

MINUTES
CULTIVATING CULTURES COMMITTEE
(EQUITY AND INCLUSION ADVISORY COMMITTEE)
Meeting of April 19, 2023
TEAMS Meeting

Members

Leslie Busby-Amegashie - Veterans Benefits/Grants - Present
Kevin Hampton - Veterans Museum - Absent
Kristy Hartke - Veterans Benefits/Cemeteries - Present
Russ Horton - Veterans Museum – Absent
Jeff Hughes – Veterans Benefits/Cemeteries - Absent
Debbie Meye – Veterans Benefits/Health Services - Absent
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 - Present
Kris Ward – Enterprise Services - Absent
Racheal Harris – Human Resources – Non-Voting - Absent
Angela Zilliox - Human Resources – Non-Voting – Present
Victoria Simonson - Human Resources – Non-Voting - Present

Others Present (not all inclusive)

No public participants

WDVA Present

Joey Hoey

Total Voting Membership present: 9
Total Attendees: 17

Total Voting Membership: 15
Necessary for Quorum: 7

1. Call to order, roll call

The meeting of the Cultivating Cultures Committee – Equity and Inclusion Advisory Committee was called to order by Shannon Miller at 2:04 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 January 23, 2023 Meeting Minutes:

Russ circulated the January 23, 2023 meeting minutes via email. No discussion was had.

Motion to adopt: Matthew Niehaus

Seconded: Leslie Busby-Amegashie

Motion passed by unanimous vote.

4. Subcommittee chair reports:

Diversity: Angie reported that the committee is progressing on its planning. Shannon Miller reported that more Diversity items are being added to the employee newsletter.

Involvement and Input: Patrick Meyer reported that the committee was able to meet. The team reviewed the new intranet site and has been talking with the Secretary's Office about methods for staff to give feedback.

Morale and Fun: Shannon Miller reported that Kevin Hampton won the NCAA March Madness bracket and will be receiving a crown in honor of his victory. We are looking at a photo submission for baseball. We are also working on expanding the cookbook with summer grilling recipes.

Wellness: Victoria Simonson reported that the Wellness Committee reviewed the 2022 wellness data.

5. 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.

6. Old Business:

ENI Plan: Meetings are upcoming for the staff involved in discussing the ENI plan. Committee members may be getting invitations to join.

7. New Business:

Election of Officers: Shannon Miller was nominated to serve as Chair of the CCC by Matt Niehaus. Leslie Busby-Amegashie seconded. Motion passed by unanimous vote.

Leslie Busby-Amegashie was nominated for co-chair by Shannon Miller. Kristy Hartke seconded. Motion passed by unanimous vote.

Matthew Niehaus was nominated for Secretary by Shannon Miller. Leslie Busby-Amegashie seconded. Motion passed by unanimous vote.

8. Public Input:

None

9. Future Agenda items:

A conversation was had about how best to involve Homes and Cemetery staff, particularly those working second or third shift, in employee events. Shannon has requested a future agenda item to discuss this in greater detail so we can properly reach not only the staff we're currently reaching, but also frontline, second, and third shift staff.

10. Adjournment

Shannon Miller thanked everyone for meeting. Russ Horton noted that the next meeting is in July, 2023.

Matthew Niehaus, seconded by Patrick Meyer, moved to adjourn the meeting at 2:42 PM. Motion carried on a unanimous vote.

Shannon Miller, Chair