

**STATE COUNCIL ON AFFIRMATIVE ACTION**  
**2026 State Council on Affirmative Action Impact Awards**  
**Influence Award**

**I. Introduction**

The State Council on Affirmative Action (SCAA) established the SCAA Awards Program in 2000 to recognize the achievements of outstanding Equal Employment Opportunity (EEO) and Affirmative Action (AA) practices among individuals, state department agencies, Wisconsin Technical Colleges, and University of Wisconsin System campuses. The SCAA is an appointed body pursuant to Wisconsin Statute, chapter 230.46, and advises the Division of Personnel Management Administrator on affirmative action programs throughout the Wisconsin civil service system. The Council also promotes compliance with state and federal regulations and recommends improvements to the state’s affirmative action efforts as an employer.

The Influence 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 an inclusive state workforce that understands the impact of decisions and provides services to meet the needs of the people of Wisconsin.

**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, 2025, continued the program to the present time, and have data reflecting the program or initiative’s impact on its workforce and the communities served. Select a single program for **each** nomination rather than an array of programs or initiatives. You may submit a previously nominated program with updated outcomes that is currently in practice.

**III. Application and Selection Criteria**

The Council will accept nominations for the 2026 State Council on Affirmative Action Impact Awards until **Friday, September 11, 2026**.

A Council committee will review the submissions by agencies and universities against the selection criteria for each nomination. The nominations for consideration must include:

- a. 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.
- b. The rationale for developing or undertaking the program or initiative, including its connection to an identified disparity in service to communities in Wisconsin and/or in support of underutilized

experience, and skills in Wisconsin's workforce. The identified program or initiative should be related to a change in service, an implemented service approach, or increases in service community awareness to remove and address inefficiencies in services and service quality.

- c. 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 efficiencies in services and service quality, employee support, innovation, access, or inclusion.
- d. Data and information that demonstrates the organization's efforts and achievements, which addresses the impact of the program in one or more of the following areas:
  - i. Recruitment, retention, and promotion of a broader workforce and inclusive workplace environment.
  - ii. Providing efficiencies in services and service quality to the entirety of Wisconsin, removing barriers to innovation, enhanced employee skill utilization, or opportunities to civil service employment.
  - iii. Improving upward mobility opportunities for all people into management positions.
- e. Email the nomination to **Briann Padrutt** at [briann.padrutt@wisconsin.gov](mailto:briann.padrutt@wisconsin.gov) with the subject line: **"2026 State Council on Affirmative Action Impact Awards."**

#### **IV. Judges**

A three (3) or five (5) person committee formed by the State Council on Affirmative Action, representing communities across the state, will review all nominations and rate them according to the selection criteria.

#### **V. Award Presentation**

The secretaries, chancellors or CEO/president of the selected agencies or universities and the persons responsible for administering the programs are notified of the awards no later than **September 28, 2026**. Awards will be presented at the **Assembly Chambers of the State Capitol on Friday, October 23, 2026**.

#### **VI. Contact Information**

For additional information about the State Council on Affirmative Action Impact Awards program email: [briann.padrutt@wisconsin.gov](mailto:briann.padrutt@wisconsin.gov)