

Office of Equity & Inclusion

*Cabinet Member Appointments – Bernadette Karanja
Finance & Personnel Committee – June 5th 2024*

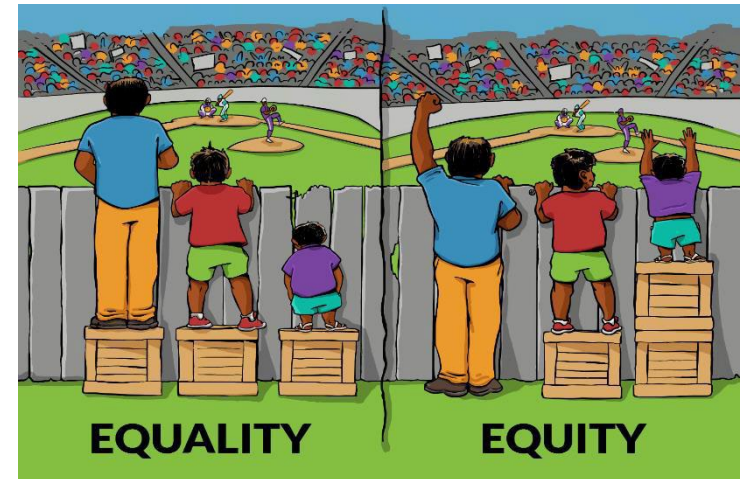


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What We Do

The City of Milwaukee's Office of Equity and Inclusion (OEI) was created to provide leadership in achieving racial equity and creating opportunities for all. OEI is a compliance body overseeing legislated goal setting in the following core areas:

- Advancing Racial Equity and Inclusion (Gender & Accessibility Intersectionality)
- ADA Accessibility Compliance
- Support for the City's Equal Rights Commission
- Small Business Development
 - Contract Compliance & RPP Compliance
- DirectConnectMKE



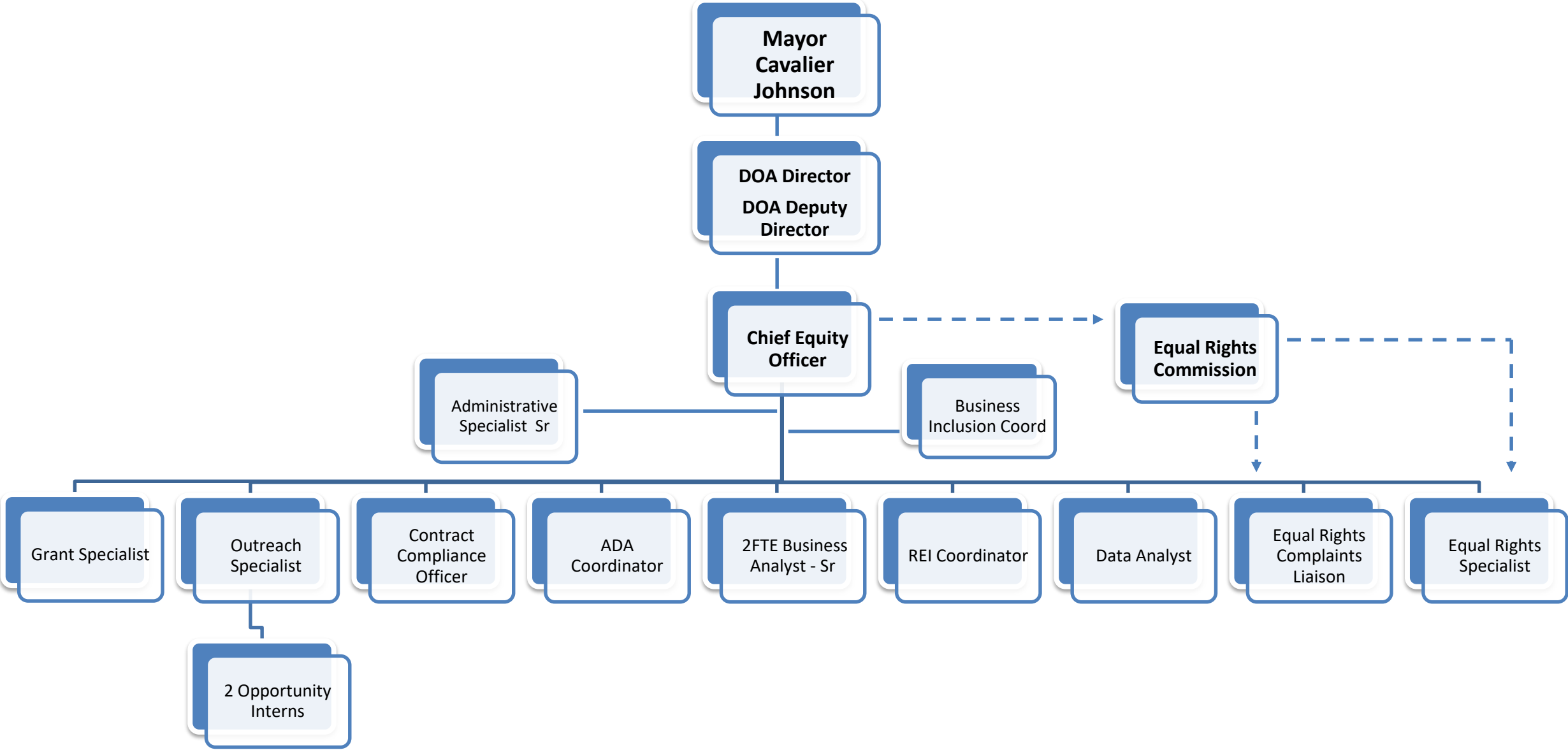
OEI's Alignment to Mayor's Vision

Mayor Cavalier Johnson's 5 Key Policies

- 1. Responsible fiscal stewardship and a stable budgetary future for our city**
- 2. Ensuring public safety**
- 3. Advancing community and economic development through affordable housing and family-supporting jobs**
- 4. Maintaining a clean and healthy environment**
- 5. Connecting our city through safe and equitable transportation**



Organizational Chart



Racial Equity and Inclusion

A City that Encourages Diverse
Business Investment Grows:
[OneATL.](#)



Re-Branding Milwaukee

An International Business Investment &
Tourist Destination

OEI's Alignment to Common Council Vision

Alderwoman Dimitrijevic's Equity & Inclusion Directive to City Departments

Our Goals

REI DEFINITION IN CITY PLANNING: Each City Department Will Consider Racial Equity Impacts in Departmental Planning

1. Improve Existing and New Services using Racial Equity Best Practices
2. End Disparities in City Government
3. Strengthen Outreach and Public Engagement for Communities of Color
4. Strengthen Partnerships with Community Stakeholders (Private and Public Sectors).



Flow Chart – Proposed OEI 10-Point Growth Plan



OEI DEMOGRAPHIC DATA

- **City of Milwaukee Employee [Demographic Dashboard](#)**
 - **DOA's Ms. Kate Pawasarat** worked with DER to update our Employee dashboard by Race/Ethnicity; by Job Category, by General City Departments juxtaposed with Police and Fire Departments and by general municipal population comparison and by Residency .
- **OEI's Equity [Mapping Resources](#)**
 - Gives you an opportunity to explore maps on population, demographics, socioeconomic characteristics and access to resources
- **OEI's [Equity Timeline](#)**
 - You will learn about government historical actions that have shaped the history of race in Milwaukee over the last 200 years. The LGBTQ+ Community is recognized by hosting [Wisconsin LGBTQ History Project's](#) Website.

SMALL BUSINESS DEVELOPMENT

Local & International Business Attraction

A Tourist Destination



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The Diversity of amenities within a neighborhood is strongly correlated with the diversity of people entering the neighborhood.

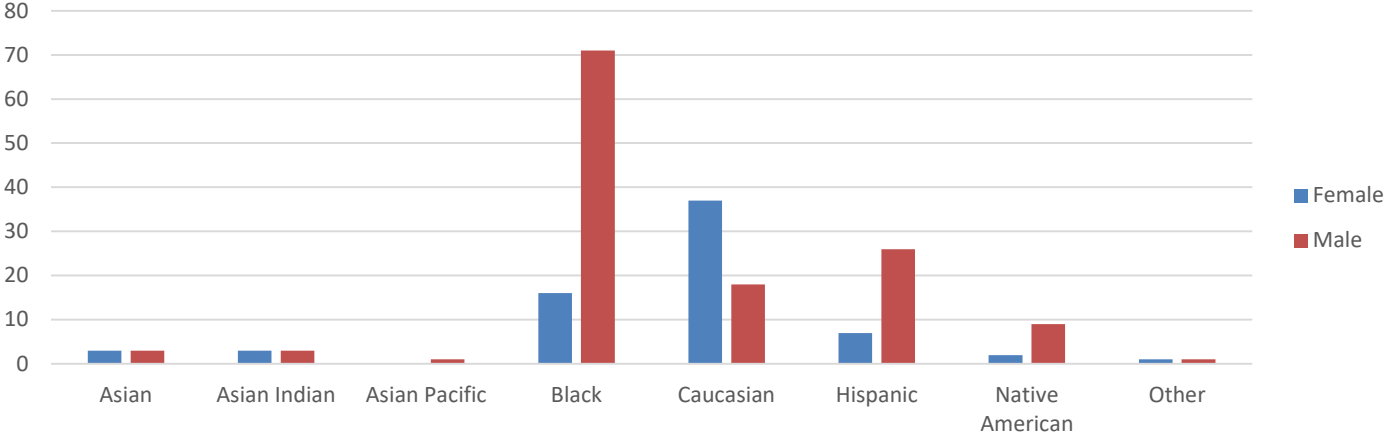
Source: Shi Kai Chong et-al 2020

Small Business Enterprise By Numbers

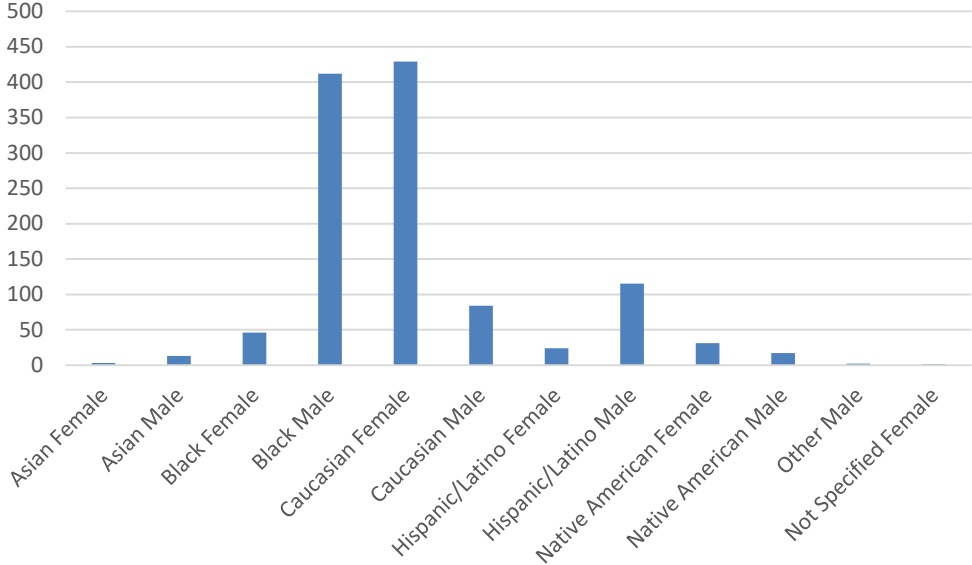
Strengthen Partnership with Community Business Stakeholders



Count of SBE Certified Businesses by Ethnicity and Gender
1/1/2023 - Present

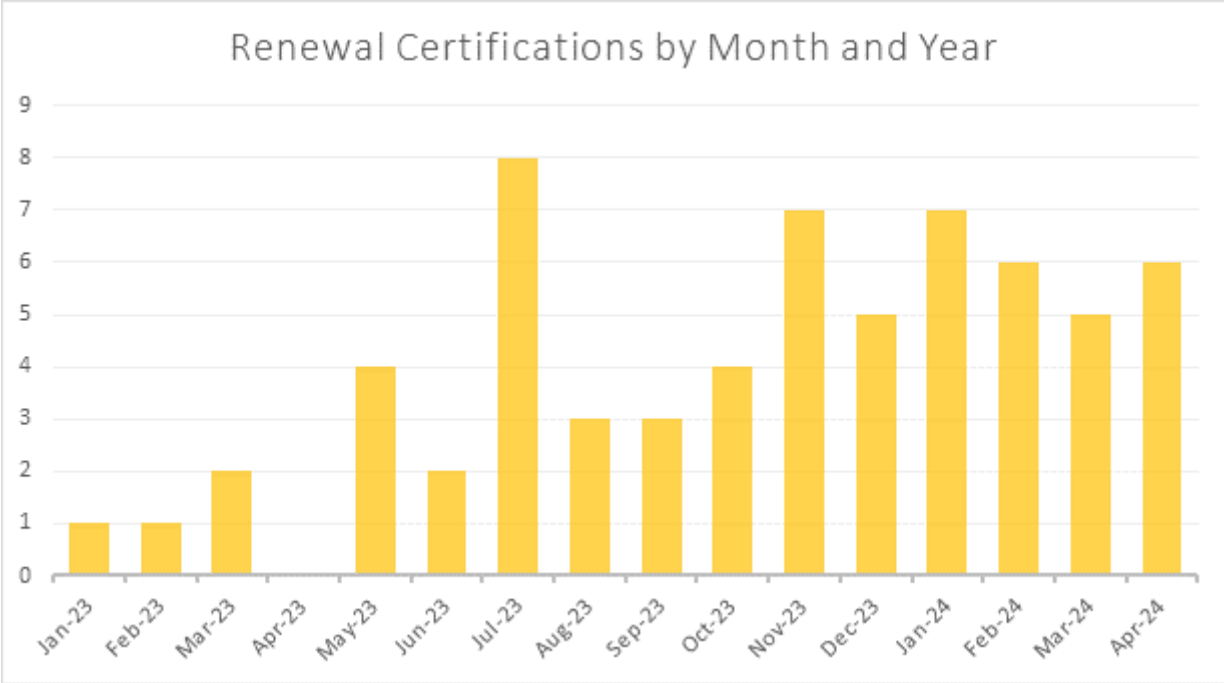
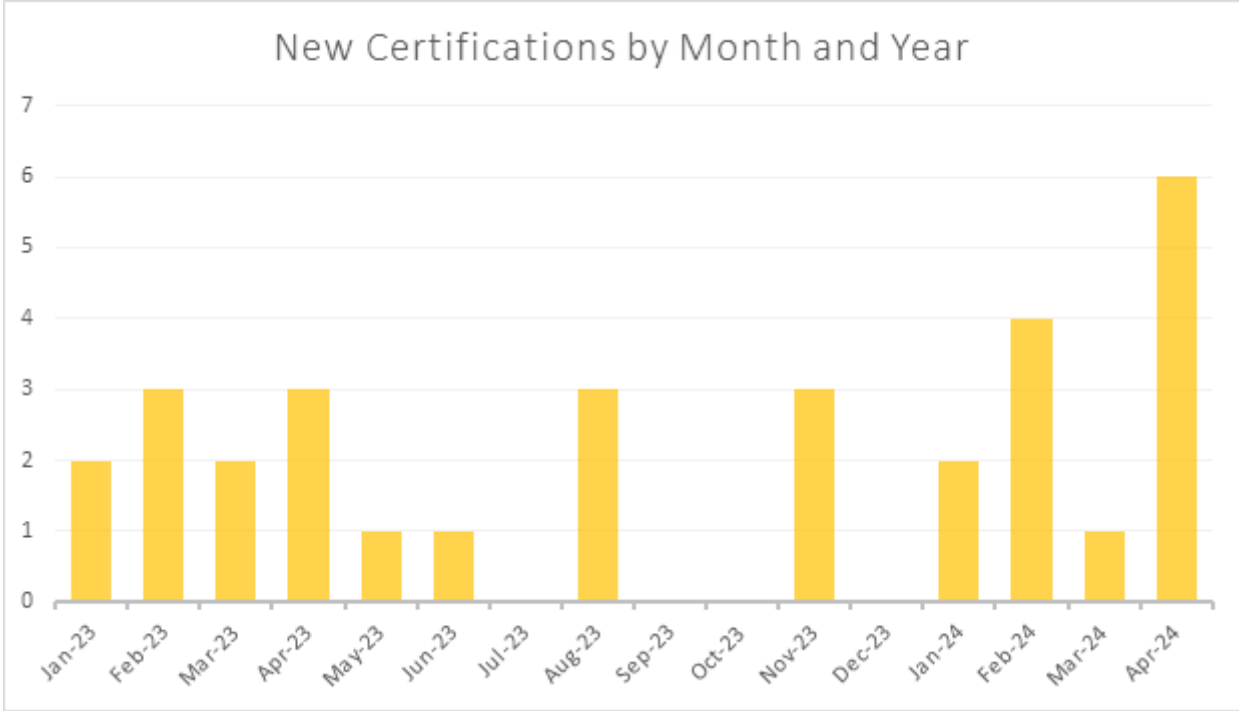


SBE Award Counts by Race and Gender
1/1/2023 - Present



Small Business Enterprise KPIs

Strengthen Partnership with Community Business Stakeholders



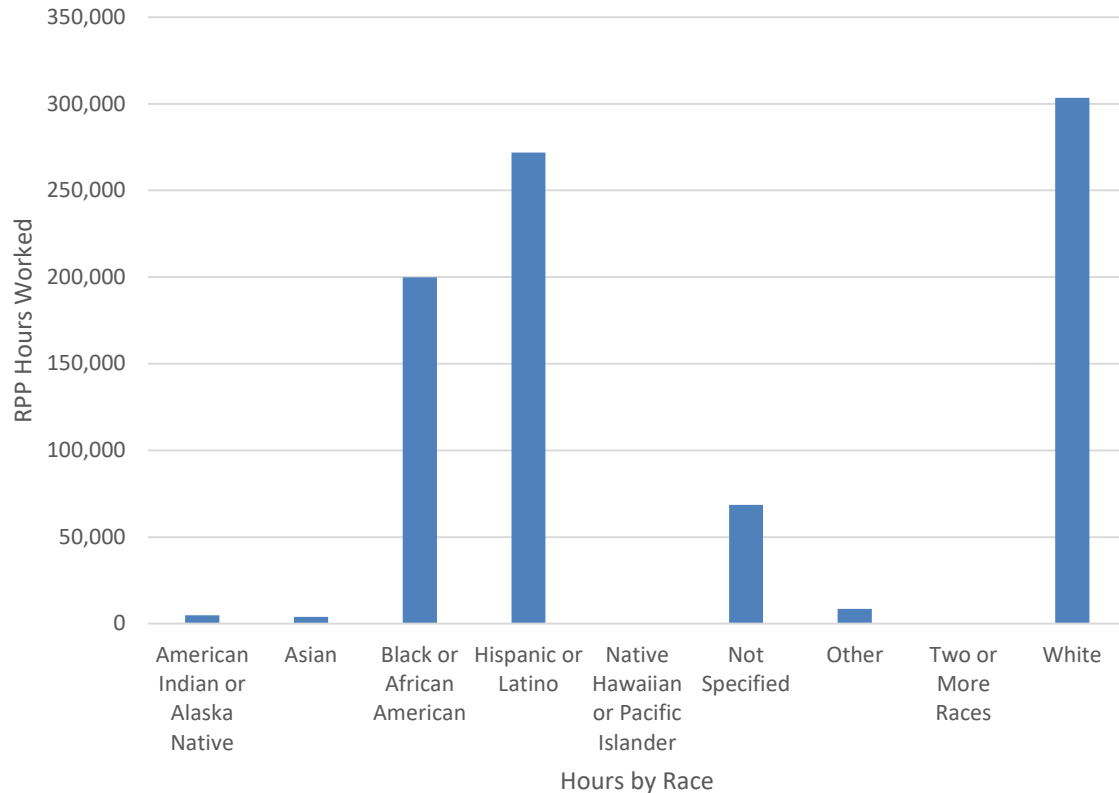
Contract Compliance Function Revamped

KPI: Decrease Lead-time in Responding to Business Stakeholder Compliance Requests

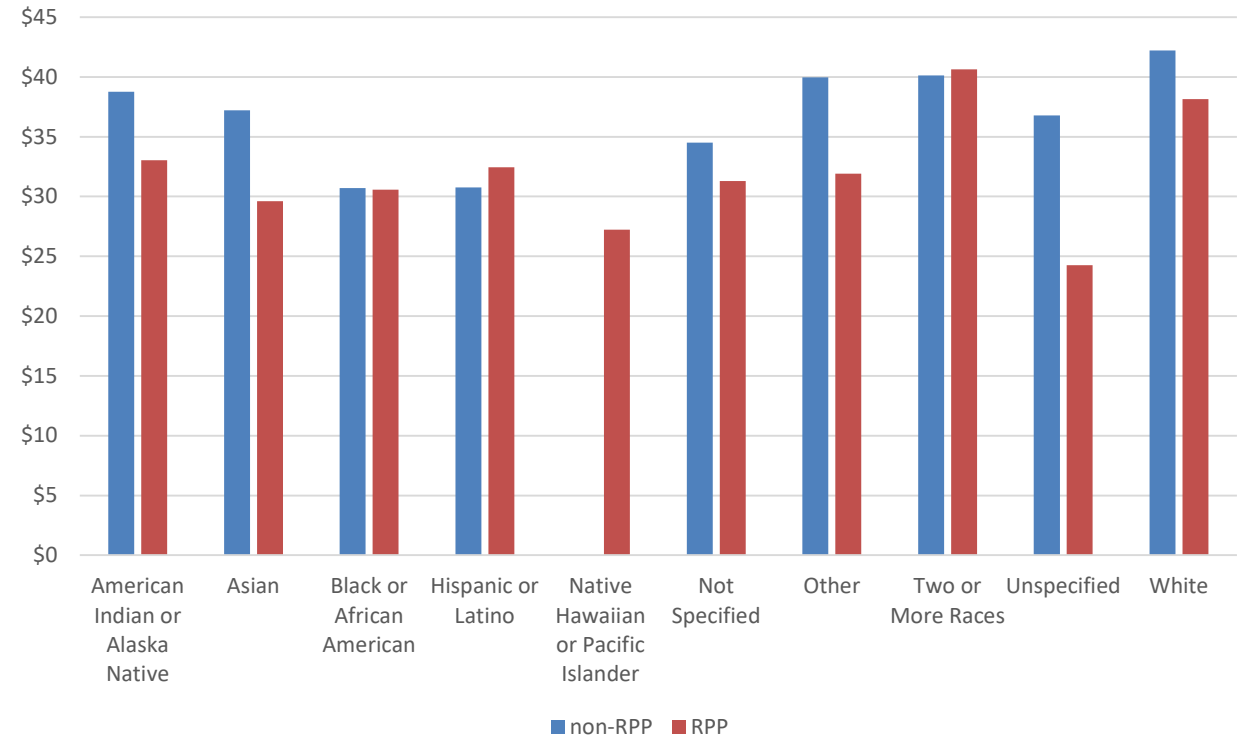


Hired Contract Compliance Officer – Ms. Mary Reed – July 10th 2023.

RPP Hours Worked by Race
2021-Present



Average Hourly Rate by Race - RPP vs non-RPP
2021-Present



ADA Compliance

ADA Coordinator *Jason Ostrowski*
Hired January 11th 2024



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Identification of ADA Related Remediation

Architectural Barriers – DOJ Reports

Attachment	Description	Non-compliant Items	Items Eliminated	Compliance Items Completed	Remaining Compliance Items
E	Polling Locations	36	NA	NA	NA
I	Newly Constructed	92	7	68	17
J	Altered Facilities	553	30	411	112
K	Program Access in Existing Facilities	318	16	179	123
L	Programs Housed in Others' Facilities	11	NA	NA	NA
		1010	53	658	252

Identification of ADA Related Remediation

Architectural Barriers – ILA Reports

Description	Locations Surveyed	Non-compliant Items	Items Eliminated	Compliance Items Completed	Remaining Compliance Items
Emergency Evacuation Sites	6	148	NA	NA	NA
Municipal Entrances	29	110	18	48	44
Municipal Facilities – Altered after PCA	9	46	NA	1	45
Parks	74	433	277	73	82
Polling Locations	147	666	NA	NA	NA
Surface Parking Lots	43	210	16	73	121
Total	313	1643	320	215	293

DIRECTCONNECTMKE

Jason Thompson





Creating Digital Awareness About Job Training & Placement Opportunities



Increased from **45 to 62** DCMKE Networks and **10** are Milwaukee Promise Zone Partners



- ⌚ Invites to Community Resource Fair Events increased from **8** to **29**
- ⌚ Co-Led **6 Council** In-Person Job Fairs with Leadership from Workforce Agencies including EMI
 - Reached **6,607** job seekers (2020-2022)
- ⌚ Connected with **347** Recruiters **up** from **260**
- ⌚ Published **DCMKE** E-Notifies to **4,486** Subscribers up from **3,966**

Equal Rights Commission

Equal Rights Specialist – Filled March 25th 2024

Equal Rights Complaints Liaison - Vacant



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ERC's ONGOING ACTIVITIES

Chapter 109 –

- **Hired ERC Specialist Omar Barberena - March 25th 2024**
- **Restructure the Complaints Process**
 - Ordinance 109 Modification to filter complaints by jurisdictional and non-jurisdictional status. Latter referred in writing to County and State.
 - Updating Complaints Policies and Procedures to align with ordinance modification
- **Recruiting ERC Commissioners**
 - Four vacant Commissioner Positions. Adopted Strategy: **Sourcing** from County and City List-serves, social media channels. | **Recruitment** of subject matter experts unrepresented in membership | **Selection** by using behavioral based inquiries
- **Communication from City Departments and Divisions**
 - To ensure equal rights compliance in city services in an environment free from discrimination