

MINUTES

February 19, 2021

Governor's Advisory Council on Equity and Inclusion

State of Wisconsin



Location:

This meeting was held via a Zoom virtual meeting platform.

COUNCIL MEMBERS PRESENT:

Dawn Crim, Chair	Dr. LaVar Charleston
Joaquin Altoro	Rev. Dr. Monica Cummins
Emilie Amundson	Robyn Davis
Nisreen Atta	Que El-Amin
Victor Barnett	Rev. Dr. Alex Gee Jr
Jessica Boling	Ruben Hopkins
Percy Brown, Jr.	Dr. Carlton D Jenkins
Kevin Carr	Dasheika Kidd
Jessica Cavazos	Mary Kolar
Greg Steinberger	Mai J Lo Lee
Marie Summers	Vanessa McDowell
Karen Timberlake	Adin Palau
Markasa Tucker	Amy Pechacek
Odawa White	Tammy Rivera
Beth Wroblewski	Shaundel Spivey
Mai Xiong	

DPM STAFF:

Malika Evanco, Laurice Lincoln, DeAnna Sellers, and Nicole Guardiola.

GUESTS:

Ann Hanson, DOA Chief Legal Counsel

A. CALL TO ORDER

Secretary Crim welcomed the group and called the inaugural meeting of the Governor's Advisory Council on Equity and Inclusion (Council) to order at 10:02 am.

Review meeting agenda, meeting procedure

Secretary Crim discussed the agenda, meeting logistics and reminded members to mute themselves when not speaking. Secretary Crim indicated that a quorum of members was present, and meetings would follow Robert's Rules of Order. Secretary Crim requested the Council review the agenda and called for a motion to approve.

CONSIDERATION OF MEETING AGENDA

MOTION: Dr. LaVar Charleston moved to approve the February 19, 2021 meeting agenda of the Governor's Advisory Council on Equity and Inclusion, as submitted. Ms. Vanessa McDowell seconded the motion, which passed unanimously on a voice vote.

Announcements

Ms. Evanco reminded members to mute themselves when not speaking and to raise their hand (virtually) if they would like to be acknowledged by the Chair. Once they are acknowledged, they should unmute their connection and re-mute when finished. She also mentioned that the Governor and Lt. Governor would be in attendance for the first part of the meeting and asked everyone to be mindful of the time when doing introductions.

B. REMARKS AND INTRODUCTIONS

Remarks

Lieutenant Governor Mandela Barnes addressed the Council, provided remarks on the importance of the Council's work, and its impact on every family in Wisconsin.

Joel Brennan, Secretary of the Department of Administration, provided remarks on the state's workforce goals, state agencies' equity and inclusion plans, and the Governor's budget proposal related to an emphasis on equity and inclusion.

Governor Tony Evers addressed the Council, expressed excitement at working with the Council, and hearing recommendations on what the state should be doing; what is going right, what is wrong, and what needs to happen to continue progress.

Secretary Crim addressed the Council, and thanked the Governor, Lt. Governor, and DOA Secretary for their remarks, and expressed excitement to work together with the administration in conjunction with the thirty-one leaders in equity, inclusion, and diversity from across the state.

Council Introductions

Secretary Crim called on each member to introduce themselves and share how they are "showing up" to today's meeting (ex., excited, ok, apprehensive, tired).

C. COUNCIL OPERATIONS

State Government adopted definitions of Diversity, Equity, and Inclusion.

Ms. Evanco provided the Council with a summary of DPM's work with state agencies in fulfilling mandates from Governor Evers' Executive Order #59. Ms. Evanco will share a detailed update at the next Council meeting. DPM worked with agency executive leaders to develop shared definitions for diversity, equity, and inclusion. Once the definitions were finalized, they were shared with employees, HR staff, equity and inclusion professionals, and equity and inclusion committees to use in the development of their equity and inclusion plans.

Ms. Evanco introduced the DPM staff and let the Council know that staffing support would be provided by a team of DPM administrative and equity and inclusion-related staff. DPM will be responsible for coordinating the meetings and taking and distributing the minutes. Ms. Lincoln has worked with a team to launch the Council's website, which is now live.

Term Limits, Officers, Sub Committees

Secretary Crim reminded the Council that their initial terms are two-year appointments with an option by the governor's office for re-appointment. The Chair will appoint a Vice-Chair and leadership for the subcommittees created by the Council. In the Chair's absence, the Vice-Chair will perform the Chair's duties and lead the meetings. The Chair will look for self-nominations for these positions, which will be appointed to a one-year term.

Proposed Meeting Schedule

Secretary Crim presented the proposed meeting schedule of the Council, requesting that the Council consider adopting a quarterly meeting schedule on a designated Friday, 9 am to 12 pm, February, May, August, and November. The Chair called for a motion to accept the proposed schedule. The Council discussed the proposal and moved to motion.

Motion: Jessica Cavazos moved to accept the proposed Council meeting schedule of meeting quarterly on a Friday from 9 am – 12 pm, February, May, August, and November. Dr. LaVar Charleston seconded the motion, which passed unanimously on a voice vote.

Secretary Crim indicated that DPM personnel would work with the Council to determine which Fridays the Council would meet in accordance with this schedule.

D. COUNCILMEMBER TRAINING - OPEN MEETINGS LAW

Anne Hanson, Chief Legal Counsel for the Department of Administration, provided an overview of the Wisconsin Open Meetings requirements and implications for Council members and Council meetings. Ms. Hanson answered questions from Council members and provided contact information for any further inquiries on the matter.

E. COUNCIL PRIORITIES

Secretary Crim let the Council know that they were assigned to virtual breakout rooms to discuss their top three priorities based on the charge. Once they were in their breakout rooms, they should designate a facilitator and notetaker. Council members were given 30 minutes for discussion and then reconvened with the entire Council to summarize their discussion and priority areas. The discussion themes reported included focusing on improving racial equity in housing, personal wealth, and economic mobility, addressing healthcare service inequities, providing funding to organizations, and minority-owned businesses, particularly in Wisconsin's central cities. Council members stressed the importance of creating working relationships with other councils and organizations focused on working in the various areas of racial equity. Additional themes of education and criminal justice reform were also reported. The notetakers were asked to email their notes to DeAnna, who would compile a summary of the notes and reoccurring themes into a document to share with the chair. Secretary Crim will share the results with the Governor's Office. The formation of the subcommittees will be based on the priority areas identified by the Council.

F. FUTURE MEETING AGENDA ITEMS

Ms. Evanco shared the list of draft agenda items for the next meeting and asked the Council to email her additional items for consideration. Secretary Crim reminded members that they would receive a follow-up email with the final meeting schedule and minutes in two weeks. She will discuss the priority area summaries from the breakout discussions with the governor's office and ask Council Members to consider taking on a leadership role when subcommittees are determined.

G. CLOSING REMARKS AND ADJOURN

Motion: Secretary Crim moved to adjourn the meeting. Dr. LaVar Charleston seconded the motion, which passed unanimously on a voice vote.

The Council adjourned at 1:00 pm.

Date Approved: _____

Signed: 

Secretary Dawn Crim, Chair
Governor's Advisory
Council on Equity and Inclusion