State of Wisconsin
Office of State Employment Relations

State Council on Affirmative Action Report

January 1, 2014 – December 31, 2014

January 2015

Scott Walker
Governor

Gregory L. Gracz
Director

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(E-Mail Contacts for each Division are given on Web Site)

Mission Statement...

OSER's mission 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.

Vision Statement...

OSER's vision is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.

STATE OF WISCONSIN
Office of State Employment Relations

Scott Walker, Governor

Gregory L. Gracz, Director

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WHO SERVE WISCONSIN

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January 2015

The Honorable Scott Walker
Governor, State of Wisconsin

The Honorable Mary Lazich
President, Wisconsin Senate

The Honorable Robin Vos
Speaker, Wisconsin Assembly

Ladies and Gentlemen:

I am pleased to present to you the January 1, 2014 – December 31, 2014 annual report for the State Council on Affirmative Action. This report summarizes the Council's activities and highlights the 2014 annual diversity awards.

The Council's mission is to foster progress towards an equitable and diverse workforce in state government and the University of Wisconsin system. Its efforts complement the mission of OSER's Division of Affirmative Action to promote innovative human resources leadership and strategic direction.

I look forward to a continued working relationship with the Council as we pursue the goals of increased employment opportunities, productivity, and innovation that result in a talented, diverse and inclusive workforce.

Sincerely,

Gregory L. Gracz
Director

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TABLE OF CONTENTS

Message from the State Council on Affirmative Action Chair.....1

Mission 2

Goals for the Council 2

Activity Highlights.....3

I. Council Meeting – March 2014

II. Council Meeting – July 2014

III. Council Meeting – September 2014

IV. Diversity Awards

- 15th Annual Diversity Awards – October 2014

Council Membership.....4-5

Meeting Schedule 6

Staff Services to the Council 6

January 2015

Message from the State Council on Affirmative Action Chair, Christopher Zenchenko

Throughout 2014, the State Council on Affirmative Action (SCAA) continued to cultivate its relationship with Affirmative Action Officers both in state agencies and in the Universities. In addition, we are reaching out to the various agency Affirmative Action Advisory Committees. These volunteer groups operate within state agencies with a similar function to that of SCAA but provide their input to the agency Secretary and their designated managers and HR staff. We intend to continue to pursue the improvement of these relationships in 2015. Additionally, after a successful round of award submissions in 2014, we plan to increase participation in that awards program for 2015. We will continue to identify more effective ways to communicate our role and mission to state agencies and universities. We also reiterated our declaration of last year to support the state and its administrative officials to encourage a more proactive stance in promoting affirmative action statewide, rather than emphasizing mere compliance. We will continue to seek methods and strategies by which we can cooperatively assist in that effort with state officials, affirmative action officers and state legislators.

We reaffirm our mission statement to assure the greatest inclusiveness and I quote it as follows:

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 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 EEO/AA 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 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, sexual orientation and/or creed.

MISSION

The State Council on Affirmative Action was 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 in the office shall serve in a direct advisory capacity to the director 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 foster measurable progress towards an equitable and diverse work force in state government.

GOALS FOR THE COUNCIL

1. Continue to monitor and evaluate affirmative action progress for state agencies.
2. Continue to develop and strengthen the working relationship with agency and university affirmative action officers and affirmative action advisory committees.
3. Continue follow-up discussions with state EEO/AA Officers to ensure that proper leadership and support is available to perform job description functions.
4. Further increase the number of state agencies participating in the diversity award process.

ACTIVITY HIGHLIGHTS

I. Council Meeting – March 2014

The Council discussed the council chair position, developing an honors publication of past Diversity Award winners, possible AA Officer reception and goal to get the Diversity Award materials out sooner this year. The Office of State Employment Relations, Division of Affirmative Action gave an update on their current projects; monitoring agencies, updating bulletins and forms and finalizing an EEO/AA chapter in the Wisconsin Human Resources Handbook.

II. Council Meeting – July 2014

The Council discussed a possible name change, elected Christopher Zenchenko as the new Chair, developed a new membership plan and addressed specifics for the Diversity Award. The Office of State Employment Relations, Division of Affirmative Action gave an update on their current projects; revamping the OSER website, agency AA Plan submissions and updated bulletins and forms.

III. Council Meeting – September 2014

The Council discussed the Diversity and Ann Lydecker Awards submissions and made selections. We also discussed ways to increase participation in the awards program. We finalized the Diversity Awards Ceremony agenda and tasking. Due to our inability to make contact with Nancy Vue, she was removed as a member of the Council. It is believed that she has moved out of state.

IV. Diversity Awards

A) 15th Annual Diversity Awards – October 2014

The 15th annual Diversity Awards ceremony was held on October 23, 2014 at the State Capitol, Senate Parlor room in Madison. 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 University of Wisconsin system campuses.

The honors are awarded as follows: the ***Diversity Award*** is given to the highest ranked agency; the ***Ann Lydecker Award*** is given to the highest ranked university.

Eleven agencies and universities submitted programs for consideration for the 15th annual awards. They included:

- Department of Children and Families
- Department of Transportation
- Department of Employee Trust Funds
- Department of Safety and Professional Services
- Department of Natural Resources
- Department of Workforce Development
- University of Wisconsin – La Crosse
- University of Wisconsin – Superior
- University of Wisconsin – Whitewater
- University of Wisconsin – Marathon County
- University of Wisconsin - Stout

The ***Diversity Award*** was given to the Department of Children and Families for its change in classification and assessment practices which enabled them to attract and hire a more diverse workforce. As a result of their changes, DCF is no longer underutilized in the Social Services Professional Job Group 112.

The ***Ann Lydecker Award*** went to the University of Wisconsin – La Crosse for its Eagle Mentoring Program which targets low-income underrepresented second-year minority and first generation college students. The program addresses disparities in retention, academic achievement and graduation rates. This year, the program has achieved a success rate (progress toward graduation) of 96%.

Program Achievement mentions went to the Wisconsin Department of Natural Resources for its Tribal Youth Internship program, and the University of Wisconsin – Marathon County for its Multicultural Resource Center.

COUNCIL MEMBERSHIP

"There is created in the Office of State Employment Relations a council on affirmative action consisting of 15 members appointed for 3-year terms. A majority of the members shall be public members and a majority of the members shall be minority persons, women, and persons with a disability, appointed with consideration to the appropriate representation of each group." s. 15.105(29)(d)1.a., Wis. Stats.

"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. 15.105(29)(d)1.b., Wis. Stats.

Members of the State Council on Affirmative Action from January 1, 2014 – December 31, 2014:

James Parker
Professor Emeritus, History and Women's Studies
University of Wisconsin - La Crosse
La Crosse

Janice K. Hughes
Organizational Effectiveness Consultant
American Family Insurance
Madison

John Magerus
Dean and Professor Emeritus
College of Liberal Studies
University of Wisconsin –La Crosse
Racine

Yolanda Santos-Adams
President and CEO
Urban League of Racine and Kenosha, Inc
Kenosha

Roger Pulliam
Assistant Vice Chancellor Emeritus for Academic Support Services
University of Wisconsin – Whitewater
Whitewater

Nancy Vue
Assistant Public Defender
Office of State Public Defender
Madison

Annette "Polly" Williams
Former State Representative
Milwaukee

Christopher Zenchenko
IS Business Automation
Department of Natural Resources
Evansville

Lakshmi Bharadwaj
Associate Professor of Sociology
University of Wisconsin – Milwaukee
Shorewood

Annette Polly Williams

(January 10, 1937 – November 9, 2014)

Annette Polly Williams, SCAA member appointed in August 2011, school choice trailblazer and the longest-serving woman in Wisconsin's Legislature, died on November 9, 2014.

Annette served in the Assembly for three decades and is credited with helping create Wisconsin's school choice program.

The Milwaukee Democrat served the 10th District which stretched from Glendale to parts of Milwaukee's central city and had one of the highest percentages of African-American residents in the state. She established the African American Education Council, an organization designed to give black residents a voice in efforts to reform Milwaukee Public Schools.

The Council greatly appreciates the service rendered by Annette Polly Williams.

MEETING SCHEDULE

March 20, 2014 (Thursday)	1:00 p.m. – 3:00 p.m.	Department of Revenue Building 2135 Rimrock Rd, Madison
July 17, 2014 (Thursday)	9:00 a.m. – 12:00 p.m.	Boardman & Clark Law Firm 1 S. Pinckney Street, Madison
September 11, 2014 (Thursday)	10:00 a.m. – 12:00 pm	Boardman & Clark Law Firm 1 S. Pinckney Street, Madison

STAFF SERVICES to the COUNCIL

Staff services to the Council are provided by the Office of State Employment Relations, Division of Affirmative Action, 101 E. Wilson Street, 4th Floor, Madison, Wisconsin 53707-7855. Staff includes:

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