City of Milwaukee

Equity Impact Statement

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

This section of 2023 Wisconsin Act 12 requires the Mayor to appoint one member of the Fire and Police Commission from a list submitted by the local police union (Milwaukee Police Association).

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

The impacts of this provision are difficult to accurately anticipate. Caution is advised when predicting how a hypothetical appointee will act as a Commission member - and as a 2/3rds vote is required for most Commission actions, it is unclear how often they will actually cast a deciding vote. A union-nominated commission member may be less willing to discipline an officer for alleged misconduct, effectively lowering the risk of punishment for misconduct. The appointment may negatively impact perceptions of fairness in regards to the commission, particularly in regards to disciplinary proceedings. Conversely, having a union-approved voice on the board could increase the department's ability to attract new sworn personnel, which in turn could improve the provision of public safety services to minority communities.

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

Minority communities have historically faced disparate negative impacts from two factors closely related to policing - police misconduct and crime. Increases in either factor will likely negatively impact minority groups, while decreases are likely to positively impact minority groups.

African Americans and Hispanics, who have historically faced greater rates of police misconduct, may be negatively impacted by this provision if it results in reduced disciplinary action from the Commission. However, there is also a possibility that the same communities may be positively impacted by this provision, if it improves the department's ability to increase public safety.

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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 impacts of this provision could be monitored or evaluated by comparing the official actions and voting records of the Fire and Police Commission member appointed as required by the provision - using the actions and voting records of their predecessor as a control baseline.

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

The City may be able to divert potential negative impacts of this policy by proactively working with the Commission and other stakeholders to ensure that the Fire and Police Commission still adequately disciplines officers with substantiated allegations of misconduct.

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Signature:

Date: **6/22/2023**