



# Equity Impact Statement

## 1. Describe the proposed ordinance or resolution.

*This is the annual grant renewal for the Women, Infants and Children (WIC) Program under the Family and Community Health Division of the Milwaukee Health Department. This grant is through the United States Department of Agriculture through the State of Wisconsin Division of Health and Family Services. The grant cycle runs from January 1st through December 31st each year.*

## 2. Identify the anticipated equity impacts, if any, of this proposal.

*See #3; there would only be positive impacts to equity as highlighted below.*

## 3. Identify which minority groups, if any, may be negatively or positively impacted by the proposal.

*Minority groups are positively impacted by the extensive nutrition education, breastfeeding, and referral services WIC provides that target those at highest nutritional risk, those that are disenfranchised, are impacted by health disparities, and have higher infant mortality rates which statistically target our families of color. Our services are offered to all ethnicities, races, genders, sexual identities, legal statuses, ages, languages and disabilities. Our eligibility criteria are that they are pregnant, postpartum, breastfeeding, an infant, and/or child under the age of 5; at nutritional risk; reside in Wisconsin; and, meet income requirements. Our program provides services, such as language interpretation, as well as tailored services based on participant accommodations, when needed.*



4. Describe any engagement efforts with minority communities potentially impacted by the proposal.

*WIC participates in outreach events throughout the year, targeting various populations & demographics, and in a variety of zip codes annually. WIC provides and/or participates in annual community events such as iJuneteenth, the MHD Back to School Health Fair, and various community-driven baby shower events to also help in strengthening our relationships with the families we serve. Lastly, WIC engages with the community via social media, and gardening activities with residents.*

5. Describe how any anticipated equity impacts of the proposal will be documented or evaluated.

*The WIC Program tracks demographic information of all enrolled families, services provided, as well as food benefits provided. Our Client Services Assistants collect eligibility documents according to policy, and our Community Health Nutritionists and Community Health Dietitians document assessment data and develop a plan of action with families which is then reviewed at subsequent visits. All of the aforementioned activities are subject to regular auditing done internally, and every other year by the State WIC office, to ensure full equity and policy compliance.*

6. Describe strategies that will be used, if any, to mitigate any anticipated equity impacts.

*Our WIC Program undergoes constant evaluation by its program manager, the Public Health Nutrition Consultant and the State WIC Office. Additionally, data is shared with the Milwaukee Health Department leadership and epidemiology team as a way for measuring outcomes as they relate to Maternal and Child Health within the City of Milwaukee. In addition to pen & paper surveys, the WIC Program utilizes innovative survey methods such as by surveying participants on quality measures related to service provision through the WIC mobile app. The WIC Program also seeks to maintain current partnerships, and form new partners with community partners to better engage various populations across the City. Lastly, staff trainings, in particular as they relate to equity, health disparity reduction, ethics, and civil rights are mandatory trainings required by MHD. WIC*

Name: Sarah DeSmidt

Signature:   
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