

MILWAUKEE COUNTY BOARD OF SUPERVISORS

DATE: April 17, 2020

AMENDMENT NO. 1 to Item #2

Resolution File No. 20-174

COMMITTEE: Health and Human Needs

OFFERED BY SUPERVISOR(S): Lipscomb, Sr.

ADD AND/OR DELETE AS FOLLOWS:

Add the following WHEREAS clauses immediately before the final WHEREAS clause that begins at or near line 80 as follows:

WHEREAS, while there is no epidemiologic definition of “crisis,” the health impacts of racism clearly exemplify the definition proposed by experts, which is that the “problem must affect large numbers of people, it must threaten health over the long-term, and it must require the adoption of large-scale solutions”; and

WHEREAS, at the April 4, 2020 meeting of the Committee on Economic and Community Development, the Director of Audits presented the findings from File No. 20-205, an audit titled “Pulling Back the Curtain: A Look at Milwaukee County’s Workforce through Racial and Gender Equity Lenses from 2009 to 2019”; and

WHEREAS, the audit, among several summary findings, found that there is a significant gap between the pattern and practice in Milwaukee County and the vision outlined in the proposed Ordinance outlined below and that there has been little progress on racial equity in employment at Milwaukee County over the last decade; and

WHEREAS, the audit found evidence to support its finding that “the racial make-up of the County workforce has seen minimal overall change since 2009”, including:

- Black or African American employees had the lowest average salary in three out of four years studied in the audit. In 2019, Black or African American employees comprised 50% of the County workforce earning in the bottom third of salaries and only 11% of the top 100 earners while being 31% of the County workforce.
- Hispanic or Latino employees saw the smallest growth in earnings since 2009 at 12% while the countywide average was 16%.

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