



State Council on Affirmative Action Report

January 1, 2019 – December 31, 2019

May 2020

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Division of Personnel Management**
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STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Joel Brennan, Secretary
Malika S. Evanco, Administrator

May 29, 2020

The Honorable Tony Evers
Governor, State of Wisconsin

The Honorable Roger Roth
President, Wisconsin Senate

The Honorable Robin J. Vos
Speaker, Wisconsin Assembly

Dear Governor Evers, Senator Roth, and Speaker Robin Vos:

I am pleased to present the January 1, 2019 – December 31, 2019, annual report for the State Council on Affirmative Action (SCAA), per Wis. Stat. § 230.46. This report summarizes the Council's activities and strategic planning goals and highlights the 20th annual diversity awards, which recognize exemplary individuals and outstanding diversity and inclusion programs and initiatives developed by state agencies and universities.

The Council continues to explore new strategies to foster measurable progress towards an equitable, inclusive, and diverse workforce in state government and the University of Wisconsin system. Its efforts complement the goals of the Division of Personnel Management (DPM), Bureau of Equity and Inclusion (BEI) to promote innovation, equity, inclusion, and human resources leadership strategic direction.

We are committed to continuing our work with the Council to meet its statutory obligations and strategic goals, to maximize our efforts to cultivate an equitable and inclusive workforce. Please feel free to contact me with any questions you may have.

Sincerely,

Malika Evanco, DPM Administrator

Message from SCAA Chair, Adin Palau

May 29, 2020

It is my distinct honor to serve as the 2019-2020 Chair of the State Council on Affirmative Action alongside a group of dedicated individuals to advance diversity and inclusion in state government.

I would like to convey my sincere appreciation to my fellow council members for their support and determination to move our Council forward. Their unique perspectives and experiences enrich the functions of our Council greatly.

Through the last four decades, the State Council on Affirmative Action has served as a preeminent vehicle to promote an equitable and diverse workforce in state government. We continue to seek ways to encourage promising practices that move our state forward.

2019 was an exciting year for our Council. On October 24, 2019, we celebrated the 20th Annual Diversity Awards. This ceremony allowed us to recognize state agencies, technical colleges, and U.W. campuses for diversity program achievements. This year, we instituted two new awards, the *Outstanding Leadership Award*, and the *Lifetime of Service Award*. A total of four awards and two program achievement recognitions were presented at the 20th Annual Diversity Awards.

Governor Evers signed Executive Order 59, to continue advancing diversity, equity, and inclusion in State Government. Our goals for 2020 include creating engagement opportunities with private, nonprofit, and public-sector leaders from across the state to generate strategic initiatives to sustain Wisconsin's competitiveness through the lenses of equity and inclusion as we align with the Governor's Executive Order.

In alignment with Executive Order 59, we will take a fresh look at how our state can attract and retain the talent needed to sustain our elevated levels of growth to ensure that Wisconsin remains a national leader in job creation, labor force participation, and in its equity and inclusion practices. As such, we reaffirm our commitment and place a call to action to advance diversity, equity, and inclusion across the state as well as demonstrate excellence in hiring, retention, and inclusive practices.

The SCAA continues to foster the relationship with state Agency Equity and Inclusion Advisory Committee's (AEIAC) and the Bureau of Equity and Inclusion to provide strategic direction and support the statewide efforts to enhance Wisconsin's workforce, remove barriers to work, and meet the state's current and future workforce needs. Our goal is to engage with state agencies, universities, and communities throughout Wisconsin to create transformative practices and actions.

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SCAA MISSION

The State Council on Affirmative Action created by Chapter 196, Laws of 1977, s. 230.46, Wis. Stats., 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 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, 2019 – December 31, 2019:

<p>Shiva Bidar-Sielaff (Member at Large) Chief Diversity Officer UW Health</p> <p>Alenka Dries Equal Opportunity Program Specialist State of Wisconsin - Department of Revenue</p> <p>Fabiola Hamdan, MSSW Immigration Affairs Supervisor Dane County Department of Human Service</p> <p>Jacquelyn Boggess Executive Director Center for Family Policy And Practice</p> <p>Carlene Bechen Fair Maps Organizer Wisconsin Voices</p> <p>Janice Crump Medical Student Milwaukee Veteran’s Hospital</p> <p>Yee Leng Xiong Executive Director Hmong American Center, Inc.</p>	<p>Lisa Mortenson (Secretary) Equal Opportunity Specialist–Senior State of Wisconsin – Department of Health Services</p> <p>Adin Palau (Chair) Assistant Director of Community Relations University of Wisconsin – Madison</p> <p>Corinda Rainey-Moore (Vice-Chair) Kids Forward Outreach and Engagement Coordinator</p> <p>Nia Trammell, Esq. Deputy Secretary Department of Safety and Professional Services</p> <p>Karen Nelson Diversity & Inclusion Coordinator City of Appleton</p> <p>Joshua Hargrove Associate Attorney Tracey Wood & Associates</p>
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SCAA MEETING/ACTIVITY HIGHLIGHTS

I. Council Meeting – March 14, 2019

BEI staff provided an update on the Affirmative Action Advisory Committees, outreach initiatives, and Spring 2019 monitoring visits.

The Council discussed membership updates, Executive Orders 1, 2, and 3, and ideas on how to move the Council forward in accordance with those Orders.

II. Council Meeting – May 16, 2019

The Council was introduced to Nicole Guardiola, the new Council staffer, as of April 1, 2019. BEI reported on monitoring visits for the Board on Aging and Long-Term Care and the Department of Military Affairs conducted in April and May; and provided updates on outreach, training, and BEI staffing/roles.

The Council discussed the upcoming Diversity Awards and the promotion and timeline of the awards. The Council scheduled a strategic planning session for August 2019.

III. Council Meeting – July 18, 2019

The Council welcomed the new DPM Administrator, Malika Evanco, and discussed the recruitment plan for the new BEI Director. BEI and the Department of Health Services interns gave a Diversity Awards informational presentation that would be used to promote the awards to state agencies.

The Council discussed updating bylaws and setting goals for the strategic planning session.

IV. Council Strategic Planning Session – August 23, 2019

The Council met with the DPM Bureau Directors for an orientation on DPM's organizational structure, the work of the bureaus, and to identify areas the Council could provide their assistance and expertise. The Council developed the vision and mission for 2021 and began discussing the stakeholder engagement committees.

V. Council Meeting – September 23, 2019

The Council reviewed the diversity award submissions and selected winners for the four categories of awards, with two winners as honorable mentions (Outstanding Achievement).

The Council discussed the final tasks for the diversity award ceremony.

The Council was introduced to the new BEI Director, Laurice McGinnis Lincoln, and discussed her plans for the first 90 days in the positions.

The Council partnered with local media to promote the Diversity Awards:

<https://madison365.com/wisconsin-state-council-on-affirmative-actions-annual-diversity-awards-ceremony-will-recognize-innovative-diversity-efforts/> and Capital City Hues
<http://www.capitalcityhues.com/111819WIDiversityAwards.html>
<http://www.capitalcityhues.com/111819WIDiversityAwards.html>

VI. 20th Annual Diversity Awards and Virginia Hart Recognition Ceremony – October 24, 2019

The 20th annual Diversity Awards ceremony was held on October 24, 2019, at the State Capitol, in the Assembly Chambers, and combined with the Virginia Hart Special Recognition Award ceremony. The Council established the Diversity Award program in 2000 to recognize the achievements of outstanding affirmative action and equal employment opportunity practices among state agencies and the University of Wisconsin system campuses. In commemoration of the 20th anniversary of the awards, and in the spirit of recognizing the contributions of state employees, the Council created two new award categories this year, the Lifetime of Service Award and the Outstanding Leadership Award. These awards recognize state employees with 15+ years of state service or serving in leadership positions for their efforts to make the State of Wisconsin a more equitable, inclusive employer.

Twenty-three agencies and universities submitted nominations for consideration for the 20th annual awards. The honors were awarded as follows:

The ***Diversity Award*** was presented to the Department of Workforce Development, Wisconsin Pre-Apprenticeship Readiness Program, for its strong commitment to providing apprenticeship opportunities and training support for underrepresented populations throughout the state.

The ***Program Achievement Award*** was presented to the Department of Transportation, Aviation Career Education (ACE) Program for demonstrating and initiative to address diversity within state employment.

The ***Ann Lydecker Educational Diversity Award*** was presented to the University of Wisconsin-Stevens Point. John and Patty Noel have offered the Noel Compass Scholars Program since 1996, providing full scholarships to attend UW-Stevens Point, internships, and other opportunities to students of color at Wisconsin high schools, helping close the achievement gap and prepare for successful careers.

The ***Program Achievement Award*** was presented to University of Wisconsin- Whitewater for the Little Scholars Program.

The ***Outstanding Leadership Award*** was presented to Superintendent Anthony L. Burrell of the Department of Transportation's State Patrol.

The ***Lifetime of Service Award*** was presented to Dr. Roger L. Pulliam, Vice-Chancellor Emeritus of UW-Whitewater.

The ***Virginia Hart Award*** was presented to Sheri Pollock, from the Division of Operations in the Department of Workforce Development. The annual award is given in honor of Virginia Hart, Wisconsin's first female cabinet member, to recognize women in state employment who made outstanding contributions in their state service.

VII. Governor Evers' Signing of Executive Order 59 – November 12, 2019

Council members joined the Governor and Lt. Governor at the signing of Executive Order 59

VIII. Council Meeting – December 5, 2019

The Council discussed its role in carrying out Executive Order #59 and created two sub-committees, the Diversity and Inclusion Practices and the Diversity Awards Planning sub-committees.

2020 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 effectiveness and integrating 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 with racial and ethnic minority and women's groups and organizations to ensure that information about the state's employment opportunities is widely disseminated and integrated with existing community partnerships.

SCAA STAFFING

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

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