



State Council on Affirmative Action Report

January 1, 2022 – December 31, 2022

February 2023

*Summary and highlights of the Council's activities during 2022,
including the annual diversity awards.*

Division of Personnel Management

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**STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION**

Tony Evers, Governor
Kathy Blumenfeld, Secretary

February 2023

The Honorable Tony Evers
Governor, State of Wisconsin

Chief Clerk Michael Queensland
Wisconsin State Senate

Chief Clerk Ted Blazel
Wisconsin State Assembly

Dear Governor Evers, Chief Clerk Queensland, and Chief Clerk Blazel:

On behalf of the Division of Personnel Management (DPM), I am pleased to present the January 1, 2022 – December 31, 2022 annual report for the State Council on Affirmative Action (SCAA), as directed by s. 15.107(3) Wis. Stats. and s. 230.46 Wis. Stats.

This year's report summarizes SCAA's activities and highlights the annual diversity awards, which recognize exemplary individuals, programs, and initiatives.

The Council's mission is to foster measurable progress towards an equitable, inclusive, and diverse workforce in state government. Its efforts complement the mission of DPM and the Bureau of Equity and Inclusion (BEI) to promote innovative, diverse, and inclusive equal employment opportunities along with strategic human resources leadership and direction.

I look forward to a productive relationship with the SCAA as we continue to serve the residents of our great State. Please feel free to contact me with any questions that you may have.

Sincerely,

Jen Flogel
DPM Administrator

Message from SCAA Chair, Adín Palau

February 2023

The Honorable Tony Evers
Governor, State of Wisconsin

Chief Clerk Michael Queensland
Wisconsin State Senate

Chief Clerk Ted Blazel
Wisconsin State Assembly

Dear Governor Evers, Chief Clerk Queensland, and Chief Clerk Blazel:

It is my distinct pleasure to present the January 1, 2022 – December 31, 2022 annual report on behalf of the State Council on Affirmative Action (SCAA).

At the 23rd Annual Diversity Awards, we were afforded the opportunity to hear about the stories of dedication by our state agencies to recruit, retain and promote a diverse workforce, and the vision that is required to create a diverse and inclusive workforce culture.

We witnessed paramount efforts by our institutions of higher learning to foster higher retention and post-graduation employment rate for students from underrepresented backgrounds.

Lifetime efforts dedicated to research, teaching, and advocacy inspired us to continue promoting equity for all.

We will continue to work with the Division of Personnel Management (DPM) to advance strategies to increase the representation of diverse talent in applicant pools and to foster retention and advancement.

Sincerely,



Adín Palau
Chair of the State Council on Affirmative Action

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SCAA MISSION

The State Council on Affirmative Action was created by Chapter 196, Laws of 1977, s. 230.46, Wis. Stats., and 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 recommend strategic initiatives and foster measurable progress toward 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, 2022 – December 31, 2022:

Adin Palau (Chair)

Diversity Outreach and Engagement
Specialist State of Wisconsin - Department of
Agriculture, Trade and Consumer Protection

Corinda Rainey-Moore (Vice-Chair)

Wisconsin Council on Children and Families
Outreach and Engagement Coordinator

Lisa Mortenson (Secretary)

Equity and Inclusion Specialist–Senior
State of Wisconsin – Department of Health
Services (*term expired June 2022*)

Shiva Bidar-Sielaff (Member at Large)

Chief Diversity Officer
UW Health

Alenka Dries

Employment Relations Specialist
State of Wisconsin - Department of
Administration

Fabiola Hamdan, MSSW

Immigration Affairs Supervisor
Dane County Department of Human Services

Carlene Bechen

Fair Maps Organizer
Wisconsin Voices

Janice Crump

Medical Student
Milwaukee Veteran’s Hospital

Karen Nelson

Diversity & Inclusion Coordinator
Rogers Behavioral Health

Yee Leng Xiong

Executive Director
Hmong American Center, Inc.

SCAA ACTIVITY HIGHLIGHTS

I. Council Meeting – January 12, 2022

The Council passed a motion reducing the meeting schedule to four times per year, on the second Wednesday of the month, from 9:00 am – 11:00 am in response to continued challenges regarding Council member attendance. The Council discussed the potential meeting schedules of the subcommittees and indicated that the Executive Committee would meet with Subcommittee Chairs and provide meeting dates to the Bureau of Equity and Inclusion (BEI) at a later date. The Council reviewed the 2021 SCAA Report draft and agreed to submit the final report by January 21, 2022. The Council also engaged in discussions regarding the expiring appointments of 2022, and the Council Chair agreed to reach out to members to ascertain their interest in seeking reappointment.

The BEI Director gave a presentation on the bureau's State Agency EI Plan Monitoring Process, Equity and Inclusion Results Accountability (EIRA). The BEI Director explained the process and answered questions from the Council about process parameters and training of staff.

II. Council Meeting – April 13, 2022

The Council heard updates on BEI's agency monitoring process and the State of Wisconsin Student Diversity Internship Program.

The Council Chair presented a PowerPoint on the Business Case for Diversity, Equity and Inclusion (DEI), suggesting the need to embed DEI in every aspect of the State of Wisconsin. The presentation included the importance of increasing representation in applicant pools, selecting and hiring a diverse workforce, and retaining a diverse workforce.

III. Council Meeting – July 13, 2022

The Council did not achieve a quorum for this meeting, and the meeting was canceled.

IV. Council Meeting – October 12, 2022

An agenda for this meeting was not provided at least 24 hours in advance of the meeting; thus, the meeting could not be properly noticed and was canceled.

V. 23rd Annual Diversity Awards Ceremony – October 21, 2022

In conjunction with the 39th Virginia Hart Special Recognition Award, the Council celebrated the 2022 Diversity Award winners in the Assembly Chambers of the Wisconsin State Capitol. The **Department of Workforce Development** received the 2022 Diversity Award for creating the DEI Recruitment and Retention Initiative. The **University of Wisconsin-Stout** received the 2022 Ann Lydecker Educational Diversity Award for the work of its Stoutward Bound Program.

Dr. Michelle Robinson, Director of the Office of Health Equity with the **Department of Health Services**, received the Outstanding Leadership Award. **Dr. Belle Rose Ragins** of the **University of Wisconsin - Milwaukee** received the Lifetime of Service Award.

SCAA 2023 RECOMMENDED GOALS

The following potential goals were discussed during the April 13, 2022 Council meeting. The Council has not formally accepted them.

- 1) Identify and implement strategies for the following areas:
 - a. Increase Representation of Diverse Talent in Applicant Pools;
 - b. Selecting and Hiring a Diverse Workforce; and
 - c. Retaining a Diverse Workforce.
- 2) Increase and foster council membership and engagement.
- 3) Strengthen the working relationship with DPM.

STAFF SERVICES FOR THE SCAA

BEI provides staff services to the Council, 101 East Wilson Street, 4th Floor, Madison, Wisconsin, 53707-7855. Inquiries regarding this report can be addressed to:

Nicole Bailie
Executive Equity and Inclusion Specialist
Bureau of Equity and Inclusion
nicole.bailie@wisconsin.gov