

Equity and Inclusion Plan Update

Employee Trust Funds Board
March 25, 2021

Lisa Dally, Human Resources Director



Equity & Inclusion Plan Overview

- Required by Ch. 230 of WI State Statutes
- ETF Plan approved by DOA Division of Personnel Management Dec. 2020
- Recommendations anchored on: Recruitment, Retention, Culture
- Implementation is underway...
 - 9 initiatives will be implemented in FY21
 - Additional 30 initiatives planned for FY22 and FY23
- Full plan available on ETF's website

Why is this Important?

- Governor's Executive Order #59 November 2019
- National racial injustice/social unrest
- Staff feedback at Secretary's listening sessions Summer 2020
- "We must make a fundamental shift in how we address diversity and inclusion at ETF" - Bob's Blog July 2020
- ETF's mission of service

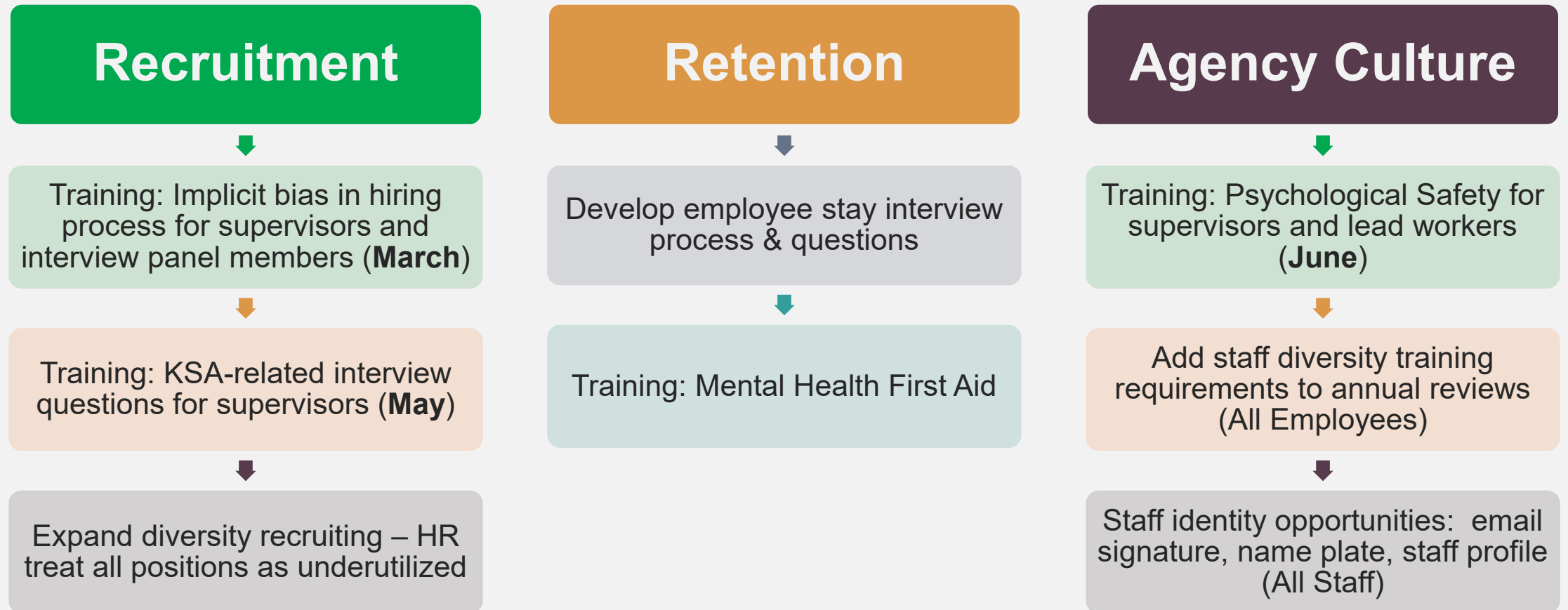


Equity & Inclusion in the Strategic Plan

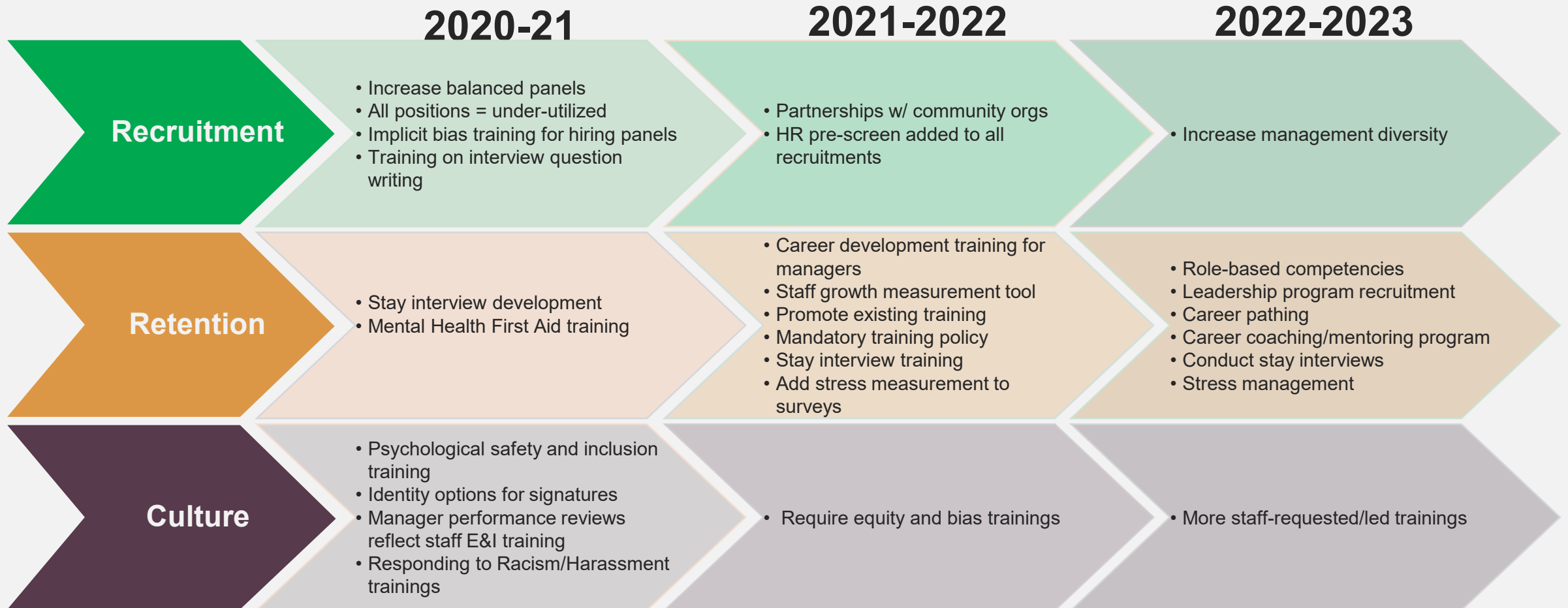
Goal 3: Build a talented and agile workforce

- Summer 2020 added new E&I objective 3.3:
 - *Build the culture, recruitment and retention practices that will make ETF an equitable and inclusive organization*
- Strategic Initiative 3.3.1 & Project Charter approved by Strategic Council and Portfolio Committee December 2020

E&I Initiatives in FY21



E&I Plan – 3 Year Overview



Additional Activities

- Peer-led Trainings on Systemic Racism
 - History of Redlining in Milwaukee
 - Effects of Systemic Racism in Education
- Employee Discussion Groups
 - Lunchtime meetings of peers to discuss world events
- Diversity Bookclub
 - The Color of Law
 - So You Want to Talk About Race





Questions?

Thank you



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