



STATE OF WISCONSIN
Department of Employee Trust Funds
A. John Voelker
 SECRETARY

Wisconsin Department
 of Employee Trust Funds
 PO Box 7931
 Madison WI 53707-7931
 1-877-533-5020 (toll free)
 Fax 608-267-4549
 etf.wi.gov

Correspondence Memorandum

Date: June 3, 2024

To: Budget and Operations Committee
 Employee Trust Funds Board

From: Pam Henning, Assistant Deputy Secretary
 Office of the Secretary

Subject: ETF Organizational North Star Metrics Report

This memo is for informational purposes only. No Board action is required.

Attached is the Department of Employee Trust Funds (ETF) scorecard for the period ending March 31, 2024. These performance measurements provide the Board an objective way to measure progress toward ETF's four strategic goals and represent the third reporting period for the FY24 ETF Scorecard. Of the seven measurements for which we have available data, all measurements are on track. Some notable developments during this reporting period are included in this memo.

Goal 3: Build a talented and agile workforce.

- **Percent of Equity and Inclusion program tasks scheduled to be completed within the quarter that are completed on schedule:** ETF's Equity and Inclusion Plan FY24-26 Year 1 includes two initiatives that were scheduled to begin during this reporting period. These initiatives launched in January, and include the following activities supporting their implementation:
 - Collaboration between ETF's Inclusion Diversity Equity Advancement Committee (IDEA) and ETF's Wellness Workgroup to align efforts to increase engagement in these programs.
 - Feedback was solicited from internal Wellness Workgroup and IDEA Committee members about interest areas and opportunities for growth.
 - Members from these groups collaborated to develop topics and action items, along with a communication calendar to ensure coordinated efforts.
 - The IDEA Committee and Wellness Workgroup provided questions to ETF's annual Equity and Inclusion survey which was issued to all staff in May.

Board	Mtg Date	Item #
BUD	06.20.24	7
ETF	06.20.24	5C

- The two groups collaborated to promote and deliver the “Culture of Health Assessment” presentation, facilitated by WebMD.
- o Advance Staff Networking Group (SNG) engagement, which was created to increase staff connections and promote dialogue around equity and inclusion topics.
 - The IDEA Committee and Wellness Workgroup leveraged the annual all-staff Equity and Inclusion Survey by asking staff to suggest preferences for additional SNG types.
 - The groups conducted a review of the SNG structure and developed a year-long meeting schedule.

ETF’s strategic planning process is currently underway and will be shared at the September ETF Board meeting along with a recap of the FY2024 Strategic Plan accomplishments.

Staff will be at the Committee and Board meetings to answer any questions.

Attachment A: [ETF Scorecard FY 2024 Q3 \(January 1–March 31, 2024\)](#)