

AFFIRMATIVE ACTION COMMISSION MINUTES
August 22, 2017

Present: Joaquin Lira
Supervisor Rachel Youngquist
Supervisor Bill Roh
Linda Mingus

Not Present: Supervisor David Albrecht

Also present: Ron Montgomery, Garrett Denning, Kathleen Schuhart, Supervisor Aaron Wojciechowski

Meeting called to order at 9:00 by Joaquin Lira

Approval of the minutes of the March 6, 2012, meeting

Motion by Supervisor Bill Roh

Second by Linda Mingus

Carried 4-0

ELECTION OF OFFICERS

Bill Roh nominated Joaquin Lira to be the Chairman

Seconded by Supervisor Rachel Youngquist

Motion by Bill Roh to close nominations and vote

Second by Linda Mingus

Carried 4-0

Bill Roh nominated Rachel Youngquist to be the Vice Chairman

Seconded by Joaquin Lira

Motion by Bill Roh to close nominations and vote

Second by Linda Mingus

Carried 4-0

COMMENTS FROM THE PUBLIC

Kathleen Schuhart from UW-Oshkosh said she came to support County Board Resolution 162-62017, which was referred to the Affirmative Action Commission on June 20, 2017. The Board referred it to the Commission without taking action on it. The Resolution, sponsored by Supervisors Aaron Wojciechowski (District 16) and Julie Gordon (District 17), urges the Commission to include 'Gender Identity' on the list of protected classes given in the Affirmative Action Plan. Garrett Denning said he was here to support the Resolution and asked that the term 'Gender Expression' also be included. Supv. Wojciechowski gave an overview of the Affirmative Action policy. The current plan does not include gender identity or gender expression. Gender identity discrimination can happen in the workplace, he said, and Winnebago County has no rules to protect against it. Transgender people need to feel safe in the work environment. Joaquin Lira said he doesn't understand the term gender expression. Garrett explained that gender identity is how a person feels inside and gender expression is how a person presents himself or herself to the public.

There was a general question about whether gender identity is currently protected in the County's workplace. Ron Montgomery discussed provisions from the Human Resources Policy Manual, Equal Opportunity Policy,

Affirmative Action Plan and Civil Rights Plan: 1. The County prohibits using non-merit factors to make employment or workplace decisions. 2. Gender identity is included in the Civil Rights Plan as a protected employee class. 3. The employee handbook prohibits ‘creating a physical or emotional disturbance among coworkers’. 4. The Human Resources Department takes seriously its responsibilities to create and keep a peaceful workplace.

CONSIDERATION OF RESOLUTION 162-62017, WHICH THE COUNTY BOARD OF SUPERVISORS REFERRED TO THE AFFIRMATIVE ACTION COMMISSION ON JUNE 20, 2017

Motion by Linda Mingus to include ‘Gender Identity’ in the Affirmative Action Plan

Second by Joaquin Lira

Bill Roh thanked Garrett for speaking to the Commission, saying it ‘took courage’ for him to do so. He said he agreed with the author of the Resolution that it was ‘silly’ to bring it to the Affirmative Action Commission and then back to the County Board. Bill Roh said resolutions should go to the committee of jurisdiction first, then be brought to the Board.

Motion by Bill Roh to postpone a vote on the resolution indefinitely ‘so Human Resources can do their job,’ discuss the matter with other counties and the state and get the language they use.

Second by Linda Mingus.

Joaquin Lira asked if it was a good idea to postpone it. Joaquin asked if the vote were postponed it, would the Commission meet again. Ron said it was up to the Commission to decide when to meet next. Ron said he would find out what other counties have for language.

Linda Mingus withdrew her second.

Motion by Linda Mingus to postpone the vote until the Commission had more information about whether other government employers – particularly Milwaukee County, Dane County, other counties and the City of Appleton – include gender identity and gender expression in their employment policies.

Second by Joaquin Lira.

Carried 4-0.

UPDATE ON STATUS OF 2017-2018 AFFIRMATIVE ACTION PLAN

Ron Montgomery explained that the County went from the HR system of PeopleSoft to MUNIS, creating a challenge to retrieve Affirmative Action data in a way that can be translated into the Plan. We have been operating under the Civil Rights plan and the Winnebago County Policy Manual, in addition to the policy section of the Affirmative Action Plan previously approved by the Commission and the Personnel and Finance Committee. Ron said his goal is to have the Plan to the Commission by October. He also noted that the document will look different. HR is currently working on two projects: updating all position descriptions and working on merit pay evaluations. Those are immediate priorities, as they affect employees’ compensation.

Motion by Linda Mingus to adjourn @ 10:00

Second by Bill Roh.

Carried 4-0.

Submitted by, Kathy Rumlow,
Human Resources Associate I