

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



**State Council on Affirmative Action Report**

**July 1, 2006 – June 30, 2007**

**October 2007**

*Jim Doyle*  
Governor

*Jennifer Donnelly*  
Director

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### *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

Jim Doyle, Governor  
Jennifer Donnelly, Director



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WHO SERVE WISCONSIN

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October 2007

The Honorable Jim Doyle  
Governor, State of Wisconsin

The Honorable Fred Risser  
President, Wisconsin Senate

The Honorable Michael Huebsch  
Speaker, Wisconsin Assembly

Gentlemen:

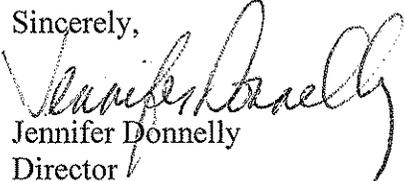
It is with great pleasure that we present to you the July 1, 2006 – June 30, 2007 annual report from the State Council on Affirmative Action. The report details the Council's activities and specifically highlights the Seventh Annual Diversity Awards which recognized agencies and universities with the most outstanding initiatives and best practices in affirmative action and diversity.

The State Council on Affirmative Action is in its 30<sup>th</sup> year of operation. The Council continues to explore new ideas to enhance an equitable and diverse work force in state government and the University of Wisconsin System.

The efforts of the Council have strived to complement the mission of the Office of State Employment Relations, which 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.

I am convinced that the efforts of the Council will continue to increase the opportunities of both Wisconsin State Government and the University of Wisconsin System for achieving diversity in all applicable procedures and practices. The Council is proud to contribute to the increased productivity and innovation which comes from a diverse workforce. We look forward to many more years of growth in this effort.

Sincerely,

  
Jennifer Donnelly  
Director

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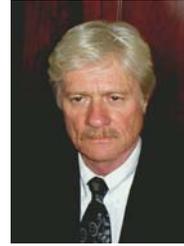


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October 2007

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



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

*During this reporting year, the Council has continued with collaborative hearings involving state agency affirmative action officers. Later this year the committee will issue a report and a number of recommendations for the agencies. Following last year's hearings, findings and recommendations for the Universities, the Council has reached a number of conclusions with accompanying recommendations for the state University AAO and officials. The Council scheduled meetings with a select group of University Affirmative Action Officers in an effort to ascertain whether or not last year's recommendations have been helpful. Additionally, the Council responded to the State Senate special hearings on Affirmative Action with a letter to Senator Grothman and his committee.*

*Finally, the Council has concluded that we wish 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.*

State Council on Affirmative Action Report  
July 1, 2006 - June 30, 2007

**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**

- 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

### Letter of Concern to the Special Committee on Affirmative Action Legislative Council Study Committee

The following letter was sent with the unanimous endorsement of the State Council on Affirmative Action in response to hearings initiated by Senator Glen Grothman.

*Dear Senator Grothman and Members of the Special Committee on Affirmative Action:*

*As long serving members of the State Council on Affirmative Action for the State of Wisconsin, we are deeply concerned about the nature, content, and direction of the legislative hearings of the Special Committee on Affirmative Action that you have undertaken. The legislative committee has left the impression that you are not supportive of affirmative action goals and do not share our commitment to equitable treatment of our citizens.*

*For three decades, the State Council on Affirmative Action has been a staunch advocate for affirmative action policies that ensure equitable treatment and consideration for all the citizens of the state in employment, retention, promotion, and access to higher education. We have encouraged fairness and equity in employment in both the public and private sectors of the state. Our stance has consistently been designed to assure impartial consideration of the very diverse citizen population of the state's residents. We seek to achieve fair results and outcomes, in addition to equitable procedures.*

*We have asked the universities and state agencies to ensure that their criteria and procedures for hiring seek the widest possible representation in the pools from which they seek employees. As far as possible, this pool should replicate the composition of the state's citizens. In higher education, we seek to encourage a diverse student composition to replicate the varying perspectives of the worlds in which our graduates will operate as adults.*

*Diverse voices ensure a healthy plurality and fair representation of widely differing perspectives essential to a useful and effective education. It is deeply disturbing to us that, according to reports in the Wisconsin State Journal (April 11-12, 2004), many of the nation's largest corporations, including General Motors, Alcoa, and Proctor and Gamble have considered a suspension of university recruitment for employees in the state, citing a lack of diversity as their reason. They believe, and not without reason, that Wisconsin's campuses need to do far more to broadly reflect a diverse national population. Needless to say, this state of affairs has grave consequences for the economic health of the state. That shared concern and the employment prospects for our young people should act as a spur and strong stimulus for us to reaffirm our unflinching commitment to fairness and equity as enshrined in our affirmative action policies.*



*James R. Parker, Chair  
and Members of the State Council on Affirmative Action for the State of Wisconsin*

*cc: Members of the Special Committee on Affirmative Action  
Governor Jim Doyle  
Jennifer Donnelly, Director, Office of State Employment Relations  
Demetri Fisher, Administrator, Division of Affirmative Action  
Kevin Reilly, President, University of Wisconsin System  
David Walsh, President, Board of Regents  
Members of the Board of Regents  
UW Chancellors*

## **Seventh Annual Diversity Award**

The Council held the Seventh Annual Diversity Award ceremony to recognize best affirmative action practices among state agencies and University of Wisconsin (UW) campuses. The award was created to reinforce effective affirmative action programs and promote diversity in the state. A letter inviting participation was sent to agency appointing authorities, university chancellors, human resources directors and affirmative action officers in June 2006.

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 2004-2006.

The Diversity Awards ceremony was held on October 25, 2006 at the State Capitol, Senate Parlor, in Madison. Thirteen agencies and university campuses submitted best practices for consideration.

UW Whitewater was the recipient of the 2006 Ann Lydecker Educational Diversity Award for its successful McNair Scholars Program. The McNair Scholars Program is a program to assist first generation/low income college students from multi-cultural backgrounds in their quest for higher education, getting a PhD or becoming a college professor. Since receiving funding from the U.S. Department of Education in 1992, UW-Whitewater has distinguished itself with an undergraduate degree completion rate of 99%. UW-Whitewater also has an exceptional enrollment and graduation rate for Master's degrees and PhDs, and is fulfilling the U.S. Department of Education's mandate of 1 Ph.D. per year. Over 75% of McNair alums have enrolled in graduate school. Of the 148 students served since 1992, 6 received PhD's, 14 are Ph.D. prospects, 53 are recipients of a Masters degree, 28 are prospects for a Masters degree, 112 have received a bachelors degree and 25 are bachelor degree prospects. These achievements have done much to change the perceptions of multicultural students regarding their ability to excel in higher education.

The Council extended the top diversity honor to the Department of Workforce Development (DWD) for its extensive outreach efforts to the Spanish speaking population, retention of at-risk employees, and impressive upward mobility programs. The Limited English Proficiency Program ensures that employees, customers and applicants who speak or read limited English are provided access to all DWD programs and services. These include having bilingual employees, interpreters, translators (e.g., translations of complaints into Spanish,) and a web portal in Spanish. DWD also developed initiatives which have increased the ability to retain limited term, project, and current permanent employees who have been designated as at-risk. The initiatives for the at-risk employees include: providing training opportunities for employees who have been identified as having a disability; offering Public Manager

Program classes onsite to assist employees with the development of supervisory and leadership skills; and utilizing flex and work-at-home schedules. During FY05/06, 14 DWD employees were promoted, of which 11 were women, and 3 were minority women. In FY06, racial/ethnic minorities held 12.9% of Senior Manager positions; nearly 20% of permanent classified new hires were racial/ethnic minorities.

The Council selected the Office of Justice Assistance for the top diversity honor for its special commitment to affirmative action and equal opportunity practices in the recruitment and hiring of racial/ethnic minorities. Since 2004, OJA has increased its minority employment from seven to 12 employees, across all staff types (permanent, project, LTE and contract). Currently, racial/ethnic minorities represent 15.6% of its workforce. In addition, women comprised 37.5% of all supervisors, with 80% of women serving as team leaders. OJA management is committed to improving diversity by setting written performance objectives relating to diversity for OJA supervisors and involving them in AA activities. OJA has made the hiring and retention of racial/ethnic minorities a top priority.

The Department of Transportation was selected to receive the Program Achievement Award for its outstanding minority recruitment efforts within the state Division of Motor Vehicles and the innovative partnerships with Native American businesses and community. Since 2000, for entry-level Customer Service Representative positions, nearly 60% of new hires were racial ethnic minorities, with 48% of hires being bi-lingual. The Community/Minority Outreach Committee played a pivotal role by intensifying recruitment efforts in minority communities and conducting workshops in preparation for the exam. DOT provided entrepreneurial assistance to Native Americans through its Disadvantaged Business Enterprise Program and American Indian and Business Capacity Building Project. In partnership with the Federal Highway Administration, the College of the Menominee Nation and the Lac Courte Orielles Ojibwa Community College in Hayward, the National Summer Transportation Institute provides career orientation and educational experiences to motivate secondary school students toward professions in the field of transportation.

### **Selected Campus Visits**

Council members followed-up on campus AAO interviews held in 2006. Members teamed up to visit 8 of 14 state campuses that were originally interviewed. Council members visited to ascertain whether the Council recommendations were being implemented. Moreover, the visits helped to clarify problems unique to the various campuses. These visits will continue in 2007-2008.

### **Review of Agency AA/EEO Programs**

On May 25, 2007, the Council on Affirmative Action held a forum for Affirmative Action Officers at eleven selected state agencies. The purpose of the discussion was to share views and recommendations with the Council and to continue or improve upon the effectiveness of each AAO position in regards to advancing the cause of affirmative action. Participants expressed their views and recommendations. The Council's observations and recommendations will be the focus at the fall discussions.

### **Officer Elections**

The Council selected officers in September 2006. Officers are: Chair - James Parker; Vice-Chair - Sandra Ryan; Secretary - Yolanda Santos-Adams; and Member-At-Large - Quasan Shaw. Executive Committee members serve for two years.

## 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, 2006 – June 30, 2007:

### Governor’s Appointments

**James Parker**

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

**Quasan Shaw**

Real Estate Consultant  
Green Bay

**Sandra Ryan**

Program Assistant  
Department of Public Instruction  
Sun Prairie

**Lakshmi Bharadwaj**

Associate Professor of Sociology  
University of Wisconsin-Milwaukee  
Milwaukee

**Meredith Reitman**

Assistant Professor of Geography & Urban Studies  
University of Wisconsin - Milwaukee  
Milwaukee

**David Dunham**

Equal Opportunity Specialist  
Department of Corrections  
Madison

**Janice K. Hughes**

Organizational Effectiveness Consultant  
American Family Insurance  
Madison

**Appointed by Senator Alan Lasee****Roland Wetley**

Dispatcher  
Milwaukee County Transit System  
Milwaukee

**Blong Moua**

Employment Counselor  
Department of Employment & Training  
Marathon County  
Schofield

**Appointed by Speaker Scott Jensen****Roger L. Pulliam, Ph. D.**

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

**Yolanda Santos-Adams**

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

**Appointed by Representative Jim Kreuser****Adelene Greene**

Director of Workforce Development  
Kenosha County Department of Human Services  
Kenosha

**Theresessa Childs**

Principal  
Green Bay Avenue School  
Milwaukee

**Appointed by Senator Judy Robson****Hugo Henry**

Retired Educator  
School District of Beloit  
Beloit

**Santiago Rosas**

President  
Santa Rosa Maintenance, Inc.  
Madison

## **MEETING SCHEDULE AND STAFF**

### **Meeting Schedule**

The Council meets from 9:00 a.m. to 12:00 noon every other month or upon call of the chair or any five members. The Council met five times between July 1, 2006 and June 30, 2007.

### **Council Staff**

Staff services to the Council are provided by the Office of State Employment Relations, Division of Affirmative Action, 101 East Wilson Street, 4<sup>th</sup> Floor, Madison, Wisconsin 53707-7855. Staff includes: Demetri Fisher, (email: [Demetri.Fisher@wisconsin.gov](mailto:Demetri.Fisher@wisconsin.gov)), Pepe Indalecio (email: [Pepe.Indalecio@wisconsin.gov](mailto:Pepe.Indalecio@wisconsin.gov)), and Mark Landmark (email [Mark.Landmark@wisconsin.gov](mailto:Mark.Landmark@wisconsin.gov)).

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