

MINUTES

August 19, 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
Emilie Amundson
Ruben Hopkins
Marie Summers
Nisreen Atta
Adin Palau
Dr. LaVar Charleston Jr.
Jessica Boling
Que El-Amin
Tammy Rivera
Shaundel Spivey
Greg Steinberger
Mai J. Lo Lee

COUNCIL MEMBERS ABSENT:

Dr. Odawa White
Jessica Cavazos
Mary Kolar
Amy Pechacek
Percy Brown, Jr.
Victor Barnett
Dr. Carlton Jenkins
Dasheika Kidd
Beth Wroblewski
Markasa Tucker
Rev. Dr. Alex Gee Jr.

STAFF:

Laurice Lincoln

Nicole Bailie
Suzanne Lidtke

Guests:

Governor Tony Evers
Lt. Governor Mandela Barnes
Kara Pennoyer
Trinity Fandre
Elmer Moore Jr.
Olivia Hwang
Jen Flogel

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

Madam Chair Xiong shared that the Governor's Equity and Inclusion Advisory Council is invited to join the State Council on Affirmative Action for the annual diversity awards. The diversity awards recognize state agencies, technical colleges, and UW campuses for their commitment to a diverse workforce as measured by the creation of programs, initiatives, and practices. Council members will receive their invitations via email. Madam Chair Xiong also acknowledged that National Hispanic Heritage Month is September 15 – October 15, and the theme this year is Esperanza. Madam Chair Xiong shared that the 40th anniversary of the Hmong International Festival was celebrated on July 2nd and 3rd after a break due to the pandemic. Madam Chair Xiong acknowledged the Trail of Tears commemoration day on September 16. Madam Chair Xiong congratulated Jessica Cavazos and the Wisconsin Latino Chamber of Commerce on its grant to further support Latino entrepreneurs across the state. Madam Chair Xiong shared that the Hmong Economic-Advancement Research Equity conference will be held in Eau Claire on September 14th – 16th and is focused on Hmong entrepreneurs throughout the United States. Madam Chair Xiong acknowledged the Juneteenth flag-raising ceremony at the State Capitol. Madam Chair Xiong congratulated council members Shaundel Spivey, Dr. LeVar Charleston Jr, and Rev. Dr. Alex Gee Jr. for their recent work.

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 August 19, 2022, MEETING AGENDA

MOTION: Secretary Kevin Carr moved to approve August 19, 2022, meeting agenda of the Governor's Advisory Council on Equity and Inclusion, as submitted. Dr. LaVar Charleston Jr. seconded the motion, which was passed unanimously.

APPROVAL OF May 13, 2022, MEETING MINUTES

MOTION: Marie Summers moved to approve May 13, 2022, meeting minutes of the Governor's Advisory Council on Equity and Inclusion, as submitted. Dawn Crim seconded the motion, which was passed unanimously.

B. STATE OFFICE UPDATES

Madam Chair Xiong welcomed Governor Tony Evers.

Governor Tony Evers

Governor Evers congratulated Madam Chair Xiong on her first meeting as Chair of the Governor's Equity and Inclusion Advisory Council. Governor Evers provided the Council updates regarding the \$82 million equitable recovery grants that support health, early childhood education, housing, and environmental justice issues across the state. He discussed the diverse business assistance grant programs that went to CDFI's and diverse chambers of commerce, the neighborhood investment fund and the healthcare infrastructure fund that is building transformational facilities, services, and communities across the state. This fund includes more than \$14 million for mental health services and expanding the behavioral workforce, including the newly opened walk-in mental health clinic at Children's Wisconsin, one of the nation's first clinics of its kind. Governor Evers also announced a \$10 million new well compensation grant program to help Wisconsin families clean up contaminated wells. Governor Evers reminded the Council that Wisconsin has over 800,000 private wells, many of which are in rural communities, and those wells serve homes, childcare facilities, restaurants, and other commercial places. Governor Evers announced a \$32.4 million WHEDA grant to fill the gap created by rising construction costs and supply chain delays for multi-family housing projects to expand affordable housing. Governor Evers thanked the council members for their work and commitment to the Council. Governor Evers introduced Elmer Moore Jr., the new Executive Director and CEO of WHEDA (Wisconsin Housing and Economic Development Authority). Mr. Moore provided an overview and expressed his excitement to work with the Council on accessible, affordable housing for Wisconsin citizens.

Lt. Governor Mandela Barnes

Lt. Governor Barnes congratulated Madam Chair Xiong on her role as Chair of the Council. Lt. Governor Barnes remarked that during his travels across the state, he'd met Wisconsinites who wanted to be part of the solution to solve the problems faced by the state. The Council's collective expertise and vision to create better outcomes are critical as we work towards lasting change. Lt. Governor Barnes thanked the Council for their work and commitment and expressed his excitement to continue working towards making Wisconsin a more equitable place for all citizens. Madam Chair Xiong thanked Lt. Governor Barnes for his remarks and his acknowledgment of the work of the Council.

C. SUBCOMMITTEE REPORTS

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Madam Chair Xiong welcomed Mai J. Lo Lee to provide an update on the work of the community engagement subcommittee. Lee discussed the subcommittee's work with the Department of Tourism to increase inclusive representation amongst their staff and board. The subcommittee is also assessing the official meeting dates and times to ensure the meeting times work for subcommittee members.

DATA AND POLICY SUBCOMMITTEE

Robyn Davis thanked the Council and subcommittee members for their contributions and provided an overview of the subcommittee's charge to review data policy statutes and regulations to eliminate barriers and gaps, and inequities in homeownership, business development, and employment. Davis updated the Council on the subcommittee's work, including the strategies developed to keep the work moving forward. Those strategies include expanded advertising and outreach efforts to attract a more diverse pool of applicants for state employment and the expansion of diverse talent pipelines. The subcommittee is engaged with this process and leans on their community connections and experience to inform their meetings. Davis noted that previous subcommittee meetings featured presenters who shared strategies for expanding diverse recruitment and measuring goals. Madam Chair Xiong thanked Mai J. Lo Lee, Robyn Davis, and the subcommittees for their work.

ECONOMIC AND BUSINESS DEVELOPMENT SUBCOMMITTEE

Dr. LaVar Charleston thanked the subcommittee members for their work on the equity work plan developed by the subcommittee. Dr. Charleston noted that the subcommittee had been focused on understanding current and potential programs and initiatives so they don't duplicate efforts. The subcommittee is focused on making connections to existing resources and programs for business owners/future business owners. The subcommittee continues to gather information by identifying reports, individuals, and entities throughout the state and is focused on data-based decision-making. The subcommittee invited Tondra Davis, the Director of the Wisconsin Supplier Diversity program, to speak at a recent meeting to learn more about the program. Dr. Charleston spoke to the connections being made by the subcommittee to gain further insight. Madam Chair Xiong thanked Dr. Charleston and the subcommittee for their work.

15-minute break, resume at 9:48 am.

D. BUREAU OF EQUITY AND INCLUSION

Madam Chair Xiong welcomed Laurice Lincoln, the Bureau of Equity and Inclusion Director. Lincoln provided updates on the public records law training, which all council members are required to complete. Council members will receive an email with a link to the training, which must be completed by November 30, 2022. Lincoln also reviewed the updates to the Governor's Equity and Inclusion Advisory Council website. Lincoln

encouraged the Council to provide feedback on the website. Madam Chair Xiong thanked Lincoln and her team for their work on the website.

E. MAPPING PRESENTATION AND LARGE GROUP DISCUSSION

Madam Chair Xiong introduced a mapping tool intended to move the Council and subcommittees toward action on their respective goals. The Council has participated in a number of planning sessions to ensure the successful execution of its goals. Madam Chair Xiong reviewed the strategic planning process, which included reviewing existing policies and procedures. The strategic planning process also allows identifying strengths and weaknesses in the current environment. The goal of the mapping session is to identify barriers to the goals that the subcommittees have identified. Madam Chair Xiong guided the Council through an example of identifying a barrier and moving it through the mapping process. The mapping process helps identify the existing programs already in place, who manages those programs, and who makes the decisions about the programs. Madam Chair Xiong reminded the Council of its role in supporting current state initiatives and providing suggestions for improvements or new initiatives. The mapping process helps remove silos and identify people who have data that could move the work forward. Madam Chair Xiong encouraged the subcommittees to focus on action planning and identify the supports or resources that could address the barriers to the subcommittees' goals.

Madam Chair Xiong asked the Council what recommendations they had to align the subcommittee work with activities already taking place and how they could use their voices to inform and support the work already in progress in state government. Madam Chair Xiong invited Laurice Lincoln to facilitate the large group discussion. Subcommittee members reflected that they are still gathering information on the work being done by the various state agencies and highlighted the extensive work they have identified. The Council was encouraged to utilize current contacts and connections to build capacity around their goals.

F. COUNCIL OPERATIONS

Madam Chair Xiong reminded council members that there is one more meeting this year, scheduled for Friday, November 11, 2022. At that meeting, subcommittees will provide recommended actions for the strategies in their work plans. Subcommittee chairs will receive further guidance documents via email. The term appointment for all council members will end in January 2023. Council members will receive information on reappointments at the next meeting. Madam Chair Xiong informed the Council that the Vice Chair position remains vacant and provided an overview of the responsibilities of the Vice Chair. The Council plans to make the final appointment for a new Vice Chair at the May 2023 meeting.

G. FUTURE MEETING AGENDA ITEMS, CLOSING REMARKS

CLOSING REMARKS AND ADJOURN

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

Motion: Dr. LaVar Charleston Jr. moved to adjourn August 19, 2022, meeting of the Governor's Advisory Council on Equity and Inclusion. Marie Summers seconded the motion, which was passed unanimously.

The Council adjourned at 11:10 am.

Date Approved: _____

Signed: _____

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