



# Equal Rights Commission

Annual Activity Report

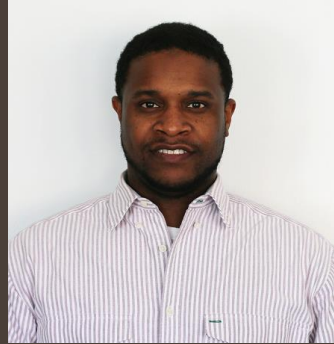
Judiciary & Legislation Committee

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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>25 out of 30</b>			





















## 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

## 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				
LGBTQ Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBTQ youth				
<b>BONUS</b> City provides services to LGBTQ homeless				
<b>BONUS</b> City provides services to LGBTQ elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				
<b>BONUS</b> City provides services to the transgender community				

[hrc.org/mei](http://hrc.org/mei)

## 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		
Reported 2014 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

## 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>3 out of 8</b>	
<b>BONUS</b> Openly LGBTQ elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**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](http://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](mailto:mei@hrc.org).

[hrc.org/mei](http://hrc.org/mei)

# What's Ahead

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



## Contact Info

Jessica Langill, Equal Rights Specialist

Department of Administration

Office: 414-286-5532

Email: [jessica.langill@milwaukee.gov](mailto:jessica.langill@milwaukee.gov)

[city.milwaukee.gov/ERC](http://city.milwaukee.gov/ERC)