City of Milwaukee

Equity Impact Statement

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

This subsection of 2023 Wisconsin Act 12 requires the Mayor to appoint one member of the Fire and Police Commission from a list provided by the local firefighter's union (Local 215).

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

Milwaukee Fire Department personnel are disproportionately white (~70%) and male (~90%). This provision effectively ensures that one Commission seat will be selected by an organization whose demographics do not reflect the demographics of the city as a whole. As the union is likely to nominate candidates with MFD experience, the appointee is more likely to be white than a random appointment from the city population as a whole, based simply on the demographics of the department.

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

All non-white groups could be affected by this provision. The Local 215 appointment is more likely to be white than a random appointment from the city population as a whole, resulting in diminished representation for non-white groups.

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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 primary anticipated equity impact can be evaluated by monitoring the diversity of the Fire and Police Commission before and after this provision goes into effect, and by analyzing the role of the union-appointed Commission member.

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

Encourage the mayor to select a qualified candidate of color from the list of nominees provided by Local 215, or to ensure that other appointments adequately provide representation for Milwaukee's minority groups.

Name: **Gunnar Raasch, Legislative Fiscal Analyst - Lead**

Signature:

Date: **6/22/2023**