

Equal Rights Full Commission Meeting

July 21, 2021

<u>Topic</u>	<u>Proposed</u>	<u>Action</u>
Call to Order	Commissioner Tony Snell	The meeting was called to order at 4:34p.m Quorum met
Roll Call	Welcome new commissioners	Present 7– Commissioners: Snell, Boling, Collins, Guequierre, Moua, Crowley, Gregory, Washington, Cook Absent 1- Commissioner Bennett
Approval of Minutes	No objections	Minutes approved Guequierre moved, Moua seconded
Racial Health Disparities Hearing	City council adopted resolution on 7-30-2019 declaring racism as a public health crisis	Achieving racial equity is the goal by addressing three points of disparity from our guest panelists. <ol style="list-style-type: none"> 1. Historical and contemporary examples of racism as a public health crisis and their potential impact including the recent pandemic. 2. Specific action steps or current example that can set a community on a path for meaningful change. 3. Legal and public policy opportunities for implementing this declaration and association efforts to dismantle structural racism and achieve health equity.
Panelist	Reggie Jackson’s testimony	He addressed African Americans health disparities. Out of 72 counties in the State of Wisconsin, Milwaukee ranks 70 as the least healthy county. He lists a series of historical facts and challenges as to

		<p>why people of color have these disparities. Initially with the movement of African Americans to Milwaukee from 1940 to 1970. By the 70's 27% of African Americans own their own home and were healthier. Over time landlords let properties fall into disrepair and lead leached into the water supply and poisoned children of color. Lack of healthcare and access to primary care physicians was less than 50% for African Americans. They received different levels of treatment and lacked funding for healthcare. For example, white woman had a higher rate of breast cancer but a higher rate of black woman died of breast cancer. Statistics proved that white woman had better access to healthcare than black woman. COVID was another example, more black people died in the beginning of the outbreak but as soon as the narrative of taking precautions became available, it shifted to more white people dying in the pandemic. The real solution that leads to real change was the need to have an in depth conversation because racism played a role in these health disparities.</p>
<p>Panelist Commissioner of Health Department – City of Milwaukee</p>	<p>Commissioner Kirsten Johnson</p>	<p>Pointed out that Milwaukee has many systemic disparities highlighted by COVID. Employment-many people in low paying jobs had to continue to work sometimes more than one job throughout the pandemic and without benefits so they could not stay home if they were sick and did not have access to healthcare. Housing-due to layoffs and furloughs many struggled to pay rent, pay bills and feed their family. Disparities in housing have a direct impact on the quality of life since most minorities rent. Most landowners live out of state and lack of engagement creates unhealthy living conditions for families for example, the presence of lead, paint, and soil in water in properties that is not being properly abated or communicated to tenants. Transportation-lead to the lack of access to testing and lack of access to</p>

		<p>healthcare, contracting COVID and having a higher mortality rate. Education-access and quality for minorities which most attend an intensely segregated school. Safety- Families feeling unsafe in their neighborhood, discrimination causing chronic stress, generational wealth has a lasting impact on mental and physical stress. Milwaukee has seen an increase in gun violence, domestic violence and reckless driving. There has been an increase in anxiety since families have had to spend so much time indoors and limited exercise has a direct impact on people's health. Health issues are related directly with Economic Stability-families that make more money are healthier. Only 17.4 and 14.6 woman of color make over \$40,000 and this economic disparity is significant and contributes to health disparity because most people of color do not have health insurance and therefore seek medical treatment. The Health Dept. wants to move forward and create a framework with community engagement. Improving health outcomes and name what those health outcomes are so that the Health Dept. is working toward them collectively. They will address racism directly, remove barriers and focus on funding and supporting for example the Office of Violence Prevention and the blueprint for peace document. MKE elevate which is our community health improvement plan developed in 2017 and focused on three priority areas identified by the community economic security, inclusive and fair society, and positive mental health. Continuing to hire equitability and keeping diverse voice and leadership at the health department to make sure the department reflects the community we work in, to ensure that healthcare is accessible to all our residents and all our communities. Finally addressing childhood lead poisoning and a heavy focus on Covid response and recovery for childhood immunizations this coming fall. Commissioner Snell would like</p>
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		Commissioner Johnson to share the ten public health policies to share and include in the final summary.
Panelist	Dr. George Hinton's observations	What is SDC going to do about systemic racism in healthcare as a commission? SDC is a commission on poverty and is charged to study these issues about the impact of major systems on people living in poverty. Milwaukee County is still segregated. This large segregated population with the impact of these large systems causes disenfranchisement by color and class. We are seeing the impact of capitalism providing services and goods that may or may not be healthier for people of color and they feel like their being taken advantage of by rental property owners that do not reinvesting back into the properties. Housing deterioration not caused by people of poverty but by the rental owners? This brings up the point that we are seeing more change on our transactional versus transforming to make change with large systems. Feels he is not changing anything but putting band aids on everything. Basically have a problem with our healthcare and access to the resources. We need the right kind of healthcare to keep people and communities healthy. Feels the big corporations should provide for the poor.
	Commissioner Snell	The commission wants to focus more on the micro problems and address them via policy because it's harder to take on the bigger issues at hand.
	Commissioner Moua	What is the systemic issue and how to understand it? How can we as a community of the City of Milwaukee address all of these health disparities together so that our people of color understand the need to voice their

		concerns, share in the knowledge so that we can move together toward building a healthier community here in Milwaukee?
Panelist	Kirsten Johnson	The health department has to stay more focused and part of their strategic planning process with health problems that we are going through this fall and into the spring is to identify very specific outcomes that they are going to work toward. They would like to collaborate with community organizations to meet to achieve these outcomes because right now we are working on everything and as a result not seeing incremental change on anything. What is it that we are leading, what is it that we are supporting, and what is it that we are influencing. The hope is to have the voice of the Equal Rights Commission represented but also most certainly a role of having the refugee and immigrant populations too.
Panelist	Reggie Jackson	Stressed that the information needs to get out to the community because they do not have access to the cause of these disparities. Take a public health approach and make it work systematically by bringing people together collaboratively that are concerned about the specific issues, have them work together to create a real working process. Need to get more people of color to own their own homes and create generational wealth. Fix up boarded houses and build houses on vacant lots, people need an incentive by home ownership. Build generational wealth through home equity. What is the ERC going to do with people that will be displaced by increasing property taxes?
Panelist	Dr. George Hinton	Stressed that politics play a significant role as well as capitalism in creating a complex system that is hard to break apart. The community has to be educated and say no to these complex entities. Have the commission ask where is all the money that is saved

		from tax breaks going. Create partnerships between agencies.
	Commissioner Guequierre	Social determinants of health are really political determinants of health. Specific policy items that are benefiting some communities to the benefit of others which are ingrained into our capitalistic approach to healthcare. What's the key policy from the ERC perspective? Of these health disparities which is the one to work on first, the most important or the easiest one to fix first?
	Commissioner Johnson	Answered Medicaid expansion would be significant for the City of Milwaukee, decriminalizing marijuana possession directly related to incarceration, creating a living wage and access to health benefits. Reinvestment of dollars from non-profits to put back into the community in a meaningful way.
	Commissioner Cook	Commented that education, employment, housing are all socio economic entities that impact healthcare. Milwaukee is not like any other city in which you can easily navigate through its landscape. Intentionality and strategic with the understanding that another word has to come which is accountability. Forming partnerships has to be intentional and strategic with a roster of organizations with proven records of getting positive results for this committee to have access to have the right players at the table.
	Commissioner Shelley Commissioner Johnson	Com. Shelly asked "What is the role of the City in contributing to finding some solutions to all these interconnected and systemic problems?" Com. Johnson mentions the Kaiser model for example, where healthcare organizations have invested in their community in terms of housing. Locally we have none but can learn from other cities of how to get to the root cause of health disparities.

<p>Communication from the Office of Equity and Inclusion</p>	<p>Nikki Purvis Com. Cook obtain Motion to pass ERC report by Comm. Guequierre Second Comm. Moua</p>	<p>ERC yearend report will come up before the common council in September. Still pursuing candidate for Equal Rights Specialist.</p>
<p>Adoption of the ERC Budget</p>	<p>Motion to table the budget Com. Crowley Second Com. Cook</p>	<p>Nikki went over the budget line by line to lower and in some cases eliminate costs. For Example, Use Microsoft Teams instead of Zoom and eliminate \$700 fee, (questionable public access) - \$55 postage and use city postage, venue - \$1,500 and utilize free venues like Central/public libraries, United Way or GMF conference rooms which comes with free A/V and podium to - \$400, Discounts on awards using city supplier to lower 1,500 cost, - \$25 print flyers using city copy machines, - \$500 food and drink cannot be included in budget, -\$1250 Tabling at community events because these should be free, lower \$6,600 Social Media, Photography and Printing should be wrapped together and utilize the city's Graphic Designer and Photographer or others contracted by the city thru purchasing. We can also utilize free help from University interns/Non-profit partners/Networks. - \$3700 by using channel 25, -\$412.50 can lower using city suppliers for promotional items, cut down printed complaint forms from 1000 to 250 from \$1000 to \$250 since most complaints should come thru on line. Meet on Monday, July 28 at 6pm to go over and cut \$5000 from the budget.</p>
<p>Adoption of the AAPI Hearing Report</p>	<p>Comm. Snell</p>	<p>Flagged a few items and was sent back to the city attorney's office. Will cover compliance hearing procedure in September. Have to make sure to have a quorum of 6 for hearing.</p>
<p>Report of Standing Committees</p>	<p>Communications-Commissioner Guequierre, Chair</p>	<p>Need more members for the Communications committee. Need to form Ad Hoc committee to deal with the development of a social media plan. Already</p>

		<p>have the framework in draft form. Both Comms. Guequierre and Boiling developed a toolkit as to what the ERC does, how we go into the community and hold meetings, how we work with the public and organizations and what people can expect when they work with the ERC. They are putting together an outline including presentations and printed pieces in a few different languages. Get back on track with community listening sessions. Identifying at least 4 key partners to schedule with on the off months. Com. Cook volunteered to help with this.</p>
	<p>Compliance & Enforcement-Commissioner Bennett, Chair and Commissioner Crowley, Vice-Chair</p>	<p>Going thru strategic plan and update what has been accomplished and what needs to be done. Will meet next week to finalize. Rebecca added, looking at the complaint process to use same data base that Unified Called Center uses as a better tracking system and with more of a database the ERC can better track those complaints. Both Rebecca and Nikki will see how that works and request the IT department to work with them to better help with creating that database and utilizing their translators as well.</p>
	<p>Governance-Commissioner Collins, Chair</p>	<p>Solidify retreat plans and identify a facilitator and the costs. Trying to nail down a date in late September or sometime in October. Still need to fill one more commissioner's seat so following up with several community based organizations and through personal networks to let people know there is a position open. Com. Snell spoke to a few Latin X organizations about the opening. Need to figure out the on boarding of new commissioners with a new handbook. Make sure we have all the other incidentals that go along with it. Credentialing, assigned a city email, photo for ID and assigning committee appointments. Please email Com. Snell with your committee preferences so he can discuss with the Chairs and have you assigned to a committee you are best suited for. On</p>

		the ERC web page are a list of committees with a description of each.
	Outreach & Education-Commissioner Moua, Chair	Lunch & Learn has lots of good feedback and very informative. Next one will be in August focus on the Sikh community cultural and religious practices. Will continue to make sure they have speakers lined up for the remainder of the year along with the bios about the speakers. Need community partners and appointees to help out.
	Executive- Commissioner Snell, Chair	September meeting will include City department representatives need to come before the ERC and update on equity policies and have a chance to ask questions an informal hearing. Will continue into October and November.
Announcements and Community Comments		Hmong New Year event will be in person this year in December. This will be a great place to have a table. If anyone has any events that ERC needs to be let the Outreach committee know. Once we have a flyer about the Hmong New Year please send to Rebecca so she can post on Facebook. Rebecca announced that there is free hearing tests available to the public from Hear Wisconsin's audiology mobile clinic. Please reach out to underserved communities, they do have free hearing aids available if they need them. Nikki says the City is looking to standardizing the City logo so ERC logo may change so keep communications committee aware of any changes.
Adjournment	Motion to adjourn at 7:18 p.m.	Comm. Moua moves to adjourn Comm. Crowley seconds