

DMA Equal Opportunity Committee (DEOC)

Meeting minutes 7/13/2022

10:00 am via TEAMS

In attendance:

Stacie Meyer, Allisa Brown, Dorothy Bristor, Jennifer Caravella, Lacey Donatell, Joesph Grenier, Sam Liebl (partial), Andrew Paulsen, Shawn Salee (partial), Rob Thiede

Not Present: Jackie Boyd, Teresa Erler, Joshua Wofford-Mcneil

Introductions of members:

Jennifer Carvella - Real Estate Specialist – Construction and Facilities Management Office (CFMO), likes conflict, not drama

Dorothy Bristor - REACT Center, millions of nicknames Dot, Dotty, Dorothy, All climate training center, rent space on army side at Volk Field. Also home to Task Force One. REACT center is super unique specialized rescue, military, oversee training and accreditation, fire, deployed for covid response, wildfire training, recently got perm position at REACT and first female hire at the center which also has 45 LTE male instructors, all of who are very passionate on what we do. Fun Fact obsession with photography, especially emergency service photography

Lacey Donatell- WEM West Central in Eau Claire, interesting fact - like to bake

Joesph Grenier- Truax Field, State Security Supervisor, has a 2-year-old who shares same birthday, expecting another daughter next month and just moved.

Rob Thiede -CFMO (Area 6) - Milwaukee from Fond du lac WI, fun fact deployed 4 times with marines, blown up 3 times

Andrew Paulsen- Challenge Academy - Goes by Drew, Following Rob's intro, he is thankful he is former army not marines and hasn't been blown up. He's been with Challenge Academy for nine years, started in admissions, now in IT security at academy. Fun fact first Father's Day I had two children who weren't twins.

Shawn Sallee – Milwaukee Security at Mitchell – fun fact – he is funny, I don't mean to be, it's a complete accident, I enjoy life, I like to empower people, make it as fun as I can, we have such a responsibility to know everyone, know attitudes, he takes the opportunity to get people to smile, I'm a fun guy.

Sam Liebl, Wisconsin Emergency Management (REP) planner, Minnesota Powerplant primary responsibility, fun fact - she had carnival gold fish for 8 years

Not Present:

Teresa Erler, Jackie Boyd, Joshua Wofford McNeil

Purpose of Committee:

-To advise and recommend Affirmative action, equity and inclusion initiatives to Affirmative Action Officer and TAG's office.

-Committee will be revising policies procedures, goals apart of equity and inclusion plan. There's a couple identified right now in EI plan, but we can look at that too.

-We recently went through engagement survey we'll look at results, look for opportunities, changes we can make to environments, training opportunities, we need ideas. This group is about ideas, solutions, you're the eyes and ears, we have lots of different levels, locations geographically, and looking for areas that may be uncomfortable to work in, what's going on? Maybe it hasn't raised to level of report yet, we are looking to you to help us find us areas and help us do something about them before they become bigger problems.

-May find yourself has point of contact for intake/harassment complaint. We'll get name/contact out on website, because of where you are located you may become that contact person for those point of concerns. People are often more comfortable coming to people they know. How to tell difference between vent and complaint. If you can resolve locally great, we can help you do that.

-Another avenue we'll have you help us with are workforce recruitment strategies, where are we announcing, how can we improve applicant pools to be more inclusive, different strategies we used, look for opinions on what we can do better, there will be other things too. Find activities that help encourage inclusive environment.

-We are not social committee, there may be some activities, but our goal isn't to be social planner, but we are hoping there are going to be trainings we can promote, create, and key role will be communication to get resources out there, make sure we have E&I plan, that we have resources such as EAP and their environment.

Officer roles:

Chairperson

- Spokesperson
- Reports to TAG and HR Director
- Responsible for conducting DEOC
- appoint members to fill in for absent officers

Vice chair

- Report to chair

- Fill in for Chair's absence
- Responsible for other duties assigned by chair
- Voting member of DEOC
- Next chair person if chair resigns

Secretary/Treasurer

- Prepare agendas for meetings and distribute to members
- Reserve meeting room, create virtual meetings
- Send open records laws prior to each meeting
- Take minutes and distribute to committee members
- Responsible for recordkeeping
- Track all expenditures (if budget exists)

If you are interested in one of these roles send a little information on why you are interested in one of these roles so that ballots can be created prior to next meeting.

Action items:

- Contacts/requirements for who sharing information with which areas.
- Outdated flyers to update
- Day of meetings/frequency
- Respectful workplace HR Chapter
- Complaint/Harassment intake

Future trainings:

- Diversity Equity Inclusion and You – two sessions/opportunities were sent out to all members as recommended training
- Training for complaints/intake to prepare members
- Interview panel member training – example of training committee may want to review and recommend
- Training/some type of committee member development could be a possible standing item for committee

Next meeting:

Best dates?

Rob off on Fridays, but willing to come in

First 20 days in August does not work for Rob

Andrew Paulsen available

Allisa will develop survey to capture availability of members for next meeting

Question: Jennifer- Goals seem to be a lot to accomplish, would there ever be sharing goal of Chair? We need to revisit what we can accomplish realistically, but that's a lot.

Stacie, yes, we can look at bylaws and changing things up, it'll have to be approved by TAG and AA Officer, we can include subcommittees, the DEOC is the driving force, but we don't have to do all the work ourselves.

Next meeting will be in person at Joint Force Headquarters in Madison. Most likely the week of August 22 or August 29. Date will be based on availability captured from survey.