



PLANNING AND DEVELOPMENT

400 LA CROSSE STREET | LA CROSSE, WI 54601 | P: (608) 789-7512 | F: (608) 789-7318

Staff Report Legislative File #20-1656

To: Human Rights Commission

From: Caroline Gregerson, CDBG Administrator

Date: 11/25/2020

Re: Narrowing focus of Human Rights Commission- Specific Ideas from Staff

Collection of ideas and best practices

Representation on Common Council

- <https://www.cityoflacrosse.org/your-government/departments/city-clerk/elections-and-voting/candidate-packet>
- Must file a Campaign Finance Registration Statement with the City Clerk. File by January 5th.

Creation of data dashboards and specific goal-setting for diverse hiring

- How many people applied? How many were interviewed? How many hired? What is our goal? (report baseline data for African/American, Asian, Hmong, Native American)
- Report number of management employees that are minorities or women
- Track percentage of change over previous years for all categories
- Currently for FTE positions:

Total	Hispanic	White	Black	Asian	Hawaii/PI	Native Am/Indian	Two or More	
Male	3	387	3	22	0	1	4	
Female	1	122	0	0	0	1	0	
Total	4	509	3	22	0	2	4	
% of total	0.74%	93.57%	0.55%	4.04%	0.00%	0.37%	0.74%	

City Population: 1.9% 88.7% 3.0% 5.3% 1.0%

Training and Education, Recruitment (Budget implications)

- Anti-bias training when hiring for managers
- Creating more diverse interview panels
- Advertising in minority-based publications
- Examining interview process to eliminate bias
- Expanded personal networks
- Diversity and Inclusion training
- This would require funding being added to the operating budget



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Legislation

- Offering incentives (pay increases, health premium benefits) for employees that live in the City.

Department	Total # of Employees	Total # of	% of Employees Living in the La Crosse (54601)
		Total Number of Employees that Living in La Crosse	
Airport	14	8	57.14%
Planning/Assessor	14	9	64.29%
Legal	4	4	100.00%
Clerk	2	1	50.00%
Engineering	16	11	68.75%
Finance/HR	22	12	54.55%
Mayor's Office	2	0	0.00%
Fire	107	36	33.64%
Park & Rec	22	14	63.64%
IT	9	5	55.56%
La Crosse Center	11	5	45.45%
Library	53	42	79.25%
Municipal Court	4	4	100.00%
Parking Utility	10	3	30.00%
Police	118	48	40.68%
Water/Sewer	52	28	53.85%
Streets	37	21	56.76%
Transit	50	31	62.00%
	547	282	51.55%

48.45% of City Employees do not live in the City of La Crosse

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