



1 **City of Racine, Wisconsin**
2 **Common Council**

3 **AGENDA BRIEFING MEMORANDUM**

4 **COMMITTEE: Common Council**

LEGISLATION ITEM #:

5 **AGENDA DATE: January 17, 2023**

7 **DEPARTMENT: Human Resources/ Equity Officer**

8 **Prepared By: Damian Evan**

9 **Reviewed By: Mayor Mason**

11 **SUBJECT: Approval of the Equity Workforce Plan for 2023.**

13 **EXECUTIVE SUMMARY: The City's Equity Workforce Plan sets the foundation for pursuing a**
14 **City workforce that better represents Racine's racial and residential demographics. Particularly**
15 **addressing race and residency through Recruitment and Retention, Orientation and Onboarding,**
16 **Culture and Climate, and developing an Equity Framework for the departments. The initial plan**
17 **addresses full-time employees (approximately 750 employees) and 15 departments.**

19 **BACKGROUND & ANALYSIS:**

20 **In 2022 the Equity Officer joined the Mayor's office and, through a review of a previous report,**
21 **worked to increase my understanding of City Government, reviewed hiring, residential, and salary**
22 **data to assess any inequities in those categories.**

24 **BUDGETARY IMPACT: To implement the plan does not impact the City's budget. However,**
25 **research confirms that intentionally pursuing diversity, equity, and inclusion goals for the**
26 **workforce may positively impact their budgets. Further, identifying additional funds for City Wide**
27 **training efforts would be necessary for the near future.**

29 **OPTIONS/ALTERNATIVES:**

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31 **RECOMMENDED ACTION:**

32 **Adopt the Equity Workforce Plan and move forward with each department's goals.**

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34 **ATTACHMENT(S):**

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