

EQUAL OPPORTUNITY: THE EVIDENCE FROM WISCONSIN



A report on equal opportunity in the State of Wisconsin, including evidence of inequality and a review of diversity in the public sector.

A companion report provides a national overview of equal opportunity, including its importance and history, key lessons, and a list of additional resources.

Download these reports at:
law.berkeley.edu/files/EOTTheEvidenceWisconsin
law.berkeley.edu/files/EOTTheEvidence

EQUALITY IN WISCONSIN

OPPORTUNITY AND DISPARITY

Although all people face challenges, there is ample evidence that Wisconsin's women and people of color still face significant barriers to opportunities.

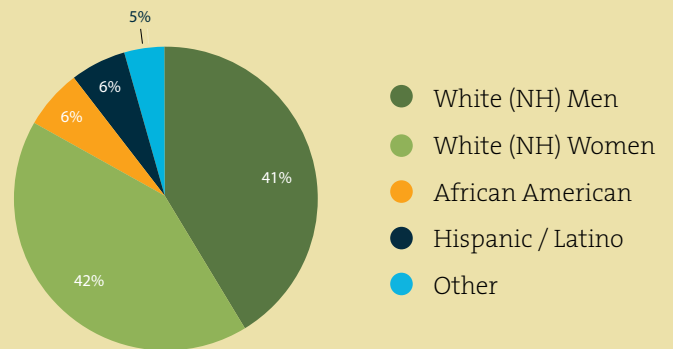
WISCONSIN AND EQUAL OPPORTUNITY

Equal opportunity is deeply rooted in the American ideals of fairness, justice, and equality. Programs to meet the goals of equal opportunity seek to realize these basic values. Moreover, equal opportunity not only helps individuals but also helps communities in need and benefits our larger society.

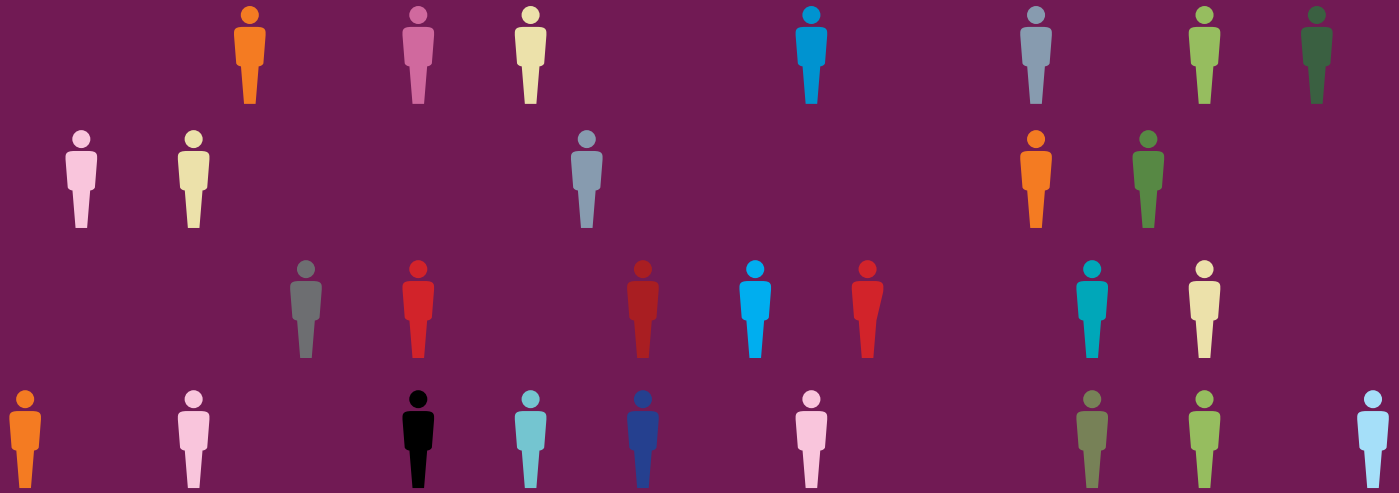
In Wisconsin, people of color and women continue to face discrimination and disparity. In an effort to respond to these imbalances, Wisconsin utilizes traditional affirmative action and other equal opportunity measures. However, equal opportunity opponents have introduced measures to limit similar equal opportunity efforts in a number of other states. This report assesses the current state of disparity and discrimination in Wisconsin, including the areas most directly affected by public equal opportunity programs: public education, employment, and contracting.

WISCONSINITES TODAY

The non-Hispanic White (White (NH)) population in Wisconsin is much higher than the national average. The Native American population is nearly equivalent to the national average, while African Americans, Hispanic/Latinos, and Asian Americans are each less than half the national average. Together, White (NH) women and people of color constitute 59% of Wisconsin's population.



2010 Census Summary File 2, Tables PCT3 and PCT4
U.S. Census Bureau



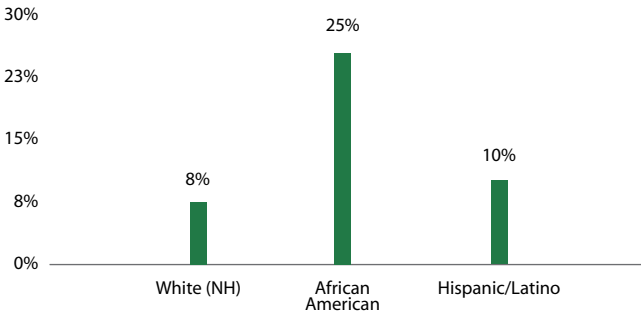
EVIDENCE OF INEQUALITY

Regrettably, though progress has been made, there is ample evidence that equality remains elusive for some Wisconsinites. In fact, **women and people of color face disparity and discrimination in employment, homeownership, poverty rates, and education.**

UNEMPLOYMENT RATES

The unemployment rate for African Americans in Wisconsin was more than three times higher than the rate for Whites (NH) in 2010 and was slightly higher for Hispanic/Latinos as well.

Unemployment Rate



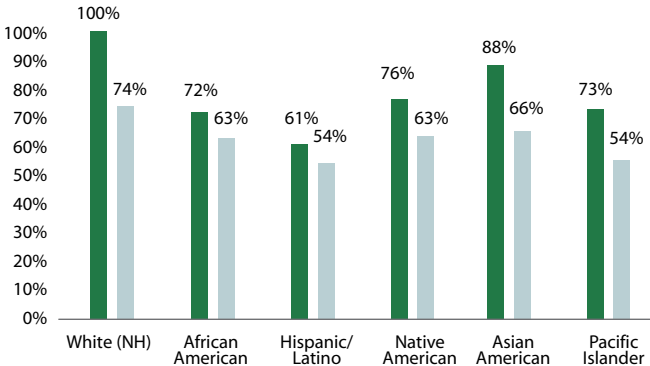
Source: Bureau of Labor Statistics

Employment Status of the Civilian Non-Institutional Population by Sex, Race, Hispanic or Latino Ethnicity, Marital Status, and Detailed Age, 2010 Annual Averages
 Bureau of Labor Statistics
www.bls.gov/lau/table14full10.pdf

COMPENSATION

In Wisconsin, between 2006 and 2010 for full-time employees, women earned, on average, \$11,500 less per year compared to men (\$45,920 to \$34,367). White (NH) women, women of color, and men of color all earned substantially less per year than White (NH) men.

Earnings Relative to White (NH) men



Source: U.S. Census Bureau, 2006-2010 American Community Survey

Median Earnings in the past 12 Months (in 2010 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months

U.S. Census Bureau, 2006-2010 American Community Survey

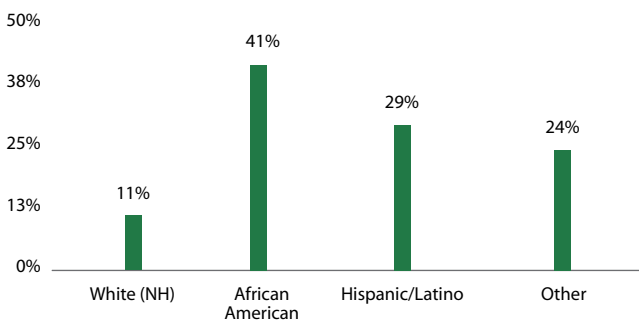
EQUALITY IN WISCONSIN

OPPORTUNITY AND DISPARITY

POVERTY

In 2009/2010, people of color in Wisconsin were much more likely to live in poverty. The poverty rates for Hispanic/Latinos and other people of color were each more than double the rate for Whites (NH). The poverty rate for African Americans was over three times higher than for Whites (NH).

Population in Poverty



Source: Urban Institute and Kaiser Commission on Medicaid and the Uninsured analysis of U.S. Census Bureau data

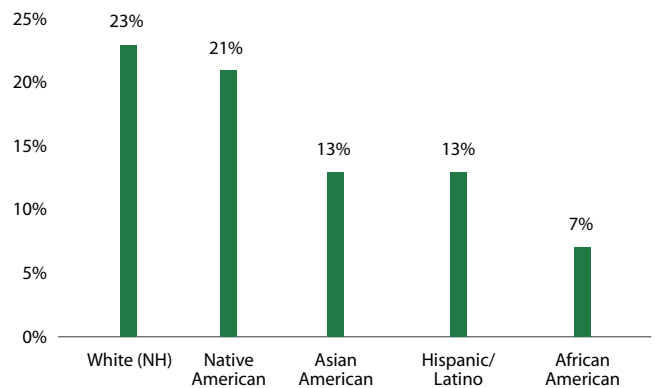
Poverty Rate by Race/Ethnicity, States (2009-2010)

Urban Institute and Kaiser Commission on Medicaid and the Uninsured estimates based on the Census Bureau's March 2010 and 2011 Current Population Survey (CPS: Annual Social and Economic Supplements)
www.statehealthfacts.org/comparebar.jsp?ind=14&cat=1

EDUCATION

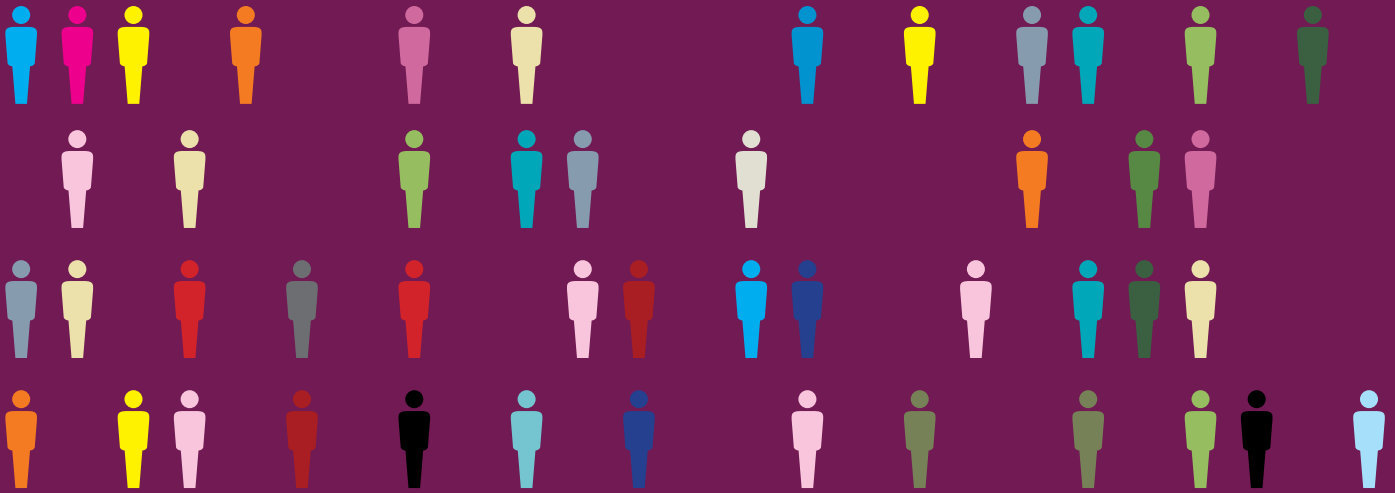
Native Americans, Asian Americans, Hispanic/Latinos, and African Americans were less likely to be enrolled in well-resourced, high-performing schools relative to White (NH) students in Wisconsin.

Students Enrolled in Well-resourced, High-performing Schools

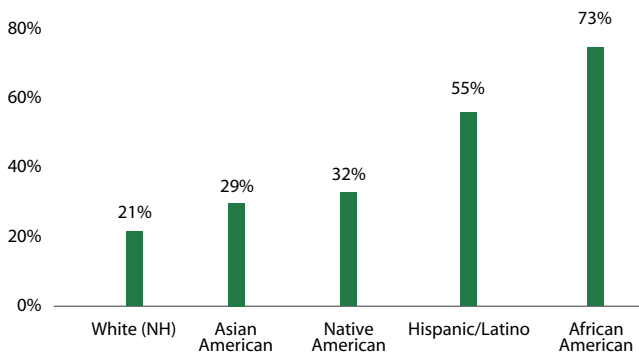


Source: Schott Foundation for Public Education analysis of National Assessment for Education Progress data (redesigned by authors)

Meanwhile, students of color from all racial and ethnic groups were overrepresented in poorly-resourced, low-performing schools relative to White (NH) students.



Students Enrolled in Poorly-resourced, Low-performing Schools



Source: Schott Foundation for Public Education analysis of National Assessment for Education Progress data (redesigned by authors)

State Data and Analysis: Wisconsin
 Schott Foundation for Public Education, National Opportunity to Learn Campaign
www.otlstatereport.org/states/wisconsin

Additionally, as of 2008, the diversity of teachers and principals did not match that of Wisconsin's students: Twenty-four percent of students in Wisconsin's K-12 public schools were youth of color, but only 5% of teachers and 9% of principals were people of color. This is 60% to 80% less diversity than expected given the student population and up to two-thirds less than the state's population of people of color.

School and Staffing Survey (SASS), "Public School Data File," 2007-08
 U.S. Department of Education, National Center for Education Statistics
nces.ed.gov/surveys/sass/tables/sass0708_2009321_s1s_03.asp (students)
nces.ed.gov/surveys/sass/tables/sass0708_2009324_t1s_02.asp (teachers)
nces.ed.gov/surveys/sass/tables/sass0708_2009323_p1s_02.asp (principals)

HOMEOWNERSHIP

In 2010, people of color were less likely to own their own homes. Only 40% of people of color were homeowners relative to 73% of Whites (NH).

Homeownership by Race
 Corporation for Enterprise Development, Assets and Opportunity Scorecard, Analysis of 2010 American Community Survey
scorecard.assetsandopportunity.org/2012/measure/homeownership-by-race?state=wi

DIVERSITY IN THE PUBLIC SECTOR

EXAMINING PUBLIC CONTRACTING, EDUCATION, AND EMPLOYMENT

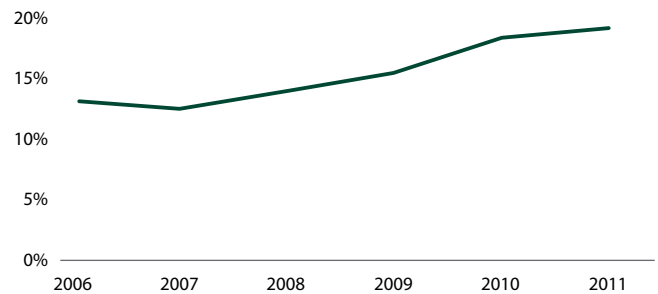
This section summarizes recent research about Wisconsin's diversity in three areas of the public sector that would be directly affected by anti-affirmative action measures.

PUBLIC CONTRACTING

Data from the Wisconsin Department of Transportation (DOT) were used to analyze public contracting. One of the largest public contracting agencies in the state, the Wisconsin DOT awarded over 1 billion dollars in 2010.

The Wisconsin DOT, as required by federal law, operates an equal opportunity program called the Disadvantaged Business Enterprises (DBE) program, which is aimed at small businesses owned by people of color, women, and disabled veterans. The Wisconsin DOT monitors the performance of its DBE program by recording the percentage of contracts awarded to the program's target groups. Data from 2006 through 2011 were obtained from the Wisconsin DOT for this report.

Awards to Businesses Owned by People of Color and Women



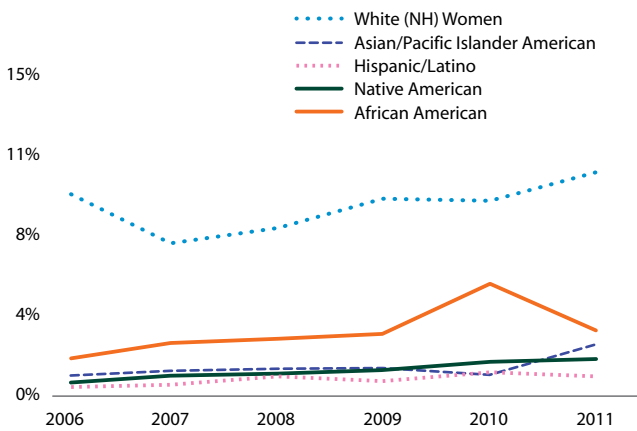
Source: Wisconsin Department of Transportation

The percentage of public contracting awards to small businesses owned by people of color and women grew from 12% in 2006 to over 18% in 2011.





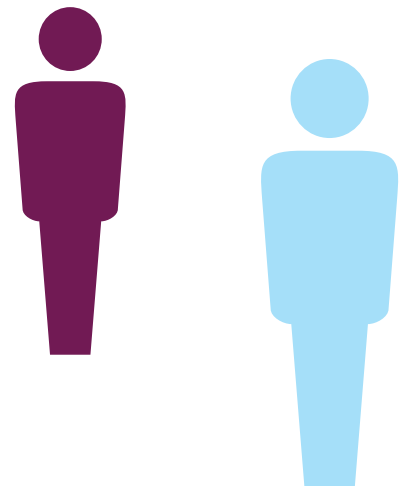
Awards to People of Color- and Women-owned Businesses



Source: Wisconsin Department of Transportation

Businesses owned by White (NH) women accounted for the majority of these awards, with businesses owned by African Americans accounting for the next highest percentage. On average, awards to businesses owned by people of color increased at a small but steady pace each year over the five-year period studied.

Source: Data provided by the Wisconsin Department of Transportation



DIVERSITY IN THE PUBLIC SECTOR

EXAMINING PUBLIC CONTRACTING, EDUCATION, AND EMPLOYMENT

PUBLIC HIGHER EDUCATION

Wisconsin's public higher education system, the University of Wisconsin (UW), includes 13 four-year universities, 13 two-year colleges, and a statewide extension program. While the percentage of graduating high school students entering the UW system has been very steady over the last decade for all races, the percentage of UW students of color is not on par with the graduating high school student population. In 2008, although 17% of Wisconsin high school graduates were students of color, only 11% of first-year UW students were of color. Both White (NH) and Asian American students are far more likely to enter the UW system than African American, Hispanic/Latino, or Native American students.

Students of color make up 11% of the student population in the UW system, a rate that has steadily risen each year since 1998, when the rate was 7%. However, this increase was largely due to the increase in the percentage of graduating high school students of color in Wisconsin.

In 2009, 11% of the faculty and staff in the UW system were people of color, on par with the student population. However, employees of color were somewhat less likely to be in the higher position category of Administrators and Academic Leaders. A specific examination of race and ethnicity reveals that Asian Americans were less likely to be Administrators and Academic Leaders but more likely to be Faculty and Instructional Academic Staff, while the opposite was true for African Americans.

Investing in Wisconsin's Future: UW System's Growth Agenda Accountability Report, 2009-10
University of Wisconsin System: Office of Policy Analysis & Research
www.wisconsin.edu/opar/accountability/invest10/sys_acct_10.pdf

PUBLIC EMPLOYMENT

In 2010, the State of Wisconsin employed 56,385 full-time and 49,236 part-time workers. Local governments (cities, counties, etc.) employed an additional 182,644 full-time and 96,604 part-time workers.



In 2010, 10.4% of public sector employees working for the State of Wisconsin were people of color, which was lower than their private sector rate of 12.8% and their overall population rate of 15.9%. Much of this disparity can be attributed to a low rate of Hispanic/Latino employment.

Over the past 10 years, the percentage of people of color both in the overall population and in the private sector workforce increased by about 5.5%. However, in the public sector, the percentage of people of color increased by only 2.5%.

Women were employed at a rate of 51.3% in 2010, a rate that has held steady since 2000, and is comparable to their proportion of the population. Women were employed at a higher rate by the State of Wisconsin than they were by the public sector (47.3%).

U.S. Census
www2.census.gov/govs/apes/10stwi.txt
www2.census.gov/govs/apes/10locwi.txt

DIVERSITY IN THE PUBLIC SECTOR

EXAMINING PUBLIC CONTRACTING, EDUCATION, AND EMPLOYMENT

COMPENSATION AND POSITION

An analysis of average compensation by race and sex indicates disparity. White (NH) men earn over \$5,000 more a year in the public sector than men of color, White (NH) women, and women of color:

	Average Compensation
White (NH) men:	\$52,552
Men of color:	\$47,451 (\$5,101 less)
White (NH) women:	\$47,316 (\$5,236 less)
Women of color:	\$44,557 (\$7,995 less)

When examining employment by position type, it was evident that people of color and women are overrepresented in lower-level positions, including Paraprofessionals and Administrative Support. On the other hand, White (NH) men are overrepresented in Skilled Crafts and Protective Services, both higher-level categories. In the highest category, Officials and Administrators, White (NH) men are overrepresented, while White (NH) women, men of color, and women of color are all underrepresented. Women of color, in particular, hold only 3.6% of these positions despite holding 5.8% of all positions for the State of Wisconsin.

*State of Wisconsin Workforce & Affirmative Action Report:
Fiscal Year 2010*

The Wisconsin Office of State Employment Relations
<http://oser.state.wi.us/docview.asp?docid=7342>

SUMMARY

There is ample evidence that disparity is still prevalent in the State of Wisconsin. While there are some promising trends in the public sector, it is clear that discrimination and disparity have not yet been fully remedied in housing, education, employment, and other sectors.

While it is unknown what the impact of anti-affirmative action measures in Wisconsin would be, a helpful guide is the evidence from states that have already limited equal opportunity. Research from these states offers compelling evidence that affirmative action bans limit the opportunities available to people of color and women.

For an overview of equal opportunity at the national level and details on current research in states where equal opportunity efforts have been limited, please see the companion packet to this report:

Equal Opportunity: The Evidence
law.berkeley.edu/files/EOTheEvidence



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THE HENDERSON CENTER FOR SOCIAL JUSTICE, BERKELEY LAW
IN PARTNERSHIP WITH THE MWM CONSULTING GROUP, LLC

JULY 2012



The MWM Consulting Group, LLC conducts research and provides technical assistance to advance concepts of fairness, diversity, and inclusion in the public and private sphere. Toward the goal of elevating a collective consciousness and implementing policies that promote fairness and diversity, the MWM Consulting Group, LLC facilitates processes to remove structural barriers to equality and justice for all.

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This report was made possible by the generous support of the
Fulfilling the Dream Fund, Public Interest Projects.