



# **State Council on Affirmative Action Report**

**January 1, 2020 – December 31, 2020**

**April 2021**

**Department of Administration,  
Division of Personnel Management**  
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**STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION**

Tony Evers, Governor  
Joel Brennan, Secretary

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April 2021

The Honorable Tony Evers  
Governor, State of Wisconsin

The Honorable Chris Kapenga  
President, Wisconsin Senate

The Honorable Robin J. Vos  
Speaker, Wisconsin Assembly

Dear Governor Evers, Senator Kapenga, and Speaker Vos:

I am pleased to present the January 1, 2020 – December 31, 2020, annual report for the State Council on Affirmative Action (SCAA). The Division of Personnel Management (DPM) is expected under s. 15.017(3) Wis. Stats., and s. 230.46 Wis. Stats. to prepare a report summarizing SCAA's activities and highlight the annual diversity awards, which recognize exemplary individuals, programs, and initiatives.

The Council's mission is to foster measurable progress towards an equitable, inclusive, and diverse workforce in state government and the University of Wisconsin system. Its efforts complement the mission of the Division of Personnel Management (DPM), Bureau of Equity and Inclusion (BEI) to promote innovative, diverse, and inclusive, equal employment opportunity along with strategic H.R. leadership and direction.

I look forward to a working relationship with the SCAA as we continue to serve the residents of our great State. Please feel free to contact me with any questions or comments that you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Malika Evanco", with a horizontal line extending to the right.

Malika Evanco  
DPM Administrator

## Message from SCAA Chair, Adín Palau

April 2021

My distinct honor is to serve as the 2020-2021 Chair of the State Council on Affirmative Action (SCAA) and serve together with a group of devoted individuals to further diversity and inclusion practices in state employment and education. I want to express my sincerest appreciation to my fellow council members for dedicating countless hours to serve Wisconsin.

The year 2020 was a year of unprecedented challenges, as the COVID-19 pandemic and the ongoing crisis of unequal justice have impacted every corner of our country. Despite all adversities, the State Council on Affirmative Action partnered with the Office of the Governor, the Division of Personnel Management; Bureau of Equity and Inclusion, state agencies and universities across Wisconsin to produce the virtual ceremony of the **21st Annual Diversity Award Celebration** and the **37th Virginia Hart Special Recognition Award**.

On October 30, 2020, SCAA hosted this virtual ceremony and commemorated past accomplishments. Inspiring words and remarks were provided by Governor Tony Evers, Lieutenant Governor Mandela Barnes, and First Lady Kathy Evers. Special remarks were provided in remembrance of Dr. Roger Pulliam. On December 15, 2020, this virtual Diversity Awards celebration was launched from the Governor's Facebook page and Twitter Accounts. Council members reposted and retweeted this message to their respective contacts. *"Our goal is not to fix; our goal is to transform this state with 21st Century strategies for Diversity, Equity & Inclusion!" - Adin Palau, Council President #TransformNotFix #diversityandinclusion #TransformNotFix.*

The role of the SCAA is to evaluate the progress of affirmative action programs throughout the civil service system, seek compliance with state and federal regulations, and recommend improvements in the State's affirmative action efforts as an employer.

I look forward to collaborating and furthering initiatives to continue moving our State forward.

Sincerely,



Adín Palau, Chair of the State Council on Affirmative Action

# TABLE OF CONTENTS

State Council on Affirmative Action (SCAA) Mission.....	1
SCAA Membership.....	2
Activity Highlights.....	3
I. Council Meeting Summary – January 29, 2020	
II. Council Meeting Summary – March 11, 2020	
III. Council Meeting Summary – May 13, 2020	
IV. Council Meeting Summary – July 15, 2020	
V. Ad Hoc Council Meeting – July 29, 2020	
VI. Council Meeting Summary – September 9, 2020	
VII. 21 <sup>st</sup> Annual Diversity Awards – October 30, 2020	
VIII. Council Meeting Summary – November 11, 2020	
IX. Council Meeting Summary – December 9, 2020	
Goals for the SCAA.....	5
Staff Services to the SCAA.....	6

## SCAA MISSION

The State Council on Affirmative Action was created by Chapter 196, Laws of 1977, s. 230.46, Wis. Stats., and describes the duties of the Council as follows:

*"The Council on affirmative action shall serve in a direct advisory capacity to the Administrator and as part of that relationship shall evaluate the progress of affirmative action programs throughout the civil service system, seek compliance with state and federal regulations and recommend improvements in the State's affirmative action efforts as an employer. In carrying out its responsibilities, the Council may recommend legislation, consult with agency personnel and other interested persons, conduct hearings, and take other appropriate action to promote affirmative action. The Council shall report at least once per year to the governor and the legislature."*

The Council's overall purpose is to oversee strategic initiatives, foster and evaluate measurable progress towards an equitable, inclusive, and diverse workforce in state government.

## SCAA MEMBERSHIP

*“There is created in the division of personnel management in the department of administration a council on affirmative action consisting of 15 members appointed for 3-year terms. A majority of the members shall be public members, and a majority of members shall be minority persons, women, or persons with disabilities, appointed with consideration to the appropriate representation of each group. The president of the senate, the speaker of the assembly, the minority leader of the senate, and the minority leader of the assembly each shall appoint one member, and the remaining members shall be appointed by the governor.” s. 15.107(3) Wis. Stats.*

### Members of the State Council on Affirmative Action from January 1, 2020 – December 31, 2020:

**Shiva Bidar-Sielaff (Member at Large)**  
Chief Diversity Officer  
UW Health

**Alenka Dries**  
Equal Opportunity Program Specialist  
State of Wisconsin - Department of Revenue

**Fabiola Hamdan, MSSW**  
Dane County Community Senior Social Worker  
Joining Forces For Families

**Jacquelyn Boggess**  
Executive Director  
Center for Family Policy  
And Practice

**Carlene Bechen**  
Fair Maps Organizer  
Wisconsin Voices

**Janice Crump**  
Medical Student  
Milwaukee Veteran’s Hospital

**Dr. Shandowlyon Hendricks-Williams**  
Educator, Milwaukee

**Philomena Kebec**  
Attorney, Policy Analyst  
Great Lakes Indian Fish and Wildlife  
Commission

**Lisa Mortenson (Secretary)**  
Equal Opportunity Specialist–Senior  
State of Wisconsin – Department of Health  
Services

**Adin Palau (Chair)**  
Assistant Director of Community Relations  
University of Wisconsin – Madison

**Corinda Rainey-Moore (Vice-Chair)**  
Wisconsin Council on Children and Families  
Outreach and Engagement Coordinator

**Nia Trammell, Esq. (resigned Sep 2020)**  
Deputy Secretary  
Department of Safety and Professional Services

**Karen Nelson**  
Diversity & Inclusion Coordinator  
City of Appleton

**Joshua Hargrove**  
Associate Attorney  
Tracey Wood & Associates

**Yee Leng Xiong**  
Executive Director  
Hmong American Center, Inc.

## SCAA ACTIVITY HIGHLIGHTS

### **I. Council Meeting – January 29, 2020**

The Division of Personnel Management and the Bureau of Equity and Inclusion provided updates to the Council, which included status updates on Agency Equity and Inclusion Planning and the Student Diversity Internship Program.

The Council Chair presented a recap of accomplishments in 2019 and proposed adopting a Stakeholder Engagement Plan in response to Executive Order 59. The Council adopted the Plan with nine (9) Ayes and zero (0) Nos.

### **II. Council Meeting – March 11, 2020**

The Council held an open discussion of the impact of COVID-19 and potential ramifications for carrying out the Stakeholder Engagement Plan. Council members agreed to utilize virtual platforms and continue to identify organizational groups with which to connect. Council members identified a need to define Equity, Inclusion, and Diversity within the context of its working relationship in State Equity & Inclusion efforts.

The Bureau of Equity and Inclusion provided an update on the Student Internship Program.

### **III. Council Meeting – May 13, 2020**

The Council held an open discussion on possible platforms to utilize for future SCAA meetings. The Diversity Awards Planning Committee gave a status update. The Council Chair provided an update on the 2019 SCAA report and requested input from Council Members.

The Bureau of Equity and Inclusion Director provided Council Members with the Equity and Inclusion Planning Manual as part of the State Agency E&I Planning Process. The Director answered questions from Council members and invited members to attend upcoming E&I meetings. The Division of Personnel Management Deputy Director answered Council Members' questions regarding COVID19 support to employees.

The Council held its biannual spring election for the Executive Committee via a virtual voting platform. The Council re-elected Adin Palau to Chair, Corinda Rainey-Moore to Vice-Chair, Lisa Mortenson to Secretary, and Shiva Bidar-Sielaff to Member at Large.

### **IV. Council Meeting – July 15, 2020**

A quorum was not present for this regular meeting; the meeting was dismissed.

### **V. Ad Hoc Council Meeting – July 29, 2020**

The Chair called this meeting to order under the powers of the Chair. The Diversity Awards Subcommittee proposed to decline new submissions for the Diversity Awards in 2020 and opted to present a video montage of past winners. The Council voted to pass this proposal

with nine (9) Ayes and zero (0) Nos.

#### **VI. Council Meeting – September 9, 2020**

The Division of Personnel Management Administrator provided Council Members with updates on the statewide equity and inclusion training development in response to Executive Order 59. The Bureau of Equity and Inclusion Director provided Council Members with an update on Agency E&I Plans.

The Council discussed progress on the production of the 2020 Diversity Awards video and engaged in an open discussion on current social issues and the Council's role in fostering debate around those issues.

#### **VII. Virtual Diversity Awards Ceremony – 21st Annual Diversity Awards – October 30, 2020**

The Council worked with staff from the Bureau of Equity and Inclusion and a videographer from the Department of Revenue to create a video montage and homage to the past 20 years of Diversity Awards Winners. The video featured pictures of past award winners and ceremonies. The Virginia Hart Award was presented to Linda Preysz of the Department of Workforce Development. In honor of Virginia Hart, Wisconsin's first female cabinet member, this annual award is given to recognize women in state employment who made outstanding contributions in their state service.

#### **VIII. Council Meeting – November 11, 2020**

The Bureau of Equity and Inclusion provided an update on the statewide equity & inclusion training and the Bureau's employee mediation program. The Bureau also answered questions from Council Members on those topics.

The Council welcomed new member Philomena Kebec and viewed the Diversity Awards video published on October 30. The Council discussed plans to promote the video, including requesting promotional assistance from the Governor's Office.

#### **IX. Council Meeting – December 9, 2020**

A quorum was not present for this meeting; the Bureau of Equity and Inclusion provided an update to attending Members on State Agency Equity & Inclusion Plans and the Statewide Diversity Training mandated by Executive Order #59.



## 2021 GOALS FOR SCAA

- 1) Assist and advise state agencies and government officials regarding the development and implementation of agency equity and inclusion action plans aimed at promoting affirmative action, equity, inclusion, and diversity in state government.
- 2) Facilitate strategies for agencies to reach diverse candidates, including developing tools to measure the effectiveness and integration of equity and inclusion into full-cycle recruitment and retention initiatives.
- 3) Champion and advocate for the State's equity and inclusion initiatives, policies, and programs.
- 4) Develop communication channels and networking opportunities with organizations that represent protected groups to ensure that information about the State's employment opportunities is widely disseminated.
- 5) Evaluate the progress of affirmative action, equity, and inclusion programs throughout the civil service system and provide suggestions for continuous improvement or recommendations of best practices and promising initiatives or programs.

## STAFF SERVICES FOR THE SCAA

Staff services to the Council are provided by the Division of Personnel Management, Bureau of Equity and Inclusion, 101 East Wilson Street, 4<sup>th</sup> Floor, Madison, Wisconsin 53707-7855. Inquiries regarding this report can be addressed to:

Nicole Bailie  
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Bureau of Equity and Inclusion  
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