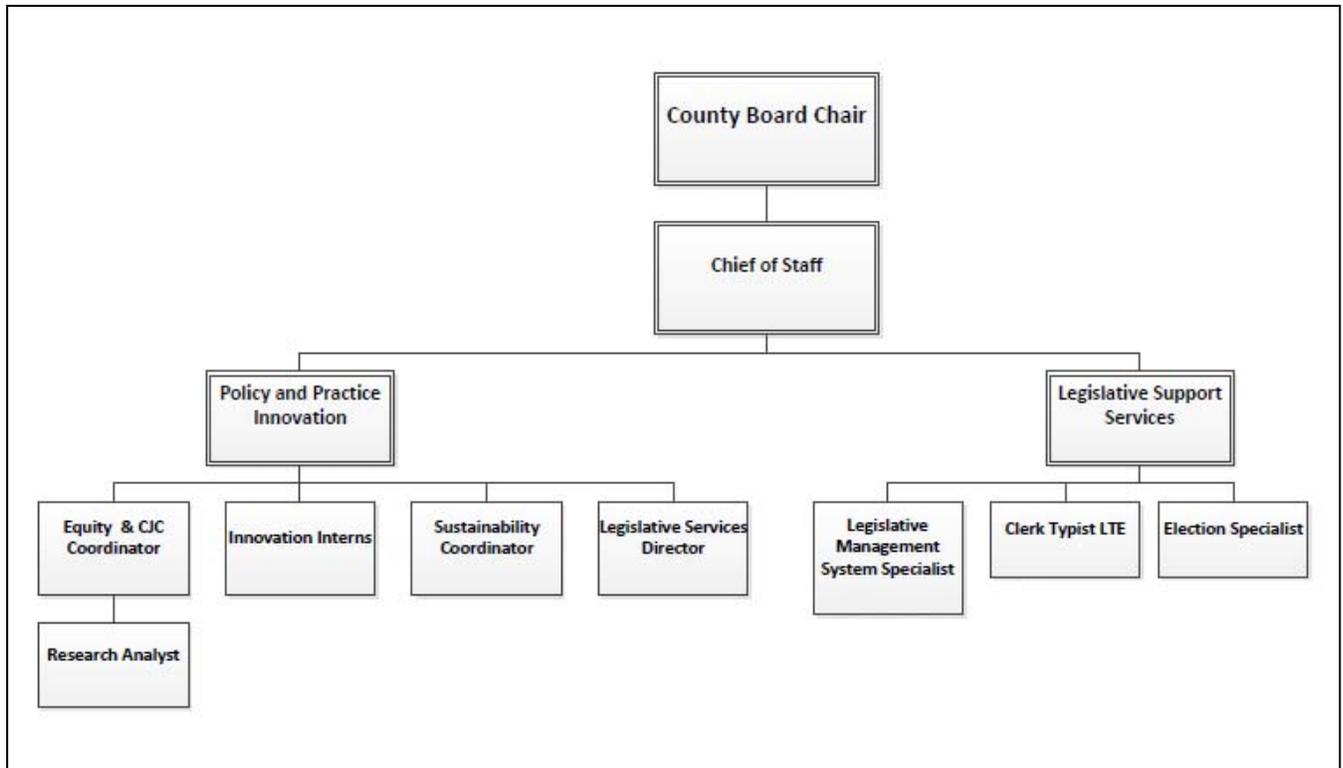
**Casey Hanson**

Casey Hanson is a Masters of Social Work student at the University of Wisconsin–Madison. She is doing her field work on public policy and practices in the County Board Office, working half-time throughout the 2016-17 school year. Casey's current analysis is focused on gender and incarceration, identifying the most effective approaches for women who are incarcerated. She is analyzing demographic trends of the Dane County Jail population, describing current approaches to working with women in the jail, researching national best practices, identifying opportunities for new Dane County initiatives, and looking for grant funding to support new efforts. Casey will complete her MSW in May of 2017. She is also currently working at DAIS.

# EXECUTIVE SUMMARY

The Office of the Dane County Board of Supervisors provides administrative and analytical support to the County Board, assists with the management of the legislative process, and completes policy and program development in accordance with the priorities set by the County Board.

As part of the 2016 budget, the County Board created two distinct divisions within the Office of the Dane County Board of Supervisors: the Division of Policy and Practice Innovation, and the Division of Legislative Support Services.



The Division of Policy and Practice Innovation strives to further the commitment to equity and sustainability in county government by working collaboratively with County Board supervisors, elected officials, judges, department heads, local stakeholders, and national organizations to identify and develop policy and program approaches to improve services. The division includes the Sustainability and Program Evaluation Coordinator, the Equity and Criminal Justice Council Coordinator, the Research Analyst, and three Innovation Interns.

The Division of Legislative Support Services provides the administrative structure for the County Board to complete its work. Key tasks include support of supervisors in drafting resolutions, convening key stakeholders for discussions, and annual budget support. Additionally, staff manage the payroll, purchasing, and the Legistar software that supports the legislative process. The division includes the Legislative Management System Specialist, a portion of one of the positions in the County Clerk's Office, and a limited-term employee who assists with the completion of agendas and minutes for a number of committees. The Chief of Staff plays a role in both divisions.

Several items of legislation have been key in providing the framework for the work of our office including:

**Res. 284, 2013-14 Dane County Equity Initiative:** This legislation 1) enabled the County Board to hire the Equity and Criminal Justice Coordinator, 2) prompted the establishment of a countywide Racial Equity Social Justice interdepartmental team, 3) influenced the Dane County Racial Equity Analysis completed in 2015, 4) led to the establishment of the Office for Equity and Inclusion in 2016, and 5) will further the County Board's commitment to racial and social equity in county government via a program evaluation of procurement and contracting equity in 2017.

**Res. 103, 2012-13 Dane County Adopts Sustainability Principles to Guide Its Operations, Management, and Policymaking:** After years of developing support and building awareness, the County Board adopted this resolution in 2012, just after hiring the Sustainability Coordinator. The resolution called for a Sustainability Work Group, which drafted the Dane County Government Sustainable Operations Plan, approved by the County Board earlier this year. This plan undergirds sustainability initiatives throughout county government, including the recycling and waste reduction initiative implemented in 2016. Further, the Board Office plays a guiding role in development and funding of projects from the SMART Fund, first envisioned in a 2012 County Board budget amendment.

**2014 RES 556 Investigating Solutions to Racial Disparities and Mental Health Challenges in the Dane County Jail and Throughout Dane County's Criminal Justice System:** This far-reaching resolution resulted in three workgroups that met throughout the summer of 2015 and made 31 recommendations for improving the criminal justice system. One overarching recommendation was to increase the capacity for data analysis. In response, the County Board amended the 2016 budget to add a Research Analyst in the Board Office to work with the Equity and Criminal Justice Council Coordinator moving data driven justice forward. The workgroup recommendations also included a focus on pretrial services, underscoring the emphasis of Board Office staff in securing funding and managing the development of an innovative Pretrial Services Assessment pilot project. The use of community service post conviction was also a recommendation, and prompted a 2017 budget initiative at the request of the Judicial Branch. These are but a few examples. The work spawned by 2015 RES-556 will continue to unfold over the next year as the Criminal Justice Council incorporates the recommendations into its work.

After a brief description of key initiatives, you will find full-page summaries of a half dozen efforts. These more detailed project overviews are meant to be useful as "tear out" sheets for supervisor presentations with constituent groups.

## Sustainability

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The Dane County Board approved the first-ever Dane County Government Sustainable Operations Plan in February 2016. The plan provides a formal and comprehensive guideline for building on existing efforts and achieving greater environmental, social, and economic sustainability across county departments and functions. *(see page 8 for more detail)*

The County Board established the SMART Fund to use capital investment in sustainability projects that yield savings in the county's operating budget as well as a reduction in carbon emissions. Figures for estimated operational savings from investments put in place 2012 through 2015: \$524,164 annually and a reduction of 2,521 metric tons of CO2 annually. *(see page 9 for more detail)*

As part of the implementation of the Sustainable Operations Plan approved by the County Board, Board Office staff partnered with the Department of Administration and its Facilities Management Division to develop and implement a Recycling and Waste Reduction Plan, which reduced landfill waste and increased recycling rates. *(see page 10 for more detail)*



## Equity

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Continuing the work specified in RES. 284, 2013-14, Dane County Equity Initiative, Board Office staff worked with an interdepartmental group on use of an Equity Assessment Tool, resulting in a report on equity in recruitment and hiring in county government, which was presented to the Personnel and Finance Committee. *(see page 13 for more detail)*

In the 2016 budget, the County Board specified that the work of one intern in the County Board Office focus on equity issues. During the spring and fall semesters of 2016, the Board Office has had a half-time Innovation Intern from the School of Social Work conducting research on equity issues.

The County Board, via RES. 284, 2013-14, created the Racial Equity and Social Justice core team of county department leaders. Board Office staff have worked closely with the new Office for Equity and Inclusion as well as Public Health Madison Dane County in support of this effort.

## Criminal Justice

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Acting on the recommendations of the 2015 criminal justice work groups, the County Board provided funding in the 2016 budget for a research analyst to be housed in the County Board Office, and to work at the direction of the Criminal Justice Council (CJC).

The County Board Office coordinates the CJC and facilitates criminal justice reform at the direction of the Council. Dane County is poised to implement a Pretrial Services Assessment (PSA) initiative, funded by the Laura and John Arnold Foundation with an evaluation component to be completed by Harvard University. The project puts in place an evidence-based pretrial assessment tool to divert those who should not be held in jail. *(see page 13 for more detail)*

In 2015, the County Board provided funding for a Community Restorative Court pilot project. Board staff continue to work closely with the Community Restorative Court (CRC) project, including fostering an ongoing relationship with the national Center for Court Innovation. A video piece about the CRC, drawing from testimony at the 2017 budget request hearings, will be useful as the initiative expands countywide in the coming year. *(see page 12 for more detail)*

## Legislative Services

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Transparency of process and products is imperative for good government. Outreach activities to improve transparency, making the public aware of County Board activities and offering opportunities for public engagement, have expanded over the past year. While efforts in 2016 have focused on expanding the use of technology to open the doors to county government, 2017 will provide even more approaches to inclusive engagement.

- POLCO is a new civic engagement platform wherein the County Board will be able to pose questions for public response. Initiated in the Fall of 2016, the first questions focused on use of the Dane County Parks. Over the coming year, the County Board will expand the use of this new vehicle to enhance public comment on the issues facing the Dane County community.
- The County Board also has an active Facebook account to complement the more traditional press release approach to media. As more and more people rely on social media as a source of information, the County Board Office has made consistent use of the Facebook page to reach the public.
- In 2016, the County Board Office engaged a new public relations consultant to assist with press releases and media events. Few news outlets cover County Board meetings, making it more important than ever for the Board to issue summaries of our work to inform County residents.

## Staff Support to Governmental Bodies

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- Alliant Energy Center Master Planning Oversight Committee
- City County Liaison Committee
- Criminal Justice Council
- Criminal Justice Council – Racial Disparities Subcommittee
- Diversion Workgroup
- Executive Committee
- Executive Committee Boards and Commissions Subcommittee
- Executive Committee Redistricting Subcommittee
- Kassel-Dane Sister County Task Force
- Technical support to the Public Works and Transportation Committee – Sustainability Subcommittee

# SUSTAINABLE OPERATIONS PLAN

Dane County government is striving to become more environmentally, socially, and economically sustainable in its planning, operations, management, and policymaking. Over the last several years the county has initiated and implemented numerous efforts that are contributing to greater sustainability through energy conservation, greenhouse gas emission reductions, storm water runoff reduction, renewable fuel vehicles, and racial and social equity.

The Dane County Government Sustainable Operations Plan provides a formal and comprehensive guideline for building on our existing efforts and achieving greater environmental, social, and economic sustainability across county departments and functions.

The Dane County Government Sustainable Operations Plan focuses on the county's internal operations and management and is intended to guide county leadership, elected officials, and county government staff in collectively carrying out the county's daily operations in a sustainable manner. It was developed through a series of strategic planning meetings of a cross-departmental Sustainability Work Group and was submitted for further review and input by a team of department heads and constitutional officers convened by the Department of Administration.

The plan outlines goals, objectives, and strategies across eight broad operational categories:

- climate change mitigation and adaptation
- transportation and vehicle fleet
- water
- waste
- county buildings and facilities
- purchasing
- education and outreach
- employee experience

In addition, specific departmental action plans are included in the appendix to the plan.

This plan was finalized and acknowledged unanimously by the County Board via *2016 Resolution 465* in February 2016. The County Board recognizes the goals, objectives, strategies, and departmental action plans set forth in this plan as critical for the continued achievement of greater sustainability in Dane County and recognizes the plan as the guiding document for addressing sustainability in Dane County's daily operations.

The County Board has directed all standing committees of the County Board to place on their agendas, on at least an annual basis, time for county departments to report the status of their action plan implementation and a description of how their annual budget request contributes to implementation of the Plan. Additionally, the Sustainability and Program Evaluation Coordinator will provide a progress update on implementation of the Dane County Government Sustainable Operations Plan on an annual basis.

# SMART FUND

Several years ago, the County Board created the SMART Fund as a vehicle to identify and invest capital dollars in sustainable, energy-saving projects which subsequently result in a savings in operating expenditures. SMART funding for projects directly results in resource savings—such as energy, water, materials, and labor—which advances Dane County’s sustainability goals including improving the county’s bottom line.

The budget for the SMART Fund in 2016 was \$2 million. County departments identify projects and apply for funding, and the Public Works and Transportation Committee–Sustainability Subcommittee makes funding decisions.

The Board Office supports the implementation of the County Board’s vision for this effort through the work of the Sustainability and Program Evaluation Coordinator who provides substantial technical assistance to departments in identifying capital projects for SMART funding, facilitating the three annual funding rounds from proposal through selection, and collaborating with departments and funders, such as Focus on Energy, to bring outside funding to eligible projects.

The fiscal and environmental impact of SMART Fund projects is impressive. In the period between 2012 through 2015 estimated savings from SMART Fund projects are as follows:

## **Total estimated greenhouse gas emissions reductions:**

The emissions avoided by implementation of these projects is estimated at 2,521 metric tons of CO<sub>2</sub> equivalent annually. This is the equivalent of:

- Taking 531 passenger vehicles off the road annually
- Reducing passenger vehicles miles driven by 6 million miles annually
- Not burning 283,673 gallons of gasoline annually
- Not burning 2.7 million pounds of coal annually
- The average annual energy use of 230 homes

**Estimated operational cost savings:** \$524,164 annually (or \$5.24 million over 10 years). These operational savings costs are based on energy and other resource reductions, as well as maintenance cost reductions, calculated for some projects. This is a minimum operational cost savings estimate as not all projects could provide initial cost savings estimates.

Projects funded in 2016 include the purchase of Energy Management Software to track and manage energy use across county facilities, efficient heat recovery systems at the Fen Oak facility, and purchase and installation of a new energy-efficient industrial dishwasher for Consolidated Food Services.

Since the passage of the Dane County Government Sustainable Operations Plan early in the year, departmental proposals for the SMART Fund must include a description of how the proposal contributes to implementation of the Sustainable Operations Plan.

# RECYCLING AND WASTE REDUCTION

As part of the implementation of the Dane County Government Sustainable Operations Plan, and in support of the County Board's prioritization of sustainability in county operations, in 2015 the County Board's Sustainability Coordinator and the Solid Waste Division's Special Projects and Materials Manager performed waste and recycling assessments at every county facility receiving trash and recycling pick-up under our contract with Pellitteri Waste Systems, except for the airport which has conducted its own waste audit. The purpose was to assess the types of waste being generated, the current disposal and recycling practices, and to identify potential improvements.

The assessment revealed that the trash and recycling setup (bin type, signage, etc.) varied widely in each facility; there was little or no signage on the trash and recycling bins to indicate how materials are to be sorted; and there were potential opportunities for cost savings by adjusting the size and collection frequency of the trash and recycling dumpsters at some facilities.

Working with the Department of Administration, the Sustainability Coordinator built support for implementation of a recycling and waste reduction initiative including uniform receptacles and signage across departments, centralized refuse collection, and training on the initiative for county staff. This effort was implemented in 2016 by the Facilities Management staff with Board Office assistance.

The benefits of reducing waste and improving recycling in Dane County facilities includes:

- It saves resources:** Recycling saves valuable reusable resources and reduces the energy use and pollution associated with extracting and manufacturing virgin materials. According to U.S. EPA, about 65% of the total waste stream from a typical office building is recyclable.
- It reduces our carbon footprint:** The U.S. EPA's Waste Reduction Model has been used to estimate the greenhouse gas emissions reductions from increased recycling at county facilities serviced by Facilities Management. If 10% of the estimated 557 tons that were disposed of in 2014 were recycled instead of landfilled, the result would be an annual greenhouse gas emissions reduction of 153 metric tons of CO<sub>2</sub> equivalent.
- It reduces costs:** Dane County pays for waste disposal. In many cases, recycling services often cost significantly less than landfill disposal.
- It improves our customer service:** Offering county employees and the public easier opportunities for waste reduction and recycling demonstrates Dane County's commitment to environmental protection, sustainability, and fiscal responsibility. Offering better waste reduction and recycling facilities is just another way to better serve Dane County customers.

## PRETRIAL SERVICES ASSESSMENT

The Dane County Criminal Justice Council will launch a pilot project in February 2017 to apply a data-driven assessment to reduce costly jailing of low-risk offenders. The project will allow for a Public Services Assessment (PSA) at initial court appearances to help determine flight risk or risk of new criminal activity before an offender is sent to the Dane County jail.

The use of data across the criminal justice system and the prioritization of pretrial reform were both recommendations of the 2015 County Board workgroups created by 2014 RES 556-*Investigating Solutions to Racial Disparities and Mental Health Challenges in the Dane County Jail and Throughout Dane County's Criminal Justice System*. Evidence-based assessment is considered a better way to determine who should be jailed compared to use of professional discretion alone.

The Board Office's Equity and Criminal Justice Council Coordinator worked closely with county stakeholders and national funders to develop this initiative. As a result, the Dane County Criminal Justice Council has formed a partnership with the Laura and John Arnold Foundation to reform the county's pretrial assessment process. In addition, researchers from Harvard University will study how well the county reforms work in practice.

Recognized as a national leader in criminal justice philanthropy, the Arnold Foundation will provide funding for 21 months of the program. After which, the county will have the information necessary to determine if use of the assessment tool will be an ongoing practice within the Clerk of Courts. The funding for two clerk positions to handle the pretrial assessments of offenders for the study period—a cost of over \$166,000—is being provided by the Arnold Foundation.

The PSA is a nationally-validated, race-neutral instrument currently being used in some 30 other jurisdictions. Other jurisdictions using the PSA tool include three states—Arizona, Kentucky, and New Jersey—as well as three of the largest cities in the country—Charlotte, Chicago, and Phoenix. Early indications have shown that the tool can help judges increase public safety while reducing jail populations.

The use of the PSA is one aspect of criminal justice system reform in Dane County. Pretrial assessment is a priority because studies have also demonstrated that even a short stay in jail before trial is correlated with not only a greater likelihood of collateral consequences to the individual and family but also with future criminal activity. Low-risk defendants held in jail for two to three days were 39 percent more likely to be arrested for a new crime than low-risk defendants who were released on the first day.

# COMMUNITY RESTORATIVE COURT

The County Board initially included funding for a Community Restorative Court (CRC) pilot program in the 2015 budget. Use of the CRC took hold in 2016, including referral of a couple of high profile cases to the peacemaker approach to justice. The County Executive called for countywide expansion of the Community Restorative Court beyond south Madison in 2017, and the County Board included funding for additional staff. The number of cases is expected to grow significantly with the countywide expansion.

The Equity and Criminal Justice Council Coordinator has worked over the past several years with the Criminal Justice Council—Racial Disparities Subcommittee, key County Board supervisors, Human Services department staff, the District Attorney’s Office, the Madison Police Department, the UW-Madison Law School, and the national Center for Court Innovation in the development of this restorative justice approach for 17 to 25 year old offenders. Offenses typically referred to the CRC are non-domestic violence related misdemeanor level offenses, although the District Attorney has exercised discretion in sending more involved offenses to the CRC.

The Dane County CRC is community driven, victim focused.

At a Committee of the Whole in June, Judge Alex Calabrese and Brett Taylor from the Center for Court Innovation addressed the County Board regarding procedural justice. Their experience in Red Hook, New York is inspiration for additional change in the Dane County criminal justice system. They also spoke to Dane County Judges about restorative justice and procedural justice during that visit.



CRC video: <https://www.youtube.com/watch?v=3iERCRUL-nE>

# EQUITY ASSESSMENT TOOL

## EQUITY IN DANE COUNTY RECRUITMENT AND HIRING

As a result of RES. 284, 2013-14, *Dane County Equity Initiative*, Dane County's Racial Equity and Social Justice (RESJ) initiative (and corresponding cross discipline team) has been in place for approximately the last two years. As a part of that critical work, the Equity and Criminal Justice Council Coordinator helped guide an action team to review Racial Equity Tools and their use across the country. The Racial Equity Tools Team completed that research and created a racial equity tool for Dane County.

### What is a Racial Equity Tool?

Racial equity tools are designed to integrate explicit consideration of racial equity in decisions related to policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups.

Too often, policies and programs are developed and implemented without thoughtful consideration of racial equity. When racial equity is not explicitly brought into operations and decision making, systemic racial inequities are likely to be perpetuated. Racial equity tools provide a structure for institutionalizing the consideration of racial equity.

A racial equity tool:

- proactively seeks to eliminate racial inequities and advance equity;
- identifies clear goals, objectives, and measurable outcomes;
- engages community in decision-making processes;
- identifies who will benefit or be burdened by a given decision, examines potential unintended consequences of a decision, and develops strategies to advance racial equity and mitigate unintended negative consequences; and
- develops mechanisms for successful implementation and evaluation of impact.

The Tools Team was asked to review Dane County's current recruitment and hiring practices via use of the Dane County Racial Equity Tool. The analysis and review was completed after a comprehensive 8-month review. Key recommendations of the study included:

- Standardize a list of at least 10 qualified candidates to interview for all new hires across all job classifications and departments
- Explore best practices for social media use in order to better market for job postings
- Departmental development of a Recruitment Activity Plan

The full report was presented to the Personnel and Finance Committee on July 11, 2016 and can be found here: <https://dane.legistar.com/View.ashx?M=F&ID=4556820&GUID=65BDBB43-4A13-4339-AFFF-D7F28669AA77>

# DEVELOPING INITIATIVES

Several key projects begun in 2016 will continue into the new year. Below is a sample of the work guided by County Board interests and priorities. The common thread in each of these initiatives is providing a voice and opportunity to those who may be marginalized, to allow fuller participation in the quality of life Dane County has to offer.

## Alliant Energy Center Redevelopment

In March, the Dane County Board of Supervisors approved 2015 RES-444 *Redevelopment of the Alliant Energy Center*, which called for a market study and subsequent master plan for this valuable county resource. The resolution established an oversight committee with membership reflective of Dane County and the City of Madison government, as well as the neighborhood and local convention and business communities. The committee has met monthly and has heard a preliminary report from Hunden Strategic Partners, which will complete the market study by early 2017. Based on that study, the Public Works and Transportation Committee and Personnel and Finance Committee will consider whether to move forward with the completion of a master planning process. Funding is included in the 2017 budget to hire a consultant to complete the master plan for AEC redevelopment.

The AEC borders a residential neighborhood and there is commitment to engage the community in the vision for the future of the site. One of the Board Office Innovation Interns is completing a report on approaches to inclusive engagement, with a focus on the AEC redevelopment process.

Recognizing that there are racial and social justice implications to public engagement, the objective of the inclusive engagement research is to identify innovative best practices in community engagement, interview both local community advocates and academics versed in current research, and develop recommendations for specific county initiatives. The research will also include identification of possible grant funding in support of inclusive engagement. A presentation of this work will be made in January.

## Contracting Equity

The Executive Committee of the County Board directed the Sustainability and Program Evaluation Coordinator to seek proposals for a review of equity in the Dane County contracting and procurement process. The vendor will complete the study by mid-2017. The objectives of the analysis are to:

- Provide an unbiased, independent review of Dane County government contracting and procurement policies and processes from a racial and social equity perspective.
- Provide specific recommendations to the County Board Office that will remove any identified barriers to racial and social equity and improve racial and social equity in county contracting and procurement policies and processes while also complying with county ordinances.

In anticipation of the recommendations of this study, the County Executive included in the 2017 budget an additional purchasing officer, with an emphasis on equity-related purchasing issues, beginning July 1, 2017.

## **Rural Elderly Issues and Solutions**

Dane County has a strong history of supporting the needs of the elderly, and County Board members are active and engaged members of the Area Agency on Aging.

The Baby Boom population is aging and will put an increased demand on services in the coming decades. The elderly living in rural areas of the county face a number of challenges, including social isolation and a lack of access to groceries, health care, transportation, and supported housing options.

The Board Office has hired an Innovation Intern to complete an analysis to:

- Update the demographic information and projections regarding rural seniors.
- Identify specific issues facing the rural elderly and current county programs to address them.
- Conduct a literature search regarding best practices to address unmet needs, including costs and other barriers to implementation.
- Interview county officials, stakeholders, and academic professionals to identify innovative approaches.
- Make recommendations to the Board.

This work will be completed in January, culminating with a report and presentation to the Executive Committee.

## **Gender Responsive Incarceration**

One of the Board Office Innovation Interns is working on incorporating gender responsive incarceration practices in the Dane County Sheriff's Office to improve the outcomes of justice involved women in Dane County. The first stage of this project includes researching and creating a literature review on the experiences of women who are incarcerated and national best practices for working with this population. This literature review examines the demographics and experiences of incarcerated women, the criminogenic factors that lead women to offend, and the national best practices (i.e. gender responsive practices) that are effective in reducing recidivism rates among justice involved women and promote equity in the criminal justice system.

The second stage of this identifies the gaps between what Dane County is already doing to be gender responsive and what is considered to be best practices in this field. Through this gap analysis, the CJC and Dane County Sheriff's Department can identify the most pressing issues that need to be addressed.

The final part of this project, will include engaging in grant funding research to fill the prioritized gaps.

# COUNTY BOARD STAFF PRESENTATIONS TO EXTERNAL AUDIENCES IN 2016

Colleen Clark-Bernhardt was a speaker at the Madison Step Up For Equity Conference on Recruitment and Hiring.

She also authored a publication for the National Conference of State Courts which was released in December of 2015.

In September 2016, Colleen was invited to make a presentation at the National Association of Pre-trial Services Agencies at their annual meeting in Utah.

Lisa MacKinnon and Colleen jointly presented with the Office for Equity and Inclusion Director Wes Sparkman on Integrating Equity in Planning and Policy a national Urban Sustainability Directors' Network audience.

Lisa MacKinnon developed presentations on Dane County sustainability successes that have been used in outreach by Chair Corrigan at Wisconsin Counties Association and by other Board Supervisors for constituent and media communications.

Copies of the presentations are available at <https://board.countyofdane.com/Reports-Presentations>