

Building a Wisconsin that Works for Everyone

2021 UW-Madison Diversity Forum

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Building A Wisconsin that Works for Everyone



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A Wisconsin That Works for Everyone

Prioritizing Diversity, Equity, and Inclusion for All Wisconsinites

- **Supporting Diversity and Equity in Pandemic Recovery**
- **Identifying Barriers and Opportunities for Improvement**
- **Fostering Equity Within the State Workforce**

Supporting an Equitable Pandemic Recovery

- **\$200 Million for Neighborhood Investment in Disadvantaged Communities**
- **\$75 Million for Diverse Business Investment**
- **\$50 Million for Equitable Recovery Grant Program**
- **\$50 Million for Healthcare Infrastructure Capital Investment**



Photo by Christine Hatfield/WPR

Supplier Diversity Program

- Outreach and Training Opportunities for Minority Owned, Women Owned and Service-Disabled Veteran Owned Businesses
- 5% Bid Preference for Certified Minority Owned and Disabled Veteran Businesses on State Contracts
- Record 1,300 Certifications
- Met and Exceeded Diverse Spend Targets in FY20



Fostering Equity in the State Workforce

- **Expanded Training and Development**
- **Diversifying Hiring and Retention Practices**
- **Vision 2030: Growing a Geographically and Culturally Diverse Workforce**
- **Executive Order 59**



Advancing Diversity, Equity, & Inclusion

Strategies:

1. Review and evaluate current affirmative action and equal employment opportunity programs, policies practices, and reports to identify barriers, trends and opportunities for improvement.
2. Establish metrics and providing regular data reports to agencies to guide and inform strategic decision making and evaluate effectiveness.
3. Expand and enhance professional development and training opportunities that raise awareness, builds knowledge and understanding, and encourages and promotes an equitable and inclusive workforce.
4. Increase agency leadership collaboration and communication opportunities, sharing of resources and best practices.
5. Build relationships with external organizations and institutions to strengthen recruitment, networking and outreach efforts; benchmarking of private and public sector best practices.

Advancing Diversity, Equity, & Inclusion

Executive Order # 1 Relating to Prohibiting Discrimination in State Employment, Public Services, and Contracting

Requires:

- The development, implementation, and distribution of a nondiscrimination policy
- An internal complaint procedure.
- An investigation on sexual harassment or harassment
- Awareness and training programs that emphasize harassment prevention and cultural diversity awareness.

Advancing Diversity, Equity, & Inclusion

Executive Order # 59

Relating to Diversity,
Equity, and Inclusion in
State Government

1. Expanded the focus of State Affirmative Action Council.
2. Instituted agency Equity and Inclusion Plans.
3. Implemented mandatory E&I training for state employees and agency leaders.
4. Required the DOA Supplier Diversity program to develop new relationships and contracting opportunities towards meeting Wisconsin's supplier diversity goals.
5. Established a statewide Governor's Advisory Council Equity and Inclusion.

DSPS Equity & Inclusion Strategic Plan

Equity and Inclusion Strategic Plan Goals and Strategies

- **Recruitment** - Incrementally increase the recruitment of women, minorities, persons with disabilities, and veterans
- **Retention** – Retain a diverse workforce by meeting the needs of employees related to:
 - Pay and Progression
 - Professional Development
 - Shared Leadership
- **Agency Culture** – Foster an inclusive workplace that encourages employees to embrace diversity as a core value and essential condition of employment

DSPS Integrated Equity & Inclusion

Integrated Equity and Inclusion – Goes beyond how and who we hire, must consider in the work we do and the industries we regulate

- **Trade Exams** – Offer exams in English and Spanish
- **Educational Institution Equity** – Student impacts
- **Regulatory Boards**
 - Reflect the population they serve – Increase the diversity
 - Ensure entry standards are inclusive and not exclusive
- **Building Codes** – Sustainable building codes are more equitable
- **Industry Support** – Support, celebrate and amplify DEI work happening in the fields we regulate

Governor's Equity and Inclusion Advisory Council

- Executive Order 59: Creation of the Governor's Advisory Council on Equity and Inclusion
- Advisory Council provides strategic guidance to Governor, Lieutenant Governor, and DOA Secretary in developing a sustainable framework to promote and advance diversity, equity, and inclusion practices across Wisconsin state government
- Appointments to Council last two years with ability for another term

Governor's Equity and Inclusion Advisory Council

– Council Charge

- Identifying and promoting best practices and excellence in diversity, equity, and inclusion across the state.
- Reviewing and analyzing statutes, regulations, and policies to identify equity and inclusion barriers, and recommend changes or amendments, where necessary, to advance diversity, equity and inclusion; taking into consideration the impact of policies surrounding homeownership, business development, education and other important issues.
- Analyzing and evaluating relevant information and data concerning diversity, equity and inclusion; and establish specific goals and objectives for achieving and enhancing awareness, understanding, and support of underrepresented groups.
- Identifying and recommending strategies to increase the utilization of minority and women-owned businesses in the state contracting process.
- Identifying and recommending ways to engage, bring visibility, public acknowledgment and recognition to community and state cultural events, significant activities and initiatives of underrepresented communities in Wisconsin.
- Providing membership recommendations to ensure that Boards and Commissions reflect the diversity of the people of Wisconsin.

Governor's Equity and Inclusion Advisory Council - Membership

- **Dawn Crim – Chair**, WI Dept. of Safety & Professional Services (Secretary-designee)
- **Mai Xiong – Vice Chair**, Hmong American Leadership & Economic Development/Eau Claire City Council (President)
- **Joaquin J. Altoro**, WI Housing & Economic Development (CEO)
- **Emilie Amundson**, WI Dept. of Children & Families (Secretary)
- **Nisgreen Atta, RN**, Muslim Liaison Islamic Society of Milwaukee
- **Victor Barnett**, Running Rebels Community Organization (Founder/Executive Director)
- **Jessica Boling**, Asian American Pacific Islander Coalition of WI (Co-Chair)
- **Percy Brown Jr.**, Middleton Cross Plains Area School District (Director of Equity & Student Achievement)
- **Kevin Carr**, WI Dept. of Corrections (Secretary)
- **Jessica Cavazos**, WI Latino Chamber of Commerce (CEO)
- **Dr. LaVar J. Charleston**, UW-Madison School of Education (Assoc. Dean for Equity, Diversity, & Inclusion/Clinical Professor of Educational Leadership & Policy Analysis)
- **Rev. Dr. Monica L. Cummings**, Bradford Community Church Unitarian Universalist (Asst. Minister for Pastoral Care)
- **Robyn Y. Davis**, Brown County United Way (President/CEO)
- **Que El-Amin**, Young Enterprising Society (Co-Founder)
- **Rev. Dr. Alex Gee, Jr.**, Nehemia Center for Urban Leadership Development (President/Founder) & Fountain of Life Covenant Church (Pastor)
- **Ruben Hopkins**, WI Black Chamber of Commerce, Inc. (Chairman/CEO)
- **Dr. Carlton D. Jenkins**, Madison Metropolitan School District (Superintendent)
- **Dasheika Kidd**, Housing Resources, Inc. & Racine Financial Empowerment Center (Program Manager)
- **Mary Kolar**, WI Dept. of Veterans Affairs (Secretary)
- **Mai J. Lo Lee**, UW-Green Bay (Diversity Director)
- **Vanessa McDowell**, YWCA (CEO)
- **Adin Palau**, UW-Madison (Asst. Director of Community Relations & Campus Engagement) and State Council on Affirmative Action (Chair)
- **Amy Pechacek**, WI Department of Workforce Development (Secretary-designee)
- **Tammy L. Rivera**, Southside Organizing Center (Executive Director)
- **Shaundel Spivey, MS Ed**, Upward Bound (Director) & B.L.A.C.K. (President/Co-Founder)
- **Greg Steinberger**, Hillel at University of Wisconsin (CEO/President)
- **Marie Summers**, Oneida Business Committee Oneida Nation (Councilwoman)
- **Karen Timberlake**, WI Dept. of Health Services (Interim Secretary)
- **Markasa Tucker**, African American Roundtable, Inc. (Executive Director)
- **Dr. Odawa L.A. White**, Lac Courte Oreilles Ojibew College (Dean of Student Affairs)
- **Beth Wroblewski**, Employment Resources, Inc. (Executive Director)

Governor's Equity and Inclusion Advisory Council - Leadership

- Chair – Dawn Crim
- Vice Chair – Mai Xiong
- Subcommittees and Chairs
 - Community Engagement – Secretary Mary Kolar
 - Data and Policy – Robyn Davis
 - Economic and Business Development – Dr. LaVar J. Charleston

Thank You