

DRAFT

MINUTES

August 13, 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
Mai Xiong, Vice Chair
Joaquin Altoro
Emilie Amundson
Nisreen Atta
Victor Barnett
Percy Brown, Jr.
Kevin Carr
Greg Steinberger
Marie Summers
Karen Timberlake
Odawa White
Beth Wroblecki
Shaundel Spivey
Ruben Hopkins
Jessica Cavazos

Dr. LaVar Charleston
Rev. Dr. Monica Cummins
Robyn Davis
Que El-Amin
Rev. Dr. Alex Gee Jr
Dr. Carlton D Jenkins
Dasheika Kidd
Mary Kolar
Mai J Lo Lee
Vanessa McDowell
Adin Palau
Amy Pechacek
Tammy Rivera
Jessica Boling
Markasa Tucker

COUNCIL MEMBERS ABSENT: Marie Summers, Secretary Karen Timberlake, Tammy Rivera, Percy Brown Jr.

STAFF:

Malika Evanco
Laurice Lincoln

DeAnna Sellers
Sarah Cheney

GUESTS:

Governor Tony Evers
Lt. Governor Mandela Barnes
Lea Collins-Worachek

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. Sarah Cheney confirmed that a quorum was present.

Review meeting agenda, meeting procedure

Madam Chair Crim discussed the agenda and the six documents accompanying the meeting agenda. Madam Chair Crim requested the Council review the agenda, the previous meeting's minutes and called for a motion to approve.

APPROVAL OF MEETING AGENDA

MOTION to approve: Dr. LaVar Charleston motioned to approve

Second: Jessica Cavazos seconded

Motion passed: the motion was passed, and the agenda was approved.

APPROVAL OF May 14, 2021, MEETING MINUTES

MOTION to approve: Jessica Cavazos motioned to approve

Second: Dr. LaVar Charleston seconded

Motion passed: the motion was passed, and minutes approved.

B. Remarks Governor Evers

Budget Updates

Governor Evers

The budget fell much shorter than what the expectation was. The legislature created a false choice between what people care about and deserve and saving hard-earned dollars. Many wanted Gov. to veto the budget, but he could not jeopardize the funds to our school, especially when they need it most. As it related to equity, we lost funding for cabinet-level chief equity officer and chief resilience officer. We lost the paid internship program, funding for HR workshops, seminars, community reinvestment funds, and free tuition for DACA kids. Wins were [minimal] but significant investment in childcare, increased housing assistance, and youth apprenticeship funding. We also have continued opportunities to invest in other priorities we have. Agency leadership has asked to apply an equity lens to processes and reflect a commitment to equity and service. DPM launched administrative-wide mandatory training to learn about equity and inclusion. [Revised] the Supplier Diversity Program. Created partnerships with organizations such as Urban League and other similar groups. We took a step back from where the budget landed but will continue to reassess. We want this Council to lay out what has been successful and prioritize.

American Rescue Plan Act

Governor Evers

Looking to find ways to use the funding to support EI efforts. Received 2.5 billion dollars. The most pressing priority is an ongoing focus to prevent COVID 19. Excited to invest over 6 million in community outreach, using the funding to increase vaccinations in their communities. Address pre-pandemic and pandemic caused health disparities. So far, nearly 1 billion dollars in programs have been announced, 100 million dollars to expand the broadband in WI, provide training and career coaches, and other solutions to meet the needs of workers. Equitable Recovery grants for community organizations. With the eviction moratorium lifted, we are getting funds out to people and ensuring Wisconsinites who are falling behind with their rent can stay in their homes. We're faring better than most states in this area. The budget was a disappointment in some respects, but we did the best we could to ensure equity was a priority in various areas.

Question and Answers

Jessica Cavazos: Please consider the 13% of minority businesses that are struggling. Businesses are worried about a second closing, and they're holding on. Asking [that we] really look at what we're proposing as an ethnic organization, [I] hope the survival of these businesses continues.

Gov. Evers: Absolutely will give the businesses serious consideration. I do encourage all of you to get vaccinated. We have an opportunity to beat this virus. This [beating the virus] is now a one-on-one solution.

Dr. Carlton Jenkins: We know this virus is serious, and we can expect another wave. The path forward is very regressive in some of the moves that were made and is going to set us back. [In] trying to look ahead after these funds dry out, we could face serious deficits, and I put that to you to consider. We need to address systematic issues that we know are real.

Ruben Hopkins: In response to Ms. Cavazos, we're all at the table. Every chamber is ready to create a successful process in developing business in WI. I know you will take the request you received from our group seriously, and we will work with you to ensure it is successful.

Gov. Evers: Our efforts have to reflect the census data; we're more diverse than ten years ago. The good news is that we can capitalize on that very critically.

Mai Xiong: I want to take a moment to thank you for all you do and especially how hard the choices are in the budget. Thank you for showing up at the Hmong Festival.

Gov. Evers: It is a great event and gets better every year.

C. Subcommittee Reports

Community Engagement

Secretary Kolar: We met on July 28. The members began the meeting by

sharing cultural events; members were encouraged to send emails to share event announcements. Along with promoting events, we should share the "why" of these events and highlight their cultural and historical significance. Discussed the volume of work discussed would require an additional state employee. Next meeting is in late September, early October.

Economic & Business Development

Dr. LaVar Charleston: We met four times to engage in relationship building, thinking critically and strategically on our charge. We identify clear goals for our group. The need to understand barriers to entrepreneurship, best practices, economic business development, and big ideas no one else has done.

To incorporate a more robust business engagement process. There is an education process that the committee needs to undergo. Long-term goal – make the procurement process more visible and make it work for minority communities. Increase utilization of minority and women-owned businesses, including state agencies and funding opportunities. Turning our attention to who and what, create a working list of folks and entities.

Data and Policy

Robyn Davis: Our charge is to review data and policies with the goal of eliminating gaps and inequities in homeownership, business development, and employment. We have a wealth of experience and expertise. In April, at our first meeting, we got to know each other, lots of data already out there and available beyond state agencies. Started by looking at the United Way ALICE report along with the WI Realtors Association report. Identified three additional reports: Race in the Heartland, Companion report by CALS, and 2021-22 Massachusetts Black Economic Policy Agenda. After robust discussion, we determined we would start focusing on employment – it is a springboard to homeownership and business development. What does success look like for our sub-committee? First data request to Laurice Lincoln – look at State of WI employment data, received data back, and I have shared with our committee. This information will be our next discussion at the next two meetings in September and October.

Sec. Crim: What does success look like for you? I want to frame out this year. The first meeting was in February, received a charge from Gov. Evers, asked to look in State govt., "what policies exist?" so we are more inclusive as a workforce and connecting with our citizens. This year we are capacity building, "what are the programs in state govt that can give us more information?" announced the three sub-committees and groups. We are now at the third meeting more capacity building, procurement processes from DOT. We're entering the shift, and you're starting to do the work and think about what data is needed to do the work. We're moving away from learning state government to I know enough about State govt, but I have questions on how to get answers. Will have an action plan by February 2022 and begin implementation.

Gov. Evers: I thought the reports were excellent. I feel strongly about the leadership muscle we have in this group and how important the leaders are to make sure this all comes together. I have no additional questions. I want to thank the group for all their hard work and time.

Mai Xiong: Had a meeting with all subcommittee leaders, and they are amazing, doing a great job. We're here to support you all and help with the plan by the end of the year.

Ruben Hopkins: Marketplace, state reports on progress in growth and development. So much missing in Marketplace when it comes to accountability. Have to show each year the progress the state is making.

Jessica Cavazos: Awesome opportunity not only to showcase what we're doing but all the wonderful businesses out there. We should have a roadshow of it. How can we make it so that it's in different locations and not just in Milwaukee to showcase entrepreneurs? Some can't make it to Milwaukee; it should be circular.

D. Data Landscape - Council Discussion

Resource Gathering

Laurice Lincoln: We need to start thinking about what the questions are we need to answer. What DPM staff has in place is that we want to assist the Council in gathering data and resources related to the priorities of sub-committees. We have an excel spreadsheet in which we're capturing documents and reports shared in subcommittees. We have put links to information on the Data and Policy page. We'll capture who has asked what question and see what was provided in response to the question. We will be sharing this document as it is updated.

We want to engage you in a data discussion. To be more effective in aiding the sub-committees. The information you will provide in a 30minute conversation will help us understand what information and data you will need. We're going to split you up into six groups that will have a facilitator and note-taker.

In your groups, think about the following questions:

Question 1: Think about your sub-committee charge; what questions do you want to answer, and what is the data to help answer the question? Question 2: Based on the question you want to be answered. What are the sub-committees desired methods for receiving this information?

Economic & Business Development Group Discussion

Ruben Hopkins: We put things in place that are not based on who the governor is. First, businesses are not interested in government contracts, but they still want to make sure the environment is friendly to do business. Second, make sure it's well rounded to include people who do and don't want to do business with the

govt but still need support.

Que El-Amin: How can we see results in the short term? What are the short-term actionable items that would be most important? Allocating appropriate amounts of resources, with the state majority being people of color, making sure resources are being allocated with respect to the racial breakdown of the population.

Amy Pechacek: It would be helpful to survey businesses throughout the state and ask them if they are certified as DBE, at the county, or state level; Where are they certified, and which certified process was easier to navigate? Various bureaucratic processes businesses go through, and that turns some businesses away. Are the businesses pursuing the certification, and if not, why? If not interested in certification, why is that? How can we be more inclusive and focus our efforts?

Ruben Hopkins: One business said that if I must be certified as DBE, I have to prove that I'm disadvantaged. For some reason, I'm not good enough to participate. It's a label business do not want. To some, it may be offensive to certify as a minority-owned business. Marketplace – "What is the spend at each of the departments at the state level?" and "How much money are they spending in the minority business community? Every year, they should report on the spending and show more money being spent, showing progress. We have these events and opportunities. It should be the minority business conference on how well the government is doing. You should only be invited if you have improved in minority business spending and should be accountable if it hasn't improved.

Que El-Amin: I understand some businesses that don't want to be labeled as disadvantaged took our business a long time to get certified. Also, a wide range of businesses isn't 51% owned by minorities or women. There is no classification for partial ownership, less than 51%. They don't get any validation if there can be some way to accommodate those groups because they're not majority-owned by minorities/women.

Que El-Amin: Surveys are good but maybe even some conversation or video interviews with the group. A lot easier to get data and information.

Amy Pechacek: Survey and community conversation. Also, I like the idea of making the departmental statistics on DBE contracts accessible. If they were prominent information in public discourse, they could be highly transparent and openly communicate. Labels play a very important role.

Need to know the waivers if not able to meet a certain percentage of DBE goals. Needs to be more clearly communicated to DWD to focus on economic development/workforce development activities. It would be very informative for target outreach.

Ruben Hopkins: The waivers on the 6002 forms and that form tells the govt to

what extent they went through to find the person they were looking for. Who is double-checking what is put on the form? Normally monitored by the Chamber of Commerce. The heart of the matter is accountability, and someone needs to be evaluated whether the steps were taken or not. Need to make a request for the form. Section 3 businesses that are designated, there could be a matching of the businesses with those who have the grant.

Data Discussion Group Reports

Economic & Business Development Group Discussion

Group 1:

Who was doing the work for the minorities? How are state agencies being educated? What are the spending goals and accountability measures? What goals and quotas and created in the past, and were they reached? Information on breakdown on race? What is the breakdown of minority-owned businesses, and do we have data from PPP grants?

Would like to receive reports, should be easy to read and very visual.

Group 2:

Need to focus on sustainability moving forward that will transcend whoever is in office. What about businesses that are not interested in govt contracts, and how do we put into place to reach both groups – interested and not interested in govt contracts.

What can we do to see short-term actionable items in order so people can see there are possibilities? Helpful to find out where people are being certified as DBEs, do a survey. Get feedback on experience with going through the certification process. Some are not comfortable being identified as a disadvantaged business.

Surveys and importance of conversation either one-on-one or community focus groups to obtain information. Can we make public information about DBE spending?

Community Engagement

Group 1:

Promoting cultural events on a website, non-profits, and community-based organizations, lack of access to resources. Distribution list that includes non-

Profits and organization, policies, and procedures in place for cultural events. Tourism boards, learn what other states are doing around these events.

Economic impact, "What data can we gather that shows the positive economic impact of hosting cultural events?" Get the list of community-based organizations and contact information so we can get a pipeline of information.

Group 2

Answered both questions collectively. They would like to know, what is the state doing to incentivize cultural events? What are the systematic barriers? Are leaders attending the cultural events? What is the state doing to attract cultural businesses to the state? Money is a barrier. Is there accessibility for events?

The main goals are to create awareness for the community and a marketing expert to help the group bring community awareness. Bring cross-leaders to the community. What are the chambers and tourism community doing to enhance and engage cultural events? Reports on what cultural events are happening in communities around the state and making it accessible. Is it safe to host events in these areas?

Data and Policy Subcommittee

Group 1

Had a great discussion; they met recently and developed these questions and have already requested data. We started looking at employment and asked for information on labor force data and census info., employment data with the State of WI. Reviewing and unpacking the data. Are there experts they can bring in to start looking at data? Discussion into how all this work can be so interconnected. Looking into Discrimination with EEO, investigate what complaints have been filed. Look at retention information in the workplace. Have received some great reports already and hope to bring in an expert to review data.

Group 2

Focus on employment first – looking more at barriers, childcare issues, identify challenges, things blocking people from being employed. Look at the why behind the data and numbers. Talked about how people can access different opportunities; what is the root cause of people not being able to be gainfully employed? – systematic racism, transportation, etc. Look at national data statistics and compare where we are as a state. Would it be helpful to look at what Medicaid and Badger Care data is saying to us? Looking at bringing in SMEs who can present and explain data in an easy-to-understand manner.

E. State Department updates

DOT DBE Contract Process

Lea Collins-Worachek

Responsible for civil rights program – Title VI, labor compliance. The difference between equality and equity needs to be mindful. Equity recognized that each person has different circumstances and allocated resources accordingly. The eight objectives of the program: federally administered at US Dept. of transportation. DBE program is DOTs strongest tool for eradicating past discrimination. Not a quota program. DBE goals are only set on projects that are Federal only. Encourage primary contractors to engage early with sub-contractors. Bidder must show a good faith effort to achieve the DBE goal.

Emphasis on Good Faith Effort. Establish goals that are either race-conscious or race-neutral. DBE's goal last year was 12.38%. Were shy of achieving that goal last year. Data shows across the board that about 91% of funds went to non-minority firms.

Mentor Protégé Program – plan outlines goals and expectations. Some of the benefits of the mentoring opportunity are a long-term relationship with potential sub-contractors and developing strong business capabilities.

F. Agency Overview and EI updates

Department of Corrections

Secretary Carr: Currently have approximately 19 500 in care at 37 different facilities around the state, supervise 62,000 in 130 offices all around the state. We have 10,000 employees doing that work. Our mission is to protect the public, our staff, and those in our charge. Public safety will always be a primary focus of DOC.

Many E&I initiatives increase diversity among applicant pools, address hiring disparities, create inclusive environments, and promote a respectful culture free of bias. Building a strong foundation for these initiatives. Created seven committees to tackle E&I initiatives. Launched an E&I page on the public website.

Department of Workforce Development

Amy Pechacek: We are the state's workforce agency, six divisions, and Secretary's office, about 2600 employees, including contact staff. Has processed 12 million unemployment claims, provided economic stability for over 800,000 people. Have workforce data, including who is currently not participating in the labor market. Equal Rights Division is dedicated to protecting the rights of all people in Wisconsin.

Did an employee engagement survey, have an anti-bullying campaign and micro-aggressions training rolling out this fall? In partnership with the IKEA Foundation, we

created a grant with a focus on underserved populations. Wisconsin Fast Forward, grant to upskill the workforce. Equal Rights Division working with the Dept. of Justice and have started to investigate housing discrimination.

Department of Safety and Professional Services

Secretary Crim: Mission to promote economic development, administer over 1 million licenses. Focused on recruitment, the appointed staff is 50% female and 50% people of color. Looking at pay and pay progression, professional development, and shared leadership. Trying to foster a culture of inclusiveness. Looking at making building codes more equitable, increasing diversity on work crews.

Wisconsin Housing and Economic Development Administration

The presentation will occur at the next meeting.

G. FUTURE MEETING AGENDA ITEMS

The future meeting schedule was shown to the participants.

H. CLOSING REMARKS AND ADJOURN

Secretary Crim:

I would like to thank all the groups for their engagement and work and hope for continued success with the next steps.

Motion: There was a motion to adjourn. Madam Chair Crim closed the meeting.

The Council adjourned at 12:01 pm.

Date Approved: _____

Signed: _____

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