

DEOC Membership Meeting

October 5, 2022

Members Present: Robert Thiede, Dorothy Bristor, Samantha Liebl, Teresa Erler, Lacey Donatell, Jennifer Caravella, Andrew Paulsen, Josh Wofford-McNeil, Shawn Sallee, Joseph Grenier

Ex-Officio Members Present: Stacie Meyer, Allisa Brown, Jayne Swingen

Guests:

- Katie Bermudez - Diversity/Equity/ Inclusion Manager for WING
- Suzanne Lidtke – DOA E/I

Shawn had technical difficulties - DOD causes some issues with membership joining – is there a way around this?

Vice Chair led meeting – introductions

Dorothy Bristor – Vice Chair, oversee training and accreditation at REACT – Regional Emergency All Climate Training center. Part of WEM and JFHQ but at Volk Field on Army side. 15 acres training site specializing in structural collapse and urban search and rescue training. House Wisconsin Task Force 1 and oversee the program through Homeland Security. Have civilian and military partners from across the country. Been Fire Service 2003, REACT since 2016.

Shawn Sallee – Chair – 128th Air refueling wing – Security officer where I am a part of making our military base family orientated and create a healthy environment where people can live their truth within the regulations that we all work under – integrity. A father, husband – son in AR one in Army, beautiful granddaughter. Beyond expectations of what the DEOC did previously. Make sure the DEOC is known throughout the State of Wisconsin. There is an outlet conversation for those that feel intimidated or concerned. Benefit the state and the state employees.

Teresa Erler – Secretary – Work for Wisconsin Emergency Management as the Northeast Region Director. Works with 13 counties and 5 tribes and serves as the tribal liaison with Wisconsin Emergency Management. I wanted to be part of the committee to ensure that we are making our job opportunities available to tribal members and the northern part of the State. Was a town clerk for 13 years and enjoy taking minutes and organizing meetings, minutes etc.

Robert Thiede – Area 6 Maintenance – Can't make a difference unless you try.

Andrew Paulsen – Wisconsin Challenge Academy at Ft McCoy also do a lot of things IT related. Has past experience as a supervisor and employee – want to share ways we can help employees and supervisors and how we can make the process as smooth as possible.

Jayne Swingen – Deputy HR Director at DMA. Started at end of August for DMA with 22 years of HR experience. Has worked at Dept of Corrections, and Dept of Revenue and Dept of Justice. Several years' experience attending these type meetings. Plan to attend the DEOC meetings. Will provide help, experience, materials, etc.

Stacie Meyer – E/I officer and HR Director - excited about what this group is going to do.

Alyssa Brown – HR Specialist – Liaison between committee and HR – excited to grow her career.

Jennifer Caravella – Real Estate Specialist for CFMO department. Buy and sell real-estate for Army Nation Guard. Handle licenses and leases, encroachment issues with private parties. Shrinking down – newer readiness centers, but less – smaller footprint but more strategic areas. Progressive chronic pain to having to be in a wheelchair – life is really challenging for people with any type of disability. I have a heightened sense of empathy for the minute-to-minute challenges to those with disabilities. Judging people during interviews and having that instant judgement of people. What are we doing about seen and unseen disabilities.

Lacey Donatell – West Central Regional Office in Eau Claire – Office Operations Associate for the west side of the state. Wanted to be part of the group because there can always be improvement and inclusion and self-awareness.

Joseph Grenier – State security supervisor at Truax field – felt they are underrepresented. How do we obtain and maintain a diverse workforce. Missed last meeting for the birth of his daughter.

Sam Liebl – recently got a promotion to lead recovery and IA officer for the State. Feels that it is very important to feel safe and equal because it is a professional place. Wants to ensure people feel accepted and safe in their workplace.

Josh Wofford-McNeil – State employee for almost 10 years mostly with DHS, with DMA since Jan of this year. Love to fight for human rights or any underdog, any inequities is very hard to keep my mouth closed. I think my reputation is less important than those that are having their civil rights violated. Let everyone at DMA know they have someone on their side. Excited that DMA have this committee especially on a base where people are carrying assault rifles and other weapons can be a little overbearing.

Suzanne Litke – is from Department of Administration and joined us today to present on the importance of E/I committees across the State agencies. Have many different names but ultimately are Equity and Inclusion committees.

- Statutory Authority – Chapter 230.06(1)(j)
- Committee Responsibilities
 - Bylaws
 - Observe Open Meetings Law
 - Provide resources and Support to E/I Officer
 - Solicit information from people being impacted
 - Provide support, assistance, and feedback to the Appointing Authority
- Operations
 - Elected Officers
 - Monthly Meetings
 - Assist with E/I planning and implementation
 - Research training resources
 - Participate in employee survey development and workforce analysis interpretation
 - Review policies and procedures with an equitable lens
 - Increase awareness of E/I plan and committee's work
 - Form subcommittees to provide focused feedback on equity issues and policy/procedures
 - Respond to questions and share information
- How to interact with the E/I officer
 - Committee is advised by EIO
 - EIO serves as a non-voting member of the committee
- How does committee interact with Leadership
 - Periodic meetings with TAG (or designee)
 - Support E/I goals and programs
 - Advise on barriers, needs and issue

Ideas that need to be followed up on:

- Group Email address where any employee may send email with committee access
- SharePoint site so all can see
- Anything the committee can do to offer as much transparency as possible
- Build trust in organization
- Microsoft forms – anonymously

- Newsletter / Web posting
- Minutes – here's when we meet – welcome to join us
- Create a directory of committee members to share with employees

Katie Bermudez – WING Diversity and Inclusion Program Manager shared with the group her efforts and the presentation she will be sharing with TAG.

Summary:

- Create Executive Counsel
- TAG and 9 members which included State for unified voice
- Katie shared with the committee membership
- The group agreed to invite Katie to join us as an Ex-Officio member (non-voting)

The group decided that the 1st Wednesday of every month would be the best to meet with November 2nd will be the next meeting via TEAMS. Further discussion will continue regarding reviewing bylaws and scheduling in person meetings going forward.

Trends/Observations in regions – assign homework

- What is the overall culture in each members workplace
- Respectful workplace?
- Why are we losing people?
- Better definition of “trends” or “observations” to ensure it is not a biased opinion
- i.e. – bulletin boards (political views)
- create short survey to get all person's views of “culture” at locations

What happened to the last “temperature survey” – where are those results? Can we start with those? What trends were seen there? Yes, use this as a baseline. Only received about 18% response rate. People are tired of filling out surveys when there is no follow through on results of that survey. Here is what we found, and this is what we plan to do about it. Make sure we are introduced so everyone knows who they can reach out to.

Having a safe place to go express what we feel in person at each location.

Critic of survey – we want to know the truth because we want to change that – what power do we have to change that? We can advocate, but fear to put it out there that we can make a difference. First, we must find out what the issues are, provide that data to the TAG and then go from there.

This committee is not confidential, it is open to the public so we can talk about issues, but we can't talk specifics/individuals. Any recommendations to find solutions. In person meetings should be when we talk those specifics – “closed” session for these specific issues.

By-laws and handbook for next meeting

Future meetings 9:30 to Noon

Subcommittee development for next meeting – wrestle out some of these topics on a smaller scale.

Overview of Chapter 440 – Stacie will do

Pictures of membership for directory

Motion made by Bristol, seconded by Caravella to adjourn the meeting at 11:51. All aye. Motion carried.