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From the Director of Audits, an audit report titled "Minding the Gap: Employee Friendly County Policies Did Not Entirely Stem the Loss of Women of Color During Covid-19 and Will Require Efforts by the County to Achieve Its Goal of Racial Equity," by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, in 2021 the Milwaukee County Board of Supervisors (County Board) adopted a resolution honoring Women’s History Month and requesting an audit on the effects of the Coronavirus Disease (COVID-19) pandemic on the intersection of gender and racial equity in Milwaukee County (the County) (File No. 21-329); and

WHEREAS, in the resolution to File No. 21-329, the County Board requested that the audit explore areas such as:

- the impact of Administrative Orders (the Orders) related to teleworking (File No. 20-3) and Expanded Pay Sick Leave (File No. 21-1), including the effect that the Orders have on providing childcare
- separation rates of County employees since March 2020
- hiring data during the COVID-19 pandemic

; and

WHEREAS, the Audit Services Division, Office of the Comptroller, conducted an audit that assessed the effect of the pandemic upon the County’s workforce by reviewing the implementation of the Orders released during the pandemic with an emphasis on understanding the impact on female employees and the intersection of race and gender on equity, and issued an audit report in June 2022 titled "Minding the Gap: Employee Friendly County Policies Did Not Entirely Stem the Loss of Women of Color During Covid-19 and Will Require Efforts by the County to Achieve Its Goal of Racial Equity;" and

WHEREAS, recommendations are provided in the audit report; and

WHEREAS, a response to the audit report recommendations from the Department of Human Resources management accompanies the audit report as Exhibit 2; and

WHEREAS, the Committee on Audit, at its meeting of July 20, 2022, recommended adoption of File No. 22-797 (vote 5-0); now, therefore,

44 BE IT RESOLVED, the Milwaukee County Board of Supervisors concurs with the  
45 recommendations contained in the Audit Services Division, Office of the Comptroller  
46 audit report, "Minding the Gap: Employee Friendly County Policies Did Not Entirely  
47 Stem the Loss of Women of Color During Covid-19 and Will Require Efforts by the  
48 County to Achieve Its Goal of Racial Equity."  
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