

STATE COUNCIL ON AFFIRMATIVE ACTION

2019 Annual Diversity Award

I. Introduction

The State Council on Affirmative Action (SCAA) announces the 20th Annual Diversity Award program for 2019. The Diversity Award recognizes state agencies, Wisconsin Technical Colleges and University of Wisconsin system campuses for their strong commitment to the recruitment, retention and promotion of a diverse workforce as measured by the creation and successful efforts to implement programs, initiatives, and practices.

The Council established the Diversity Award program in 2000 to recognize the achievements of outstanding Equal Employment Opportunity (EEO) and Affirmative Action (AA) practices among State Agencies, Wisconsin Technical Colleges and University of Wisconsin system campuses. Pursuant to Wisconsin Statute, chapter 230.46, the Council advises the Division of Personnel Management's Administrator on the progress of affirmative action programs throughout the Wisconsin civil service system. The Council also seeks compliance with state and federal regulations and recommends improvements in the state's affirmative action efforts as an employer.

II. Eligibility

State agencies, Wisconsin Technical Colleges and University of Wisconsin system campuses are welcome to apply through a self-nomination process. To be considered, state agencies, technical colleges/universities must have implemented a program or initiative no later than January 1, 2019, and continued the program to the present time. Please select a single program for award nomination rather than an array of programs or initiatives. You may submit a previously nominated program only if significant changes have been implemented since its prior submission.

III. Application and Selection Criteria

The Council will accept nominations for the 2019 diversity award until **Friday, September 13, 2019**.

In the selection process, the Council will review the nominations submitted by agencies and universities. The nomination submitted to the Council for consideration must include:

1. A letter from the agency head, president or university chancellor to the State Council on Affirmative Action. The letter and the description of the initiative should be no more than three to five (3-5) double-spaced, typed pages. Pages in excess of five (5) pages will not be considered.
2. The rationale for developing or undertaking the program or initiative.
3. A description of the program or initiative, highlighting the impact of diversity and inclusion best practices in programming implemented by state agencies, universities and colleges improving opportunities for the diverse communities we serve.

4. Information that demonstrates the agency's, college's efforts and achievements, which addresses the following:
- A strong commitment to the recruitment, retention and promotion of a diverse workforce as measured by the creation of programs, initiatives, and practices.
 - Demonstrated innovative recruitment efforts/initiatives that may include multi-cultural components implemented to attract and provide access for a broader base of women, veterans, persons with disabilities, and racial and ethnic minority applicants.
 - Improvements in upward mobility for racial and ethnic minorities, women, veterans and persons with disabilities in management positions.

Please email applications to: Nicole Guardiola at nicoler.guardiola@wisconsin.gov with the subject line: **"Diversity Awards" or applications can be faxed to** (608) 267-1020.

IV. Judges

The members of the State Council on Affirmative Action, representing diverse communities across the state, will review all nominations and rate them according to the selection criteria.

V. Award Presentation

The secretaries/chancellors of the selected agencies/universities and the persons responsible for administering the programs will be notified of the awards no later than September 27, 2019. Awards will be presented on Thursday, October 24, 2019 at the Senate Parlor, State Capitol in Madison.

VI. Contact Information

For additional information about the Diversity Award program e-mail: nicoler.guardiola@wisconsin.gov