

## **AFFIRMATIVE ACTION PLAN: 2009- 2010**

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## **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. It is the policy of the Southeastern Wisconsin Regional Planning Commission to promote equal employment opportunity among those who seek employment with the Commission, to provide equal advancement opportunity for those who are employed by the Commission, to promote from within whenever possible, and to make concerted efforts to increase the number of minorities, particularly in professional positions.
- 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.

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 to women and minority audiences through the selective, appropriate placement of notices of job openings in the following locations and media sources:

Newspapers and Radio Stations:

El Conquistador  
 Kenosha News  
 Milwaukee Courier  
 Milwaukee Community Journal  
 Milwaukee Times  
 Spanish Journal  
 Milwaukee Journal Sentinel  
 The Freeman  
 Racine Journal Times  
 WMCS  
 WNOV

Minority Groups and  
Community Organizations:

Esperanza Unida  
Hmong/American Friendship Association  
Kenosha Racine Urban League  
Spanish Center (Kenosha)  
La Casa de Esperanza (Waukesha)  
Milwaukee Area American Indian Manpower Council  
Milwaukee Urban League  
National Society of Black Engineers  
National Society of Hispanic Engineers

Women’s Groups  
and Employment Centers:

The Women’s Center (Waukesha)  
Family and Women’s Resource Center (MATC)  
YWCA of Greater Milwaukee

Technical Schools:

Milwaukee Area Technical College, Gateway  
Technical College, Waukesha County Technical  
College

Colleges and Universities:

Marquette University, UW-Milwaukee,  
UW-Madison, Carroll University, 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.

Employment Services: Job Service: Milwaukee, Racine, Kenosha, and Waukesha

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 five basic classifications – executive director, managerial, professional, technical, and clerical. The types of professions or occupations included in these categories are described below:

Executive Director, Managerial, Professional: The Commission executive director, managerial, and professional staff consists of a chief executive, engineering and natural science managers, and civil engineers, surveyors, landscape architects, urban and regional planners, and specialists in 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, computer and digitizer operators, research aides, surveying assistants, and office equipment operators.

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

In July 2009, the Commission workforce consisted of 80 individuals, including 1 executive director (1 percent), 10 division managers (12 percent), 39 professional staff (49 percent), 22 technical staff (27 percent), and eight clerical staff (10 percent). It is common in the executive director, 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. Appendix Table A-1 presents a job group analysis of the five job groups defined by the Commission.

The composition of the Commission workforce by gender and employment category as of July 1, 2009, is shown in Table 1. The composition of that same workforce by race and employment category is shown in Table 2. Females comprise 33 percent of the total staff, including 20 percent of the division managers, 23 percent of the professional staff, 36 percent of the technical staff, and 88 percent of the clerical staff. Nonwhites comprise 14 percent of the total staff, including ten percent of the division managers, eight percent of the professional staff, and 32 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, three nonwhite individuals are in the professional category, and seven in the technical category. There are not any nonwhite staff in the executive director or clerical category. A total of six of the nonwhite employees are Black, two Hispanic, one Native American, and two Asian/Pacific Islanders.

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 architects, civil and environmental engineers, surveyors, cartographers and photogrammetrists, biological scientists, and urban and regional planners 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 engineering and natural sciences managers could be combined to correspond to the Commission's managerial staff, and 2000 Census data for chief executives could correspond to the Commission's executive director position. Similarly, 2000 Census data for the categories of drafting occupations, surveying and mapping technicians, engineering technicians, and computer scientists and systems analysts 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, 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.

**Table 1**  
**Number and Proportion of SEWRPC Employees**  
**by Gender and Employment Category: July 1, 2009**

Employment Category	Gender				Total
	Male		Female		
	Number	Percent	Number	Percent	
Executive Director .....	1	100	--	--	1
Managerial .....	8	80	2	20	10
Professional.....	30	77	9	23	39
Technical .....	14	64	8	36	22
Clerical.....	1	12	7	88	8
<b>Total</b>	<b>54</b>	<b>68</b>	<b>26</b>	<b>32</b>	<b>80</b>

Source: SEWRPC

**Table 2**  
**Number and Proportion of SEWRPC Employees**  
**by Race and Employment Category: July 1, 2009**

Employment Category	Race				Total
	White		Nonwhite		
	Number	Percent	Number	Percent	
Executive Director .....	1	100	--	--	1
Managerial .....	9	90	1	10	10
Professional.....	36	92	3	8	39
Technical .....	15	68	7	32	22
Clerical .....	8	100	--	--	8
<b>Total</b>	<b>69</b>	<b>86</b>	<b>11</b>	<b>14</b>	<b>80</b>

Source: SEWRPC

**Table 3**  
**Number of Nonwhite SEWRPC Employees by**  
**Employment Category and Nonwhite Category: July 1, 2009**

Nonwhite Category	Employment Category					
	Executive Director	Managerial	Professional	Technical	Clerical	Total
Black.....	--	1	1	4	--	6
Hispanic.....	--	--	1	1	--	2
Native American .....	--	--	--	1	--	1
Asian, Pacific Islander ...	--	--	1	1	--	2
Total	--	1	3	7	--	11

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 executive director category (1 employee), the proportion of females in the Commission workforce are less than the proportion of females in the corresponding labor forces in both the Region and Milwaukee County.
- B. In the managerial category (10 employees), the proportion of females in the Commission workforce exceeds the proportion of females in the corresponding labor forces in both the Region and Milwaukee County.
- C. In the professional category (39 employees), the proportion of females in the Commission workforce exceeds the proportion of females in the corresponding labor forces in both the Region and Milwaukee County.
- D. In the technical category (22 employees), the proportion of females in the Commission workforce exceeds the proportion of females in the corresponding labor forces of both the Region and Milwaukee County.
- E. In the clerical category (8 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 executive director category, (1 employee), the proportion of nonwhites in the Commission workforce (0 percent) is less than the proportion of minorities in the corresponding labor forces in both the Region and Milwaukee County (4 percent and 10 percent).
- B. In the managerial category (10 employees), the proportion of nonwhites in the Commission workforce (10 percent) exceeds the proportion of nonwhites in the corresponding labor force of the Region (6 percent), but is less than the proportion of nonwhites in Milwaukee County (14 percent).
- C. In the professional category (39 employees), the proportion of nonwhites in the Commission workforce (8 percent) exceeds the proportion of nonwhites in the corresponding labor force of the Region (7 percent), but is below the proportion of nonwhites in the corresponding labor force of Milwaukee County (11 percent).
- D. In the technical category (22 employees), the proportion of nonwhites in the Commission workforce substantially exceeds the proportion of nonwhites in the corresponding labor forces of both the Region and Milwaukee County.
- E. In the clerical category (8 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 (12 percent), and Milwaukee County (21 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 <sup>a</sup>	Milwaukee County <sup>b</sup>
Executive Director .....	1	--	17	22
Managerial.....	10	20	5	11
Professional.....	39	23	18	16
Technical .....	22	36	29	29
Clerical.....	8	88	94	92

<sup>a</sup>See Appendix Table A-2

<sup>b</sup>See Appendix Table A-3

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 <sup>a</sup>		
		Commission	Southeastern Wisconsin <sup>b</sup>	Milwaukee County <sup>c</sup>
Executive Director .....	1	--	4	10
Managerial.....	10	10	6	14
Professional.....	39	8	7	11
Technical .....	22	32	13	19
Clerical.....	8	--	12	21

<sup>a</sup>Includes Hispanic persons and non-Hispanic persons of other races including Black or African American; Native American, Eskimo, Aleut; and Asian or Pacific Islander

<sup>b</sup>See Appendix Table A-4

<sup>c</sup>See Appendix Table A-5

Source: SEWRPC.

## PERSONNEL ACTIVITY IN PAST YEAR

The following summarizes Commission personnel activity over the 12 month period, July 1, 2008, to June 30, 2009:

- A. There were four terminations during the reporting period. Two of these terminations were in the professional job category and include two white male planners. One termination was in the technical category and consisted of one black male research aide. The remaining termination was in the clerical category and consisted of one black female. All terminations were voluntary.
- B. There were six new hires during the reporting period. One hire was in the managerial category and was a black manager. Two hires were in the professional job category and were two white female planners. The two hires in the technical category consisted of one black male research aide and one Asian/Pacific Islander female research aide. The remaining hire was in the clerical category and consisted of one white female.
- C. There were four promotions during the reporting period. All of the promotions were within the professional category and consisted of a white male who was promoted from engineer to senior engineer, one white male who was promoted from senior planner to principal planner, and one white male who was promoted from Principal Planner I to Principal Planner II. These promotions do not represent the filling of open positions, but rather step advancements consistent with additional experience.

In addition, the Deputy Director was promoted to Executive Director effective January 1, 2009, due to the retirement of the past Executive Director. Both the past and present Executive Directors are white males.

## 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 both the Region and Milwaukee County.
- B. With respect to nonwhite employment in the technical workforce category, it is the Commission's goal to maintain the current proportion of nonwhite participation which exceeds such participation in the corresponding labor forces of both the Region and Milwaukee County.
- C. With respect to nonwhite employment in the managerial, professional, and 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 forces of Milwaukee County.

### 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 -- most times no -- 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 also recently developed a relationship with the National Society of Black Engineers and has begun placing 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, the Commission has frozen staff salaries for the foreseeable future; thus, 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 maintains a satellite office which is transit accessible in Milwaukee County in the City of Wauwatosa. The Commission is reviewing alternative locations for this office with the goal of locating the office in the City of Milwaukee. The goal as well is to have staff assigned to the office so that the office would be staffed throughout the day by a small number of staff. Commission staff could be assigned to work in the satellite office, as their primary or secondary office.

Transit services have -- at least temporarily -- been terminated by Waukesha County to the Commission's primary work place in the Waukesha area. Today 34 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. Solutions for these problems are being addressed in legislation now being considered by the Governor and State legislature. Once those problems are resolved, 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 2009

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	
Executive Director	SE WI Region	1	--	--	--	--	1										
Managerial	SE WI Region	10	1	10	2	20	7	1				2					
01 Professional	SE WI Region	39	3	8	9	23	28	1		1		8		1			
02 Technical	SE WI Region	22	6	32	8	36	9	4	1			6		1			1
03 Clerical	SE WI Region	8	--	--	7	88	1					7					
<b>TOTALS</b>		<b>80</b>	<b>10</b>	<b>13</b>	<b>26</b>	<b>33</b>	<b>46</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>23</b>		<b>2</b>			<b>1</b>

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

Census Code Numbers 001, 030, 036, 130, 131, 136, 142, 161, 184 were used in Job Group 01 - Professional

Census Code Numbers 100, 154, 155, and 156 were used in Job Group 02-Technical

Census Code Numbers 512, 570, and 586 were just used in Job Group 03 - Clerical

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 Executive Director Position					
Chief Executive	9,880	8,208	83.1	1,647	16.7
Total	9,880	8,208	83.1	1,647	16.7
Census Occupations Corresponding to Commission Managerial Positions					
Engineering Managers	1,665	1,602	96.2	60	3.6
Natural Sciences Managers	119	89	74.8	29	24.4
Total	1,784	1,691	94.8	89	5.0
Census Occupations Corresponding to Commission Professional Positions					
Architects	1,365	1,158	84.8	222	16.3
Biological Scientists	360	177	49.2	175	48.6
Civil Engineers	1,770	1,523	86.0	253	14.3
Environmental Engineers	284	228	80.3	54	19.0
Surveyors, Cartographers and Photogrammetrists	194	148	76.3	39	20.1
Urban and Regional Planners	164	149	90.9	14	8.5
Total	4,137	3,383	81.7	757	18.3
Census Occupations Corresponding to Commission Technical Positions					
Computer Scientists and Systems Analysts	6,190	3,877	62.6	2,314	37.4
Drafters	2,170	1,734	79.9	418	19.3
Engineering Technicians	3,770	2,886	76.6	896	23.8
Surveying and Mapping Technicians	400	373	93.3	27	6.8
Total	12,530	8,870	70.8	3,655	29.2
Census Occupations Corresponding to Commission Clerical Positions					
Bookkeeping, Accounting, and Auditing Clerks	12,920	1,260	9.8	11,673	90.3
Office Clerks, General	11,595	1,321	11.4	10,275	88.6
Secretaries and Administrative Assistants	26,515	617	2.3	25,921	97.8
Total	51,030	3,198	6.3	47,869	93.8
<b>Total</b>	<b>79,361</b>	<b>25,350</b>	<b>31.9</b>	<b>54,017</b>	<b>68.1</b>

NOTE: Individual cells may not sum to total due to rounding.

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 Occupation Corresponding to Commission Executive Director Position					
Chief Executive	2,595	2,001	77.1	584	22.5
Total	2,595	2,001	77.1	584	22.5
Census Occupations Corresponding to Commission Managerial Positions					
Engineering Managers	440	394	89.5	45	10.2
National Science Managers	15	10	66.7	4	26.7
Total	455	404	88.7	49	10.8
Census Occupations Corresponding to Commission Professional Positions					
Architects	795	670	84.3	125	15.7
Biological Scientists	140	85	60.7	54	38.6
Civil Engineers	720	614	85.3	115	16.0
Environmental Engineers	130	115	88.5	15	11.5
Surveyors, Cartographers and Photogrammetrists	75	59	78.7	15	20.0
Urban and Regional Planners	100	90	90.0	4	4.0
Total	1,960	1,633	83.3	323	16.7
Census Occupations Corresponding to Commission Technical Positions					
Computer Scientists and Systems Analysts	2,820	1,729	61.3	1,093	38.8
Drafters	860	703	81.7	154	17.9
Engineering Technicians	1,440	1,145	79.5	298	20.7
Surveying and Mapping Technicians	160	154	96.3	4	2.5
Total	5,280	3,731	70.7	1,549	29.3
Census Occupations Corresponding to Commission Clerical Positions					
Bookkeeping, Accounting, and Auditing Clerks	5,780	745	12.9	5,038	87.2
Office Clerks, General	5,800	693	11.9	5,105	88.0
Secretaries and Administrative Assistants	11,920	350	2.9	11,570	97.1
Total	23,500	1,788	7.6	21,713	92.4
Total	33,790	9,557	28.3	24,223	71.7

NOTE: Individual cells may not sum to total due to rounding.

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 Occupation Corresponding to Commission Executive Director Position					
Chief Executive	9,880	9,455	95.7	400	4.0
Total	9,880	9,455	95.7	400	4.0
Census Occupations Corresponding to Commission Managerial Positions					
Engineering Managers	1,665	1,555	93.4	107	6.4
Natural Sciences Managers	119	118	99.2	--	--
Total	1,784	1,673	93.7	107	5.9
Census Occupations Corresponding to Commission Professional Positions					
Architects	1,365	1,322	96.8	58	4.2
Biological Scientists	360	308	85.6	44	12.2
Civil Engineers	1,770	1,663	94.0	113	6.4
Environmental Engineers	284	218	76.8	64	22.5
Surveyors, Cartographers and Photogrammetrists	194	183	94.3	4	2.1
Urban and Regional Planners	164	143	87.2	20	12.2
Total	4,137	3,837	92.7	303	7.3
Census Occupations Corresponding to Commission Technical Positions					
Computer Scientists and Systems Analysts	6,190	5,330	86.1	861	13.9
Drafters	2,170	1,995	91.9	157	7.2
Engineering Technicians	3,770	3,245	86.1	537	14.2
Surveying and Mapping Technicians	400	392	98.0	8	2.0
Total	12,530	10,962	87.5	1,563	12.5
Census Occupations Corresponding to Commission Clerical Positions					
Bookkeeping, Accounting, and Auditing Clerks	12,920	11,715	90.7	1,218	9.4
Office Clerks, General	11,595	9,655	83.3	1,941	16.7
Secretaries and Administrative Assistants	26,515	23,724	89.5	2,814	10.6
Total	51,030	45,094	88.4	5,973	11.7
<b>Total</b>	<b>79,361</b>	<b>71,021</b>	<b>89.5</b>	<b>8,346</b>	<b>10.5</b>

NOTE: Individual cells may not sum to total due to rounding.

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 Occupation Corresponding to Commission Executive Director Position					
Chief Executive	2,595	2,330	89.8	255	9.8
Total	2,595	2,330	89.8	255	9.8
Census Occupations Corresponding to Commission Managerial Positions					
Engineering Manager	440	375	85.2	64	14.5
Natural Science Managers	15	14	9.3	--	--
Total	455	389	85.5	64	14.1
Census Occupations Corresponding to Commission Professional Positions					
Architects	795	755	95.0	40	5.0
Biological Scientists	140	125	89.3	14	10.0
Civil Engineers	720	630	87.5	99	13.8
Environmental Engineers	130	95	73.1	35	26.9
Surveyors, Cartographers and Photogrammetrists	75	70	93.3	4	5.3
Urban and Regional Planners	100	74	74.0	20	20.0
Total	1,960	1,749	89.2	212	10.8
Census Occupations Corresponding to Commission Technical Positions					
Computer Scientists and Systems Analysts	2,820	2,295	81.4	527	18.7
Drafters	860	745	86.6	112	13.0
Engineering Technicians	1,440	1,070	74.3	373	25.9
Surveying and Mapping Technicians	160	154	96.3	4	2.5
Total	5,280	4,264	80.8	1,016	19.2
Census Occupations Corresponding to Commission Clerical Positions					
Bookkeeping, Accounting, and Auditing Clerks	5,780	4,810	83.2	973	16.8
Office Clerks, General	5,800	4,150	71.6	1,648	28.4
Secretaries and Administrative Assistants	11,920	9,585	80.4	2,335	19.6
Total	23,500	18,545	78.9	4,956	21.1
Total	33,790	27,277	80.7	6,503	19.2

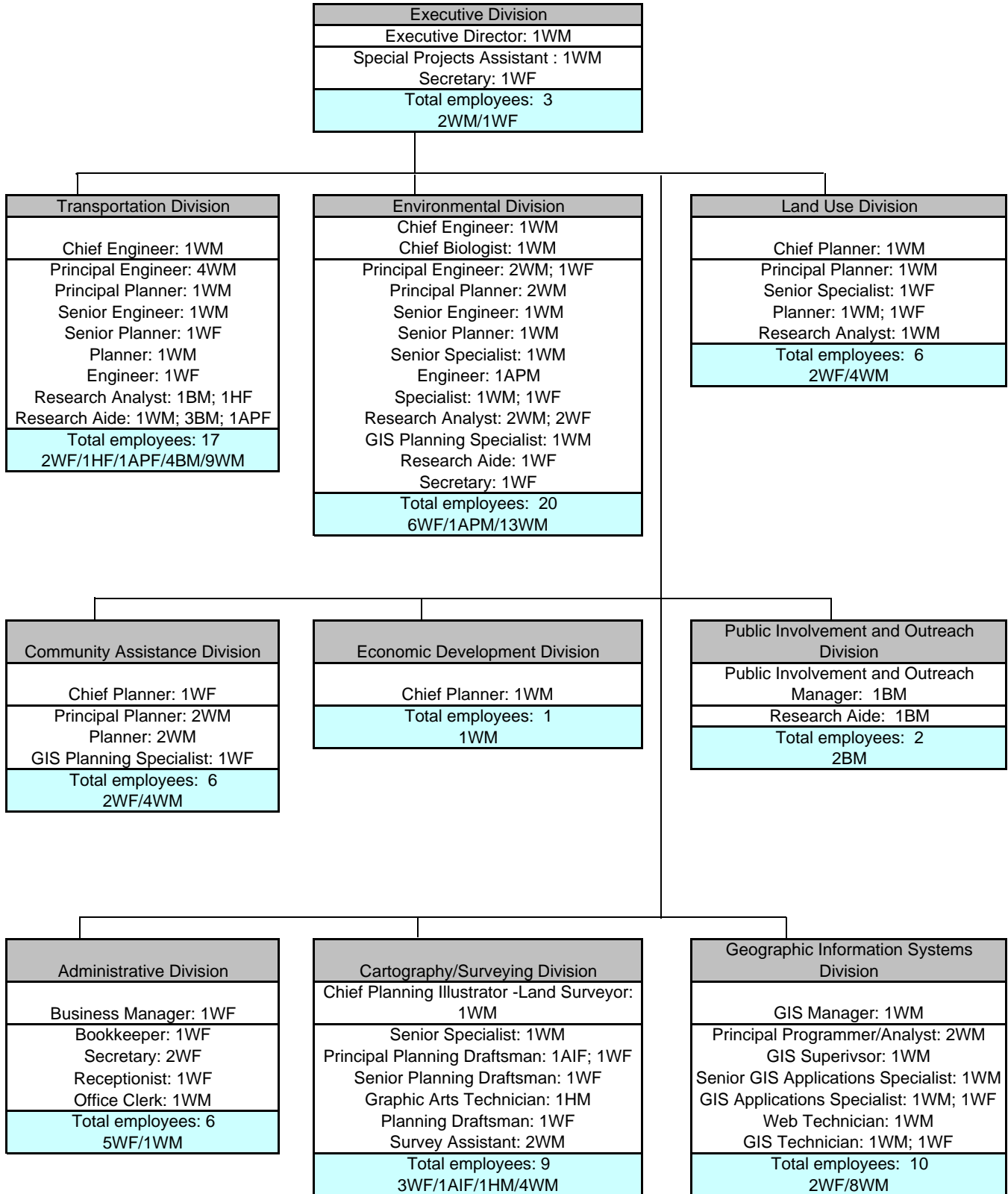
NOTE: Individual cells may not sum to total due to rounding.

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

Figure A - 1

Organizational Display

Southeastern Wisconsin Regional Planning Commission: 2009



BF - Black Female  
 BM - Black Male  
 HF - Hispanic Female  
 HM - Hispanic Male  
 APM - Asian/Pacific Islander Male  
 AIF - American Indian Female