

Resolution 1718R-011

By Director Bonds

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states,

The Milwaukee Public Schools is committed to an equal employment opportunity and nondiscriminatory workplace, in accordance with the law for all individuals, regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other statutorily protected class or protected activity. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure a diverse workforce representation of our community. Efforts shall be taken in recruitment and in all phases of employment to address under-representation.

and

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states, “Milwaukee Public Schools has an enduring obligation to consider all qualified applicants from our diverse community. This includes, but is not limited to, all decisions made on recruiting, hiring, compensation, benefits, training, education, promotions, transfers, layoffs, discipline, termination, and other conditions of employment”; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, states “The District shall work to recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel”; and

WHEREAS, As one of the largest employers in the City of Milwaukee, Milwaukee Public Schools has an obligation to employ a diverse workforce that is reflective of the City; and

WHEREAS, While the MPS workforce in its entirety roughly mirrors the diversity of Milwaukee, this diversity is not reflected within job positions, job categories, or offices and departments; and

WHEREAS, School boards in the United States and Canada — including Broward County, West Des Moines, Hamilton-Wentworth, and Peel — have used diversity audits to assess the degree to which they are meeting their goals of highly qualified, diverse workforces; now, therefore, be it

RESOLVED, That Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce, policies, procedures, and practices; and be it

FURTHER RESOLVED, That the assessment include, but not be limited to, a review of:

- policies, procedures and practices, including those around promotion;
- employee and community perceptions;
- conflicts and complaints;
- legal requirements;
- turnover rates and employee morale;
- workforce demographic data; and
- benchmarking analysis; and be it

FURTHER RESOLVED, That assessment methods include, but not be limited to:

- surveys;

- data review;
- focus groups; and
- individual interviews; and be it

FURTHER RESOLVED, That a report detailing the findings of the analysis and recommendations for improvements in workforce diversification be provided to the Board no later than the March 2018 Board cycle.

November 30, 2017