

MINUTES
CULTIVATING CULTURES COMMITTEE
(EQUITY AND INCLUSION ADVISORY COMMITTEE)
Meeting of January 23, 2023
TEAMS Meeting

Members

April Blathers - Veterans Benefits/Claims - Absent
Leslie Busby-Amegashie - Veterans Benefits/Grants - Present
Kevin Hampton - Veterans Museum - Absent
Kristy Hartke - Veterans Benefits/Cemeteries - Present
Russ Horton - Veterans Museum – Present
Jeff Hughes – Veterans Benefits/Cemeteries - Present
Brian T. Jones – Veterans Benefits – Present
Debbie Meye – Veterans Benefits/Health Services - Present
Patrick Meyer - Veterans Homes - Present
Chandler Miller – Veterans Benefits/Health Services - Present
Shannon Miller - Public Affairs – Present
Justine Moffat – Enterprise Services - Present
Matt Niehaus - Enterprise Services – Present
Seth Reynolds – Veterans Benefits/Health Services - Absent
Victoria Simonson - Human Resources – Present
Kris Ward – Enterprise Services - Present

Racheal Harris – Human Resources – Non-Voting - Present
Angela Zilliox - Human Resources – Non-Voting – Present

Others Present (not all inclusive)

No public participants

WDVA Present

Kelly Behling
Scott Sussman

Total Voting Membership present: 13
Total Attendees: 17

Total Voting Membership: 15
Necessary for Quorum: 5

1. Call to order, roll call

The meeting of the Cultivating Cultures Committee – Equity and Inclusion Advisory Committee was called to order by Russ Horton at 1:00 PM. Roll was called and a quorum was present.

2. Certification of notice of meeting

The meeting was notified as being properly noticed through the Wisconsin State Journal city desk submission, Wisconsin's Public Meetings Notice website, and WDVA's website.

3. Adoption of October 5, 2022 Meeting Minutes:

Russ circulated the October 5, 2022 meeting minutes via email. No discussion was had.

Motion to adopt: Shannon Miller

Seconded: Jeff Hughes

Motion passed by unanimous vote.

4. Adoption of October 11, 2022 Meeting Minutes:

Russ circulated the October 11, 2022 meeting minutes via email. No discussion was had.

Motion to adopt: Jeff Hughes

Seconded: Leslie Busby-Amegashie

Motion passed by unanimous vote.

5. Subcommittee chair reports:

Appreciation: Russ Horton reported that the committee has been working on getting the years of service pins out to staff. Delivery of the pins will take place in person at different sites in the department. We are also looking at how to accommodate second and third shift team members' schedules.

Diversity: Leslie Busby-Amegashie reported that the committee is collecting information and working with the front office on possible upcoming events. The committee continues to collaborate with the Wellness and Morale and Fun committees on a cookbook.

Involvement and Input: Patrick Meyer reported that the committee has delivered input to the Secretary's Office regarding their plans.

Morale and Fun: Shannon Miller reported that Kyle Kahl was the winner of the holiday sweater contest. We will also be hosting a NCAA basketball event when the tournament starts. Either Bingo or trivia will occur at the employee recognition events. MLK Jr. Day and Lunar New Year observations have also been conducted along with the assistance of Public Affairs.

Wellness: Victoria Simonson reported that the Wellness Committee is promoting the H2O Hydration Challenge. Once a date and time are set for a lunch and learn on the importance of hydration, staff will be informed. Efforts are underway to set up a small fitness facility in the Rimrock building using unused conference rooms on the first floor.

6. WDVA Equity and Inclusion Officer's Update

Angie Zilliox reported that she is working on a spreadsheet to outline committee goals and

pathways forward. intends to have the document ready for the next meeting for the committee to review. Our current plan runs through the end of this year.

7. New Business:

Discuss Ceremonies at other sites: We want to make sure events are held at other sites.

Intranet Redesign: Subcommittee Chairs will be inviting Matt Niehaus to their next meeting to discuss and plan for the intranet redesign.

Employee Appreciation Event: Once more feedback and timing information come from the Office of the Secretary, we will be prepared to move forward with the Employee Appreciation Event.

Election of Officers at April 2023 Meeting: Upcoming elections were discussed.

8. Public Input:

None

9. Future Agenda items:

Shannon Miller has requested an item on the next agenda to discuss the next series of newsletters.

Russ Horton has requested agenda items necessary to conducting elections.

Leslie Busby-Amegashie has requested information from the Secretary's Office for some of our outstanding questions. Kelly Behling will serve as our contact with the Secretary's Office for this.

10. Adjournment

Russ Horton thanked everyone for meeting. Russ Horton noted that the next meeting is in April, 2023.

Jeff Hughes, seconded by Shannon Miller, moved to adjourn the meeting at 1:48 PM. Motion carried on a unanimous vote.

Russell Horton, Chair