



Equal Rights Commission

Annual Activity Report

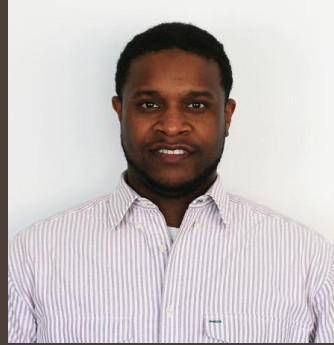
Judiciary & Legislation Committee

May 22, 2017

Agenda

- Update
- Accomplishments
- Priorities
- What's Ahead

Meet the Commissioners



Jeff Roman, Chair



Chez Ordonez, Vice Chair



Tony Snell



Mayhoua Moua



Sheila Ashley

Update

Chapter 109

The ERC is responsible for monitoring the employment, contracting and program activities of the city; preparing timely report to the Mayor and Common Council on efforts to promote equal rights and opportunities; promoting positive community relations; and eliminating discrimination and inequities in city government and the city as a whole.

Mission of the ERC

Promote racial, social and economic equity to the residents of Milwaukee

3 Principles:

- Limit purview to discrimination not addressed within jurisdiction of state and federal agencies
- Internal accountability structure
- Partner with community stakeholders to educate and raise awareness

Accomplishments

- Assessment of Departments
- Advocacy for city infrastructure to support Racial Equity & Achievement, Black Male Achievement and programming promoting access, opportunity and equality
- Transition from Department of Employee Resources (DER) to Department of Administration (DOA)
- Equal Rights Specialist
- Expanding reach into community
- Listening Sessions
- Began Ordinance rewrite process

Priorities

- Chapter 109 Ordinance Rewrite
- Strengthening internal and external relationships
(Common Council, City Departments, State & Federal equal rights entities, CBO's & Nonprofits, etc.)
- Community outreach and education
- Collaboration with Milwaukee County Human Rights Commission
- Human Rights Campaign Municipal Equality Index

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	50	55	55	55
Housing	50	55	55	55
Public Accommodations	50	00	00	55
SCORE	25 out of 30			

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	00	00	33	33
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+2	+2
BONUS City provides services to LGBTQ youth			+0	+2
BONUS City provides services to LGBTQ homeless			+0	+2
BONUS City provides services to LGBTQ elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+0	+2
BONUS City provides services to the transgender community			+0	+2

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	0	10
Reported 2014 Hate Crimes Statistics to the FBI	12	12
SCORE	12 out of 22	

V. Relationship with the LGBTQ Community

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	2	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	3 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 69 + TOTAL BONUS 2 = Final Score 71
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.
FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

What's Ahead

- Passage of the Ordinance rewrite
- Expanding reach and protections
- Capacity and infrastructure building

Contact Info

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