

Note: These Draft Minutes have not been approved by the Affirmative Action Commission. They are being provided to the County Clerk's Office for public availability at the direction of the Commission.

AFFIRMATIVE ACTION COMMISSION MINUTES
January 27, 2010

Present: Nancy Barker, Tena Riste, Linda Mingus, Joaquin Lira, Pat Brennand (for Dave Albrecht)

Excused: **Dave Albrecht**

Also present: Ron Montgomery

Meeting called to order at 2:30 by Nancy Barker

Approval of the minutes of the November 5, 2008 meeting

Approved by Pat Brennand **Seconded by** Joaquin Lira

Carried 5-0

ELECTION OF OFFICERS

Pat Brennand nominated Nancy Barker to be the Chairman

Seconded by Tena Riste

Motion by Pat Brennand to close nominations and vote

Carried 5-0

Pat Brennand nominated Joaquin Lira to be the Vice Chairman

Seconded by Linda Mingus

Motion by Pat Brennand to close nominations and vote

Carried 5-0

COMMENTS FROM THE PUBLIC

None

REVIEW OF COUNTY WORKFORCE DATA

Ron handed out Local Area Unemployment Statistics results for the commission's information. They were new stats just released by the state today at 1:00 pm. Nancy Barked asked if the Census will affect the data and Ron said Census data wouldn't affect the data received today but should reflect the status of the workforce and population as a whole.

Current Census data reveal that minorities represent 7.74% of the population and 5.5% of the labor force. It is reasonable to conclude that the labor-force data capture residents who are not part of the target labor pool or who are highly unlikely or definitely unlikely to pursue County employment. These include children; teenagers who do not need to work; persons of advanced age; college students, professors, academic staff members and other professionals; inmates, residents, etc.

In addition, there are residents, such as migrant workers and other relatively new residents, who may lack the skills or education to render them eligible for most County jobs. Many County jobs require specific training, education or other preparation; relatively few professional County jobs are available to people with broad-field backgrounds.

Women are 50.4% of the total population and represent 53.4% of the comparable-job labor force. In light of this, we are proud that women represent 63.5% of the County government's full-time workforce.

The 14 members of minority groups comprised 1.7% of the County's workforce, contrasted with their 3.3% participation in the countywide workforce. Although it is obvious that there are few minority-group members employed by the County, factors mentioned in the introductory paragraphs may account for much of the difference. Few minorities live in Winnebago County, which is 92.3% white.

Joaquin asked why the minorities are high in the school but not in the workforce. Ron stated that statistically many minority families are larger. Children are not counted until 16 and it depends if they stay in the area. Nancy stated she gave a presentation at a middle school in downtown Appleton and the white children were the minority. Ron said if half of those children stayed in the area until the age of 19 it will radically shift the demographics, given the relatively small number of non-white people in the Fox River Valley generally and Winnebago County specifically.

GOALS

Winnebago County will continue to train employees to treat one another and the public respectfully and equally. The training sessions emphasize employee's rights, relevant law and workplace policies. Harassment and discrimination training also will be included as part of new-employee orientation sessions.

We will continue to assess job descriptions to ensure that the qualifications and duties listed on them accurately reflect the work employees are expected to perform.

We will continue to recruit and select qualified members of protected classes and retain them as employees. In addition, all County vacancies are posted on the Winnebago County website and other Internet locations, aired on the Oshkosh cable access channel's Job Line and sent to the University of Wisconsin-Oshkosh.

We will make this Plan available upon request to a variety of sources, including community organizations, educational institutions, employment-services offices, news media and public libraries. The Plan also will be accessible from the County's Internet (public) and Intranet (employees-only) sites.

REVIEW OF AFFIRMATIVE ACTION PLAN

Ron explained that state data used for the plan are based on statistical sampling, but that County-government data reflect an actual employee count from the previous year. The Commission had no other questions about the Plan.

Motion to approve the Plan and forward it to the Personnel and Finance Committee as presented by Tena Riste

Seconded by Pat Brennand

Carried 5-0

Motion to adjourn by Tena Riste @ 3:25 pm

Seconded by Joaquin Lira

Carried 5-0