

EIAC Meeting

Equity & Inclusion Advisory Committee

Date | Time 2/20/2025 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
	Jessica Spangler
Subject Matter Expert (SME)	Benson, Katie HR Recruitment
Executive Liaison:	Tifene Brown
Time Keeper:	Kari Ives

Members:	Attendance:	
	Present	Excused
Baumgart, Zachary	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Blechinger, Kellie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bowen, Varnisha	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carr, Sarah	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ives, Kari	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kragness, Amanda	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marek, Jennifer	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Richards, Jason	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ross, Camille	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ruether, Tracie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Svitavsky, Jim	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Wilson, Shel'rie	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Additional Attendees:		
Benson, Katie	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Brown, Tifene	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hesselberg, Tonja	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Spangler, Jessica	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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).

Agenda Items

Call to Order	Tracie	5 Minutes
Roll Call	Kari	5 Minutes
Ice Breaker	Tifene	5 Minutes
State of Wisconsin Student Diversity Internship Program	Tifene	5 Minutes
Update on potential budget	Tifene	5 Minutes
Report out from Ad-hocs	All	45 Minutes

Notes:

Call to order	Called to order at 1:03 pm
Ice Breaker	Goals for the new year
State of Wisconsin Student Diversity Internship Program	The deadline for SWSDIP applications has ended. Interviews will be starting soon, and interns will start in late June. Please let Tifene know if you have any internship coordinator or contact person in your division working with the students.

<p>Update on potential budget</p>	<p>Tifene will be meeting with the new Assistant Deputy Director on Friday, February 21, 2025. They will be talking about a budget and the goals for EIAC.</p> <p>The department was awarded grant funds from ETF which are allocated for wellness initiatives enterprise wide. The approved proposal includes funding for initiatives for professional development, personal development and wellness/health equity. Tifene is working with ESAC to develop an inclusive and equitable measures to allocate these funds.</p> <p>If your wellness team has any initiatives that could be funded in part, please let Tifene know.</p>
<p>Report out from Ad-hocs</p>	<p><u>Assess & Eval</u> – Due to the current administration the E&I Survey being paused. We will look at the survey later in year.</p> <p>Still analyzing the focus groups but hitting an important milestone. Nearly finished with reviewing and coding all the focus group transcripts, which has taken a very long time.</p> <p>Currently reviewing a draft of the hiring and applicant pool tech report. Goal is to have a copy of this to the main committee within the next month or two.</p> <p><u>Engagement</u> – Learning about headquartering with positioning and locations.</p> <p>Exploring how exit surveys work at DOC and how to utilize the data for retention and recruitment.</p> <p>Planning some outreach and engagement events for this year. Amanda is attending some career fairs in Madison.</p> <p>Connect with different divisions to see what types of events they have planned throughout the year like lunch and learns, Juneteenth, etc. Spent the first quarter looking at the goals for the year and will start to bring these into fruition the rest of the year.</p> <p><u>Educ & Train</u> – exploring DEI coaching plan and in discussions about possibly partnering with Employee Assistance Program (EAP).</p> <p>Developing supervisor training to increase staff accountability and work climate/culture. Also, looking into a training on open meeting laws.</p> <p><u>Market & Comm</u> – continuing to post things to the web as receive them</p> <p><u>Policy & Comm Review</u> – working on creating another resolution.</p>

	The one that was voted on and sent to the secretary's office will be reviewed by the new Assistant Deputy Secretary.
Ice Breaker in March	Jim Svitavsky
Ajourned	Ended at 1:52 pm