



State Council on Affirmative Action Report

July 1, 2009 – June 30, 2011

Issued November 2011

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Scott Walker, Governor

Gregory L. Gracz, Director

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WHO SERVE WISCONSIN

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November 2011

The Honorable Scott Walker
Governor, State of Wisconsin

The Honorable Michael Ellis
President, Wisconsin Senate

The Honorable Jeff Fitzgerald
Speaker, Wisconsin Assembly

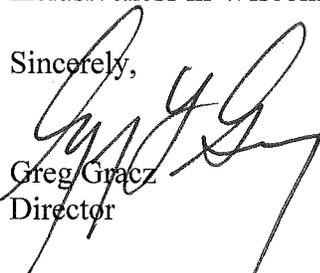
Gentlemen:

I am pleased to present to you the State Council on Affirmative Action annual report for fiscal years 2010 and 2011. The report details the Council's activities, strategic planning goals, Council initiatives, and highlights the Tenth and Eleventh Annual Diversity Awards which recognize outstanding programs by state agencies and universities on affirmative action and diversity.

The Council continues to explore new ideas to foster measureable progress towards an equitable and diverse work force in state government and the University of Wisconsin System. The efforts of the Council complement the mission of the Division of Affirmative Action and the Office of State Employment Relations, which is to attract and retain a diverse and talented workforce.

I firmly believe the Council will continue its efforts to cultivate the climate of diversity and inclusiveness in Wisconsin state government.

Sincerely,


Greg Gracz
Director

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.

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November 2011

*Message from the State Council on Affirmative Action
Chair James Parker*



On behalf of the membership of the State Council on Affirmative Action, attached please find our Annual Report as required by Wisconsin Statutes.

Since 2005, the Council has held multiple hearings for both the universities and state agencies for and with more than 32 Affirmative Action Officers (AAOs). Following those hearings, the Council reached a number of parallel conclusions with accompanying recommendations for state and university officials. Those conclusions and recommendations were forwarded to all the statutory authorities. Disappointingly, there has been little or no response to those recommendations

Since 2007, we have communicated our conclusions to many interested parties including the membership of the Institute for Race and Ethnicity and the members of the University system Women's Studies Consortium as well as that of the Wisconsin Association of Equal Opportunity. Additionally, the Council has continued to discuss and meet with both University and Agency Affirmative Action Officers in an effort to build an even closer relationship with the Officers.

As we observed over the past several years, "The Council remains concerned in a time of budgetary crisis that the staffing and resource allocations for affirmative action initiatives not be compromised and sees as its primary obligation the effort to assure those initiatives be adequately funded. In that respect, the Council will continue to communicate with affirmative action professionals and advocate on their behalf in whatever venues it seems necessary in the most collaborative terms possible."

We remain committed to the point of issuing a unanimous statement of our purposes 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;

Message from the State Council on Affirmative Action, continued
Chair James Parker

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 or 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.

State Council on Affirmative Action Report
July 1, 2009 - June 30, 2011

MISSION

The State Council on Affirmative Action (SCAA) 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

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

Summary of Activities

Tenth Annual Diversity Award

The State Council on Affirmative Action and the Office of State Employment Relations recognized three state agencies and five university campuses in a ceremony at the State Capitol for their innovative efforts to promote workplace diversity. The award was created to reinforce effective affirmative action programs, promote diversity in the state, and recognize affirmative action best practices.

State agencies and UW campuses were encouraged to self-nominate a program or initiative that impacted overall diversity achievements. For the Diversity Award, selection was based on the applicant's ability to demonstrate excellence in the following three areas:

1. Successful state agencies and university campuses will have demonstrated a strong commitment to the retention of a diverse and/or multi-lingual classified workforce as measured by the creation of programs, initiatives, and practices.
2. Successful state agencies and university campuses will have measurable and innovative recruitment efforts/initiatives that may include multi-lingual components implemented to attract and provide access for a broader base of racial and ethnic minority applicants in order to increase its classified workforce above and beyond the available labor force. This will be done according to the state's labor force statistics in proportion to the agency's or campus' size relative to minorities, women, and persons with disabilities.
3. Successful state agencies and university campuses will have demonstrated improvements in upward mobility for racial and ethnic minorities, women and persons with disabilities in management positions as measured by workforce reports from 2007-2009.

The Diversity Awards ceremony was held on November 12, 2009 at the State Capitol, Senate Parlor, in Madison. Following are the state agencies and university campuses that received recognition with descriptions of their award-winning programs:

Department of Health Services. The Department of Health Services was selected to receive the highest honor of diversity recognition for its Leadership Institute. The Leadership Institute program is designed to respond to organizational challenges specific to Department of Health Services, enhance career development opportunities for a diverse workforce aspiring to leadership roles, and develop talent and promote succession planning within the organization. In addition, the Leadership Institute aligns the management and leadership of Department of Health Services programs with the Department's vision, mission, and values. The Department of Health Services Leadership Institute is designed to provide advanced learning opportunities for experienced supervisor and professional managers.

Department of Employee Trust Funds. The Department of Employee Trust Funds was selected to receive the highest honor of diversity recognition for its employees' participation and active involvement in the community through partnership with Madison Lincoln Elementary School, Meals on Wheels, and Big Brothers and Big Sisters of Dane County. Employee Trust Funds

volunteers mentor students during their lunch hours and help the children with reading, math, or spelling in addition to hosting events to obtain playground equipments, collecting school supplies and donating books. Employee Trust Funds staff have delivered meals every Tuesday since 1999, and in 2009, raised \$3,940 for the Big Brothers and Big Sisters of Dane County. The Council commends the Department of Employee Trust Funds' efforts and the value it places on community service and cultural awareness.

University of Wisconsin-Milwaukee. The University of Wisconsin - Milwaukee was selected to receive the Ann Lydecker Educational Diversity Award for its Southeast Asian-American Student Services and Puerto Rican Program. The Southeast Asian-American Student Services demonstrate how a holistic approach to Southeast Asian Student recruitment, retention, and community outreach positively impact student's success in college. The Puerto Rican Program is an initiative to address the underrepresentation of minorities in the School of Architecture in partnership and collaboration with Polytechnic University of San Juan and University of Puerto Rico campuses at Rio Piedras and Mayaguez. Both programs have resulted in increased enrollment and retention of racial/ethnic minorities.

University of Wisconsin-Colleges and University of Wisconsin-Extension. The University of Wisconsin-Colleges and UW - Extension were selected to receive the Ann Lydecker Educational Diversity Award for its Multicultural Awareness Program (MAP). The Multicultural Awareness Program is the cornerstone of a significant initiative of multicultural change to enhance the effectiveness and relevance of University of Wisconsin Colleges and University of Wisconsin - Extension in an increasingly diverse society. Through focused training and workshops, MAP meets the needs of diverse student and clientele and encourages development of a welcoming and responsive environment. The Multicultural Awareness Program assists in creating environments where differences are recognized, understood, appreciated and leveraged to achieve greater productivity and creativity.

University of Wisconsin-Whitewater. The University of Wisconsin-Whitewater was selected to receive a Program Achievement Award for its Pre-College Program. The Pre-College Program have been specifically tailored to academic and career exploration for students participating in the academic summer camps, upward bound and educational talent search. The Council recognizes University of Wisconsin-Whitewater's continued commitment and sustained stability, year after year. The University of Wisconsin-Whitewater Pre-College Program has done an excellent job of working with faculty and staff to demonstrate a model of diversity and achievement.

University of Wisconsin-Stevens Point. The University of Wisconsin-Stevens Point was selected to receive a Program Achievement Award for its Leadership Education and Development Program (L.E.A.D.). The L.E.A.D program fosters leadership development and effective problem solving skills to grades 8-11 students from across Wisconsin. Students and faculties from all ethnicities and backgrounds attend a three-day workshop at University of Wisconsin-Stevens Point to enhance their leadership skills through group activities and program planning. The collaboration with other participants, University of Wisconsin-Stevens Point's students, and local community leaders fosters cross-cultural and cross-generational communication while adding depth to their projects. In addition, the L.E.A.D. program has become an effective recruitment tool for University of Wisconsin-Stevens Point.

University of Wisconsin-La Crosse. The University of Wisconsin-La Crosse was selected to receive a Program Achievement Award for its Awareness Through Performance program. The

Awareness Through Performance program was initiated to raise awareness of diversity and other social justice issues. Students generate skits, often based on their own experiences, and perform those skits for a wide variety of audiences. Topics include racism, sexism, ageism, ableism, classism, heterosexism, gender expression and identity, hate, cultural differences, and more. The Awareness Through Performance program is University of Wisconsin-La Crosse's commitment to the value of a multi-cultural, multi-ethnic experience for all students and has become an integral part of University of Wisconsin -La Crosse's efforts to improve the campus climate.

Department of Transportation. The Department of Transportation was selected to receive a Program Achievement Award for its Bilingual Customers Workgroup initiative to review and respond to the growing needs of Spanish-speaking customers and to better serve this population whose first language is Spanish. The initiative is to implement a Spanish telephone message system that paralleled the English version using front line staff members who are keenly aware of the needs of callers in concert with their cultural backgrounds. The end result is that the Department of Transportation, Division of Motor Vehicles provides information in Spanish to bilingual callers so that they are better informed and prepared with the correct documentation. In addition, bilingual callers have access to bilingual DOT Division of Motor Vehicle representatives.

Public Service Commission. The Public Service Commission was selected to receive a Program Achievement Award for its Affirmative Action Advisory Council's commitment in developing programs for Diversity Week and Asian Pacific Heritage Month, as well as creating an intranet link to view videos of past presentations and a DVD and book lending library of Affirmative Action resources. The programs covered a variety of topics from presentation on Islam, American Sign Language, and living with and raising a child with autism as well as social activities such as Panini-making presentation, mango ice cream, and Mexican popsicles. The program has had strong and active support from both staff and management for many years and is an integral part of the agency culture and philosophy of making its workplace one of acceptance and broadmindedness.

Eleventh Annual Diversity Award

The Diversity Awards ceremony was held on October 28, 2010 at the State Capitol, Senate Parlor, in Madison. The Council received award applications from five state agencies and four UW campuses. Following are the university campuses and a state agency that received the top honors with descriptions of their award-winning programs:

The University of Wisconsin - Whitewater was selected to receive the 2010 Ann Lydecker Educational Diversity Award for its Summer Business Institute program. The goal of the Summer Business Institute (SBI) is to increase the retention of diverse students within the College of Business & Economics. Collaborations with college administrators, faculty from accounting, economics, business education, marketing faculty, and staff from Academic Support Services led to a week-long Summer Business Institute. The creation of the SBI provided opportunities for students to connect with business faculty & staff, to learn about basic communication and study skills, to meet with business leaders, and to embark on an understanding of college life. Since its inception three years ago, the retention rate and the cumulative grade point average of students of color have improved dramatically in the College of Business & Economics.

The Department of Natural Resources was selected to receive the highest honor of diversity recognition for its continued outreach efforts beyond the original design in the Harmony in the Woods initiative. In addition to DNR establishing several programs to facilitate communication with the Hmong communities of northwestern Wisconsin, DNR expanded the program to include special deer hunt for people with disabilities, Spanish and Hmong translations of hunting regulations, establishment of a Conservation Youth Corps with the Lac Courte Oreilles Band of Ojibwa Indians and a summer internship program with the Lac du Flambeau youths. Programs such as these demonstrate a commitment to improving the state of diversity and equity for the growing diverse public served by the state.

The University of Wisconsin - Madison was selected to receive the Program Achievement Award for its Cultural Linguistic Services program. Cultural Linguistic Services focuses on the recruitment, retention, and promotion of a diverse classified workforce through highly innovative and creative programs, initiatives, and everyday practices by providing interpretation and translation services along with training and educational interventions in the Spanish, Hmong, and Tibetan languages. Cultural Linguistic Services' mission is to enhance communication, cultural understanding and learning in order to advance in multilingual work environment. This program was developed in response to an increased number of employees being hired for whom English was not their first language.

SCAA Strategic Planning Session

July 30, 2009

American Family Insurance World Headquarters, Madison, WI

WELCOME SCAA

Purpose:

- Reflect on where we have been, what we have accomplished, and where we are headed.
- Reacquaint ourselves with OSER's Mission and Vision.
- Revisit the Council's function/structure and mission.
- Review past goals.
- Identify accomplishments.
- Participate in S.W.O.T. analysis.
- Identify SMART goals.
- Establish action plans.
- Adjourn meeting.

Past Goals and Accomplishments:

- Building relationships with AA officers and others via meetings, hearings and conferences.
- Communicate with agencies and UW campuses.
- Deliberate and reach conclusions on how things function, and what recommendations we wanted to make.
- Publicize what those conclusions were with AA organizations, agencies, study groups, and WAEO.

Some recommendations have been attended to; others have been shunted aside due to economic or other reasons. One shortcoming is the difficulty in increasing applicants for the Diversity Awards Program. One member noted that the Diversity Awards needs support and participation of the Governor's Office. If we were to secure that support and get on the Governor's calendar to assist with presentation and emphasize deadline for submissions, we would add to the prestige of the Awards.

4 Focus Questions to Open Strategic Planning Session:

Question #1: What will it take for this Council to be more effective?

- More active participation at meetings
- More communication between members, between meetings, e.g., technology, blog
- Read minutes, especially if can't attend meeting
- Understand our responsibilities
- Awareness of changing landscape of AA/EEO
- Access to articles, information sharing and EEO issues
- Update web page and submit photos of members
- Identify Council for Affirmative Action Officers and Equal Opportunity Specialists
- Understand our goals: personal, SCAA
- More participation through technology
- Distribution list – listserv
- Microsoft Live Meeting; videoconferencing

Question #2: Who are the Council's customers, and why?

Who

- All citizens of Wisconsin
- State agencies
- State employees
- State legislators
- All University of Wisconsin students, administration, and faculty
- Private business people
- Governor
- OSER
- Federal government

Why

- Because Council's actions affect all
- Individual cultures within agencies can blind them to certain important issues
- Make possible increase in employment options
- Council can bring to them issues that might be overlooked
- Better learning options because of diverse staffing (and students from across U.S. and world)
- Council can help to diversify employees for a healthier company. State businesses can thus be role models. Council can assist private businesses more effectively.
- With a diverse workforce, Council can assist in helping to achieve better representation, citizenship, and ideas

Question #3: How have things changed in the area of Affirmative Action for the State and University?

- More awareness of the Council.
- Less of a priority: budgets, positions, less structure, less input (Secretary's office), reporting structure.
- Less of a commitment to AA.
- Following AA guidelines have increased.
- Higher consciousness of AA.
- Apprehension about AA terminology, sensitivity toward misunderstanding of definition of AA
- Diminished focus on issues of disability
- More focus on procedures, less on outcomes/results
- Following procedures without really understanding
- Issues with interviewing panels

Question #4: How can the Council best partner with OSER?

- Key: Value open communication with mutual respect on a monthly/bimonthly schedule, to update and maintain connection/partnership with a goal to build trust and collaboration
- Share the same goal to diversify workforce

SWOT ANALYSIS

STRENGTHS (internal to organization)	WEAKNESSES (internal to organization)
<p><u>Passionate, Committed Expertise:</u></p> <ul style="list-style-type: none"> • Members of Council want to be productive • Motivated members • History of AA in State/University system • We enjoy each other • Knowledge of how state government works • The SCAA is there! Existence=Strength • Members' backgrounds, experiences, viewpoints, expertise and opinions • Wealth of experience • Dedicated members • Clear vision on affirmative action • Members' commitment to affirmative action <p><u>Members are Diverse:</u></p> <ul style="list-style-type: none"> • We come from difference workforce backgrounds, dealing with different clients • Diversity of the group, background • Excellent membership with diverse background, experience and insights • Diverse backgrounds of Council • Members from diverse backgrounds: agencies, geography, race, etc. • Diverse membership • Diverse backgrounds of Council members • Committed members representing various offices • SCAA models the diversity that it works to encourage within the State of Wisconsin workforce • Diversity • We each have unique experiences, work and life to contribute; cultures • Depth and breadth of experience • Potential to draw from a variety of resources <p><u>Work Environment:</u></p> <ul style="list-style-type: none"> • Exciting national political environment for Council to work • Support of Governor's office <p><u>Independence</u></p> <ul style="list-style-type: none"> • Independent group that can offer recommendations to authorities 	<p><u>Challenges of Being "Advisory" Council:</u></p> <ul style="list-style-type: none"> • Goals often seem far away and hard to attain • Lack of "enforcement" power to enact changes • Lack of authority • Advisory only • No real power • Politically challenged • Lack of number of meetings throughout the year to accomplish goals <p><u>Communication Difficulties:</u></p> <ul style="list-style-type: none"> • Perception of difficulty of communication between members • Communication in between meetings • Disconnect with OSER <p><u>Perception Issues:</u></p> <ul style="list-style-type: none"> • Lack of understanding of affirmative action by the general public • Lack of understanding of function by Governor and Legislature • Lack of appreciation of members' knowledge • Lack of visibility = Perceived lack of influence • SCAA may not be a well-known entity in much of the Wisconsin workforce <p><u>Lack of Regular Participation:</u></p> <ul style="list-style-type: none"> • Lack of active participation by all members • Member participation • Lack of mutual respect • Members may be too busy with work

<ul style="list-style-type: none"> • Independence 	
<p>OPPORTUNITIES (external to organization)</p>	<p>THREATS (external to organization)</p>
<p><u>Outreach:</u></p> <ul style="list-style-type: none"> • People look to SCAA for validation of their work • Engage people and organizations in dialogue/recognition • Can help direct state citizens' thoughts on AA and EEO • Can change the conversation and create dialogue • We can change/work towards new goals if we work as a whole, not in bits and pieces • Many "customers" who benefit from Council's work and may help Council • Help create Wisconsin's workforce with talent and diversity in all respects • Build solid working relationship with AA and EEO people <p><u>Council Characteristics:</u></p> <ul style="list-style-type: none"> • Lots of energy to be channeled • We have taken the opportunity to allow ourselves to think and participate in talks around diversity and affirmative action • Use new terminologies to our advantage! • Constructive criticism, sounding-board • Connect with OSER <p><u>Make Change:</u></p> <ul style="list-style-type: none"> • Identify problems and push for solutions (and keep on pushing) • Define function to Governor and Legislature <p><u>National Influence:</u></p> <ul style="list-style-type: none"> • Because of present U.S. political climate, there is opportunity for increased education on AA, diversity, racial sensitivity, etc. • Influence young people based on what we do today • Fertile climate for change manifested, for example, in election of President Obama <p><u>Legal Status:</u></p> <ul style="list-style-type: none"> • Council's legal status: Wis. Stats. Chapter 196, Laws of 1977 	<p><u>Budget Concerns:</u></p> <ul style="list-style-type: none"> • Budget cuts and workforce reductions • Economy • Availability of resources (especially financial) is greatly reduced because of U.S. financial woes • Funding of staff for OSER <p><u>AA and EEO Values Changing:</u></p> <ul style="list-style-type: none"> • Next Governor or Legislature cutting Council's existence • State-level politics: Elections can change direction, can stifle a healthy organization • People who don't care about AA and EEO issues • Diminishing importance attached to AA and EEO • Vague support...who values what we do? <p><u>Membership:</u></p> <ul style="list-style-type: none"> • Turnover of members • Member burnout • Members who stay silent <p><u>Conflict:</u></p> <ul style="list-style-type: none"> • People who have conflicts over individual vs. group issues about affirmative action • State officials who will "obscure" data to avoid "bad news" for their agency or university <p><u>Interpretation:</u></p> <ul style="list-style-type: none"> • Some (other staff, and teams) don't know what we do, and where the focus is • Focus on semantics or word choices instead of how to exploit those changes in terminology to our advantage • External opposition to AA based upon misinformation and/or international distortion

2009-2010 GOALS – IDENTIFY & CHOOSE

Top 3:

- Reinvent Council's visibility
- Increase efficiency & improve HR procedures/processes (e.g., hiring)
- Communication & commitment

Prioritize actions SCAA can take in those 3 goal areas. More work needed to think about actions (how). Establish accountability for what we are going to do, and when we are going to do it. Relationships with agencies, AA officers, EEO specialists, leaders, etc. – this is an ongoing activity. Some of the work on the Top 3 goals will have the effect of accomplishments in this area.

Establish standing committee to oversee accomplishments of actions in each of the 3 goal areas (3 committees of 3-4 members each). Updates at each SCAA meeting with timeframes, deadlines, who's responsible, and what does "done" look like.

COMMUNICATIONS/COMMITMENT

- Chris Zenchenko
- John Magerus (Chair)
- Thresessa Childs
- Yolanda Santos Adams

REINVENTING COUNCIL VISIBILITY:

- Nancy Vue (Chair)
- David Dunham
- Ronald Shaheed
- Janice Hughes
- Lakshmi Bharadwaj

PROCEDURES, EFFICIENCY

- Chris Zenchenko (Chair)
- Resource Person: David Dunham
- Roger Pulliam
- Sandra Ryan

Subcommittee Chair Responsibilities:

- Contact team members, bring members who were not present at July 30 meeting "up to snuff" on what this is all about
- Schedule time for team to begin to talk about action plans
- Wordsmith goal itself
- Keep "S.M.A.R.T." in mind
- Come prepared to next meeting to share plans, receive input from larger SCAA
- Later: Charters, milestones, etc.

GOALS – 2009-2011

1. COMMUNICATIONS/COMMITMENT

- Create a “We Are SCAA” booklet
- Increase awareness of SCAA among agencies and universities
- Continued relationship building (universities, state agencies, etc.)
- Build relationships with Agency Heads and University Chancellors
- Hold series of conversations with Agency Heads and University Chancellors to develop relationship and influence
- Introduce/reintroduce SCAA as a friendlier, supportive Council
- Reinvent Council’s visibility
- Continue evolution of relationships with Affirmative Action Officers and Equal Opportunity Program Specialists
- Sustain continuing relationships with AA Officers and EEO specialists

Subcommittee responsible for above goals include:

John Magerus (subcommittee chair); Chris Zenchenko; Thresessa Childs; Yolanda Santos Adams

(Note: SCAA Chair responsible for ongoing relationship-building)

2. REINVENTING COUNCIL VISIBILITY:

- Increase efficiency of affirmative action and equal employment opportunity procedures, e.g., hiring, retention, accessibility
- Develop a framework for assessing affirmative action
- Keep up to date with new scholarship and research on AA and EEO issues

Subcommittee responsible for above goals include:

Nancy Vue (subcommittee chair); Dave Dunham; Ron Shaheed, Janice Hughes; and Lakshmi Bharadwaj

3. PROCEDURES, EFFICIENCY

- Increase use of technology by SCAA to facilitate effective communication
- Schedule one high-tech meeting for 2010
- Update SCAA web page (with member photos)
- Create an e-mail listserv for SCAA
- Set up a discussion page, blog, etc., for in-between meeting discussions
- Increase communication among SCAA members
- Re-establish a commitment to the Council
- Use the by-laws
- Create a standing committee for each goal we identify

Subcommittee responsible for above goals include:

Chris Zenchenko (subcommittee chair); Roger Pulliam; Sandra Ryan, Dave Dunham (resource person)

Committee Reports

The Communication/Commitment subcommittee explored the use of distant technology such as 'Live Meeting' to reduce travel time and cost especially during the winter months. The equipment needed for the "Live Meeting" is a headset with microphone or a speaker with microphone in addition to downloading the software. Another mode to facilitate the interactions between Council members and members of the subcommittees is the creation of listservs for the Council and subcommittees and another listserv for news and discussion. The listservs are now up and running including a listserv limited to Council members only and a listserv for input and suggestions from the public.

The Reinventing Council Visibility subcommittee is developing a list of key state and university affirmative action officers to meet and network with them, thereby raising the Council's profile and promoting the Council's goal of reaching out. It was noted that the Council has conducted a series of meetings with the chancellors and university AA officers several years ago which were very successful and informative. The Council members will attend the agency AA Advisory Committee meetings where the Council could get more insights of the thinking inside the agencies as well as attend the regular AA Officers Meeting coordinated by the Executive Committee. The subcommittee plans to update the Council's literature and information at the SCAA website as well as establish liaisons with other organizations. The Council recognizes the importance of Executive Committee of Affirmative Action Officers, state and university AAOs, Agency AA Advisory Committees and will keep these groups abreast of Council's activities and a copy of the Council's minutes will be forwarded to them. The committee recommended that OSER establishes a direct link to the SCAA website since it is almost impossible to find the SCAA website under OSER website.

The Procedures, Efficiency subcommittee will look at developing a process for AA group members to serve on interview panels. One of the committee goals is to create better guidelines. The committee wants to ensure that AA group members represented on the interview panels are not only warm bodies but individuals who have the experience and expertise. It was noted in several cases where minorities were on interview panels; they have no idea what they are doing and were not the appropriate persons to evaluate candidates. The committee plans to look at Limited Term Employment openings to ensure the selection process is fair and equitable. A comment was made that the employees selected were either best friends or someone they knew. Future discussion included whether we have information on how effective is the TOPjobs program and whether we have information on the number of people who completed their internships who were hired by the state. One of the Council members suggested that this might be good research paper for a graduate student. The committee will continue its effort to address the process to ensure consistencies in examinations, interviews, position descriptions, and other HR functions.

WAEO Conference & Council Outreach

Four Council members attended the Wisconsin Association of Equal Opportunity Conference. The theme was 'Turning the Page: Understanding the Story We Tell.' Chair James Parker gave a short presentation at the WAEO Conference luncheon on the topic 'AA/EEO Connecting the

Dots.’ The responses from the attendees were very positive. The Council also distributed a survey asking the audience inputs on the following areas.

- What are the most difficult challenges you face in doing your work?
- What would you most like to see changed to improve your effectiveness?
- How might the State Council on Affirmative Action assist you in doing your job?

The response rate to the survey was good. The respondents recommended more support, education and training, especially leadership training, to become more effective on their jobs.

At the WAEO Conference, the Council co-sponsored with OSER ‘A Conversation with AA Officers and the AA Advisory Committees’ session with the purpose of providing state and university Affirmative Action Officers an update on Council initiatives and information on the Diversity Award Program. The Council also solicited feedback and suggestions for improving communication and strengthening the relationship between the AA Council and AA Officers.

Chair James Parker gave several presentations on affirmative action to a group of faculty staff and students at UW-La Crosse in February 2011 and at the Women’s Studies Conference in Madison in March 2011. Comments from the attendees at the Women’s Studies Conference included the following: they were disturbed about a reduction in AA, troubled that AA Officers are sometimes marginalized from the mainstream, and that additional roles and responsibilities were added to their workload which diluted their effectiveness.

Human Resources Alignment

The purpose of the HR alignment is to centralized AA functions and other HR tasks throughout the state. A project steering committee led by OSER management, including several agency representatives met. The project steering committee created functional subcommittees covering various subject areas such as HR management, employee assistance, labor relations, AA/EEO, training, classification/compensation and recruitment. The AA/EEO subcommittee will address training, affirmative action and civil rights compliance. One of the main concerns by the AA Officers is direct access and reporting relationship to the agency secretaries. This may require a statutory change. This project has been discontinued.

Leadership Award

The Council proposed a Leadership Award to be given at the Annual Diversity Award for someone who showed exemplary leadership in the promotion of affirmative action and EEO principles.

The SCAA Leadership Award shall be granted to a person in an executive or supervisory position who has shown exemplary leadership in the promotion or realization of the principles of affirmative action and equal employment opportunity. The candidate shall be nominated by an employee of the nominee with an accompanying letter detailing the basis and justification for the nomination. The Leadership Award will be named for a person in Wisconsin recognized for his/her tremendous and significant impact in promoting affirmative action.

Future Directions

The members of the Council had the following comments and observations as to the future directions. The Council concurs that any future conversation on this area will have the inputs of the state and university Affirmative Action Officers.

1. The number of no shows for interviews for entry level positions has increased, i.e., fewer applicants are showing up for interviews.
2. The requirement that a person needs a driver license is without justification, since it is not a prerequisite component for some jobs.
3. Who is coordinating the training for the new AA Officers? What can the Council do to help them?
4. Consider the use of seasoned tenured employees to assist OSER in the mentoring and training of AA Officers.
5. SCAA should plan to increase its attendance at the Executive Committee of the Wisconsin State Agency AA Officers regular meetings to convey SCAA concerns.
6. If there is no WAEO Conference, SCAA/OSER should look into the possibility of hosting an AA conference.
7. There is STILL no consistent position description for AA Officers.
8. The latest Council's report and recommendations to increase the effectiveness and efficacy of the state AA programs seems to be ignored by both state agencies and the universities. One option to highlight this problem would be to address the Board of Regents.
9. Individuals selected on the balanced interview panels are sometimes not qualified to conduct a fair evaluation of the applicants.
10. Background checks of applicants are sometimes conducted by outside contractors, making it difficult to ascertain why some of the top candidates didn't make it through.
11. Communicate up-front with the agency heads to raise awareness of AA issues.
12. Use the luncheon brown bags venue to convey Council's message.

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 Council on Affirmative Action from July 1, 2009– June 30, 2011:

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Clara Mohammed School
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Racine

Glen Grothman

Senator
Wisconsin State Legislature
West Bend

Thressa Childs

Principal
Green Bay Avenue School - Milwaukee
Milwaukee

Chris Zenchenko

IS Business Automation
State Department of Natural Resources
Evansville

MEETING SCHEDULE AND STAFF

Meeting Schedule

The Council meets from 9:30 a.m. to 12:30 p.m. every other month or upon call of the Chair or any five members. The Council met five times between July 1, 2009 and June 30, 2010.

Council Staff

Staff services to the Council are provided by the Office of State Employment Relations, Division of Affirmative Action & Workforce Planning, 101 East Wilson Street, 4th Floor, Madison, Wisconsin 53703. Staff includes:

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