

CITY OF MILWAUKEE
Equal Rights Commission

2020 Accomplishments *and* 2021 Strategic Objectives

Update to the Mayor and Common Council

July 2021

City of Milwaukee Equal Rights Commission –

Our Mission

“Promote and protect equality, equity and human rights through education, enforcement and community engagement.”

Who We Are

The City of Milwaukee Equal Rights Commission is a group of community leaders, appointed by the mayor, who work with you to make Milwaukee more equitable and free from discrimination.

Commissioners

- Tony Snell, Chair
- Martha Collins, Vice-chair
 - Jennifer Bennett
 - Jessica Boling
 - Jacqueline Cook
 - William Crowley
 - Shelley Gregory
- Nathan Guequierre
 - Mayhoua Moua
- Jamal Washington

City Staff

- Sharon Robinson, *Director of Administration*
- Nikki Purvis, *Chief Equity Officer for the Office of Equity and Inclusion*
- Edwin Huertas, *Equal Rights Specialist*
 - Rebecca Rabatin, *ADA Coordinator*
 - Taviss Smith, *Assistant City Attorney*
- Patricia Ruiz-Cantu, *Outreach Coordinator*

How We Work

The City of Milwaukee Equal Rights Commission is organized into four standing committees, with ad hoc committees initiated to undertake focused tasks. Except for the Governance Committee, committees include community members.

Standing Committees

- Governance Committee
Martha Collins, Chair
- Communications Committee
Nathan Guequierre, Chair
- Outreach & Education Committee
Mayhoua Moua, Chair
- Compliance & Enforcement Committee
Jennifer Bennett, Chair

Ad Hoc Committees

- Special Events Committee
Martha Collins, Chair
- Inclusive Restroom Working Group
Nathan Guequierre, Chair
- Policies & Procedures
Shelley Gregory, Chair

2020 Accomplishments

- Strategic Plan Implementation
- Reorganized for Efficiency and Effectiveness
- Developed Community Partners
- Continuous focus on People, Process, Projects

2020 Accomplishments

- Increased commission size and vetted commissioner candidates
- Inclusive Restrooms policy draft
- Human Rights Campaign Municipal Equality Index Score of 100
- Adopted Convention to Eliminate All Forms of Discrimination Against Women
- Fourth Annual International Human Rights Day Celebration
- ERC Lunch & Learn Program launch
- Complaint intake process launch
- Complaint hotline and referrals
- Implemented system for monitoring and following up on complaints
- Added Ch. 109 protection for hairstyles (Crown Act)
- Community collaboration with Legal Aid, UN, Milwaukee County, EEOC, and State of Wisconsin

Governance Committee Accomplishments & 2021 Initiatives

| Strategic Plan Initiatives | Accomplishments |
|--------------------------------|-------------------------------------------------|
| Expand commission membership | Vetted and proposed new commissioner candidates |
| Solidify commission leadership | Elected chair and vice-chair |
| 2021 Priority | Organizing for collaboration with OEI |

Communications Committee Accomplishments & 2021 Initiatives

| Strategic Plan Initiatives | Accomplishments |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Develop, review and recommend communications policies to the Commission. | Surveyed commissioners to determine best means for internal communication; developed monthly email form to keep commissioners abreast of work in all committees. |
| Develop message formats and recommend policies for identifying an ERC spokesperson and rapid response. | Developed spokesperson and rapid response policies. |
| Develop specific messaging for multiple publics raise the profile of the ERC and encourage Milwaukee residents and others to contact the Commission when appropriate. | Coordinated with Milwaukee County communities to draft MLK 2021 proclamation. |
| 2021 Priority | Increase social media presence |

Education & Outreach Committee Accomplishments & 2021 Initiatives

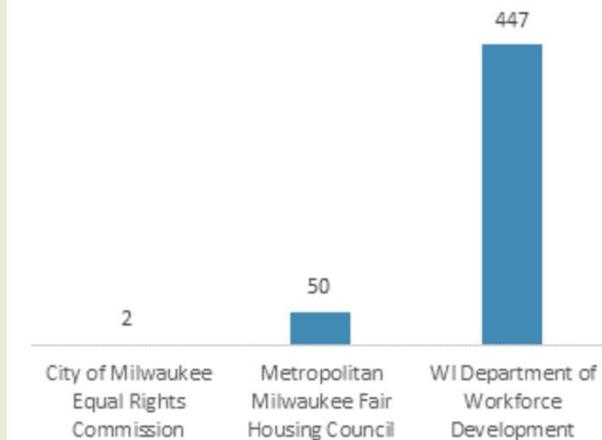
| Strategic Plan Initiatives | Accomplishments |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Develop an education toolkit with information and presentations that is accessed and used by residents, partners, businesses, internal city departments, alders, stakeholders, and other public entities. | Delegated a sub-committee to develop this toolkit. |
| Develop community listening sessions. | Two sessions were determined and confirmed; however, due to COVID-19, in-person events were canceled for 2020. |
| Develop opportunities to promote ERC mission and goals leveraging community events. | <ul style="list-style-type: none"> • ADA's 30th Anniversary celebrated in July 2020. • 4th International Human Rights Day celebrated on Dec. 12, 2020. • Launched Lunch & Learn event on Dec. 3, 2020, titled <i>Immigration and Immigration Rights: What Have We Learned in 2020?</i> |
| 2021 Priority | <ul style="list-style-type: none"> • Develop ERC Education Toolkit • Develop monthly Lunch & Learn calendar • Develop inter-department and community partnerships |

Compliance & Enforcement Committee Accomplishments & 2021 Initiatives

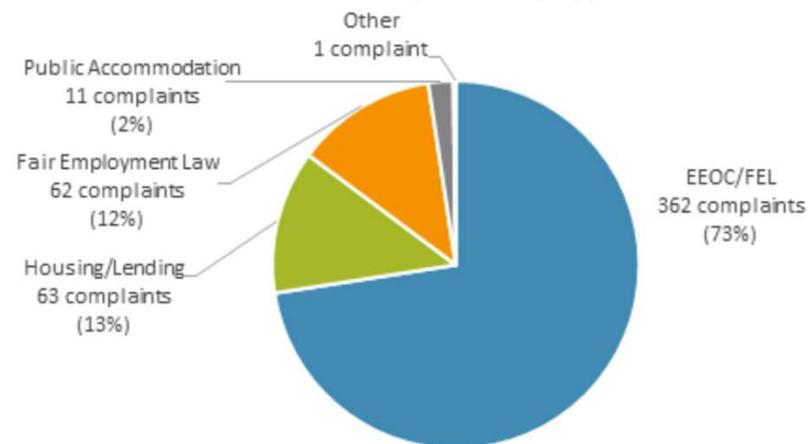
| Strategic Plan Initiatives | Accomplishments |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Oversee the development and updating of the Commission Complaints Policy and Procedures Handbook. | Worked with City Attorney's Office to review and publish Commission Complaints Policy and Procedures Handbook. |
| Monitor the policy and procedural process, easily navigated, for individuals to file a discrimination complaint. | Worked with City Attorney's Office and City Administration to draft easy-to-navigate one pager. |
| 2021 Priority | Complaint Intake launch |

City of Milwaukee Civil Rights Complaints Summary 2020

2020 Complaints by Source



2020 Complaints by Type



Ad Hoc Committee Accomplishments

| Committee | Accomplishments |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Inclusive Restroom Working Group | Delivered draft city policy on inclusive restrooms to Public Works Committee of the Common Council. |
| Special Events Committee | Successfully presented Fourth Annual International Human Rights Day celebration to more than 200 virtual attendees. |