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5 **A RESOLUTION**
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7 Recognizing the progress Milwaukee County has made as an organization in the areas
8 of diversity, equity, and inclusion and encouraging further support for an approach
9 recognizing the effect of intersectionality on individuals facing discrimination and
10 promoting intentional LGBTQ+ inclusivity initiatives
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12 WHEREAS, Milwaukee County employs more than 4,000 talented and diverse
13 people across nearly 40 departments which provide a broad array of services to nearly
14 one million residents; and
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16 WHEREAS, Milwaukee County is an equal opportunity/e-verify employer
17 committed to diversity and as such, all qualified applicants receive consideration for
18 employment and are not discriminated against based on age, race, color, religion, sex,
19 sexual orientation, gender identity, national origin, disability, genetic information or
20 protected veteran status; and
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22 WHEREAS, Milwaukee County adopted File No. 20-174 in April 2020, creating
23 Chapter 108 of the Milwaukee County Code of General Ordinances with the stated goal
24 of achieving racial equity in order to make Milwaukee County the healthiest county in
25 Wisconsin and with the mission of enhancing the quality of life in Milwaukee County
26 through great public service; and
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28 WHEREAS, the Milwaukee County Office on African American Affairs (OAAA)
29 was created in 2017 to examine the needs of the African American community, create
30 policy, advise policymakers and promote equitable access and was later rebranded with
31 the broader title of the Office of Equity in the 2022 Adopted Budget; and
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33 WHEREAS, the term *intersectionality* was first coined by author and scholar
34 Kimberle Crenshaw in the late 1980s and is defined as the “interconnected nature of
35 social categorizations such as race, class, and gender, regarded as creating
36 overlapping and independent systems of discrimination or disadvantage”; and
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38 WHEREAS, today intersectionality is more broadly recognized as the ways in
39 which systems of inequality based on gender, race, ethnicity, sexual orientation, gender
40 identity, disability, class, and other forms of discrimination “intersect” to create unique
41 dynamics and effects; and

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WHEREAS, in June 2020, a landmark decision by the Supreme Court of the United States ruled that Title VII of the Civil Rights Act of 1964 protects LGBTQ+ individuals from discrimination in the workplace; and

WHEREAS, the International City/County Management Association (ICMA), which works to advance local government through leadership, management, innovations and ethnics, suggests the fundamental job of local government is to provide equitable services and opportunities to all who cross paths with our communities and just as there is a spectrum of identities and beliefs within the LGBTQ+ population, there is a spectrum of behaviors, policies, and practices local governments should consider implementing to create meaningful strides toward more inclusive organizations and communities; and

WHEREAS, the Human Rights Campaign advocates for inclusive work environments where all employees are able to contribute and feel like they belong – encouraging the use of pronoun identification in introductions, biographies, and email signatures normalizes the practice and promotes an inclusive work environment; and

WHEREAS, the University of Massachusetts-Amherst, Center for Employment Equity, reports the benefits of self-identification (Self-ID) of LGBTQ+ status in the workplace is twofold:

1. On a practical level, Self-ID makes visible the diversity of an employer’s workforce with respect to people whose differences may be otherwise invisible (though not every LGBTQ+ person will be completely open about their identities in the workplace so confidential surveys or other methods of counting LGBTQ+ people are tools employers can use to promote nondiscrimination and equal opportunities)
2. Self ID demonstrates that an employer recognizes and values sexual orientation and gender identity diversity, putting LGBTQ+ inclusion on par with racial, gender, and other identities that employers collect data on

; and

WHEREAS, the Society for Human Resources Management (SHRM) emphasizes the role business/employee/network resource groups (BRGs/ERGs/NRGs) play in improving an organization’s leadership development process, driving results, forging relationships, and ensuring alignment between an organization and its diversity strategies; and

83 WHEREAS, the Committee on Personnel, at its meeting of September 6, 2022,
84 recommended adoption of File No. 22-970 (vote 4-0); now, therefore,
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86 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby reaffirms
87 its support for the progress that has been made in recent years to create an
88 organization and community rooted in equity for all and acknowledges the compounding
89 effect of intersecting identities to individuals facing discrimination; and
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91 BE IT FURTHER RESOLVED, the Milwaukee County Board of Supervisors
92 hereby directs the Department of Human Resources to initiate the creation and/or
93 implementation of the following practices for diversity, equity, and inclusion (DEI)
94 strategic alignment:
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- 96 • Support for the use and normalization of pronoun identification in introductions,
97 biographies, and email signatures
- 98 • Begin the collection of voluntary self-identification of non-binary gender within the
99 existing Human Resources Dayforce platform to better allow for tracking of
100 intersectionality metrics
- 101 • Collect voluntary self-identification of an employee’s LGBTQ+ status within the
102 existing Human Resources Dayforce platform to better allow for tracking of
103 intersectionality metrics
- 104 • Support the collaboration and membership of the Department of Human
105 Resources with local DEI affinity groups, chambers, or trade associations
- 106 • Support the continued development of the first six network resource groups
107 (NRGs) this fall
- 108 • Include Milwaukee Transport Services, Inc. (MTS) and Milwaukee County Transit
109 System (MCTS) employees to participate in Milwaukee County NRGs as full
110 members
- 111 • Support the continued development of the Milwaukee County Diversity, Equity,
112 and Inclusion Council (MCDEIC) this fall.

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