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# Dane County Medical Examiner's Office: Equity Plan

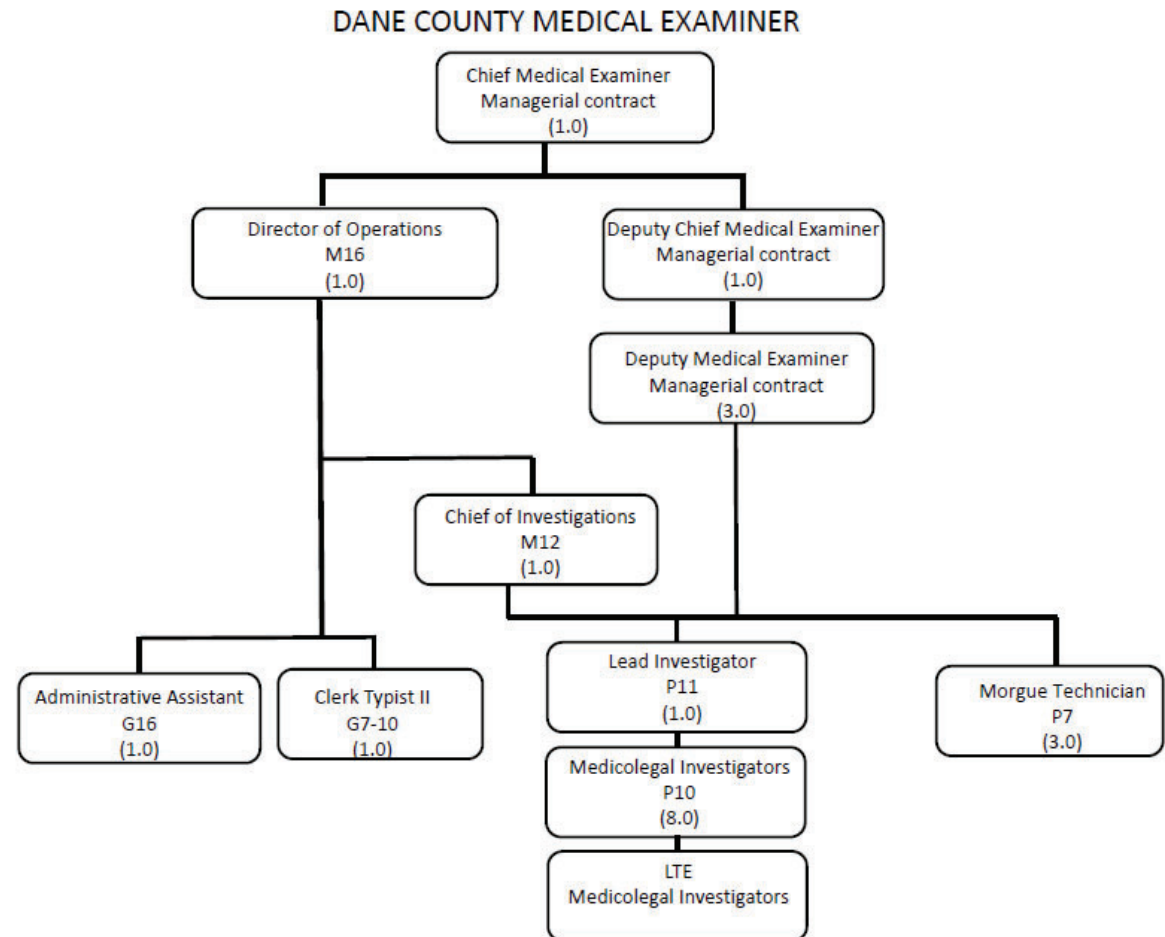
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October 2023

# Organizational Commitment: Maintain Diverse Culture

- First woman in the role of Chief Medical Examiner at the Dane County Medical Examiner's Office (DCMEO)
- First woman of color in the role of Director of Operations at the DCMEO
- First woman of color in the role of Chief of Investigations at the DCMEO
- Women comprise 66% of our total staff.
  - 84% of our MLI staff





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# Organizational Commitment

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- Establishment of written goals, policies, and procedures to ensure forward momentum and consistency.
- Involving staff in the SOP creation process
- Comments and feedback when policies are up for renewal
- Making documents easily accessible to all staff

# Leadership Development

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- Provide agencies with insight into trends of non-natural and natural deaths used to identify areas of inequity, determine preventative measures, and allocate funds to support neighborhoods and programs dedicated to improve the quality of life for Dane County residents.



**Public Health**  
MADISON & DANE COUNTY

*Healthy people. Healthy places.*

# Program Innovation

ABMDI certification to all qualifying staff for 2023

Intergovernmental agreement with Rock County

- Training opportunities and exposure to smaller communities in Wisconsin.
- ABMDI to all qualifying staff
- Written goals, policies, and procedures

Qualifying visas to apply for the Conrad Waiver Program in Forensic Pathology



**ABMDI**  
American Board of  
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# Collaboration: 2023

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- Public Health/DPH NVSS
- Grant funding for C/ME in WI
- Wisconsin Coroners and Medical Examiners Association
- Legal Affairs Department of the Consulate of Mexico
  - Help Mexican citizens who have relatives who died in Wisconsin



# Future Initiatives

- Continuing education for/by staff (2024-25)
  - ABMDI training in house
  - CME
  - **Goal to enfranchise the staff to invest in themselves**
- Educational outreach
  - Re-initiate Internship programs
  - LE/DA/PD
  - Local colleges
  - ABMDI for other counties?
- Community outreach
  - End-of life planning
  - Mass fatality

# Barriers

- Time
- Staffing

