City of Milwaukee

Equity Impact Statement

1. Describe the proposed ordinance or resolution. File number: _____

2023 Wisconsin Act 12 creates s. 62.90(4)(b), Wis. Stats., which prohibits the use of tax-levy funding for any position whose principal duties consist of promoting individuals or groups on the basis of their race, color, ancestry, national origin, or sexual orientation.

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

The new law limits the ability of the City to address the impacts of discrimination by forbidding the City from hiring diversity, equity, and inclusion professionals.

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

This statute will negatively impact historically marginalized groups in the state's most-diverse jurisdiction. This includes racial, ethnic and sexual minorities, all of whom have faced, and continue to face, systemic discrimination and barriers to success. Without the ability to hire professionals with diversity, equity, and inclusion credentials, and without the ability to weigh actions like past discrimination against specific groups in decisions regarding City funds, positions and priorities, the City risks perpetuating the systemic issues that continue to impact our most-vulnerable populations.

Milwaukee City Hall • Room 205 • 200 East Wells Street • Milwaukee, WI 53202

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

This is a new, state-mandated effort, not a City-led proposal, therefore there has been no organized engagement of minority communities to date.

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

The City could potentially monitor the impact of the new statute by comparing outcomes before and after the statute goes into effect. While the law prohibits funding positions whose principal duties involve diversity, equity, and inclusion, there is no prohibition of comparing demographic data in terms of employee hiring, promotions, recipients of City contracts and services. Furthermore, the City could still survey its workforce to understand how a lack of diversity, equity, and inclusion input has impacted employee satisfaction and overall sense of wellbeing.

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

While the City is prohibited from hiring individuals whose principal duties involve diversity, equity, and inclusion initiatives, the principals behind DEI could still be incorporated into the operating structures of City departments. While the City may not hire individuals with a specific focus on DEI, the City can continue to engage proactively with minority communities to ensure that are aware of opportunities and have the knowledge required to pursue them on an equal footing. The City could make an effort to keep avenues of communication that have brought other communities into contact with the City alive. This could involve continuing to pursue events and partnerships that have yielded diverse candidates for City positions.

Name: **Christopher Hillard**

Signature: Christopher Hillard Digitally signed by Christopher Hillard Date: 2023.06.22 10:35:33 -05'00'

Date: **6/15/2023**