

AFFIRMATIVE ACTION PLAN: 2011-2012

- Statement of Policies
- Plan Dissemination and Implementation
- Work Force Analysis
- Personnel Activity in Past Year
- Goals/Challenges/Activities
- Monitoring and Updating
- Appendix

STATEMENT OF POLICIES

The following policy statements shall guide the Commission and its staff in all matters relating to equal employment opportunity and affirmative action to achieve a diverse work force:

- A. The Southeastern Wisconsin Regional Planning Commission (SEWRPC) is committed to building a diverse staff for employment and promotion to ensure the highest quality workforce, to reflect human diversity, and improve opportunities for minorities and women. SEWRPC embraces human diversity, and is committed to equal employment opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.
- B. The Commission is committed to the practice of equal opportunity in all personnel matters, including, but not limited to: recruiting, hiring, training, transfer, promotion, demotion, termination, disciplinary actions, compensation, benefits, layoffs, and recall practices.
- C. It is the policy of the Commission not to discriminate against any employee or applicant for employment because of race, creed, sex, age, color, religion, national origin, sexual orientation, marital status, veteran status, military status, or disability.
- D. Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have exercised any right protected by law.
- E. The Commission will act to ensure equal employment and advancement opportunities consistent with the foregoing statements of policy and shall strive to achieve levels of female and minority employment at least equal to such levels found in the available workforce in the seven county Region making up the Commission's jurisdictional area.
- F. The Commission shall comply with all State and Federal laws relating to equal employment opportunity and affirmative action.

PLAN DISSEMINATION AND IMPLEMENTATION

Staff Responsibilities

All Commission employees are responsible for supporting the concept of equal employment opportunity and affirmative action and assisting the Commission in meeting its goals.

The Commission's Business Manager has been assigned the responsibility of administering the Commission's equal employment opportunity policies and attendant action program. Duties in this capacity include the following:

- A. Directing Commission-wide efforts to achieve equal employment opportunities, supervising and coordinating such efforts in all divisions.
- B. Communicating the equal employment opportunity policy to employees, prospective employees, and the general public.
- C. Analyzing the composition of the work force.
- D. Together with other managerial staff, assessing the effectiveness of affirmative action policies and programs, identifying obstacles to achieving employment diversity goals, and developing strategies to overcome those obstacles.

- E. Serving as liaison between the Commission and equal opportunity enforcement agencies.
- F. Serving as liaison between the Commission and women and minority organizations and community action groups.
- G. Updating the Commission affirmative action plan on an annual basis.

Plan Dissemination Activities

The Commission's Business Manager shall be responsible for the following internal dissemination efforts relative to the affirmative action plan:

- A. The affirmative action plan and attendant equal employment opportunity policies are to be provided to all existing and new employees in hardcopy format. In addition, the current version of the affirmative action plan is to be maintained on the Commission's intranet site which is accessible to all employees.
- B. On an annual basis, a copy of the updated affirmative action plan is to be provided to all management staff accompanied by a memorandum re-emphasizing the importance of taking actions toward the advancement of Commission goals in terms of staff diversity.
- C. Ensure that an equal employment opportunity poster is prominently displayed at the Commission offices in appropriate locations.
- D. Provide notice of all employment openings other than those filled by promotions from the current staff to the Environmental Justice Task Force (EJTF). SEWRPC will use the EJTF as a resource to assist staff in developing and expanding a list of organizations serving minorities and women to be notified of openings when a search is conducted.
- E. Develop and maintain working relationships with organizations serving professional and/or students of color such as the following, in an effort to develop and recruit diverse candidates for employment;
 1. National Society of Black Engineers and Society of Hispanic Engineers, including chapters at Marquette University and the University of Wisconsin-Milwaukee;
 2. Other organizations in Milwaukee focused on university students of color, such as the Black Graduate Student Alliance, Black Student Union, and Latino Student Union at UWM;
 3. Organizations serving diverse professionals, such as the Hispanic Professionals of Greater Milwaukee, and the Milwaukee African-American and Hispanic Chamber of Commerce; and
 4. Relevant national organizations, such as the Conference of Minority Transportation Officials.

The Commission's Business Manager shall also be responsible for the following activities attendant to the external dissemination of the Commission's affirmative action plan:

- A. The posting of the current affirmative action plan on the Commission's website and the provision of hardcopies of that plan to anyone requesting same.

- B. The inclusion of an equal employment opportunity “tag line” on all job announcements and all media advertisements for employment.
- C. The dissemination of information on job openings which include outside recruitment to women and minority audiences through the selective, appropriate placement of notices of job openings in the following locations and media sources:
1. SEWRPC will provide notice to the following radio stations:
 - a. WMCS Radio (1290 AM), Milwaukee
 - b. WBJX Radio (1460 AM, Spanish) Racine
 2. SEWRPC will place an employment advertisement with one of the following newspapers serving the African American Community:
 - a. Milwaukee Community Journal
 - b. Milwaukee Courier
 - c. Milwaukee Times
 3. SEWRPC will place an employment advertisement with one of the following newspapers serving the Hispanic Community:
 - a. El Conquistador
 - b. Spanish Journal
 - c. Spanish Times
 4. SEWRPC will notify the following minority and women’s groups and organizations as appropriate for the job posting:
 - a. Esperanza Unida
 - b. Hmong/American Friendship Association
 - c. Kenosha Racine Urban League
 - d. Spanish Center (Kenosha)
 - e. Spotted Eagle
 - f. Milwaukee Urban League
 - g. The Women’s Center
 - h. Family and Women’s Resource Center
 - i. YWCA of Greater Milwaukee
 5. SEWRPC will notify the following area technical schools, including technical high schools as appropriate for the job posting:
 - a. Milwaukee Area Technical College
 - b. Gateway Technical College
 - c. Waukesha County Technical College
The Wisconsin technical schools utilize Wisconsin Tech Connect.com, a website which enables employers to post jobs that will reach all University of Wisconsin Technical School students and alumni.
 - d. The Milwaukee High School for Urban Planning and Architecture
 6. SEWRPC will notify the following colleges and universities as appropriate for the job posting:
 - a. Marquette University
 - b. UW-Madison
 - c. UW-Milwaukee
 - d. Carroll University

1. The University of Wisconsin system utilizes the Jobs For Wisconsin Graduates website (www.jobs4wigrads.com), which enables employers to post jobs that will reach all the UW students and alumni.
 2. Wisconsin's 20 private and independent colleges utilizes the www.wipccc.org website, which enables employers to post jobs that will reach all private and independent college students and alumni.
- e. Out-of-State colleges and universities as appropriate for the position.

NOTE: Colleges will be requested to post job announcements in the general job placement office and in the college multi-cultural center.

7. SEWRPC will also utilize Job Service of Wisconsin.

The Commission is committed to undertake good-faith efforts to contact and make use of recruitment and training services in the Region. Commission staff members are encouraged to refer minorities to apply for possible placement in Commission job vacancies.

WORKFORCE ANALYSIS

The Regional Planning Commission is a unique areawide planning agency created to carry out an advisory physical development and environmental planning function for the seven county Southeastern Wisconsin Region, consisting of Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington, and Waukesha Counties. The Commission relies upon an interdisciplinary staff to ensure that its planning is technically sound and comprehensive. Consequently, the great majority of the Commission staff positions are necessarily filled by individuals with highly specialized knowledge and skills.

The Commission staff may be categorized into four basic classifications – managerial, professional, technical, and clerical. The types of professions or occupations included in these categories are described below:

Managerial and Professional: The Commission managerial and professional staff consists of a chief executive, engineering and natural science managers, business manager, civil engineers, surveyors, landscape architects, urban and regional planners, and specialists in biology, geography, economic development, and the natural sciences. The staff within these professional disciplines may be even more specialized into such categories as, for example, traffic and transportation engineers, hydrologic and hydraulic engineers, environmental engineers, biologists, limnologists, and aquatic ecologists.

Technical: The Commission technical staff consists of drafters, surveying and mapping technicians, and engineering technicians.

Clerical: The Commission clerical staff consists of administrative assistants/secretaries, a bookkeeper, an office clerk, and a receptionist.

In July 2011, the Commission workforce consisted of 76 individuals, including one executive director and 10 division managers (14 percent), 37 professional staff (49 percent), 21 technical staff (28 percent), and seven clerical staff (9 percent). It is common in the managerial, professional, and technical categories for staff members to have advanced degrees and professional licensing. Appendix Figure A-1 identifies how the Commission staff is organized and the racial category of each employee. Employees typically build careers within a Commission operating division. Exceptional employees may be able to further their careers by serving in more than one operating division. Commission executive leadership has been drawn from divisional leadership whenever possible. Where appropriate, the Commission will continue to fill

openings within its managerial staff by promotion from within. Appendix Table A-1 presents a job group analysis of the four job groups defined by the Commission.

The composition of the Commission workforce by gender and employment category as of July 1, 2011, is shown in Table 1. The composition of that same workforce by race and employment category is shown in Table 2. Females comprise 30 percent of the total staff, including 18 percent of the division managers, 19 percent of the professional staff, 38 percent of the technical staff, and 86 percent of the clerical staff. Nonwhites comprise 18 percent of the total staff, including 9 percent of the division managers, 11 percent of the professional staff, and 43 percent of the technical staff.

Table 3 indicates the distribution of nonwhite Commission employees by employment category and by nonwhite category. One nonwhite individual is in the managerial category, four nonwhite individuals are in the professional category, and nine in the technical category. There are not any nonwhite staff in the executive director or clerical category. A total of eight of the nonwhite employees are Black, four Hispanic, one Native American, and one Asian/Pacific Islander.

The U.S. Bureau of Census makes available a detailed equal opportunity employment file for the year 2000. This file provides civilian labor force data by race and gender for nearly 500 occupational categories. For the purposes of this affirmative action plan, all occupational categories were reviewed as a basis for selecting those Census categories which are believed to most closely mirror the Commission workforce categorical needs. This review concluded that 2000 Census data for civil engineers, surveyors, cartographers and photogrammetrists, biological scientists, urban and regional planners, and computer scientists and systems analysts could be combined to represent that portion of the civilian labor force employed in categories similar to the Commission's professional workforce. 2000 Census data for chief executives, and engineering, natural sciences, and administrative managers could be combined to correspond to the Commission's managerial staff. Similarly, 2000 Census data for the categories of drafting occupations, surveying and mapping technicians, and engineering technicians was combined to correspond with the Commission's workforce in the technical category. Finally, 2000 Census data for the categories of secretaries and administrative assistants, office clerks, and bookkeepers, accounting, and auditing clerks could be combined to correspond to the Commission's workforce in the clerical category.

The Commission's reasonable recruitment area is the seven county Southeastern Wisconsin Region. Commission employees are required to reside within the seven county Region. Therefore, the goal of the Commission is to have its workforce match the availability of females and minorities in the labor force of the seven county Region.

Labor force data were compiled for the seven county Southeastern Wisconsin Region. These data are set forth in the series of tables included as Appendix A. Appendix A also presents labor force data for Milwaukee County for comparison purposes, as Milwaukee County is the county of residence of about three-fourths of the minority labor force in the Region. Tables A-2 through A-5 in Appendix A present labor force data for Southeastern Wisconsin and Milwaukee County for all occupations on the Commission staff by employment category. Tables A-6 through A-9 utilize this occupation data to estimate minority and female labor force availability in Southeastern Wisconsin and Milwaukee County for managerial, professional, technical, and clerical staff categories.

Table 1**Number and Proportion of SEWRPC Employees
by Gender and Employment Category: July 1, 2011**

| Employment Category | Gender | | | | Total |
|---------------------|--------|---------|--------|---------|-------|
| | Male | | Female | | |
| | Number | Percent | Number | Percent | |
| Managerial | 9 | 81 | 2 | 18 | 11 |
| Professional | 30 | 81 | 7 | 19 | 37 |
| Technical | 13 | 62 | 8 | 38 | 21 |
| Clerical | 1 | 14 | 6 | 86 | 7 |
| Total | 53 | 70 | 23 | 30 | 76 |

Source: SEWRPC

Table 2**Number and Proportion of SEWRPC Employees
by Race and Employment Category: July 1, 2011**

| Employment Category | Race | | | | Total |
|---------------------|--------|---------|----------|---------|-------|
| | White | | Nonwhite | | |
| | Number | Percent | Number | Percent | |
| Managerial | 10 | 91 | 1 | 9 | 11 |
| Professional | 33 | 89 | 4 | 11 | 37 |
| Technical | 12 | 57 | 9 | 43 | 21 |
| Clerical | 7 | 100 | -- | -- | 7 |
| Total | 62 | 82 | 14 | 18 | 76 |

Source: SEWRPC

Table 3**Number of Nonwhite SEWRPC Employees by
Employment Category and Nonwhite Category: July 1, 2011**

| Nonwhite Category | Employment Category | | | | Total |
|-------------------------|---------------------|--------------|-----------|----------|-------|
| | Managerial | Professional | Technical | Clerical | |
| Black | 1 | 2 | 5 | -- | 8 |
| Hispanic | -- | 1 | 3 | -- | 4 |
| Native American | -- | -- | 1 | -- | 1 |
| Asian, Pacific Islander | -- | 1 | -- | -- | 1 |
| Total | 1 | 4 | 9 | -- | 14 |

Source: SEWRPC

A comparison of the proportion of females in the Commission's workforce with the proportion of females in the labor forces of the Region and Milwaukee County by employment category is set forth in Table 4. The following conclusions may be drawn from this comparison:

- A. In the managerial category (11 employees), the proportion of females in the Commission workforce exceeds the proportion of females in the corresponding labor forces in the Region and approaches that of Milwaukee County.
- B. In the professional category (37 employees), the proportion of females in the Commission workforce approaches the proportion of females in the corresponding labor force in the Region and Milwaukee County.
- C. In the technical category (21 employees), the proportion of females in the Commission workforce substantially exceeds the proportion of females in the corresponding labor forces of both the Region and Milwaukee County.
- D. In the clerical category (7 employees), the proportion of females in the Commission workforce is only slightly less than the proportion of females in the corresponding labor force of both the Region and Milwaukee County.

In general, female participation in the Commission's workforce closely mirrors female participation in the corresponding labor forces of both the Region and Milwaukee County.

A comparison of the proportion of nonwhites in the Commission workforce with the proportions of nonwhites in the labor forces of the Region and Milwaukee County by employment category is set forth in Table 5. The following conclusions may be drawn from this comparison:

- A. In the managerial category (11 employees), the proportion of nonwhites in the Commission workforce (9 percent) exceeds the proportion of nonwhites in the corresponding labor force of the Region (4 percent), and is equal to the proportion of nonwhites in Milwaukee County (9 percent).
- B. In the professional category (37 employees), the proportion of nonwhites in the Commission workforce (11 percent) exceeds the proportion of nonwhites in the corresponding labor force of the Region (10 percent), and approaches the proportion of nonwhites in the corresponding labor force of Milwaukee County (15 percent).
- C. In the technical category (21 employees), the proportion of nonwhites in the Commission workforce (43 percent) substantially exceeds the proportion of nonwhites in the corresponding labor forces of both the Region (5 percent) and Milwaukee County (9 percent).
- D. In the clerical category (7 employees), the proportion of nonwhites in the Commission workforce (0 percent) is below the proportion of nonwhites in the corresponding labor force of both the Region (11 percent), and Milwaukee County (20 percent).

In general, the Commission is meeting a fundamental goal of achieving a level of nonwhite employment in the managerial, professional and technical categories, exceeding such levels found in the available labor force of the Region. Moreover, the Commission's level of nonwhite employment in the technical category exceeds such levels found in the available labor force of Milwaukee County. The Commission is not reaching the level of nonwhite participation in the clerical category evidenced in the Region. Accordingly, the Commission will continue to enhance its activities toward achieving a diverse workforce, including a focus on clerical and professional categories of its labor force as positions become available.

Table 4

**COMPARISON OF THE PROPORTION OF FEMALES IN THE COMMISSION WORK FORCE
WITH THE PROPORTION OF FEMALES IN THE CORRESPONDING LABOR FORCES IN
SOUTHEASTERN WISCONSIN AND MILWAUKEE COUNTY BY EMPLOYMENT CATEGORY**

| Employment Category | Number of Commission Employees | Percent Female | | |
|---------------------|--------------------------------|----------------|-------------------------------------|-------------------------------|
| | | Commission | Southeastern Wisconsin ^a | Milwaukee County ^b |
| Managerial | 11 | 18 | 15 | 20 |
| Professional | 37 | 19 | 23 | 20 |
| Technical | 21 | 38 | 12 | 8 |
| Clerical | 7 | 86 | 95 | 94 |

^aSee Appendix Table A-2 and Tables A-6 through A-9

^bSee Appendix Table A-3 and Tables A-6 through A-9

Source: SEWRPC

Table 5

**COMPARISON OF THE PROPORTION OF NONWHITES IN THE COMMISSION WORK FORCE
WITH THE PROPORTION OF NONWHITES IN THE CORRESPONDING LABOR FORCES IN
SOUTHEASTERN WISCONSIN AND MILWAUKEE COUNTY BY EMPLOYMENT CATEGORY**

| Employment Category | Number of Commission Employees | Percent Nonwhite ^a | | |
|---------------------|--------------------------------|-------------------------------|-------------------------------------|-------------------------------|
| | | Commission | Southeastern Wisconsin ^b | Milwaukee County ^c |
| Managerial | 11 | 9 | 4 | 9 |
| Professional | 37 | 11 | 10 | 15 |
| Technical | 21 | 43 | 5 | 9 |
| Clerical | 7 | -- | 11 | 20 |

^aIncludes Hispanic persons and non-Hispanic persons of other races including Black or African American; Native American, Eskimo, Aleut; and Asian or Pacific Islander

^bSee Appendix Table A-4 and Tables A-6 through A-9

^cSee Appendix Table A-5 and Tables A-6 through A-9

Note: Tables 4 and 5 include all full-time and part-time employees. Tables A-10 and A-11 in Appendix A present a similar analysis of Commission workforce with full-time employees counted as one employee equivalent to 2080 working hours in a year, and part-time employees pro-rated to a portion of an employee based upon the number of hours worked in a calendar year. Similar findings and conclusions were reached with this analysis of full-time/part-time data.

Source: SEWRPC

PERSONNEL ACTIVITY IN PAST YEAR

The following summarizes Commission personnel activity over the 12 month period, July 1, 2010, to June 30, 2011:

- A. There were five terminations during the reporting period. One termination was in the professional job category and includes one white male civil engineer. Three terminations were in the technical category and include one white male survey technician and two black male engineering technicians. One termination was in the clerical category and includes one white female secretary. All five terminations were voluntary.
- B. There were eight new hires during the reporting period. All eight new hires were in the technical job category and consisted of a white male survey technician, a white female survey technician, a Hispanic male survey technician, a white male cartographer, a black male cartographer, a Hispanic female engineering technician, a black female engineering technician, and a black male engineering technician.
- C. There were two promotions during the reporting period. Both promotions were within the professional category and consisted of a white female who was promoted from senior specialist to principal specialist and a white male who was promoted from planner to senior planner. These promotions do not represent the filling of open positions, but rather step advancements consistent with additional education and experience.

GOALS/CHALLENGES/ACTIVITIES

Based upon the foregoing workforce analysis, the following describes the workforce diversity goals of the Commission, outlines the challenges faced in meeting those goals, and describes activities that the Commission staff will undertake in an effort to move the Commission closer to reaching its goals.

Employment Diversity Goals

The following represent the Commission employment goals with respect to maintaining existing workforce diversity and increasing that diversity:

- A. With respect to female employment, it is the Commission's goal to maintain female participation in the Commission's workforce that closely mirrors such participation in the corresponding labor forces of the Region.
- B. With respect to nonwhite employment in the technical, professional and managerial workforce categories, it is the Commission's goal to maintain the current proportion of nonwhite participation, which equals or exceeds such participation in the corresponding labor force of the Region.
- C. With respect to nonwhite employment in the clerical workforce categories, it is the Commission's goal to increase the current proportion of nonwhite participation in the Commission workforce so that it more closely approaches such participation in the corresponding labor force of the Region.
- D. In addition, the Commission annually compares the female and non-white staff to the female and nonwhite labor force of Milwaukee County for the appropriate employment categories. This comparison shows how the Commission staff mirrors the Milwaukee County workforce with respect to females and minorities.

Challenges/Activities

The following represent the perceived challenges that the Commission faces in meeting its workforce diversity goals, particularly with respect to the minority workforce in the professional and clerical

categories. Each challenge is accompanied by a comment as to the activities that would be taken to address those challenges.

A. Minority Professionals and Managers

Commission experience has been that it gets relatively few applicants from minority individuals for job openings on its professional staff, a staff where many have advanced degrees, with some having professional licensing as well. This is the challenge faced by the Commission in meeting its workforce diversity goal in the professional category.

The Commission will continue to distribute notices of job openings to all of the media and organizations noted earlier in the plan document. In addition, notices of job openings will be provided to an expanded list of minority groups and organizations in the Region, which will include all such groups and organizations in the Region. Also, relationships will be established with minority job placement professionals, and staff will work with the Commission's Public Involvement and Outreach Manager to develop relationships and contacts with groups in the minority community that are able to offer job placement assistance and/or applicant referrals.

The Commission has developed a relationship with the National Society of Black Engineers and places engineering and planning job opening announcements with that organization.

The Commission is also strengthening relationships with student chapters of minority professional organizations. To date the Commission has established a relationship with the student chapters of the National Society of Black Engineers and the Society of Hispanic Professional Engineers at Marquette University. The Commission will expand those relationships to the University of Wisconsin-Milwaukee and other universities.

A related challenge faced by the Commission is to increase the number of minority individuals that obtain the necessary skills and training to fill professional jobs with the Commission. In the past, the Commission helped fund efforts to build a larger minority group planning/engineering talent pool in Milwaukee under the ENCOMPASS Program, which employed a recruiting specialist. Unfortunately, the funding partners of that program discontinued their support, leaving the Commission as the only partner willing to invest resources in such an effort. Since the demise of the ENCOMPASS Program, the Commission has operated its own minority student work program and will continue to do so indefinitely, finding ways to employ minority students in a manner consistent with their educational needs, goals, and schedules. The Commission's relationships with the Marquette University student chapters of the National Society of Black Engineers and Society of Hispanic Professional Engineers have had some success. The Commission will continue and attempt to build on this effort. In addition, the Commission also remains willing to work with others in finding ways to encourage minority students in the Milwaukee area to enter into professional careers, thus broadening the available talent pool.

B. Compensation Levels

A second challenge facing the Commission is the relatively low compensation levels presently offered by the Commission, particularly in the professional category. In past years, several employment offers have been made to minority professionals that were rejected. Follow-up discussions with those individuals indicated that the primary rejection reason involved the level of compensation. At the present time, given the current economic situation, it is unlikely that any significant enhancement to Commission compensation levels can be made.

C. Clerical Workforce

To meet the challenge of increasing the minority clerical workforce, the Commission will advertise employment opportunities utilizing the dissemination guidelines discussed on pages 3 and 4 of this plan. In addition, the Commission will work with technical and trade schools to post available openings within their administrative assistant studies departments.

The Commission will also expand its provision of notices of available clerical positions to all minority organizations and groups within the Region. The Commission's Public Involvement and Outreach Manager is developing relationships with these groups and organizations and will assist in this effort. Also, relationships will be established with minority job placement professionals, and staff will work with the Commission's Public Involvement and Outreach Manager to develop relationships and contacts with groups in the minority community that are able to offer job placement assistance and/or applicant referrals.

D. Office Location and Transit Service

The Commission is in the process of obtaining office space in the Milwaukee County City Campus Building located in the City of Milwaukee. This office is accessible by public transportation. SEWRPC will staff the office with persons working on specific projects, with the intent to staff the office full time, however, this may not involve any one staff member having his or her office there full time.

Transit services have -- at least temporarily -- been terminated by Waukesha County to the Commission's primary work place in the Waukesha area. Today 33 percent of Commission employees commute from Milwaukee County residences. The Commission has long recommended in its plans, and advocates strongly for improved transit service to job centers throughout the Region. The Commission has identified the severe transit funding problems in the Region, and the need for dedicated funding. Implementation of the Commission's regional transit plans should provide reasonable transit access to the Commission's present primary office location.

MONITORING AND UPDATING

As noted earlier in this plan document, the Commission has designated its Business Manager as the individual primarily responsible for administering the Commission's equal employment opportunity policies and attendant action program. Toward this end, the Business Manager is charged with maintaining appropriate files relating to the affirmative action plan, including logs pertaining to job applicants, hiring, promotions, and terminations. The Business Manager will, to the extent possible given the reluctance of individuals to provide certain information, attempt to monitor job applicant flow by gender and racial status. The Business Manager will maintain a log of personnel activity by race and gender for each advertised job over each ensuing year. Such data will be retained on file for a period of three years.

This affirmative action plan will be updated in July each year. This will consist of an update of the workforce analysis, together with comments relative to progress in reaching the Commission's diversity employment goals, changes in those goals as may be appropriate, and any desirable modifications to activities.

* * *

Appendix

Table A - 1

SOUTHEASTERN WISCONSIN REGIONAL PLANNING COMMISSION
JOB GROUP ANALYSIS
 July 2010

| Job Group Name | Recruitment Area* | Total Number | Minority Total | | Female Total | | Males | | | | | Females | | | | |
|-----------------|-------------------|--------------|----------------|---------|--------------|---------|-------|---|---|----|----|---------|---|---|----|----|
| | | | Number | Percent | Number | Percent | W | B | H | AP | AI | W | B | H | AP | AI |
| Managerial | SE WI Region | 11 | 1 | 9 | 2 | 18 | 8 | 1 | | | | 2 | | | | |
| 01 Professional | SE WI Region | 37 | 4 | 11 | 7 | 19 | 27 | 2 | | 1 | | 6 | | 1 | | |
| 02 Technical | SE WI Region | 21 | 9 | 43 | 8 | 38 | 8 | 3 | 2 | | | 4 | 2 | 1 | | 1 |
| 03 Clerical | SE WI Region | 7 | -- | -- | 6 | 86 | 1 | | | | | 6 | | | | |
| TOTALS | | 76 | 14 | 18 | 23 | 30 | 44 | 6 | 2 | 1 | | 18 | 2 | 2 | | 1 |

*Recruitment Area - the Southeastern Wisconsin Region - defined as the following counties:
 Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington, and Waukesha Counties

Table A-2

**WORKERS BY OCCUPATION CATEGORY AND SEX
IN THE SOUTHEASTERN WISCONSIN REGION: 2000**

| Occupation Category | Sex | | | | |
|---|--------------|--------|------------------|--------|------------------|
| | Total Number | Male | | Female | |
| | | Number | Percent of Total | Number | Percent of Total |
| Census Occupations Corresponding to Commission Managerial Positions | | | | | |
| Chief Executive | 9,855 | 8,208 | 83.3 | 1,647 | 16.7 |
| Engineering Managers | 1,662 | 1,602 | 96.4 | 60 | 3.6 |
| Natural Sciences Managers | 118 | 89 | 75.4 | 29 | 24.6 |
| Administrative Services Managers | 657 | 449 | 69.1 | 208 | 32.0 |
| Census Occupations Corresponding to Commission Professional Positions | | | | | |
| Biological Scientists | 352 | 177 | 50.3 | 175 | 49.7 |
| Civil Engineers | 1,776 | 1,523 | 85.8 | 253 | 14.2 |
| Surveyors, Cartographers and Photogrammetrists | 187 | 148 | 79.1 | 39 | 20.9 |
| Urban and Regional Planners | 163 | 149 | 91.4 | 14 | 8.6 |
| Computer Scientists and Systems Analysts | 6,191 | 3,877 | 62.6 | 2,314 | 37.4 |
| Census Occupations Corresponding to Commission Technical Positions | | | | | |
| Drafters | 2,152 | 1,734 | 80.6 | 418 | 19.4 |
| Engineering Technicians | 3,782 | 2,886 | 76.3 | 896 | 23.7 |
| Surveying and Mapping Technicians | 400 | 373 | 93.2 | 27 | 6.8 |
| Census Occupations Corresponding to Commission Clerical Positions | | | | | |
| Bookkeeping, Accounting, and Auditing Clerks | 12,933 | 1,260 | 9.7 | 11,673 | 90.3 |
| Office Clerks, General | 11,596 | 1,321 | 11.4 | 10,275 | 88.6 |
| Secretaries and Administrative Assistants | 26,538 | 617 | 2.3 | 25,921 | 97.7 |

Source: U.S. Census Bureau Equal Employment Opportunity data set and SEWRPC.

Table A-3

**WORKERS BY OCCUPATION CATEGORY
AND SEX IN MILWAUKEE COUNTY: 2000**

| Occupation Category | Sex | | | | |
|---|--------------|--------|------------------|--------|------------------|
| | Total Number | Male | | Female | |
| | | Number | Percent of Total | Number | Percent of Total |
| Census Occupations Corresponding to Commission Managerial Positions | | | | | |
| Chief Executive | 2,585 | 2,001 | 77.4 | 584 | 22.6 |
| Engineering Managers | 439 | 394 | 89.7 | 45 | 10.3 |
| Natural Science Managers | 14 | 10 | 71.4 | 4 | 28.6 |
| Administrative Services Managers | 194 | 134 | 70.5 | 60 | 31.6 |
| Total | 453 | 404 | 89.2 | 49 | 10.8 |
| Census Occupations Corresponding to Commission Professional Positions | | | | | |
| Biological Scientists | 139 | 85 | 61.2 | 54 | 38.8 |
| Civil Engineers | 729 | 614 | 84.2 | 115 | 15.8 |
| Surveyors, Cartographers and Photogrammetrists | 74 | 59 | 79.7 | 15 | 20.3 |
| Urban and Regional Planners | 94 | 90 | 95.7 | 4 | 4.3 |
| Computer Scientists and Systems Analysts | 2,822 | 1,729 | 61.3 | 1,093 | 38.7 |
| Census Occupations Corresponding to Commission Technical Positions | | | | | |
| Drafters | 857 | 703 | 82.0 | 154 | 18.0 |
| Engineering Technicians | 1,443 | 1,145 | 79.3 | 298 | 20.7 |
| Surveying and Mapping Technicians | 158 | 154 | 97.5 | 4 | 2.5 |
| Census Occupations Corresponding to Commission Clerical Positions | | | | | |
| Bookkeeping, Accounting, and Auditing Clerks | 5,783 | 745 | 12.9 | 5,038 | 87.1 |
| Office Clerks, General | 5,798 | 693 | 12.0 | 5,105 | 88.0 |
| Secretaries and Administrative Assistants | 11,920 | 350 | 2.9 | 11,570 | 97.1 |

Source: U.S. Census Bureau Equal Employment Opportunity data set and SEWRPC.

Table A-4

**WORKERS BY OCCUPATION CATEGORY AND RACE
IN THE SOUTHEASTERN WISCONSIN REGION: 2000**

| Occupation Category | Race | | | | |
|---|--------------|---------------------|------------------|--------|------------------|
| | Total Number | White, Non-Hispanic | | Other | |
| | | Number | Percent of Total | Number | Percent of Total |
| Census Occupations Corresponding to Commission Managerial Positions | | | | | |
| Chief Executive | 9,855 | 9,455 | 95.9 | 400 | 4.1 |
| Engineering Managers | 1,662 | 1,555 | 93.6 | 107 | 6.4 |
| Natural Sciences Managers | 118 | 118 | 100.0 | 0 | 0.0 |
| Administrative Services Managers | 657 | 623 | 95.8 | 34 | 5.2 |
| Census Occupations Corresponding to Commission Professional Positions | | | | | |
| Biological Scientists | 352 | 308 | 87.5 | 44 | 12.5 |
| Civil Engineers | 1,776 | 1,663 | 93.6 | 113 | 6.4 |
| Surveyors, Cartographers and Photogrammetrists | 187 | 183 | 97.9 | 4 | 2.1 |
| Urban and Regional Planners | 163 | 143 | 87.7 | 20 | 12.3 |
| Computer Scientists and Systems Analysts | 6,191 | 5,330 | 86.1 | 861 | 13.9 |
| Census Occupations Corresponding to Commission Technical Positions | | | | | |
| Drafters | 2,152 | 1,995 | 92.7 | 157 | 7.3 |
| Engineering Technicians | 3,782 | 3,245 | 85.8 | 537 | 14.2 |
| Surveying and Mapping Technicians | 400 | 392 | 98.0 | 8 | 2.0 |
| Census Occupations Corresponding to Commission Clerical Positions | | | | | |
| Bookkeeping, Accounting, and Auditing Clerks | 12,933 | 11,715 | 90.6 | 1,218 | 9.4 |
| Office Clerks, General | 11,596 | 9,655 | 83.3 | 1,941 | 16.7 |
| Secretaries and Administrative Assistants | 26,538 | 23,724 | 89.4 | 2,814 | 10.6 |

Source: U.S. Census Bureau Equal Employment Opportunity data set and SEWRPC.

Table A-5

**WORKERS BY OCCUPATION CATEGORY
AND RACE IN MILWAUKEE COUNTY: 2000**

| Occupation Category | Race | | | | |
|---|--------------|---------------------|------------------|--------|------------------|
| | Total Number | White, Non-Hispanic | | Other | |
| | | Number | Percent of Total | Number | Percent of Total |
| Census Occupations Corresponding to Commission Managerial Positions | | | | | |
| Chief Executive | 2,585 | 2,330 | 90.1 | 255 | 9.9 |
| Engineering Managers | 439 | 375 | 85.4 | 64 | 14.6 |
| Natural Science Managers | 14 | 14 | 100.0 | 0 | 0.0 |
| Administrative Services Managers | 194 | 160 | 84.2 | 34 | 17.9 |
| Census Occupations Corresponding to Commission Professional Positions | | | | | |
| Biological Scientists | 139 | 125 | 89.9 | 14 | 10.1 |
| Civil Engineers | 729 | 630 | 86.4 | 99 | 13.6 |
| Surveyors, Cartographers and Photogrammetrists | 74 | 70 | 94.6 | 4 | 5.4 |
| Urban and Regional Planners | 94 | 74 | 78.7 | 20 | 21.3 |
| Computer Scientists and Systems Analysts | 2,822 | 2,295 | 81.3 | 527 | 18.7 |
| Census Occupations Corresponding to Commission Technical Positions | | | | | |
| Drafters | 857 | 745 | 86.9 | 112 | 13.1 |
| Engineering Technicians | 1,443 | 1,070 | 74.2 | 373 | 25.8 |
| Surveying and Mapping Technicians | 158 | 154 | 97.5 | 4 | 2.5 |
| Census Occupations Corresponding to Commission Clerical Positions | | | | | |
| Bookkeeping, Accounting, and Auditing Clerks | 5,783 | 4,810 | 83.2 | 973 | 16.8 |
| Office Clerks, General | 5,798 | 4,150 | 71.6 | 1,648 | 28.4 |
| Secretaries and Administrative Assistants | 11,920 | 9,585 | 80.4 | 2,335 | 19.6 |

Source: U.S. Census Bureau Equal Employment Opportunity data set and SEWRPC.

Table A-6

**ESTIMATED MANAGERIAL STAFF LABOR FORCE AVAILABILITY
IN MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|------------------------|------------|---------------|---|---------------------------------------|
| Executive Director | 1 | 9.09 | 0.90 | 2.05 |
| Administrative Svc Mgr | 1 | 9.09 | 1.59 | 2.81 |
| Engineering Manager | 5 | 45.45 | 6.63 | 4.66 |
| Natural Science Mgr | 4 | 36.36 | 0.00 | 10.39 |
| TOTALS | 11 | 100.00 | 9.12 | 19.91 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|------------------------|------------|---------------|---|---------------------------------------|
| Executive Director | 1 | 9.09 | 0.37 | 1.52 |
| Administrative Svc Mgr | 1 | 9.09 | 0.47 | 2.88 |
| Engineering Manager | 5 | 45.45 | 2.93 | 1.64 |
| Natural Science Mgr | 4 | 36.36 | 0.00 | 8.94 |
| TOTALS | 11 | 100.00 | 3.77 | 14.98 |

Table A-7

**ESTIMATED PROFESSIONAL STAFF LABOR FORCE AVAILABILITY
IN MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------|------------|---------------|---|---------------------------------------|
| Planners | 12 | 32.43 | 6.90 | 1.38 |
| Civil Engineers | 12 | 32.43 | 4.40 | 5.12 |
| Biological Scientist | 10 | 27.03 | 2.72 | 10.50 |
| Computer Scientist | 2 | 5.41 | 1.01 | 2.09 |
| Surveyor | 1 | 2.70 | 0.15 | 0.55 |
| TOTALS | 37 | 100.00 | 15.18 | 19.64 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------|------------|---------------|---|---------------------------------------|
| Planners | 12 | 32.43 | 3.98 | 2.79 |
| Civil Engineers | 12 | 32.43 | 2.06 | 4.62 |
| Biological Scientist | 10 | 27.03 | 3.38 | 13.44 |
| Computer Scientist | 2 | 5.41 | 0.75 | 2.02 |
| Surveyor | 1 | 2.70 | 0.06 | 0.56 |
| TOTALS | 37 | 100.00 | 10.23 | 23.43 |

Table A-8

**ESTIMATED TECHNICAL STAFF LABOR FORCE AVAILABILITY IN
MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------------|------------|---------------|---|---------------------------------------|
| Surveyors/ Mapping Tech | 14 | 66.67 | 1.69 | 1.69 |
| Drafters | 2 | 9.52 | 1.24 | 1.71 |
| Engineering Tech | 5 | 23.81 | 6.15 | 4.92 |
| TOTALS | 21 | 100.00 | 9.09 | 8.32 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------------|------------|---------------|---|---------------------------------------|
| Surveyors/ Mapping Tech | 14 | 66.67 | 1.33 | 4.50 |
| Drafters | 2 | 9.52 | 0.69 | 1.85 |
| Engineering Tech | 5 | 23.81 | 3.38 | 5.64 |
| TOTALS | 21 | 100.00 | 5.41 | 11.99 |

Table A-9

**ESTIMATED CLERICAL STAFF LABOR FORCE AVAILABILITY IN
MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|---------------|------------|---------------|---|---------------------------------------|
| Secretary | 5 | 71.43 | 13.99 | 69.33 |
| Bookkeeper | 1 | 14.29 | 2.40 | 12.45 |
| Office Clerk | 1 | 14.29 | 4.06 | 12.36 |
| TOTALS | 7 | 100.00 | 20.46 | 94.13 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|---------------|------------|---------------|---|---------------------------------------|
| Secretary | 5 | 71.43 | 7.57 | 69.77 |
| Bookkeeper | 1 | 14.29 | 1.35 | 12.89 |
| Office Clerk | 1 | 14.29 | 2.39 | 12.66 |
| TOTALS | 7 | 100.00 | 11.31 | 95.32 |

Table A-10

**COMPARISON OF THE PROPORTION OF FULL-TIME EQUIVALENT FEMALES
IN THE COMMISSION WORKFORCE WEIGHTED AGAINST THE CORRESPONDING
FEMALES IN THE LABOR FORCES OF SOUTHEASTERN WISCONSIN AND MILWAUKEE COUNTY^d**

| Employment Category | Number of Commission Employees | Percent Female Availability Weighted Value | | |
|---------------------|--------------------------------|--|------------------------|------------------|
| | | Commission | Southeastern Wisconsin | Milwaukee County |
| Managerial | 11 | 18 | 15 | 20 |
| Professional | 34 | 20 | 23 | 19 |
| Technical | 18.5 | 34 | 11 | 8 |
| Clerical | 7 | 88 | 95 | 94 |

Table A-11

**COMPARISON OF THE PROPORTION OF FULL-TIME EQUIVALENT MINORITIES
IN THE COMMISSION WORKFORCE WEIGHTED AGAINST THE CORRESPONDING
MINORITIES IN THE LABOR FORCES OF SOUTHEASTERN WISCONSIN AND MILWAUKEE COUNTY**

| Employment Category | Number of Commission Employees | Percent Minorities Availability Weighted Value | | |
|---------------------|--------------------------------|--|------------------------|------------------|
| | | Commission | Southeastern Wisconsin | Milwaukee County |
| Managerial | 11 | 9 | 4 | 9 |
| Professional | 34 | 12 | 10 | 15 |
| Technical | 18.5 | 30 | 5 | 8 |
| Clerical | 7 | -- | 11 | 20 |

^dThese tables have been calculated using full-time equivalent employees. Tables A-12 and A-13 estimated minority and female labor force availability in Southeastern Wisconsin and Milwaukee County for professional and technical staff categories, as these Commission staff categories have part-time employees.

Table A-12

**ESTIMATED FULL TIME EQUIVALENT PROFESSIONAL STAFF LABOR FORCE
AVAILABILITY IN MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------|------------|---------------|---|---------------------------------------|
| Planners | 11.5 | 33.82 | 7.20 | 1.44 |
| Civil Engineers | 11 | 32.35 | 4.39 | 5.10 |
| Biological Scientist | 9.25 | 27.21 | 2.74 | 10.57 |
| Computer Scientist | 1.25 | 3.68 | 0.69 | 1.42 |
| Surveyor | 1 | 2.94 | 0.16 | 0.60 |
| TOTALS | 34 | 100.00 | 15.18 | 19.13 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------|------------|---------------|---|---------------------------------------|
| Planners | 11.5 | 33.82 | 4.15 | 2.91 |
| Civil Engineers | 11 | 32.35 | 2.06 | 4.61 |
| Biological Scientist | 9.25 | 27.21 | 3.40 | 13.53 |
| Computer Scientist | 1.25 | 3.68 | 0.51 | 1.37 |
| Surveyor | 1 | 2.94 | 0.06 | 0.61 |
| TOTALS | 34 | 100.00 | 10.18 | 23.03 |

Table A-13

**ESTIMATED FULL TIME EQUIVALENT TECHNICAL STAFF LABOR FORCE
AVAILABILITY IN MILWAUKEE COUNTY AND SOUTHEASTERN WISCONSIN: 2000**

MILWAUKEE COUNTY

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------------|-------------|---------------|---|---------------------------------------|
| Surveyors/ Mapping Tech | 10 | 68.97 | 1.75 | 1.75 |
| Drafters | 2 | 13.79 | 1.80 | 2.48 |
| Engineering Tech | 2.5 | 17.24 | 4.46 | 3.56 |
| TOTALS | 14.5 | 100.00 | 8.01 | 7.79 |

SOUTHEASTERN WISCONSIN REGION

| Title | Incumbents | Weight Value | Minority Availability X Weight Value | Female Availability X Weight Value |
|----------------------------|-------------|---------------|---|---------------------------------------|
| Surveyors/ Mapping Tech | 10 | 68.97 | 1.38 | 4.66 |
| Drafters | 2 | 13.79 | 1.01 | 2.68 |
| Engineering Tech | 2.5 | 17.24 | 2.45 | 4.08 |
| TOTALS | 14.5 | 100.00 | 4.83 | 11.42 |