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To: [ClerkoftheBoard](#)
Subject: Comment on February 27, 2024, BoS Meeting Agenda Item 43--Adoption of County of Ventura's Equal Employment Opportunity Plan ("EEOP") Policy Statement; and Approval of EEOP Utilization Report 2023-2025
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According to the staff report and presentation, "white" people are the most under-represented group employed by the County. Does the County need to implement some hiring preferences or focus on recruiting more white people to make up for this "inequity?"

Or are there just a lot of retired white people in the County that are no longer in the workforce? The average age for this group is about 10 years older than most other racial/ethnic groups in the county, according to readily available data. Seems like the most reasonable explanation for this "disparity."

And maybe the County should stop focusing exclusively on race, and consider other factors that can negatively affect larger numbers of Ventura County residents in more significant ways. For example, make the business climate here more attractive to employers offering high-paying jobs, so younger folks of all ethnic backgrounds can afford to raise a family. This would help other problems, as well--I'm certain that Oxnard's relatively high crime rate is caused by the high poverty rate, rather than the ethnicity of our residents.

So let's address the bigger root problems rather than spend countless hours and dollars on a plan based on shallow statistics that seem to imply the County isn't doing enough to hire "white" people, LOL.

Norm DeGare