

Equity Metric

We are inviting people of color from Milwaukee County to enter into employment that addresses climate change and pays at least \$40,000 per year. There are career pathways to help upskill people into careers that pay even more.

We recommend measuring how many people of color are employed in a part of the industry or for a company involved in reducing greenhouse gas emissions compared to our benchmark measurement. Our goal is that by 2030, 40% of green jobs are held by people of color. We also call for the development and utilization of new businesses owned by people of color in Milwaukee to engage in green jobs fields.

Metrics of success include:

- Employment Rate by Race and Gender (Census)
- Median Household Income by Race (Census)
- Median Hourly Wage Rate by Race and Gender (BLS data)

We are seeking positive changes from baseline to 2030 and ongoing improvement. Our rank on these measures is benchmarked to other cities. The Task Force will gather and report out on these metrics.

To the extent that the funding for climate change projects comes through City contracting, we would expect annual reports shared with the public on Resident Preference Program hiring and Small Business Enterprise utilization.

Erick Shambarger moved approval, Seconded by Bernadette Karanja to accept these metrics. The work group members present concurred.