City of Milwaukee

Equity Impact Statement

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

2023 Wisconsin Act 12 creates 66.0145(2), Wis. Stats., which prohibits the preferences in hiring or contracting.

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

This new law will limit the ability of the City to address the impacts of discrimination and historic segregation by prohibiting the use of City's purchasing power to build contractor capacity and the use of City's hiring practices to create family-supporting employment for City residents.

This law will also create conflicts between federal regulations and state regulations regarding the requirements to implement preferences in hiring and contracting, especially for projects and positions that utilize multiple funding sources.

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

This new law will negatively impact historically marginalized groups. As a result of past discrimination, women and minorities have been denied their fair share of employment and contracting opportunities.
Entrenched and subtle discriminatory policies and practices continue to permeate businesses and governments. Women, African Americans and Hispanics have higher rates of unemployment than white men and continue to be under-represented as corporate executives, business owners and white collar workers.

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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 Department of Public Works routinely collects data relating to hiring and work hours for contractors doing business with the City. The Department could continuing to monitor and identify any declines in workforce or labor participation for communities of color.

The Department of Employee Relations routinely collects data relating to the race and gender of City employees. The Department could continue to monitor the City workforce and identify and trends regarding minority hiring.

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

The City could identify and implement other workforce development strategies to offset the expected loss of local jobs.

The City could use the disparity study to identify circumstances where contracting and hiring preferences would be required.

Name: **Kathleen Brengosz - Fiscal Planning Specialist**

Signature:

Date: **6/22/2023**