

OPEN MEETING MINUTES

Name of Governmental Body: DHS Health Equity, Diversity, and Inclusion Council			Attending: Elizabeth Branney-Gant, Sheri Carter, Darwin Dick, Tonya C Evans, Dei Fleary-Simmons, Langeston Hughes, Troy Jackson, Secretary Johnson, Phung Nguyen, Edwin Nyakoe-Nyasani, Shireen Ohadi-Hamadani, Kym Parodo, Deputy Secretary Standridge, Shavana Talbert, Andrea Turtenwald, Sarah Valencia, Donna Wong
Date: 6/8/2023	Time Started: 8:30am	Time Ended: 9:11am	
Location: Virtual (Zoom)			Presiding Officer: Tonya C Evans

Minutes

Welcome, Agenda Overview, Tonya C. Evans <ul style="list-style-type: none">Welcome, thank you for comingAgenda overview	8:30 – 8:32 am
Approve Minutes <ul style="list-style-type: none">Elizabeth Branney-Gant made a motion to approve the June minutesSheri Carter and Troy Jackson secondedAll in favor	8:32 - 8:33 am
Secretary Johnson Remarks Highlights <ul style="list-style-type: none">I appreciate and admire your commitmentAs the Health Commissioner in the City of Milwaukee I led our strategic planning process, with the intent to become an anti-racist organizationI see this work, towards becoming an anti-racist organization, as the driving impetus behind HEDIThis administration is committed to ongoing and comprehensive efforts to remove barriers, promote diversity, and build a culture of inclusion and respect. In our work to center the principles of the IDEA framework— which stands for Inclusion, Diversity, Equity, and Accessibility—we must be intentional in our effortsThere is a lot of exciting work happening throughout our agency, all driven by a shared goal of making us a stronger and more inclusive workplace—and strengthening our programs and service delivery models to ensure efficiency, effectiveness and impact for the people of our state – especially those who may be the most socially or economically vulnerableThe level of energy and enthusiasm around IDEA and health equity at DHS is one of our agency's strengths. At the same time, if we are to deepen our impact and our effects it is important that we begin to harness some of this energy under a shared umbrella, first by clearly defining our aspiration or vision around this work, creating alignment with that vision where it makes sense, defining our priority areas to support that alignment and decision-making, and clarifying roles and responsibilities for stewarding this workRegardless of where you are situated in this agency, we are all responsible to ensure DHS, as well as our programs, services and delivery systems are implemented equitably and inclusivelyAs we implement more IDEA-centered initiatives, we want to ensure our efforts are impactful. This means defining what success looks like—both short-term and long-term by establishing performance metrics, leaning into evidence and data-informed decision-making, assessing and evaluating not only existing policies and programs, but also new policies and programs, being responsive and adaptable, and commit to doing what worksStructures, such as HEDI, which also serves as our agency's Chapter 230 Equity and Inclusion Advisory Council, that contributes key infrastructure to support us in achieving such goals. Along with the Office of Health Equity, HEDI strengthens our agency's infrastructure by building capacity and partnerships to ensure our diversity, equity, and inclusion work is meaningful and sustainable for many years to come	8:33 - 8:38 am

<p>Office of Health Equity (OHE) Year in Review, Shireen Ohadi-Hamadani</p> <ul style="list-style-type: none"> • Instead of being seen as creating something new at DHS, we view OHE as building on a longstanding legacy of work led by staff who are still with us today, and many more who have since departed. And we are only one part of this broader system. We serve as a capacity enhancer for this work, provide both agency-level leadership, and as a strategic advisor for the Secretary's office • Introduced new team members and roles: <ul style="list-style-type: none"> ○ Director serves as the principal and program policy officer for workforce planning and equity and inclusion for the agency ○ Executive Staff Assistant provides administrative, programmatic, operational and project-based support to the office ○ Comms Strategist contributes communication capacity to the office and agency around equity and inclusion ○ IDEA Program Specialist leads efforts aimed at adding capacity to equity efforts centered on our internal workforce/workplace and operational activities ○ MEUCHPS Section Manager – leads the Medically and Economically Underserved Communities Health Policy Section which adds capacity to health equity efforts with a focus on health disparities based on place, economic status and race/ethnicity and stewarding our grant programs: the Minority Health Program, Cooperative American Indian Health and Diabetes Chronic Disease Prevention Program • 5 strategic focus areas: transparency, accountability, knowledge and capacity building, alignment and synchronicity, and culture. • Highlights: <ul style="list-style-type: none"> ○ Minority Health Program RFA ○ Leading Learning Agency Webinars and Heritage Month Series ○ Partnering with OPIB in developing and shaping the 2023-25 Biennial Budget ○ Building agency strategy around data-informed decision-making as it relates to our workforce ○ Leading the development of the 2024-2026 Equity and Inclusion Plan ○ Led and created the GHEC report and recommendations aimed to create a roadmap for statewide efforts to transform Wisconsin into a state where all people can be healthy and happy ○ Working with the highest level of leadership to promote clarity of current and future state, and the identification of shared strategy, as it relates to advancing DHS as an inclusive organization 	8:38 - 8:50 am
<p>2022-23 Annual Report Summary, Donna Wong</p> <ul style="list-style-type: none"> • HEDI made 6 groups of recommendations in 2022. Here is the status of each: • Metrics <ul style="list-style-type: none"> • Three Stay & Grow questions added • Other metrics have been analyzed for feasibility • Job Postings <ul style="list-style-type: none"> • Recommendations presented to DOA Workforce Modernization Workgroup • Deputy Secretary and HR Director continue to advocate for the recommendations • Mentorship <ul style="list-style-type: none"> • Efforts have had to be mindful of legal challenges, but DES has changed the Foundations of Leadership and Emerging Leaders programs application process • OHE is exploring employee resource groups • Budget <ul style="list-style-type: none"> • No HEDI budget recommendations made it into the final 2023-25 budget • DEI Requests <ul style="list-style-type: none"> • OHE is continuing its leading learning agency strategy • OHE hired critical staff which will increase capacity • OHE is continuing to explore forming employee resource groups 	8:50 - 9:10 am

<ul style="list-style-type: none"> • Communications office updated both the WorkWeb and the external website WorkWeb <ul style="list-style-type: none"> ▪ Added a plain language guide ▪ Added a guide for inclusive and accessible communication ▪ Collaborating with OHE on a health equity style guide • External Website <ul style="list-style-type: none"> ▪ Worked with a vendor to rewrite and use inclusive and general neutral language in web page content so now it can be easily translated into other languages • Training <ul style="list-style-type: none"> • Curated training resources for employees which will be promoted in the DHS newsletter and other communications • HR has implicit bias trainings for hiring managers and interview panel members. HR is working on options for ensuring hiring managers and interview panel members complete the training 	
Closing Remarks, Langeston Hughes <ul style="list-style-type: none"> • Thank you for joining. The next meeting is September 14. 	9:10 - 9:11 am

Prepared by: Donna Wong on 7/13/23.

These minutes are in draft form. They will be presented for approval by the governmental body on: September 14, 2023.