

MEETING MINUTES
2027-2029 E&I PLAN SUB-COMMITTEE
EQUITY & INCLUSION ADVISORY COMMITTEE

Wednesday, May 27, 2026
TEAMS Meeting

Members Present:

Jennifer Ginter-Lyght (non-voting)
Kristy Hartke
Dawn LaFond
Scott Sussman
Jennifer Van Haaften

Optional Attendees Present:

Christopher McElgunn
Andrea Northwood
Jamie Petersen-Johnson
Kris Ward

Total members: 5

Total voting subcommittee members: 4 (Chair not included as a voting member)

Quorum for subcommittee (one-third of total voting membership; Chair is not considered a voting member): 2

1. Welcome and Call to Order

- The meeting of the 2027-2029 E&I Plan Subcommittee of the Equity & Inclusion Advisory Committee (EIAC) was called to order by Scott Sussman at 1:01pm.
- All Action Items should be completed by the next meeting, unless otherwise noted.

2. Roll Call

- Roll call taken by Dawn LaFond and a quorum was present.

3. Certification of Notice of Meeting

- Meeting notice was certified by Dawn LaFond and that the agenda was posted on WAMS, DPM HR Site and WDVA internet site.

4. Approval of Meeting Minutes (05.04.2026)

- MOTION: Motion to approve the May 4, 2026, meeting minutes was made by Kristy Hartke; second by Dawn LaFond; unanimously approved.

5. Old Business

- Review and vote to approve updates to Recruitment & Retention E&I Plan
 - Provided a brief explanation of each of the five updated goals and relevant subsections as edited by Scott Sussman.
 - Discussion/comments by Subcommittee:
 - Goals made sense but would have been nice to have received a template versus spending time trying to identify what the specific request entailed.
 - BEI may have been under stress to approve a lot of plans in a short period of time. When we met with BEI, they referenced items in our plan that was not in our plan. By not having a template suggestive of what they were looking for essentially created more work for BEI.
 - Suggestion to change due dates for Wisconsin Work Hires and Veteran Hires from 12.31.2027 to 02.28.2028.
 - Jeni Ginter-Lyght shared feedback of the plan process in three different locations and Agency is encouraged to share feedback with BEI/DOA.
 - The Office of the Secretary will share feedback with DOA at an upcoming meeting.
 - Shifting to implementation mode, will subcommittees continue to exist, or will the entire committee work on the goals?
 - MOTION: Jennifer Van Haaften moved to submit the current draft which includes amending the due dates for the Wisconsin Hires and Veterans goals; second by Kristy Hartke; unanimously approved.
 - Next steps:
 - Office of the Secretary to review and approve by end of day 05.28.2026
 - Draft to BEI is due 06.01.2026
 - Be prepared for additional feedback.

6. New Business

- Once the Retention & Recruitment Plan for 07.01.2026 thru 06.30.2028 is finalized, this subcommittee will sunset.

7. Future Agenda Items

- None

8. Public Comment

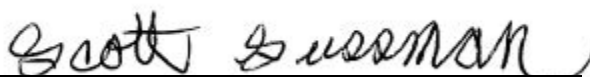
- None

9. Adjournment

- MOTION: Motion to adjourn the meeting was moved by Dawn LaFond; second by Kristy Hartke and carried unanimously. Meeting was adjourned at 1:16pm.

Submitted by,
Scott Sussman

Effective July 9, 2026, this Subcommittee has been dissolved and the minutes have been approved and adopted.



Scott Sussman, Chair



Kristy Hartke, Co-Chair