

MINUTES

November 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:

Mai Xiong, Chair
Dawn Crim
Robyn Davis
Kevin Carr
Rev. Dr. Monica Cummings
Vanessa McDowell
Karen Timberlake
Ruben Hopkins
Marie Summers
Nisreen Atta
Adin Palau
Jessica Boling
Shaundel Spivey
Greg Steinberger
Mai J. Lo Lee
Dasheika Kidd
Beth Wroblewski
Markasa Tucker
Rev. Dr. Alex Gee Jr.
Amy Pechacek
Percy Brown, Jr.
Victor Barnett
Dr. Odawa White
Jessica Cavazos
Emilie Amundson

COUNCIL MEMBERS ABSENT:

Mary Kolar
Dr. Carlton Jenkins
Dr. LaVar Charleston Jr.
Que El-Amin
Tammy Rivera

GUESTS:

Governor Tony Evers
Lt. Governor Mandela Barnes
Kara Pennoyer
Trinity Fandre
Shamane Mills
Kathy Blumenfeld
Jen Flogel
Jesús Villa
Melissa Roberts
James Bond
Tina Updike
Rachel Martin
Donna Bente
Jim Feldhausen
Chrys Mursky
Doug Thayer

STAFF:

Laurice Lincoln
De Anna Sellers

Nicole Bailie
Suzanne Lidtke

A. CALL TO ORDER

Madam Chair Xiong welcomed the group and called the Governor's Advisory Council on Equity and Inclusion (Council) to order at 9:00 am.

Announcements

Laurice Lincoln, the Director of the Bureau of Equity and Inclusion, provided updates to the Council. Lincoln discussed the annual diversity awards program, which recognizes state agencies, technical colleges, and UW campuses for their commitment to diverse workforces as measured by the creation of equitable programs, initiatives, and practices. Lincoln thanked council member Vanessa McDowell for serving as the keynote speaker for the diversity awards program. Lincoln also shared two upcoming cultural celebrations in December – the Soulful Holiday Village in Appleton and the Hmong New Year's Celebration in Milwaukee. Lincoln provided an update to the Council on the next State of Wisconsin Student Diversity Internship Program (SWSDIP) cycle, which begins in December. Madam Chair Xiong thanked Lincoln for the updates and also acknowledged Veterans Day.

Review meeting agenda, meeting procedure

Madam Chair Xiong discussed the agenda and the four documents accompanying the meeting agenda. Madam Chair Xiong requested the Council review the previous meeting's minutes and this meeting's agenda and called for a motion to approve.

APPROVAL OF November 11, 2022, MEETING AGENDA

MOTION: Jessica Cavazos moved to approve the November 11, 2022, meeting agenda of the Governor's Advisory Council on Equity and Inclusion, as submitted. Marie Cornelius seconded the motion, which was passed unanimously.

APPROVAL OF August 19, 2022, MEETING MINUTES

MOTION: Jessica Cavazos moved to approve the August 19, 2022, meeting minutes of the Governor's Advisory Council on Equity and Inclusion, as submitted. Marie Cornelius seconded the motion, which was passed unanimously.

B. STATE OFFICE UPDATES

Madam Chair Xiong introduced Governor Tony Evers.

Governor Tony Evers

Governor Evers began by thanking Lt. Governor Barnes for his service to the Council and for serving as the Lt. Governor. Governor Evers expressed his excitement to continue the work of the Council into his second term and refocus the work of the Council based upon the work of the last two years. Governor Evers looked forward to future insights and reminded council members that his office would be reaching out about continuing to serve on the Council. Governor Evers thanked council members for their work and reaffirmed his commitment to equity work. Governor Evers requested the assistance of the Council to help make Wisconsin a better place for everyone. Governor Evers thanked Madam Chair Xiong for her leadership. Madam Chair Xiong thanked Governor Evers for his remarks.

Secretary Designee Kathy Blumenfeld

Madam Chair Xiong introduced Department of Administration Secretary Designee Kathy Blumenfeld. Secretary Designee Blumenfeld provided an update for the Council on the statewide outreach efforts to highlight the impacts that Governor Evers has made, particularly to small businesses. Secretary Designee Blumenfeld highlighted meetings with recipients of diverse business assistance and diverse business investment grants and shared her meeting with a bookstore owner in Sheboygan. Secretary Designee Blumenfeld discussed tourism, which is a 17 billion dollar industry in Wisconsin, supporting more than 150,000 jobs in 2020. Secretary Designee Blumenfeld noted that tourism in Wisconsin had bounced back better and faster than any of our neighboring states due to a historic investment from Governor Evers. Secretary Designee Blumenfeld thanked council members for their contributions and insights. Madam Chair Xiong thanked Secretary Designee Blumenfeld for her remarks.

Lt. Governor Mandela Barnes's Remarks

Madam Chair Xiong welcomed Lt. Governor Barnes and thanked him for his work with the Council. Lt. Governor Barnes thanked the Council for their time and commitment to diversity, equity, and inclusion work. Lt. Governor Barnes discussed leadership and the importance of leading progressive and sustainable change. Lt. Governor Barnes asked council members to consider how they can best contribute to the journey of ensuring equity and inclusion in Wisconsin. Lt. Governor Barnes expressed his excitement to see the future work and contributions of the Council. Madam Chair Xiong thanked Lt. Governor Barnes for his remarks and his service to the Council.

C. SUBCOMMITTEE REPORTS

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Mai J. Lo Lee introduced the Community Engagement Subcommittee and reminded the Council of its charge. Lo Lee updated the Council on the subcommittee's work, including learning about various cultural events being held throughout the state, including the 46th annual Mohican Powwow, the Hmong Wausau festival, and Feista Point. Lo Lee highlighted the importance of recognizing cultural events and activities throughout the state, celebrating the

innovation in education and Wisconsin's diverse citizens and culture. Madam Chair Xiong thanked Mai J. Lo Lee and the subcommittee for their work.

DATA AND POLICY SUBCOMMITTEE

Robyn Davis thanked the Council and subcommittee members for their contributions and provided an overview of the Data and Policy Subcommittee's charge. Davis updated the Council on the subcommittee's focus on the recruitment of diverse applicants for state employment. The subcommittee remained focused on employment and invited the executive director of the Sherman Phoenix foundation in Milwaukee to present to the subcommittee, along with the director of workforce development for the Urban League of Greater Madison. Madam Chair Xiong thanked Robyn Davis and the subcommittee for their work.

ECONOMIC AND BUSINESS DEVELOPMENT SUBCOMMITTEE

Secretary Pechacek provided an update on the work of the Economic and Business Development Subcommittee and reminded the Council of its charge. Pechacek discussed partnering with the Wisconsin Economic Development Corporation for the upcoming annual Marketplace, which is an annual conference on diverse business development, and increasing transparency throughout the state for contracting opportunities. Pechacek also discussed the Wisconsin Black Chamber of Commerce Black and Diverse Business Showcase organized by fellow subcommittee member Ruben Hopkins. Madam Chair Xiong thanked Secretary Pechacek and the subcommittee for their work.

DISCUSSION

Madam Chair Xiong asked Secretary Pechacek if information about the annual Marketplace and the Black and Diverse Business Showcase would be distributed to council members. Ruben Hopkins provided a link to more information and shared more about the Black and Diverse Business Showcase plans. Robyn Davis expanded on the work of Sherman Phoenix. Madam Chair Xiong thanked the subcommittees for their work and updates.

Full 10-minute break – Resumed at 10 am

D. ADVISORY COUNCIL - ROLES AND RESPONSIBILITIES

Madam Chair Xiong provided an overview of the advisory Council and its work over the last two years. The Council is made up of volunteers who provide best practice recommendations in their specific areas of expertise. The Advisory Council does not have legislative or decision-making authority; their guidance, research, and recommendations provide the foundation for progress and sustainable change. The Advisory Council is the voice of individual citizens who are making a difference. Madam Chair Xiong reminded members about the rules and expectations for the Council, including following public

meeting rules, allowing for divergent voices to be heard, respecting the scope and limitation of council membership, and where council business is conducted. Regular attendance and participation are critical to the work of the Council. Madam Chair Xiong thanked Laurice Lincoln for her leadership, along with her team and the council members for donating their time and expertise to the Council. Madam Chair Xiong also thanked former Secretary Dawn Crim for her leadership.

E. EQUAL RIGHTS DIVISION – DEPT OF WORKFORCE DEVELOPMENT

Madam Chair Xiong welcomed Jesús Villa, the Administrator for the Equal Rights Division in the Department of Workforce Development. Villa shared the value statement and mission statement for the Equal Rights Division with the Council. Villa emphasized that the Equal Rights Division is structured as a neutral investigator that assists job seekers, workers, and employers to help them understand what it means to live in a fair and just Wisconsin. The Equal Rights Division enforces over 40 different laws and is consistently in the top ten in the nation for the number of complaints the division processes. Villa noted that the division had seen a 22 percent increase in the number of complaints filed this year. The Equal Rights Division investigates complaints and makes adjudications. Villa noted that the Division of Equal Rights produces educational and outreach materials, and a mediation program is available. Vila then took questions from the council members.

F. DIVISION OF PERSONNEL MANAGEMENT – DEPT OF ADMINISTRATION

Madam Chair Xiong welcomed Jen Fogel, Administrator for the Division of Personnel Management. Fogel thanked the council members for their support of the diversity awards. Fogel introduced the work of the Central Office and then introduced Donna Bente, the Deputy Administrator. Bente oversees the six bureaus that comprise the central organizational operations and noted that the Central Office is focused on creating and administering the guidelines and standards that are then put into practice by the human resources shared services regional structure. The six bureaus provide subject matter expertise to field human resources staff and agencies.

Bente introduced Rachel Martin, the Bureau of Classification and Compensation director. Martin provided an overview of the Bureau of Classification and Compensation and noted that the bureau is responsible for maintaining the compensation and classification systems for the State of Wisconsin Workforce. Laurice Lincoln, the director of the Bureau of Equity and Inclusion, provided an overview of the bureau's work, including leading equity and inclusion activities throughout the enterprise, affirmative action and equal opportunity employment and inclusion programs along with the development of standards, procedures, and initiatives to promote an inclusive state workforce. Lincoln noted that the Bureau of Equity and Inclusion staffs the Governor's Equity and Inclusion Advisory Council and the Department of Personnel Management's State Council on Affirmative Action.

Tina Updike, the director of the Bureau of HR Information Systems and Management, provided an overview of the bureau's work with PeopleSoft, the State Human Capital Management System. Updike noted that the bureau is focused on the integrity of the data and systems sitting behind state employees. Jim Feldhausen, the Director of the Bureau of Merit, Recruitment, and Selection, provided an overview of the bureau's work, which

administers the rules, policies, and programs relating to how people are hired, along with transfers, promotions, demotions, restorations, and layoffs. The bureau also manages the Code of Ethics for classified positions.

Chrys Mursky, the Director of the Bureau of Training and Development, provided an overview of the bureau's work which includes delivering skills development and learning support services to all state agencies. The bureau offers instructor lead and virtual training via a learning management system. Mursky noted that two online DEI courses are mandatory for all state employees. Doug Thayer, the Director of the Bureau of Workforce Relations and Policy Administration, provided an overview of the bureau's work, including oversight of workforce/labor relations policies and procedures for state employees and the management of enterprise-wide human resources policy development and implementation. The Bureau Directors and Division Administrators took questions from the council members.

G. FUTURE MEETING AGENDA ITEMS, CLOSING REMARKS

CLOSING REMARKS AND ADJOURN

Madam Chair Xiong reminded council members about the Wisconsin Public Records Law training requirement. Council members must complete the online training by November 30, 2022. Governor Evers's office will contact all council members in the next two months about reappointments, and new council members will be added in January 2023. Council leadership opportunities will be reviewed at the February 2023 meeting.

Madam Chair Xiong thanked the Council for their work and requested a motion to adjourn the meeting.

Motion: Marie Cornelis moved to adjourn the November 11, 2022, meeting of the Governor's Advisory Council on Equity and Inclusion. Dawn Crim seconded the motion, which was passed unanimously.

The Council adjourned at 11:48 am.

Date Approved: _____

Signed: _____

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