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:

A 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, Administrative Manuals of Operating
47 Procedures, guidelines, trainings, plans used for hiring, salaries and wages, employee
48 retention, and provision of Milwaukee County (the County) services; and
49
50 WHEREAS, having a truly healthy and equitable County goes beyond race, and
51 must include but not be limited to: sex, gender, orientation, ethnicity, origin, and ability;
52 and
53
54 WHEREAS, the 2022 Adopted Budget renamed the Office on African American
55 Affairs to the Office of Equity (the Office), and subsequently broadened the Office's
56 mission to all forms of equity; and
57
58 WHEREAS, Milwaukee is striving to make the County the healthiest County in
59 Wisconsin; and
60
61 WHEREAS, the Committee on Audit, at its meeting of December 8, 2021,
62 recommended adoption of File No. 21-1084 (vote 3-0); now, therefore,
63
64 BE IT RESOLVED, the Office of Equity (the Office) shall analyze the Milwaukee
65 County Code of General Ordinances, and internal documents including Administrative
66 Manuals of Operating Procedures, guidelines, trainings, and plans used for hiring,
67 salaries and wages, employee retention, provision of Milwaukee County (the County)
68 services, and other relevant materials to identify language that is racist, or supports
69 systemic and institutional racism, and directing the Office, in consultation with the Office
70 of Corporation Counsel, and any other relevant County departments, provide to the
71 Milwaukee County Board of Supervisors (County Board) recommended changes to
72 those laws and policies for approval; and
73
74 BE IT FURTHER RESOLVED, the County Board hereby adopts the Milwaukee
75 County Equity Assessment Project Overview (the Project) as the basis for moving
76 forward from adopted File No. 21-551; and
77
78 BE IT FURTHER RESOLVED, beginning in April 2022, the Office will provide
79 regular reports to the County Board at least every six months, with updates on the
80 status of the Project until an expected completion in 2024.
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