



City  
of  
Milwaukee



# Equity Impact Statement

1. Describe the proposed ordinance or resolution.

*The 2025 COPS Hiring Program (CHP) grant will fund hiring 50 new police officers for a period of 3 years. Hiring CHP officers will allow MPD to deploy officers to re-engage in community oriented policing efforts to reduce the impact of violent crime in the community.*

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

*The grant is intended to be a tool to assist the Department to reduce the impact of violent crime in the community. The focus of redeployed veteran officers will be to implement elements of the community oriented policing strategic plan as defined in large measure by the community.*

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

*The ability to take immediate steps to implement elements of community oriented policing will be a positive development for communities of color in Milwaukee. Working together in partnership and collaboration with the community will help MPD address violent crime trends and related impact more effectively.*



4. Describe any engagement efforts with minority communities potentially impacted by the proposal.

*The community oriented policing efforts of MPD establish buy-in, trust, and legitimacy in our efforts to fight violent crime. The process provides opportunities for participation from a diverse range of stakeholders to improve relations between the MPD and the community as we work together to build a safer community*

5. Describe how any anticipated equity impacts of the proposal will be documented or evaluated.

*No equity impacts are anticipated. Any unanticipated equity impacts will be documented, reviewed, and addressed by supervision of the Milwaukee Police Department.*

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

*While no equity impacts are anticipated, but any necessary mitigation strategies will be determined by MPD supervision in accordance with the Code of Conduct and Standard Operating Procedures.*

Name: **Petra Duecker**

Signature: **Petra Duecker**

 Digitally signed by Petra Duecker  
Date: 2025.10.23 17:31:16 -06'00'

Date: **10/23/25**