

## STATE COUNCIL ON AFFIRMATIVE ACTION

### 2024 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, 2024, continued the program to the present time, and have data reflecting the program or initiative's impact on its targeted communities or service areas. 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 2024 Diversity Award until **Friday, September 27, 2024.**

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 program or initiative should be related to a change in service, an implemented service approach, or increases in racial justice awareness to remove and address inequities.
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. 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:
  - Recruitment, retention, and promotion of a diverse workforce and inclusive workplace culture.
  - Providing equitable service to the entirety of Wisconsin, removing barriers for marginalized groups to access, utilization, and/or civil service employment.
  - Improvements in workforce disparities, including upward mobility for people of color, women, veterans, and persons with disabilities in management positions.

Please email applications to Laurice Lincoln at [laurice.lincoln@wisconsin.gov](mailto:laurice.lincoln@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, 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 October 30, 2024. Awards will be presented in December 2024 in the Assembly Chambers of the State Capitol. The exact date will be confirmed once the Assembly schedule is finalized.

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

For additional information about the Diversity Award program e-mail: [laurice.lincoln@wisconsin.gov](mailto:laurice.lincoln@wisconsin.gov)