

AFFIRMATIVE ACTION PLAN: 2024-2025

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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. The Southeastern Wisconsin Regional Planning Commission (Commission) 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 people of color and women. The Commission 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 Director of Administration 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 Director of Administration 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 new employees in hardcopy format. Existing employees will be e-mailed an electronic copy of the affirmative action plan and will be required to acknowledge receipt of the policy using the "read receipt" function available in the e-mail program. 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). The Commission 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, to develop and recruit diverse candidates for employment.
 - 1. National Society of Black Engineers and Society of Hispanic Professional 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 Student Cultural Center, and Latinx Student Union at UWM, the Inclusion and Diversity Organizations at MSOE, and the Marquette University Office of Institutional Diversity & Inclusion;
 - 3. Organizations serving diverse professionals, such as the Hispanic Professionals of Greater Milwaukee, the Latino Chamber of Commerce of Southeastern Wisconsin and the African American Chamber of Commerce of Wisconsin; and
 - 4. Relevant national organizations, such as the Conference of Minority Transportation Officials.

The Commission's Director of Administration 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 statement 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. The Commission 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 Weekly Newspaper
 2. The Commission will place an employment advertisement with one of the following newspapers serving the Hispanic Community:
 - a. El Conquistador
 - b. Spanish Journal
 3. The Commission will notify the following minority and women's groups and organizations as appropriate for the job posting:
 - a. UMOS Latina Resource Center
 - b. Hmong American Friendship Association
 - c. The Urban League of Racine and Kenosha
 - d. Spotted Eagle
 - e. Greater Milwaukee Urban League
 - f. YWCA Southeast Wisconsin
 4. The Commission 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 CollegeThe above Wisconsin Technical College System schools utilize joinhandshake.com, a website which enables employers to post jobs that will reach students and alumni.
 5. The Commission will notify both the University of Wisconsin system colleges and universities and Wisconsin private and independent colleges as appropriate for the job posting:
 - a. University of Wisconsin system schools and many Wisconsin private colleges and universities utilize the Handshake website, (app.joinhandshake.com), which enables employers to post jobs that will reach Wisconsin college and university students and alumni.
 - b. Out-of-State colleges and universities also utilize joinhandshake.com and employment opportunities will be posted with schools as appropriate for the job posting.
 6. The Commission will also utilize the Job Center 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 people of color to apply for possible placement in Commission job vacancies.

WORKFORCE ANALYSIS

The Regional Planning Commission is an 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 administrative. 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, planning, natural science, administrative, communications, public involvement and outreach, and geographic information systems managers; civil and environmental engineers; surveyors; urban and regional planners; and specialists in biology, geography, economic development, and the natural sciences. Staff within these professional disciplines may be even more specialized in, for example, traffic and transportation engineering, hydrologic and hydraulic engineering, environmental engineering, limnology, and aquatic ecology.

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

Administrative: The Commission administrative staff consists of an accounting specialist, graphic designer, print shop supervisor, and an office clerk.

In July 2024, the Commission workforce consisted of 69 individuals, including 1 executive director, 1 deputy director, and 9 division managers (16 percent), 40 professional staff (58 percent), 14 technical staff (20 percent), and 4 administrative staff (6 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 is organized and the racial category of each employee. Employees typically build careers within a Commission division; other employees may further their careers by serving in more than one division. Commission executive leadership has been drawn from divisional leadership whenever possible. Where appropriate, the Commission may continue to fill managerial openings 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 2024 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 36 percent of the division managers, 28 percent of the professional staff, 36 percent of the technical staff, and 75 percent of the administrative staff. Nonwhites comprise 13 percent of the total staff, including 9 percent of division managers, 13 percent of professional staff, 21 percent of technical staff, and zero percent of administrative 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, five nonwhite individuals are in the professional category, and three nonwhite individuals are in the technical category. Of nonwhite employees, six are Black, two are Hispanic, and one is Asian/Pacific Islander.

Table 1
Number and Proportion of Commission Employees by Gender and Employment Category: July 2024

Employment Category	Gender				Total
	Male		Female		
	Number	Percent	Number	Percent	
Managerial	7	64	4	36	11
Professional	29	73	11	28	40
Technical	9	64	5	36	14
Administrative	1	25	3	75	4
Total	46	67	23	33	69

Source: Southeastern Wisconsin Regional Planning Commission

Table 2
Number and Proportion of Commission Employees by Race and Employment Category: July 2024

Employment Category	Race				Total
	White		Nonwhite		
	Number	Percent	Number	Percent	
Managerial	10	91	1	9	11
Professional	35	88	5	13	40
Technical	11	79	3	21	14
Administrative	4	100	--	--	4
Total	61	87	9	13	69

Source: Southeastern Wisconsin Regional Planning Commission

Table 3
Number of Nonwhite Commission Employees by Employment Category and Nonwhite Category: July 2024

Nonwhite Category	Employment Category				Total
	Managerial	Professional	Technical	Administrative	
Black	1	3	2	--	6
Hispanic	--	1	1	--	2
Native American	--	--	--	--	--
Asian, Pacific Islander	--	1	--	--	1
Total	1	5	3	--	9

Source: Southeastern Wisconsin Regional Planning Commission

The U.S. Census Bureau makes available a detailed equal opportunity employment file for the years 2014 – 2018 from the American Community Survey. 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 that are believed to most closely mirror the Commission workforce categorical needs. This review concluded that 2014–2018 Census data for civil and environmental engineers, surveyors, cartographers and photogrammetrists, environmental scientists, urban and regional planners, public relations specialists, computer systems administrators and computer support specialists could be combined to represent that portion of the civilian labor force employed in categories similar to the Commission’s professional workforce. The 2014 –

2018 Census data for chief executives, architectural and engineering, natural sciences, public relations, computer and information systems, and administrative managers could be combined to correspond to the Commission's managerial staff. Similarly, 2014-2018 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, 2014-2018 Census data for the categories of graphic designers, office clerks, and bookkeepers, accounting, and auditing clerks could be combined to correspond to the Commission's workforce in the administrative category.

The Commission's reasonable recruitment area is the seven county Southeastern Wisconsin Region as the Commission serves the seven Southeastern Wisconsin Counties of Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington, and Waukesha. Therefore, the goal of the Commission is to have its workforce align with the availability of females and people of color 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 these occupation data to estimate minority and female labor force availability in Southeastern Wisconsin and Milwaukee County for managerial, professional, technical, and administrative staff categories.

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 of 36 percent is higher than the proportion of females in the corresponding labor forces in the Region (20 percent) and Milwaukee County (29 percent).
- B. In the professional category (40 employees), the proportion of females in the Commission workforce of 28 percent is slightly lower than the proportion of females in the corresponding labor force in the Region (32 percent) and Milwaukee County (32 percent).
- C. In the technical category (14 employees), the proportion of females in the Commission workforce of 36 percent exceeds the proportion of females in the corresponding labor forces in the Region (19 percent) and Milwaukee County (20 percent).
- D. In the administrative category (4 employees), the proportion of females in the Commission workforce of 75 percent is more than the proportion of females in the corresponding labor force of both the Region (69 percent) and Milwaukee County (66 percent).

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

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	36	20	29
Professional	40	28	32	32
Technical	14	36	19	20
Administrative	4	75	69	66

^a See Appendix Table A.2 and Tables A.6 through A.9.

^b See Appendix Table A.3 and Tables A.6 through A.9.

Source: Southeastern Wisconsin Regional Planning Commission

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 (5 percent), and that of Milwaukee County (5 percent).
- B. In the professional category (40 employees), the proportion of nonwhites in the Commission workforce (13 percent) is less than the proportion of nonwhites in the corresponding labor force of the Region (18 percent), and that of Milwaukee County (20 percent).
- C. In the technical category (14 employees), the proportion of nonwhites in the Commission workforce (21 percent) substantially exceeds the proportion of nonwhites in the corresponding labor force of the Region (15 percent) and is slightly lower than Milwaukee County (25 percent).
- D. The Commission no longer has nonwhite employees in the administrative category (4 employees). As such, the Commission workforce is less than the proportion of nonwhites in the corresponding labor force of the Region (15 percent) and Milwaukee County (26 percent).

Overall, the Commission exceeds the Region in the proportion of nonwhites in the managerial and technical workforce categories. The Commission will continue to implement and enhance its activities toward achieving a diverse workforce in all employment categories – managerial, professional, technical, and administrative – as positions become available.

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	5	5
Professional	40	13	18	20
Technical	14	21	15	25
Administrative	4	--	15	26

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 2,080 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.

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

^b See Appendix Table A.4 and Tables A.6 through A.9.

^c See Appendix Table A.5 and Tables A.6 through A.9.

Source: Southeastern Wisconsin Regional Planning Commission

PERSONNEL ACTIVITY IN PAST YEAR

The following summarizes Commission personnel activity over the 12-month period of August 2023 through July 2024:

- A. There were eight employment separations during the reporting period. Six separations were in the professional job category and consisted of one white female planner, one white male planner, one Asian Pacific Islander male engineer, two white female specialists, and one white male specialist. One separation was in the technical category and consisted of a part-time white male survey and mapping technician. One separation was in the administrative category and consisted of one Hispanic female graphic designer. All separations were voluntary.
- B. There were nine new hires during the reporting period. Three new hires were in the professional job category and consisted of one white male specialist, one white female specialist, and one black male specialist. Five new hires were in the technical job category and consisted of one white male and three white female survey and mapping technicians, and one white male land survey assistant. One new hire was in the administrative category and consisted of one white female graphic designer.
- C. There were three promotions during the reporting period. Two promotions were in the professional job category and consisted of one female planner who was promoted from a senior planner to a principal planner, one white male planner who was promoted from a senior planner to a principal planner, and one white female part-time natural resource technician who was promoted to a full time specialist. The planner promotions do not represent the filling of an open position, but rather a step advancement consistent with additional education and or experience. The specialist position did represent the filling of an open position due to the receipt of grant funding that allowed for the hiring of a full time employee.

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 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 mirrors such participation in the corresponding labor forces of the Region.
- B. With respect to nonwhite employment in the managerial and technical 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 professional and administrative workforce categories, it is the Commission's goal to increase the current proportion of nonwhite participation in the Commission workforce so that it approaches such participation in the corresponding labor force of the Region.
- D. In addition, the Commission annually compares the female and nonwhite staff to the female and nonwhite labor force of Milwaukee County for the appropriate employment categories. This comparison shows how the Commission staff compares to the Milwaukee County workforce with respect to females and people of color.

Challenges/Activities

The following represent the perceived challenges that the Commission faces in meeting its workforce diversity goals, particularly with respect to the nonwhite workforce in the professional and administrative categories. Each challenge is accompanied by a comment as to the activities that would be taken to address those challenges.

A. Nonwhite Professionals and Managers

The Commission has historically received relatively few applicants from nonwhite individuals for job openings on its professional staff. This is the challenge faced by the Commission in meeting its workforce diversity goal in the professional category.

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

The Commission continues to strengthen 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 continue to expand relationships with all regional colleges and universities.

A related opportunity facing 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. In addition, the Commission has participated in the Regional Internships in Science and Engineering (RISE) program, which is sponsored by the Milwaukee Metropolitan Sewerage District. This program is available to students who attended high school in the Milwaukee area and have completed 2 years of college. The Commission will continue and attempt to build on these efforts. In addition, the Commission will 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.

In January 2021, the Commission began sponsoring a bi-annual scholarship at the University of Wisconsin-Milwaukee's School of Architecture and Urban Planning (SARUP) to a student enrolled in the Urban Planning degree program and who self-identifies as members of racial or ethnic minority groups underrepresented within the SARUP program and who are from the seven county Southeastern Wisconsin Region. The Commission has awarded its second scholarship to a Hispanic female who is currently employed on a part-time basis with the Commission.

In addition, Commission staff works with STEM Forward, a Milwaukee-area based organization that supports STEM education and careers and is open to all students in middle school. Staff is also encouraged to participate in Career Days and Science Fairs in local school districts in an effort to increase awareness of planning and civil engineering career opportunities.

Commission staff also works with the Racine Unified School District and their Academies of Racine Advisory Council.

B. Office Location and Transit Service

The Commission continues to maintain an office in the Global Water Center office building located in the City of Milwaukee. This office is accessible by public transportation and multiple modes of transportation. The Commission provides this office space for employees to be up to three days per week. The Commission's intent to staff the office full time does not require any one staff member to be there full time.

The transit services available at the time the Commission moved to its current primary workplace in the Waukesha area were terminated by Waukesha County in 2006. Today, 49 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 would 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 Director of Administration as the individual primarily responsible for administering the Commission's equal employment opportunity policies and attendant action program. Toward this end, the Director of Administration is charged with maintaining appropriate files relating to the affirmative action plan, including logs pertaining to job applicants, hiring, promotions, and terminations. The Director of Administration will, to the extent possible given it is voluntary for individuals to provide certain information, attempt to monitor job applicant flow by gender and racial status. The Director of Administration 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 2024

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	4	36	7					3	1			
Professional	SE WI Region	40	5	13	11	28	25	3		1		10			1	
Technical	SE WI Region	14	3	27	5	36	7	2				4			1	
Administrative	SE WI Region	4	--	--	3	75	1					3				
Total		69	8	13	23	33	40	5		1		20	1		2	

* 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: 2014-2018

Occupation Category	Total Number	Sex			
		Male		Female	
		Number	Percent of Total	Number	Percent of Total
Census Occupations Corresponding to Commission Managerial Positions					
Chief Executive	14,215	10,305	72.5	3,915	27.5
Architect and Engineering Managers	1,390	1,290	92.8	100	7.2
Natural Sciences Managers	124	64	51.6	60	48.4
Administrative Services Managers	1,255	670	53.4	585	46.6
Public Relations Managers	8,540	4,545	53.2	4,000	46.8
Computer and Information Systems Manager	4,585	3,150	68.7	1,430	31.2
Census Occupations Corresponding to Commission Professional Positions					
Biological Scientists	285	160	56.1	125	43.9
Civil Engineers	2,005	1,740	86.8	269	13.0
Surveyors, Cartographers and Photogrammetrists	1,205	970	80.5	235	19.5
Urban and Regional Planners	330	195	59.1	135	40.9
Computer Support Specialists	3,885	2,360	60.7	1,525	39.3
Network and Computer Systems Administrators	3,255	2,540	78.0	714	21.9
Public Relations Specialists	2,160	740	34.3	1,415	65.5
Environmental Engineers	223	163	73.1	55	24.7
Environmental Scientists and Geoscientists	265	225	84.9	40	15.1
Census Occupations Corresponding to Commission Technical Positions					
Drafters, engineering technicians, and mapping technicians	5,350	4,315	80.7	1,035	
Census Occupations Corresponding to Commission Administrative Positions					
Bookkeeping, Accounting, and Auditing Clerks	8,040	1,115	13.9	6,930	86.2
Office Clerks, General	22,705	4,480	19.7	18,220	80.2
Art and Design Workers	8,015	3,660	45.7	4,355	54.3

Source: U.S. Census Bureau Equal Employment Opportunity data set based on the 2014-2018 American Community Survey and Southeastern Wisconsin Regional Planning Commission

Table A.3
Workers by Occupation Category and Sex in Milwaukee County: 2014-2018

Occupation Category	Total Number	Sex			
		Male		Female	
		Number	Percent of Total	Number	Percent of Total
Census Occupations Corresponding to Commission Managerial Positions					
Chief Executive	4,105	2,805	68.3	1,300	31.7
Architect and Engineering Managers	335	265	79.1	65	19.4
Natural Sciences Managers	60	25	41.7	40	66.7
Administrative Services Managers	330	200	60.6	125	37.9
Public Relations Managers	3,480	1,770	50.9	1,710	49.1
Computer and Information Systems Manager	1,445	1,090	75.4	350	24.2
Census Occupations Corresponding to Commission Professional Positions					
Civil Engineers	850	715	84.1	135	15.9
Surveyors, Cartographers and Photogrammetrists	515	405	78.60	110	21.4
Urban and Regional Planners	295	165	55.9	130	44.10
Computer Support Specialists	1,700	1,050	61.8	650	38.2
Network and Computer Systems Administrators	1,425	1,080	75.8	345	24.2
Public Relations Specialists	1,205	480	39.8	725	60.2
Environmental Engineers	110	90	81.8	20	18.2
Environmental Scientists and Geoscientists	120	110	91.7	10	8.3
Census Occupations Corresponding to Commission Technical Positions					
Drafters, engineering technicians, and mapping technicians	2,040	1,635	20.7	2,385	79.5
Census Occupations Corresponding to Commission Administrative Positions					
Bookkeeping, Accounting, and Auditing Clerks	3,000	620	20.7	2385	79.5
Office Clerks, General	10,915	2,425	22.2	8490	77.8
Art and Design Workers	3,675	1,680	45.7	1,995	54.3

Source: U.S. Census Bureau Equal Employment Opportunity data set based on the 2014-2018 American Community Survey and Southeastern Wisconsin Regional Planning Commission

Table A.4
Workers by Occupation Category and Race in the Southeastern Wisconsin Region: 2014-2018

Occupation Category	Total Number	Race			
		White, Non-Hispanic		Nonwhite	
		Number	Percent of Total	Number	Percent of Total
Census Occupations Corresponding to Commission Managerial Positions					
Chief Executive	14,215	12,785	89.9	1,430	10.1
Architect and Engineering Managers	1,390	1,325	95.3	65	4.7
Natural Sciences Managers	124	124	100.0	--	--
Administrative Services Managers	1,255	1,185	94.4	70	5.6
Public Relations Managers	8,540	7,755	90.8	785	9.2
Computer and Information Systems Manager	4,585	3,990	87.0	595	13.0
Census Occupations Corresponding to Commission Professional Positions					
Civil Engineers	2,005	1,855	92.5	150	7.5
Surveyors, Cartographers and Photogrammetrists	1,205	1,075	89.2	130	10.8
Urban and Regional Planners	330	255	77.3	75	22.7
Computer Support Specialists	3,885	3,145	81.0	740	19.0
Network and Computer Systems Administrators	3,255	2,760	84.8	495	15.2
Public Relations Specialists	2,160	1,515	70.1	645	29.9
Environmental Engineers	223	178	79.8	45	20.2
Environmental Scientists and Geoscientists	265	244	92.1	21	7.9
Census Occupations Corresponding to Commission Technical Positions					
Drafters, engineering technicians, and mapping technicians	5,350	4,550	85.0	800	15.0
Census Occupations Corresponding to Commission Administrative Positions					
Bookkeeping, Accounting, and Auditing Clerks	8,040	6,820	84.8	1,220	15.2
Office Clerks, General	22,705	17,220	75.8	5,485	24.2
Art and Design Workers	8,015	7,035	87.8	980	12.2

Source: U.S. Census Bureau Equal Employment Opportunity data set based on the 2014-2018 American Community Survey and Southeastern Wisconsin Regional Planning Commission

Table A.5
Workers by Occupation Category and Race in Milwaukee County: 2014-2018

Occupation Category	Total Number	Race			
		White, Non-Hispanic		Nonwhite	
		Number	Percent of Total	Number	Percent of Total
Census Occupations Corresponding to Commission Managerial Positions					
Chief Executive	4,105	3,340	81.4	765	18.6
Architect and Engineering Managers	335	335	100.0	--	--
Natural Sciences Managers	60	60	100.0	--	--
Administrative Services Managers	330	265	80.3	65	19.7
Public Relations Managers	3,480	2,980	85.6	500	14.4
Computer and Information Systems Manager	1,445	1,210	83.7	235	16.3
Census Occupations Corresponding to Commission Professional Positions					
Civil Engineers	850	765	90.0	85	10.0
Surveyors, Cartographers and Photogrammetrists	515	450	87.4	65	12.6
Urban and Regional Planners	295	220	74.6	75	25.4
Computer Support Specialists	1,700	1,305	76.8	395	23.2
Network and Computer Systems Administrators	1,425	1,035	72.6	390	27.4
Public Relations Specialists	1,205	780	64.7	425	35.3
Environmental Engineers	110	70	63.6	40	36.4
Environmental Scientists and Geoscientists	120	120	100.0	--	--
Census Occupations Corresponding to Commission Technical Positions					
Drafters, engineering technicians, and mapping technicians	2,040	1,525	74.8	515	25.2
Census Occupations Corresponding to Commission Administrative Positions					
Bookkeeping, Accounting, and Auditing Clerks	3,000	2,100	70.0	900	30.0
Office Clerks, General	10,915	6,955	63.7	3,960	36.3
Art and Design Workers	3,675	2,990	81.4	685	18.6

Source: U.S. Census Bureau Equal Employment Opportunity data set based on the 2014-2018 American Community Survey and Southeastern Wisconsin Regional Planning Commission

Table A.6
Estimated Managerial Staff Labor Force Availability
in Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Executive Director	1	9.09	1.69	2.88
Administrative Svc Manager	1	9.09	1.79	3.44
Engineering Manager	7	63.64	--	12.35
Public Relations Manager	1	9.09	1.31	4.47
Natural Science Manager	1	9.09	--	6.06
Milwaukee County Total	11	100.00	4.79	29.20
Southeastern Wisconsin Region				
Executive Director	1	9.09	0.91	2.50
Administrative Svc Manager	1	9.09	0.51	4.24
Engineering Manager	7	63.64	2.98	4.58
Public Relations Manager	1	9.09	0.84	4.26
Natural Science Manager	1	9.09	--	4.40
Region Total	11	100.00	5.23	19.98

Table A.7
Estimated Professional Staff Labor Force Availability
in Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Planners	21	52.50	13.35	23.14
Civil Engineers	4	10.00	1.00	1.59
Environmental Engineers	3	7.50	2.73	1.36
Environmental Scientists	8	20.00	--	1.67
Network & Computer System Administrator	2	5.00	1.37	1.21
Public Relations Specialist	2	5.00	1.76	3.01
Milwaukee County Total	40	100.00	20.21	31.97
Southeastern Wisconsin Region				
Planners	21	52.50	11.93	21.48
Civil Engineers	4	10.00	0.75	1.30
Environmental Engineers	3	7.50	1.51	1.85
Environmental Scientists	8	20.00	1.58	3.02
Network & Computer System Administrator	2	5.00	0.76	1.10
Public Relations Specialist	2	5.00	1.49	3.28
Region Total	40	100.00	18.03	32.01

Table A.8
Estimated Technical Staff Labor Force Availability In
Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Surveyors/Mapping Tech	9	64.29	16.23	12.76
Engineering Tech	5	35.71	9.02	7.09
Milwaukee County Total	14	100.00	25.25	19.85
Southeastern Wisconsin Region				
Surveyors/Mapping Tech	9	64.29	9.61	12.44
Engineering Tech	5	35.71	5.34	6.91
Region Total	14	100.00	14.95	19.35

Table A.9
Estimated Administrative Staff Labor Force Availability In
Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Graphic Designer	2	50.00	9.32	27.14
Bookkeeper	1	25.00	7.50	19.88
Office Clerk	1	25.00	9.07	19.45
Milwaukee County Total	4	100.00	25.89	66.46
Southeastern Wisconsin Region				
Graphic Designer	2	50.00	6.11	27.17
Bookkeeper	1	25.00	3.79	21.55
Office Clerk	1	25.00	6.04	20.06
Region Total	4	100.00	15.95	68.78

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^a

Employment Category	Number of Commission Employees	Percent Female Availability Weighted Value		
		Commission	Southeastern Wisconsin	Milwaukee County
Managerial	11	36	20	29
Professional	39.25	31	32	32
Technical	10.50	29	19	20
Administrative	3.5	86	69	66

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	5	5
Professional	39.25	13	18	20
Technical	10.50	29	15	25
Administrative	3.5	29	16	26

^a These 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: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Planners	20.25	51.59	13.12	22.74
Civil Engineers	4	10.19	1.02	1.62
Environmental Engineers	3	7.64	2.78	1.39
Environmental Scientists	8	20.38	--	1.70
Network & Computer System Administrator	2	5.10	1.39	1.23
Public Relations Specialist	2	5.10	1.80	3.07
Milwaukee County Total	39.25	100.00	20.11	31.74
Southeastern Wisconsin Region				
Planners	20.25	51.59	11.73	21.11
Civil Engineers	4	10.19	0.76	1.32
Environmental Engineers	3	7.64	1.54	1.89
Environmental Scientists	8	20.38	1.62	3.08
Network & Computer System Administrator	2	5.10	0.77	1.12
Public Relations Specialist	2	5.10	1.52	3.34
Region Total	39.25	100.00	17.94	30.25

Table A.13
Estimated Full Time Equivalent Technical Staff Labor Force
Availability in Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Surveyors/Mapping Tech	7.75	73.81	22.14	58.68
Engineering Tech	2.75	26.19	7.86	20.82
Milwaukee County Total	10.50	100.00	30.00	79.50
Southeastern Wisconsin Region				
Surveyors/Mapping Tech	7.75	73.81	11.20	63.62
Engineering Tech	2.75	26.19	3.97	22.57
Region Total	10.50	100.00	15.17	86.19

Table A.14
Estimated Full Time Equivalent Administrative Staff Labor Force
Availability in Milwaukee County and Southeastern Wisconsin: 2014-2018

Title	Incumbents	Weight Value	Minority Availability X Weight Value	Female Availability X Weight Value
Milwaukee County				
Graphic Designer	1.5	42.86	0.19	0.54
Bookkeeper	1	28.57	8.57	22.71
Office Clerk	1	28.57	10.37	15.51
Milwaukee County Total	3.5	100.00	18.94	38.22
Southeastern Wisconsin Region				
Graphic Designer	1.5	42.86	0.12	0.54
Bookkeeper	1	28.57	4.34	24.63
Office Clerk	1	28.57	6.90	22.93
Region Total	3.5	100.00	11.24	47.55

Figure A.1
Organizational Display of the Southeastern Wisconsin Regional Planning Commission
Staff: July 2024



