City of Milwaukee

Equity Impact Statement

1. Describe the proposed ordinance or resolution.

This is the annual grant renewal for the Women, Infants and Children (WIC) Program under the Maternal and Child Health Division of the Milwaukee Health Department. This grant is through the United States Department of Agriculture through the State of Wisconsin Division of Health and Family Services. The grant cycle runs from January 1st through December 31st each year.

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

See #3; there would only be positive impacts to equity as highlighted below.

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

Minority groups are positively impacted by the extensive nutrition education, breastfeeding, and referral services WIC provides that target those at highest nutritional risk, those that are disenfranchised, are impacted by health disparities, and have higher infant mortality rates which statistically target our families of color. Our services are offered to all ethnicities, races, genders, sexual identities, legal statuses, ages, languages and disabilities. The only eligibility criteria are that they are pregnant, postpartum, breastfeeding, an infant, and/or child under the age of 5. Our program provides services, such as language interpretation, as well as tailor services based on participant accommodations, when needed.

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

Our Milwaukee Health Department WIC clinics are housed within high-risk zip codes within Milwaukee making access less of a barrier than other health service providers. WIC participates in dozens of outreach events per year, targeting various populations & demographics, and in a variety of zip codes annually. Most recently, WIC developed a partnership with Ascension St. Joseph's to help increase enrollment and provide nutrition & breastfeeding support to some of the highest need families. WIC also provides annual community events such as its summer carnival (Summer Celebration) and holiday event (Cookies with Santa) to also help in strengthening our relationships with the families we serve. Lastly, WIC is constantly engaging with the community via focus groups and various forms of surveys to help improve the services provided and make them as culturally

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

The WIC Program tracks demographic information of all enrolled families, services provided, as well as food benefits provided. Our support staff collects eligibility documents according to policy, and our nutrition team documents assessment data and develops a plan of action with families which is then reviewed at subsequent visits. All of the aforementioned activities are subject to regular auditing done internally, and every other year by the State WIC office, to ensure full equity and policy compliance.

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

Our WIC Program undergoes constant evaluation by its program manager, the Milwaukee County Nutrition and Breastfeeding Coordinator, and the State WIC Office. Additionally, data is shared with the Milwaukee Health Department leadership and epidemiology team as a way for measuring outcomes as they relate to Maternal and Child Health within the City of Milwaukee. In addition to pen & paper surveys, the WIC Program utilizes innovative survey methods such as by surveying participants on quality measures related to service provision through the WIC phone application. The WIC Program also seeks to maintain current partnerships, and form new partners with community partners to better engage various populations across the City. Lastly, staff trainings, in particular as they relate to equity, health disparity reduction, ethics, and civil rights are mandatory

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Date: **11/16/2020**