

Door County



Diversity, Equity & Inclusion

Door County



Demographics

Population 2021

30,369

Race & Ethnicity



Door County



Poverty

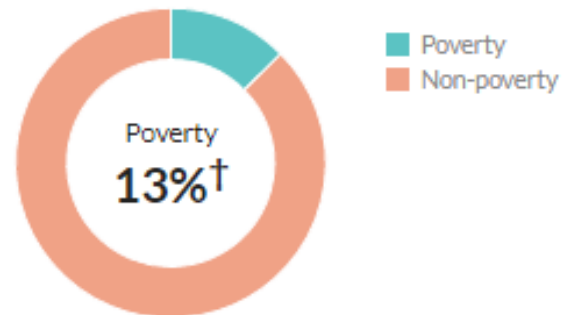
8.3%

Persons below poverty line

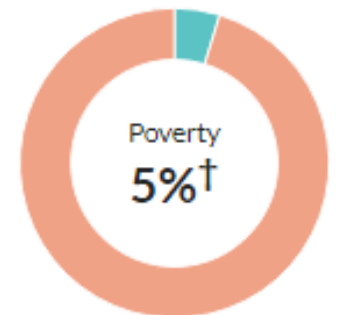
about three-quarters of the rate in Wisconsin:
11%

about two-thirds of the rate in United States:
12.8%

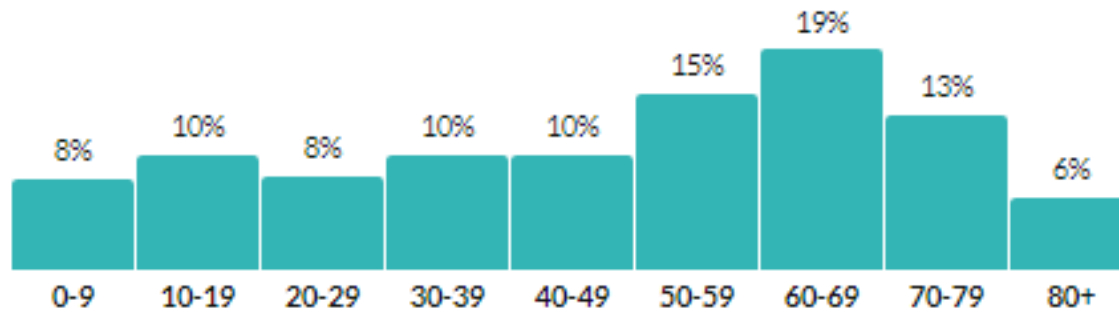
Children (Under 18)



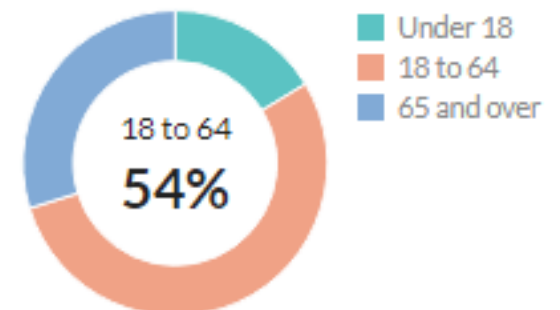
Seniors (65 and over)



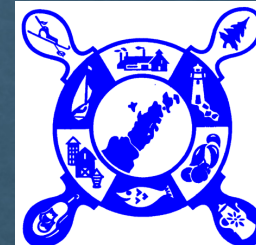
Population by age range



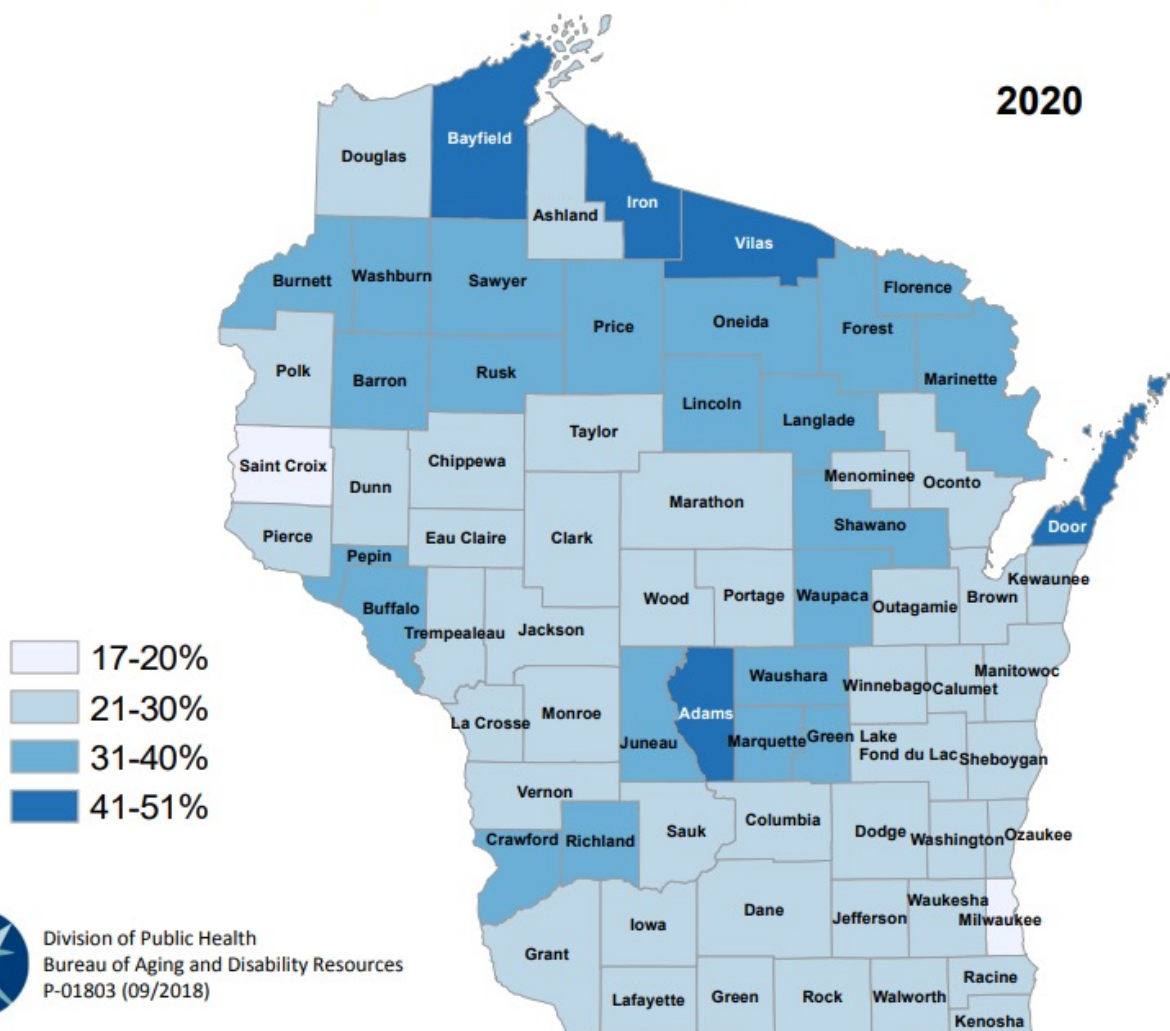
Population by age category



Door County



Percent of the Projected Population Ages 60 and Older, 2015-2040



Division of Public Health
Bureau of Aging and Disability Resources
P-01803 (09/2018)

Source: Wisconsin Department of Administration, Demographic Services, 2010-2040 Population Projections, Vintage 2013

Door County



Resolution 2021-31 Door County's Vision of Diversity, Equity, and Inclusion

NOW, THEREFORE, BE IT RESOLVED, that the Door County Board of Supervisors asserts that all residents and visitors shall be treated with respect and integrity.

BE IT FURTHER RESOLVED, that the Door County Board of Supervisors will support policies that improve access and remove gaps along social and economic constructs and advance the understanding of diversity, equity, and inclusion.

BE IT FURTHER RESOLVED, that the Door County Board of Supervisors recognizes that every Door County elected and appointed official and employee is responsible for creating and maintaining a culture in which we respect diversity, equity, and inclusion in the workforce and the community they serve.

Door County



Resolution 2021-31 Door County's Vision of Diversity, Equity, and Inclusion

BE IT FURTHER RESOLVED, that the Door County Board of Supervisors encourages advocacy, by institutions and individuals, to dismantle barriers and promote diversity, equity, and inclusion.

BE IT FURTHER RESOLVED, that the Door County Administrative Committee shall work with Administration and our departments on monitoring and reporting (quarterly to County Board) measurable progress made towards diversity, equity, and inclusion.

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Administration Developed the Following Strategy: Internal

- Phase I: Seek out and develop resources for training on DEI. Start with common vocabulary to provide a basic framework so supervisors and DH's can assess current County operations. We would also look at ways to provide educational materials to all employees. (Timeframe: October 2021).
- Phase II: Complete an internal assessment of where County operations are currently. This assessment would then be used to define what is needed for the next phase and potential budgetary items. (Timeframe: End of 2021).
- Phase III: External assessment of what clients think of the County operations currently. (Timeframe: 1st Quarter 2022).
- Phase IV: Develop a plan of action with measurable goals and objectives. (Timeframe: 2nd & 3rd Quarter)
- Phase V: Implementation and monitoring (Timeframe: On-going)

Door County



Administration Developed the Following Strategy: External

Community working together to advance making Door County more diverse, equitable and inclusionary. For this initiative, the County is a “passenger on the bus” but it is not the “driver” in pushing the topic forward. Various community leaders to help develop a plan in how this may be accomplished.

Door County



Internal Status

- Ranked scale: 1 strongly disagree to 5 strongly agree:
- 4.17 I like working here
- 4.06 I am treated with respect here
- 4.04 I am safe to be myself here
- 4.13 My culture is respected here
- 3.73 My voice is heard here as equal
- 3.47 Everyone is treated equal regardless of race, gender or cultural designations
- 3.61 I can approach anyone in leadership with issues, questions or concerns related to DEI
- 3.62 The Organizations policies are part of a continuous improvement process to detect & challenge implicit bias
- 3.89 I understand my role is important in addressing institutional racism

Door County



Internal Status

- I believe the County of Door is doing _____ in regards to Diversity, Equity and Inclusion?
 - 30.19% Not enough
 - 56.60% Just the right amount
 - 13.84% Too much
- I am interested in more training in DEI?
 - Yes 43%
 - No 57%
- My preference for learning about DEI is:
 - 47.06% Virtual
 - 29.41% In Person

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Internal Status – 2022 Action Items

1. Virtual Training: An organizational wide mandatory training that will be provided virtually through our NeoGov platform. Planned for second quarter of 2022.
2. In Person Training: An organizational wide mandatory training will be offered for those that prefer in person training. For those that do not attend in-person, the alternative will be to view the recorded session which will be provided through the NeoGov platform. Planned for 4th quarter of 2022.
3. Departmental: Each Department Head is encouraged to conduct staff meetings that allow for the employees to discuss and provide feedback on issues related to DEI. Monitored monthly through regular department head meetings.
4. External: We are working on developing an external survey that will allow the public to provide feedback on how we deliver our services. This feedback will be analyzed to determine if we need to adjust our delivery of services.

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External Status

- Developed a working group of key community stakeholders

Destination Door County
Pastor / Church community
Door County Economic Development Corporation
Door County Medical Center
Door County Community Foundation
United Way
Sturgeon Bay Schools
Sevastopol Schools
Southern Door Schools
Gibraltar Schools
YMCA
City of Sturgeon Bay

Help of Door County
Sunshine Resources
PFLAG of Door County
NWTC
We Welcome ALL
County Administrator
Health & Human Services Director
ADRC/Aging Director
Public Health
Door County Library Director
Boys & Girls Club

Door County



External Status

- Early in the process, the Stakeholders identified that “we” needed some assistance to help guide the group through the process.
- Put together a suggested scope of work and issued a request for proposals
- Interviewed several different options and selected Northeast Wisconsin Technical College (NWTC)
- Project was funded by:
 - County
 - United Way
 - Door County Medical
 - Door County Community Foundation

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External Status

- NWTC initial steps
 - Build comfort and trust between the stakeholders

Comfort, Stretch & Panic Zones

Staying in our Learning and Creativity Zones



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External Status

- NWTC initial steps
 - Try to build an understanding of the purpose of the group
 - Develop an initial Mission statement:

*“We are here to better understand diversity, equity and inclusion strengths and challenges in Door County. Our goals are to:
identify the strengths and challenges we face,
collaborate on actions to address the challenges and amplify strengths,
and lead to motivate and empower our community to take action.”*

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External Status

- NWTC initial steps
 - After the mission – the workgroup struggled to find a way to move forward with the issue. We seemed to be overwhelmed with all of the areas.
 - Need an “Umbrella” that could be used to help:
 - Provide a “home” for the issue
 - Provide a method that was seen as “verified” work or issue

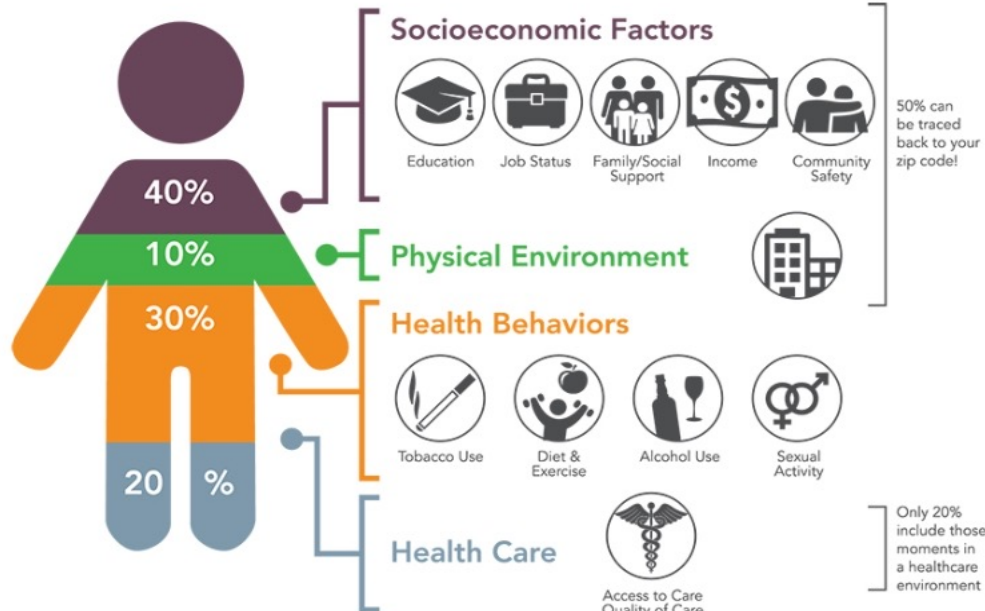
We are relying on the Social Determinates of Health which is a national standard to help gauge the conditions in the places where people live, learn, work, and play that affect a wide range of health and quality-of life-risks and outcomes.

Door County



External Status

SDoH



Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider
Debt	Parks	Vocational training		Discrimination	linguistic and cultural competency
Medical bills	Playgrounds	Higher education		Stress	Quality of care
Support	Walkability				
	Zip code/ geography				

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

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External Status

- NWTC initial steps
 - Using this model we are now:
 - Data collection
 - Data analysis
 - Identification of strengths and challenges
 - Development of actions and next steps
 - We are learning that we know more than we realized as it relates to the need to survey the community

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External Status – Example Economic Development

	What Door County institutions and advocacy groups relate to this SDoH and what programs or services do they offer? (list institutions as rows and program as columns)				
		Program/Service	Program/Service	Program/Service	Program/Service
	Name: DCEDC	entrepreneurial training	loans / financing	connections to resources	workforce development
	Name: DDC	job site	marketing	J-1 Visas	business assistance
	Name: LUG (local units of government)	infrastructure	TID / loans; financial programs	formal government assistance programs	broadband
	Name: Housing Authority / Lending Corp / NW	financial	housing education		
	Name: United Way	ALICE	child care	multiple programs	
	Name: Sunshine House	training	employment		
	Name: Pulse	job site	communications / marketing		
	Name: DCCF	financial	scholarships		

Door County



External Status – Example Economic Development

Get specific about the inequity that is known at this point.

State the inequity or disparity	What evidence is there?	What is currently being done to address these inequities?	Does the data indicate that this inequity is being adequately addressed?	If not, what else do we need to know before developing a plan to address this inequity?	Do you know enough to take action now?
shortage of affordable housing	housing prices / shortages	- Housing Lending Corp - Local Units of Gov (LUG) - DC Housing Partnership	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	resources / "umbrella" effort to align / coordinate resources	Y N
fiscal health	ALICE	financial education (Small Business Development Corporation) SBDC	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	understand how prevalent the issue of failing fiscal health is (United Way)	Y N
food security [What student populations disproportionately experience food insecurity?]	demand for LMI school lunches	school programs	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	understand how prevalent the issue is	Y N
lack of workers [What inequities are existing in this economic challenge?]	help needed at businesses / job openings	workforce development efforts	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	lack of understanding of specific issues	Y N
wage / income level [Disparities in class and comp?]	lack of available workforce because of affordability	change of focus toward filling open positions rather than upskilling	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	analysis of wages and income levels across industry sectors in comparison to other regions / areas (NWTG)	Y N
availability / affordability of childcare [Is there a disproportionate burden on specific population groups?]	lack of workforce that can be tapped for open positions	United Way initiatives	<input type="checkbox"/> yes, probably <input type="checkbox"/> no, not likely <input type="checkbox"/> totally unsure	actual data: number of potential workers challenged by childcare and what would be needed to get that person back into the workforce (United Way)	Y N

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External Status – Example Economic Development

- Based on the work to date, we are trying to determine if we need to complete an assessment / survey

	No assessment	Survey, without community review	Survey, built on focus group feedback	Survey, reviewed by focus groups
Description	Begin planning with what we think we know to be disproportionate challenges right now.	Begin assessment by focusing on what we think we know to be disproportionate challenges right now, without community feedback.	Develop assessment based on feedback from community members who have lived experiences and historically disadvantaged intersectional identities.	Utilize focus groups, consisting of community members who have lived experiences and historically disadvantaged intersectional identities, to review and provide feedback on a community assessment that is based on what we think we know to be disproportionate challenges right now.

Door County



External Status – Project Timeline

Door County DEI Action Planning Process Tool

Purpose and intention: to organize and represent the DEI Act. Intended to be used as a communication tool with community stakeholders, an organizational tool for documenting effort and work

Note: Each activity is the process is iterative and will evolve over time. Acknowledgement that there can be a tension between notions of "progress" and deep equity work.

9/12/2022 9:46:43

