

**State of Wisconsin
Office of State Employment Relations**



State Council on Affirmative Action Report

July 1, 2011 – December 31, 2012

March 2013

Scott Walker
Governor

Greg Gracz
Director

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Web Site: <http://OSER.state.wi.us>

(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.



Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
WHO SERVE WISCONSIN

<http://oser.state.wi.us>

March 2013

The Honorable Scott Walker
Governor, State of Wisconsin

The Honorable Michael Ellis
President, Wisconsin Senate

The Honorable Robin Vos
Speaker, Wisconsin Assembly

Gentlemen:

I am pleased to present to you the July 1, 2011 – December 31, 2012 annual report for the State Council on Affirmative Action. This report summarizes the Council's activities and highlights the 2011 and 2012 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 resource 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,

Greg Gracz
Director

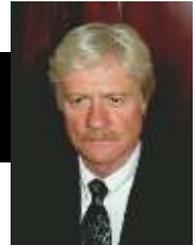
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March 2013

Message from the State Council on Affirmative Action Chair James Parker



On behalf of the State Council on Affirmative Action, please find attached our Annual Report for 2012.

During the year, we attempted to identify more effective ways to communicate our role and mission to state agencies and universities. We will undertake that effort more vigorously in 2013 and reach out to explain even more carefully the conclusions and recommendations we have made over the past several years. We will continue our collaborative relationship with Affirmative Action Officers throughout the state with new initiatives that bring us together in conversation.

We also revised our mission statement to assure the greatest inclusiveness and accordingly, 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 AA/EEO 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, ability, sexual orientation and/or creed.

We reiterate our declaration of last year as well in our effort 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 as well.

MISSION

The 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 AA/EEO 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 – November 2011

New Administrator of the Division of Affirmative Action, Jeanette Johnson, stressed the need and importance for the Council and the Division to express a clear message and vision concerning affirmative action, and to present a unified front.

She and James Parker agreed to have a joint meeting between the Affirmative Action officers and the Council to discuss ideas and concerns, and to move forward with plans and actions. This meeting was scheduled for February 9, 2012.

II. Meeting with Affirmative Action Officers and New Staff Members of OSER Division of Affirmative Action – February 2012

James Parker introduced some of the Council members who were able to attend, and explained the Council's purpose and mission. He presented the communication sent to the University of Wisconsin chancellors and agency secretaries in 2007 regarding various affirmative action issues, particularly the importance of affirmative action officers reporting directly to university chancellors or agency secretaries.

At this meeting, affirmative action officers expressed concerns regarding the low retention rates of ethnic minority employees within their agencies.

Council members joined affirmative action officers during break-out topic table sessions.

III. Debrief of February 2012 meeting with Affirmative Action Officers – March 2012

A summary of the February meeting was presented to Council members who could not attend. The presentation detailed officers' unfamiliarity with the Council's purpose, and disappointments with the lack of responses to the Council's communications with chancellors and agency secretaries.

IV. Bob Gregg (Boardman and Clark Law Firm)/WAE0 – March 2012

Bob Gregg, employment attorney with the Boardman and Clark Law Firm, spoke briefly with the Council and announced the reformation of the WAE0 organization (Wisconsin Association for Equal Opportunity). He informed Council members of the new WAE0 leadership, and the plans for a state conference or reception later in the year. Many affirmative action and diversity professionals (private, government and non-profit sectors) received training and resources through the WAE0 organization.

V. Election of New Officers – September 2012

The Council elected the following members to serve as officers for a two-year term:

- James Parker – Chairperson
- Chris Zenchenko – Vice Chairperson
- Annette “Polly” Williams – Secretary
- Roger Pulliam – Member-at-large

VI. Diversity Awards

A) 12th Annual Diversity Awards - November 2011

The 12th annual Diversity Awards ceremony was held on November 10, 2011 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. *Program Achievement Awards* are given to the next highest ranked agency and/or university.

Nine agencies and universities submitted programs for consideration for the 12th annual awards. They included:

- DNR – Department of Natural Resources
- DOT – Department of Transportation
- DHS – Department of Health Services
- DVA – Department of Veterans Affairs
- ETF – Employee Trust Funds
- University of Wisconsin - Oshkosh
- University of Wisconsin - River Falls
- University of Wisconsin - Stout
- University of Wisconsin - Whitewater

The *Diversity Award* went to the Department of Transportation for several multi-faceted programs that cover customer outreach, new employee opportunities, and stakeholder collaboration. Those programs included: the Bilingual Customers Workgroup Hiring Initiative; the Transportation Alliance for New Solutions (apprenticeships for women and minorities); and the Native American Initiatives partnership with the federal highway administration (collaborating with Wisconsin's tribes on transportation-related issues.)

The *Ann Lydecker Award* went to the University of Wisconsin – Whitewater for its Pathway for Success Initiative to support under-represented multicultural students.

The *Program Achievement Awards* went to the Department of Natural Resources for its recruitment initiatives, and its partnership with the Hmong American Sportsmen Club; and the University of Wisconsin – Stout for its program to improve retention rates for ethnic minority students.

B) 13th Annual Diversity Awards – October 2012

The 13th annual Diversity Awards ceremony was held on October 25, 2012 at the State Capitol, Senate Parlor room in Madison.

Seven agencies and universities submitted programs for consideration for the 13th annual awards. They included:

- DOA – Department of Administration
- DWD – Department of Workforce Development
- DOT – Department of Transportation
- University of Wisconsin – Stout
- University of Wisconsin – Whitewater
- University of Wisconsin – Stevens Point
- University of Wisconsin - Oshkosh

The *Diversity Award* went to the Department of Administration for its efforts to recruit and hire Wisconsin's disabled veterans.

The *Ann Lydecker Award* went to the University of Wisconsin – Stout for its provision of an intentionally-designed diversity-based curriculum which carried the following goals: a) to improve retention rates among students of color and other underserved populations, b) to graduate students who can effectively function within a diverse society.

The *Program Achievement Awards* went to the Department of Workforce Development for its initiative to increase the representation of persons with disabilities among its employees, and the University of Wisconsin – Whitewater for its Future Teacher Program which addresses the need to prepare a diverse, highly-qualified new generation of PK-12 educators in the state of Wisconsin.

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 July 1, 2011 – December 31, 2012:

James Parker

Professor Emeritus, History and Women’s Studies
University of Wisconsin - La Crosse
La Crosse

Sandra Ryan

Ho-Chunk Nation
Sun Prairie

John Magerus

Retired Dean and Professor Emeritus
College of Liberal Studies
University of Wisconsin -La Crosse
Racine

Janice K. Hughes

Organizational Effectiveness Consultant
American Family Insurance
Madison

Ronald Shaheed

Director of Education
Clara Mohammed School
Milwaukee

Yolanda Santos-Adams

President and CEO
Urban League of Racine and Kenosha, Inc.
Kenosha

Lakshmi Bharadwaj

Associate Professor of Sociology
University of Wisconsin-Milwaukee
Shorewood

Nancy Vue

Assistant Public Defender
Office of State Public Defender
Madison

Christopher Zenchenko

IS Business Automation
State Department of Natural Resources
Evansville

Roger L. Pulliam, Ph. D.

Assistant Vice Chancellor Emeritus for Academic
Support Services
University of Wisconsin - Whitewater
Whitewater

Annette “Polly” Williams

Former State Representative
Milwaukee

MEETING SCHEDULE

November 10, 2011 (Thursday)	9:00 a.m. – 10:30 a.m. 11:00 a.m. – 12:30 p.m.	Council Meeting, Room 201 South East Award Ceremony, Senate Parlor, State Capitol
February 9, 2012 (Thursday)	9:30 a.m. – 12:30 pm	Wisconsin Department of Transportation Hill Farms State Office Building
March 29, 2012 (Thursday)	9:30 a.m. – 12:30 pm	Boardman Law Firm Boardroom, 4 th Floor, 1 South Pinckney St., Madison, WI
May 17, 2012 (Thursday)	9:30 a.m. – 12:30 pm	U.W. Waukesha Administration Building, Room 100 1500 N. University Drive Waukesha, WI 53188
July 19, 2012 (Thursday)	9:30 a.m. – 12:30 pm	Boardman Law Firm Boardroom, 4 th Floor, 1 South Pinckney St., Madison, WI
Sept 13, 2012 (Thursday)	9:30 a.m. – 12:30 pm	Boardman Law Firm Boardroom, 4 th Floor, 1 South Pinckney St., Madison, WI
Oct 25, 2012 (Thursday)	10:30 a.m. – 12:30 p.m. 1:00 p.m. – 2: 30 p.m.	Council Meeting, Room 201 South East Award Ceremony, Senate Parlor Room State Capitol

STAFF SERVICES to the COUNCIL

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

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