

Dane County Land & Water Resources Department

Equity Plan Summary of Initiative Areas and Chosen Targets

Organizational Commitment

- LWRD commitment to equity and inclusion is clearly stated and well understood throughout the organization and by the public.
- Establish LWRD Equity Team to meet regularly.

Recruitment

- LWRD staff reflect the diversity of the communities we serve.
- Dane County youth in diverse communities have an increased awareness of natural resource and conservation career options.

Workplace Culture and Staff Retention

- LWRD has a comprehensive understanding of workplace attitudes, beliefs and commitments related to equity and inclusion.
- LWRD has a workplan to expand on strengths and offer opportunities for growth and understanding.
- Staff feel supported by the Department when confronted with harassment or discrimination by external or internal parties.
- Staff understand how to support each other or external parties if harassment or discrimination occur.
- Equity and inclusion is an essential job element and LWRD value.
- Job postings clearly state the skills required vs recommended for the job.
- LWRD's recruitment and employee development opportunities are understood throughout the organization and employees are aware of opportunities for advancement.

Removing Barriers

- Identify Barriers: Gain a better understanding of what the existing barriers actually are. The barriers listed below are our best prediction.
- Language: LWRD programs, services, and properties are available to non- English speaking residents.
- Transportation: LWRD events and meetings are accessible by using public and non-motorized transportation.
- Financial: Dane County residents with financial limitations are able to access our parks, trails, and other services
 - Free days
 - Senior permit fee schedule
- Awareness: Dane County residents are aware of services, lands, and public input opportunities etc, and accessibility features of county properties.
 - POSP in Spanish
 - SSFP articles (a few also in Spanish)
- ADA Access: Where feasible and appropriate, consider exceeding ADA requirements to provide a fully inclusive environment at LWRD buildings and properties.

Brand and Visibility

- LWRD commitment to equity is clearly visible to public
- LWRD communications consistently include images reflecting the diversity of Dane County residents
- LWRD social media is effective at engaging diverse audiences

Collaboration

- Commissions and Committees staffed by LWRD have adopted their own organizational commitment statements and plans; integrated with LWRD Equity Plan.
- LWRD continues to learn what others in Dane County are doing and shares our own efforts.
- Support Friends groups/build capacity in partnering with LWRD on equity and inclusion.

Purchasing/Contracting

- LWRD staff take advantage of opportunities to purchase services and products offered by diverse communities.
 - One example is our June Parks & Trails Unite Festival – reached out to Hmong Association and Centro Hispano to help advertise food cart slots.
 - Could use additional guidance/lists from OEI to make sure we have good networks to reach out to.