

**DOCUMENTS REGARDING EFFORTS TO ADDRESS THE ISSUES OF
EQUITY, EQUALITY, DIVERSITY AND INCLUSION, AND RACE RELATIONS
IN THE CITY OF MILWAUKEE**

ORDINANCES

CC FILE #	TITLE	ANALYSIS	PASSED	EFFECTIVE
030404	Substitute ordinance relating to the city's diversity, equal employment opportunity and affirmative action activities.	This ordinance repeals and recreates the city's code provisions relating to diversity, equal employment opportunity and affirmative action activities. Specifically the ordinance: 1. Updates the description of city staff responsible for such activities, including their duties and responsibilities. 2. Deletes certain obsolete provisions. 3. Changes the reporting requirement for the diversity, equal employment opportunity and affirmative action plan from annually to every 2 years. (See MCO Sec. 350-203)	7/15/2003	8/1/2003
080218	A substitute ordinance relating to participation of city residents in public works contracts, requirements for developers receiving direct financial assistance from the city, and local business enterprise contracting standards.	This ordinance makes several changes relating to the requirements of the participation of city residents in public works contracts, requirements for developers receiving direct financial assistance from the city, local business enterprise contracting standards and sanction and penalty provisions for these matters. (See MCO Ch. 355 and Ch. 365)	3/25/2009	8/8/2009
081017	A substitute ordinance revising and updating protections against housing and employment discrimination and providing for the promotion of equity and equal rights.	This ordinance repeals and recreates chapter 109 of the code reconstituting the city's equal rights commission ("the commission"). (See MCO Ch. 109)	12/16/2008	1/8/2009
110086	Substitute ordinance relating to the implementation of the recommendations of the city disparity study.	This ordinance implements the recommendations of the city disparity study by redesigning the emerging business enterprise program as minority, woman and small business enterprise programs. There is created an office of small business development to implement and oversee these programs. Goals for participation of minority, woman	10/11/2011	01/01/2012

		and small businesses are established for city contracting departments. These goals shall be reviewed and adjusted annually with the approval of the common council. (See MCO Ch. 370)		
110087	Substitute charter ordinance relating to the implementation of the recommendations of the city disparity study.	Current charter provisions require that contracts be awarded to the lowest possible bidder in accordance with applicable city ordinances relating to emerging business enterprises. This charter ordinance removes this requirement and adds the requirement that such contracts be awarded in accordance with applicable city ordinances relating to minority, woman and small business enterprises. (See Charter Sec. 7-14-2-b and 16-05-2-b)	10/11/2011	12/27/2011
130303	Substitute ordinance repealing the minimum levels of participation of minority and woman business enterprises in city contracts.	This ordinance repeals code provisions relating to the city's minority and woman business enterprise programs, in effect abolishing the programs. In addition, the ordinance expands the city's small business enterprise program by increasing the levels of participation by small business enterprises in the city's contracting activities as follows: 1. For construction contracts, from 12.05% to 25%. 2. For goods and services contracts, from 4.59% to 25%. The requirement for professional services contracts remains unchanged at 18%. (See MCO Ch. 370)	11/05/2013	11/22/2013
140760	Substitute ordinance relating the collection of racial information at police traffic stops.	This ordinance requires the police department to collect data on the races of all occupants of motor vehicles stopped by the department, analyze the data and use the results to inform department management. The department shall provide a written report of the results of its analysis of traffic stop data to the common council each February. (See MCO Sec. 312-16)	10/14/2014	10/31/2014
1600445	A substitute ordinance creating the office of African American affairs.	This ordinance creates an office of African American affairs under the supervision of the office of the common council - city clerk which shall be responsible for the administration, coordination and implementation of the city's policies relating to the special needs of the city's African American residents. (See MCO Ch. 375)	9/20/2016	10/7/2016
170093	A substitute ordinance relating to the equal rights commission.	This ordinance repeals and recreates chapter 109 of the code reconstituting the city's equal rights commission. (See MCO Ch. 109)	9/26/2017	10/13/2017
190828	A substitute ordinance relating to the preparation of equity impact statements.	This ordinance requires an equity impact statement for every proposed common council resolution or ordinance involving: 1. A development agreement. 2. A grant. 3. A city contract a primary purpose of which is direct service delivery to residents. 4. Creation of, or change in, a penalty provision in the code. In addition, this ordinance provides that the chair of any standing	7/28/2020	9/30/2020

		committee may request an equity impact statement for any resolution or ordinance assigned to the committee. (See MCO Sec. 50-6)		
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RESOLUTIONS

CC FILE #	TITLE	ANALYSIS	PASSED
971637	Substitute resolution directing an expenditure from the Minority and Disadvantaged Business Joint Certification special fund in the 1998 City Budget of the Department of Administration.	This resolution authorizes payment of \$23,644.60 from the Department of Administration's 1998 special fund, "Minority and Disadvantaged Business Joint Certification" including an existing encumbrance, to Milwaukee County for certain invoices related to the City's participation in the Joint Certification Program during 1994, 1995 and 1996.	3/3/1998
971853	Substitute resolution appropriating \$16,148.58 from the 1998 Common Council Contingent Fund to the Minority and Disadvantaged Business Joint Certification Program.	This resolution appropriates \$16,148.58 from the 1998 Common Council Contingent Fund, Account Number 09-8000, to the Department of Administration's fund, "Minority and Disadvantaged Business Joint Certification", to replenish funds used for payment of certain invoices related to the City's participation during 1994, 1995 and 1996, and to restore the fund to the City's 1998 budgeted commitment of \$80,000 to the Joint Certification Program.	4/7/1998
980256	Substitute resolution directing an expenditure of \$15,795.59 from the Minority and Disadvantaged Business Joint Certification special fund in the 1998 City Budget of the Department of Administration for the City's participation in the Joint Certification Program in the first quarter of 1998.	Substitute resolution directing an expenditure of \$15,795.59 from the Minority and Disadvantaged Business Joint Certification special fund in the 1998 City Budget of the Department of Administration for the City's participation in the Joint Certification Program in the first quarter of 1998.	6/16/1998
980958	Resolution directing an expenditure of \$25,487.76 from the Minority and Disadvantaged Business Joint Certification special fund in the 1998 City Budget of the Department of Administration for the City's participation in the Joint Certification Program in the second quarter of 1998.	This resolution authorizes payment of \$25,487.76 from the Department of Administration's 1998 special fund, "Minority and Disadvantaged Business Joint Certification", for the City's participation in the Joint Certification Program in the second quarter of 1998.	10/30/1998
981102	Resolution directing an expenditure of \$18,531.86 from the Minority and Disadvantaged Business Joint Certification special fund in the 1998 City Budget of the	This resolution authorizes payment of \$18,531.86 from the Department of Administration's 1998 special fund, "Minority and Disadvantaged Business Joint	11/24/1998

	Department of Administration for the City's participation in the Joint Certification Program in the third quarter of 1998.	Certification", for the City's participation in the Joint Certification Program in the third quarter of 1998.	
000798	Resolution supporting the National League of Cities' campaign to eliminate racism and promote racial justice.	This resolution supports the National League of Cities' campaign, "Undoing Racism...Are You Ready...to be Part of the Solution?", which serves as a national focal point of community-led efforts to eliminate racism and promote racial justice. The resolution also authorizes and directs the City Clerk to send a proclamation to the National League of Cities declaring the City's support.	10/10/2000
020717	Resolution relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative.	This resolution authorizes the Health Department to apply for, accept and fund the Racial and Ethnic Disparities in Immunization Initiative Grant from the Centers for Disease Control through the State of Wisconsin Division of Health and Family Services in the amount of \$189,596. The purpose of the program is to increase and improve influenza and pneumonia vaccination rates for adults 65 years of age and older in African American and Hispanic communities.	9/24/2002
021617	Resolution amending Common Council File 020717 relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative Grant. (Health Department)	This resolution amends Common Council File 020717 relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative Grant. The purpose of the grant is to increase and improve influenza and pneumonia vaccination rates for adults 65 years of age and older in African American and Hispanic communities.	3/25/2003
030514	Substitute resolution appropriating \$15,000 to the Wisconsin Business Resource Center, Inc., for Wisconsin Minority Business Opportunity Center services.	This substitute resolution appropriates \$15,000 from the Economic Development special purpose account to fund the Wisconsin Business Resource Center, Inc. for the Wisconsin Minority Business Opportunity Center services. The purpose of the funding is to assist in the development of the database, database maintenance and website for use by minority and emerging business enterprises.	9/23/2003
030857	Resolution amending Common Council File 021617 which amended Common Council File 020717 relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative Grant. (Health Department)	This resolution amends Common Council File 021617 which amended Common Council File 020717 relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative Grant. The purpose of the grant is to increase and improve influenza and pneumonia vaccination rates for adults 65 years of age and older in African American and Hispanic communities.	11/5/2003

031569	Resolution relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative. (Health Department)	This resolution authorizes the Health Department to apply for, accept and fund the Racial and Ethnic Disparities in Immunization Initiative Grant from the Centers for Disease Control through the State of Wisconsin Division of Health and Family Services in the amount of \$275,000. The purpose of the program is to increase and improve influenza and pneumonia vaccination rates for adults 65 years of age and older in African American and Hispanic communities.	3/19/2004
041312	Substitute resolution appropriating \$10,000 in funds to the Wisconsin Business Resource Center, Inc., for Wisconsin Minority Business Opportunity Center services, from the Economic Development special purpose account.	This substitute resolution appropriates \$10,000 from the Economic Development special purpose account for funding for the Wisconsin Minority Business Opportunity Center, Inc. a segment of the Wisconsin Business Resource Center, Inc. The funding is for continued technical development and maintenance for improvements to the database and website for use by minority and emerging business enterprises.	2/1/2005
041716	Resolution relative to application, acceptance and funding of the Racial and Ethnic Disparities in Immunization Initiative. (Health Department)	This resolution authorizes the Health Department to apply for, accept and fund the Racial and Ethnic Disparities in Immunization Initiative Grant from the Centers for Disease Control through the State of Wisconsin Division of Health and Family Services in the amount of \$37,461. The purpose of the program is to increase and improve influenza and pneumonia vaccination rates for adults 65 years of age and older in African American and Hispanic communities.	5/3/2005
050739	Resolution relative to application, acceptance and funding of the Childhood Immunization Disparities Grant.	This resolution authorizes the Health Department to apply for, accept and fund the Childhood Immunization Disparities Grant project from the Centers for Disease Control in the amount of \$300,000 to reduce immunization disparities and increase immunization rates.	10/18/2005
051121	Substitute resolution amending Common Council File 050739 relative to application, acceptance and funding of the Childhood Immunization Disparities Grant.	This resolution amends Common Council File 050739 relative to application, acceptance and funding of the Childhood Immunization Disparities Grant. The purpose of the grant is to reduce immunization disparities and increase immunization rates.	1/18/2006
051712	Substitute resolution requesting state officials and agencies to comprehensively study homicide and related criminal violence sentencing disparities affecting black males in Wisconsin.	This resolution extends an invitation to the Director of the Wisconsin Sentencing Commission to appear and provide information to the common council through the Judiciary and Legislation Committee concerning the Commission's study on race as a basis for imposing	05/9/2006

		<p>sentences in criminal cases. The resolution includes requests for information relating to the status of the study report, the elements to be included in the report, whether the report will include analysis of the experience of Milwaukee County and other geographic locations, and information about how the report is intended to be used or may be used by state or local officials. The Intergovernmental Relations Division-Department of Administration is authorized and directed to seek legislation extending or eliminating the sunset provisions affecting the Wisconsin Sentencing Commission. Such legislation will direct that the Commission prepare a comprehensive report on the issue of race as a basis for sentencing in Wisconsin. In addition, the report will include analysis of sentence severity, rates of incarceration in homicide cases and in other violent felonies and misdemeanors and will also include analysis of the relationship of race of offenders and victims in violent crimes to the severity of sentence, comparisons among geographic areas of the state including Milwaukee County. The Commission will also be directed to provide periodic updates. The resolution directs the City Clerk to forward copies of the resolution to the Governor, Clerks of the Wisconsin Assembly and Senate, the Chief Justice of the Supreme Court, and to the Attorney General.</p>	
060497	Substitute resolution relative to application, acceptance and funding of the Childhood Immunization Disparities Grant.	This resolution authorizes the Health Department to apply for, accept and fund the Childhood Immunization Disparities Grant project from the Centers for Disease Control in the amount of \$300,000 to reduce immunization disparities and increase immunization rates.	9/26/2006
070615	Substitute resolution relative to application, acceptance and funding of the Childhood Immunization Disparities Grant from the Centers for Disease Control.	This resolution authorizes the Health Department to apply for, accept and fund the Childhood Immunization Disparities Grant project from the Centers for Disease Control in the amount of \$300,000 to reduce immunization disparities and increase immunization rates.	9/25/2007
071089	Substitute resolution relative to application, acceptance and funding of the 2008 Milwaukee Intensive Nurse Home Visiting Program and MHD Center for Health Equity from Columbia St. Mary's Hospital System.	This resolution authorizes the Health Department to apply for, accept and fund the Milwaukee Intensive Nurse Home Visiting Program and MHD Center for Health Equity from Columbia St. Mary's Hospital	12/11/2007

		System in the amount of \$500,000. The purpose of the project is to provide an intensive home visit based program to improve the health, well-being and self-sufficiency of at-risk low-income parents and their children as well as to address health disparities in Milwaukee with the creation of the MHD Center for Health Equity.	
080282	Substitute resolution amending Common Council File # 070615 relative to application, acceptance and funding of the Childhood Immunization Disparities Grant from the Centers for Disease Control.	This resolution amends Common Council File #070615 relative to apply for, accept and fund the Childhood Immunization Disparities Grant project from the Centers for Disease Control in the amount of \$300,000 to reduce immunization disparities and increase immunization rates.	7/30/2008
080416	Substitute resolution relative to application, funding and expenditure of the Development of the Center for Health Equity Grant from the University of Wisconsin-Madison-Population Health Sciences.	This resolution authorizes the Health Department to apply for, accept and fund the Development of the Center for Health Equity Grant from the University of Wisconsin-Madison-Population Health Sciences in the amount of \$15,000. The purpose of the project is to address health disparities in Milwaukee with the creation of the MHD Center for Health Equity.	7/30/2008
081438	Substitute resolution relating to the acceptance of funding from the Milwaukee Metropolitan Sewerage District to proceed with conducting a disparity study.	This resolution accepts funds in the amount of \$99,000 from the Milwaukee Metropolitan Sewerage District (MMSD) and approves an Intergovernmental Cooperation Agreement between the City of Milwaukee and the MMSD for the purposes of procuring the services of a consultant for the purpose of conducting a disparity study.	3/25/2009
110387	Substitute resolution relating to the collection of racial information at police traffic stops.	This resolution requests the Chief of Police to continue the collection, analysis and use of racial information at police traffic stops despite the repeal of the state legislation requiring such information throughout the state.	7/26/2011
110388	Substitute resolution relating to cultural diversity training for Milwaukee police officers.	This resolution requests the Chief of Police to continue the practice of providing cultural diversity training to Milwaukee police officers notwithstanding the repeal of the state legislation requiring such training throughout the state.	7/26/2011
120280	Resolution relative to application, acceptance and funding of a Disproportionate Minority Contact training grant.	This resolution authorizes the Milwaukee Police Department to apply for, accept and fund a Disproportionate Minority Contact training grant from the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention through the State of	7/24/2012

		Wisconsin, Office of Justice Assistance, in the amount of \$60,000 with a grantor share of \$60,000 and a city share of \$0. The purpose of the project is to educate police officers and youths in the community on how to reduce disproportionate minority contact and decrease risks of aggressive interaction between police officers and youths in the City of Milwaukee.	
121139	Substitute resolution relating to establishing the Milwaukee Promise as an ongoing program to address poverty, disparity and inequality in the City of Milwaukee.	<p>The Milwaukee Promise was established as part of the 2011 City Budget to assist in making better-informed decisions to address poverty, disparity and inequality in the development of the 2012 City Budget. This resolution establishes the Milwaukee Promise as an ongoing program to address poverty, disparity and inequality in the annual development of City budgets by directing the following:</p> <ol style="list-style-type: none"> 1. The Department of Administration-Budget and Management Division is directed to revise, as necessary, the performance metrics reported under the initial report of the Milwaukee Promise to the Common Council to establish metrics to measure the activities and performance of department programs and expenditures that are partly or wholly related to addressing the problems of poverty, disparity and inequality. 2. City departments identified in the initial report of the Milwaukee Promise to the Common Council are directed to track and report to the Budget and Management Division their progress against the performance metrics established as part of the Milwaukee Promise, as revised by the Department of Administration-Budget and Management Division. 3. The Budget and Management Division is directed to compile and report to the Common Council in May regarding the prior year's progress on the metrics that department programs and expenditures have achieved in addressing the problems of poverty, disparity and inequality; and in November, regarding the projected impact of the most-recently adopted budget on achievement of the metrics in the coming year. 	12/18/2012
170282	Substitute resolution authorizing the Department of Administration to accept and expend grant funding from the Living Cities organization for a program relating to inclusion and equity in municipal procurement.	This resolution authorizes the Department of Administration to accept and expend grant funds in the amount of \$100,000 from the Living Cities organization to promote greater economic opportunity for low-income	7/31/2017

		Milwaukeeans. Milwaukee was selected to be a member of the fourth cohort (or group) of the “City Accelerator,” which will focus on procurement for inclusive economic opportunity.	
171189	Resolution directing the Department of Administration - Purchasing Division to issue a request for proposals for a disparity study.	This resolution directs the Department of Administration - Purchasing Division to prepare and issue a request for proposals for a disparity study. The Purchasing Division shall present the request for proposals to the Common Council no later than 90 days from the date of adoption of this resolution.	In committee
171915	Substitute resolution relating to the creation of a Disparity Study Independent Review Committee.	This resolution creates a 13-member Disparity Study Independent Review Committee to engage small-business community stakeholders in efforts relative to the upcoming Disparity Study to be conducted on behalf of the City.	6/20/2018
190098	Substitute resolution committing the City of Milwaukee to take actions toward achieving racial equity and transforming the systems and institutions of racism that impact the health and well-being of the community.	This resolution commits the City, in collaboration with its departments and the Equal Rights Commission, consistent with its authority as defined in Chapter 109 of the Milwaukee Code, to take actions toward achieving racial equity, including, but not limited to, implementing strategic practices in the following areas: 1. Organizational infrastructure. 2. Organizational and workforce capacity. 3. Internal practices and processes. 4. Policy and legislative change. 5. Community alliance building.	7/30/2019
190312	Resolution supporting the Federal Equality Act of 2019.	This resolution expresses the Common Council’s support of the Federal Equality Act of 2019, which amends the Civil Rights Act of 1964 to expand the group of prohibited categories of discrimination or segregation to include sex, sexual orientation, and gender identity in areas including public accommodations and facilities, education, federal funding, employment, housing, credit, and the jury system. This resolution directs the Department of administration - Intergovernmental Relations Division to lobby for passage of this legislation.	6/18/2019
190445	Substitute resolution relating to the creation of a City-County Task Force on Climate and Economic Equity.	This resolution creates a City-County Task Force on Climate and Economic Equity for the purpose of making recommendations on how to address the ongoing climate crisis, ensure Milwaukee meets the obligations set forth in the Paris Climate Accord, and mitigate racial and economic inequity through “green” jobs.	7/9/2019

191252	Substitute resolution amending Common Council Resolution File Number 190445 to extend the deadline for the City-County Task Force on Climate and Economic Equity to provide the Common Council and the County Board of Supervisors with a comprehensive plan.	This resolution amends Common Council File Number 190445 adopted on July 9, 2019, to extend the deadline for the City-County Task Force on Climate and Economic Equity to provide the Common Council and the County Board of Supervisors with a comprehensive plan, as well as adding a deadline for a preliminary report.	1/21/2020
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REPORTS / STUDIES / MINUTES (ON FILE IN THE MUNICIPAL RESEARCH LIBRARY)

Author: Milwaukee. Department of Employee Relations

Title Statement: City-wide diversity / equal employment opportunity / affirmative action plan

Published: 1986-2002

Author: D. Wilson Consulting Group, LLC / Milwaukee. Department of Administration

Title Statement: Disparity study for the City of Milwaukee: final report

Published: 2010

Author: Milwaukee. City-County Task Force on Climate and Economic Equity minutes

Title Statement: City-County Task Force on Climate and Economic Equity minutes

Published: 2019 -

Author: Milwaukee. Digital Inclusion Action Team

Title Statement: Digital Inclusion Action Team minutes

Published: 2007

Author: Milwaukee. Disparity Study Independent Review Committee

Title Statement: Disparity Study Independent Review Committee minutes

Published: 2019 -