

AFFIRMATIVE ACTION COMMITTEE MINUTES
October 30, 2017

Present: Joaquin Lira
Supervisor Rachel Youngquist
Supervisor Bill Roh

Also present: Ron Montgomery, Supervisor Aaron Wojciechowski, Alicia Johnson, Kathleen Corley Schuhart

Excused: Linda Mingus

Meeting called to order at 2:00 by Joaquin Lira

Approval of the minutes of the August 22, 2017 meeting

Moved by Bill Roh

Seconded by Rachel Youngquist

Carried 3-0

COMMENTS FROM THE PUBLIC

Kathleen Corley Schuhart from UW-Oshkosh said she was here in favor of the resolution to add the terms gender identity and gender expression to the affirmative action plan. Alicia Johnson, homeowner and UW-Oshkosh employee, said she was also in favor of the resolution and said the County has an opportunity to be a leader with this. Supervisor Aaron Wojciechowski said he authored the resolution and was here to encourage the Commission to pass it.

CONSIDERATION OF RESOLUTION 162-62017, WHICH THE COUNTY BOARD OF SUPERVISORS REFERRED TO THE AFFIRMATIVE ACTION COMMISSION ON JUNE 20, 2017, AND WHICH THE COMMISSION POSTPONED ON AUGUST 22, 2017

Bill Roh asked if the Committee passes the resolution then where does it go? Ron Montgomery said the resolution along with the affirmative action plan would go before the Personnel & Finance Committee. Bill Roh said if we approve it, then Ron drafts language and then goes to P&F? Ron said he would add the terms gender identity and gender expression to the protected classes in the plan and then goes to P&F for approval. Supervisor Aaron Wojciechowski wanted to clarify that the committee would have two votes, one on the resolution and one on approving the plan. Ron said that was correct.

Rachel Youngquist made a motion to include both terms “gender identity” and “gender expression” into the Affirmative Action Plan

Seconded by Bill Roh

Bill Roh asked about restroom facilities language being added to the plan and Ron Montgomery said that was not in the scope of the resolution and was a question for the County Board or the County Executive

Carried 3-0

REVIEW OF COUNTY WORKFORCE DATA

Ron Montgomery passed out an informational handout titled “Winnebago County Workforce & Economic Profile” that was printed from the State of Wisconsin. He thought it would be useful to the members to show what statistics are being counted.

REVIEW OF 2017-2018 AFFIRMATIVE ACTION PLAN

Rachel Youngquist asked when the last time the plan was approved. Ron Montgomery said in 2012. He said the document didn’t change, just the data. Bill Roh asked about a phrase that was throughout the document “Hispanics can be of any race”. Ron Montgomery explained that the term Hispanic is a geographical

designation. Bill Roh asked how it was classified in the plan and Ron stated that if the person identified as Hispanic on their application then that was how it was in the plan.

DISCUSSION, APPROVAL OF PLAN AND REFERRAL TO PERSONNEL AND FINANCE COMMITTEE

Motion to send the plan to P&F with the addition of gender identity and gender expression by Bill Roh

Seconded by Rachel Youngquist

Carried 3-0

Motion to adjourn by Rachel Youngquist @ 2:25

Seconded by Bill Roh

Carried 3-0

Submitted by
Kathy Rumlow