

# EIAC Meeting

Equity & Inclusion Advisory Committee

Date | Time 03/19/2026 1:00 PM | Location Microsoft Teams

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

<b>Members:</b>	<b>Attendance:</b>	
	Present	Excused
Baumgart, Zachary	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Blechinger, Kellie	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Benson, Katie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bowen, Varnisha	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ives, Kari	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Kragness, Amanda	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marek, Jennifer	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Richards, Jason	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ross, Camille	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ruether, Tracie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Svitavsky, Jim	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Wilson, Shel'rie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Additional Attendees:</b>		
Brown, Tifene	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hesselberg, Tonja	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fabie, David	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Padrutt, Briann	<input 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	Shel'rie	2 minutes
Roll Call	Tracie	3 minutes
Ice Breaker	Camille	5 minutes
Pivoting from Equity & Inclusion Strategic Plan to Recruitment and Retention Action Plan	Tifene	30 minutes
Current Strategic Plan Updates	Tifene /all	30 minutes
Nomination and Election of Officers in November	Tifene	10 minutes
Committee Recruitment	Jim/Shel'rie	10 minutes
Ad hoc Updates	All	30 minutes

## Notes:

Call to Order	1:04 pm
Roll Call	Quorum was met
Ice Breaker:	Camille: If your team was a March madness team, what would your mascot be?

<p>Pivoting from Equity &amp; Inclusion Strategic Plan to Recruitment and Retention Action Plan</p>	<p>Discussed DOA document from BEI. We will be closing out the E&amp;I strategic plan. The new plan, Recruitment and Retention Action Plan (RRAP) will go into effect in July. Planning is underway now.</p> <p>RRAP must be reviewed, edited, and signed by agency leadership prior to final submission to DPM. Final signed plans are due to the DPM BEI mailbox on or before June 1, 2026.</p> <p>The planning committee will consist of Ad-hoc leads.</p> <p>The goals for RRAP will be consistent with the E&amp;I Strategic Plan; however, the plan will add additional goals focused on Veteran and Wisconsin to Work hires.</p> <p>Management is currently revising internal policy #200.30.201 in accordance with DOA/BEI new guidelines. Suggestion from HR to potentially re-name the EIAC (Agency Action Plan Advisory Committee (AAPAC)), which some members voiced concerns around this shift. One member directly opposes the change while other members were more optimistic as the changes do not impact the current EIAC members.</p> <p>Tifene reminded members that this is potentially a name change only; all members will remain part of the committee and the goal is as always to address equitable policies, procedures and practices as well as services for employees. Secretary Hoy or his designee will be the Agency Appointing Authority. DPM/ BEI will continue to serve as oversight for agency's RRAP. The Agency Action Plan Officer (E&amp;I Chief) will work at the agency level to ensure creation and implementation of the RRAP.</p>
<p>Current Strategic Plan Updates</p>	<p>Tifene requested each Ad-hoc review the current E&amp;I Strategic plan to identify goals and KPI(s) that can move to the RRAP.</p> <p>Additionally, request to update the E&amp;I Strategic Plan spreadsheet as the first quarter is coming to a close.</p>
<p>Nomination and Election of Officers in November</p>	<p>According to HR policy 200.30.201, elections for EIAC co-chairs and secretary should be scheduled in September; however, due to the new plan, request will be made to move the election to late October or early November.</p> <p>The nomination period will open end of summer. Committee members should start considering nominations as soon as possible.</p>
<p>Committee Recruitment</p>	<p>Ongoing as some EIAC and Ad-hoc(s) are in need of additional members. A structured committee recruitment plan will be implemented to ensure diversity across committees.</p>

Ad hoc Updates	<p><b>Ed &amp; Training:</b> no updates</p> <p><b>Engagement:</b> Upcoming lunch and learn is scheduled for March 25<sup>th</sup> (Feminism—How it Means Different Things to Different People). The guest speaker, Ankita Bharadwaj, is a subject matter expert on governance, political division, immigrant identity, and leadership across difference.</p> <p>The lunch &amp; learn for next quarter will focus on Pride Month with a topic selection from Acentra Health’s training catalog.</p> <p><b>Assessment &amp; Evaluation:</b> Continuing to work on various projects as assigned. Currently the equity and inclusion survey is still paused.</p> <p><b>Policy &amp; Committee Review:</b> Currently working with Recruitment &amp; Engagement on best practices for employees to participate in community service hours in hopes to bridge DOC &amp; community partnerships.</p> <p>Camille contacted other state agencies regarding practices or policies in place for employees participating in community services and other community events. Tifene also spoke with her direct supervisor, Ray Woodruf, and the suggestion was made to draft best practices for employees and management to follow around volunteering in the community.</p> <p>Lastly, this ad-hoc will start working on structure for committee selection with the focus of committees being diverse across all internal committees.</p>
Ice Breaker for May	TBD
End of Meeting	2:16 pm
Next Meeting	May 21, 2026

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