

MINUTES

May 13, 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:

Secretary Dawn Crim, Chair
Robyn Davis
Secretary Kevin Carr
Rev. Dr. Monica Cummins
Dasheika Kidd
Vanessa McDowell
Secretary Karen Timberlake
Mai Xiong
Secretary Emilie Amundson
Victor Barnett
Percy Brown, Jr.
Ruben Hopkins
Secretary Amy Pechacek
Beth Wroblewski
Secretary Mary Kolar
Marie Summers
Jessica Cavazos
Nisreen Atta
Dr. Odawa White
Mai J. Lo Lee

COUNCIL MEMBERS ABSENT:

Dr. Carlton Jenkins
Adin Palau
Dr. LaVar Charleston Jr.
Jessica Boling
Que El-Amin
Markasa Tucker
Rev. Dr. Alex Gee Jr.
Tammy Rivera
Shaundel Spivey
Greg Steinberger

STAFF:

Laurice Lincoln
Anisa Pontes

DeAnna Sellers
Suzanne Lidtke

Guests:

Lt. Governor Mandela Barnes

Secretary – designee Kathy Blumenfeld

Jen Flogel

Tondra Davis

A. CALL TO ORDER

Madam Chair 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 for the meeting.

Review meeting agenda, meeting procedure

Madam Chair Crim discussed the agenda and the three 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 May 13, 2022, MEETING AGENDA

MOTION: Jessica Cavazos moved to approve the meeting agenda of the Governor's Advisory Council on Equity and Inclusion for May 13, 2022, as submitted. Victor Barnett seconded the motion, which passed unanimously on a voice vote.

APPROVAL OF February 11, 2022, MEETING MINUTES

MOTION: Marie Summers moved to approve February 11, 2022, meeting minutes. Amy Pechacek seconded the motion, which passed unanimously on a voice vote.

Announcements

Madam Chair Crim shared that a recent analysis of state allocations showed that as a share of federal aid received by states, Wisconsin ranks second in the country for assistance directed to economic development and first in the country in aid to business. Madam Chair Crim acknowledged Governor Evers for ensuring an economy that works for everyone and the equitable distribution of federal funds statewide. Governor Evers awarded more than 86 million dollars in grants to support small businesses in communities disproportionately impacted by the pandemic that has historically had difficulty accessing credit and capital. In addition, 57.6 million dollars in grants were awarded to the diverse business assistant grant programs and 24 chambers of commerce and non-profit organizations. In addition, Governor Evers awarded 82 million dollars in grants for the Equitable Recovery Grant program and provided 212.9 million dollars in awards for the Neighborhood Investment Fund program. Madam Chair Crim congratulated council members who have been a part of organizations that received the grants and thanked Governor Evers. Madam Chair Crim

welcomed Lt. Gov. Mandela Barnes to provide remarks to the Council.

B. STATE OFFICE UPDATES

Lt. Governor Mandela Barnes Remarks

Lt. Governor Barnes thanked the Council for their time and commitment to diversity, equity, and inclusion work. Lt. Governor Barnes acknowledged Madam Chair Crim, along with the subcommittees and the subcommittee chairs, Chair Kolar, Robyn Davis, and Dr. Charleston, for their work in advancing equity, diversity, and inclusion. Lt. Governor Barnes highlighted the importance of identifying solutions beyond transactional activities and that those solutions must challenge the status quo. Lt. Governor Barnes emphasized the importance of maintaining the focus of the Council, despite challenges because we are building a better state for people across Wisconsin. Lt. Governor Barnes confirmed his support and commitment to the Council along with Governor Evers. Madam Chair Crim thanked Lt. Governor Barnes for his remarks and his acknowledgment of the work of the Council.

DOA Secretary - Designee Kathy Blumenfeld

Secretary- designee Blumenfeld introduced Jen Flogel, the new Administrator for the Division of Personnel Management within the Department of Administration. Secretary - designee Blumenfeld thanked Malika Evanco, the former Division Administrator, for her contributions to the Department and the Council.

Division Administrator Jen Flogel

Administrator Flogel emphasized her excitement for her new role and the opportunity to help champion the Council and its work. Administrator Flogel discussed her background, including her commitment to raise-up voices and improve alignment to solve complex problems.

C. SUBCOMMITTEE REPORTS

Madam Chair Crim thanked Malika Evanco for her work, along with Laurice Lincoln, [Equity and Inclusion Director], on building the Council infrastructure. Madam Chair Crim welcomed Jen Flogel to her new role.

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Secretary Mary Kolar [Subcommittee Chair] thanked the Council for their work and the feedback provided at the last full council meeting. Secretary Kolar provided an overview of the subcommittee's updates, including the recommended changes to the workplan guiding statement. The subcommittee included the federal and state tribal nations in their outreach for cultural events and interactions. The subcommittee further discussed the goal of being more transparent and acknowledged that the workplan is a living document to be updated as needed. The subcommittee also discussed how cultural events are included on the tourism website and outreach to diverse chambers of commerce. Madam Chair Crim

thanked Secretary Kolar and the subcommittee for their work.

DATA AND POLICY SUBCOMMITTEE

Robyn Davis [Subcommittee Chair] thanked the Council and subcommittee members for their contributions. Robyn provided an overview of the subcommittee's charge to review data policy statutes and regulations to eliminate barriers, gaps, and inequities in homeownership, business development, and employment. Davis updated the Council on the subcommittee's work, including learning about state hiring practices from DOC and DHS staff. Davis also noted that the committee would hear a presentation from the City of Racine about their hiring practices at the June 16 meeting. Madam Chair Crim thanked Robyn Davis and the subcommittee for their work.

ECONOMIC AND BUSINESS DEVELOPMENT SUBCOMMITTEE

Dr. LaVar Charleston [Subcommittee Chair] thanked the Council for their feedback on the subcommittee guiding statement. Dr. Charleston provided an update on the subcommittee's work, including workshopping the equity plan to ensure the subcommittee activities align with the guiding principles. The subcommittee added public policy and process improvement changes to the guiding statement to promote equity and ensure the success of minority and women business owners in Wisconsin. The subcommittee will review the fiscal year 2021 annual supplier diversity report with Tondra Davis at the May 20 [2022] meeting. Madam Chair Crim thanked Dr. Charleston and the subcommittee for their work.

REMARKS

Madam Chair Crim thanked the subcommittee chairs and members for their work. Madam Chair Crim reminded the Council that Governor Evers requested an update on the progress with Executive Order 59, and it was Executive Order 59 that brought the Council together. The Executive Order dictated equity, diversity, and inclusion to be cornerstones of the work of Evers' administration. Madam Chair Crim invited Laurice Lincoln, the Director of the Bureau of Equity and Inclusion, to provide an update on the state agencies' equity and inclusion strategic plans and the State of Wisconsin Student Diversity Internship Program.

D. BUREAU OF EQUITY AND INCLUSION

Director Lincoln provided an overview of Executive Order 59, including the directive for each state agency to work towards the development of a strategic plan to advance equity and inclusion within the state's workforce. The Bureau of Equity and Inclusion (BEI) provides technical assistance, support, and guidance for agencies to develop and implement the goals in their equity and inclusion plans. All agencies provided an equity and inclusion plan as directed in Executive Order 59 and have implemented those plans within their agency. The equity and inclusion plans are developed around a framework

provided by BEI around recruitment, retention, and agency culture. The broad framework is an opportunity for agencies to tailor the work to the needs and priorities of each agency. To align the analysis of the state's workforce with structure and give the space to address the nuances of the individual agencies.

Director Lincoln stated that implementation of the equity and inclusion plans is almost two years complete. The BEI staff have been conducting on-site monitoring visits to help agencies review and assess the work. The goal is to identify success trends and challenges across state agencies so the BEI can share ideas and provide training support and resources. Director Lincoln also described the process for agencies with less than 50 full-time employees. Smaller agencies participated in a self-assessment; all agencies will receive feedback on their work.

Director Lincoln also discussed the State of Wisconsin Student Diversity Internship Program (SWSDIP). BEI, and the Bureau of Merit, Recruitment, and Selection, revisited SWSDIP in 2019 to ensure the program reached as many students as possible and an opportunity to learn what it's like to work for the State of Wisconsin. Total program participation has increased over the last couple of years, including the number of students who apply and the number of state agencies participating. Diversity amongst the student applicants is also increasing. Final numbers for the 2022 program will be available soon – agencies are still hiring summer interns. BEI hosted webinars on how to apply to the program and responded to questions about the program. This year, BEI partnered with UW-Madison to provide local housing in a residence hall for students who were interested in the program but did not live in the Madison area.

Madam Chair Crim thanked Director Lincoln for the information on SWSDIP and for providing transparency for the Council. Madam Chair Crim also noted that her agency had a positive experience with SWSDIP. Madam Chair Crim discussed the importance of the agency's equity and inclusion plans and the accountability measures included in those plans. Secretary Carr mentioned that the Department of Corrections had hired its first-ever Equity and Inclusion Chief (Tifene Brown), and she will be starting on May 23. Secretary Amundson also shared the experience of the Department of Children and Families with the monitoring process. Secretary Amundson praised the BEI staff for their open dialogue and the coaching and support of the plan. Secretary Amundson also noted that the equity and inclusion plan allowed DCF to look at their processes and policies around recruitment, retention, and agency culture and bring to bear the expertise in their agency to support the state government in a more equitable approach to its work.

10-minute break, resume at 10:10 am

E. SUPPLIER DIVERSITY ANNUAL REPORT FY 2021

Madam Chair Crim introduced Tondra Davis, the Director of Supplier Diversity, to review the latest Supplier Diversity Annual Report. Director Davis talked about the goals of the supplier diversity program and outcomes for the 2020-21 fiscal year. Director Davis was pleased to announce that the state met its diverse spend goal for the second year in a row and for the sixth time in the 39-year history of the program. Director Davis discussed assessing and improving current procurement and contract practices and developing new relationships and strategies to create and foster opportunities for minorities, veterans with a disability, and women-owned businesses. Director Davis highlighted work with the

Department of Transportation to encourage the selection of diverse suppliers whenever possible. Director Davis shared successes, including assessing and improving current procurement and contract practices and developing new relationships. Director Davis showed the Council where to find the report and how to interact with the data. Director Davis will meet with the GEIAC Economic and Business Development Subcommittee on May 20 [2022] to review the data in the report in further detail.

Director Davis answered questions from the Council, including how businesses can get certified. Director Davis explained that businesses could go to the diverse supplier website for more information and to apply for certification. In order to be certified, the business has to be 51 percent owned, managed, and controlled by a targeted population (minority, woman, or service-disabled veteran). Once a business is certified, they are certified for three years.

F. LARGE GROUP DISCUSSIONS

Madam Chair Crim thanked Director Davis for her work and the information she provided.

Madam Chair Crim renewed the discussion around the subcommittee's guiding statements, goals, and strategies. Each subcommittee chair presented its goals and strategies to the larger Council for a vote. Secretary Kolar described expanding the Community Engagement Subcommittee's guiding statement to include all 72 counties and the federal and state tribal nations. The subcommittee aims to provide state citizens opportunities to learn more about different cultures and to travel and learn from everyone in the state. Secretary Kolar thanked the Department of Tourism for its engagement and promotion of activities and cultures across the state. Madam Chair Crim thanked Secretary Kolar and the subcommittee for their work.

Madam Chair Crim invited Robyn Davis to review the Data and Policy Subcommittee's guiding statement. Davis reviewed the previous statement and workplan and provided an update on the subcommittee's discussion of the Council's feedback. The subcommittee adopted the changes the Council identified, including removing policy enacting language and focusing on people bringing their authentic selves to the workplace and feeling connected.

Madam Chair Crim invited Dr. LaVar Charleston to review the Economic and Business Development Subcommittee's guiding statement. Dr. Charleston focused on broadening the participation in equity, diversity, inclusion, and belonging. Dr. Charleston then reviewed the four goals in the statement.

Madam Chair Crim then invited the council members to review the three subcommittee's guiding statement goals and strategies. Madam Chair Crim accepted a motion to approve all three subcommittee's guiding statements, goals, and strategies.

Motion: Marie Summers motions to approve the subcommittee's guiding statements, goals, and strategies. Dr. LaVar Charleston seconded the motion. The motion passed unanimously by a voice vote.

Madam Chair Crim announced the approved adoption of the guiding statement subcommittee goals and strategies of the Community Engagement, Data and Policy, and Economic and Business Development subcommittees. Director Lincoln noted that the guiding statements, goals, and strategies would be available on the Council's website. In addition, a subcommittee webpage will show the steps each subcommittee will take to move and advance equity and inclusion within the state as directed by Executive Order 59.

G. COUNCIL OPERATIONS

Madam Chair Crim announced she will be stepping down as the Chair of the Council but will remain a council member. Mai Xiong was appointed the role of Council Chair. Dr. LeVar Charleston will continue as the Chair of the economic and business development subcommittee. Robyn Davis continues as the Chair of the data and policy subcommittee. Secretary Mary Kolar is stepping down as Chair of the community engagement subcommittee, and Mai Lo Lee will Chair the subcommittee. The Vice-Chair role is open, and the process of identifying a new Vice Chair will not change. Each council member will receive information on the roles and responsibilities of the Vice-chair. The information will include a survey for members interested in the Vice-chair position to complete that survey. Once the information is received, interested members are contacted, and the final appointment will be a decision made by the current Chair (Crim) and the newly appointed Chair (Mai Xiong).

Madam Chair Crim asked the Council if it was open to changing the date of the August meeting from Friday, August 12 to Friday, August 19.

Motion: Mary Kolar motions to change the August meeting date to Friday, August 19, 2022. Rueben Hopkins seconded the motion. The motion passed unanimously by a voice vote.

H. FUTURE MEETING AGENDA ITEMS, CLOSING REMARKS

CLOSING REMARKS AND ADJOURN

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

Motion: Marie Summers motions to adjourn. Jessica Cavazos seconded. The motion passed unanimously by a voice vote. Madam Chair Crim closed the meeting.

The Council adjourned at 11:24 am.

Date Approved: _____

Signed: _____

Chair Dawn Crim, Chair
Governor's Advisory

