



State of Wisconsin
Governor Tony Evers

Department of Agriculture, Trade and Consumer Protection
Secretary Randy Romanski

DATE: September 21, 2023

TO: Board of Agriculture, Trade and Consumer Protection

FROM: Aileen Switzer, Deputy Secretary

SUBJECT: Equity and Inclusion Plan

PRESENTED BY: Aileen Switzer, Deputy Secretary

REQUESTED ACTION: For information only.

SUMMARY: In December 2020, Secretary Romanski signed the Department's Equity and Inclusion Plan, reaffirming the department's commitment to diversity, equity, and inclusion. Our current plan is active for the time period of January 1, 2021 to December 31, 2023; and is posted on DATCP's website at <https://datcp.wi.gov/Documents2/DATCPEIstrategicPlan20212023.pdf>.

DATCP's Equity and Inclusion Plan, developed with staff input from each division, addresses the following department goals:

- Recruitment: actively address hiring disparities.
- Retention: promote leadership opportunities to retain and reduce turnover of underutilized job classifications.
- Agency culture: promote an agency culture free of bias, a respectful culture that values diversity, promotes equity, and actively engages inclusion.

Our work plan describes the implementation strategy - outlining specific actions for each goal, key performance indicators, responsible parties, and the target completion date. DATCP leadership regularly monitors the progress of the Equity and Inclusion Plan, updating a quarterly dashboard and meeting to discuss next steps.

The communication plan includes an annual progress report to the DATCP Board for the duration of the plan. As the management sponsor of DATCP's Equity and Inclusion Advisory Committee, I will provide both an update on the current Equity and Inclusion Plan and the development of the 2024-2026 Equity and Inclusion Plan.

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