

STATE COUNCIL ON AFFIRMATIVE ACTION

2022 Annual Diversity Award

I. Introduction

The State Council on Affirmative Action (SCAA) established the Diversity Award program in 2000 to recognize the achievements of outstanding Equal Employment Opportunity (EEO) and Affirmative Action (AA) practices among State Department Agencies, Wisconsin Technical Colleges, and Wisconsin's University system campuses. The SCAA is an appointed body pursuant to Wisconsin Statute, chapter 230.46. The Council advises the Division of Personnel Management 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.

The SCAA Diversity Award recognizes state agencies that have provided innovative and inclusive solutions to ensure prompt and effective services for all Wisconsinites and that have supported and grown a diverse state workforce that reflects the people it serves.

II. Eligibility

State agencies, Wisconsin Technical Colleges, and University of Wisconsin System campuses are eligible to apply through a self-nomination process. To be considered, state agencies and technical colleges or universities must have implemented a program or initiative no later than January 1, 2022, 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 with updated outcomes.

III. Application and Selection Criteria

The Council will accept nominations for the 2022 Diversity Award until **Friday, September 9, 2022.**

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

1. A letter from the agency secretary, president, or university chancellor to the State Council on Affirmative Action. The initiative's letter and description should be no more than three to five (3-5) double-spaced, typed pages.
2. The rationale for developing or undertaking the program or initiative, including its connection to an identified disparity in service to marginalized groups in Wisconsin and/or in support of underutilized and marginalized groups in Wisconsin's workforce. The identified disparity should be related to the changing service needs and service models of the pandemic response or racial justice awareness.
3. A description of the program or initiative, including available metrics and outcomes. This description should highlight the impact of the program and its success in providing equitable service, employee support, innovation, access, or inclusion.
4. Information that demonstrates the organization's efforts and achievements, which addresses the following:

Nomination and Selection Criteria – continued.

- A solid commitment to recruiting, retaining, and promoting a diverse workforce and inclusive workplace culture as measured by creating and implementing programs, initiatives, and practices.
- Dedication to providing equitable service to the entirety of Wisconsin, removing barriers for marginalized groups to access, utilization, and/or civil service employment.
- Demonstrated innovative recruitment efforts and initiatives that include components implemented to attract and provide access for a broader base of women, veterans, persons with disabilities, and racial and ethnic minority applicants with due consideration given to the changing employment environment.
- Improvements in upward mobility for people of color, women, veterans, and persons with disabilities in management positions.

Please email applications to Nicole Bailie at nicole.bailie@wisconsin.gov with the subject line: “**Diversity Awards.**”

IV. Judges

A three (3) or five (5) person committee from the State Council on Affirmative Action members, representing diverse communities across the state, and the Division of Personnel Management will review all nominations and rate them according to the selection criteria.

V. Award Presentation

The secretaries, chancellors, or CEO of the selected agencies or universities and the persons responsible for administering the programs are notified of the awards no later than September 30, 2022. Awards will be presented at the Assembly Chambers of the State Capitol on Friday, October 21st, 2022 (tentative).

VI. Contact Information

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