

STATE COUNCIL ON AFFIRMATIVE ACTION

2025 Ann Lydecker Educational Diversity Award

I. Introduction

The State Council on Affirmative Action (SCAA) established the Diversity Award program in 2000 to recognize outstanding affirmative action and equal employment opportunity practices among state agencies, the University of Wisconsin System institutions, and the Wisconsin Technical College System colleges. Pursuant to Wisconsin Statute, chapter 230.46, the Council advises the Division of Personnel Management's 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 Council created the Educational Diversity Award in 2003 and renamed it in 2004 in honor of the late UW-River Falls Chancellor Ann Lydecker. The award recognizes exceptional efforts made by the University of Wisconsin and Wisconsin Technical College campuses to recruit and retain a diverse student body and faculty workforce, as evidenced by data showing improved outcomes.

II. Eligibility

Technical Colleges and University of Wisconsin System campuses are welcome to apply through a self-nomination process. To be considered, colleges and universities must have implemented a program or initiative no later than January 31, 2025, 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 only if significant changes have been implemented since its earlier submission.

III. Nominations and Selection Criteria

The Council will accept nominations for the 2025 Diversity Award until **Friday, September 12, 2025**.

In the selection process, the Council will review the nominations submitted by universities. The nomination submitted to the Council for consideration must include:

1. A letter from the university chancellor or college president 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.
3. A description of the program or initiative, highlighting the impact of diversity and inclusion best practices in programming implemented by universities and colleges, improving opportunities for the communities we serve.
4. The information should demonstrate the college or university's efforts and achievement, which addresses the following selection criteria:

Successful colleges or universities shall demonstrate:

- A commitment to the value of a multi-cultural, multi-ethnic, veterans, and persons with a disability experience for students at all levels of academic pursuit; and
- Initiatives, practices, and programs that will support and enhance the recruitment and retention of multi-cultural racial and ethnic minorities, women, veterans, and persons with disabilities for student enrollment in the state of Wisconsin institutions of higher learning. Examples of this could be student retention and graduation, graduation of multi-cultural students in critical areas (science, technology, engineering, mathematics, teacher education, business, etc.), participation in high demand/non-traditional programs (study abroad, honor programs, undergraduate research, etc.), college enrollment and college graduation or pre-college programs.
- Initiatives, practices, and programs that will support and enhance the recruitment and retention of multi-cultural racial and ethnic minorities, women, veterans, and persons with disabilities for employment in the state of Wisconsin institutions of higher learning. Examples of this could be the employment of faculty staff, summer internships for students, multi-cultural/disadvantaged populations, and language access programs.

Please email nominations to Laurice Lincoln at 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, and the Division of Personnel Management will review all nominations and rate them according to the selection criteria.

V. Award Presentation

The chancellors and presidents of the selected colleges or universities and the persons responsible for administering the programs are notified of the awards no later than Friday, September 25, 2025. Awards will be presented in October 2025 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 Ann Lydecker Educational Diversity Award program, email: laurice.lincoln@wisconsin.gov.