

## **Omnibus 1 Equity Impact Statement**

The majority of the proposals contained in Omnibus 1 were evaluated under the process set forth by the Department of Administration and the Office of Mayor Tom Barrett. For those not evaluated in the Mayor's Summer Plan or Recovery and Resiliency Plan, additional information is provided from the forms utilizing components of the GARE toolkit as set forth by the Department of Administration. All of the included proposals will be implemented in compliance with:

- Common Council file #210368 which gives priority to projects within Qualified Census Tracts.
- Common Council file #210967 which lays out stipulations related to American Rescue Plan allocations for housing rehabilitation and new construction.
- Common Council file #210894 which stipulates that all departments allocated ARPA funds as specified in Exhibit A shall provide quarterly reports to the Common Council, including accounting of the dollar amount spent the purpose of each expenditure.
- ARPA allowable use categories and regulations.
- Advancing racial equity by focusing work on residents living with Qualified Census Tracts and residents of color. A Qualified Census Tract is any census tract in which at least 50% of households have an income less than 60% of the Area Median Gross Income.
- Tracking outcomes by income, race and ethnicity, and geographical location to the fullest extent possible.

### **A. \$10,000,000 Housing Trust Fund –DOA**

- This proposal funds the priority of stable and affordable housing under the allowable use category of addressing the economic impact of the COVID-19 by providing an increased affordable housing stock to residents and families in need who were hit hardest by COVID-19.
- Projects will also be prioritized which target Black and Latino homeownership and create affordable housing opportunities for families making between \$7.25 to \$15 per hour or rents between \$400 - \$650 per month within the current funding guidelines. A recent report by the Community Development Alliance identifies a gap of 32,000 additional rental properties needed to provide affordable housing opportunities to all low income residents. This ensures that this project addresses an existing racial disparity and reaches those with the largest disparity in affordable housing access.
- Reporting for this project will include tracking of homeownership rates and affordable housing access by demographics, income, and geographical location to the fullest extent possible.
- Since 2007, Milwaukee's Housing Trust Fund has invested resources to create high quality affordable housing opportunities for residents most in need. From the historic Old Main Soldiers Home project which will provide housing opportunities for our veterans, to the conversion of the 37th Street School for elderly housing in the Washington Park neighborhood, to the work of Habitat for Humanity in preserving and promoting homeownership, the Trust Fund has provided over 1,200 units of affordable housing to local family.

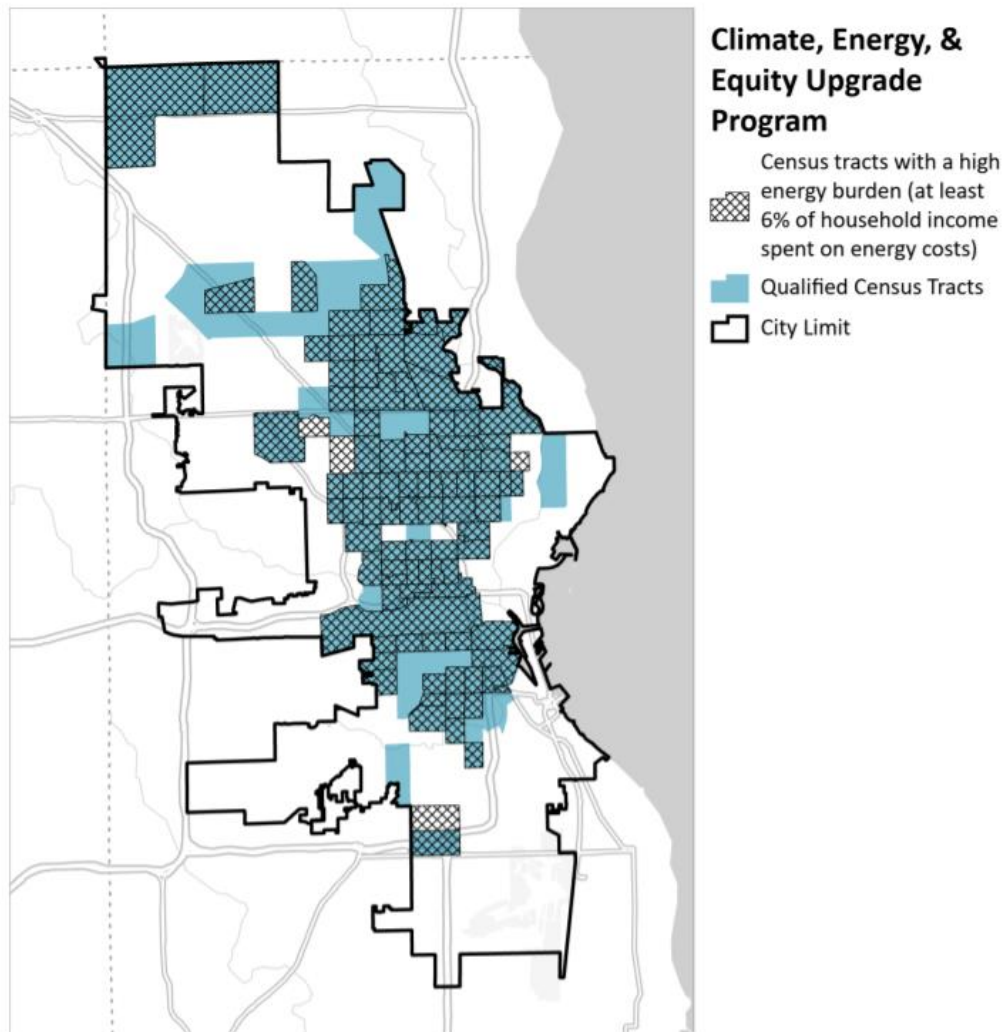
- The Housing Trust Fund has awarded over 7 million dollars to support affordable housing effort and leveraged a total of 169.4 million dollars. Every dollar that the city has invested in the Housing Trust Fund has yielded a return of nearly 25 dollars in private funding.
- Housing Trust Fund dollars are used to fund projects in 3 categories: homelessness, rental, and home ownership. The funding guidelines, as of September, 2019, require that: (a) A minimum of 25% of Housing Trust Fund dollars must be used to develop housing and provide services for people who are homeless; (b) A minimum of 35% must be used to develop or rehabilitate rental housing; and (c) A minimum of 25% must be used to create and maintain home ownership opportunities. The remainder of the Housing Trust Fund (15% or less) is available for “flexible” use to respond to other housing needs identified by the advisory board. Housing Trust Fund dollars in any category may be used to fund accessibility improvements or modifications. However, a goal of at least 2% of available Housing Trust Fund dollars should be used to fund accessibility improvements or modifications annually.

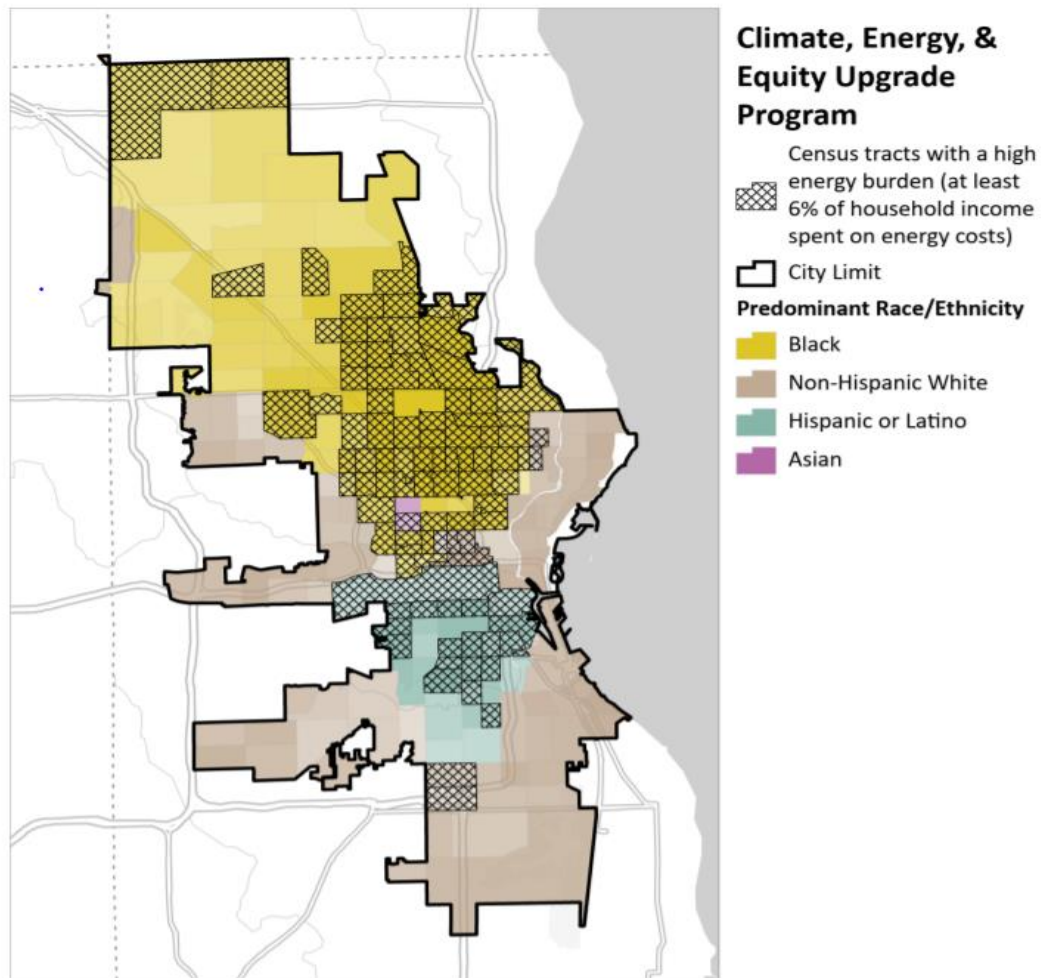
**B. \$3,000,000 Lead abatement workforce –DOA**

- This project was evaluated for diversity, equity, and inclusion as part of the Mayor’s summer plan
- This employment project will serve the top 10 Zip Codes with high poverty and/or high unemployment for people of color living in the city of Milwaukee – 53233, 53205, 53206, 53204, 53212, 53215, 53218, 53216, 53208, 53210
- Target populations: Youth and adults of color, opportunity youth, individuals returning from the criminal justice system, and disadvantaged, dislocated (laid off), underrepresented, unemployed, and underemployed residents will be the beneficiaries.
- The initiative will invest in occupational skills training that helps build a talent pipeline to quality jobs while mitigating/addressing ongoing public health hazards in the city. Expand access to credentials with labor market value rapidly and at scale, especially for workers of color, invest in subsidized, transitional employment with career pathways, and break down the digital divide to ensure equitable access to training and jobs.
- Employ Milwaukee will prioritize pathways and funding to Registered Apprenticeship connected to Racial Equity, Diversity, and Inclusion (REDI) requirements in City of Milwaukee priority projects.
- Training and paid work experience alone is not enough to support the assets of the unemployed and underemployed individuals in the city of Milwaukee. The project will provide human-centered, comprehensive support services to trainees and workers including, but not limited to, job readiness training, paid training, stipends, incentives, equipment/licensing/certification/exam fees, transportation and childcare assistance, needs related payments, trauma-informed care, mentoring, and post-placement retention support.

**C. \$2,000,000 Energy efficiency upgrades to homes being remediated for lead – DOA – ECO**

- This project was evaluated for diversity, equity, and inclusion as part of the Mayor's summer plan
- The project will focus on households in Qualified Census Tracts with the highest energy burden as identified by Green Link Equity Map\*. This includes Qualified Census Tracts in zip codes 53204, 53233, 53205, 53206 among others.
- Black and Latino residents are more likely to face high energy burdens. In addition, contractors will be selected based on employing workers from underserved communities, increasing job opportunities for members of these communities.
- See below maps





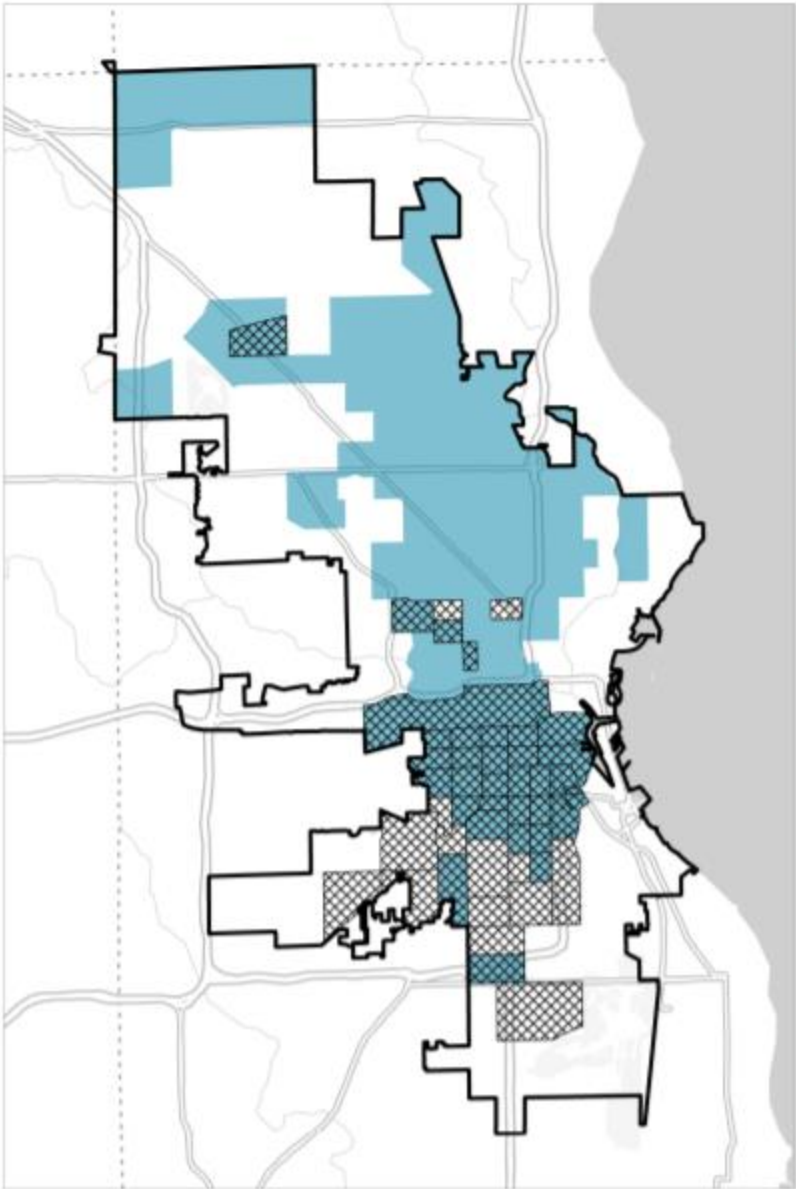
**D. 1,000,000 Modular housing – DOA-ECO**

- This proposal was evaluated for diversity, equity, and inclusion as part of the Mayor’s Recovery and Resiliency Plan.
- This proposal fits into the priority of affordable and sustainable housing and addresses the economic impacts of COVID-19 through increased affordable housing opportunities, economic development, and job opportunities.
- This will create equity through creation of high quality, green jobs, affordable zero energy homes, economic development, and neighborhood revitalization.

- The factory to create modular homes will be stationed in the Century City Business Park providing economic development within a Qualified Census Tract to provide connection with the community and revitalize the neighborhood.
- This model is designed not only to provide jobs, but high quality, local jobs. In addition, there will be a focus on workforce development, with a plan to provide training in modern, zero energy construction methods. The factory will also be an environmentally sustainable facility that will have minimal or no noise, smell, chemical release, or other adverse effects on the surrounding neighborhood.
- Modular Homes will be used to fill in city-owned vacant lots which are disproportionately located in Qualified Census Tracts and communities of color. City-Owned Vacant lots can become nuisance attractions for dumping, litter, and criminal activity.
- Modular housing technology delivers a cost-effective product that meets quality demands and can increase housing affordability for residents. This is particularly helpful in closing the gap towards providing more affordable housing to families making \$15,080 to \$31,200 per year for which there is a gap of 32,000 units according to recent research by the Community Development Alliance. This proposal will also work to close the homeownership gap for Black and Latino Homeownership.

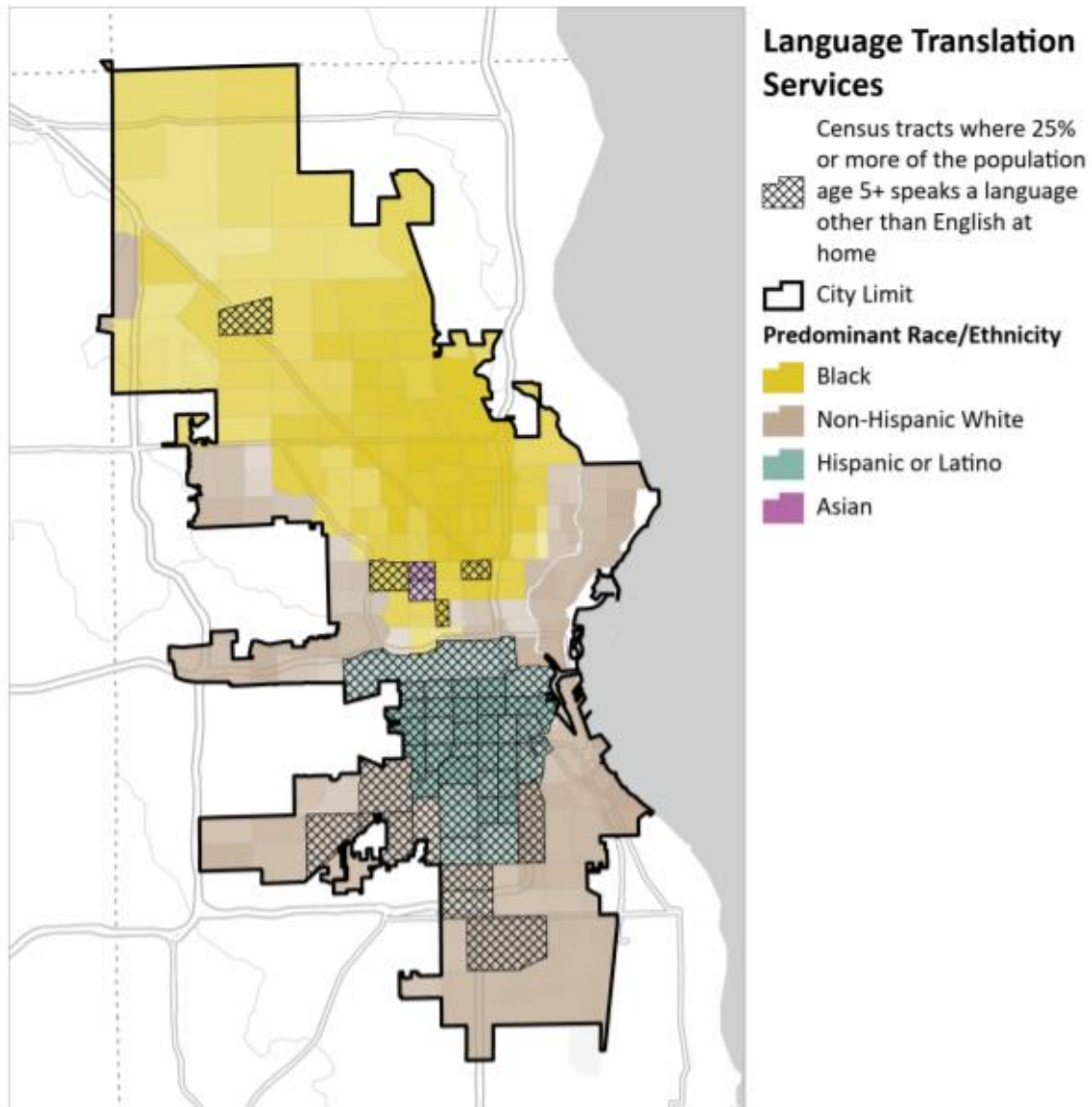
**E. \$300,000 Translation services – DOA-ITMD**

- This project was evaluated for diversity, equity, and inclusion as a part of the Mayor’s Summer Plan.
- Multilingual Support for City Web Pages: \$300,000. There is an increasing need for the translation of web pages on the City website into multiple languages. Communication with all residents is critical and by providing City web pages in Spanish, Hmong, and other languages the City will better reach non-English speaking residents.
- Multilingual Support for City Web Pages: Providing City web pages in multiple languages will better serve non-English speaking residents and customers. Improving access to City information and services online in their native languages gives non-English speaking residents more equitable access to their government.



### Language Translation Services

- Census tracts where 25% or more of the population age 5+ speaks a language other than English at home
- Qualified Census Tracts
- City Limit



**F. \$400,000 Continued COVID response – DOA-OAAA**

- This program was evaluate for diversity, equity, and inclusion as a part of the Mayor’s Summer Plan.
- This funding with provide funding for PPE for OAAA employees and residents and allow for continued in person services offered at the City’s office of African American Affairs.

**G. \$15,000 In rem house rehabilitation – DCD**

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- This proposal was evaluated for diversity, equity, and inclusion as part of the Mayor's Recovery and Resiliency Plan.
- This proposal funds the priority of stable and affordable housing under the allowable use category of addressing the economic impact of the COVID-19 by providing an increased affordable housing stock to residents and families in need who were hit hardest by COVID-19.
- Projects will also be prioritized which target Black and Latino homeownership and creating affordable housing opportunities for families making between \$7.25 to \$15 per hour or rents between \$400 - \$650 per month. A recent report by the Community Development Alliance identifies a gap of 32,000 additional rental properties needed to provide affordable housing opportunities to all low income residents. This ensures that this project addresses an existing racial disparity and reaches those with the largest disparity in affordable housing access.
- Reporting for this project will include tracking of homeownership rates and affordable housing access by demographics, income, and geographical location to the fullest extent possible.
- The affordable housing crisis in the U.S. has been exacerbated by the COVID-19 pandemic, with many Milwaukeeans struggling to pay their rent and mortgages. Members of the public frequently expressed their support for the City to invest in and expand affordable housing throughout Milwaukee during three recent town hall-style ARPA listening sessions hosted by the City.
- The City will work with local emerging developers as needed to redevelop properties. Efforts will be made to build the capacity of both for profit and non-profit local property developers.
- The program may also include a direct to homeowner component, increasing subsidies to Homebuyer Assistance Program purchasers. Property renovation will also provide opportunities for local contractors and small business enterprises which would be coupled with a jobs-training program to provide employment opportunities to youth and adults of color, individuals returning from the criminal justice system, and disadvantaged, underrepresented, unemployed, and underemployed residents will be the beneficiaries. The initiative will invest in occupational skills training that helps build a talent pipeline to quality jobs while mitigating/addressing ongoing public health hazards in the city. This jobs-training program would target the 10 Zip Codes with the high poverty and/or high unemployment for people of color living in the city of Milwaukee: 53233, 53205, 53206, 53204, 53212, 53215, 53218, 53216, 53208, 53210.
- In conjunction with American Rescue Plan guidelines and Common Council file #210368, priority will be given to projects within Qualified Census Tracts. The selection of properties for rehabilitation will take place through engagement with the local alderperson and their residents.
- The City will enlist additional partners in the effort, including realtors to assist in marketing efforts, lenders to provide financing for property purchase, home buying counseling agencies to work with prospective buyers and community organizations to market homeownership opportunities in their neighborhoods.



#### **H. \$4,500,000 Housing Programs – DCD**

- This proposal funds the priority of stable and affordable housing under the allowable use category of addressing the economic impact of the COVID-19 by providing an increased affordable housing stock to residents and families in need who were hit hardest by COVID-19.
- Projects will also be prioritized which target Black and Latino homeownership and creating affordable housing opportunities for families making between \$7.25 to \$15 per hour or rents between \$400 - \$650 per month. A recent report by the Community Development Alliance identifies a gap of 32,000 additional rental properties needed to provide affordable housing opportunities to all low income residents. This ensures that this project addresses an existing racial disparity and reaches those with the largest disparity in affordable housing access.
- Reporting for this project will include tracking of homeownership rates and affordable housing access by demographics, income, and geographical location to the fullest extent possible.
- This funding will be used to support DCD's existing housing programs including: the Housing Infrastructure Preservation Fund, the Down Payment Assistance Program, the STRONG Homes Loan Program, the Targeted Investment Neighborhood program (TIN), the Down Payment Grant program, the Milwaukee Employment/ Renovation Initiative (MERI), the Rental Rehabilitation program, the Bronzeville Homeownership programs, the Lease to Own Program, and the Re-Invest in City Homes (RICH) initiative.
- Program assistance will be targeted to residents of Qualified Census Tracts and residents who disproportionately face barriers to homeownership, home rehabilitation, and are at increased risk for displacement.
- In the first three months, the City's down payment assistance program has been extremely successful in supporting new home ownership and addressing home ownership disparities in the City. Funding for this program will be exhausted by year-end.

#### **I. \$1,300,000 Earn and Learn – DCD**

- This proposal funds the priority of stable and affordable housing under the allowable use category of addressing the economic impact of the COVID-19 by providing living wage jobs to Milwaukee youth and supporting economic development of those groups hit hardest by COVID-19.
- According to a 2018 report by the National Center for Education Statistics, nearly 13% of young people are neither in school nor working. A United States Conference of Mayors survey found that 51.6% of employers had no interest in hiring young adults, even when assisted by agencies that gather work-ready individuals. A lack of educational and workforce experience coupled with a highly competitive job market creates substantial barriers in young people's pursuit of employment and competitive wages.

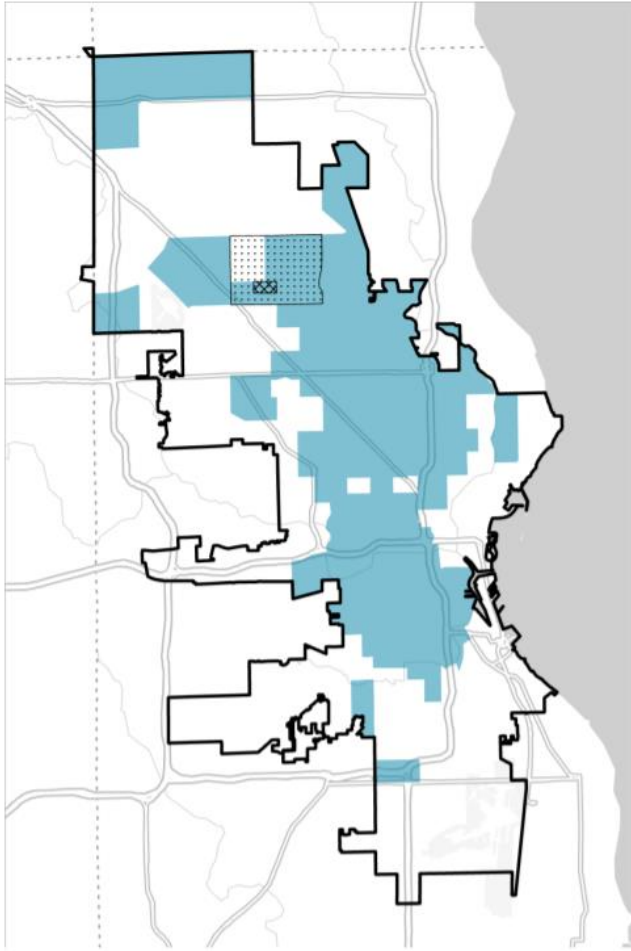
- The Earn and Learn program assists young people transition to adulthood by providing opportunities to develop work-readiness skills while they earn wages working in government, community and faith-based organizations, and private-sector businesses.
- In partnering with local organizations, Earn and Learn serves as a neighborhood stabilization effort for underserved communities and provides employment opportunities for those who have been adversely affected by the COVID-19 pandemic
- For the second year in a row, youth employed in the 2022 Earn and Learn program will be paid, at least, the City's living wage. This magnifies the programs economic development impact on families and communities.
- Target Population: Youth ages 14-21
- Target Locations: High need zip codes in Milwaukee County
- See tables below

<b>Earn and Learn Demographics – Race</b>						
<b>Race</b>	<b>Summer 2016</b>	<b>Summer 2017</b>	<b>Summer 2018</b>	<b>Summer 2019</b>	<b>Summer 2020</b>	<b>Summer 2021</b>
<b>American Indian</b>	0.4%	0.5%	0.4%	0.3%	0.6%	0.5%
<b>Asian</b>	4.6%	3.1%	2.2%	3.1%	4.9%	2.0%
<b>African American</b>	78.1%	77.1%	77.2%	74.7%	68.6%	73.8%
<b>Hawaiian Native</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>White</b>	3.9%	2.4%	3.0%	3.2%	6.0%	3.4%
<b>Multi-Racial</b>	1.8%	3.0%	1.8%	3.4%	4.8%	4.5%
<b>Other Race</b>	10.3%	12.9%	14.0%	13.3%	13.3%	13.2%
<b>Did Not Disclose</b>	0.9%	0.9%	1.4%	2.0%	1.7%	1.9%

<b>Earn and Learn – Participant Residence by Zip Code</b>						
<b>Top 10 Zip Codes</b>	<b>Summer 2016</b>	<b>Summer 2017</b>	<b>Summer 2018</b>	<b>Summer 2019</b>	<b>Summer 2020</b>	<b>Summer 2021</b>
<b>53218</b>	14.6%	12.0%	12.5%	10.7%	9.3%	11.6%
<b>53209</b>	10.4%	12.1%	10.7%	10.4%	10.0%	9.6%
<b>53206</b>	9.3%	10.9%	8.8%	9.7%	9.3%	8.2%
<b>53210</b>	8.2%	7.2%	8.7%	9.5%	7.6%	6.7%
<b>53216</b>	10.5%	10.0%	8.6%	8.8%	10.9%	11.0%
<b>53215</b>	7.7%	4.9%	6.3%	7.1%	6.9%	4.6%
<b>53208</b>	5.7%	7.0%	6.7%	6.6%	8.2%	6.2%
<b>53223</b>	4.0%	4.0%	4.8%	5.6%	3.6%	5.1%
<b>53212</b>	4.7%	6.1%	5.7%	5.6%	5.2%	5.7%
<b>53204</b>	4.5%	4.2%	4.2%	4.2%	4.8%	3.9%

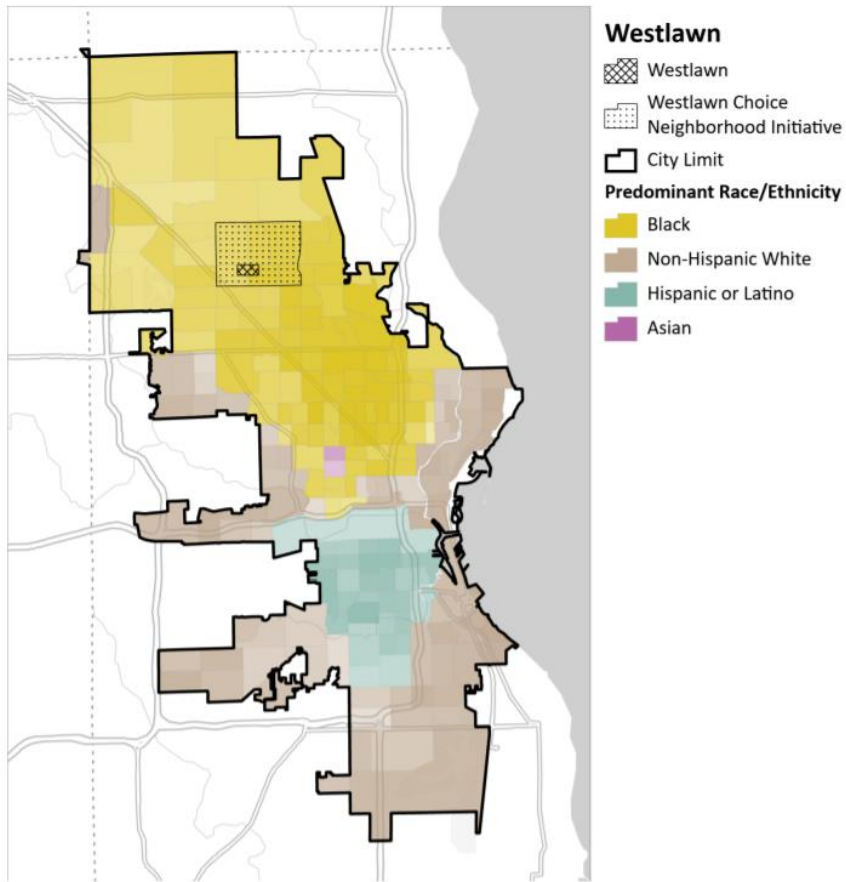
**J. \$9,000,000 Westlawn – DCD**

- This project was evaluated for diversity, equity, and inclusion as a part of the Mayor’s Summer Plan
- The entire Westlawn project is in a qualified census tract. Over 95% of the population at Westlawn is Black. Seventy percent of Westlawn families are extremely low-income households.
- Westlawn is a catalytic project that sustains the community built over decades among Westlawn residents, and works with them to redesign and reimagine Westlawn as a place.
- The completed development will include enhanced access to transit, parks and education, and improved access to groceries and other essential retail for residents.
- Through construction, low income individuals and emerging businesses will continue to benefit from employment and contracting for the Westlawn project.
  - o In 2020, 83% of new hires were HUD Section 3 workers (low-income individuals).
  - o Since 2016, \$27.3 million or 37% of contract dollars were to HUD Section 3 business concerns, and \$46.7 million or 65% of contract dollars were to Emerging Business Enterprises.
- Low income residents of the Westlawn housing development will also continue to benefit from the housing and case management services.
  - o The part- and full-time employment rate of work able adults increased from 45% to 63% as of March 2021, even with the impact of COVID.
  - o As of May 2021, 12 Westlawn residents have been assisted to purchase a home through case management, asset-building and homeownership programs.
  - o Case management also assists in providing access to other needed services such as healthcare, COVID vaccinations, education, and job training.
- See maps below



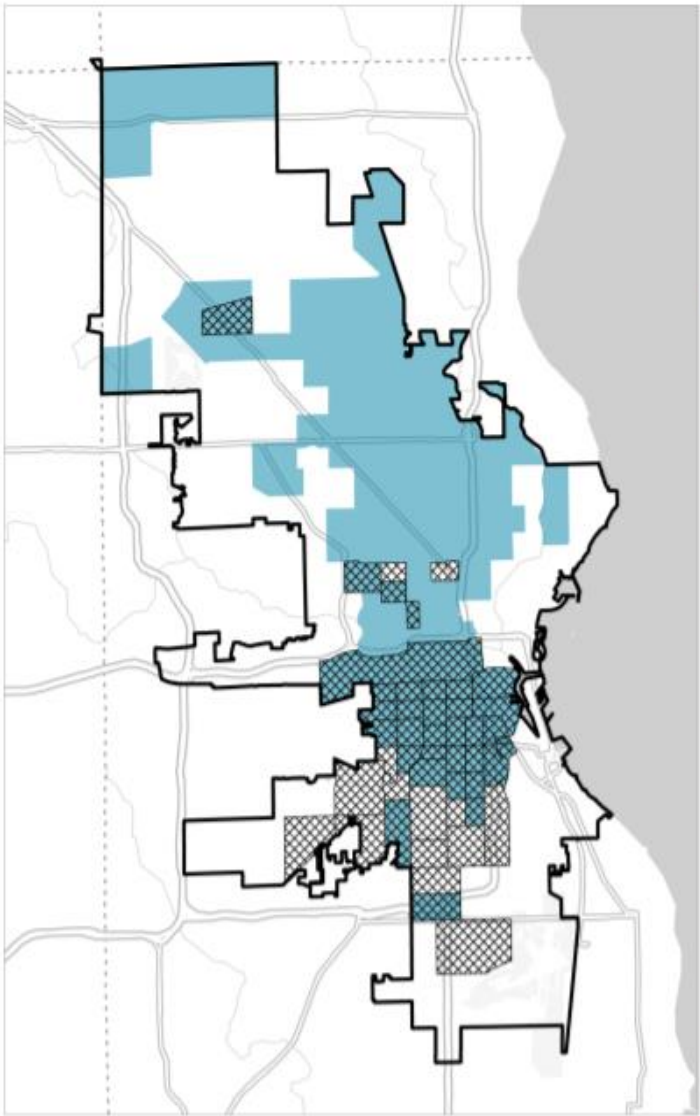
### Westlawn

-  Westlawn
-  Westlawn Choice Neighborhood Initiative
-  Qualified Census Tract
-  City Limit



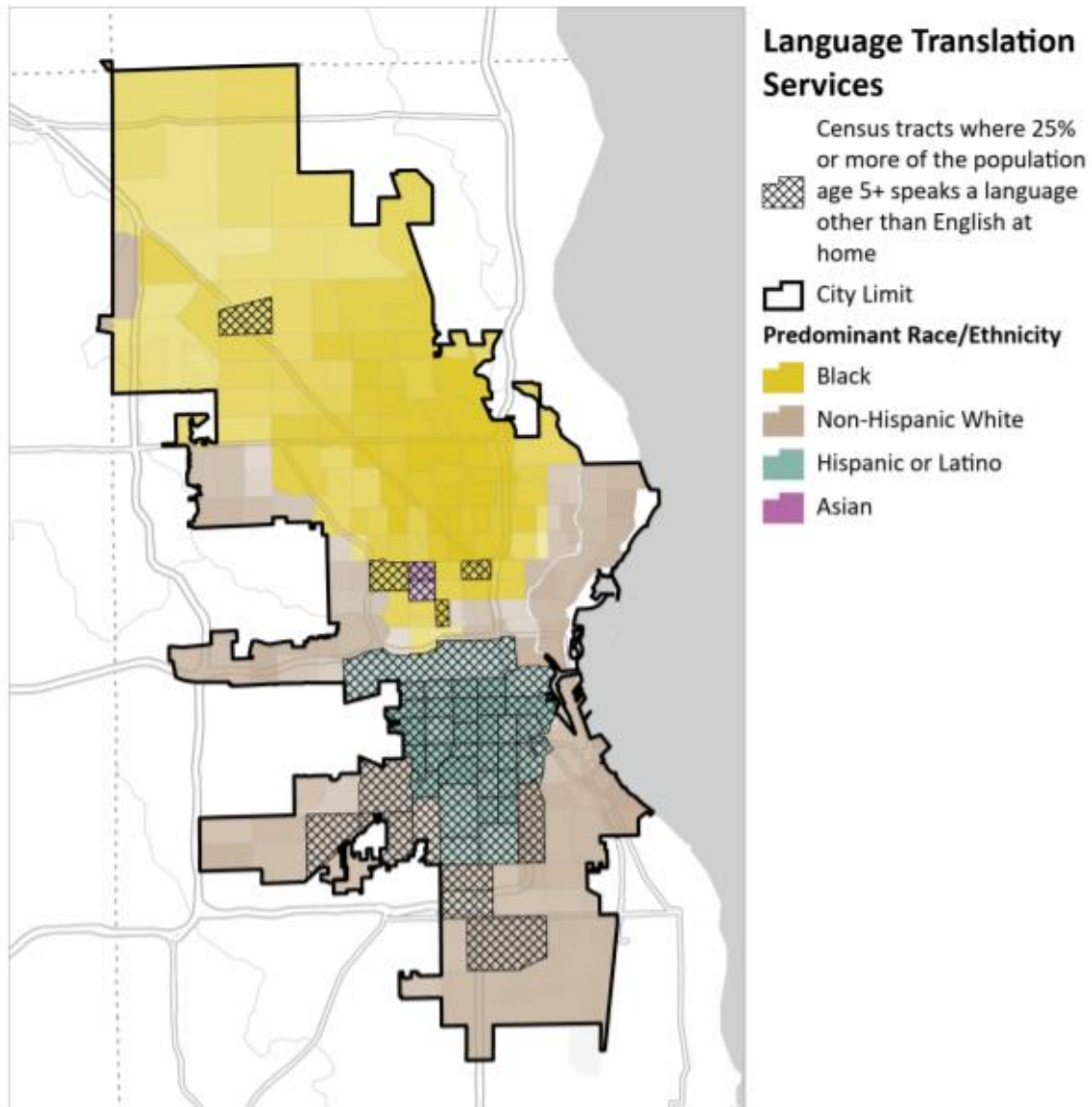
**K. \$300,000 Translation services – CC-CC**

- This project was evaluated for diversity, equity, and inclusion as a part of the Mayor’s Summer Plan.
- There is an increasing need for the translation of web pages on the City website into multiple languages. Communication with all residents is critical and by providing City web pages in Spanish, Hmong, and other languages the City will better reach non-English speaking residents.
- City Bulletins: The translation of City information about health, neighborhoods, projects, licensing rules, and general governmental information will equitably serve non-English speaking residents and customers by providing consistent and timely information about critical subjects.



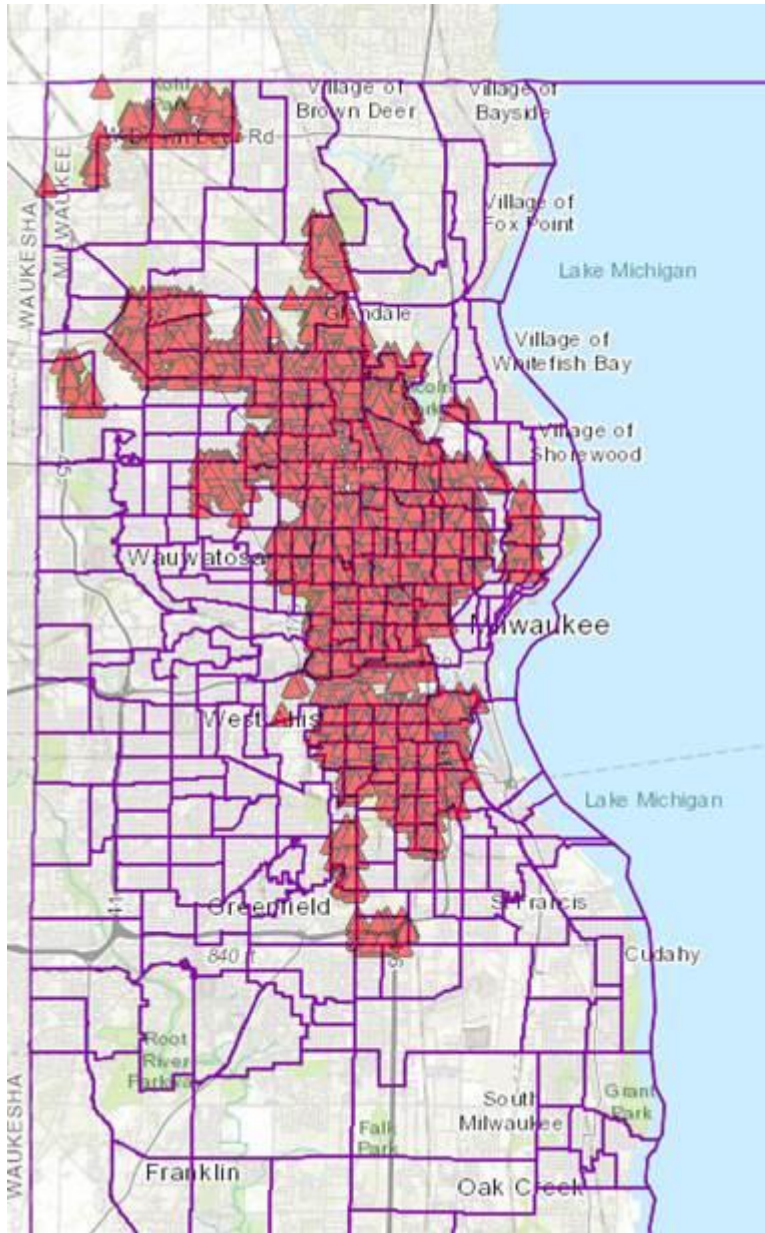
### Language Translation Services

- Census tracts where 25% or more of the population age 5+ speaks a language other than English at home
- Qualified Census Tracts
- City Limit



**L. \$14,783,529 Six Engine Companies – MFD**

- This proposal supports the priority of public health and supports the city to maintain MFD engine company services.
- Qualified Census Tracts and areas identified as areas with a shortage of primary health providers disproportionately rely on MFD for medical care and public safety needs, including access to COVID-19 testing and vaccinations.
- This funding allows the City of Milwaukee to maintain essential public health and safety functions during the COVID-19 pandemic.
- Map of MFD calls for service in the past month



**M. \$30,000,000 Financial sustainability – MFD**

- This proposal supports the priority of public health and supports the city to maintain MFD engine company services.
- Qualified Census Tracts and areas identified as areas with a shortage of primary health providers disproportionately rely on MFD for medical care and public safety needs, including access to COVID-19 testing and vaccinations.
- This funding helps the City of Milwaukee maintain essential services in the 2023 budget.

**N. \$1,000,000 Continued COVID response – MFD**



- This proposal supports the priority of direct COVID-19 response mitigation.
- MFD will focus on increasing equity in health outcomes and increasing resilience to COVID-19 for Black and brown residents of Milwaukee.
- A critical part of increasing health equity is assuring vaccine and relevant vaccination information is available for all Milwaukee residents. Funding will also provide additional PPP and social distancing supplies.
- Overtime for Basic Life Support (BLS) cost incurred by the Fire Paramedics to respond to calls during the Pandemic and currently, while Bell Ambulance agreement is renegotiated.

**O. \$26,050,477 Lead Abatement – MHD**

- This proposal supports the priority of lead abatement and supports those residents hardest hit by COVID-19 by supporting safe and stable housing for families.
- Reporting for this project will include tracking by demographics, income, and geographical location to the fullest extent possible.
- Elevated Blood Lead Levels found in children are disproportionately concentrated within Qualified Census Tracts in poorly maintained aging rental housing stock.
- MHD has committed to working collaboratively with community partners to tackle lead as part of a comprehensive strategy.
- Research has shown that Elevated Blood Lead Levels in childhood are associated with higher rates of incarceration later in life.

**P. \$13,300,000 Continued COVID response – MHD**

- A critical part of increasing health equity is assuring vaccine and relevant vaccination information is available for all Milwaukee residents.
- MHD will focus on testing capability and increased vaccination rates in Qualified Census Tracts through initiatives such as vaccines incentives.

**Q. \$300,000 Continued COVID response – MPL**

- MPL will use this funding for PPP and social distancing measures to support continued in person programming during the COVID-19 pandemic. This includes, cleaning and sanitation supplies, HVAC filter changes, increased security staffing, curbside assistance, software maintenance for public e-services, flash drives for patrons, and Chromebooks for patron circulation.

**R. \$7,000,000 Early childhood education – MAYOR-OECI**

- \$5,102,500 to provide stipends to eligible early childhood professionals.
- \$309,000 investment in the Milwaukee Area Technical College (MATC) dual-enrollment program
- \$529,500 investment in MKE Rising
- \$1,059,000 investment in Leading Men Fellowship

- This proposal funds the priority of small business development and economic development.
- Reporting for this project will include tracking by demographics, income, and geographical location to the fullest extent possible.
- Child care program quality and teacher turnover are inversely correlated. Statewide, the highest quality (5-star on YoungStar) programs have 25% less teacher turnover than the lowest-quality (2-star on YoungStar) programs. *Source: Wisconsin's Early Care and Education Workforce: Survey of Center-Based Teachers, Alejandra Ros Pilarz & Amy Claessens, Institute for Research on Poverty University of Wisconsin-Madison*
  - o Note: Wisconsin's Quality Rating and Improvement System for child care programs, known as YoungStar, has been validated by UW-Madison researchers who found that "the star rating level does differentiate among programs of varying observed quality" and that "these differences were statistically significant and meaningful." *Source: Validation of the QRIS YoungStar Rating Scale, Katherine Magnuson, PhD & YingChun Lin, MSW UW-Madison, School of Social Work and Institute for Research on Poverty*
- Nationally, participants in wage stipend programs on average have an 11% turnover rate compared to a 35% turnover rate overall in the child care field. *Source: 2019-20 Child Care WAGES National Participant Outputs, Outcomes, and Demographics*
- According to the Greater Milwaukee Foundation, Milwaukee has 47,000 children under the age of 6, approximately half of whom lack equitable access to high-quality early childhood education that meets their families' needs. Federal guidelines state that families should spend no more than 7% of their income on early childhood education for it to be affordable. The average full-price tuition for early childhood education in the city is \$1,063 per child per month. The average household earns \$3,200 per month, making the cost of childcare far exceed the 7% guideline. A shortage of early childhood education exists for infants and toddlers (children under the age of three), leaving more than 14,000 children in the city without childcare. This results in an annual cost of \$57 billion nationally in lost earnings and productivity for their parents.
- Only 45% of income-eligible families receive financial assistance for early childhood education services. In Milwaukee, 32,000 children are income-eligible for federal and/or state programs that make early childhood education more affordable, but only 15,000 of those children benefit. Even with financial support, families with the lowest incomes can spend upward of 11% of their income on early childhood education, and families with higher incomes can spend up to 20% of their income. Black families in the 53206 ZIP code can spend up to 31% of their income on early childhood education.
- Providing salary supplements to early childhood education facilities will decrease turnover rates and provide infants and toddlers with more stable relationships with better-educated teachers by rewarding teacher education and continuity of care. The median wage for childcare workers is \$10.66 per hour.
- With an average annual salary of \$22,172,80 for a full-time childcare worker, the stipend would represent a 7% increase of their wages.

- Childcare programs struggle to recruit qualified staff, leading to gaps in access to quality care. Milwaukee Area Technical College (MATC) seeks assistance in launching a “Grow Our Own” early childhood education program to increase Milwaukee’s talent pool of educators sourced directly from Milwaukee Public Schools and placed back into the Milwaukee education system. MATC will offer an 18-credit Preschool Technical Diploma delivered as Dual Enrollment Academy, which will enable students to attend college while still enrolled in high school. Students will attend high school only to complete needed graduation requirements and will then devote the remainder of the day to college coursework. Partners include Milwaukee Public Schools, MKE Rising, and The Literacy Lab’s Leading Men Fellowship. The City’s proposed contribution to the program is \$309,000.
- Students of all races benefit from having teachers of color. Teachers of color boost the academic performance of students of color, and both students of color and white students report having positive perceptions of their teachers of color, including feeling cared for and academically challenged. Yet, men of color represent just 5% of the teaching workforce nationally. MKE Rising prepares young men of color to participate in a 10-month early childhood residency as early education scholars working alongside veteran lead / certified teachers, coupled with a culturally responsive pedagogical approach to drive success among students in early childhood settings. The program serves as a platform that contributes to the male teacher pipeline and focuses on increasing the representation of male educators of color in early childhood education. Targeted neighborhoods of service include Harambee (53212), Metcalfe Park (53206 / 23210), Capitol Heights / Lincoln Creek (53216), and Riverwest (53212). The \$529,500 contribution from the City will fund the operation of cohorts of 5 male educators of color serving in early childhood classrooms over the course of three academic years (2022-24).
- The Literacy Lab’s Leading Men Fellowship aims to empower and equip young men of color, ages 18-24, with opportunities to pursue a long-term career in the field of education by serving as a preschool literacy tutor for an entire school year to help close the literacy gap that exists within traditionally underserved and marginalized communities. The program provides rigorous training and coaching of the Fellows, economic empowerment through working 25-30 hours per week at \$15 per hour, comprehensive personal and professional development, and targeted higher education and career guidance. The City’s contribution of \$1,059,000 will support 20 Fellows over the course of three academic school years (2022-24).

**S. \$315,687 Early childhood education – MAYOR-OECI**

- The City of Milwaukee OECI opened in November 2018 to represent the City’s interest in ensuring children ages 0 to 3 years and pregnant mothers have equitable access to evidence-based early care and development programs and services and helping prepare children for kindergarten.
- This investment maintains early childhood services for residents.

**T. \$3,000,000 Targeted demolition – DNS**

- This proposal was evaluated for diversity, equity, and inclusion as part of the Mayor's Recovery and Resiliency Plan.
- This proposal funds the priority public health and stable housing and fits into the allowable use category of maintaining essential services and supporting those communities most impacted by COVID-19.
- Properties targeted for demolition will continue to go through the Aldermanic sign-off process currently in place, and serve the goal of eliminating blighted and nuisance properties as part of a renovation and rehabilitation project in the area.
- As properties on the raze list are disproportionately concentrated in Qualified Census Tracts an investment in reducing blight and generating economic development will provide an increased benefit to residents of color.
- Razing properties the pose a health and safety risk to neighborhoods increases neighborhood safety and resiliency.

**U. \$1,00,000 Compliance loan funding – DNS**

- This project was evaluated for diversity, equity and inclusion as part of the Mayor's summer plan
- The Compliance Loan Program serves some of the most economically at-risk and housing insecure homeowners in the city. Homeowners must have a total household income of less than 60% of Area Median Income to qualify for the program. This includes homeowners who are often on fixed incomes and over the age of 60.
- The majority of loan recipients live in predominantly Black and Hispanic or Latino neighborhoods, in areas of the city that have experienced some of the greatest numbers of tax foreclosure since the housing crisis. There are four ethnically diverse-owned contractors that provide 100% of the code compliance repairs.

**V. \$1,867,000 Payment to MADACC for the City of Milwaukee's share of operating costs – DNS**

- The City of Milwaukee is contractually obligated to fund Milwaukee Area Domestic Animal Control Commission (MADACC) for its share of operating costs in the amount of \$1,867,000. Funding in this amount will enable the City to fulfill its contractual obligation and offset a recurring cost in the 2022 Proposed Budget.
- This funding supports the maintenance of essential services for city residents.

**W. \$6,049,977 Three police recruit classes with 65 recruits each – MPD**

- Homicides increased from 2019 to 2020 by 96%, and auto theft has increased by 30% in that same timeframe. Sworn strength decreased by 80 officers from 1,864 in 2019 to 1,784 in 2020. It decreased by another 98 to 1,686 in 2021.
- Funding in the amount of \$6,049,977 to MPD is intended to replenish sworn strength lost through budget cuts and attrition with three police recruit classes of 65 recruits each. Even with adding these officers, the department will be at a 20 year low.
- Calls for service are disproportionately concentrated in Qualified Census Tracts.
- In December 2020, the department enacted a number of reforms related to its use of force policy. By spring 2021, the reforms amounted to aligning fully with the national #8CantWait

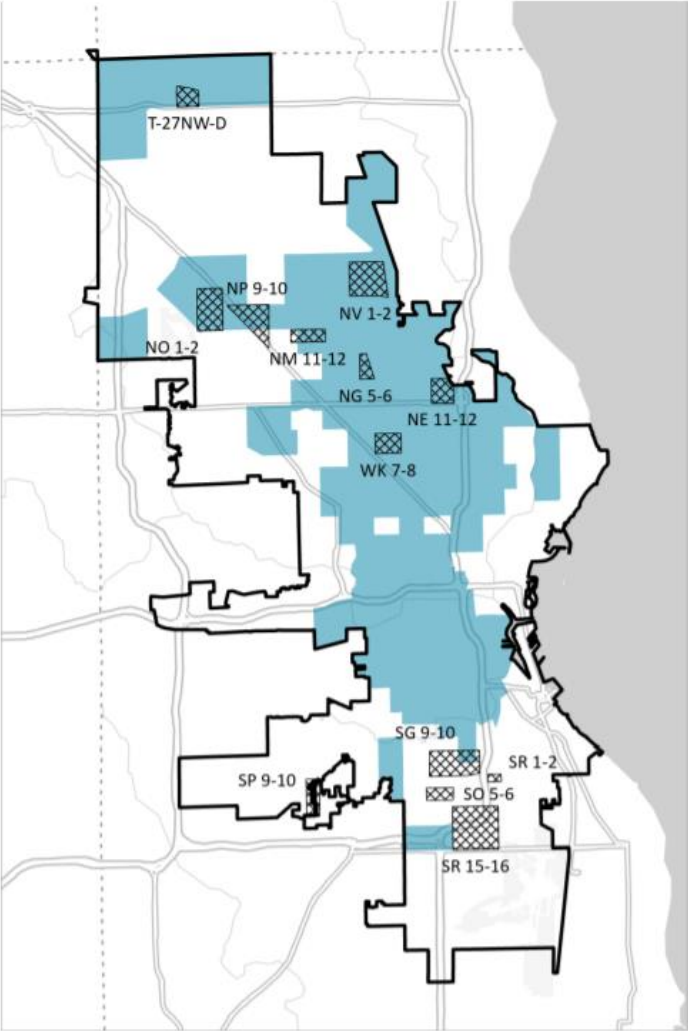
campaign. These reforms include bans on chokeholds and strangleholds, a duty to intervene, de-escalation, and a use of force continuum.

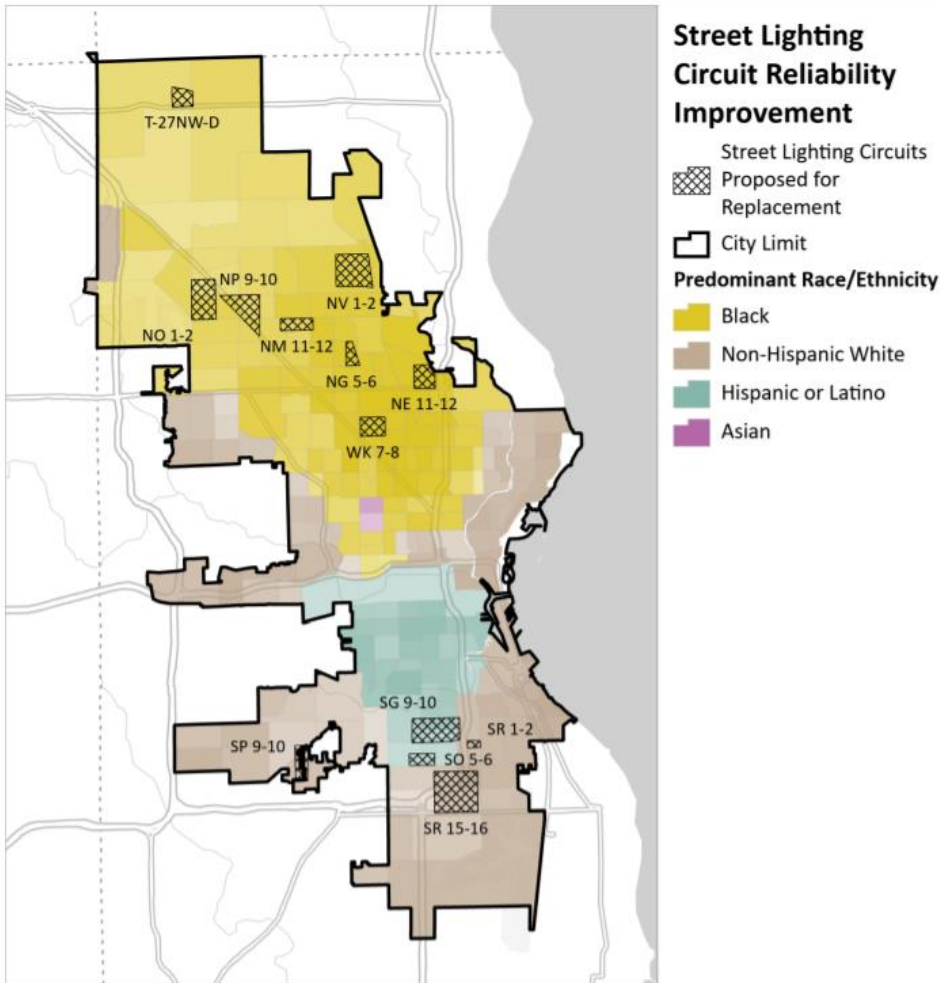
**X. \$10,000 Street lighting circuit reliability improvement – DPW – Infrastructure**

- The project was evaluated for diversity, equity, and inclusion as a part of the Mayor's Summer Plan.
- Poorly lit or unlit streets can lead to an increase in the risk of crime and the perception of safety in a neighborhood. Streets that are well-lit make residents feel safer and more comfortable walking, biking or driving through their neighborhoods, promoting a sense of community.
- This project will address the most troubled circuit outages located in our Black and Brown communities. Eight of the 13 circuits to be replaced are in Qualified Census Tracts (QCT). Projects taking place in QCT's make up \$6,150,000, or 62% of the \$10 million investment in street lighting circuit upgrades. 70% of the troubled circuits are located in communities of color. The project ensures that underserved populations receive improved city services and infrastructure. The number of traffic fatalities is twice as high in neighborhoods of color compared to areas with majority White populations. Studies have shown that public lighting can reduce traffic accidents by up to 35%.

# Street Lighting Circuit Reliability Improvement

- Street Lighting Circuits
- Proposed for Replacement
- Qualified Census Tracts
- City Limit





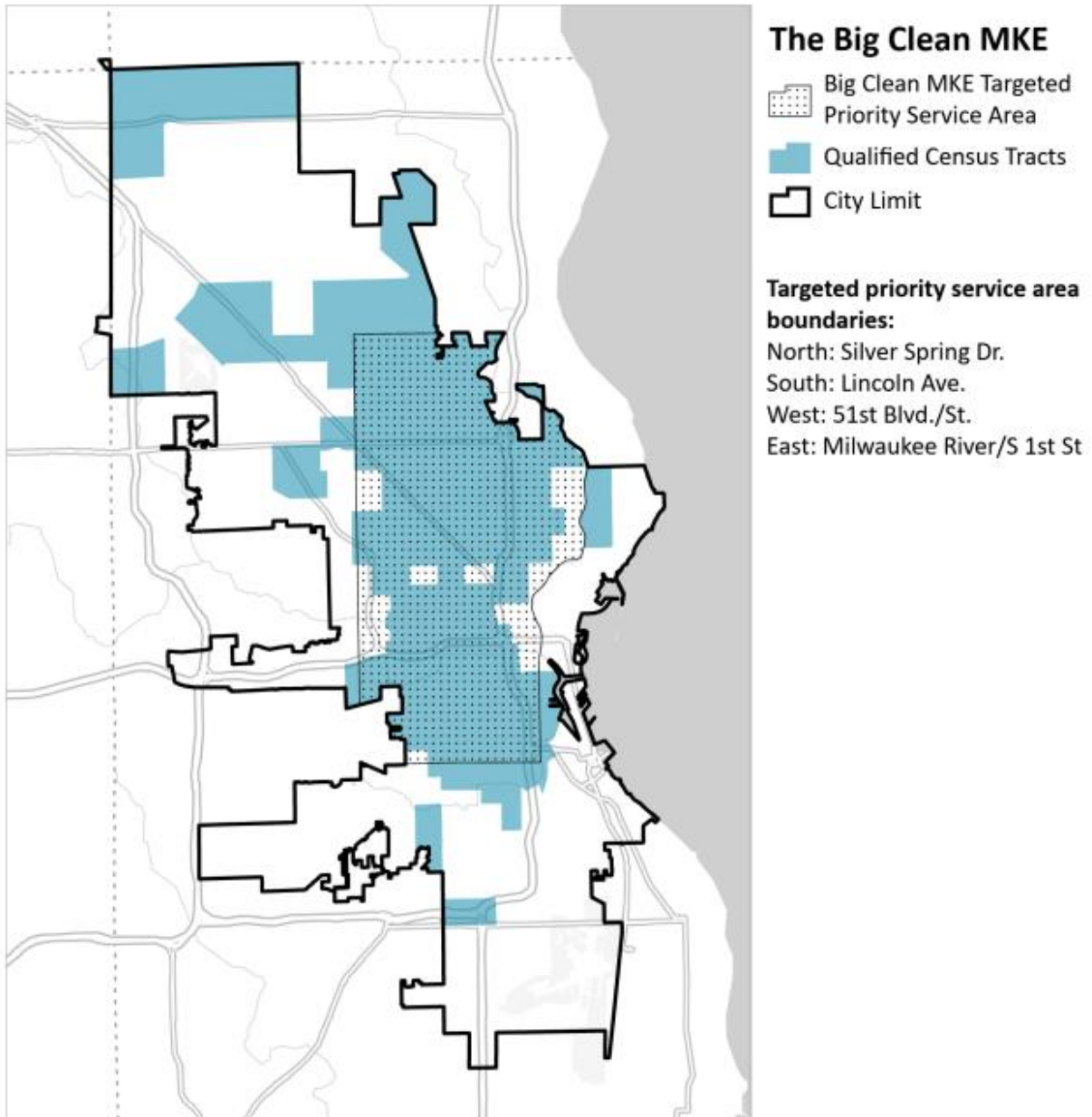
**Y. \$4,245,000 Building energy account and construction supplies account – DPW – Infrastructure**

- This allocation helps to support the long-term financial health of the City of Milwaukee.
- This investment supports maintenance of essential service levels for residents.

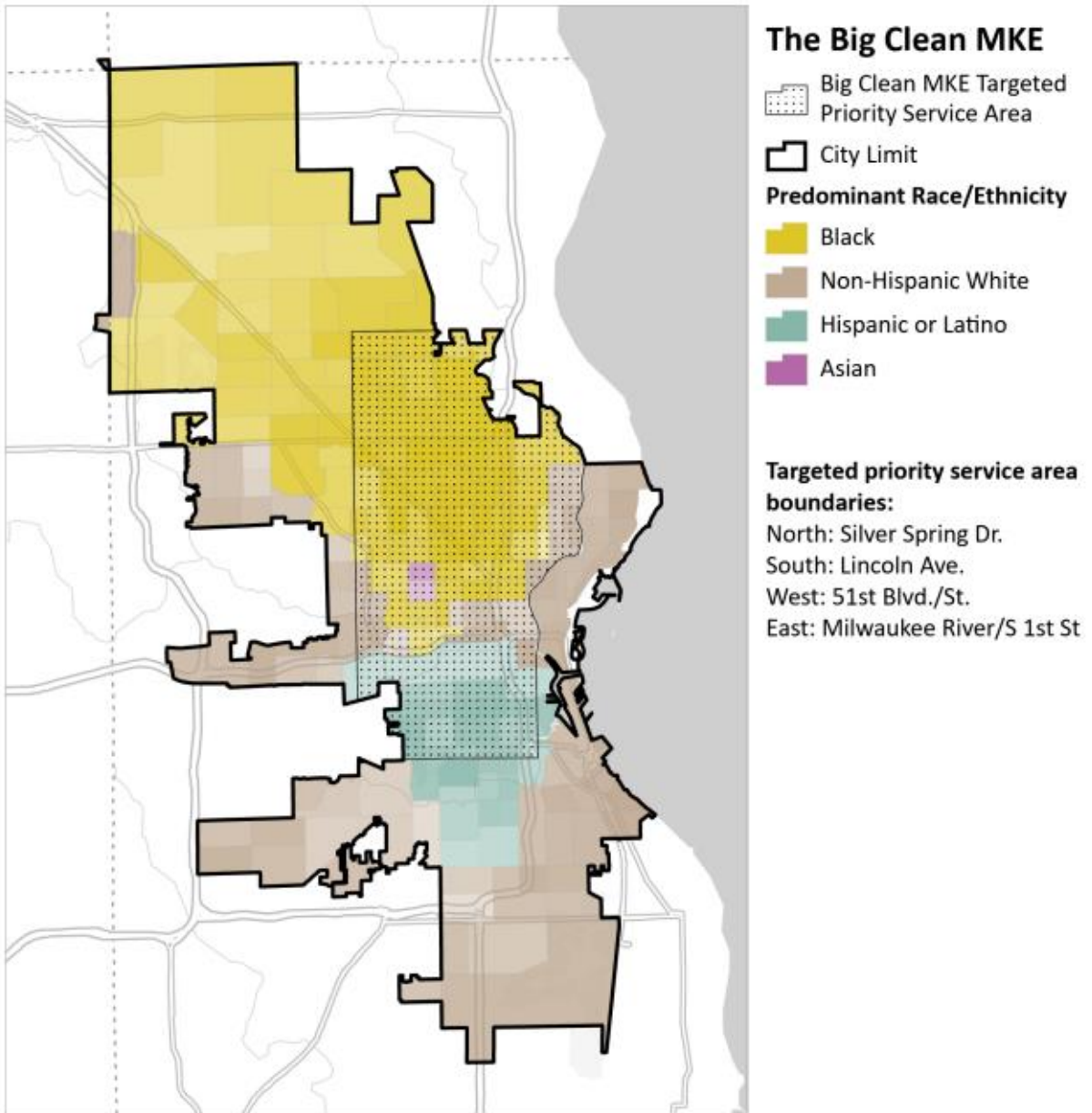
**Z. \$2,310,000 The Big Clean – DPW – Operations**

- The Big Clean MKE project will focus on providing enhanced litter and debris collection services across the City and will provide the highest relief to qualified census tract areas. It is these areas that are most adversely affected by disproportionate amounts of litter, debris, and dumping. Utilizing local non-profit organizations, such as Employ Milwaukee and other non-profit agencies, it is anticipated that this project will help establish a new, cleaner, standard and expectation. This project's use of local non-profit agencies enhanced services, public education, and community involvement will help foster community pride to sustain a cleaner Milwaukee for years beyond the funded period.
- The prisoner re-entry component of the program will provide formerly incarcerated individuals with the opportunity to build job skills and aid them in building job history, resumes, and references. The collaborating non-profit agency is expected to provide wrap

around services to help assist participants in areas such as: counseling, case management, crisis care, family support, and other issues that are known to be barriers to employment success. The department also intends to provide re-entry participants with opportunities to learn about various City employment opportunities and small business/contracting opportunities for City service needs.







**AA. \$3,096,000 Operating costs not funded by user fees – DPW – Operations**

- Will be used to replenish operating costs not funded by user fees.
- This investment will be used to support the maintenance of essential services.

**BB. \$270,000 Office of Violence Prevention Special Funds – MHD-OVP**

- This funding will replenish two special funds in the Office of Violence Prevention not funded in the 2022 budget.
- This will be used to address the on-going impact of the COVID-19 pandemic on community violence and trauma.

**CC. \$3,000,000 414LIFE Support and Expansion – MHD-OVP**

- This funding will be used to address the on-going impact of the COVID-19 pandemic on community violence and trauma.
- Funding will be used to increase evaluation of 414LIFE to support neighborhoods with increased levels of violence from the COVID-19 pandemic.
- This funding will also support connecting residents with neighborhood resources such as gunlocks and COVID-19 information.