

State Council on Affirmative Action - Meeting Agenda
December 5, 2019 (9:00 am – 11:30 am)
Location: DOA Bldg, 101 E. Wilson Street, Pecatonica Room
Teleconference number: (608) 282-3513
Meeting Minutes

Agenda Item 1: Welcome and Introduction

In attendance: Adin Palau, Lisa Mortenson, Corinda Rainey-Moore, Karen Nelson, Joshua Hargrove, Alenka Dries, Carlene Bechen, Jackie Boggess, Nicole Guardiola, Paege Heckel, Angela Nash, Laurice McGinnis Lincoln, Malika Evanco *by phone* Yee Leng Xiong, Shiva Bidar-Sielaff

Agenda Item 2: Diversity Awards Recap

Suggestions for next year: limit acceptance comments, apply to entire group. Incorporate sign-language interpreters into program, look into better audio options. Reorganize picture taking, set aside time before/after ceremony, stage pictures better. Ensure family members seared with winners. Keep Virginia Hart Award as part of award program. Proposed date for next year: October 22, 2020.

Agenda Item 3: Executive Order #59

Malika provided overview of EO 59, DPM working on plan for executive leadership training in E&I. Malika working with GOV office on what E&I Advisory Council will look like, it will be different than SCAA. SCAA to work on state workforce issues, inward; E&I to focus on facilities, accessibility, immigration issues. E&I Council timeline uncertain but soon, meeting with GOV on Friday. If SCAA has any names for E&I Council, send to Malika. SCAA Exec Committee proposes SCAA and E&I should have overlapping membership so as to not have two competing plans.

DPM will be posting open BMRS Director position shortly. DPM also working on state re-branding, bringing in consultants, revamping student diversity internship program. Lisa suggested DPM HR should build a partnership with EEO professionals and AA officers in state agencies, work closely together and meet 4-6x per year. Malika requested SCAA recommendations on quality trainers for enterprise training coming out of EO 59. Carlene suggested National Educators Alliance, Karen suggested Government Alliance on Race Equity

Agenda Item 4: BEI Updates, Strategic Plan

Laurice provided overview of E&I Plan process; outlined Stage 1 – gathering data, self-assessment, determining needs and resources; EEO/AA E&I planning group meets on December 11. E&I Plans will center around improvements and transformation of agencies' recruitment, retention, and culture. Moving from transactional to transformational.

BEI also took back SAAIP, student diversity internship program, has been renamed State of Wisconsin Student Diversity Internship Program. Application process revamped, student apply to job area, DPM matches student interest to available jobs, sends candidates to HR managers. Application period opens Jan 6th, posted on wiscjobs. Webinar will be held mid-January. Student applications due by March 2, and May 11th start date. Working with universities, organizations to possibly provide housing transportation for commuter students.

Agenda Item 5: Role of EEO AA Officer

Lisa and Nicole provided summary of duties of agency AA officer, BEI Structure.

Agenda Item 6: SCAA Committee Creation Proposal

Executive Committee provided document proposing the creating of standing committees: Diversity and Inclusion Committee and Diversity Awards Planning Committee. D&I Committee to propose E&I Plan Strategic Framework and recommend strategies to reach diverse candidates. Carlene Bechen makes motion to create D&I Standing Committee, Lisa Mortenson seconds. Ayes: 8 Nos: 0. Passes. DA Planning Standing Committee to focus on DA prep. Alenka Dries makes motion to create DA Planning Committee, Corinda Rainey-Moore seconds. Ayes: 8 Nos:0. Passes.

Agenda Item 7: Set Next year's Meeting Dates:

Discussion of frequency, Council agrees to two hours, thirty-minute meetings every other month, second Wednesday of every other month at 9:00am. Location can vary, possibility of using DOR or DATCP due to free parking.

Agenda Item 8: Wrap up

Lisa Mortenson makes motion to dismiss, seconded by Carlene Bechen.
Dismissed.