

MINUTES
EQUITY AND INCLUSION ADVISORY COMMITTEE
Meeting of July 24, 2024
TEAMS Meeting

Members

Alexis Madson - Present
Melissa Becker - Present
Leslie Busby-Amegashie - Veterans Benefits/Grants – Present
Lane Dombrowski – Veterans Homes - Absent
Ilona Grawvunder - Veterans Homes – Absent
Kelly Harrison - Present
Kristy Hartke - Veterans Benefits/Cemeteries – Present
Dawn LaFond – Present
Andrea Northwood - Absent
Amy Millard – Veterans Benefits - Present
Patrick Meyer - Veterans Homes - Present
Chandler Miller – Veterans Benefits/Health Services - Absent
Shannon Miller - Public Affairs – Present
Justine Moffat – Enterprise Services – Absent
Matt Niehaus - Enterprise Services – Present
Marina Johnstone – Veterans Benefits/Cemeteries - Present
Jamie Petersen-Johnson – Veterans Homes - Absent
Seth Reynolds – Veterans Benefits/Health Services – Absent
Jennifer Van Haaften – Veterans Museum - Present
Kris Ward – Enterprise Services - Present
Racheal Harris – Human Resources – Non-Voting - Absent
Jennifer Ginter-Lyght - Human Resources – Non-Voting – Present
Victoria Simonson - Human Resources – Non-Voting – Present

Others Present (not all inclusive)

No public participants

WDVA Present

Chris McElgunn

Total Voting Membership present: 13
Total Attendees: 16

Total Voting Membership: 16
Necessary for Quorum: 9

1. Call to order, roll call

The meeting of the Equity and Inclusion Advisory Committee was called to order by Shannon Miller at 2:03 PM. Roll was called and a quorum was present.

2. Certification of notice of meeting

The meeting was notified as being properly noticed.

3. Adoption of January 21, 2024 Meeting Minutes:

The January 21, 2024 meeting minutes of the old Cultivating Culture Committee were circulated via email. No discussion were had pertinent to the minutes.

Motion to adopt: Matthew Niehaus

Seconded: Leslie Busby-Amegashie

Motion passed by unanimous vote.

4. Subcommittee chair reports:

Matt reported that the Recruitment Committee has had meetings to discuss the E&I plan and move forward on tracking metrics. Committee members have addressed Job Fairs at the most recent meeting.

Shannon reported on the Retention Committee's work, including the work with the in-office staff meeting. She discussed some reporting from

Leslie reported that the Diversity Committee has met with Jen to discuss newsletter items. They have also conducted their skit and have a recording of the video ready.

5. Old Business:

Jennifer Ginter-Lyght discussed the E&I plan and roles and responsibilities of officers. She reported that, to remain compliant, we likely need to have monthly meetings for most of the year.

Chris McElgunn addressed the election of officers and the importance of the committee's future movement.

Election of Officers

Leslie Busby-Amegashie nominated, seconded by Matt Niehaus and Kristy Hartke, to nominate Amy Millard for Chair. Motion passed unanimously.

Amy Millard nominated, seconded by Melissa Becker, to nominate Dawn LaFond for Co-Chair. Motion passed unanimously.

Amy Millard nominated, seconded by Matt Niehaus, to nominate Kristy Hartke for Secretary. Motion passed unanimously.

Matt and Leslie will begin working to transfer their roles over for their respective subcommittees. Amy Millard will immediately take over the Retention Committee.

6. New Business:

The new officers reintroduced themselves to the Committee.

7. Public Input:

Chris McElgunn thanked the committee for its continued work and stated that he looks forward to working with the new officers.

8. Future Agenda items:

Shannon proposed we plan to have the following days to close out the remainder of the year:
August 28th, September 25th, October 30th, December 4th

9. Adjournment

Kristy Hartke, seconded by Matthew Niehaus, moved to adjourn the meeting at 2:38 PM. Motion carried on a unanimous vote.

Matthew Niehaus, Secretary