



OFFICE OF
**EQUITY AND
INCLUSION**

City Racial Equity & Inclusion Initiatives

Department of Administration | Office of Equity and Inclusion

Finance & Personnel Committee Meeting

September 15, 2021



Overview

I. Office of Equity and Inclusion

II. Our Work

III. In Progress

Office of Equity and Inclusion

- Build capacity and strengthen relationships so that each City department can work more effectively and collaboratively to advance racial equity, inclusion, and anti-racism;
- Identify and change policies and practices that may be contributing to racial disparities and inequity; and,
- Develop a shared racial equity framework with data-driven tools and measures to evaluate progress.



Office of Equity and Inclusion

The OEI serves as a resource and consultant to all city departments and offices, and supports their work to review policies, programs and initiatives with a racial equity lens.

Achieving racial equity and inclusion requires everyone to opt-in; it requires a cultural shift, commitment of time and resources, and courage.

As a result, it's necessary for everyone to own and do the work.

OEI is committed to ensuring that City departments and offices can work more effectively to advance racial equity and inclusion and make it a daily practice.

Our Work

1

**Improve existing
and new services
using racial
equity best
practices**

- Racial Equity & Inclusion Leadership Team
- Departmental Racial Equity Vision Statements
- Racial Equity Toolkit and Equity Impact Statements
- Annual reporting to Council and ERC

2

**End
disparities
in City
government**

- Racial Equity / Anti-racism training
- Region of Choice for Diverse Talent
- Disparity Study

Our Work

3

**Strengthen
outreach and
public engagement
for communities
of color**

4

**Strengthen
partnerships
with community
stakeholders**

- Open the doors of Office of African American Affairs
 - Continue to strengthen outreach efforts (e.g. City budget, neighborhood planning, etc.)
-
- Milwaukee County OAAA
 - Local Foundations
 - ERC



Our Work

American Rescue Plan

Advocacy to increase distribution of COVID-19 vaccinations

2020 Census Challenge

Data Resources

Historical Timeline

Racial Equity Leadership Training

Racial Equity and Inclusion Leadership Team

Department Efforts

Department of Administration

Department of City Development

Milwaukee Public Library

Department of Public Works

Department of Employee Relations

Milwaukee Fire Department

In Progress



Racial Equity and Inclusion Leadership Team
Racial Equity Assessment and Employee Survey
Language Translation Services
Disparity Study
American Rescue Plan Act Public Engagement

In Progress

Racial Equity and Inclusion Leadership Team Members

Aaron Lipski

Aisha Hendree

Anne Rasmussen

Ann-Elizabeth Shapera

April Wilks

Bailey Murph

Bernadette Karanja

Charles Hughes

Dan Thomas

Darryl Davidson

Delisha Moore

Diana Perez

Dynasty Ceasar

Edwin Huertas, Jr

Erick Shambarger

Erika Martinez

Hermonie Bell-Henderson

Jackie Q. Carter

Jazmine Jurkiewicz

Jonatan Zuniga

Kate Pawasarat

Kirk Redmon

Lafayette L. Crump

Lindsey O'Connor

Makda Fessahaye

Marcey Patterson

Mark Banks

Michelle Caples

Mike Mannan

Myra Edwards

Nikki Purvis

Patricia Ruiz-Cantu

Rachel Lecher

Rebecca Rabatin

Rhonda Kelsey

Robert Bland

Ryan Ranker

Sam Leichtling

Sharon Robinson

Spencer Coggs

Terry MacDonald

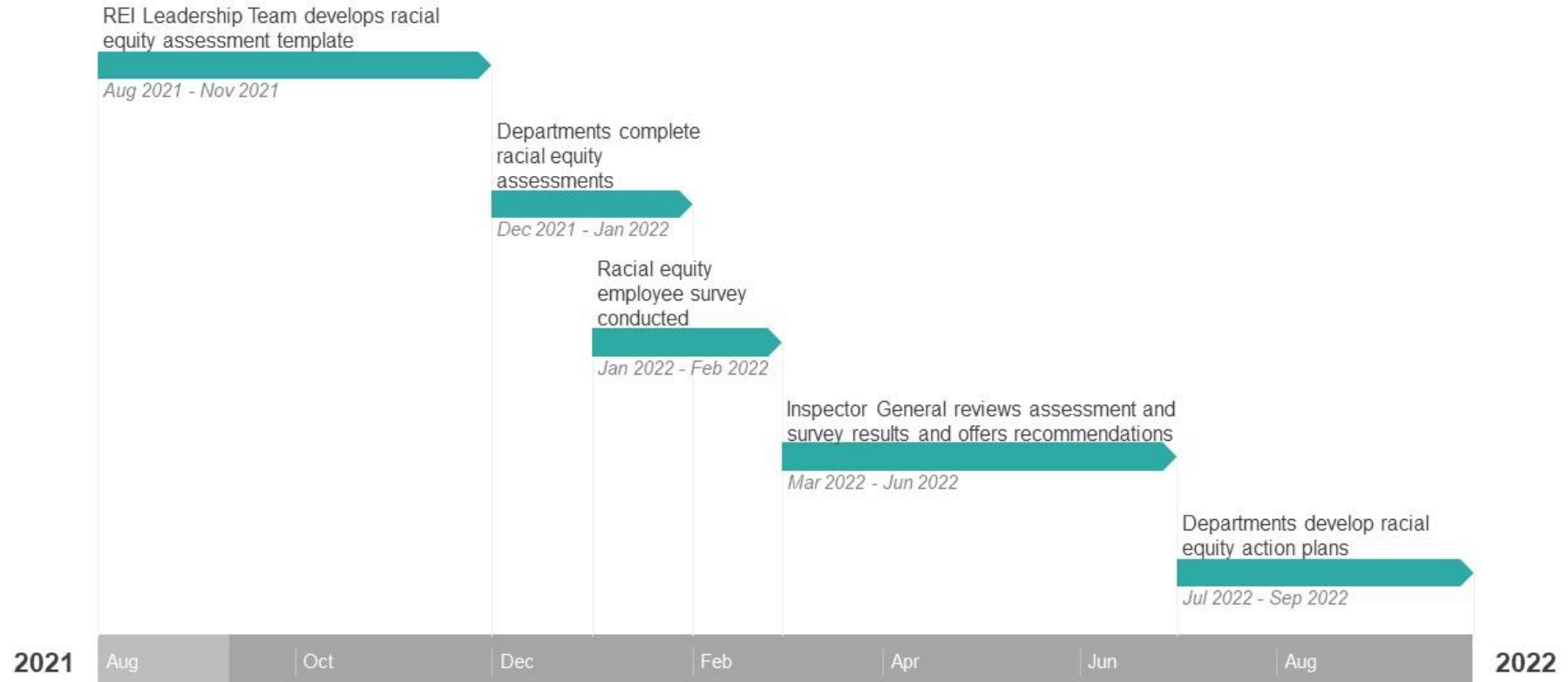
Tim Leitzke

Tony Snell Rodriguez

Vanesa Carmona-Lewis

In Progress

Racial Equity Assessment and Planning Process



Thank you