



MILWAUKEE WATER COMMONS

City-County Taskforce on Climate and Economic Equity Presentation

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About MWC

Our Mission

Milwaukee Water Commons is a cross-city network that fosters connection, collaboration and broad community leadership on behalf of our waters.

We promote stewardship of, equitable access to and shared decision-making for our common waters.



Our Vision

Milwaukee is a model water city where we all have a stake and a say in the health of our waters, and we all share in their care and benefits.

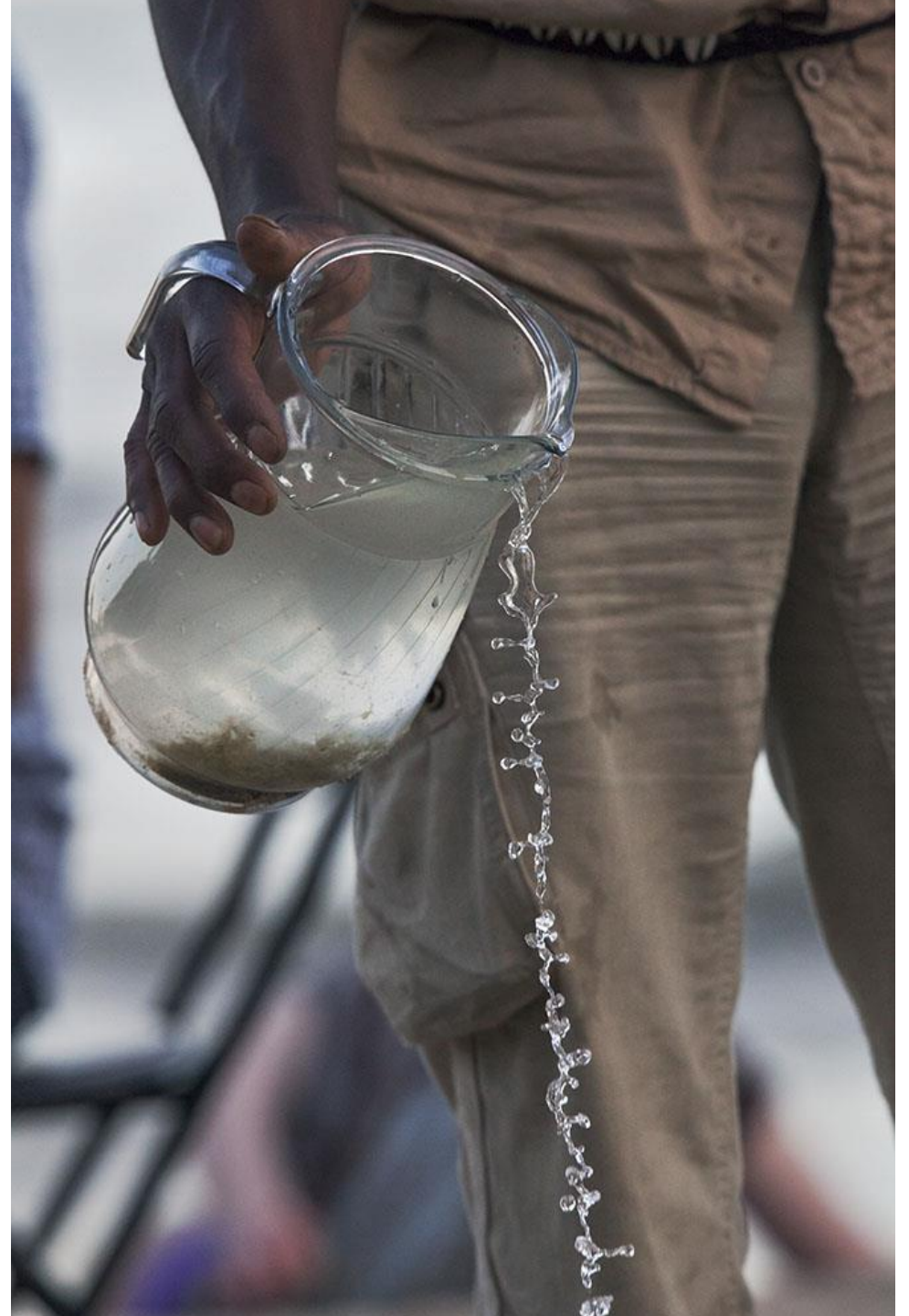
How We Organize

Frameworks

1. Environmental Justice
2. Collective Impact
3. The Commons

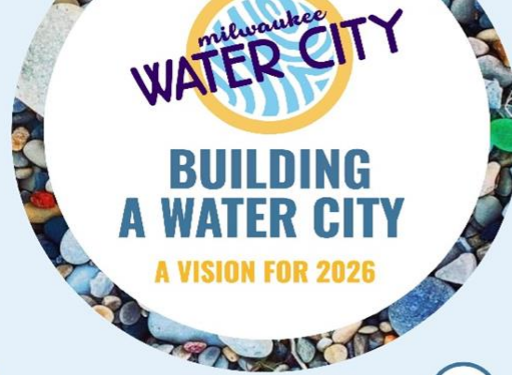
Principles

1. Community Engagement
2. Jemez Principles



Water City 3.0

- Blue Green Jobs
- Water Quality
- Drinking Water
- Education & Recreation
- Green Infrastructure
- Arts and Culture



1 BLUE GREEN JOBS

Challenge
Milwaukee has an overall unemployment rate of 6.8% and an unemployment rate for African Americans over twice the national average.

Initiatives
Create an advisory council for growing local blue-green jobs. Develop career pathways to blue-green jobs.

Goal
Milwaukee is a national leader in blue-green jobs.

2 WATER QUALITY

Challenge
Milwaukee has waterways that are neither fishable or swimmable and continues to have beach closures due to poor water quality.

Initiatives
Involve area businesses in raising funds and awareness toward naturalizing rivers and greenways. Planting more trees along our waterways.

Goal
Fishable & swimmable waterways.

3 DRINKING WATER

Challenge
Many properties utilize lead pipes for water distribution, potentially exposing the residents to significant health risks.

Initiatives
Education, testing, and filtration to ensure public safety. Transparent process for funding and removal of lead pipes.

Goal
Safe, clean & affordable tap water for all.

4 ARTS & CULTURE

Challenge
Milwaukee, a city of festivals, does not have a sustained and significant arts or cultural focus on water.

Initiatives
Increase funding, sponsorship and partners for We Are Water celebration. Create a visual brand and logo for Milwaukee as a Water City.

5 EDUCATION & RECREATION

Challenge
Many Milwaukeeans don't know how to swim and don't use the waterways for recreation. Many Milwaukee Citizens haven't been able to develop a relationship with water.

Initiatives
Develop water curriculum and project-based learning for students. Teach every child in Milwaukee how to swim.

Goal
Every Milwaukeean has meaningful water experiences.

6 GREEN INFRASTRUCTURE

Challenge
There are no requirements for new developments to integrate a stormwater management plan. Due to climate change, Milwaukee may experience heavier rain events that cause flooding and sewer overflows.

Initiatives
Create a Green Infrastructure Service Center (GISC). Launch a "Green First" campaign making green infrastructure the new norm.

Goal
Green Infrastructure advances throughout the city.



Completed October 31st, 2019

Project Collaborators
Alliance for the Great Lakes
City of Milwaukee Environmental Collaboration Office
City of Milwaukee Health Department
America Works
City of Milwaukee Forestry Division
Cream City Conservation Corps



WATER NEEDS ASSESSMENT

PATHWAYS TO EMPLOYMENT IN A WATER CENTRIC CITY

Branch Out Milwaukee Campaign: Benefits of Trees

- Climate Change
- Water Quality
- Flooding
- Heat Vulnerability
- Food Access
- Air Quality
- Public Health
- Economic Stability
- Employment



Branch Out Milwaukee Campaign: Forest Facts

Milwaukee's Forest Facts

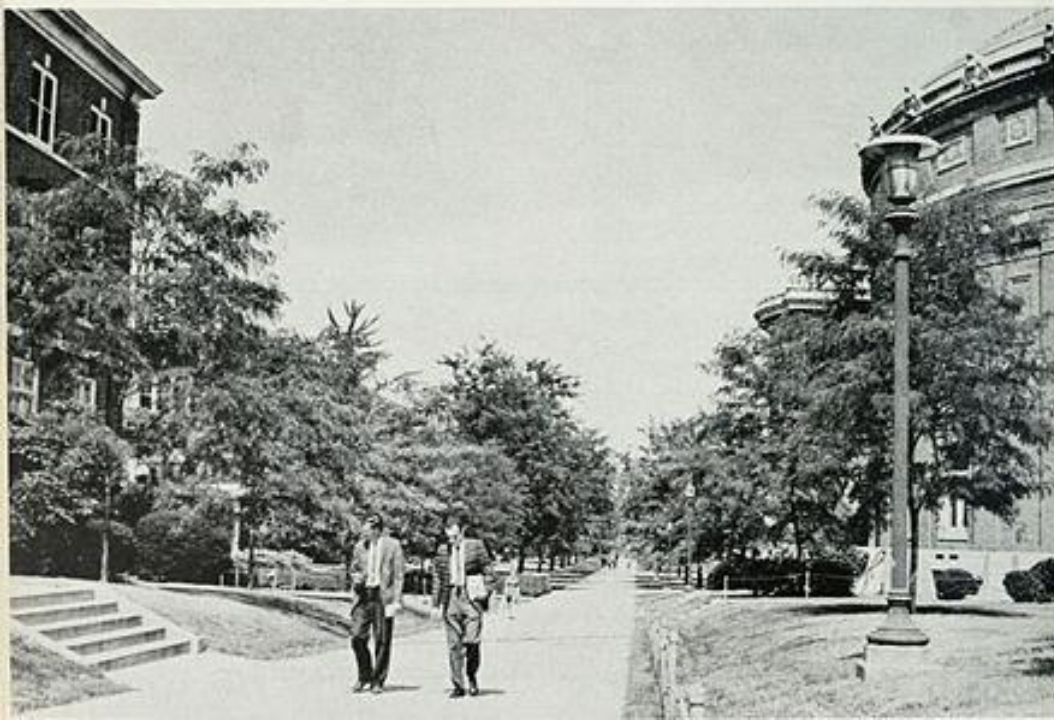
- City Canopy cover is ~25.6%,
County Canopy cover is ~33.9%
 - Refresh MKE goal of 40%
- A 2014 iTree analysis listed **3,315,000 trees**, 17.4% were Ash, 23.3% were European Buckthorn





Branch Out Milwaukee Campaign: Dutch Elm Disease

Records document ~141,767 elm tree removals, accounting for ~\$120 M worth of embodied benefits



- Dutch Elm Disease had major impacts on...
 - Capacity**
 - Species Diversity**
 - Employment**
 - Maintenance**
 - Canopy Coverage**

Branch Out Milwaukee Campaign: Next Steps

- Fund Careers in Urban Forestry
- Lean into collective impact and focus on equity
- Shift Power Dynamics



Milwaukee Water Equity Taskforce



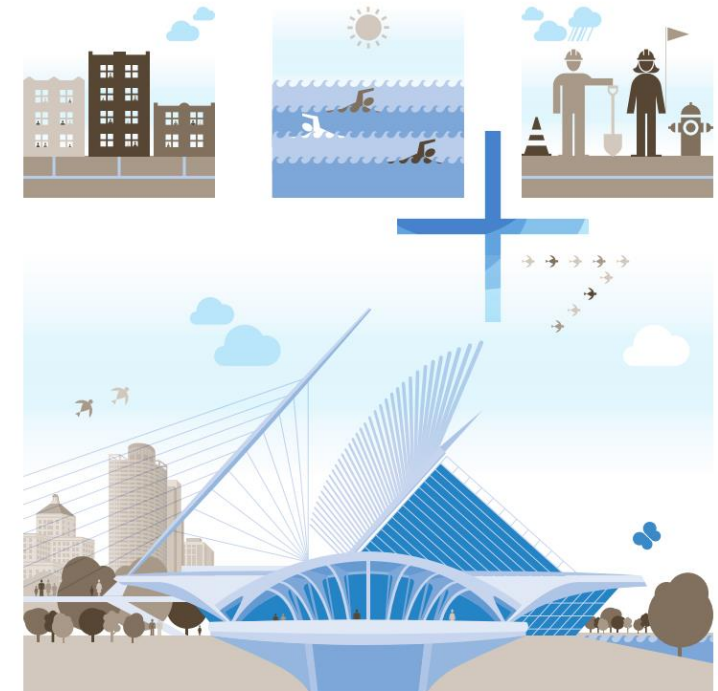
The Milwaukee Water Equity Taskforce

If Milwaukee is a water centric city, our most vulnerable populations should benefit from living wage employment opportunities in Milwaukee's water sector.

- Water Equity Network Learning Exchanges
- *Needs Assessment: Pathways to Employment in a Water Centric City* (UWM Center for Economic Development 2019)
 - Community Focus Group on Jobs, Water and Living Wages
 - 17 Stakeholder Interviews
- Milwaukee Water Equity Roadmap



AN EQUITABLE WATER FUTURE Milwaukee



Wage by Occupation, 2017 - Metro Milwaukee*Selected occupations with high shares of employment in the Water Sector*

Occupation	Entry wage	Median Wages
Environmental Science and Protection Technicians, Including Health	\$38,460	\$55,980
Operating Engineers and Other Construction Equipment Operators	\$51,220	\$72,730
Pipelayers	\$42,500	\$61,380
Plumbers, Pipefitters, and Steamfitters	\$47,480	\$81,700
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$32,240	\$39,150
Septic Tank Servicers and Sewer Pipe Cleaners	\$31,920	\$44,470
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$41,940	\$56,420
Water and Wastewater Treatment Plant and System Operators	\$45,780	\$61,410
Hydrologists	\$46,600	\$59,530
Landscaping and Groundskeeping Workers	\$18,080	\$23,500
All Occupations in Metro Milwaukee	\$22,140	\$38,670

Pipelayers, Plumbers, Pipefitters, Steamfitters					
		Percent of total who are			
Geography	Total	Non-Hispanic White	Black	Hispanic	Male
Milwaukee County	1,445	84.8	4.5	10.4	99.7
Ozaukee County	65	100	0	0	100
Washington County	120	91.7	0	8.3	100
Waukesha County	755	96.7	1.3	2	100

Source: U.S. Bureau of the Census, American Community Survey 2006-2010. EEO Tabulation.

Challenges

- Segregation
- Visibility of Water Sector Jobs
- Disjointed Action
- Training-to-Jobs Gap
- Transportation
- Workplace Culture
- Rigid Hiring Practices
- Rigid Procurement Policies



Recommendations for Action

1. Increase Collaboration to Advance Inclusive Workforce Development Practices
2. Increase Awareness of the Water Sector
3. **Assess Internal Workforce and Procurement Policies and Practices**



AN EQUITABLE WATER FUTURE Milwaukee



Assess Internal Workforce and Procurement Policies and Practices: Workplace Culture

- Assess Existing Policies and Practices
- Conduct Inclusion Surveys with Employees
- Require trainings in Equity, Cultural Competency, Inclusion and Anti-Racism

Assess Internal Workforce and Procurement Policies and Practices: Employment, Hiring, Training

- Deepen Commitments to Workforce Diversity
- Eliminate barriers for formally incarcerated
- Develop paid training programs that end in employment
- Invest in wraparound services and employee development

Assess Internal Workforce and Procurement Policies and Practices: Procurement

- Eliminate single factor procurement policies and implement community benefit agreements
- Work with Business Development Centers to Foster Equitable Access to Contracts
- Support and Mentor Local entrepreneurs and Youth Run Businesses



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