


State Council on Affirmative Action

The Great Seal of the State of Wisconsin is a circular emblem. It features two men, one on the left in a sailor's uniform and one on the right in a miner's uniform, standing on a rocky shore. Between them is a shield with a plow and a sheaf of wheat. Above the shield is a banner with the word "FORWARD". The outer ring of the seal contains the text "GREAT SEAL OF THE STATE OF WISCONSIN" and "1848".

**Diversity Award
Honors**

Past Recipients (2014-2018)

DIVISION OF PERSONNEL MANAGEMENT (DPM)

Department of Administration (DOA)

The overall mission of the DOA Division of Personnel Management (DPM) is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce. The annual diversity awards program established by the State Council on Affirmative Action (SCAA) and described in this booklet helps DPM fulfill its mission by encouraging all state agencies and UW system campuses to develop innovative programs in affirmative action and equal employment opportunity. I congratulate the SCAA and its dedicated members for their commitment to promoting diversity in our state.

Purpose of This Publication

- The Wisconsin State Council on Affirmative Action (SCAA) established the diversity award in 2000 to recognize the achievements of outstanding affirmative action and equal employment opportunity practices among state agencies and University of Wisconsin system campuses.
- The State Council advises the Administrator of the DOA Division of Personnel Management (DPM) on the progress of affirmative action programs throughout the Wisconsin civil service system.
- Each year the Wisconsin State Council on Affirmative Action (SCAA) gives two awards to recognize efforts that have been made in creating new and innovative programs that foster diversity. One of these awards is made to a governmental agency, the other to a University of Wisconsin System or Technical College campus.
- This publication is designed to provide a summary of the programs that have been awarded this recognition for the last five years. In addition, at the end of the document there is a complete list of the awardees. There is also a reference to the web page where a description of each program that was honored can be found.
- With this publication the SCAA wants to continue to honor those agencies and universities that have received awards in the past. The programs and initiatives that are described in this publication can serve as positive examples of what can be done to promote diversity across the state of Wisconsin.
- Contact information for particular programs can be obtained from the Bureau of Equity and Inclusion (BEI) of the Division of Personnel Management (DPM).

Greetings from Adin Palau, Chair State Council on Affirmative Action (SCAA)

The publication you have in your hands celebrates and promotes the mission and vision of the State Council on Affirmative Action.

As chair, it is a great pleasure for me to encourage and promote all that is being done at our state agencies and universities to make Wisconsin a place for all citizens to live, learn and work.



Diversity is more than a word. It is a concept that makes it possible for everyone to contribute to the richness of life we live here in our great state. As you look at the many creative and effective programs that have earned recognition in the past, consider how you can learn from the experiences and efforts they highlight.

The awards represent ways to make a difference. Use them to share and promote similar efforts in your organizations. Also consider ways you can do even more to improve and expand equal opportunity whenever and wherever you can.

We are better equipped to meet the challenges and opportunities of the future because of the programs that are forged in our state agencies and universities. My greatest hope is that a program in your organization is one of those recognized in 2018. Thank you for your contributions to make Wisconsin a leader in education, and for delivering public sector services.

Greetings from the Bureau of Equity and Inclusion

Greetings,

It is a great pleasure for me to congratulate the State Council on Affirmative Action (SCAA) Diversity Award Honorees.

I commend the SCAA for your efforts and accomplishments over the years in promoting diversity within Wisconsin state government and honoring those agencies and universities for their accomplishments.

The Division of Personnel Management (DPM), Bureau of Equity and Inclusion (BEI) is committed to supporting the SCAA. One of the most significant ways we can assist is by continuing to provide assistance to the agencies and universities. BEI strives to engage state agencies and universities and help them to create an inclusive culture which enables employees to feel valued, appreciated and to contribute their best work. Our diversity and inclusion efforts are focused on nurturing a diverse workplace that is representative of the agencies and universities we serve. These efforts will not only drive growth but create a fully engaged and inspired workforce.

I wish all honorees my best for successfully building relationships through diversity. I hope that you continue to diversify your agencies and universities and are inspired to take the next step to have a talented workforce that mirrors the population we serve.



Statement from the Wisconsin SCAA

Whereas the Wisconsin State Council on Affirmative Action was created under Chapter 196, Laws of 1977, as a 15-member citizen body appointed by the Governor and legislative leaders to evaluate the state's progress in achieving statutory affirmative action objectives and to operate in an advisory capacity to the Administrator of the Department of Administration's Division of Personnel Management (formerly Director of the Office of State Employment Relations);

And whereas as part of this advisory capacity, the Council is charged with evaluating the progress of affirmative action programs throughout the civil service system and seeking compliance with state and federal regulations and recommending improvements in the state's affirmative action efforts as an employer;

And whereas the Council has as one of its goals to develop and strengthen the working relationship with agency and university affirmative action officers and affirmative action advisory committees;

And whereas the Council is also charged to continue follow-up discussions with state AA/EEO Officers to ensure that proper leadership and support is available to perform job descriptions functions;

And whereas the current financial and economic situation in the United States as well as in Wisconsin has led to significant unemployment and job uncertainty,

We, the members of the Wisconsin State Council on Affirmative Action do affirm our commitment to the mission and goals of this body; attest to our continued interest in providing equal opportunity to all individuals in their pursuit of employment; and declare our dedication to the principle that all candidates for positions within the state of Wisconsin system be judged on their qualifications and not on their gender, race, ethnicity, age, ability, sexual orientation and/or creed.

Members of the Wisconsin State Council on Affirmative Action

Adin Palau, Chair
Patricia Matthews
Fabiola Hamdan
Shiva Bidar-Sielaff

Nia Trammell
Lisa Mortenson
Corinda Rainey-Moore

Joni Mathews
Alenka Dries

The Annual Diversity Award for State Agencies

The State Council on Affirmative Action (SCAA) established the Diversity Award in 2000 to recognize the achievements of outstanding affirmative action and equal employment opportunity practices among state agencies.

- *Eligibility*--State agencies apply for this award through a self-nomination process. Agencies are encouraged to select a single program for award nomination rather than an array of programs or initiatives.
- *Application*--Applications for the award must include: 1) a letter from the agency head; 2) the rationale for developing or undertaking the program or initiative; and 3) a description of the program or initiative, its objectives and its impact on the agency's overall diversity achievements.
- *Review*--The members of the State Council on Affirmative Action review each application and look for a demonstration of the following: 1) a strong commitment to the recruitment, retention and promotion of a diverse workforce, 2) measurable and innovative recruitment efforts/initiatives that attract and provide access for minorities, women, and persons with disabilities; and 3) improvements in upward mobility for racial and ethnic minorities, women and persons with disabilities.
- *Award Presentation*--Awards are presented at a ceremony at the State Capitol in Madison in October. The secretary of the state agency and the individual responsible for administering the program are notified of the award no later than September 30th.

The Ann Lydecker Educational Diversity Award

The Educational Diversity Award was introduced in 2003 to recognize the efforts and achievements of state institutions of higher learning in preparing minorities, women, and persons with disabilities for employment in the state of Wisconsin. In Fall 2004 the award was renamed to honor UW-River Falls Chancellor Ann Lydecker, who died in a car accident in March 2004. Chancellor Lydecker was a tireless worker for diversity efforts during her educational career.

The Ann Lydecker Educational Diversity Award recognizes exceptional efforts made by University of Wisconsin campuses for their recruitment and retention of a diverse student body and diverse faculty workforce as evidenced by data showing improved outcomes.

- *Eligibility*--University of Wisconsin System campus apply for this award through a self-nomination process. Campuses are encouraged to select a single program for award nomination rather than an array of programs or initiatives.
- *Application*--Applications for the award must include: 1) a letter from the university chancellor; 2) the rationale for developing or undertaking the program or initiative; and 3) a description of the program or initiative, its objectives and its impact on the university's overall diversity achievements.
- *Review*--The members of the State Council on Affirmative Action review each application and look for a demonstration of the following: 1) a commitment to the value of a multi-cultural, multi-ethnic experience for students at all levels of academic pursuit; 2) initiatives that support and enhance the recruitment and retention of multi-cultural racial and ethnic minorities, women, and persons with disabilities for matriculation and employment in the state of Wisconsin institutions of higher learning; and 3) innovative programs that address diversity issues through college or pre-college programs.
- *Award Presentation*--Awards are presented at a ceremony at the State Capitol in Madison in October. The chancellor of the university and the individual responsible for administering the program are notified of the award no later than September 30th.

2018 Diversity Awards

The **2018 Diversity Award** was given to the Department of Children and Families, Trauma-Informed Culture Initiative for their strong commitment to the recruitment, selection and retention of a talented and diverse workforce.

The Trauma-Informed Culture initiative is generating projects and plans with remarkable capacity and depth, to better support employee' physical and emotional health so that they have the capacity and compassion needed to help the families they serve. As part of the first three years of the initiative, DCF has provided trauma-informed training to all staff, refocused the Health and Safety Committee, developed a trauma-informed plan for space in DCF's future location, increased forms of communication at every level, developed a computer-based training module and user-friendly tip cards for new staff.



The **Ann Lydecker Educational Diversity Award for 2018** was given to the University of Wisconsin-Whitewater, STEM Training for Early Engagement and Readiness (STEER) program, for their efforts to bolster and broaden participation in the Science, Technology, Engineering and Mathematic fields by historically underserved students and students with various levels of ability.



The Office of Student Diversity, Engagement and Success collaborated with UW-Whitewater's Enactus Student Organization and the Escuela Vieau School in Milwaukee by inviting students to the campus to participate in workshops and training with hands on exploration in robotics, mechanical engineering and urban gardening through hydroponics. The targeted programming goals of the project included: academic improvement in math and science, increased interest in STEM fields, increased interest in attending college and enhanced engagement in STEM related activities.

A Program Achievement award was given to the Department of Workforce Development, Division of Vocational Rehabilitation Project Search for their strong commitment to people with disabilities.

A Program Achievement award was given to University of Wisconsin-La Crosse for the First Year Research Exposure (FYRE) program for their model to improve achievement and retention of first year students of color.

2017 Diversity Awards

The **2017 Diversity Award** was given to the Department of Health Services, Milwaukee Enrollment Services (MilES) for the “Pathways to Leadership Program” and its strong commitment to the recruitment, retention and promotion of a diverse workplace.

The “Pathways to Leadership” initiative is transforming the workplace with a focus on core values established in their strategic plan. The initiative provides an opportunity for growth and development for non-managerial employees with aspirations to promote in state service or to become leaders among their peer. It fosters employee engagement, retention, accountability and communication, which manifests in improved customer services. The “Pathways to Leadership” series of training courses was created in collaboration with the UW Milwaukee: School of Continuing Education. The series is customized to the needs of MilES and to its diverse workforce. The courses take place on campus, downtown Milwaukee and instructed by diverse leaders who are experts in their professions.



The **Ann Lydecker Educational Diversity Award for 2017** was given to the Milwaukee Area Technical College (MATC), for the commitment to the “Promise Program” and the opportunities this diverse program will afford eligible students who want to attend college and prepare for a career.

The MATC Promise Program, modeled after the Tennessee Promise and similar programs in Oregon, Michigan and Illinois, was introduced in 2015 to help area high school graduates realize their dream of attending college and prepare for a career at no cost.

Under the MATC Promise Program, the college waives tuition in high quality programs; enhances student responsibility while cutting costs; restructures the college experience which leads to gains in student enrollment, graduation and employment; and expands technical training for “middle skill” jobs that produce more college graduates.



A Program Achievement award was given to the Department of Health Services, Southern Wisconsin Center for their Resident Care Technician recruitment initiative.

A Program Achievement award was given to Milwaukee Area Technical College for their Re-entry CNC (Computer Numerical Control) Program.

2016 Diversity Awards

The **2016 Diversity Award** was given to the Department of Health Services, for its development of a training program using technology to increase accessibility and the training experience for employees that are blind, visually impaired, deaf or hard of hearing. One of the primary training goals of the Department of Health Services (DHS) is to increase the accessibility of training for DHS's workforce to better serve our customers and the citizens of the State of Wisconsin. The Office of Organizational and Employee Development (OOED) plays a key role in meeting this goal and has made revisions in its design, development and delivery of training courses that have positively affected the diversity of the workforce by:

- 1) Increasing 508 compliance footprint with OOED produced courses and materials;
 - 2) Increasing cultural consciousness among DHS staff members and
 - 3) Ensuring learning environments for people with physical disabilities are designed and implemented to ensure their appropriateness and accessibility.
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The **Ann Lydecker Educational Diversity Award for 2016** was given to Fox Valley Technical College (FVTC), for its strong commitment to advance students of color with its "Scholars for Success" Program.

The multiple phases of the program are listed below, and have led to the existence and success of the current version of the Scholars for Success Program:

- 1) Using internal student data, staff discovered that retention rates for African American male students at FVTC were 20 % lower than those of the general population;
- 2) Staff developed a small scale pilot response (Brother to Brother Program) to the need, designed to provide various types of support for the students;
- 3) The Brother to Brother Program received funding for one year from Great Lakes Higher Education Guarantee Corporation;
- 4) The Brother to Brother Program completed the year (2013-2014) with positive outcomes and was expanded and renamed the Scholars for Success Program, to add other minority groups and women, utilizing pilot data to improve processes;
- 5) The Scholars for Success Program received continuation grant for (2014-2015) academic year from Great Lakes Higher Education Guarantee Corporation;
- 6) Scholars for Success completed the year (2014-2015) with excellent outcomes. College staff utilized the data to make improvements and FVTC committed to continuing the program using College operating funds and WTCS General Purpose Revenue grants.

A Program Achievement award was given to the Department of Revenue (DOR) for the hiring and retention of persons with disabilities in a partnership with Madison area high schools. This partnership provided job training to students while simultaneously increasing diversity awareness among DOR employees.

A Program Achievement award was given to UW Whitewater for the "Research Apprenticeship Program" (RAP). RAP is an innovative program designed to overcome the achievement gap between majority and minority students.

2015 Diversity Awards

The **2015 Diversity Award** was given to the Department of Employee Trust Funds (ETF) for its EMPOWER Campaign. EMPOWER was created to engage and inspire women of all cultures to take charge of their own retirement financial planning and security. ETF partnered with the Wisconsin Deferred Compensation Program and Affirmative Action Committees at more than a dozen Wisconsin state agencies to roll out the campaign. Tarna Hunter, ETF's legislative liaison and Affirmative Action Advisory Committee member, accepted the award.

The EMPOWER Campaign is an innovative, grass-roots style marketing model that links Affirmative Action goals with the mission and goals of the Department of Employee Trust Funds (ETF) – protecting public employees from the financial hardships of old age. In early 2015, ETF and the Wisconsin Deferred Compensation (WDC) Program began sponsoring a statewide educational campaign to raise awareness about the retirement savings gap affecting women. The campaign has been designed to engage and inspire female state employees to save more for their retirement.

Perhaps most impressive, the EMPOWER Campaign has been accomplished using only shared and volunteer resources – no budget, no staff, and no dedicated resources. The commitment of ETF staff and the EMPOWER team has led to a successful campaign, which has already received recognition as one of four recipients of the 2015 *Pensions & Investments* Innovator of the Year Award recognizing creative and unusual projects to drive successful retirement outcomes for participants.



Tarna Hunter, ETF EMPOWER Campaign representative

The **Ann Lydecker Educational Diversity Award for 2015** was given to the University of Wisconsin – Stout, for its “Teach Support Network” designed to support underrepresented high school and college students with interests in exploring careers in the teaching profession.

The Teach Support Network's objectives include:

- Assist undergraduate students to prepare for state mandated teacher licensure exams.
- Support academic success and career readiness for underrepresented students enrolled in the teaching preparation majors.
- Minimize student debt load of underrepresented student populations in the teacher preparation majors.
- Work with high school students and UW-Stout stakeholders/offices/agencies to recruit diverse students to UW-Stout's teacher preparation majors.

A Program Achievement award was given to the Department of Natural Resources for Conservation Warden Career Expo initiative, and the Department of Health Services for its project to increase the recruitment of bilingual job applicants.

A Program Achievement award was given to UW Whitewater for its Wheels to Whitewater program.

2014 Diversity Awards

The **2014 Diversity Award** was given to the Department of Children and Families for its recruitment and retention program in the Bureau of Milwaukee Child Welfare (BMCW). Becky Schermer, Human Resource Specialist in Milwaukee, accepted the award for the Department of Children and Families. Ms Schermer was instrumental in establishing the process that is described below.

The Department had been experiencing significant turnover in critical positions in the Bureau. Based on close evaluation of recruitment and retention data, they undertook a systemic change in operations. Together with the Bureau of Human Resources, the BMCW:

- developed the new Initial Assessment Specialist (IAS) classification that is more reflective of the child protective services work being performed;
- modified the assessment criteria of the classification by broadening the education and experiential requirements;
- reevaluated and expanded the recruitment outreach process for the position, and
- further defined the internal training program provided to new and current IAS employees.

These changes significantly improved the quality of the recruitment process, enabled the BMCW to maintain minimum staffing levels, and enabled this Bureau to recruit a more diverse, qualified applicant pool from which a more diverse workforce has been hired.

Department of Children and Families (DCF) representatives



The Ann Lydecker Educational Diversity Award for 2014 was given to the Eagle Mentoring Program at the University of Wisconsin-La Crosse. Professor Victor Macias-Gonzalez, the Creator and Director of this mentoring program, accepted the award.

The Eagle Mentoring Program focuses on academically strong students in the liberal arts, and reaches them during their critical second year of college when many students flounder due to a lack of awareness of campus resources and the absence of consistent faculty support. By providing these students with personalized mentoring and support designed to maximize their academic potential the program has achieved a success rate (progress toward graduation) of 96% over five annual cohorts of 10 to 12 students each. The University of Wisconsin System has recognized it as a “proven program for academic success.”

UW - La Crosse representatives



A **Program Achievement Award** was given to the Department of Natural Resources for its Tribal Youth Internship Programs. John Gozdziwski, Director of the Northern Region of the DNR, accepted the award.

The tribal youth internship programs sponsored and supported by the DNR are focused on middle and high school aged youth so they can pursue studies in high school and beyond that will prepare them for a career in natural resources. These programs not only spark interest in natural resources but they also build bridges to help tribal youth transform that interest into a career. This is another effort by the DNR to broaden the scope of its employees.

A **Program Achievement Award** was given to UW-Marathon County's Multicultural Resource Center. Greg Lampe, Provost of the UW-Colleges, accepted the award.

The Multicultural Resource Center of UW-Marathon County has been fundamental in creating a safe gathering space for students, developing co-curricular programs that increase awareness of diversity and multicultural issues, advocating for policies and practices that create an inclusive campus climate, and assisting the campus in reducing barriers to higher education for under-represented populations. The committee was impressed by the fact that this program is student-led and goes beyond the college campus to include the local community.



Past Recipients of the Annual Diversity Awards

2000

UW-Parkside; Department of Justice; UW-Milwaukee

2001

Department of Workforce Development; Public Service Commission

2002

UW Milwaukee; Department of Revenue

2003

UW River Falls; Department of Transportation; State Office of the Public Defender

2004

UW Green Bay; Department of Workforce Development; Employee Trust Funds; Office of Justice Assistance

2005

UW Oshkosh; UW La Crosse; Department of Health and Family Services, Central Wisconsin Center; State Office of the Public Defender; Tourism

2006

UW Whitewater; Department of Workforce Development; Office of Justice Assistance

2007

Department of Administration; Department of Regulation and Licensing

2008

UW Whitewater; UW Stevens Point; Department of Workforce Development; State Office of the Public Defender

2009

UW Milwaukee; UW Colleges & Extensions; Department of Health Services; Employee Trust Funds

2010

UW Whitewater; Department of Natural Resources

2011

UW Whitewater; Department of Transportation

2012

UW Stout; Department of Administration

2013

UW Eau Claire; Department of Workforce Development & Department of Corrections; Sand Ridge Secure Treatment Center

2014

UW La Crosse; UW Marathon County; Department of Children and Families; Department of Natural Resources

2015

UW Stout; UW Whitewater; Department of Employee Trust Funds; Department of Health Services; Department of Natural Resources

2016

**Fox Valley Technical College; UW Whitewater; Department of Health Services;
Department of Revenue**

2017

**Milwaukee Area Technical College; Department of Health Services; Southern
Wisconsin Center**

2018

**University of Wisconsin-Whitewater; Department of Children and Families; University
of Wisconsin-La Crosse, Department of Workforce Development**