



REGULAR meeting of the Board of Equal Rights Commission
January 15, 2014 in room 301-A of City Hall
Milwaukee, Wisconsin

PRESENT: Jeffrey Roman, Chair
Chez Ordonez, Vice Chair
Linda Reaves
Kristen Donat
Aldira Aldape
Marquette Baylor

EXCUSED: Mayhoua Moua

Staff: Maria Monteagudo, Employee Relations Director
Rebecca Reyes Duke, HR Compliance Officer

Chairperson Roman called the meeting to order at 3:03 p.m.

Agenda Item #1

Approval of Minutes

Minutes from the December 11th, 2013, Equal Rights Commission meeting were approved with the requested revisions. (Ordonez/Aldape)

Agenda Item #2

**Briefing from Eric Pearson – Department of Administration-Budget Office –
RE: The Milwaukee Promise and the related
Accountability Committee’s Best Practice Survey**

Ms. Monteagudo introduced Eric Pearson from the Budget Office. She stated that Mr. Pearson deals with the metrics used in the Milwaukee Promise, and was invited to provide some clarification as to what, if any, opportunity there is to link those metrics to the ERC Accountability Committee’s Best Practice Survey. Mr. Pearson provided a brief history of the purpose of the Milwaukee Promise and then handed out the most recent draft report entitled “Milwaukee Promise Performance Metric Projections for 2014”. He then went over the layout of the draft report indicating that it is organized by department, program/service provided and the metrics of that program or service. He stated that this report was on the agenda for today’s Council meeting but that it had been held over due to Council members requesting a change to the metrics to include more outcomes rather than outputs. In response to the Council’s request, he stated that the design of the report is likely change to include more community impact related areas such as safety, education and health in an effort to identify broader outcome measures. He stated that he and Ms. Monteagudo had spoken earlier in the week regarding the potential link between the Milwaukee Promise and the Best Practice Survey. He stated that he does not see any direct link at this time, but added that the Best Practice Survey results could potentially provide some metrics that could be utilized in the Milwaukee Promise in the near future.

Commissioner Aldape asked when the report would be going back to the Council.

Mr. Pearson stated that it could possibly be on the agenda for the February 5th meeting; however, it depends upon what changes need to be made to the report.

Ms. Monteagudo asked Mr. Pearson if he could discuss the link between the Mayor's Accountability in Management (AIM) meetings and the Milwaukee Promise.

He replied that in conjunction with AIM meetings, each department will be asked to report on the metrics of the Milwaukee Promise.

Ms. Monteagudo stated that although the metrics of the Milwaukee Promise may be revised, that does not have an impact on the ERC's Best Practice Survey. She stated that the Accountability Committee will proceed with sending out the survey as planned and at some point in the near future, the two (Best Practice Survey and Milwaukee Promise) will align. She added that further discussions will take place along the way to ensure that the link between the two is made.

Mr. Pearson added that if anyone has questions along the way, to feel free to contact him.

Chairperson Roman thanked Mr. Pearson for presenting and prior to moving on to the next agenda item, addressed Ms. Monteagudo's request to hold the Accountability Committee's report until after the MMFHC's presentation, in the interest of time. The Commissioners agreed to the request and moved onto the next agenda item.

Agenda Item #3

Briefing from Metropolitan Milwaukee Fair Housing Council William Tisdale, Carla Wertheim, Margaret Bowitz

Chairperson Roman then asked the reps from the MMFHC to come to the table. He thanked them for their attendance and turned it over to Mr. Tisdale.

Mr. Tisdale thanked the ERC for the opportunity to speak with them about the MMFHC. He stated that he is the President and Chief Executive Officer (CEO) of the MMFHC and he will be giving a brief overview of the history of the MMFHC. Before proceeding, he introduced Carla Wertheim, Executive Vice President and Margaret Bowitz, Senior Administrator for case management and the first line of defense when complaints come in. He stated that Carla is going to speak about their programs and Margaret will be speaking about their processes. With that, Mr. Tisdale gave an overview of the MMFHC stating that it was established in 1977 as a private nonprofit that operates a full-service fair housing program throughout the state of Wisconsin. He said that the agency was started as a result of a Housing and Urban Development study done in April 1977 called the Housing Market Practices Survey covering 43 metropolitan areas, including Milwaukee. The results of the survey concluded widespread discriminatory housing practices across the nation. In Milwaukee, the results showed that in the rental market 43% of the time and in the selling market 63% of the time, African American's, as opposed to their White counterparts, were denied housing. As a result, the MMFHC began in October 1977 with a mission to promote fair housing throughout the state of Wisconsin by combating illegal housing discrimination on the basis of age, race, religion, sex, national origin, color, disability, familial status, lawful source of income and sexual orientation. He stated that they operate in three service areas throughout the State:

- Metropolitan Milwaukee which serves: Milwaukee, Ozaukee, Racine, Washington and Waukesha Counties.
- Dane County which utilizes a satellite office in Madison (est. 1998) to serve the Dane County area.
- Northeast Wisconsin which utilizes a satellite office in Appleton (est. 2002) that serves: Fond du Lac, Brown, Calumet, Outagamie and Winnebago Counties.

He said that their main focus is housing discrimination—not landlord tenant issues. He stated that several years ago, a public/private partnership was developed with the intent that private organizations and citizens work cooperatively to assist government. He said that MMFHC has had a contract with the State of Wisconsin since 1982 and has been working with the City of Milwaukee since 1978, receiving the first city funding in the amount of \$62,000. He stated that he does not have enough time to go into all of things that MMFHC offers but asked Commissioners to take a look at their website to get a better idea of the types of things they have worked on and continue to work on.

Ms. Monteagudo first thanked Mr. Tisdale for presenting today and then asked what amount of funding the City's Community Block Grant Development (CBGD) provides the MMFHC.

Mr. Tisdale responded, \$100,144.00. He added that this is a very small amount of the total MMFHC budget.

Ms. Wertheim then discussed the variety of programs offered by MMFHC. She stated that they have four program components, two of which she feels are more closely related to the activities of the ERC. First is the Enforcement Program which provides direct assistance to persons who feel they have been discriminated against in housing. Since 1978, MMFHC has received almost 7,200 complaints with the most frequently filed complaints being based upon race and disability which, she added has been very consistent over the last few years. She stated that their investigations are unique in that they utilize a "testing" process which is a controlled method used to determine the quantity and quality of information and service provided to individual. She stated testing is typically done by sending out matched pairs of individuals. For example, if a complaint is received from a 42-year old African American male alleging housing discrimination, they may do an investigation by sending out two similarly socially and economically situated men, with the only difference being race, to the same apartment building and document the results. The MMFHC then analyzes this information for comparison to determine if there is a difference in treatment and if so, is that difference based upon race. They conduct this type of investigation in relation to every protected class under Federal and State law. She stated that the MMFHC has assisted in the filing of over 650 lawsuits in state of federal court and have only lost 8 of those cases. Ms. Wertheim explained that discrimination is very subtle in today's market as opposed to the past and that is why the testing method is so important. She then provided an example of where an African American female with children thought that she was denied housing based up familial status when after further investigation it turned out that race was the reason for her being illegally denied housing. Ms. Wertheim stated that in addition to testing, they also do proactive investigations whereas they don't wait for a complaint to be filed, but rather investigate systemic issues of discrimination in all areas of the housing market including rentals, sales, insurance and lending. She stated that recently they have been conducting a series of investigations of foreclosed properties that are owned by financial institutions called Real Estate Owned properties or REOs. They have found a pattern of differential treatment in the way these properties are maintained or marketed in white neighborhoods as opposed to neighborhoods that include primarily people of color. The MMHC has joined other fair housing councils across the nation in filing a HUD complaint against Bank of America as well as settling a similar HUD complaint against Wells Fargo Bank. Ms. Wertheim stated that in addition to the two programs she just discussed they also have an Outreach and Education Program which Ms. Bowitz will discuss in more detail but includes going out into the community to educate consumers, housing providers, government representatives about what their rights and responsibilities are in relation to fair housing laws. She said that MMFHC also has a Fair Lending Program where they assist persons who have been victims of predatory lending or mortgage rescue scams and work with financial institutions to improve their services to communities of color. That program also includes the monitoring of financial institutions activities to ensure that they are in compliance with the Community Reinvestment Act. She stated that the fourth and final program is their Inclusive Communities Program which focuses on expanding options for affordable housing and expanding

housing choices in addition to a focus on ensuring that exclusionary zoning is not operating to restrict people's options in their search for a new home. Ms. Wertheim then turned it over to Ms. Bowitz.

Ms. Bowitz began with a brief overview of the MMFHC complaint process stating that their intake process is one-on-one, usually completed over the phone and is very in-depth and detailed. She said they take a lot of information regarding the home seeking characteristics of their complainants. She said that their process does not "lead" people as other complaint processes tend to do (by requiring the complaint to be put in writing) but rather lets the complainant self-identify what protected class he/she feels was the basis for the discrimination. She stated that this is very important as it is the complainant who will be pursuing this complaint administratively or judicially so the complainant needs to take ownership over what happened to them and how they want to proceed. We tell them what their rights are and what their options are and how the MMFHC can assist but it is the complainant who makes all of the decisions. Ms. Bowitz then moved onto the training offered by MMFHC. She said they conduct training for housing providers, service providers, and training for social service agencies, consumers, community organizations as well as governmental agencies. She said that the housing provider training is the longest (about 2 hours) and includes information on all of the protected classes, all of the prohibited practices and then provide information on how to conduct business to be in compliance with all of the state and federal housing laws. She referred to the MMFHC brochures that Mr. Tisdale had for the Commissioners stating that these brochures are utilized statewide and include all of the protected classes. She followed up by stating that they have a separate flyer for the City of Milwaukee housing providers because the city also includes military status and gender identity in their list of protected classes. Finally she stated that they provide technical assistance "after training" support to answer any follow up questions or concerns to those that have participated in a training session.

Mr. Tisdale followed up by stating that one of the things that they wanted to emphasize today, specifically for the newer Commissioners, is that their testing process is one of the best ways to make a determination as to whether or not a complainant has been illegally denied housing. He added that sometimes Equal Rights Commissions can be an impediment to uncovering discriminatory housing practices in that they try to investigate complaints on their own and don't have the best tools available to them to prove that discrimination has taken place. He stated that in his experience, the MMFHC testing process provides the proof that a complainant may not be able to provide. He then asked if Commissioners had any questions.

Chairperson Roman asked Mr. Tisdale, in reference to the HUD study on housing discrimination that included Milwaukee, what, if anything, has changed since that study and the implementation of the Civil Rights Act of 1968 in terms of housing discrimination.

Mr. Tisdale stated that the main difference is that discrimination is now more subtle. He gave the example of current court cases where the respective landlord uses the defense that he did not know he could not base his decision on a protected class—even now, 45 years after the Civil Rights Act, landlords are still claiming ignorance of the law.

Ms. Bowitz added that in the City of Milwaukee, there are many owner occupied rentals that are exempt under federal law but are covered under state law. She stated that many of these landlords do not realize this.

Ms. Wertheim added that the 1968 HUD study that Chairperson Roman referred to was redone in 1989, 2000 and 2010, but for some reason, Milwaukee was not included in any of those subsequent studies. She stated that in their experience in working with other agencies across the country that Milwaukee is similar in complaint numbers to other cities.

Chairperson Roman stated that he would like the ERC to play a role in finding out what has changed in relation to Milwaukee now as compared to the statistics from the original HUD study.

Mr. Tisdale stated that Milwaukee is still rated the most segregated city in the United States so based on that alone, it does not appear that much has changed.

Commissioner Baylor asked what connection the MMFHC has in relation to elected officials when it comes to ensuring that those officials have the information they need to provide assistance to their constituents.

Mr. Tisdale stated that one of the main focuses of their Outreach Program is to ensure that this contact or partnership is made with elected officials, constituents, clients, case workers, community service agencies and organizations. He stated that they go to all of the groups in the city and county and some outlying areas to let staff know what the MMFHC can and can't do for them. He stated that they do presentations as well as leave brochures at all agencies.

Ms. Bowitz added that their website is very comprehensive and provides a lot of referrals to them.

Ms. Monteagudo referred to the training that the MMFHC provided to city employees a few years ago, via the ERC, and how that training could evolve into a formal partnership between the two. She stated that, in relation to that training, the ERC had met with the Community Organizers out of the Community Block Grant Development area last spring. She stated that the purpose of the meeting was to inform them about the work of the ERC and find out how the ERC could assist them in carrying out their duties. She said that the biggest thing that came out of that meeting was the need for training in the area of housing discrimination and the lack of information that they had regarding the rights, roles and responsibilities of landlords and tenants and she immediately thought of the MMFHC.

Mr. Tisdale responded that he needed to make it clear that the MMFHC does not handle landlord tenant issues. He stated that many of the issues they hear about are in relation to rental or landlord tenant issues but not in relation to discrimination.

Ms. Monteagudo stated that discriminatory issues and housing laws are exactly the kind of training they are in need of.

Mr. Tisdale responded that if these organizers don't know about the MMFHC, he puts that back on them for not having that information. He stated that MMFHC is out there and is in contact with many city agencies and if they don't know about the MMFHC, it is their own fault for not being resourceful enough to look up a number.

Ms. Monteagudo asked if MMFHC is open to working with the ERC in facilitating training for these organizers.

Mr. Tisdale said absolutely.

Ms. Bowitz followed up by providing more examples of how the MMFHC distributes information on their programs and services.

Co-Chair Ordonez stated that as he is new to the Commission and was not present at the last presentation of the MMFHC, he would like to know what their main focus is if it is not landlord tenant issues.

Mr. Tisdale responded housing discrimination—when a person is denied housing based on a protected class, in the areas of sales, rental, insurance or lending.

Co-Chair Ordonez asked if the MMFHC provides services to undocumented persons.

Ms. Bowitz responded that they provide information to undocumented persons regarding their rights in relation to housing laws.

Co-Chair Ordonez then asked how many complaints the MMFHC received in 2013.

Ms. Bowitz stated in excess of 400.

Co-Chair Ordonez then asked, of those approximate 400 complaints, how many have been resolved.

Ms. Bowitz stated that they don't really know percentages because of the nature of complaint resolution. For example, a complaint may be filed in 2013 but may not get resolved for a couple of years. Therefore, providing resolution statistics would not provide an accurate view of what comes in as opposed to what is resolved.

Ms. Wertheim provided the example of a pending complaint that was filed in 2010 that HUD has still not acted on it. She added that this is not an example of one, but there are many cases like that which makes it difficult for us to provide a hard number of resolutions that would be relevant to the number of cases filed within a specific time frame.

Co-Chair Ordonez asked if they have a total number of resolved cases.

Mr. Tisdale responded 7,500. He said that they may have resolved 35 cases last month, but of those 35, 33 may have been filed in previous years. So the number of resolutions is a moving target.

Ms. Monteagudo asked if they track the cases from filing to resolution.

Mr. Tisdale responded, they try to track them all but because of the "moving target" nature of complaints, it is difficult. He added that they try to ensure that people file complaints to get it in the "hopper" and on its way to investigation.

Ms. Wertheim added that they work with the complaint throughout the entire process stating that they don't leave the complainant once it is in the hands of HUD.

Co-Chair Ordonez asked what stages their complaint process includes and do they track each stage. He added that if they do track complaints that would be a way of knowing what is going on in relation to certain zip codes or in relation to a certain race.

Ms. Bowitz replied that they do track each case from the first time a complainant calls to the point that something has been done (resolved, adjudicated, or has been ruled non-jurisdictional). She added that they do not report on that tracking.

Mr. Tisdale added that reporting on the tracking would be cumbersome and time consuming and would require additional staff that they don't have. He said that if a time comes when they are totally computerized, that may help, but at the current time, it would not be helpful.

Co-Chair Ordonez stated that a part of the ERC's guiding ordinance includes addressing housing discrimination. As such, he would like to see some type of tracking process implemented with the assistance the Department of Administration or the Community Block Grant area, which would

include copying the ERC in on the status of filings and resolutions of complaints though the MMFHC.

Mr. Tisdale stated that is how the relationship between the MMFHC and the ERC was initially set up.

Ms. Wertheim followed up by stating that tracking complaints is really not a good measure of the level/type of discrimination that is taking place. She stated that even the HUD studies that were referred to earlier also indicate that complaint tracking does not really indicate the level of discrimination that is going on.

Co-Chair Ordonez then asked how many outreach activities the MMFHC conducts annually.

Ms. Wertheim responded 97 statewide in 2012 for 1550 persons. She added that approximately 1/3 of those were conducted in the Milwaukee area.

Co-Chair Ordonez asked if that training was focused on housing discrimination laws.

Mr. Tisdale clarified that training is different and the 97 outreach activities that Ms. Wertheim stated were informational presentations such as what they are doing here today. He stated that training is different and that is what Ms. Bowitz does and includes going through the law and the associated rights and responsibilities.

Co-Chair Ordonez asked Ms. Bowitz how many training sessions she conducts annually.

Ms. Bowitz responded that statewide she averages 1,800 housing providers.

Co-Chair Ordonez replied that although statewide work is important, for the ERC's purposes, he would like specific numbers as it relates to the City of Milwaukee and where those trainings took place.

Mr. Tisdale stated that they file monthly reports with their City of Milwaukee Block Grant Monitor so they can provide that information fairly easily.

Ms. Monteagudo asked first, if those reports include not only the number of trainings but who it was provided for; and second, who their city contact is for reporting purposes.

Mr. Tisdale replied the reports require both the number of trainings and who those are provided for. He stated that their contact in CBGA is Dina ___ (inaudible).

Commissioner Donat asked what the "consumer" training is for and if there is an associated cost.

Mr. Tisdale stated that they do a presentation, not training, for consumers and the cost is picked up by CBGA.

Ms. Monteagudo asked Ms. Bowitz how long the training sessions are.

Ms. Bowitz stated approximately 2 hours but can change as each session is tailored to what the need is.

Ms. Monteagudo followed up by asking if HUD begins a brand new investigation once MMFHC refers a complainant to them.

Ms. Bowitz stated that it is assigned to an investigator once referred and the only thing that HUD wants to know about the MMFHC investigation is the result. She added that HUD has a very high administrative closure rate in that if they cannot reach a complainant because they have moved or have a new phone number, HUD will administratively close the complaint as opposed to trying to track down a complainant.

Commissioner Baylor stated that she has three questions. First, how many staff does MMFHC have?

Mr. Tisdale responded that they have 20 staff (statewide) with 14 being full-time. There is one full-time person in Madison and one in Appleton. There is 11 full-time staff in the Milwaukee location.

Commissioner Baylor asked second, if they have a one-page description of what the MMFHC needs from the ERC to carry out their mission? And finally, she asked if there was something the ERC, or more specifically, is there something she can do to help move those HUD along or prevent HUD from administratively close cases?

Ms. Bowitz responded that the best way to help is to make referrals to MMFHC. She added that Mr. Tisdale knows everyone from the top down as does Ms. Wertheim and that she works with the lower layers.

Commissioner Baylor stated that she is in a position to "shake the trees" that need to be shaken to assist the MMFHC in carrying out their mission. She added that if there is something she can do to help, to let her know as the goal is to get Milwaukee off that list of most segregated cities.

Ms. Wertheim stated that in moving forward, she envisions the MMFHC having more regular meetings with the ERC to form that partnership and work towards that goal.

A short conversation took place regarding specific agencies that the MMFHC works with that also have a City Block Grant connection.

Ms. Monteagudo stated that last year, the ERC participated in many community events in an effort to get the word out about the work of the ERC and as a part of that, a brochure was created to highlight who we are, what we do etc. She stated that this year, the ERC is looking at developing a brochure specific to Chapter 109 and asked Mr. Tisdale if the MMFHC has anything specific to that.

Mr. Tisdale stated that they don't have the funds to do much other than a generic brochure relating to state and federal housing laws.

Ms. Monteagudo stated that the ERC has some resources that could possibly be used to work collaboratively on creating such a brochure. She followed up by asking if MMFHC has any informational brochures on success stories.

Mr. Tisdale stated that their website has exactly that type of information as they no longer have the funds to complete and distribute the 10,000 quarterly newsletters that they used to.

Chairperson Roman asked for any follow up questions. Hearing none, he thanked Mr. Tisdale, Ms. Wertheim and Ms. Bowitz for coming today.

Ms. Monteagudo thanked them as well and stated that the ERC will be following up with them regarding the three areas of opportunities that were discussed today.

Chairperson Roman then referred back to the agenda item relating to the Accountability Committee's Best Practice Survey.

Ms. Monteagudo referred to the Best Practice Survey handouts that were distributed and stated that by the end of this month, the ERC will send out a communication to departments with the survey attached and ask them to complete and return. Once returned, the information received will potentially feed into the Milwaukee Promise metrics.

Commissioner Aldape asked when and how that will happen.

Ms. Monteagudo replied that she just needs the "okay" of Commissioners to go ahead and send it out.

Commissioner Baylor asked what kind of deadline will be given for response.

Ms. Monteagudo replied that we can give departments 2 weeks to response and, if a department requests more time to provide a more comprehensive response, we can do that as well.

Commissioner Baylor asked what happens if a department does not respond.

Ms. Monteagudo said that, if possible, she may be able to introduce it at a Cabinet meeting for more support in getting back a response.

Commissioner Aldape stated that this could be discussed further at the next meeting of the Accountability Committee, but she felt that the survey should be sent out first and then schedule another meeting.

Chairperson Roman added that Eric Pearson had touched on making this a part of the Accountability in Management (AIM) meetings in conjunction with the Milwaukee Promise.

Ms. Monteagudo asked if another Accountability Committee meeting had been scheduled.

Ms. Reyes Duke responded that it had not as at the last ERC meeting, Chairperson Roman had requested that a schedule of meetings not be completed until all Commissioners were present.

Chairperson Roman then asked if Commissioners would like to remain with their current schedule of meeting every 3rd Wednesday of the month. A short discussion took place and consensus was to maintain the current schedule with committee meetings scheduled in between full commission meetings.

Chairperson Roman then asked for a motion to approve sending out the Best Practice Survey.

Co-Chair Ordonez motioned and Commissioner Aldape seconded. The motion was carried to send out the Best Practice Survey before the end of the month.

Chairperson Roman then moved onto the next agenda item.

Agenda Item #4

Commissioner Community Updates

Commissioner Aldape announced that she is a new board member to Casa Romero Renewal Center on 4th and Bruce Street. She stated that her role in the Urban Plunge program is to educate in a retreat setting, in the areas of hunger, homelessness, immigration and domestic

violence which includes retreats with mothers and daughters. She added that she takes what she learns through her activities with the ERC and the City of Milwaukee back to the Center and educates the participants and families that she works with.

Chairperson Roman stated that it would be helpful for Commissioners to come up with a list of organizations, community groups and/or individuals that we should be inviting to future meetings.

Ms. Montegudo asked Commissioners to send Ms. Reyes Duke a list of individuals or groups that they would like to have present at future meetings.

Commissioner Aldape added that she will be sending Ms. Reyes Duke a Spanish language translation of the current ERC brochure.

Commissioner Donat stated that she has some copies of the Acceptance Journey story cards for Commissioners if they would like one.

Chairperson Roman asked for any additional comments. Hearing none, he moved onto the final agenda item.

Agenda Item #5

Next ERC Meeting Dates

The Commissions next regularly scheduled meeting date(s) are tentatively set as follows:

- Wednesday, February 19, 2014 @ 3:00 pm
- Wednesday, March 19, 2014 @ 3:00 pm
- Wednesday, April 16, 2014 @ 3:00 pm
- Wednesday, May 21, 2014 @ 3:00 pm
- Wednesday, June 18, 2014 @ 3:00 pm
- Wednesday, July 16, 2014 @ 3:00 pm
- Wednesday, August 13, 2014 @ 3:00 pm
- Wednesday, September 17, 2014 @ 3:00 pm
- Wednesday, October 15, 2014 @ 3:00 pm
- Wednesday, November 19, 2014 @ 3:00 pm
- Wednesday, December 17, 2014 @ 3:00 pm

The meeting was adjourned at 4:42 p.m. (CO/MB)



REGULAR meeting of the Board of Equal Rights Commission
February 19th, 2014 in room 301-A of City Hall
Milwaukee, Wisconsin

PRESENT: Chez Ordonez, Vice Chair
Linda Reaves
Mayhoua Moua
Kristen Donat
Aldira Aldape

EXCUSED: Jeffrey Roman, Chair
Marquette Baylor

Staff: Maria Monteagudo, Employee Relations Director
Rebecca Reyes Duke, HR Compliance Officer

Vice-Chairperson Ordonez called the meeting to order at 3:15 p.m.

Agenda Item #1

Approval of Minutes

Minutes from the January 19, 2014, Equal Rights Commission meeting were approved.
(Aldape/Moua)

Agenda Item #2

**Briefing from representatives with the
Milwaukee Transitional Jobs Collaborative**

Representatives from the Milwaukee Transitional Jobs Collaborative were welcomed to the table and began with introductions. Present were David Riemer, Willie Brisco, Tish Minor and Don Utech. Each gave a brief personal background and then gave an overview of the Milwaukee Transitional Jobs Collaborative stating that this is a community effort to secure and increase the number of transitional jobs available throughout Milwaukee and the State of Wisconsin. Mr. Riemer stated that they requested to meet with the ERC to raise the issue of employment in the City of Milwaukee in the context of Equal Rights and to discuss how they could work with the ERC to improve economic opportunity for all. The group discussed the letter that was sent to the ERC and a subsequent Common Council Resolution that had been enacted since the date of said letter.

Commissioner Ordonez asked what the ERC can do to assist.

Mr. Riemer responded that they could help with planning by getting city officials, board members, and reps from UW-Milwaukee to sit down and plan out what these transitional jobs will look like; and, by getting city budget personnel and other budget experts to contribute to the process by stripping away obstacles.

Commissioner Reaves asked if they had any successes they could share.

Mr. Riemer referred to Figure #2 on page 2 of the attachments included with the letter sent to the ERC.

A short discussion took place regarding the information displayed in Figure #2 entitled: "Wisconsin Department of Children and Families Transitional Jobs Demonstration Project."

Ms. Monteagudo asked what their strategy is.

Mr. Brisco replied that the collaboration works with vendors such as Milwaukee Area Workforce Investment Board (MAWIB), Northcott, etc. that make the link to area businesses.

Mr. Riemer added that state funds go to the vendors but funding has been greatly reduced.

Commissioner Ordonez asked if there has been any discussion providing incentives to businesses to hire transitional workers or perhaps tying transitional jobs to the workers conviction records in such a way that sentences would be reduced with participation in a transitional job program.

Mr. Brisco responded that sentence reduction is being talked about but Wisconsin does not drop felonies.

Mr. Riemer added that there has been talk of linking employment to reduction of Municipal Court fines. As of right now, Milwaukee ties your driver's license to non-payment of fines which can turn a municipal fine into a criminal violation.

Ms. Minor commented on Municipal Court hours and how that can prevent people from being able to pay their fines. She went on to discuss what the ERC could do to mandate other agencies to assist with court hours and other related issues.

Ms. Monteagudo provided clarification on the authority the ERC has under Chapter 109 of the Milwaukee City Code stating that the ERC is not able to direct or mandate city departments to take any particular action.

Ms. Minor asked for a copy of Chapter 109 to which Ms. Reyes Duke replied that she will email to her.

Commissioner Aldape stated that she would like the ERC's Community and Neighborhood Engagement Committee to facilitate getting UW-Milwaukee budget experts and City budget experts to discuss ways to fund transitional jobs.

Mr. Utech commented that he recalls a program that reduced a worker's sentence by one day for each day on the job.

Some additional conversation took place regarding content of Figure #2 (discussed earlier) and the demographics of the participants identified in the chart.

Ms. Monteagudo, noting that the information in Figure #2 is statewide, asked if they have numbers specific to participation for the City of Milwaukee.

Mr. Riemer responded that they only have information on what the Economic Mobility Corps had gathered. He added that the study included eight states and that it is possible that there is other information out there.

Commissioner Ordonez asked for any further comments and/or questions for the group. Hearing none, the ERC thanked the reps from the Milwaukee Transitional Jobs Collaborative for coming and stated that the ERC looked forward to continue working towards economic opportunity for all.

Agenda Item #3**Status Update on the “Welcome to Milwaukee” Immigration Guide**

Ms. Monteagudo referred to the draft guide that was included in the meeting packet for today. She stated that the student intern that had been working on the guide has finished her internship and will not be finishing up the guide. She stated that she has someone in mind that could complete the guide and will bring this up as an agenda item for the Community and Neighborhood Engagement Committee's meeting on February 26th.

Agenda Item #4**Committee Updates – Accountability**

Ms. Monteagudo first introduced Alderman Perez, who was in attendance to comment on some of the work of the ERC, specifically, the departmental survey that is being reviewed today. She then referred to the handout from the January 8th, 2014 Accountability Committee meeting and went over the details. She stated that she also had an opportunity to meet with the Mayor and apprise him on the intent of the survey and the connection the ERC is trying to make to the Milwaukee Promise. She stated that he is onboard with the concept of the survey and then asked Alderman Perez for comments.

Alderman Perez also liked the concept of the survey and commented on what the type of information would be received as well as how he would like the results of the survey to be compiled. First, he stated that specific to the Milwaukee Police Departments survey, he would ask that each police district be surveyed to capture the most relevant information unique to each district. Some discussion took place regarding that request. Second, he suggested that survey results be compiled and reported by an outside entity, such as UW-Milwaukee, to maintain the integrity of the results. Another short discussion took place regarding the same.

Ms. Monteagudo stated that the survey was on track to be sent out before the end of the month, barring any unforeseen issues, and departments would have three weeks to complete and return. She added that another meeting of the Accountability Committee would need to take place to further discuss dissemination of survey results.

Agenda Item #5**Commissioner Community Updates**

Commissioner Ordonez announced an AIDS fundraising event at Hamburger Mary's at 8:00 that evening. Hamburger Mary's hosts “HamBINGO” every Wednesday night at 8:00 with proceeds benefiting a different group every week. The address is 2130 South Kinnikinnic Avenue.

The 9th annual Red Shawl Gala to support the Gerald L Ignace Indian Health Center's mission to improve the health, peace, and welfare of Milwaukee's American Indian community is being held on Wednesday, April 9th, 2014 at 5:30 at Potawatomi Casino.

Commissioner Donat handed out invitations for Diverse & Resilient's “414 ALL” launch party to be held at City Hall on Thursday, February 27th. 414ALL is a condom campaign aimed at reducing sexually transmitted infection and teen pregnancy rates in Milwaukee. The campaign uses condom distribution, social marketing, community organizing and education to make condoms more available, accessible, and acceptable for young people. Commissioner Donat is the Program Coordinator for the 414ALL campaign.

Vice-Chairperson Ordonez asked for any additional comments. Hearing none, he moved onto the final agenda item.

Agenda Item #5

Next ERC Meeting Dates

The Commissions next regularly scheduled meeting date(s) are tentatively set as follows:

- Wednesday, March 19, 2014 @ 3:00 pm
- Wednesday, April 16, 2014 @ 3:00 pm
- Wednesday, May 21, 2014 @ 3:00 pm
- Wednesday, June 18, 2014 @ 3:00 pm
- Wednesday, July 16, 2014 @ 3:00 pm
- Wednesday, August 13, 2014 @ 3:00 pm
- Wednesday, September 17, 2014 @ 3:00 pm
- Wednesday, October 15, 2014 @ 3:00 pm
- Wednesday, November 19, 2014 @ 3:00 pm
- Wednesday, December 17, 2014 @ 3:00 pm

Community & Neighborhood Engagement Committee meeting: February 26, 2014 at 10:00.
Accountability Committee meeting: Tentatively set for either March 5th or March 6th.

The meeting was adjourned at 4:46 p.m. (AA/KD)

MINUTES
REGULAR meeting of the Board of the Equal Rights Commission
April 30, 2014
Room 301-A City Hall
Milwaukee, Wisconsin

PRESENT: Jeffrey Roman, Chair
Marquette Baylor
Kristen Donat
Mayhoua Moua
Linda Reaves

EXCUSED: Aldira Aldape
Chez Ordonez, Vice-Chair

The meeting was called to order by Chairperson Roman at 3:05 p.m.

Agenda Item #1
Approval of Minutes

Minutes from the March 19, 2014 Equal Rights Commission meeting were approved. (Moua moved; Baylor seconded.)

Agenda Item #2
Briefing from representatives from the Housing Authority of the City of Milwaukee (HACM)

Chairperson Roman invited the representatives from the Housing Authority to the table to provide a presentation regarding potential areas of common interest for the ERC and HACM residents and management. The HACM representatives included Hillside Family Resource Center Manager Ann Wilson, Economic Development and Supportive Service Manager Ken Barbeau, Senior Asset Manager Beverly Johnson and Senior Asset Manager Jim Eigenberger.

Ms. Johnson explained that HACM serves approximately 11,000 low-income Milwaukee residents, including families, the elderly and disabled individuals. The 11,000 residents include 3,500 who live in low-income housing and 1,000 who live in veteran developments. The HACM oversees 23 sites - 10 are privately-managed and 13 are publicly-managed. The HACM's mission is to provide decent, safe and affordable housing by maintaining properties as mandated and by ensuring the continued eligibility of residents. The city-owned developments offer onsite programs that benefit residents; resident organizations ensure the involvement of those who live there.

Mr. Eigenberger is the risk control administrator for the HACM; additionally, he oversees the Friends of Housing Program, the Section 8 Rental Assistance Program and the Home Ownership Program.

Mr. Barbeau mentioned that most HACM developments were built between 1937 and the early 1970s, so there is currently a lot of redevelopment work to be done. All family developments have been renovated to some degree, which is transforming and improving neighborhoods. Commissioner Baylor asked how many units have been redeveloped at Westlawn. Mr. Barbeau responded that 332 east side units were torn down and replaced with over 200 units; plans exist to add more units to that side. He explained that 394 units on the west side are to be redeveloped, which will look similar to what is on the east side. He further mentioned that the HACM wants to increase the density of the development on both sides of Westlawn. Commissioner Baylor inquired as to the timeframe for completion of the west side project. Mr. Barbeau responded that the HACM has applied two years in a row for a grant from HUD and they are still applying for funding. Commissioner Reaves said the east side of the development looks very nice and inquired whether the improvements have impacted the level of crime in the area. Mr. Barbeau explained there has been some incremental change and that the resident council is very strong at Westlawn; ensuring safety is a primary concern. Ms. Wilson stated that the crime perpetrated in the neighborhoods surrounding the developments is not generally committed by the people who live in them, as the Housing Authority can remove residents from the developments if they make bad choices. The Housing Authority can't similarly impact those who don't live in the developments. Ms. Wilson stated that the HACM has an excellent relationship with the Milwaukee Police Department and has their own public safety staff.

Commissioner Reaves asked how people are selected to live in the housing units. Mr. Barbeau said there are currently 13,000 families on the waiting list for public housing and 2,000 on the high rise waiting list. He explained that the HACM screens backgrounds to ensure potential residents would have a positive impact upon the safety and welfare of other residents. He mentioned that last time the Housing Authority opened the Section 8 waiting list, 16,000 applications were filed in 72 hours. Ms. Wilson explained that public housing offers great resources that make it highly desirable, including education and employment specialists – in addition to fair and affordable rent. She said there is less and less advocacy for affordable housing and minimal new construction of affordable housing; she stressed that that this must be addressed.

Chairperson Roman asked what the standard is for an applicant "family". Mr. Barbeau clarified that an applicant "household" can define itself in any manner; typically resident households consist of 2.5 people – a mom and two or three kids. The average household income is about \$16,500 annually. Commissioner Baylor asked whether the average income is similar for the rent assistance program; Mr. Barbeau responded in the affirmative.

Ms. Wilson stated that the Housing Authority tries to have individuals of various socioeconomic backgrounds living within the developments. She explained that there are employment

specialists who help residents get jobs. At one time, 17% of the adults living at Hillside were working – now it's 60-70%. She further mentioned that there is a lot of summer programming, including a youth leadership program for students ages 12-17. The Housing Authority works in conjunction with other clubs and youth centers to offer activities for residents.

Ms. Monteagudo asked the HACM representatives to talk about collaboration with City of Milwaukee agencies for services for residents. Mr. Barbeau mentioned that they work with the Milwaukee Health Department to offer immunizations and to provide preventative information regarding infant mortality. Additionally, the Milwaukee Public Library has placed an automated book machine at Westlawn and performed outreach to ensure Westlawn families have library cards. The Department of Public Works staff allowed the use of their equipment for residents participating in an alternative fuel automotive mechanics training program. Ms. Monteagudo stated that there is great collaboration potential for City departments to facilitate services for HACM residents, including children. Ms. Wilson mentioned that the Housing Authority would like departments to make presentations at the developments regarding their services, including explaining how to get City jobs. Mr. Barbeau mentioned that five of the developments have neighborhood network centers, though they are staffed by one person and the hours are varied. He also mentioned the HACM's financial literacy training program, in effect since 2004. This four-week program offers its graduates a \$2/\$1 match in a savings account for purchasing a home, starting a business or for their own or child's education.

Ms. Monteagudo mentioned that some community agencies would like assistance with training for City of Milwaukee residents regarding tenants' rights; the ERC is working with the Fair Housing Council in this regard. Ms. Wilson stated that Milwaukee's Housing Authority is nationally recognized in the area of educating residents about their rights. Ms. Wilson clarified that the tenant relationship includes rights and responsibilities. Ms. Johnson mentioned that the Housing Authority provides a handbook to each resident regarding their rights and responsibilities and each household/resident is given a copy of the lease. Ms. Wilson said she could provide a copy of those materials to the ERC. Ms. Monteagudo stated that level of structure doesn't exist on the private sector side and that it may be helpful for other entities to review the Housing Authority's materials. Ms. Wilson said the Housing Authority is making a video that could be distributed, because housing-related rights and responsibilities cross over to private housing. Ms. Monteagudo stated that it would be helpful to share this information with the Fair Housing Council.

Chairperson Roman asked the presenters to think of three or four items of common interest that would enable the ERC and the Housing Authority to work together; an example of which is advocacy for public housing. Mr. Barbeau suggested the ERC could hold a meeting at one of the housing developments, to which Chairperson Roman agreed. Chairperson Roman asked Mr. Barbeau to elaborate on their educational initiative. Mr. Barbeau stated that the HACM employs an Education Specialist who works with resident families at several sites to increase and encourage the home/school connection. He mentioned that 130 families participate and 85-100% of the participants graduate on time – the MPS average is 69%.

Ms. Monteagudo stated that the HACM should celebrate their successes and Chairperson Roman thanked the group for sharing their information and accomplishments.

Mr. Barbeau distributed two annual reports, mentioning that neither was produced using public funds or taxpayer dollars.

Chairperson Roman asked about the transitional jobs/training program. Mr. Barbeau mentioned that the HACM is partnering with the Wisconsin Transitional Jobs Program. Additionally, since the Housing Authority receives HUD funds, new hires for construction projects must be low-income individuals. The Housing Authority offers a program on construction training in anticipation of receiving grant money to complete the west side of Westlawn.

Ms. Wilson stated that there is a new IT Center opening on 4th and Brown. Accordingly, the HACM is working with MATC and MPS to offer IT training, particularly since the GED is more computer-based.

Ms. Monteagudo inquired whether the Election Commission recruits residents to be poll workers, to which Ms. Wilson responded that they do.

Commissioner Roman thanked the HACM representative for their presentation and said he hopes this is the start of a great collaboration between the Housing Authority and the ERC.

Agenda Item #3

ERC Commissioner Kristen Donat: Defining LGBT terminology

Commissioner Donat commenced her presentation by recommending a website called **Movement Advancement Project**, which is a resource for LGBT information and advocacy. Information on the website includes how to serve as an advocate, terminology, how to phrase conversations and studies regarding how various constituencies respond to LGBT language. She said she will share the link with the ERC. Commissioner Donat distributed and explained the following handouts:

1. **The Genderbread Person v2.0.** This visual explains the differences between gender identity, gender expression, biological sex and to whom individuals are attracted. When talking about the transgender community, the focus is upon gender identity: how someone sees themselves on the inside. Gender expression is how we express who we are on our bodies (e.g. how we wear our hair, dress, speak, etc.); this may not be the same for someone throughout their lives, but does not necessarily change one's sexual identity. Biological sex is the gender ascribed to people upon birth based upon the physician's interpretation of genitalia; society generally places great emphasis on this.
2. **An Ally's Guide to Terminology.** – Commissioner Donat highlighted a few concepts from the guide, including that transgender means that a person's gender identity doesn't match the gender they were assigned at birth. Additionally, coming out as a

transgender person is not necessarily the same as coming out with regard to sexual orientation. Many times transgender people will not “come out” due to the perception of how society will treat them from a gender standpoint. Commissioner Donat emphasized respecting the identified pronouns and name of a transgender person. Commissioner Donat stated that, conversationally, it is not appropriate to focus upon a transgender person’s surgeries or status of transitioning, as these are intimate questions and wouldn’t be asked of someone who is not a transgender person. Commissioner Donat used the example of Transgender Advocate Janet Mock, who flipped the script on the interviewer by asking the same questions of him that were asked of her, illustrating how intimate and inappropriate the questions were.

- a. Commissioner Donat highlighted the second full page of the **Guide**, which includes terms to use, terms to avoid and an explanation as to why. Commissioner Donat stated that people should remember that transgender is an adjective, not a noun or verb; it is most respectful to say “transgender person.”
- b. Commissioner Donat discussed that gender identity and sexual orientation are two different things; just because someone is transgender doesn’t mean they are gay.

- 3. Tips for Allies of Transgender People** – Commissioner Donat mentioned that this document is a reference for those who support transgender individuals, including suggestions for engagement in conversations and advocacy.

Ms. Monteagudo said that the City needs someone like Commissioner Donat to have this conversation with managers and employees. Ms. Monteagudo inquired how the Department of Employee Relations could engage her or someone from Diverse and Resilient or another organization to assist in this regard. Commissioner Donat suggested Ms. Monteagudo contact her, as she used to provide training sessions. Chairperson Roman asked how the ERC could make the training accessible to City departments. Commissioner Donat said that if managers see this as a priority, there are steps that can be taken. Ms. Monteagudo stated that seeing this as a priority and being enlightened on this topic is not a choice; it’s time for the City’s employees to have the conversation, including understanding the terms. Ms. Monteagudo said that people might be unknowingly offending another person in the workplace.

In conclusion, Commissioner Donat stated that people have their own language to talk about themselves, their experiences and who they are. She suggested that it is appropriate to ask for clarification, particularly in regard to terms. Additionally, pronouns are important and it’s acceptable to ask what pronouns the transgender person uses.

Chairperson Roman stated that it is the ERC’s role to advocate for transgender acceptance and training within the City departments. He further stated that the public sector should set the example for the private sector regarding transgender training and equality in the workplace.

Commissioner Donat mentioned that there are LGBT Affinity Groups in other organizations that advocate for equality within the workspace. Additionally, the Cream City Foundation hosts Affinity Group get-togethers. Ms. Monteagudo stated that she and Ms. Urban would

brainstorm how to get this information to the City departments. Ms. Monteagudo concurred that this is one of those issues where we have a higher level of responsibility and we have to start training now.

Agenda Item #4
Accountability Committee Update

Ms. Monteagudo stated she did not have a written update from the Accountability Committee, as that group just met. She said she has received responses from 13 of 20 departments on the Best Practices Survey; she is awaiting responses from the Department of Neighborhood Services, the Health Department, the Department of City Development, the Assessor's Office, the Municipal Court, the Election Commission and the Department of Public Works. Ms. Monteagudo stated she sent a reminder today to the outstanding departments today. Commissioner Baylor suggested that if departments still don't respond, the Commission members could send an email reminder to them. Ms. Monteagudo agreed but stated she is confident she will receive responses from the major departments.

Commissioner Donat stated that the committee would create a report on the survey responses this summer. The committee is working on a questionnaire to measure barriers to services.

Agenda Item #5
Community and Neighborhood Engagement Committee

Ms. Monteagudo distributed two documents, including a summary of the committee's April 28, 2014 meeting and a summary of the March 24, 2014 meeting, which was not yet shared with full commission.

Ms. Monteagudo stated that the Fair Housing Council is committed to training for the community organizers and creating a flyer on fair housing laws, likely to be completed this summer.

While the subcommittee does not have a calendar of events yet, the ERC will participate in Juneteenth Day, the Latino Family Fest, the Diversity Luncheon and the Black Male Achievement Stakeholders event. The subcommittee still needs to identify an LGBT event for the ERC to be involved in or sponsor. Commissioner Donat stated that the May 1, 2014 Cream City Foundation LGBT Gathering event would be a good one; she offered to reach out to the organizers and to distribute pamphlets.

Ms. Monteagudo stated that the committee would develop the Service Referral Form this summer.

The committee will coordinate recognition activities rather than giving out "awards" through a competitive process. The committee can look at the information that comes back from the

Best Practice Survey and Milwaukee Promise Matrix and recognize agencies that are working with city departments (e.g. resolution, letter).

Ms. Monteagudo reviewed the tentative list of agencies invited to ERC meetings in 2014:

1. International Institute (immigration/refuge settlement issues)
2. YWCA – June
3. Chief of Police – upcoming meeting
4. Independence First – July
5. Community Justice Council – August
6. Interfaith Council – September
7. Urban League - October
8. Center for Youth Engagement - November
9. Career Youth Development – December

Ms. Monteagudo stated that for every community-based guest scheduled, there would also be a city department scheduled to make a presentation.

Ms. Monteagudo stated that Chairperson Roman volunteered to create a video of the ERC, but he needs assistance for the project.

Commissioner Baylor suggested that the ERC create a brochure highlighting the results of the Best Practice surveys to showcase collaboration amongst agencies and departments.

Chairperson Roman extended the invitation to other ERC members to recommend other organizations for presentations.

Ms. Monteagudo provided an update on the Transitional Jobs program, as it relates to the ERC's discussion with the Milwaukee Transitional Jobs Collaborative. She stated that a Common Council File was created to place 25 individuals in subsidized placement opportunities, in collaboration with UMOS. She stated that the program would likely be expanded to further hires this summer.

Agenda Item #6
Commissioner Community Updates

There were no community updates.

Next meeting 5/21 – National Prevention Week. NOTE: May meeting cancelled; next meeting scheduled for 6/18/14 at 3:00 p.m.

Chairperson Roman asked for a motion to adjourn (Donat moved; seconded by Baylor.) The meeting adjourned at 4:45 p.m.

MINUTES
REGULAR meeting of the Board of the Equal Rights Commission
June 18, 2014
Room 301-A City Hall
Milwaukee, Wisconsin

PRESENT: Jeffrey Roman, Chair
Aldira Aldape
Kristen Donat
Mayhoua Moua
Linda Reaves

ABSENT: Marquette Baylor
Chez Ordonez, Vice-Chair

The meeting was called to order by Chairperson Roman at 3:05 p.m.

Agenda Item #1
Approval of Minutes

Minutes from the April 30, 2014 Equal Rights Commission meeting were approved (Moua moved; Reeves seconded).

Agenda Item #2
Briefing from Mike Tobin, Executive Director of the Fire and Police Commission.

Mr. Tobin provided an overview of the Fire and Police Commission (FPC), indicating that the Commission was established by state law and City Charter Ordinance in 1885. The FPC oversees all aspects of fire and police departmental operations and is comprised of seven civilian members. The FPC was originally created to prevent political patronage in the selection process for protected service employees, thereby ensuring all selection is merit-based. This remains a significant aspect of the FPC's role. The fire and police chiefs are appointed by the FPC. The FPC is the final authority on all disciplinary actions that are appealable to the Commission (dismissals, demotions or suspensions for more than five days). Additionally, all policies within the fire and police departments have to be approved by the executive director and then forwarded to the FPC for final approval. The FPC can set policy for both departments. The chiefs run the daily operations of the fire and police departments.

The FPC has 14 staff members, including a community relations officer, human resource representatives that perform all selection activities, a recruiter, a paralegal, two investigators who handle citizen complaints and support staff.

The FPC conducts an independent investigation of all incidents that include use of force and death in custody. Based upon a recent change in the state law, death in custody cases are reviewed by outside investigators first. A representative from the District Attorney's Office, the Medical Examiner and the executive director of the FPC report to all death in custody scenes.

Mr. Tobin explained that there are three policies that the FPC is currently revising or creating.

The first involves officer involved shootings. Currently, the FPC executive director is immediately informed, responds to the scene and conducts an independent investigation, making a determination whether use of force was justified, whether policies and procedures were employed appropriately and a resultant assessment of training needs. The board that reviews officer involved shootings is currently comprised of experts from the MPD. The proposed change would include the executive director of the FPC and the Medical Examiner on that board. The board's findings would then be presented to the District Attorney, the FPC and the community. This new process is designed to increase the public trust in the review of officer involved shootings.

The second policy being created involves the rights of civilians to video-record police actions. The MPD and FPC are creating a model policy to protect the rights of citizens while maintaining the security and safety of the scene.

The third policy change involves the use of deadly force related to dogs, which is an issue nationwide. The MPD will conduct additional training for officers in dealing with dogs without using deadly force if possible, as understanding canine behavioral cues may prevent officers from unnecessarily shooting dogs out of fear of attack.

Mr. Tobin discussed the selection processes for the fire and police departments; all selection processes are job-related and merit-based. Mr. Tobin mentioned the success of the fire cadet and police aide programs, including the academic and physical preparation each program offers for the incumbents to prepare them for the firefighter and police officer positions.

Mr. Tobin mentioned that the FPC employs two investigators; anyone can file a complaint against a protected service employee. The investigators may audit an investigation performed by the police or fire departments or investigate complaints filed directly with the FPC. If a complaint is sustained, a hearing is held before the FPC; the FPC can discipline the employee. If the complaint goes directly to the department and the department finds wrongdoing, the chief can discipline the employee, but the discipline is appealable to the FPC.

Ms. Monteagudo mentioned that it's important to understand the role of the FPC and how their procedures and structure work, prior to reaching out to the chiefs to speak directly to the ERC. Ms. Monteagudo said that the ERC can effectively funnel information and/or public perceptions to the FPC, which has the authority to act on these issues. Mr. Tobin mentioned that he and the community relations officer attend about 150 community meetings per year; reaching out to and staying connected with the community is very important to the FPC.

Chairperson Roman confirmed that the civilian members of the FPC are appointed by the mayor, as is the Executive Director. Mr. Tobin explained that the FPC meets twice per month, in addition to disciplinary hearings and committee meetings.

Referencing the change in the state law regarding review of in-custody deaths, Chairperson Roman asked whether the role of a “citizen review” occurs at the level of the FPC. Mr. Tobin confirmed that is the case. Mr. Tobin explained that outside agencies investigate in-custody deaths before an internal investigation is done: the Department of Criminal Investigation, the Medical Examiner and the District Attorney. The agency investigations are followed by a Critical Incident Review Board investigation.

Mr. Tobin stated that citizens are encouraged to attend FPC meetings and that the FPC’s community relations officer is always willing to speak with community groups and answer questions.

Ms. Monteagudo reiterated that a relationship with the FPC is critical for the ERC, as is understanding the chain of command for complaints, inquiries and FPC processes. Chairperson Roman concurred.

Ms. Monteagudo suggested that the remaining agenda items be addressed at the July 16, 2014 meeting; Chairperson Roman agreed. NOTE MEETING DATE CHANGE: ERC will meet at 3 p.m. on Wednesday, July 30, 2014 in room 301-A of City Hall.

Chairperson Roman asked for a motion to adjourn (Donat moved; seconded by Moua). The meeting adjourned at 4:45 p.m.

MINUTES
REGULAR meeting of the Board of the Equal Rights Commission
July 30, 2014 – 3 p.m.
Room 301-A City Hall
Milwaukee, Wisconsin

PRESENT: Jeffrey Roman, Chair
Marquette Baylor
Kristen Donat
Mayhoua Moua
Chez Ordonez, Vice-Chair
Linda Reaves

ABSENT: Aldira Aldape

Chairperson Roman called the meeting to order at 3:05 p.m.

Agenda Item #1
Approval of Minutes

Minutes from the June 18, 2014 Equal Rights Commission meeting were approved (Moua moved; Baylor seconded).

Ms. Monteagudo mentioned that Commissioner Reaves is stepping down from the ERC because she is moving out of the state. Ms. Monteagudo said it has been a tremendous pleasure to have her on the Commission and thanked her for her dedication to the City as a former employee, as a commissioner and as a community member.

Agenda Item #2
Briefing from Department of Public Works (DPW) Commissioner Ghassan Korban regarding Best Practices

Mr. Korban mentioned that there are many connections between what he will be presenting and the Milwaukee Promise; he proceeded to discuss the following DPW best practices.

- **Small Business Enterprise (SBE) Program:** Defined in Chapter 370 of the Milwaukee Code of Ordinances, the SBE Program requires the DPW to award 25% of construction projects and 18% of professional service contracts to SBEs. The DPW invariably meets or exceeds this requirement annually. In 2013, more than \$17M was awarded to SBEs.

- **Residency Preference Program (RPP):** Chapter 309 of the Milwaukee Code of Ordinances requires that 40% of all hours worked on a DPW contract be performed by certified workers. Certified workers are city residents who are unemployed or underemployed. The DPW has often exceeded the 40% requirement. In 2013 alone, certified workers logged more than 160,000 hours, yielding in excess of 60 FTEs and

earning \$4,270,000 in wages. The certified workers are paid fairly, as the RPP requires prevailing wages.

- **Workforce Development Programs:** The DPW frequently works with community-based organizations (CBOs) to provide city infrastructural and operational labor. Mr. Korban cited a model created years ago in which the Milwaukee Community Service Corp. staffed the Milwaukee River Skimmer and assisted with snow removal for the Riverwalk. The Jobs Act of 2013, approved by Mayor and the Common Council, expanded this model, creating two new opportunities for CBOs rather than contractors and to do public works. These relationships include working with the Riverworks BID and Running Rebels to perform vacant lot cleanups. There are more than 3,000 vacant lots and more than 1,300 city-owned properties in Milwaukee; in 2013, 1,500 lots were cleaned up through these partnerships. Another collaboration involved emergency board-up of homes, for which DPW developed a partnership with Cream City Wrecking and the Running Rebels. In 2013, 1,165 houses were boarded up using these resources.

The Transitional Jobs program is another example of a workforce initiative. The United Migrant Opportunity Services (UMOS) and the Milwaukee Area Workforce Investment Board (MAWIB) contracted with State of Wisconsin and Transform Milwaukee to subsidize a temporary workforce. The organizations approached the DPW to assign these individuals to City crews. There were originally 25 individuals hired for street maintenance activities through UMOS - specifically filling potholes. In the second phase of this project, 75 more people have been hired and will be distributed amongst the DPW operations for a more diverse work experience.

DPW also partnered with the Milwaukee Job Corps to hire five students to learn cement finishing. Mr. Korban said that the DPW is always open to collaborating with community-based organizations in order to offer opportunities to residents.

- **Public Works University:** The Public Works University is an internal training program that encourages and facilitates advancement amongst the more than 2,000 DPW employees. There are Lunch and Learn Opportunities, ELearning courses for front-line and administrative support staff and morning briefings. There is also a course offered in which teams of 5-6 employees analyze a DPW-related problem and develop a solution. DPW managers are the evaluators, which gives them an opportunity to listen to the solutions. The winning team's solution is implemented. Twenty-three DPW employees graduated from this program last December.
- **Support for Business Program:** In 2010, the DPW received \$35 million in stimulus money, which was used for public works projects throughout the City. Such long-duration projects can have a negative impact on the businesses in the geographic area surrounding the project. DPW managers meet with the affected business owners and make them aware of resources available to them (e.g. accounting, marketing or advertising) to help them to survive the duration of the project. One sign of the success

of this program is that the affected businesses are now hosting the ribbon cutting ceremonies and are a big part of the celebration of the project's completion.

- **Americans with Disabilities Act (ADA)** – The DPW is charged with ensuring City facilities (more than 200 buildings) comply with the ADA, as well as the voting sites for which the city is responsible. The City owns 63 playgrounds, 18 of which are not yet ADA compliant, but will be by 2020.

Another area of focus concerning the ADA is the sidewalks– every full curb in the City has a ramp and many are being upgraded. Additionally, there are 26 accessible pedestrian signals throughout the City, which utilize technology to assist deaf and blind individuals in crossing the streets safely.

- **Complete Streets Guidelines** – The DPW is working to change vehicular traffic dominance by bringing mass transit, pedestrians, bikes and cars into balance. Currently there are 85 miles of bikes lanes in the City; the goal is to increase that number to more than 300.

Commissioner Roman thanked Mr. Korban for his department's great work and innovation. Commissioner Roman asked whether the proportion of traffic tickets in various geographic areas of the City has been studied, as there is a perception that more tickets are issued on the north side of Milwaukee. Mr. Korban stated that this is not the case and that DPW has lots of data and ways to quantify number of tickets, which can easily be analyzed. Commissioner Roman said that analysis would be helpful in dispelling myths and getting accurate and factual information into the community.

Commissioner Donat mentioned that on Fond du Lac Avenue, artists have painted boarded-up homes; she asked whether this program could be expanded. Mr. Korban said he and his staff are open to such initiatives. Commissioner Donat also asked whether additional murals could be painted on buildings and whether DPW has a role in facilitating this. Mr. Korban stated that typically the murals are on private buildings but are effective in discouraging graffiti.

Commissioner Ordonez mentioned the raised bike lanes on Bay Street and asked whether additional bike lanes will be raised. Mr. Korban responded that the Bay Street project was expensive, but offers the benefit of safety. To increase bike safety, he stated that the DPW would experiment with painting bike lanes green, reversing the bike lanes with the parking lanes and two-directional bike lanes.

Commissioner Baylor inquired whether DPW collaborates with the Department of Transportation (DOT) regarding safety for bike lanes. Mr. Korban responded that the DOT plays a big role in analyzing safety, funding and design.

Ms. Monteagudo inquired how DPW obtains feedback when making decisions that impact the lives of the people in the community. Mr. Korban responded that DPW often holds public

hearings when contemplating major projects. He elaborated that information is provided in different languages, based upon the needs of the community groups and businesses in the neighborhoods. Mr. Korban stated that DPW welcomes community feedback.

Commissioner Ordonez stated that contesting parking tickets can be burdensome from a time perspective and the current process may not be customer-friendly. Mr. Korban responded that he is always open to feedback on the parking ticket issue. He said that the City is hiring a new Parking Manager; this new employee can evaluate innovative and more customer-friendly options.

Ms. Monteagudo summarized the discussion by saying that the DPW does a fantastic job in many areas and, like other City departments, the City needs to better advertise and communicate all of their successes.

Agenda Item #3: Briefing from Eric Pearson, Department of Administration, regarding the Milwaukee Promise

The ERC tabled this item until the August 20, 2014 meeting.

Agenda Item #4: Update regarding Best Practice survey results and community feedback

Ms. Monteagudo said this item is on the agenda to check in regarding Commissioners' progress in obtaining feedback from their constituent groups. The Commissioners will proceed with obtaining feedback and report back at the August 20, 2014 meeting.

Commissioner Ordonez inquired whether the City has developed best practices regarding transgender individuals in the workplace and whether there has been related training. Ms. Monteagudo stated that this issue is on the priority list. She further mentioned that Commissioner Donat has been extremely helpful in identifying issues going forward and that staff will provide a related update to the ERC in an upcoming meeting.

Agenda Item #5: Discussion regarding Best Practices recognition/awards

Chairperson Roman stated that this issue would be tabled until the August 20, 2014 meeting.

Agenda Item #6: Approval of payment for participation in Latino Family Expo (up to \$600)

Commissioner Ordonez moved that \$550 be approved for securing a booth at the Latino Family Expo; the motion was second by Commissioner Reeves. The motion was approved. Ms. Monteagudo stated that the ERC would need to discuss staffing the booth.

Agenda Item #7: Commissioner community updates

The Commissioners provided no updates. The ERC scheduled the Accountability Committee meeting for 9 a.m. and the Community and Neighborhood Engagement Committee meeting for 1:15 p.m. – both on August 13, 2014.

Commissioner Ordonez moved to adjourn; Baylor seconded. The meeting was adjourned at 4:30 p.m.

MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS August 20, 2014 at 2:30 PM in Room 301-A

Present:

Jeffrey Roman, Chair
Aldira Aldape
Marquette Baylor
Kristen Donat

Absent:

Mayhoua Moua
Chez Ordonez, Co-Chair

Chairperson Roman commenced the meeting at 2:42 p.m.

1. **Approval of minutes from the July 30, 2014 ERC meeting.** The minutes were approved with one amendment: Commission Aldape was not at the 7/30/14 meeting. Moved by Baylor and seconded by Donat.
2. **Approval of Memorandum of Understanding between the Metropolitan Milwaukee Fair Housing Council (MMFHC) and City of Milwaukee Equal Rights Commission (ERC) outlining a partnership and as will be submitted by the MMFHC for the U.S. Department of Housing and Urban Development Fair Housing Initiatives Program Private Enforcement Initiative Grant.** Ms. Monteagudo requested to add a provision requiring the MMFHC to provide a quarterly report on citywide activities as #5. The item was moved by Aldape to include the amendment; Commissioner Baylor seconded the motion. The motion passed.
3. **Briefing from Claire Reuning of the International Institute of Wisconsin (IIW) regarding immigration resources.** Claire Reuning, Special Assistant to the President of the International Institute of Wisconsin, presented information related to immigration resources in Wisconsin. The IIW has been an immigrant welcoming association since 1936. The current services provided by the IIW include:
 - a. **Immigration legal services (900 cases in 2013);**
 - b. **Participation in the International Visitor Leadership Program;**
 - c. **Interpretation/translation services (over 50 different languages);**
 - d. **Refugee resettlement (2013- resettled 148 individuals; this year slated for 183 resettled individuals);**
 - e. **Cultural Education- Host Holiday Fair International.**

Every year, the president determines the number of refugees that the United States will accept. Refugees are immigrants who have fled their home country because of persecution due to race, religion, nationality, membership in a particular social group or political opinion. Ten and a half million people are considered to be refugees by current standards, and less than ½ of 1% of refugees in the world are

resettled in a third country, with the United States resettling the largest number of refugees of any country.

The IIW's resettlement efforts are focused on two groups of refugees. The first group is comprised of individuals coming to Wisconsin from Myanmar (formerly known as Burma) who are escaping over 50 years of conflict between ethnic groups and a repressive military regime. Iraqi refugees make up the second largest population IIW resettles. This group of Iraqi refugees has been seeking sanctuary from religious or political persecution since 2003. Most refugees in Wisconsin live in Milwaukee. Currently, the number of displaced people in the world is the highest since WW2.

When refugees arrive in Wisconsin, the IIW looks for anchor family. The federal government contributes money for each refugee - \$653.00/month per person. Commissioner Aldape asked what the top countries of origin are for the refugees that the IIW serves. Ms. Reuning responded that the leading countries are: Burma, Iraq, Somalia and Bhutan; individuals are beginning to come from the Congo. Ninety-five percent of the IIW clients are from Burma. The range of resettlement services IIW provides to refugees includes safe and secure living arrangements; basic necessities; links to resources to address their physical, medical, economic and social needs; cultural orientation; case management and adjustment of legal status. Integration into society is the overall goal of IIW's resettlement program. The most intensive assistance offered to refugees occurs in their first 90 days in the United States.

Ms. Reuning distributed copies of the Cultural Orientation book that is used for the six-week orientation provided by the IIW. The coursework offered by the IIW includes social activities, financial literacy training and an orientation to transportation within the metro area. Ms. Reuning mentioned that the IIW works with the Milwaukee Health Department, particularly the Keenan Health Center. At the recent Back to School Health Fair, 50 refugee children were immunized. The IIW can provide resettlement services for up to 60 months.

Commissioner Baylor inquired how refugees are selected to come to Wisconsin and how they are assigned to the IIW. Ms. Reuning explained that this is a complex process. The United States Committee for Refugees and Immigrants is involved in assessing many factors, including language resources, capacity, current populations and other opportunities for social integration. There is also a state refugee coordinator who places refugees within specific Wisconsin localities.

Ms. Monteagudo inquired as to how City employees who work in health or community-related capacities can find out about the IIW and its services. Ms. Reuning responded that the IIW is developing new promotional materials; she will ensure the ERC receives copies of them. Commissioner Donat inquired as to how many refugees are LGBT identified. Ms. Reuning stated that she does not have a specific number, though the IIW has a relationship with several LGBT organizations in Milwaukee to use as resources. Additionally, the IIW works with the AIDS Resources Center for immigrants who are HIV positive. Commissioner Roman thanked Ms. Reuning for her presentation and told her to let the ERC know if there are ways the Commission can help raise awareness. Commissioner Roman asked Ms.

Reuning to forward information to the ERC regarding the Milwaukee Area Refugee Consortium; Ms. Reuning responded that she would do so.

- 4. Briefing from Martha Brown, Deputy Commissioner of the Department of City Development, regarding the Growing Prosperity Action Agenda for Economic Development in the City of Milwaukee;** Ms. Monteagudo stated that the Growing Prosperity plan has been in the news and was recently presented to the Mayor's Cabinet. Ms. Brown stated that the Growing Prosperity initiative represents an economic development action agenda for Milwaukee, which was born of work done by the Milwaukee 7 – regional economic development corporation (Washington, Ozaukee, Waukesha, Milwaukee, Racine, Kenosha and Walworth counties). Specifically, the Growing Prosperity plan outlines Milwaukee-specific assets and challenges, which nest into Milwaukee 7 economic development framework. The Growing Prosperity plan incorporates ideas and feedback from local stakeholders, summarizes and applies research and best practices and creates an action agenda with opportunities for broad partnerships.

There are four areas of strategic focus in the plan: creating location-based opportunities for new and growing employers; maximizing human capital, supporting entrepreneurship and developing quality of life assets.

a. Creating location-based opportunities: Key action items for this area of focus include: maintaining 100 acres of shovel-ready land for industrial development; returning 500 acres of brownfield land to active use in 10 years (Milwaukee is a national leader in brownfield redevelopment) and creating a food innovation district in Milwaukee. MATC is a partner in the latter and is moving much of the culinary program to a site at 8th and National Avenue.

b. Maximizing Human Capital: The City's population is younger than the overall region's, which means the metro region needs Milwaukee's workers. Research demonstrates that there exist serious racial gaps in employment, education, earning and aspiration amongst Milwaukee's young people. There is also a misalignment between local education levels and today's job requirements (i.e. there are fewer individuals proportionately in the city with a bachelor's degree or higher than in the region and state). Additionally, there are 75,000 local college students, who represent untapped potential. One goal is to develop strategies to motivate college students to locate in Milwaukee permanently.

The Commissioners commented that Milwaukee's young professionals' networks should develop a mechanism to work together. Ms. Brown stated that, similarly, there are six chambers of commerce in Milwaukee; it would be beneficial for the economic vitality of the City if they met together frequently.

In an effort to address the need to maximize human capital development, the plan's potential action steps include: construction of a Center for Advanced Manufacturing at

Century City; investigating establishment of Children's College Savings Accounts, as has been piloted San Francisco; expanding and linking public transit across county borders; expanding the state's transitional jobs program (in which the City of Milwaukee has 91 participants) and connecting college students with the wider community via internships, jobs, recreational opportunities, and exposure to cultural opportunities.

Ms. Brown referenced a successful program in Los Angeles, called Homeboy Industries, which employ ex-offenders. Started as philanthropic venture by the Catholic Church, Homeboy Industries provides opportunities for skill-building, development of a work record and support services for recently incarcerated men. The plan includes investigating whether a similar initiative can be started in Milwaukee.

c. Entrepreneurship and Innovation: Ms. Brown mentioned that 2/3 of local firms have fewer than 20 employees; accordingly, small firms are more likely to provide job opportunities for underserved populations.

Ms. Brown stated that the Department of City Development, in partnership with the Wisconsin Women's Business Initiative, is bringing Kiva micro lending to Milwaukee. Milwaukee would be the 12th city in the country to offer Kiva lending, in which organizations (trustees) endorse loans for companies that may not have access to traditional lending.

Additionally, the plan includes establishing a single web platform for business support services in Milwaukee. The Milwaukee Common Council has created a local business action team to improve City government services to small business. The plan also endorses supporting artists and creative entrepreneurs, as the arts play a large role in local economic development. Milwaukee will host an annual Entrepreneur Week; the first will be held in November of 2014.

d. Quality of Life and Place: Ms. Brown explained that both employers and talent evaluate quality of life when making location decisions; neighborhood health is key to quality of life. Milwaukee's cultural and entertainment assets are the richest in the region and state, though all groups in the City do not share these assets equally. Action items for quality of life and place include: building Milwaukee's brand; establishing a quality of life plan and council; establishing an equality of opportunity blueprint to ensure that all in our community benefit from the quality of life opportunities in Milwaukee and using special events to establish places and occasions where all in our community can interact.

Ms. Brown said that next steps for implementation of the plan include obtaining Common Council approval and identifying key participants. Ms. Brown said that the full plan is on DCD website (<http://city.milwaukee.gov/PlansandStudies/GrowingProsperity.htm#.VBmEi5dVH8>). Ms. Brown will send her PowerPoint to the ERC, as well as the workbook for organizations that would like to become involved in implementation. Commissioner Roman inquired whether

members of the community at-large were involved in this process. Ms. Brown responded that this was not a wide-open process, but DCD encouraged about 120 individuals and organizations involved in economic development activity in Milwaukee to participate. She mentioned that there is an opportunity on the website for individuals to provide feedback.

5. **Update from Commissioners regarding community feedback on Best Practices surveys:** Tabled for next meeting.
6. **Update from Accountability Committee;** Tabled for next meeting. Next subcommittee meeting: September 8, 2014 at 9:00 a.m. The minutes from the August meeting were distributed and will be amended to reflect the discussion regarding the format of the final report and to which stakeholders the final report will be presented.
7. **Update from Community and Neighborhood Engagement Committee;** The August meeting minutes were distributed; the next meeting is scheduled for September 10, 2014 at 1:30 p.m.
8. **Confirm next meeting date and location;** The next ERC meeting is scheduled for September 17, 2014 in 301A of City Hall. The October 15, 2014 meeting is tentatively scheduled for Hillside Housing Development, at which the Best Practices Survey results may be presented.

The meeting adjourned at 5:00 p.m. (Donat moved; Aldape seconded).



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS September 17 at 2:30 PM in Room 301-A

Present:

Jeffrey Roman, Chair
Marquette Baylor
Kristen Donat

Absent:

Aldira Aldape
Mayhoua Moua
Chez Ordonez, Co-Chair

Chairperson Roman commenced the meeting at 2:44 p.m.

1. **Approval of minutes from the August 20, 2014 ERC meeting.** Approval of the minutes was moved by Donat and seconded by Baylor. The minutes were approved unanimously.
2. **Briefing from Eric Pearson of the Department of Administration regarding the Milwaukee Promise.** Mr. Pearson provided background information regarding the Milwaukee Promise, which was started with a resolution adopted by the Milwaukee Common Council (Council) in November of 2010. Alderman Hamilton was the primary sponsor. The purpose of the Milwaukee Promise is to assist the Council in making better-informed decisions to address poverty, inequality and other disparities. Milwaukee has a high poverty rate and disparities exist amongst various socioeconomic groups and within geographic areas related to issues such as lead poisoning, STD incidence, infant mortality, educational attainment, crime and unemployment. The initial Milwaukee Promise Report was produced by the Legislative Reference Bureau, in which budgetary line items were identified and the departments established quantifiable metrics that could be used to demonstrate how policies and programs were addressing the elimination of poverty and other disparities.

In December of 2012, the Council adopted a resolution that directed the DOA to track the Milwaukee Promise data and to issue two annual reports: one to identify progress in the metrics from the prior year and a second to project the impact of the recently adopted budget. For example, in January of 2014, the DOA reported on 2013 actual data and developed projections for 2014.

In January of 2014, the Finance and Personnel Committee (Committee) decided to change direction slightly in the structure of the Milwaukee Promise reports, including the establishment of metrics related to broader issues. Accordingly, the Committee identified four policy areas of focus: employment, health, education and public safety. Budget Director Mark Nicolini provided four related presentations this year; one on each policy area (NOTE: ERC Commissioners were provided with a copy of each). The format for each presentation is essentially the same: an introduction to the issue and why it's important, charts and graphs with trends, a discussion of the disparities and a summary of the programs, initiatives and policies the City is pursuing to address the disparities. The purpose of the presentations is to provide the Council information so the members can leverage investment and resources in order to reduce the disparities.

The City faces many challenges in addressing these issues. Many of these issues persist because of private sector decisions regarding investment, which is largely outside the City's control. Additionally, the City has limited financial resources and those resources keep declining. For example, state revenue has been decreasing since the 1990s. If the amount of state aid had been frozen at the 1995 level but kept up with inflation, the City would have over \$90 million more. As well, there are levy limits imposed by the State, which reduce the City's ability to increase revenue. Further, the City has many mandatory expenses such as employee pensions, debt service, funding elections, property assessment, auditing and payroll, which leave a relatively small amount of discretionary resources.

Mr. Pearson indicated that some departments, such as the Milwaukee Health Department (MHD), receive a lot of funding through grants that address the Milwaukee Promise areas of focus. Commissioner Baylor asked whether departments are aware that they can ask for letters of support from their state and federal legislators when filing grant applications. Mr. Pearson responded that the Intergovernmental Relations Division communicates with departments to work on state and federal grant applications, and the City is improving that coordination.

Ms. Monteagudo asked whether the budget office is the facilitator for line departments for Milwaukee Promise-related issues, to which Mr. Pearson responded that they are. Ms. Monteagudo mentioned that there is a need for interdepartmental communication and collaboration on the Milwaukee Promise-related issues (e.g. health nurses looking for smoke detectors, etc.). Ms. Monteagudo suggested that the Milwaukee Promise information be discussed during AIM meetings so the Mayor can provide feedback and direction to departments.

Commissioner Donat mentioned that the metrics mainly demonstrate outputs (e.g. number of participants) rather than outcomes (e.g. the aggregate result). She mentioned that the MPD's page does list outcomes. Mr. Pearson responded this is exactly what the aldermen want to see – outcomes rather than outputs. He said that the metrics will continue to evolve.

Ms. Monteagudo mentioned that the MHD has outcome information for many of their programs.

Ms. Monteagudo asked whether a citizen could look at the metrics and the budget and determine whether the City has maintained a funding commitment to a program or policy. Mr. Pearson responded that the City's budget is presented by department and then by line item and funding source; it is not a program-based budget. He mentioned that programmatic allocations are often discussed in the narrative section of the budgetary document. Commissioner Roman stated that program-based budgeting would allow groups to advocate for funding for various programs and priorities. Commissioner Baylor said this would empower the aldermen and community to leverage funds to augment shortfalls, etc. by program. Ms. Monteagudo mentioned that a line-based budget does not demonstrate when the City continues funding for a program for which grants have expired or been discontinued. Mr. Pearson agreed and said an example is when some police officer positions have lost grant-funding and the City took over the funding to retain the staffing levels.

Mr. Pearson said there will be an update on Milwaukee Promise through the budgetary process, during which the Finance and Personnel Committee will review the metrics and the priorities.

The ERC thanked Mr. Pearson for his presentation; Mr. Pearson asked the ERC to keep him apprised of any suggestions they may have related to the Milwaukee Promise documents.

- 3. Status update from Felita Daniels-Ashley of the Milwaukee Metropolitan Fair Housing Council (MMFHC).** Senior Program Coordinator Felita Daniels-Ashley provided an overview of the training, educational and outreach services offered by the MMFHC, which she oversees. The MMFHC provides presentations to the general public, property owners, real estate agents and other individuals who are seeking information regarding Fair Housing Laws and practices. Through a HUD grant in 2013, the MMFHC launched a campaign related to educating the public regarding federal and state fair housing laws; the staff provided 101 fair housing presentations that reached 1600 citizens. Also during 2013, the MMFHC staff conducted more than 20 technical sessions for more than 575 housing providers. In addition to presentations and seminars, staff of the MMFHC participates in community events to distribute information, to recruit volunteers and to build relationships in the community.

Because one of the Commissioners had to be excused from the meeting, Ms. Monteagudo suggested that the meeting be adjourned, as there was no longer quorum and no action could be taken, though the presentation could continue. Commissioner Donat moved to adjourn; Commissioner Baylor seconded the motion. The meeting adjourned with a unanimous vote at 4 p.m. Commissioners Roman and Donat remained to hear the rest of Ms. Daniels-Ashley's presentation.

Ms. Monteagudo inquired whether the community organizers would be trained and deployed soon. Ms. Daniels-Ashley said that the training for the community organizers is scheduled for October 7, 2014 at the Hillside Housing Development. Ms. Monteagudo said that the ERC had been working with Bill and Carla of the MMFHC to develop a brochure on fair housing issues that Commissioners could distribute to the public. Ms. Daniels-Ashley said she would get back to Ms. Monteagudo as soon as possible as to the status of that project. Ms. Monteagudo said it would be beneficial to have the flyer (simple, 1 page) completed by the end of the year.

Ms. Daniels-Ashley said that there will be three additional presentations in 2015 from the MMFHC to the ERC. The Commissioners thanked Ms. Daniels-Ashley for her presentation.

Ms. Urban said she would schedule ERC Commissioners to work the Latino Family Expo. (October 24, 25 and 26) via email and she will suggest dates for the next Accountability Subcommittee meeting. Ms. Monteagudo said the October ERC meeting will not be at Hillside; the ERC will schedule a meeting at Hillside when a report is ready for presentation.

NOTE: The October 15, 2014 ERC meeting was cancelled. The next ERC meeting is scheduled for November 19, 2014 at 2:30 p.m.



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS November 19, 2014 at 2:30 PM in Room 301-A

Present:

Aldira Aldape
Marquette Baylor
Kristen Donat
Mayhoua Moua
Jeffrey Roman, Chair

Absent:

Chez Ordonez, Co-Chair

Chairperson Roman commenced the meeting at 2:46 p.m.

1. Approval of minutes from the September 17, 2014 ERC meeting.

Commissioner Baylor moved approval of the minutes; Commissioner Donat seconded the motion. The minutes were approved by unanimous consent.

2. Presentation of research regarding best practices and legislative authority of ERCs (or comparable) from other municipalities.

- Commissioner Roman presented information from Cincinnati, Salt Lake City and San Francisco (City and County).

The Cincinnati Human Relations Commission is supported by the county and by a private foundation. The HRC is divided into a youth programs division and an education and advocacy division. The HRC produces a public television program called "In Focus," which is used to disseminate information regarding the HRC's initiatives. Utilizing community outreach advocates, the HRC coordinates an anti-violence initiative and other citizen-based initiatives.

Structured very similarly to Milwaukee's ERC, Salt Lake City's ERC includes nine members. The ERC coordinates an annual human rights day celebration and an annual awards ceremony, sponsors a human rights film series and commissions publications, including a monthly newsletter. The ERC has the authority to review city ordinances and policies but not to create policies; the ERC does make

recommendations on policy issues, such as the city budget. The ERC is staffed by the Office of Diversity and Human Relations in the Mayor's office.

The San Francisco City and County Human Rights Commission has the authority to provide leadership in the community on issues related to human rights and to develop policy and legislation. The City provides the resources for the HRC. There are two divisions: a policy division and discrimination division, both of which are staffed. The HRC is a facilitator for communication between the mayor, the county board and the community. Commissioner Roman said that this was the most effective model of the three he researched.

- Commissioner Baylor researched Pittsburgh, Washington DC and Denver, CO and noted that all three are different from Milwaukee's ERC. Pittsburgh and Denver possess a similar level of authority and operate under city ordinances. Washington DC operates under the federal anti-discrimination acts and anti-discrimination legislation specific to the District of Columbia.

The purpose of the Pittsburgh Commission on Human Rights is to promote greater awareness and appreciation for the cultural diversity of the City. The CHR investigates complaints of alleged discrimination in employment, housing and public accommodations. The CHR also supports and proposes legislation. The CHR has 15 members who are appointed by the mayor to serve as public liaisons and to review CHR cases.

Denver's Commission on Human Rights has 15 commissioners, 10 of whom are representative of various constituencies (e.g. African American, Latino, GLBT, seniors, youth, women, individuals with disabilities) – the remaining five members are at-large appointments. Each advisory board of the commission has a staff member assigned to be the liaison between the commission and that advisory board/community group and each advisory board has its own bylaws and goals, making the CHR not very centralized. The advisory boards are involved in many outreach activities.

The Washington DC Human Rights Commission is staffed by the Office of Human Rights. The Office of Human Rights investigates and resolves complaints of discrimination in housing, public accommodations and educational institutions. The HRC's website is user-friendly and inviting and offers an option that can be utilized to translate the website into 30 different languages. The HRC is fully staffed, including a full-time director, and is responsible for many different campaigns, including a Safe Bathrooms DC campaign for transgender rights. The Washington DC website offers a prominently displayed Grade Your Government feature, whereby citizens may offer feedback, which is tallied and reported by agency.

- Commissioner Donat researched Sacramento, Seattle and Tucson.

Sacramento no longer has an ERC (since 2014): the board that remains focuses upon the rights of individuals with disabilities.

Seattle's ERC has several specific commissions which operate in an advisory capacity. The ERC holds hearings on discrimination complaints and is staffed by the City. The ERC sponsors a Human Rights Day in high schools, human rights awards and is currently focused upon a right to food (i.e. healthy food) initiative.

Tucson's Human Relations Commission receives support from the staff in the City Clerk's office. The HRC sponsors essay contests, offers scholarships for youth, organizes an MLK Day celebration and coordinates celebrations with the NAACP. The ERC includes a multi-faith alliance, which discusses themes of community interest.

3. Discuss Revision of Chapter 109 related to accountability focus of ERC.

Ms. Monteagudo stated that the purpose of the research was to find what other ERCs are doing around the country, however none appear to focus upon the accountability piece. The Accountability Subcommittee met last week to discuss whether the accountability aspects of Chapter 109 could be strengthened. The accountability piece was originally added to ensure that departments are aware of how their decisions affect the community. The ERC may want to expand the opportunity to meet with department heads and to serve as a sounding board.

Leslie Silletti, Policy Planning Coordinator for the Mayor's Office, mentioned that there are three new positions in the 2015 City of Milwaukee budget that may work in tandem with the ERC, including a Community Analytics Coordinator, a Community Education Specialist and, likely, a statistician. Ms. Silletti said that these positions would both support analysis of data for its application to initiatives such as the Milwaukee Promise and ensure information is disseminated to the public. Ms. Silletti said she'd like to see the ERC as a resource to reach out to the community and that she would like to have a more regular opportunity to interact with the ERC; this would enable her and the Mayor's staff to benefit from the ERC's perspectives and experiences. A discussion ensued regarding how the three new positions will support the ERC and where they would be housed. The Commissioners generally agreed that the positions would be helpful in providing information and support to the mission of the ERC. Ms. Silletti stated that she would provide more information as the duties and requirements of the positions are established.

Ms. Monteagudo suggested that a representative from the ERC meet with the Mayor to obtain his perspective regarding the ERC's accountability role. Ms. Silletti said that could be arranged and encouraged the representative to develop an agenda for that discussion. Commissioner Roman thanked Ms. Silletti for attending the meeting and said the ERC looks forward to working with her in the coming year.

4. Schedule meeting of the Accountability Subcommittee.

In lieu of a December at-large meeting, the ERC scheduled an Accountability Subcommittee meeting for December 8, 2014 at 2:30 p.m.

5. Adjournment

Commissioner Baylor moved for adjournment; Commissioner Donat seconded the motion. The meeting adjourned at 4:48 p.m.