

MINUTES

February 11, 2022

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
Emilie Amundson
Nisreen Atta
Victor Barnett
Percy Brown, Jr.
Kevin Carr
Marie Summers
Karen Timberlake
Dr. Odawa White
Beth Wroblewski
Mai Xiong
Jessica Cavazos
Amy Pechacek
Melissa Roberts

Rev. Dr. Monica Cummins
Robyn Davis
Que El-Amin
Rev. Dr. Alex Gee Jr
Ruben Hopkins
Dr. Carlton D Jenkins
Dasheika Kidd
Mary Kolar
Mai J. Lo Lee
Vanessa McDowell
Adin Palau
Amy Pechacek

COUNCIL MEMBERS

ABSENT:

Dr. Carlton Jenkins
Adin Palau
Percy Brown Jr
Jessica Cavazos
Tammy Rivera
Greg Steinberger

STAFF:

Malika Evanco
Laurice Lincoln
Anisa Pontes

DeAnna Sellers
Nicole Bailie

Guests:

Governor Tony Evers

Lt. Governor Mandela Barnes

Secretary – designee Kathy Blumenfeld

Kara Pennoyer

Maddie Zimmerman

Joshua Lucas

Kevin Reddy

Fred Ludwig

Tatyana Warwick

Jennifer Garret

A. CALL TO ORDER

Madam Secretary Crim welcomed the group and called the Governor's Advisory Council on Equity and Inclusion (Council) to order at 9:00 am. Laurice Lincoln confirmed that a quorum was present.

Review meeting agenda, meeting procedure

Madam Chair Crim congratulated council members on receiving various community awards. Madam Chair Crim discussed the agenda and the four documents accompanying the meeting agenda. Madam Chair Crim requested the Council review the previous meeting's minutes and this meeting's agenda and called for a motion to approve.

APPROVAL OF MEETING AGENDA CONSIDERATION OF MEETING AGENDA

MOTION: Marie Summers moved to approve February 11, 2022, meeting agenda of the Governor's Advisory Council on Equity and Inclusion, as submitted. Monica Cummings seconded the motion, which was passed unanimously.

APPROVAL OF November 12, 2021, MEETING MINUTES

MOTION: Marie Summers moved to approve the November 12, 2021, meeting minutes. Vanessa McDowell seconded the motion, which passed unanimously on a voice vote.

Announcements: Gov. Evers awarded 82 million dollars in equitable recovery grants, and Madam Chair Crim toured the workplaces of grant recipients in Madison. Madam Chair Crim introduced Gov. Evers for remarks.

B. Office of the Governor

Governor Evers Remarks

Gov. Evers was introduced and acknowledged for awarding 82 million dollars in equitable recovery grants. Gov. Evers acknowledged council members for their hard work and expressed his excitement in hearing their workplan updates. Gov. Evers said his work was easier with the Supplier Diversity Program back up and running. Gov. Evers noted that the next steps would be to look at the business of the Economic and Business Development Subcommittee's work to evaluate how to grow and improve their programs. Gov. Evers informed the Council that the existing programs throughout the year, including Diverse Business Assistance, Equitable Recovery, Diverse Business Investment, and Wisconsin Tomorrow Small Business Recovery Grants, are directly tied to the work of the Economic and Business Development Subcommittee. Gov. Evers expressed his excitement about implementing the developments of the Community Engagement Subcommittee's programs and cultural events. Gov. Evers noted his desire to dig into the Data and Policy Subcommittee's work in homeownership, business development, and employment spread across agencies to improve the lives of working individuals in Wisconsin. Gov. Evers expressed his gratitude for the progress of Executive Order 59 to having implemented training across state agencies and agencies completing their Equity and Inclusion Workplans. Gov. Evers said he would like feedback on how the progress is going and how agencies can improve their work. Gov. Evers expressed his excitement about hearing the subcommittees' future projects and advice to continue maintaining a long-lasting impact on state government.

Welcome new DOA Secretary Designee

Gov. Evers introduced Secretary Kathy Blumenfeld, who stepped up to lead the Department of Administrations after Secretary Brennan departed last month.

Secretary Designee Kathy Blumenfeld

Secretary Blumenfeld introduced herself and expressed her gratitude for being part of the Council. Secretary Blumenfeld provided an overview of her background work with Diversity and Inclusion and stated that in 2014, her team launched a Diversity and Inclusion committee in the private sector. Secretary Blumenfeld expressed that she has experience with community work through working with Unity Point Meriter Hospital to form a community health impact committee. Secretary Blumenfeld acknowledged Gov. Evers and Council members' great work and noted her appreciation of holding one another accountable for learning and growing. Secretary Blumenfeld acknowledged that she would continue to inform the Council on how to move forward as an organization through her current role. Secretary Blumenfeld noted she is excited to be a participant and a recipient of the Council's work and ensure their work becomes part of the fabric of how the State operates. Secretary Blumenfeld noted that the work on the Council permeates everything that is done at the Department of Administration and will therefore work to be an active listener and participant.

C. 2021 GEIAC Inaugural Year in Review - Presentation

Madam Chair Crim thanked and congratulated Secretary Blumenfeld on her new role. Madam Chair Crim gave an overview of the Council's work over the past year. Madam Chair Crim stated that the Council started after the signing of Executive Order 59, with the appointment of 31 council members. Madam Chair Crim noted that the Council's charge is to provide strategic guidance to implement a sustainable framework that promotes and

advances diversity and inclusion across the Wisconsin state government.

Madam Chair Crim acknowledged that the first meeting, February 19, 2021, was purposed to introduce the operations and priorities of the Council. Madam Chair Crim noted that the Council reviewed the Open Meeting Law, Public Notice requirements, and the requirements for recordkeeping. Madam Chair Crim said the Council members were placed into breakout rooms to discuss three areas they hoped to see the Council prioritize over the next two years.

Madam Chair Crim acknowledged that the second meeting, May 14, 2021, was purposed to establish and outline expectations for the Council's Equity and Inclusion subcommittees. Madam Chair noted that the council members were presented with an overview of state agencies to understand each agency's roles and responsibilities in serving Wisconsin citizens. Tondra Davis introduced the Wisconsin Supplier Diversity Program to the Council members as one way the State supports small businesses.

Madam Chair Crim acknowledged that the third meeting, August 13, 2021, was purposed to continue understanding the state government's inner workings. Madam Chair noted that council members were presented with the Disadvantaged Business Enterprise Program to help the Council become more aware of existing resources that help disadvantaged businesses.

Madam Chair acknowledged the last meeting, November 12, 2021, purposed to allow the Community Engagement, Data and Policy, and Economic and Business Development Subcommittees to report their progress and their next steps for facilitating change. Madam Chair Crim noted that the subcommittees started to develop a guiding statement to better articulate the intent and focus of their work.

Madam Crim Chair acknowledged the subcommittees' progress and thanked them for their hard work. Madam Chair Crim quoted Gov. Evers and concluded that we must continue to ensure our state workforce reflects the folks we serve and implement culturally responsive and equitable policies.

D. Subcommittee Reports

DATA AND POLICY SUBCOMMITTEE

Robyn Davis thanked Melissa Roberts for volunteering to be the subcommittee's notetaker and transcriber and provided an overview of the subcommittee's workplan updates. Davis informed council members that their charge is to review data, policies, statutes, and regulations to eliminate barriers, gaps, and inequities in homeownership, business development, and employment. Davis noted that the subcommittee focused on employment as the springboard to homeownership and development. Davis shared that the subcommittee gathered Wisconsin Employment Data points with the help of Laurice Lincoln and DOA.

The subcommittee narrowed its focus by analyzing different Wisconsin employment data points to provide the best recommendations. Davis reported that the subcommittee looked at employment in Wisconsin in nonprofits, other

states, and the Asset Limited Income Constrained Employed (ALICE) report to investigate their policy statements. Davis highlighted that the collective wisdom allocated within all three subcommittees allows for cross-sector representation and plays a role in fulfilling their subcommittee's charge.

Davis explained that the subcommittee decided to focus on the life cycle to provide the best opportunity for eliminating barriers, gaps, and inequities in employment. This decision was determined through a compressive approach broken into four categories: position design, job quality, recruitment, equity, inclusion, and belonging within the workplace. Davis announced that the subcommittee's guiding statement is "to create Wisconsin employment public and private sector policies that inform the changes needed to move Wisconsin towards building an organizational culture that supports equity and inclusion in recruitment, hiring, onboarding, promotion, and employee retention." Davis informed the Council of the overall metrics of obtaining their goal through increasing the percentage and retention of women and people of color currently underrepresented in all Wisconsin state positions and retention of women and people of color with particular focus on positions in broadband and pay ranges 81 01/02 and 03 classified manager. Davis shared that the subcommittee's overall hope will be that states will adopt these strategies.

Davis finally shared that the subcommittee's work plan is to promote diversity, equity, and inclusion in employment opportunities for Wisconsin public and private sector workers by altering the position design by prioritizing qualifications based on demonstrated skills and experience instead of educated-based requirements. The subcommittee will also focus on job quality by guaranteeing paid leave, access to affordable childcare, and fair scheduling practices. For recruitment, Davis discussed how the committee would expand advertising and outreach efforts to attract a more diverse pool of applicants for state government opportunities. Finally, Davis discussed that their last goal was to ensure employees from marginalized or historically disadvantaged backgrounds feel like they belong and are valued in the workplace and are not just a checkbox.

ECONOMIC AND BUSINESS DEVELOPMENT SUBCOMMITTEE

Madam Chair Crim informed the Council that Secretary Emilie Amundson and Secretary Amy Pechacek would present on behalf of Dr. LaVar Charleston. Secretary Amundson told the Council that the multitude of strengths and experiences within the subcommittee strengthens their charge of identifying and implementing systemic strategies that will increase the utilization of marginalized groups and women-owned businesses through State contracting and other support mechanisms. Secretary Amundson informed the Council that the subcommittee began to educate themselves about Wisconsin procurement and contracting practices. This education allowed the committee to be introduced to policies and practices that would become sources of information in the committees' efforts. The subcommittee additionally reviewed websites, Wisconsin Economic Development Cooperation (WEDC), Wisconsin Supplier Diversity Program (WSD), and the Wisconsin Department of Workforce Development

(DWD). The subcommittee reviewed reports and policies, marketplace reports and summary, governors' annual conference for minority and women-owned businesses, American Rescue Plan Act 2021, and budget proposals. Secretary Amundson shared that the subcommittee heard from agencies, nonprofits, and companies with direct experience with procurement contracts and business developments.

Secretary Amundson shared the subcommittee's summary of problem statements. The subcommittee identified the problems that fell under not having clear diversity goals, not including accountability, diverse business education strategy was not defined across the State, process and procedures for the attainment of business is unclear and discouraging to some or had a lack of transparency of the process for successful procurement. Secretary Amundson introduced the subcommittee's guiding statement to identify policy and processes that will promote equity, eliminate longstanding barriers, and ensure the success of minority and women business owners in the State of Wisconsin.

Secretary Pechacek shared that the subcommittee's workplan is broken down into four main goals. Secretary Pechacek shared that the subcommittee's goals are to educate targeted populations within the State around procurement and contracting processes and to identify training, policies, and laws that inform our strategies to increase targeted business utilization. To provide mechanisms for minority and women-owned businesses to access and engage in the procurement process effectively and more transparently, and finally engage Market Place and other State vendors and agencies and strategically encourage them to work with minoritized populations for equitable distribution of business and funding opportunities.

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Secretary Mary Kolar provided an overview of the subcommittee's workplan updates. Secretary Kolar announced the subcommittee's charge is to create and sustain an environment that regularly scans for, recognizes, and celebrates diversity, equitable and inclusive practices and initiatives, community and state cultural events, significant activities, and efforts. Secretary Kolar acknowledged that given their research, there is work to be done, but they are confident Gov. Evers' Council and cabinet will work to support the subcommittee's charge towards improving recognition and celebrating the diversity of Wisconsin. Secretary Kolar acknowledged that the Department of tourism is one program that has confirmed the ability to work with the subcommittee to expand awareness of events. Secretary Kolar summarized the subcommittee workplan focuses on explaining the cultural and historical significance of the event by identifying how cultural events contribute to cultural awareness, understanding and accepting the uniqueness of individuals and groups, and understanding the positive economic impacts of hosting the events. Secretary Kolar shared her subcommittee's guiding statement: "to expand, highlight, and celebrate all 72 counties' cultural awareness opportunities through education, collaboration and innovation, especially regions with long-term historical opportunities and new regions with large merging diverse populations." Secretary Kolar acknowledged that their guiding statement is ambitious, and it will set the subcommittee on the

right path to meet the charge and goals of the Gov. Evers Council. Secretary Kolar concluded that she is looking forward to receiving feedback after the breakout session.

Remarks

Madam Chair Crim: noted accountability needs to be strengthened and made visible and are living actions plans and will require peer input to continue moving into the implementation phase. Further asked if council members had any additional questions and turned it over to Lt. Governor Mandela Barnes.

E. REMARKS – LT GOVERNOR

Lt. Gov. Barnes thanked the Council for their hard work. Lt. Gov. Barnes shouted out Secretary Amundson on her direct focus on populations that continue to get left behind. Lt. Gov. Barnes noted the importance of cross-agency collaboration. Lt. Gov. Barnes quoted Gov. Evers, noting the importance of talking about the cylinders of excellence because it is important to harness that energy to allow everyone to do better together. Lt. Gov. Barnes commended council members and the committee chairs Secretary Kolar, Robyn Davis, and Dr. LaVar Charleston for advancing diversity and inclusion. Lt. Gov. Barnes expressed his appreciation for their commitment to creating sustainable change. Lt. Gov. Barnes notes that creating lasting DEI work needs to transcend to whoever holds office and is therefore concrete and genuine. Gov. Lt. Barnes pointed out that DEI is often used as a checklist item without having a team to explain how it leads to racial justice progress. Lt. Gov. Barnes expressed his excitement about continuing the progress and challenged council members to what it means to be a part of changing the direction and meaning of diversity and inclusion.

Remarks:

Madam Chair Crim thanked Lt. Gov. Barnes for his words and liked the phrase cylinders of excellence. Madam Chair Crim appreciated Lt. Gov. Barnes's point of how many people think about DEI in terms of checking the box. Madam Chair Crim noted that the subcommittees' work surrounding facilitating sustainable change, adjusting and addressing social justice, and leading progress within state government aligns with Gov. Evers's vision. Madam Chair Crim noted she wanted to give Secretary Blumenfeld and Gov. Evers a moment to react before going into breakout rooms.

Gov Evers: noted that the subcommittees' depth of the work that has been accomplished is extraordinary. Gov. Evers shared his notes for the Community Engagement and highlighted how important the cultural events are. Gov. Evers noted that Tourism is a huge part of the success of a state and works as an economic engine. Therefore, cultural events play a significant role within the State, making it essential to help people understand how tourism benefits the economy and the existing diversity in Wisconsin. Gov. Evers concluded that Community and Engagement's work is boundless.

Gov. Evers shouted out Robyn Davis and Data and Policy group for their hard work. Gov. Evers thanked the group for using the ALICE report, focusing on the value stream of a successful hire and four subcategories required for describing a position. Gov. Evers' asked the subcommittee to evaluate how working remotely may or may not be included in the diversity, equity, and inclusion conversation.

Gov. Evers acknowledged the Economic and Business Development subcommittee for its

great guiding statement and noted the importance of the existing vast number of organizations. Gov. Evers pointed out that it is important to understand how to bring organizations together to be more effective and meaningful. Gov. Evers thanked the council members for all their great work.

Secretary Blumenfeld: expressed that she shared the same WOW and observations as Gov. Evers. Secretary Blumenfeld noted that the three subcommittees had done extraordinary work. Secretary Blumenfeld said it is not just about the result but how council members engage and benefit from the long-lasting connections members are making. Secretary Blumenfeld noted that the work of the Data and Policy subcommittee is wonderful and believes everyone will learn and evolve in diversity and inclusion. Secretary Blumenfeld introduced one challenge for all the subcommittees. Secretary Blumenfeld noted that success breeds success; therefore, creating a sense of belonging is important. Secretary Blumenfeld pointed out that for the Community and Engagement subcommittee, some people might be hesitant to attend a new cultural event. Secretary Blumenfeld noted for Economic Business Development that education is great but having the confidence you belong in the process is important and allows people to bring others.

Madam Chair Crim: Thanked Secretary Blumenfeld and hopes the success breeds success model plays a role in the work of the subcommittees. Madam Chair Crim asked Lt. Gov for his final words and allowed for a 15-minute break.

Full 15-minute break, resume at 10:40

F. Small-Group Discussions

Madam Chair Crim introduced small group discussions and informed the Council they should have received guidelines with the documents sent in advance of the meeting. First, the Council members will give and receive feedback on guiding statements. Next, the discussion will allow the subcommittees to plan their next steps. Madam Chair Crim stated that the notes would be emailed after the discussion to subcommittee chairs.

G. Future Meeting Agenda Items, Closing Remarks

CLOSING REMARKS AND ADJOURN

Madam Chair Crim thanked the Council and motioned to close the meeting.

Motion: Shaundel Spivey motions to adjourn. Jessica Cavazos seconded the motion. Madam Chair Crim closed the meeting.

The Council adjourned at 11:57 am.

Date Approved: _____

Signed: _____

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