RACIAL EQUITY Assessment Report

Kenosha County
August 2023

Racial Equity Group

Introduction

Racial Equity for Arlington County Government is defined as *"eliminating gaps so that race does not predict one's success in life and improving outcomes for all. This approach centers those who are at a systemic disadvantage and moves beyond a service-based approach toward focusing on policies, institutions and structures."*

Measurable competencies that determine the County's level of commitment to advance Racial Equity, Diversity and Inclusion.

Institutional Commitment: Racial Equity is an organizational priority at an enterprise level with dedicated talent, resources, and accountability structures established to ensure effective execution and success.

Leadership Commitment: Manager, supervisors and leaders at the department/functional level have taken ownership of Racial Equity by establishing goals, setting expectations, leading by example and implementing policies and practices to advance Racial Equity.

Capacity Building: Measure of how well an organization establishes collaborative partnerships with external stakeholders who have a shared purpose to advance Racial Equity.

Data and Disparities: Measure of how well an organization measures (collects), monitors (tracks) and manages (evaluates) data disaggregated by race and ethnicity.

Belonging and Inclusion: Measure of employee's feelings of being valued, accepted and empowered within an organization.

Knowledge and Competence: Measure of employee's knowledge, skills and ability to advance Racial Equity.

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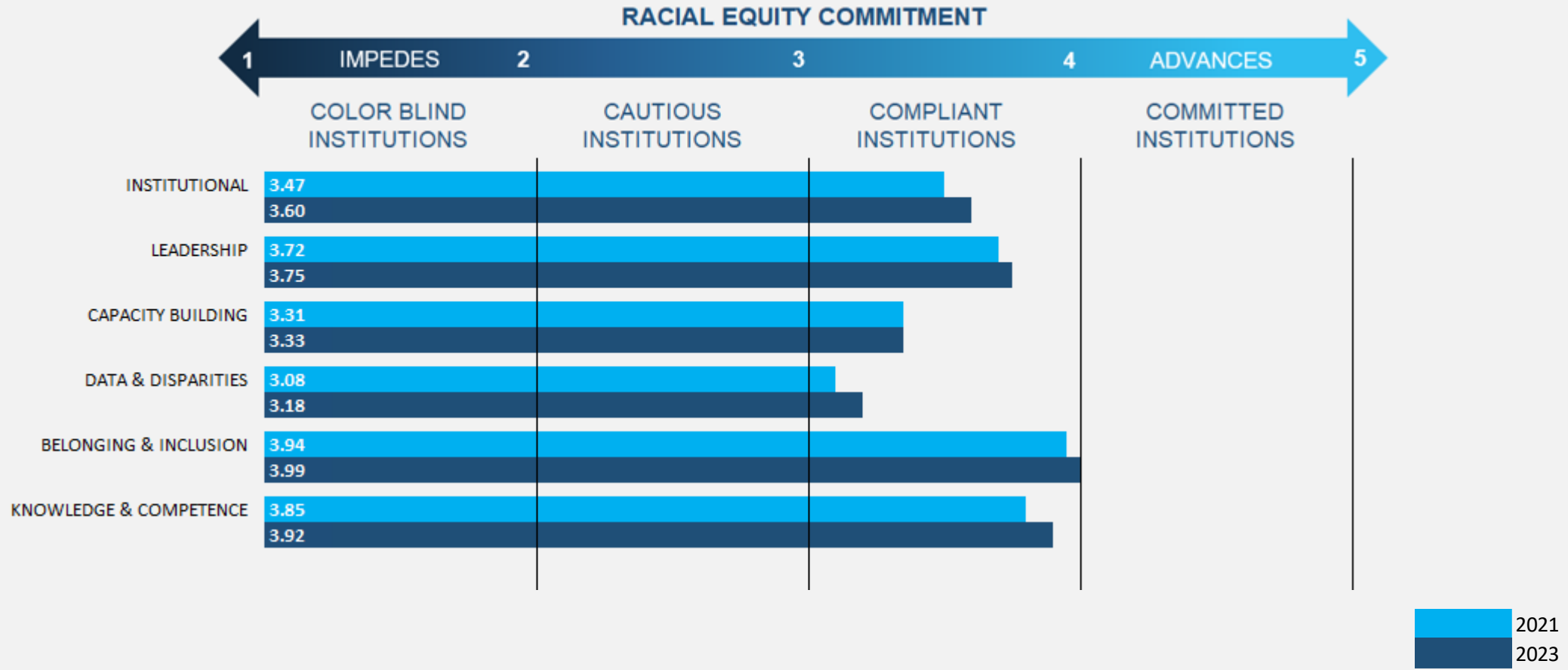# What is our Level of Racial Equity Commitment?

OVERALL COMMITMENT

Kenosha County employees responded to 34 statements measuring the institution's strength of commitment for making Racial Equity standard operating procedure, as well as additional requested items on diversity, equity and inclusion conversations with personal, social, and professional networks, which were not included in the continuum scoring and used for informative insights only.
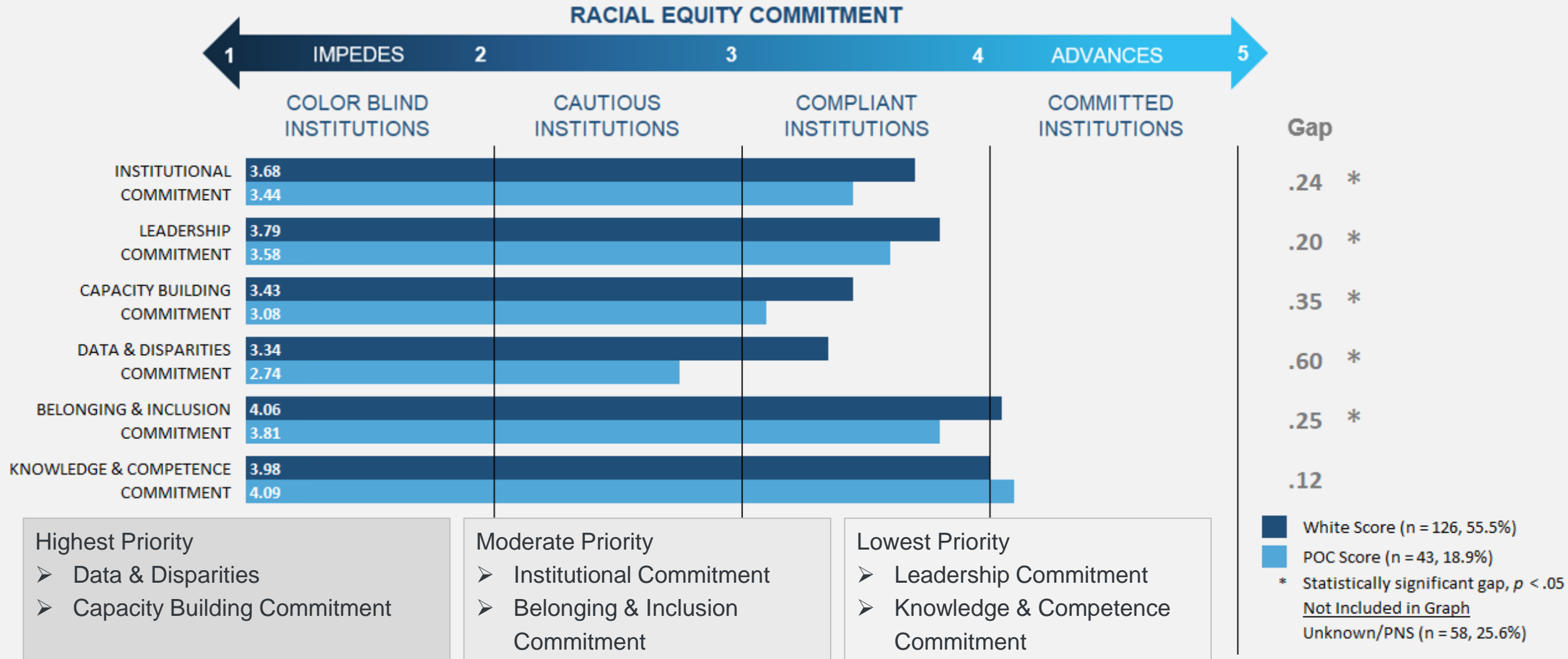
The results of the aggregate responses identified Kenosha County on the below Racial Equity continuum as **compliant (see appendix Racial Equity continuum definitions)**.

DIVERSITY, EQUITY AND INCLUSION COMMITMENT

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Year over Year Aggregate Results on Racial Equity Commitment

RACIAL EQUITY COMMITMENT

| 1 | IMPEDES | 2 | | 3 | | 4 | ADVANCES | 5 |

| COLOR BLIND INSTITUTIONS | CAUTIOUS INSTITUTIONS | COMPLIANT INSTITUTIONS | COMMITTED INSTITUTIONS |

INSTITUTIONAL — 3.47 / 3.60

LEADERSHIP — 3.72 / 3.75

CAPACITY BUILDING — 3.31 / 3.33

DATA & DISPARITIES — 3.08 / 3.18

BELONGING & INCLUSION — 3.94 / 3.99

KNOWLEDGE & COMPETENCE — 3.85 / 3.92

2021
2023

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White and People of Color (POC) Consensus on Racial Equity Commitment

RACIAL EQUITY COMMITMENT

IMPEDES 1 — 2 — 3 — 4 — ADVANCES 5

COLOR BLIND INSTITUTIONS | CAUTIOUS INSTITUTIONS | COMPLIANT INSTITUTIONS | COMMITTED INSTITUTIONS

Gap

Category	White Score	POC Score	Gap
INSTITUTIONAL COMMITMENT	3.68	3.44	.24 *
LEADERSHIP COMMITMENT	3.79	3.58	.20 *
CAPACITY BUILDING COMMITMENT	3.43	3.08	.35 *
DATA & DISPARITIES COMMITMENT	3.34	2.74	.60 *
BELONGING & INCLUSION COMMITMENT	4.06	3.81	.25 *
KNOWLEDGE & COMPETENCE COMMITMENT	3.98	4.09	.12

Highest Priority
➢ Data & Disparities
➢ Capacity Building Commitment

Moderate Priority
➢ Institutional Commitment
➢ Belonging & Inclusion Commitment

Lowest Priority
➢ Leadership Commitment
➢ Knowledge & Competence Commitment

■ White Score (n = 126, 55.5%)
■ POC Score (n = 43, 18.9%)
* Statistically significant gap, $p < .05$
Not Included in Graph
Unknown/PNS (n = 58, 25.6%)

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White Consensus on Racial Equity Commitment

There was not a significant change in overall racial equity commitment for White Kenosha employees from 2021 to 2023. There were increases in institutional, data & disparities, and knowledge & competence commitment scores. There was a decrease in leadership commitment scores for white employees.

Kenosha	White 2021 (n = 204)		White 2023 (n = 126)		Change	Trend
OVERALL RACIAL EQUITY COMMITMENT	3.76	(0.69)	3.79	(0.79)	0.03	–
INSTITUTIONAL	3.57	(1.01)	3.68	(1.06)	0.11 *	↑
LEADERSHIP	3.83	(0.89)	3.79	(1.03)	-0.04 *	↓
CAPACITY BUILDING	3.44	(1.10)	3.43	(1.14)	-0.01	–
DATA & DISPARITIES	3.15	(1.08)	3.34	(1.14)	0.19 **	↑
BELONGING & INCLUSION	4.07	(0.87)	4.06	(0.90)	-0.01	–
KNOWLEDGE & COMPETENCE	3.93	(0.77)	3.98	(0.77)	0.05 *	↑

Numbers in parentheses = Standard Deviations; ** Statistically significant change >.15, $p < .05$;
* Statistically significant change >.04, $p < .10$; Change = 2023 minus 2021

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People of Color (POC) Consensus on Racial Equity Commitment

There was a significant increase in overall racial equity commitment for POC Kenosha employees from 2021 to 2023. There were significant increases in five commitment scales. The biggest change was a decrease in data & disparities commitment scores from 2021 to 2023.

Kenosha	POC 2021 (n = 49)		POC 2023 (n = 43)		Change		Trend
OVERALL RACIAL EQUITY COMMITMENT	3.54	(0.85)	3.59	(0.90)	0.05	*	↑
INSTITUTIONAL	3.38	(1.21)	3.44	(1.13)	0.06	*	↑
LEADERSHIP	3.55	(1.14)	3.58	(1.15)	0.03		–
CAPACITY BUILDING	3.04	(1.22)	3.08	(1.19)	0.04	*	↑
DATA & DISPARITIES	2.95	(1.32)	2.74	(1.17)	-0.21	**	↓
BELONGING & INCLUSION	3.73	(1.04)	3.81	(1.06)	0.08	*	↑
KNOWLEDGE & COMPETENCE	3.99	(0.76)	4.09	(0.80)	0.10	*	↑

Numbers in parentheses = Standard Deviations; ** Statistically significant change >.15, $p < .05$;
* Statistically significant change >.04, $p < .10$; Change = 2023 minus 2021

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What is our ACTUAL Level of Racial Equity Commitment?

OVERALL COMMITMENT

Aggregate levels of Racial Equity Commitment can be blind spots for organizations. In order to truly apply a Racial Equity Mindset requires disaggregating data to focus on the racial consensus gap between White employees and employees of color (POC), which has revealed that Kenosha County has an actual Racial Equity Commitment score of not 3.72, but 3.59. The road to commitment for Kenosha County will require maintaining a gap between White and POC scores of .20 between the two groups (see appendix page 38) as well as increasing the overall score to at least 3.75. The current results of the racial consensus still identifies the association on the below Racial Equity continuum as **compliant (see appendix Racial Equity continuum definitions)**.

DIVERSITY, EQUITY AND INCLUSION COMMITMENT

| 1 | IMPEDES | 2 | 3 | 3.54 | 3.59 | 3.~~2~~ | 4 | ADVANCES | 5 |

Y21   Y23

COLOR BLIND INSTITUTIONS   CAUTIOUS INSTITUTIONS   COMPLIANT INSTITUTIONS   COMMITTED INSTITUTIONS

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County Employee Disparity Analysis

Overall, the availability of people of color for County jobs is **_30.8 percent_**, indicating that people of color might be expected to fill about 30.8 percent of various job positions within the County. Currently, people of color are represented in about 20 percent of County jobs.
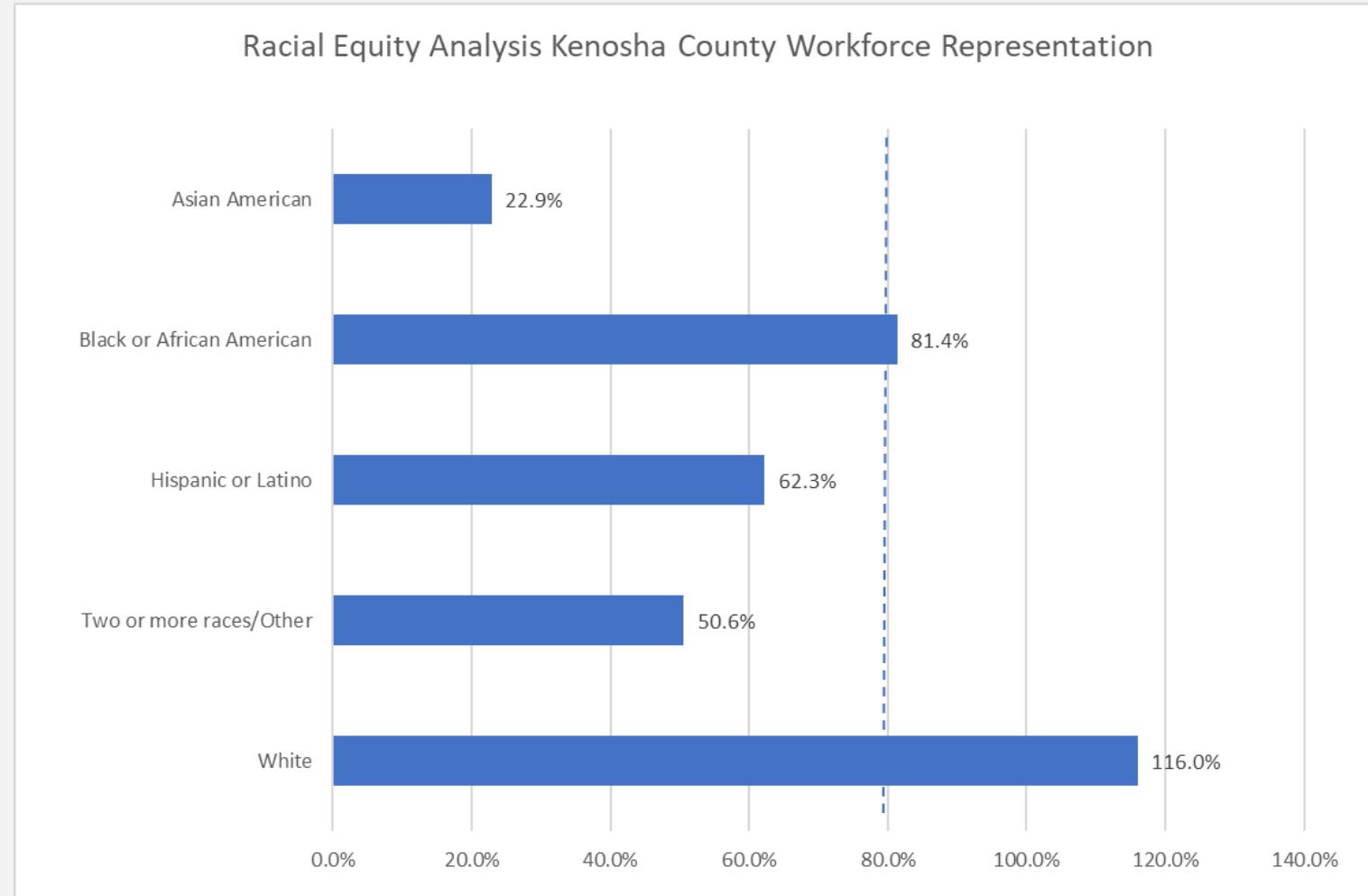
Racial/Ethnic Group	Availability Metro Counties	Kenosha County Availability	Kenosha County Workforce
Hispanic or Latino	13.3%	11.8%	8.3%
White	69.2%	78.8%	80.2%
Black or African American	11.2%	6.1%	9.1%
Asian American	4.4%	1.5%	1.0%
2 or more races/ other race	1.8%	1.7%	0.9%

Data is composite of EEOC job group categories table (EEOALL6R) State/Local Government Job Groups Officials/Administrators, Professionals, Technicians, Protective service: Sworn and Non-sworn, Administrative support, Skilled Craft, Service/Maintenance within the following Wisconsin counties; Kenosha County, Milwaukee County, Walworth County, Waukesha, Racine and Lake County, IL. Source 2018 Census American Community Survey 5-Year Estimates Equal Employment Opportunity and Kenosha County 2021 EEO-4 Report

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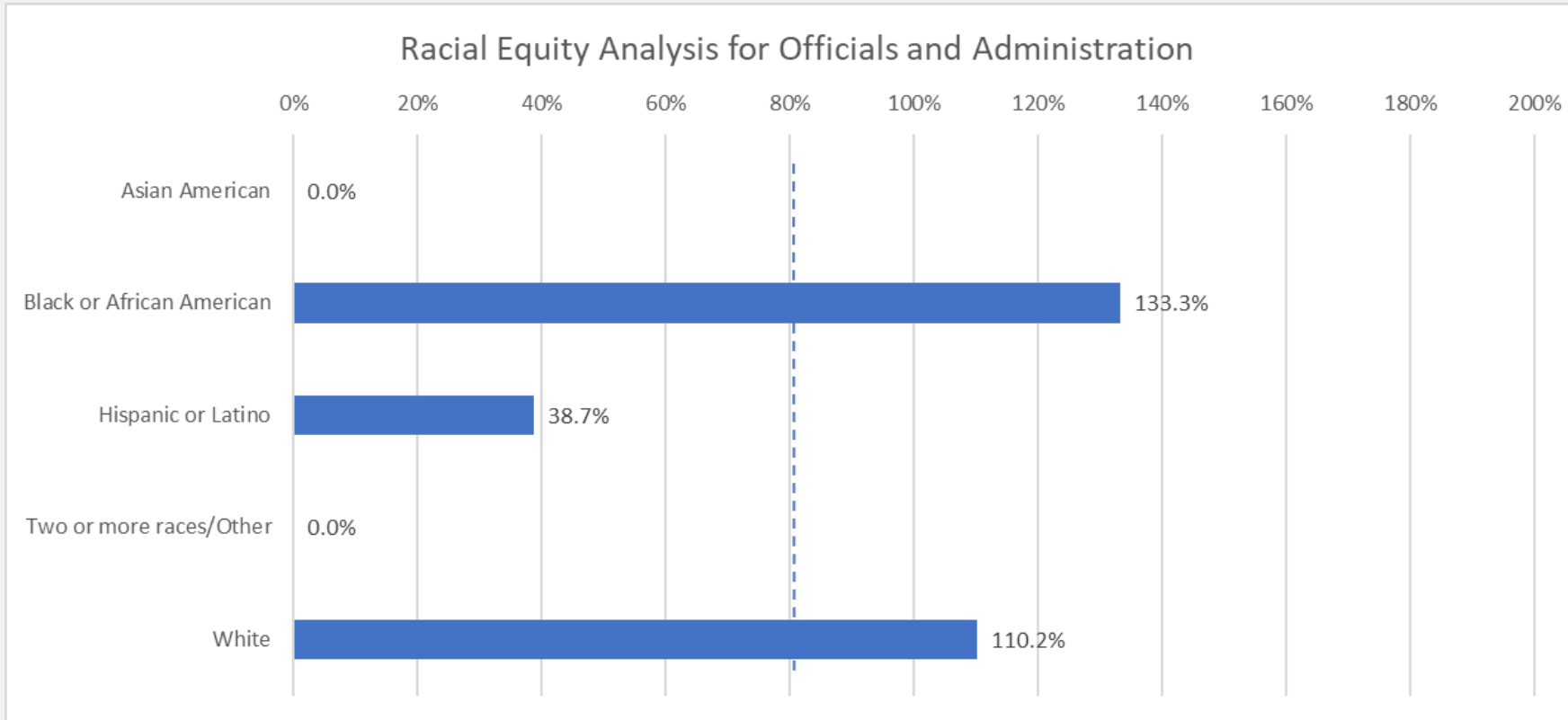
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County Employment Disparity Analysis (cont.)

A disparity index of 100 indicates an exact match between representation and availability for a particular group overall, and for a particular job category, also called parity or achieving equitable outcomes. An index score of less than 100 indicates a disparity between representation and availability. A disparity index of less than 80 indicates a significant disparity between representation and availability and would trigger racial inequity.

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Racial Equity Analysis Kenosha County Workforce Representation

Group	Disparity Index
Asian American	22.9%
Black or African American	81.4%
Hispanic or Latino	62.3%
Two or more races/Other	50.6%
White	116.0%

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County Employment Disparity Analysis (cont.)

Racial Equity Analysis for Officials and Administration

Group	Disparity Index
Asian American	0.0%
Black or African American	133.3%
Hispanic or Latino	38.7%
Two or more races/Other	0.0%
White	110.2%

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations , or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs.

A disparity index of 100 indicates an exact match between representation and availability for a particular group overall, and for a particular job category, also called parity or achieving equitable outcomes. An index score of less than 100 indicates a disparity between representation and availability. A disparity index of less than 80 indicates a significant disparity between representation and availability and would trigger racial inequity.

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DEI Best Practices Gap Analysis

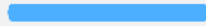|	Evidenced-based Best Practices	KENOSHA COUNTY CURRENT STATUS
1	Dedicated position responsible for DEI (e.g. diversity officer)	✓
2	Council or committee monitoring DEI progress	✓
3	Collects demographic data on applicants and current employees	✓
4	Collects demographic data on volunteers, vendors and contractors	○
5	Disparity analysis conducted to identify if any racial or gender inequities exist within employment, service delivery/programs, procurement, boards/committees	◑
6	Written DEI action plan with validated benchmarks and targets	◑
7	Senior leaders are engaged in DEI goal setting	◑
8	Leadership performance and/or compensation (e.g. bonuses if applicable) tied to DEI goals	○
9	DEI goals, targets and metrics monitored at least quarterly	○
10	Internal and external stakeholder reports are shared to communicate progress on DEI goals (e.g. annual county reports, DEI action plans)	○
11	Formal mentoring program available for all employees	○
12	DEI training available for all job levels, but not mandatory	✓
13	Conducts periodic employee engagement surveys to measure workplace climate, belonging and inclusion	◑
14	Employee survey response data is disaggregated by demographic groups (e.g. race/ethnicity, gender)	✓

○ **Not started**: practice not present, inactive or currently undetermined

🕐 **Emerging**: discussions and considerations of the practice are awaiting approval decision

◑ **Establishing**: practice partially in place or process for implementation has started

✓ **Reinforcing**: practice currently present and active

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Recommendations and Next Steps...

❑ Reinforce commitment to becoming a committed institution and implementing best practices

❑ Develop and expand capacity for data gathering and analysis to identify opportunities and impediments to advancing racial equity

❑ Leverage the voice and recommendations of the Diversity Task Force and other internal stakeholders to identify and implement policies and practices that advance DEI

❑ Continue to develop DEI action plans by division with department leaders

❑ Conduct disparity analysis for utilization and barriers to access, quality and treatment when constituents access County services and programs

❑ Conduct disparity analysis for representation of vendors and contractors in regard to purchasing and procurement

❑ Continue to monitor progress in becoming a committed institution

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MAKING RACIAL EQUITY STANDARD OPERATING PROCEDURE