



# City of Milwaukee

200 E. Wells Street  
Milwaukee, Wisconsin  
53202

## Meeting Minutes AFRICAN AMERICAN MALE UNEMPLOYMENT TASK FORCE

**ALD. ASHANTI HAMILTON, CO-CHAIR AND ALD. TONY  
ZIELINSKI, CO-CHAIR**

**Deborah Blanks, Sedgwick Daniels, Ald. Joe Davis, Joe  
Fahey, Pam Fendt, Curt Harris, Wendell Harris, Ralph  
Hollmon, Carl Jaskolski, Ossie Kendrix, Marc Levine, Arturo  
Martinez, Gerard Randall, Michael Rosen, Tim Sheehy, Julia  
Taylor, McArthur Weddle, Lenard Wells and Ken Wheeler**

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Tuesday, December 14, 2010

12:00 PM

Room 303, City Hall

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*Meeting convened: 12:25 P.M.*

*Members: excused: Ald. Joe Davis and Tim Sheehy*

*Members absent: McArthur Weddle, Ken Wheeler, Lenard Wells, Marc Levine,  
Michael Rosen, Wendell Harris and Sedgwick Daniels*

**1. Review and approval of the minutes of the November 16th meeting.**

*Mr. Randall moved, seconded by Mr. Kendrix, for approval of the minutes. There were no objections.*

**2. Reports from the working groups:**

*Connecting employees to jobs work group:*

*Ald. Zielinski noted that he, Ms. Blanks and Mr. Randall met with individuals at QuadGraphics at its plant. They are investigating referring individuals to a temporary employment agency and if those employees work out, the agency will be bypassed. The next meeting will be with representatives from Waukesha County who want to be involved with this effort in terms of providing transportation. Ms. Blanks mentioned that an individual who was referred to the company did start working a few days ago. The Social Development Commission did offer this individual assistance in a number of ways in order to have him obtain this job.*

*Job creation work group: Ms. Fendt spoke on this committee and noted that they had met with David Riemer about the pilot program recently created to employ 2,500 individuals; the jobs are six-month jobs paying minimum wage and are renewable after six months. They are trying to place individuals in job which will become permanent. It's doubtful there will be additional federal funds for this program, so they're trying to locate additional funding streams to grow these jobs after the initial funding ends. One possible funding source is a payroll tax. Ald. Hamilton noted that the goal of this Task Force is to create 5,000 more jobs in the region. The work group also discussed working with existing companies with federal military contracts*

as a potential source of a number of new jobs. Mr. Riemer suggested that this Task Force could meet with individuals at the state who are working on the transitional jobs program. Mr. Randall noted that this program might be administered differently with the new state legislature coming in. The Task Force will consider contacting individuals about this program as times change. Ms. Blanks recommended inviting individuals who already have funding allocated to them and who are working on job creation, such as Goodwill. That will be an agenda item on the next meeting.

*Job training connections work group:* Mr. Jaskolski spoke on this work group's efforts since the last meeting of the Task Force. Approximately 2,500 individuals would qualify for funds with Mr. Oulahan of the Hire Milwaukee Center. The survey was completed by the individuals and the information provided was not verified. He noted that 2% of HR practitioners are minorities, which include all minorities, not just African Americans. Jobs can be created, but the human resource personnel need to be engaged on the issue of not even considering ex offenders for employment. The individuals who completed the surveys were from a number of employment agencies. He noted that 85% of his students over the years have said that race can be used as an excuse not to hire someone. He provided Task Force members with data compiled from various employment agencies (Exhibit 1). Ald. Zielinski wanted to know if individuals are aware of programs for which they could apply for benefits and would like to do a sample group to see if individuals are taking advantage of these programs and if there are a number of the same obstacles, that might benefit a number of individuals. Mr. Jaskolski will talk to 5-7 individuals and then report on this to the next meeting. Ms. Fendt is concerned that the information would not be statistically valid and if done, should be done in an acceptable, structured manner. Ald. Zielinski would like some data, even if it isn't statistically valid.

Mr. Fahey said that he isn't sure that human resources people are aware that it's illegal to discriminate based on criminal records unless it would directly affect that individual's work in that job. Ms. Blanks will research whether QuadGraphics provides local housing.

### **3. Discussion relating to new comments received from the public.**

Ald. Hamilton noted that some of the public comments were ignorant, but many of the comments were well-thought-out and reflective of what the task force is already doing. Mr. Celata, Social Development Commission, will present a report at the next meeting of the top suggestions. Mr. Curt Harris said that one of the challenges of the Task Force will be in getting companies involved - one of his concerns is that he has to hand-work with companies in order to get specific individuals with felonies hired. He also supports having African American males mentor and train other African American males to meet job openings in the industrial arena. Mr. Oskar Ellis does offer a training program in this area. Mr. Curt Harris also said that training opportunities have to meet people at the level they're at and work on turning their lives around. Mr. Ellis will be invited to speak at the next meeting. Mr. Randall noted that this Task Force needs to research where the bulk of training funds are going and what their success rates are. Mr. Randall said that he agrees with Ms. Fendt and we need to have a stronger advocacy arm around economic development. Ms. Fendt mentioned earlier in the meeting of a retired business executive who was calling businesses registered with the Emerging Business Enterprise office to alert them to employees in the transitional jobs program. Mr. Randall noted that advocates need to be gained at the state level with regards to the UW system and state foundations due to the large volume of contract work being done at the state universities that are not being proactive in hiring minority residents. Although the work done on state university campuses is supposed to be tracked in regards to minority

*apprenticeships, it doesn't seem to be consistently tracked. Ms. Fendt was concerned that maybe they're just tracked on large, public projects rather than all projects. Mr. Randall said that the model for the incoming administration is to raise the minority hiring and training goals that were set by former Governor Tommy Thompson. Mr. Randall did research on military contracts and decreasing unemployment; Janesville is already in talks with Oshkosh trucks due to the closing of the GM plant.*

**4. Discussion relating to the Emerging Business Enterprise Disparity Study**

*Mr. Kendrix noted that the report was not released yet - it will be released on December 20th at a special Community and Economic Development Committee meeting. The results were already presented in July 2010 for the years 2005-2008 and that is on the EBE website. The presentation on the 20th will consist of presenting recommendations as to whether the program will remain race-neutral or become race-conscious. The meeting did not take place on Monday due to inclement weather in parts of the country on Sunday.*

**5. Creation of timeline for recommendations.**

*The timeline is about half-completed as the report is due March 14th. Ms. Blanks would like to have the deadline extended and she feels there is so much more for this body to discuss and investigate. Ald. Zielinski and Ald. Hamilton discussed renewing this Task Force on an annual basis or extend the deadline another six months. Ald. Zielinski moved, seconded by Mr. Jaskolski, to have the deadline extended to another six months and renew this body on an annual basis. Ald. Zielinski would like to have the allocated funds spent following the recommendations of this Task Force. This Task Force will submit recommendations and then will be renewed on an annual basis to continue talks. Mr. Holloman supported having the #1 priority from now to March 14th be to decide on how the funds allocated to this body will be spent and then ongoing talks will continue. Task Force members were supportive of this. At the meeting of January 4th the Task Force will lay out any criteria or guidelines on how that money can be spent. Everyone must submit one idea on how the money will be used. The Staff Assistant will send out a packet of restrictions on how the money can be spent. Ms. Fendt recommended that all plans must be in written form. Members must submit it to the Staff Assistant prior to noon on December 29th. A partial report will be submitted at the end of six months.*

**6. Format of final report.**

*This matter was not discussed.*

**7. Set next meeting date and agenda.**

*January 4th at noon.*

*Meeting adjourned: 1:45 P.M.  
Linda M. Elmer  
Staff Assistant*

