Bureau of Equity and Inclusion

- The primary role of the Bureau of Equity and Inclusion (BEI) is to coordinate equity and inclusion efforts across state agencies, measure and report agency progress, and provide technical and programmatic assistance.

- BEI is housed in Division of Personnel Management (DPM) in the Department of Administration (DOA).

- Laurice McGinnis Lincoln, Bureau Director.

The *Bureau of Equity and Inclusion* (BEI) is the central Diversity, Equity and Inclusion office for Wisconsin state government.
BEI responsibilities include:

- Developing policies and procedures governing the state's Diversity, Equity and Inclusion Initiatives, Affirmative Action program (AA) and Equal Employment Opportunities (EEO);

- Recommending new or revised legislation in support of a viable state EEO/AA program;

- Establishing standards for agency Equity and Inclusion Strategic plans;

- Reviewing, approving and monitoring of state agency Equity and Inclusion Strategic Plans;

- Providing technical assistance to agencies in developing innovative personnel programs to increase the effectiveness of the state's Diversity, Equity and Inclusion initiatives and programs;

- Analyzing state workforce data for use in developing reports and recommendations to agencies to support workforce planning and development of recruitment, retention and inclusion goals;

- Providing staff to the State Council on Affirmative Action (SCAA); and

- Providing staff to the Governor's Equity and Inclusion Advisory Council.

Executive Order # 1
Relating to Prohibiting Discrimination in State Employment, Public Services, and Contracting

- DPM shall prepare a nondiscrimination policy
- Ensure an internal complaint procedure remains continuously in effect.
- Investigate sexual harassment or harassment
- Distributed the policy statement to all state employees.
- Provide nondiscrimination and harassment awareness programs that emphasize harassment prevention and cultural diversity awareness.

BEI response to Executive Order # 1

- Relating to Prohibiting Discrimination in State Employment, Public Services, and Contracting
  - Respectful Workplace Policy
    - Formal complaint process for discrimination and harassment
    - Enterprise Mediation Services for workplace disputes
  - Respectful Workplace Training
    - All state employees (available November 2019)
    - New employee orientation training
  - Harassment Training
  - Implicit Biases Training
  - Climate assessments - targeted training and support
  - Engaging in conversations about race – for leadership, supervisors and employees

Executive Order # 59

Relating to Diversity, Equity, and Inclusion in State Government

The Department of Administration's Division of Personnel Management, Bureau of Equity and Inclusion shall:

- Provide support and monitoring of agency equity and inclusion plans to ensure consistency in the development, effective implementation, and progress of plans.

- Review and evaluate all affirmative action and equal employment opportunity programs and policies, and address opportunities for improvement for strengthening such programs and policies where necessary.

- Develop and offer professional development and training for all state agencies that will help improve employees' skills and competency in managing affirmative action, equity, inclusion, and diversity issues.

- Collaborate with state agencies to collect and analyze relevant data to assess the implementation of this Executive Order.

BEI response to Executive Order # 59

Executive Order #59 - Relating to Diversity, Equity, and Inclusion in State Government BEI has:

- Developed enterprise-wide framework for state agencies to plan and develop equity and inclusion strategic plans.
- Expanded and enhanced professional development and training opportunities that raise awareness and promote and inclusive workforce.
- Initiated review and evaluation of current equity and inclusion programs and policies to identify opportunities for improvement.
- Initiate the development and revamping of current workforce data reports.