

Diversity In Kosciusko County

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2006 KLA White Paper

Topic: Diversity In Kosciusko County

Team Members: Dennis Ducey, Joe Jarboe, and Kevin Wilcox

Introduction:

Over the years there has been a transformation Of the Kosciusko County economy of one primarily Agriculture to an economy more diversified with the manufacturing of medical devices as its hub.

While the State of Indiana as a whole struggles to maintain job growth, Kosciusko County bucks that trend as more good paying jobs become available due to growth in both the Medical Device industry and agricultural relate industries.

This presents a new challenge to county employers, as they must bring in new talent to the county in order to maintain this vibrant job market. This is a causing a change in the Diversity of the population within the county.

If Kosciusko County is to continue to recruit the best talent available in the future to meet job growth, it needs to be proactive in addressing the various needs

of a multi cultural population. Our group identified this as an issue and feels it needs to be addressed now.

Kosciusko County Demographics:

Actual Population 2004- 75667

Population estimates by race 2004

American Indian or Alaskan Native-242

Asian Alone- 534

Black Alone-552

Native Hawaiian or other Pacific-1

White Alone-73849

Two or more Race Groups-489

Hispanic or Latino-4461

Estimated Population by Age 2004

Pre-School 0-4- 5,386

School Age5-17-15022

College Age18-24-7077

Young Adult 25-44-20220

Older Adult 45-64-18492

Older 65 and older-9470

Median Age-35.8

Need:

It is our belief that when a person that is of Ethnic background is making a decision to take a job or relocate to a community, they will not only consider the job and living conditions but also those resources and activities available to their particular race. While Kosciusko county While Kosciusko County has a number of support groups, activities and businesses that cater to the various Diverse groups, there is no

centralizes resources that a person could access for that information.

Solution:

To Develop a Diversity Website that will centralize information of what Kosciusko has to offer. The website could contain some of the following:

- Ethnic Businesses
- Ethnic Restaurants
- Not for profit support groups
- ESL/Educational Programs
- Employment Links
- Diversity news
- Ethnic Churches
- Ethnic Social activities and Groups
- Links to other Diversity websites

We have approached the Chamber of Commerce about this idea and they are enthusiastically behind this. They currently have a web-link on their site titled Diversity but no information is contained in the site.

Cost:

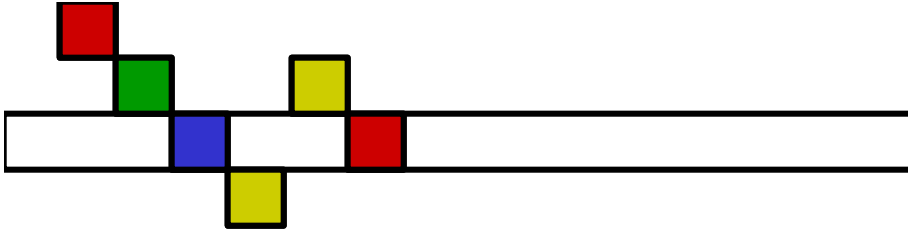
The cost to do this is minimal since the Chamber has an agreement with KC-Online and with the Web Developer.

Conclusion:

Kosciusko County continues to be a great place to work and live. The job market outlook is favorable and will continue to need talent to fill those jobs.

This will cause the Diversity within the county to continue to change to more of a multi cultural population.

Implementing our idea of a Diversity Website is a good first step of promoting Kosciusko County as a great place to live and work for all.



Diversity In Kosciusko County

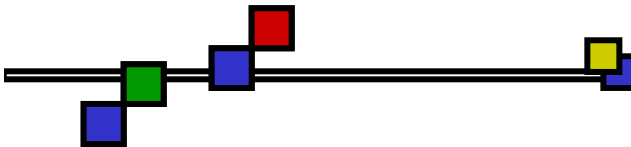


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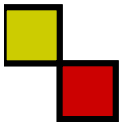
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Vision Statement



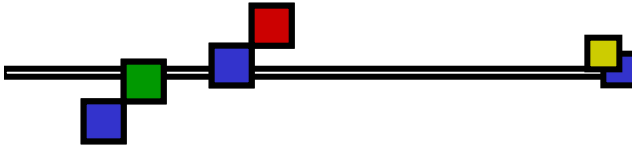
- The Kosciusko Leadership Academy has given our team the opportunity to add to a website for our Diverse population.



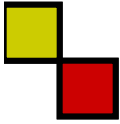
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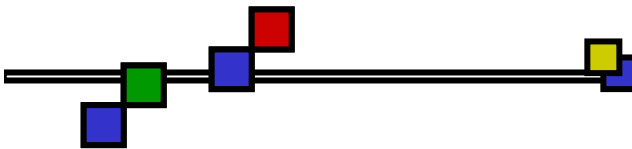
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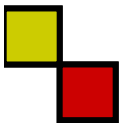
Goal and Objective



- The Goal of the program is to provide a convenient way for new members of our community to find events and activities that appeal to individuals and their families.

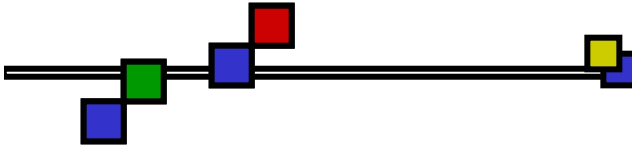


Goals & Objective

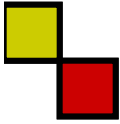


- The desired objective is to provide the information for easy access to the website.

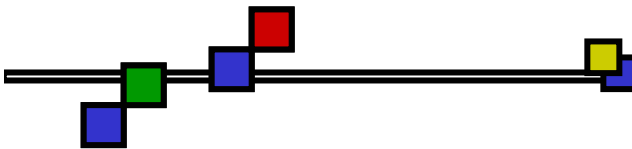




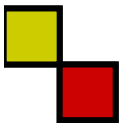
Today's Situation



- There are many Websites for this project
 - State of Indiana
 - Ethnicexpo.net
 - Kosciusko Chamber of Commerce
 - www.wkchamber.com
 - Indianapolis
 - Nationalitiescouncil.org/choice.html
 - Warsaw
 - www.stats.Indiana.edu

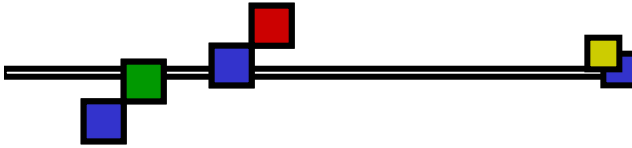


How Did We Get Here?

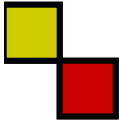


- The community has grown over the last 25 years as you can see from the report issued about Kosciusko County.
- Original assumptions that are no longer valid

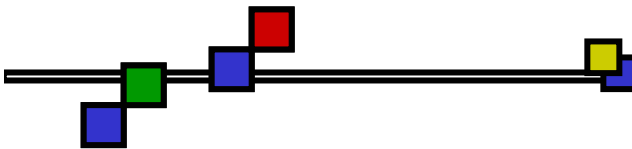




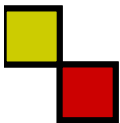
Available Options



- Leave the system as is
- Let the different agencies provide a website roadmap
- There should be a easy 1, 2, 3 step way to find the information.
- The cost will be determined by the number of hours to maintain the site

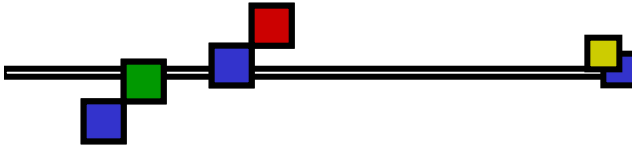


Recommendation

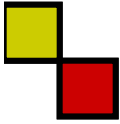


- Work with the Chamber and a Local Education Site to assist and maintain the site.
- The results will assist the new additions to the community with opportunities in Kosciusko County





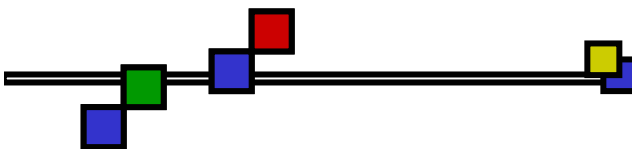
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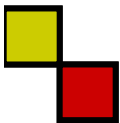
- The Goal of the program is to provide a convenient way for new members of our community to find events and activities that appeal to individuals and their families.
- The desired objective is to provide the information for easy access to the website.



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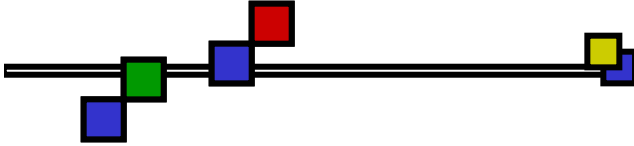
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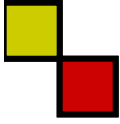
- Conclusion:
 - Kosciusko County continues to be a great place to work and live. The job market outlook is favorable and will continue to need talent to fill those jobs
 - This will cause the Diversity within the county to continue to change to more of a multi-cultural population.
 - Implementing our idea of a Diversity Website is a good first step of promoting Kosciusko County as a great place to live and work for all.



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Links for Diversity Page



- Diversity Information
- Ethnic Businesses
- Ethnic Restaurants
- Not-for-Profit Programs
- ESL/Educational Programs
- Employment Links
- Diversity News
- Ideas for this site? Please e-mail us!

