

Ordinance 0014-21 – Commitment to Equity

An ordinance to amend Chapter 62 of the Municipal Code of the City of Racine, Wisconsin.

The Common Council of the City of Racine, Wisconsin, do ordain as follows:

Part 1: Chapter 62, Article II, Section 62-26 of the Municipal Code of the City of Racine, Wisconsin, is amended by deleting the word “article,” in the introductory sentence, and inserting the word “chapter” therefor.

Part 2: Chapter 62, Article II, Section 62-26 of the Municipal Code of the City of Racine, Wisconsin, is amended by inserting the following definitions in correct alphabetical order:

“*Community*” means a group of people, or a feeling of fellowship and membership with others, as a result of sharing common geographic boundaries, culture, language, or common attitudes, norms, interests, and goals.

“*Equity*” means full, equal, fair, and just opportunities and outcomes for all people that enable them to attain their full potential.

“*Equity Officer*” means an employee whose responsibility is leading efforts throughout city government with regard to issues of equity, particularly racial equity, and fulfillment of the goals of Article IIC, utilizing racial equity frameworks and various tools, such as racial equity action plans, when warranted.

“*Explicit bias*” means bias or prejudice that is consciously held or recognized.

“*Inequity*” means differences in well-being that disadvantage one group in favor of another. These differences are systematic, patterned and unfair, and can be changed. Inequities are not random; they are caused by past and current decisions, systems of power and privilege, policies, and the implementation of those policies.

“*Implicit bias*” means a bias or prejudice that is present but not consciously held or recognized.

“*Individual racism*” means pre-judgment, bias, or discrimination by an individual based on race, can be both explicit and implicit.

“*Institutional racism*” means policies, practices, and procedures that work better for some members of a community than others.

“*Race*” means a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, particularly color; ancestral heritage; cultural affiliation; cultural history; ethnic classification; and the social, economic, and political needs of a society at a given period of time. Racial categories subsume ethnic groups.

“*Racial equity*” means the development of policies, practices, and strategic investments to reverse racial disparity trends, eliminate institutional racism, affect structural racism, and ensure that outcome and opportunities for all people are no longer predictable by race.

“*Racial Equity Action Plan*” means a developed, comprehensive plan to incorporate and embed racial equity principles and strategies into operations, programs, service, policies, and community engagement.

“*Racial Equity Framework*” means a developed, comprehensive approach and understanding of racial equity principles and strategies that not only understands but articulates the differences and effects between and among individual, institutional, and structural racism as well as implicit and explicit bias.

“*Social justice*” means all aspects of justice, including legal, political and economic, and requires the fair distribution of public goods, institutional resources, and life opportunities for all people.

“*Structural Racism*” means the history and current reality of institutional racism across institutions, both public and private, which combine to create a system that negatively affects communities of color.

Part 3: Chapter 62, Article IIC. – Commitment to Equity, of the Municipal Code of the City of Racine, Wisconsin, is created as follows:

Section 62-59. - Declaration of policy

- (a) It is hereby declared to be the public policy of the City to address, intentionally and purposely, issues of inequity within the city and its institutions. Many inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion. Without intentionality to address issues of equity, inequitable outcomes linked to race, socio-economic status, and other identities will persist. City staff across departments are charged with ensuring that their work includes thoughtful and intentional strategies to address disparities, and striving to achieve equitable outcomes for all residents.
- (b) Wherever possible, decisions, actions, and inactions of the Common Council shall thoughtfully consider the implications of those actions or inactions on the pursuit of equity.
- (c) All city officers and employees have a responsibility in the implementation of this article. In service of that goal, relevant equity-focused trainings shall be offered regularly, with the expectation that all employees and elected officials shall participate.
- (d) Annually, each Department shall participate in the Equitable Workforce Plan, which serves as the Citywide and departmental-level guide for advancing diversity, equity, and inclusion within each department and throughout the City. Departments shall include both their short and long-term diversity, equity, and inclusion goals in that Plan. The

Equitable Workforce Plan shall be presented to and adopted by the Common Council annually.

Section 62-60. - Equity Officer

- (a) There shall be an Equity Officer, in the office of the Mayor, who shall provide administrative and management services for the city, including but not limited to planning, program monitoring and evaluation, and coordination of enterprise related to efforts around racial equity and social equity as directed by the Mayor, and in partnership with the Human Resources Department.
- (b) The Equity Officer shall have oversight on matters of strategic planning, data collection and analysis, content development, learning facilitation, and policy development and implementation, all related to equity and inclusion in the City's workforce and the City as an employer. The equity officer shall coordinate City stakeholders on matters concerning equity, including:
 - 1) Developing and adapting an equity framework that clearly articulates vision, purpose and definitions to guide departments in incorporating equity principles, particularly racial equity, into their operations, programs, services, and policies.
 - 2) Coordinating and supporting efforts by all departments to increase diversity, equity, and inclusion; including but not limited to workforce diversity efforts; strengthening diverse membership in and support to the city's boards, commissions, and authorities; and increasing training and supporting the capacity building of staff with regards to the City's equity framework.
 - 3) Convening and providing or facilitating training and leadership opportunities for the City's staff-level Racial Equity Leadership Team, or similar convenings of staff-level equity-focused capacity and skill building.
 - 4) Assisting all departments in their inclusion of equity principles in strategic and budgetary planning.
 - 5) Assisting, in collaboration with all departments as applicable, in developing, setting and supporting existing goals for individual City departments regarding workforce diversity, workforce inclusion and retention, and diversity and representation of City boards, commissions, committees, and authorities.
 - 6) Working with the City's human resources department in designing and ensuring the City offers a broad based training curriculum aligned with the city's equity framework and targeted to meet differing needs.
 - 7) Identifying focus areas and supporting the development of policies and actions that improve equity in institutional and organizational practices including hiring, training, retention, inclusion, and promotion.

- 8) Developing, in coordination with departments, a Citywide Racial Equity Action Plan, monitoring progress of its implementation, and ensuring it is adapted and updated as necessary.
- 9) Learning and sharing information on best practices from other similarly-situated communities, participating in learning communities with regional and national organizations focused on equity and government, and seeking funding opportunities to support and enhance the City's equity initiatives.
- 10) Providing a forum for exchange of information and identification of opportunities for collaboration across departments on practices that advance equity.
- 11) Collecting, reviewing, and analyzing data to measure the strength of progress of stated goals concerning equity.
- 12) Communicating efforts and progress to the Mayor, departmental leadership, City staff, the Common Council, and to relevant City commissions/boards/authorities.

Part 4: This ordinance shall take effect upon passage by a majority vote of the members-elect of the City of Racine Common Council and publication or posting as required by law.

Fiscal Note: To be determined.

Pursuant to Wisconsin Statutes section 62.09(8)(c), the mayor shall have the veto power as to all acts of the common council, except such as to which it is expressly or by necessary implication otherwise provided. All such acts shall be submitted to the mayor by the clerk and shall be in force upon approval evidenced by the mayor's signature, or upon failing to approve or disapprove within 5 days, which fact shall be certified thereon by the clerk. If the mayor disapproves the mayor's objections shall be filed with the clerk, who shall present them to the council at its next meeting. A two-thirds vote of all the members of the council shall then make the act effective notwithstanding the objections of the mayor.