



VIRTUAL/TELECONFERENCE
EQUITY AND INCLUSION ADVISORY COMMITTEE
Virtual, 4822 Madison Yards Way, Madison, WI 53705
Contact: Colleen Uhlenkamp, (608) 266-2112
August 20, 2025

The following agenda describes the issues that the Advisory Committee plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Committee.

AGENDA

11:00 AM

CALL TO ORDER – ROLL CALL

- A. Adoption of Agenda (1)**
- B. Approval of Minutes of June 18, 2025 (2)**
- C. Introductions, Announcements, and Recognition**
- D. Administrative Matters**
 - 1) Subcommittee Delegations and Scheduling – Discussion and Consideration
- E. Strategic Plan – Discussion and Consideration**
 - 1) Mentorship Program Subcommittee Report (Uhlenkamp) (3)
 - 2) Equity and Inclusion Culture and Recruitment Subcommittee Report (Petzel) (4)
- F. Equity and Inclusion Officer Update**
- G. Public Comments**

ADJOURNMENT

NEXT MEETING: OCTOBER 15, 2025

MEETINGS ARE OPEN TO THE PUBLIC AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. In order to confirm a meeting or to request a complete copy of the agenda, please visit the Department website at <https://dsps.wi.gov>. The body may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the body for the convenience of the parties. Requests for interpreters for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer or reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE
EQUITY AND INCLUSION ADVISORY COMMITTEE
MEETING MINUTES
JUNE 18, 2025**

PRESENT: Jon Bechard, Quinn Buczakowski, Katrina Cardin, Kelly Kimberger, Katie Petzel (co-chairperson), Ashley Sarnosky (secretary), Monique Spencer (*arrived at 11:08 a.m.*), Colleen Uhlenkamp (co-chairperson), Charlene Vogt

Also Present: Regina Howard

CALL TO ORDER

Katie Petzel, Co-Chairperson, called the meeting to order at 11:01 a.m. A quorum of eight (8) members was confirmed.

ADOPTION OF AGENDA

MOTION: Kelly Kimberger moved, seconded by Colleen Uhlenkamp, to adopt the Agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES OF APRIL 16, 2025

MOTION: Charlene Vogt moved, seconded by Colleen Uhlenkamp, to approve the Minutes of April 16, 2025 meeting, as published. Motion carried unanimously.

INTRODUCTIONS, ANNOUNCEMENTS AND RECOGNITION

Recognition: James Horton, Committee Member (Resigned 4/17/2025)

MOTION: Quinn Buczakowski moved, seconded by Colleen Uhlenkamp, to recognize and thank James Horton for their dedicated service to the Committee and State of Wisconsin. Motion carried unanimously.

Recognition: Donna Moreland, Committee Member (Resigned 5/2/2025)

MOTION: Kelly Kimberger moved, seconded by Colleen Uhlenkamp, to recognize and thank Donna Moreland for their dedicated service to the Committee and State of Wisconsin. Motion carried unanimously.

Monique Spencer arrived at 11:08 a.m.

MOTION: Colleen Uhlenkamp moved, seconded by Quinn, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:15 a.m.

EQUITY AND INCLUSION ADVISORY COMMITTEE

Mentorship Program Subcommittee Report

- Meeting months opposite of Committee meetings
- Tasks accomplished so far:
 - Goals
 - Increase interpersonal engagement amongst employees
 - Promote diversity and inclusion
 - Attracting and retaining top talent
 - Building up future leaders and high potential employees
 - Mission Statement
 - Started...to be finalized at our 9/17/25 meeting

EQUITY AND INCLUSION ADVISORY COMMITTEE

Equity and Inclusion Culture and Recruitment Subcommittee Report

- Meeting months opposite of Committee meetings
- Tasks accomplished so far:
 - Continued monthly Awareness Posting
 - Identified SWSDIP interns for 2025
- Tasks to be accomplished prior to the next subcommittee meeting:
 - Training in Cornerstone (Recruitment Strategy 2)
 - Review the list of available trainings and suggest appropriate trainings to be assigned
 - Ted Talk Lunch and Learns (EI Culture Strategy 2)
 - Identify 2 Ted Talks to schedule for Q4 2025 and Q1 2026