

MINUTES

November 10, 2023

Governor's Equity and Inclusion Advisory Council

State of Wisconsin



Location:

This meeting was held via a Zoom virtual meeting platform.

COUNCIL MEMBERS PRESENT:

Mai Xiong, Chair
Ruben Hopkins
Beth Wroblewski
Percy Brown, Jr.
Dan Hereth
David Carlson
Javier Acevedo-Baez
Vanessa McDowell
Robyn Davis
Dasheika Kidd
Mai J. Lo Lee
Amy Pechacek
Kevin Carr
Melissa Roberts
Elmer Moore, Jr.
Dr. Laura Laitinen-Warren
Gabriela Parra
Jihan Bekiri
Adin Palau
Que El-Amin

COUNCIL MEMBERS ABSENT:

Greg Steinberger
Dr. LaVar J. Charleston
Emilie Amundson
Jessica Cavazos
Rev. Dr. Alex Gee Jr.
Dr. Carlton Jenkins
Tammy Rivera
Dr. Odawa White
Nisreen Atta
Jessica Boling
James Bond
Shaundel Spivey

GUESTS:

Governor Tony Evers
Alex Ysquierdo

STAFF:

Laurice Lincoln
De Anna Sellers

Michael Rozier

A. CALL TO ORDER

Madam Chair Xiong called the Governor's Equity and Inclusion Advisory Council (Council) to order at 9:15 am.

Roll Call

Madam Chair Xiong acknowledged that quorum had been reached, and then transitioned into introducing Governor Evers.

B. SUBCOMMITTEE REPORTS

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Mai J. Lo Lee introduced herself and the Community Engagement subcommittee. She then presented each recommendation to Governor Evers.

Recommendation 1: Increase Visibility

- Include Diversity and Inclusion Community and Engagement (C.E.) Award category to Diversity State Council on Affirmative Action's (SCAA) annual Diversity Awards Reception
- Strengthened Department of Tourism's community relationships to expand calendar of ethnic events by adding historical and long-standing diverse events to its featured Signature Events section.

Recommendation 2: Support additional investment in the Native American Tourism of Wisconsin (NATOW), Bureau of Equity and Inclusion (BEI), and Department of Tourism to provide increased attention to and support for diversity, equitable, and inclusive practices and initiatives, community and state cultural events, significant activities, and efforts.

DATA AND POLICY SUBCOMMITTEE

Melissa Roberts introduced herself and the Data and Policy subcommittee. She then presented each recommendation to Governor Evers.

Recommendation 1: Request that the Department of Administration create a job satisfaction survey for all state employees.

Recommendation 2: Request that all Cabinet agencies implement an exit interview process.

Recommendation 3: Request that Governor Evers advocate at the federal level to expand demographic data options.

ECONOMIC AND BUSINESS DEVELOPMENT SUBCOMMITTEE

Elmer Moore, Jr introduced herself and the Data and Policy subcommittee. She then presented each recommendation to Governor Evers.

Recommendation 1: Request that the State of Wisconsin implement better marketing materials for economic resources and those resources should be offered in multiple languages.

Recommendation 2: Request that the State of Wisconsin explore mechanisms to collect and analyze more complete demographic information on incorporated entities.

Recommendation 3: Request that the State of Wisconsin reduce capital exposure risk to certified businesses with state contracts.

Governor Evers acknowledged the work of each subcommittee on their recommendations, and discussed some of the current restrictions that inhibit the efforts of DEI initiatives. Governor Evers also reminded each council member of the importance of their continued work.

Questions (comments):

Ruben Hopkins suggested that the 'Questions' slide be altered to say "Questions/Comments". He then made a remark about his concerns surrounding a lack of communication/cohesion between the Council and each state agency.

Ruben Hopkins asked about the details surrounding the Data and Policy subcommittee's 1st recommendation. Melissa Roberts explained that there are currently climate surveys in place that can be expanded.

Jihan Bekiri suggested the possibility of implementing a 'stay-interview process', an interview process that engages with high achieving employees prior to them deciding to resign.

Percy Brown asked Melissa Roberts about whether survey data would be analyzed post-implementation.

C. 10 MINUTE BREAK – RESUMED AT 10:10- AM

APPROVAL OF NOVEMBER 11, 2023, SUBCOMMITTEE RECOMMENDATIONS

MOTION: Elmer Moore Jr. Moved to approve each subcommittee recommendation as presented. Adin Palau seconded the motion, which was passed unanimously.

D. ANNOUNCEMENTS

Madam Chair Xiong announced that Saturday November 11, 2023, is Veteran's Day, reminding members of the

Madam Chair Xiong invited and welcomed three new members to the GEIAC: Jihan Bekiri, Javier Acevedo-Baez, and David Carlson. The new members then introduced themselves, discussing their current and previous roles as advocates and community members.

Madam Chair Xiong recognized Virginia Hart and The SCAA Diversity Awards.

Madam Chair Xiong congratulated Gabriela Parra on winning the 2023 Betty Award, the fundraising success of Rev. Dr. Alex Gee with the Center for Black Excellence and Culture, as well as David Carlson on his recent appearance on the Correcting the Narrative Film Screening and Panel.

E. WISCONSIN SUPPLIER DIVERSITY PROGRAM – Alex Ysquierdo

Alex Ysquierdo began by introducing himself and the Wisconsin Supplier Diversity Program. He then presented the following PowerPoint:

[Alex Ysquierdo Supplier Diversity Presentation](#)

Madam Chair Xiong thanked Alex Ysquierdo for his educational efforts and transitioned into welcoming Laurice Lincoln.

F. BUREAU OF EQUITY AND INCLUSION UPDATE

Madam Chair Xiong introduced Laurice Lincoln, the Director of the Bureau of Equity and Inclusion (BEI). Director Lincoln provided an updated overview of the State of Wisconsin Student Diversity Internship program (SWSDIP).

Laurice Lincoln discussed the importance of the SWSDIP program regarding employee retention for the state, as well as an opportunity for students to develop their professional skills. Laurice Lincoln also showcased the SWSDIP website, explaining how certain interactive features work.

Laurice Lincoln referenced the data from the most recent SWSDIP hiring cycle, which indicated a notable increase in diverse applicants and hires.

Laurice Lincoln then updated the council on the Agency Equity and Inclusion Planning Status as the Bureau of Equity and Inclusion prepares to roll out the 2024 Equity and Inclusion Planning process.

Laurice Lincoln initiated a discussion regarding the following topics:

1. What are some of the changes and progress in Wisconsin, since we received Executive Order 59, in the: Workforce, Community Engagement, and Economic Opportunities?
2. What should be priorities for 2024 in Wisconsin to continue the work of Executive Order 59, in the: Workforce, Community Engagement, and Economic Opportunities?

– Amy Pechacek noted that the Department of Workforce Development has seen significant advancement in engagement since the implementation of Executive Order 59. 33,000 people have been helped into re-entering the workforce. Amy Pechacek also felt that the Department of Workforce Development has been able to navigate the current remote work environment very successfully.

– Ruben Hopkins feels that there needs to be more of an effort for all department leaders within the state to be involved with the GEIAC so that they can better understand the importance of the work that committee members are involved in.

– Madam Chair Xiong shared her support for the current remote-capable work environment but highlighted the importance of continuing to address the gaps in equitable access.

– Jihan Bekiri highlighted the importance of comparing our data to the current workforce data in other states.

G. NOVEMBER MEETING AND CLOSING REMARKS

Madam Chair Xiong thanked the council for their participation in the discussion about Executive Order 59. Madam Chair Xiong reiterated the importance of the Council's collective charge and proceeded to highlight some of our goals:

- Council will be looking to appoint a Vice-Chair seat.
- Council is planning to revise or develop DEI operations to help progress current industry standards.
- Council plans to solidify operating procedures and guidelines for the upcoming year.

H. MOTION TO ADJOURN

Madam Chair Xiong asked if any council members had any questions. Madam Chair Xiong thanked the Council for their work and requested a motion to adjourn the meeting.

MOTION: Mai J. Lo Lee moved to adjourn November 10, 2023, meeting of the Governor's Advisory Council on Equity and Inclusion. Javier Acevedo-Baez seconded the motion, which was unanimously passed.

The next council meeting is Friday, February 16, 2024, from 9 am – 12 pm.

The Council adjourned at 12:00 pm

Date Approved: _____

Signed: _____

Mai Xiong, Chair
Governor's Advisory
Council on Equity and Inclusion