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From the Director, Department of Administrative Services, submitting an action report recommending changes to the policy outlined in File 20-551, the Milwaukee County Equity Assessment Overview, by recommending adoption of the following:

**AN ENGROSSED RESOLUTION**

WHEREAS, in adopted File No. 21-551, the Milwaukee County Board of Supervisors (County Board) requested the Department of Administrative Services (DAS):

“analyze the Milwaukee County Code of General Ordinances and internal documents including AMOPs, guidelines, trainings, and plans used for hiring, salaries and wages, employee retention, provision of Milwaukee County services, and other relevant materials to identify language that is racist or supports systematic and institutional racism, and directing that DAS, in consultation with the Office of Corporation Counsel, the Office on African American Affairs, and any other relevant County departments, provide to the Milwaukee County Board of Supervisors recommended changes to those laws and policies for approval”

; and

WHEREAS, the resolution in adopted File No. 21-551 further requested DAS return with an initial report in December 2021, and a final report in April 2022; and

WHEREAS, DAS has begun preliminary work in response to adopted File No. 21-551, and has prepared the “Milwaukee County Equity Assessment Project Overview,” which contextualizes and suggests steps to do the following (hereto attached to this file):

- Identify stakeholders;
- Understand project dynamics;
- Outline a process for review;
- Anticipate a project timeline;
- Establish review team structures;
- Anticipate project workload;
- Identify equity assessments and tools;
- Prioritize polices for review;
- Draft an equity assessment rubric

; and

44 WHEREAS, to adequately address the County Board’s request, it will take longer  
45 than April 2022 to acquire the requisite knowledge, and complete sifting through the  
46 Milwaukee County Code of General Ordinances (the Code), Administrative Manuals of  
47 Operating Procedures, guidelines, trainings, plans used for hiring, salaries and wages,  
48 employee retention, and provision of Milwaukee County (the County) services; and  
49

50 ~~WHEREAS, having a truly healthy and equitable County goes beyond race,~~  
51 ~~and must include but not be limited to: sex, gender, orientation, ethnicity, origin,~~  
52 ~~and ability; and~~  
53

54 WHEREAS, the 2022 Adopted Budget renamed the Office on African American  
55 Affairs to the Office of Equity (the Office), which has the capacity to oversee the  
56 proposed analysis and subsequently broadened the Office’s mission to all forms  
57 of equity; and  
58

59 WHEREAS, the County created the Office of African American Affairs in  
60 File No. 16-342 to “advise the County Executive, County Board, County  
61 Department directors, and the general public on the views and needs of African-  
62 American communities in the County” and the creation of Chapter 108 of the  
63 Code in File No. 20-174 was motivated by the priority “to address systemic racism  
64 affecting County residents... and... to prioritize racial equity to address structural  
65 racism producing disparate population health outcomes;” and  
66

67 WHEREAS, Milwaukee is striving to make the County the healthiest county in  
68 Wisconsin; and  
69

70 WHEREAS, the Committee on Audit (Audit), at its meeting of December 8, 2021,  
71 recommended adoption of File No. 21-1084 (vote 3-0); and  
72

73 WHEREAS, the County Board, at its meeting of December 16, 2021, referred  
74 File No. 21-1084 to Audit (vote 16-1); and  
75

76 WHEREAS, Audit, at its meeting of January 26, 2022, reaffirmed its previous  
77 recommendation to adopt File No. 21-1084 (vote 3-1); now, therefore,  
78

79 BE IT RESOLVED, the Office of Equity (the Office) shall analyze the Milwaukee  
80 County Code of General Ordinances, and internal documents including Administrative  
81 Manuals of Operating Procedures, guidelines, trainings, and plans used for hiring,  
82 salaries and wages, employee retention, provision of Milwaukee County (the County)  
83 services, and other relevant materials to identify language that is racist, or supports  
84 systemic and institutional racism, and directing the Office, in consultation with the Office  
85 of Corporation Counsel, and any other relevant County departments, provide to the  
86 Milwaukee County Board of Supervisors (County Board) recommended changes to  
87 those laws and policies for approval; and  
88

89 BE IT FURTHER RESOLVED, the County Board hereby adopts the County  
90 Equity Assessment Project Overview (the Project) as the basis for moving forward from  
91 adopted File No. 21-551, **but solely or matters within the realm of racial equity**  
92 **pursuant to the intent behind creating the Office of African American Affairs in**  
93 **File No. 16-342, the creation of Chapter 108 of the Milwaukee County Code of**  
94 **General Ordinances in File No. 20-174, and the policy established in File No.**  
95 **21-551**; and  
96

97 BE IT FURTHER RESOLVED, beginning in April 2022, the Office will provide  
98 regular reports to the County Board at least every six months, with updates on the  
99 status of the Project until **an expected completion in 2024 the Project reaches**  
100 **completion, which shall be no later than January 2024.**  
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