



# La Crosse County

Diversity, Equity, Inclusion, and Belonging

# La Crosse County Employer Diversity, Equity & Inclusion Team (Internal Team)

**Purpose:** Our purpose is to increase awareness and advocacy for diversity, equity and inclusion to ensure that every La Crosse County Team Member and Customer has a positive experience while engaging and utilizing the services at La Crosse County. We want every La Crosse County Team Member to feel welcomed in our organization, valued for their contribution, and engaged with our Department initiatives and commitments so they can bring their best self to work.

**Scope of Work:** La Crosse County as an Employer. Strategically focused on education, marketing, and change management.

**Membership:** Composed of stakeholders from different levels, various departments, and Board of Supervisors

**Examples:** MLK Day, Book Club, Hope Restores Diversity and Racial Justice Training, Events, Review of policy and best practices. Affirmative Action



# La Crosse County Racism As A Public Health Crisis

Date	Activity
April 2021	County Board of Supervisors passed <i>Racism as a Public Health Crisis Resolution</i> . Small committee formed with Supervisors, Community, and County Leaders
May – Sept. 2021	Reviewed work by other communities nationally and locally. Joined the Government Alliance on Race and Equity. Partnered with Milwaukee County representatives
October 2021	Committee aligns to create a mission
December 2021	Committee Develops Mission Statement
January 2022	Update and align with Board on next steps. Hire consultant through RFP
June -July 2022	Release RFP for Consultant and Community Leader Connection made with School and City to leverage thinking learning and planning
August 2022	Partnered with local experts in DEIB to solicit feedback on respondents
September 2022	Screened all respondents and interviewed top 3 candidates. Select Consultant
Oct. – Dec. 2022	Secure budget. Define scope and approach to the work. Begin to create La Crosse County Road Map

# La Crosse County Mission

To improve the health and well being of all community members by focusing on those who are systemically harmed, through the development of sustainable strategies, policies, and practices that eliminate racial inequities.



# Where are we going?

## Internal

- ▶ Develop mission/vision
- ▶ Establish a Racial Equity Core Team
- ▶ Conduct Racial Equity Assessment Tool
- ▶ Develop shared vocabulary
- ▶ Create a short-term and long-term road map of strategies

## External

- ▶ Use mission/vision to engage community and get feedback on what can be done better/differently
- ▶ Launching RFP for hiring consultant to help with long-term process
- ▶ Establish a Racial Equity Core Team
- ▶ Develop shared vocabulary
- ▶ Create a short-term and long-term road map of strategies

# Using Framework of a Collective Impact Model



Common Agenda – That means coming together to collectively define the problem and create a shared vision to solve it.



Establishes a Shared Measurement – That means agreeing to track progress in the same way, which allows for continuous improvement



Fosters mutually reinforcing activities – That means coordinating collective efforts to maximize the end result.



Encourages Continuous Communication – That means building trust and relationships among all participants



It has a Strong Backbone – That means having a team dedicated to orchestrating the work of the group

# What have we learned?

- ▶ **Follow the Leaders:** Others have started this crucial work so we have roadmaps to follow i.e. Milwaukee
- ▶ **Determine Readiness:** Start with a readiness assessment; not training
- ▶ **Be in Alignment:** We all must be aligned on outcomes we are seeking, but also on how we go about it. Develop vision, mission and strategies to do the work
- ▶ **Be Clear:** Create a glossary of terms and then train everyone on terminology and vocabulary
- ▶ **Be patient:** Go slow to go fast. This work is not an event. It is transformational and must be built to last
- ▶ **Be inclusive:** Involve community on all levels i.e. residents, partners, organizations, businesses, city, and schools

# Questions?

