

Wauwatosa's Equity & Inclusion Commission

2022 Report

Meet the Commissioners:

- **Margaret Michele Arney**, Margaret has worked for more than 30 years in the non-profit sector as a program developer, fundraiser and program director. Margaret consults for the African American Leadership Alliance Milwaukee (AALAM) and coordinates the African American Leadership Program (AALP). She has taught with the Concordia Department of Social Work about issues in aging. As a member of Tosa Together, Margaret advocated for the creation of the Equity and Inclusion Commission and served as its Vice Chair from 2019 through 2022. She is proud to continue as the Common Council Liaison to the Commission.
- **Darla Hium**, Darla has been a resident of Wauwatosa for the past 28 years. She is the retired Deputy Director of the Wisconsin Counties Association and has retired from her Medicare Reporting Agent consulting position. She volunteers for AARP Tax-Aide program, serving as the lead instructor for Milwaukee County and local coordinator for the Wauwatosa location at St. Matthew's Lutheran Church and Washington Park In Milwaukee. She a member and past-president of the Friends of the Benedict Center supporting programs designed to assist women in the criminal justice system. She was a member and past-president of the St. Matthew's Church Council and currently serves on the Social Ministry and Human Resources committees. She considers her involvement in the Equity and Inclusion Commission as a continuation of her life-long commitment to social justice for marginalized communities.
- **Rosemary Fox**, Retired from the U.S. Equal Employment Opportunity Commission. I applied to be on the E & I Commission because I thought I could be of some assistance.
- **Cynthia M Nation**, Supervisor of Child Welfare After-Hours for Children's Wisconsin Child & Well Being Inclusion Diversity and Equity Education Co-Chair, Children's Hospital of Wisconsin. I have a passion for equality, diversity and inclusion and can create a harmonious and inclusive workplace in any company. With over 15 years' experience working and implementing change in the community as well as internally. I bring a rejuvenated mind state dedicated to connecting resources and collaborating teams to create processes that lead to opportunity and access. I have experience working within health care settings in a variety of roles, including counselor, mentor, community advocate and educator. I have an established record as a change agent with business intelligence. I demonstrate the capacity to influence and impact an organization and to be a promoter and a strategist with strong leadership, good judgment, effective management, and results orientation skills. In my current roles as a leader, I am charged with helping to create an atmosphere where all people feel welcome and valued. It is my responsibility to ensure that employees and our

community-of all backgrounds and beliefs-are able to come together for the common purpose of seeing the company succeed nationally and globally.

- **Chris Due**, Program Officer, The Burke Foundation. “Diversity is crucial to a vibrant community, I want to help make sure that everyone feels safe, valued, and included in Wauwatosa.”
- **Nancy Hall**, Art Therapy House, Art Therapist, “I’ve been an advocate and activist for disability rights in my work and personal life for decades. At this point, I’m committed to making Wauwatosa a more inclusive, accessible city for all of its citizens.”
- **Will Robertson**
- **Jordan Roman**
- **Jaz Stutts**, 11th Grade Student at Kingdom Prep Lutheran High School
- **Daisy Mei Lehman** – Student representative
- **Mayor Dennis McBride**
- **James Archambo**, Wauwatosa City Administrator
- **James Case**, Fire Chief, City of Wauwatosa
- **Luke Vetter**, Captain, Wauwatosa Police Department
- **James H. MacGillis**, Chief of Police of the Wauwatosa Police Department, “Public safety is a shared responsibility accomplished through collaboration, trust and providing exceptional police service to all people.”
- **Barb Kadrich**, Deputy Fire Chief, City of Wauwatosa

2022 Equity & Inclusion Commission Activities:

- Resolution Condemning Racially Restrictive Covenants

During the latter part of 2022, the Equity & Inclusion Commission drafted a resolution condemning covenants in deeds which restricted property ownership in Wauwatosa. These included covenants that restricted property ownership based on race and religion. The Commission received input from various citizen groups, including Tosa Together, the Redress Roundtable and the Joint Housing Coalition as well as the City Attorney’s Office. The resulting resolution contained a combination of concepts from two previous drafts. The draft presented to the Common Council contained language condemning the covenants, explaining an educational component to the process, and requesting the Council forward the resolution to the state legislature to adopt a process homeowners could employ to make it clear the covenants were void, similar to one used in Minnesota. The resolution was approved by the Common Council on February 7, 2023.

- Compilation of Information on Discrimination

At the suggestion of Craig Brittingham, then Equity & Inclusion Commission Chair, the Commission undertook the task of compiling information on filing various types of claims of discrimination to be placed on the City's website as a resource to the general public. The proposed posting includes descriptions of discrimination claims based on employment, housing, public accommodations, education and disability-based discrimination in an individual's ability to access services offered by public and private entities. The compilation includes information on state and federal discrimination laws, websites with information on various discrimination claims, and explanations of coverage and remedies. It will be posted on the City's website in the near future.

- Work with the Wauwatosa Joint Housing Coalition

Members of the Equity & Inclusion Commission were also members of the Wauwatosa Joint Housing Coalition. As part of the Coalition, members advocated for affordable and accessible housing. This was done through learning from the many knowledgeable members of the Joint Housing Coalition about various concepts in housing, such as "missing middle" housing, land trusts, innovative funding, and rehabilitation funds; meeting with developers; and meeting with City Staff on a regular basis. Members participated in making recommendations on using ARPA funding for affordable and accessible housing, were interviewed for the Housing Study, and were present at meetings with the consultants for the Housing Study during the course of the study.

- City of Wauwatosa Equity Statement

In December of 2021 the Commission drafted and passed an aspirational equity statement for the city. The full statement can be found at the end of this report

Equity & Inclusion Commission 2023 priorities and future goals:

1. Continued support for internal equity, diversity, and inclusion work in city government: A smaller working group of commissioners will be working to help

the city implement equity, diversity, and inclusion practices into its internal HR functions.

2. Utility Equity: The Commission will be working to discuss and explore options and policy solutions to help find equitable solutions to escalating utility costs.
3. Equitable and accessible facility renovations for the library and other city capital projects: The Library begins engaging in plans for updates and renovations the commission plans to work alongside them to ensure the space is accessible and inclusive for all Tosa residents.
4. Policing equity report: The commission will continue its engagement with the Wauwatosa Police department to ensure the department continues to work to his equitable.
5. Supporting WSD equity work and closing the achievement gaps students of color face: The commission would like to learn more about WSD's equity work and help offer support efforts to close the achievement gap.
6. Conversations around making Wauwatosa welcoming to ALL: as an ongoing initiative the commission wants to make sure that Wauwatosa is an inclusive community for those of all backgrounds and identities.

Wauwatosa Equity Statement

adopted December 2, 2021

The City of Wauwatosa is committed to creating a positive environment of equity and inclusion for all of its employees, those who live or work in Wauwatosa and visitors to Wauwatosa. We believe that embracing the concept of equity and inclusion improves our community for everyone, and will assist us in ending disparities in quality of living that exist because of historic policies, practices, and systems in Wauwatosa.

As a City, we strive to create an inclusive and equitable community by embracing the following guiding principles:

- Develop inclusive structures and programs throughout the city to fulfill our responsibility to deliver service excellence to residents, as well as visitors and employees in our community.
- Strive to be a vibrant and welcoming community of choice that values diversity, equity, and inclusion as a critical part of our service provision.
- Demonstrate equity-sensitive leadership through our department directors and managers who will strive to ensure that equity and inclusion are considered throughout decision-making processes and also that employees are valued for their unique contributions.
- Recognize that programs and services may have different impacts on different groups of people, and consider the impact of our work on different people, including historically marginalized groups such as racial and ethnic minorities, immigrants, the LGBTQ+ community, seniors, and individuals with disabilities.
- Listen to different viewpoints as an important part of connecting with the community to foster opportunities for respectful dialogue between individuals with different opinions and lived experiences to assist us in forming ideas for policy outcomes that make Wauwatosa better for everyone.
- Work to ensure transparency and access to information about the city government's work, including clarity around how to be informed about topics under consideration and how to engage with the city on matters under consideration.