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4 **AN AMENDED RESOLUTION**

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6 directing the Office on African American Affairs (OAAA) analyze the Milwaukee County  
7 Code of General Ordinances and internal documents including Administrative Manual of  
8 Operating Procedures (AMOP), guidelines, trainings, and plans used for hiring, salaries  
9 and wages, employee retention, provision of Milwaukee County services, and other  
10 relevant materials to identify language that is racist or supports systemic and  
11 institutional racism and directing that OAAA, in consultation with the Office of  
12 Corporation Counsel, provide to the Milwaukee County Board of Supervisors  
13 recommended changes to those laws and policies for approval  
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16 WHEREAS, Milwaukee County adopted File No. 19-397 in April 2019 declaring  
17 racism as a public health crisis, committing to changing internal policies and practices  
18 that contribute to racial inequities as an organization, and advocating for policies and  
19 practices that improve the health of communities of color; and  
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21 WHEREAS, Milwaukee County adopted File No. 20-174 in April 2020, creating  
22 Chapter 108 of the Milwaukee County Code of General Ordinances with the stated goal  
23 of achieving racial equity in order to make Milwaukee County the healthiest county in  
24 Wisconsin and with the mission of enhancing the quality of life in Milwaukee County  
25 through great public service; and  
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27 WHEREAS, in an effort to achieve racial equity, Milwaukee County adopted the  
28 Wisconsin Population Health Institute's Health and Equity Framework which includes  
29 identifying and eliminating racial biases in governmental practices to eliminate the root  
30 causes of systemic and institutional racism; and  
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32 WHEREAS, the Government Alliance on Race and Equity, of which Milwaukee  
33 County is a member, defines institutional racism as the policies, practices, and  
34 procedures that work better for white people than for people of color, often  
35 unintentionally, and defines systemic racism as a history and current reality of  
36 institutional racism across all institutions, combining to create a system that negatively  
37 impacts communities of color; and  
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39 WHEREAS, a February 2020 Milwaukee County audit entitled "Pulling Back the  
40 Curtain: A Look at Milwaukee County's Workforce through Racial and Gender Equity  
41 Lenses from 2009 to 2019" found that Milwaukee County's workforce does not reflect its

42 population's census estimates, large disparities in racial equity exist in certain agencies  
43 and divisions, Black employees had the lowest average salary in three out of four  
44 reviewed years, and involuntary separations are higher for Black, Hispanic, or Latino  
45 employees than the county average (File No. 20-205); and  
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47 WHEREAS, in July 2020, the Department of Human Resources responded to the  
48 February 2020 audit outlining measures taken to combat identified workforce inequities,  
49 including updating all relevant diversity Administrative Manual of Operating Procedures  
50 (AMOPs), development of recruitment plans, improved data analysis through payroll  
51 data, increased training for hiring managers, amongst other initiatives (File No. 20-31);  
52 and  
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54 WHEREAS, in January 2021, the Audit Service Division provided an update as to  
55 the status of the recommendations from the 2020 audit and found that the Department  
56 of Human Resources is focusing on expanding the pool of potential job candidates that  
57 is targeted, reviewing and updating diversity and inclusion AMOPs, scrutinizing  
58 separation data, and using the new Dayforce system to analyze employee data,  
59 although none of the recommendations have been closed out yet (File 21-61); and  
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61 WHEREAS, Milwaukee County, in its commitment to achieving racial equity,  
62 must examine its own policies and practices to ensure that the language used does not  
63 contribute to systemic or institutional racism; and  
64

65 WHEREAS, these policies and practices include the Milwaukee County Code of  
66 General Ordinances and internal documents including AMOPs, guidelines, trainings,  
67 and plans used for hiring, salaries and wages, employee retention, provision of  
68 Milwaukee County services, and other relevant materials; and  
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70 WHEREAS, Milwaukee County should ensure that actionable steps are taken to  
71 achieve its goals stated in Chapter 108 of the Milwaukee County Code of General  
72 Ordinances through aligning its laws, policies, and practices;  
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74 WHEREAS, the Committee on Audit, at its meeting of July 21, 2021,  
75 recommended adoption of File No. 21-551 as amended (vote 5-0); now, therefore,  
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77 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby directs  
78 the ~~Office on African American Affairs (OAAA)~~ **Department of Administrative**  
79 **Services (DAS)** analyze the Milwaukee County Code of General Ordinances and  
80 internal documents including AMOPs, guidelines, trainings, and plans used for hiring,  
81 salaries and wages, employee retention, provision of Milwaukee County services, and  
82 other relevant materials to identify language that is racist or supports systemic and

83 institutional racism and directing that **OAAA DAS**, in consultation with the Office of  
84 Corporation Counsel, **the Office on African American Affairs, and any other**  
85 **relevant County departments**, provide to the Milwaukee County Board of Supervisors  
86 recommended changes to those laws and policies for approval; and  
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88 BE IT FUTHER RESOLVED, an initial report shall be provided to the Milwaukee  
89 County Board of Supervisors for the December 2021 committee cycle; and  
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91 BE IT FURTHER RESOLVED, a final report, with recommended changes, shall  
92 be provided to the Milwaukee County Board of Supervisors for the April 2022 committee  
93 cycle.  
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96 07/21/21  
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