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A resolution by Supervisor Nicholson, supporting equity in education, entrepreneurship, and economic opportunities for women of color in Milwaukee County, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the Milwaukee County Board of Supervisors maintains that American women of color are strong, resilient, and dedicated to their families and communities, and are an essential part of our national, economic, and social fabric; and

WHEREAS, women of color are robust participants in the United States (U.S.) labor force, with the following participation rates by the following groups:

- Black women - 61.1 percent
- Hispanic women - 58.7 percent
- Asian women - 58 percent

; and

WHEREAS, women and girls of color face unique barriers and disparities that must be overcome to ensure success at school, work, and in the community; and

WHEREAS, in 2015, there were 12 million single-parent families in the U.S., with more than 80 percent headed by single mothers; and

WHEREAS, women of color are often the primary wage earners, particularly among Black families, where 74 percent of Black mothers are the primary breadwinners; and

WHEREAS, the median income for a family headed by a single working mother was approximately \$26,000 in 2013 in the U.S., which is a third of the median income for a married couple; and

WHEREAS, in Milwaukee County, the most recent data from the U.S. Census Bureau states that 47.1 percent of female householders with children have incomes below the poverty level, compared to 9.4 percent of married households with children; and

WHEREAS, nationally, nearly half of households with young children that are headed by Black or Hispanic single women live in poverty; and

WHEREAS, women of color earn far less than White males, with Black women earning 66.2 percent, and Hispanic women earning only 56.5 percent of what White males gross; and

47 WHEREAS, the pay gap was greater in the Milwaukee-Waukesha-West Allis  
48 area in 2009, with Black women earning 56 percent and Hispanic women earning 44  
49 percent of what White males earned; and

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51 WHEREAS, entrepreneurship has the ability to close the economic disparities  
52 that exist for women of color; and

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54 WHEREAS, nearly five million U.S. businesses are owned by women of color,  
55 employing two million workers, and generating \$344 billion in revenues; and

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57 WHEREAS, despite their growing numbers, small businesses owned by women  
58 of color still face challenges like access to capital, lack of investment, racial and gender  
59 bias, and slower growth; and

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61 WHEREAS, nationally, African American and African Immigrant girls are  
62 suspended from school at six times the rate of White girls; and

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64 WHEREAS, in the 2011-2012 school year Wisconsin had the highest  
65 suspension rate in the nation for Black high school students, Black females being  
66 suspended at twelve times the rate of White females; and

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68 WHEREAS, Black girls represent 14 percent of the U.S. population, but  
69 comprise 32 percent of those detained and committed; and

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71 WHEREAS, Native American girls make up only one percent of the population  
72 but comprise 3.5 percent of those detained and committed; and

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74 WHEREAS, the success of women and girls of color is essential to a healthy  
75 community; and

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77 WHEREAS, the Committee on Health and Human Needs, at its meeting of  
78 April 12, 2017, recommended adoption of File No. 17-247 (vote 3-0); now, therefore,

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80 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)  
81 supports a multi-pronged approach to increase opportunities for women and girls of  
82 color to succeed and prosper in education, the workforce, and in small business  
83 ownership; and

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85 BE IT FURTHER RESOLVED, the County Board supports increasing the  
86 academic success of girls of color, leading to reduced school suspensions, increased  
87 on-time high school graduation rates, and pursuit of post-secondary education; and

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89 BE IT FURTHER RESOLVED, the County Board supports encouraging girls of  
90 color to explore and pursue Science, Technology, Engineering, and Mathematics  
91 (STEM) careers; and

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93 BE IT FURTHER RESOLVED, the County Board supports educating women and  
94 girls of color in financial literacy and entrepreneurship; and

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96 BE IT FURTHER RESOLVED, the County Board supports increasing the  
97 number of women of color in high-wage, high demand, nontraditional jobs, the skilled  
98 trades, and STEM occupations through job skills training and apprenticeships; and

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100 BE IT FURTHER RESOLVED, the County Board supports small business loans  
101 and technical assistance to businesses owned by women of color; and

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103 BE IT FURTHER RESOLVED, the Office on African American Affairs (OAAA) is  
104 charged with outreach to Black women to increase awareness of educational and  
105 economic opportunities; and

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107 BE IT FURTHER RESOLVED, the OAAA is requested to develop a process that  
108 ensures a certain percentage of any funding the office receives for entrepreneurship or  
109 small business development is designated for women of color; and

110  
111 BE IT FURTHER RESOLVED, upon adoption, the Milwaukee County Office of  
112 Intergovernmental Affairs is authorized and requested to deliver a copy of this  
113 resolution to the President of the United States (U.S), the Vice President of the U.S.,  
114 the Wisconsin Congressional Delegation to the U.S. Congress, the Governor of  
115 Wisconsin, and the Milwaukee County Legislative Delegation to the State.

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