

EIAC Meeting

Equity & Inclusion Advisory Committee

Date | Time 01/15/2026 1:00 PM | Location Microsoft Teams

Meeting called by:	Tracie Ruether
Type of Meeting:	Virtual
Co-Chairs:	Tracie Ruether
	Shel'rie Wilson
Resource Sponsors:	Tonja Hesselberg
	David Fabie
Subject Matter Expert (SME)	Katie Benson
	HR Recruitment
Executive Liaison:	Tifene Brown
Time Keeper:	Kari Ives

Wisconsin's open meetings law provides that "the public is entitled to the fullest and most complete information regarding the affairs of government as is compatible with the conduct of governmental business."

Wis. Stat. § 19.81(1).

Attendance:		
Members:	Present	Excused
Baumgart, Zachary	✓	□
Blechinger, Kellie	□	✓
Benson, Katie	✓	□
Bowen, Varnisha	□	✓
Carr, Sarah	✓	□
Ives, Kari	✓	□
Kragness, Amanda	✓	□
Marek, Jennifer	□	✓
Richards, Jason	✓	□
Ross, Camille	✓	□
Ruether, Tracie	✓	□
Svitavsky, Jim	✓	□
Wilson, Shel'rie	□	✓
Additional Attendees:		
Brown, Tifene	✓	□
Hesselberg, Tonja	✓	□
Fabie, David	✓	□
Padrutt, Briann	✓	□

Agenda Items

Call to Order	Tracie	2 minutes
Roll Call	Kari	3 minutes
Ice Breaker	Kari	5 minutes
Student Development Internship Program (SWSDIP)	Tifene	10 minutes
Goal Setting for 2026	All	50 minutes
Ad-hoc updates	All	20 minutes

Notes:

Call to Order	Started 1:04 pm
Roll Call	Quorum was met with nine voting members in attendance.
Ice Breaker	Do you make holiday resolutions? Why or why not?
Student Development Internship Program (SWSDIP)	In prior years DOC offered around 20 summer internships with SWSDIP across multiple divisions. This year, DOC will offer 13 internships. This program is open to all high school graduating

	seniors as long as they will be 18 years of age prior to the start of the program and any college student. We are currently encouraging EIAC to promote the program for additional student applicants.
Goal Setting for 2026 including strategic plan and DOC mission and vision	<p>EIAC continues to work toward the goals within the current E&I Strategic Plan in conjunction with the new Strategic Priorities set by Sec. Hoy. The committee was tasked with reviewing both plans to make relevant connections for 2026.</p> <p>Additionally, considering future planning goals for 2027 – 29 and how the goals will impact the need for additional Including ad-hoc members. Also considered messaging for requirement flyers with specific details for each committee (i.e., time commitment, work focus and outcomes).</p> <p>Lastly, Briann (Bri) Padruett, Executive Equity and Inclusion Specialist from DOA, introduced herself. She intends to join the meetings as much as possible. Her goal is to monitor compliance, successes and challenges.</p>
Ad-hoc updates	<p>Education & Training—Working on accountability trainings for mid-level managers. Also looking into implementing Equity & Inclusion focused coaches/mentors for individuals.</p> <p>Assessment & Evaluation – Published the Corrections Staff Overview Dashboards. This dashboard is a snapshot of DOC staff by different demographics and trends. This quarterly information is accessible on DOC's external page.</p> <p>Marketing – Continues to update information regarding EIAC including meeting agendas, minutes and events.</p> <p>Engagement – Working on topics for 2026 lunch and learns and other ideas on community events. Additionally, this ad-hoc has requested direction on community events scope and process regarding work status.</p> <p>Policy & Review – No updates at this time; however, will work with HR for further direction in 2026.</p>
End of Meeting	2:13 pm
Next meeting	March 19, 2026

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