

Brief History of Milwaukee Public Schools Supplier Diversity Program

The department of Contract Compliance Services (formerly the Division of Diversity and Community Engagement) provides coordination and oversight of the district’s supplier diversity effort and workforce preference programs affecting constituents and students. It is responsible for the assignment, monitoring, and enforcement of vendor participation requirements for Historically Underutilized Businesses (HUB), Communities in Need (COIN), and student employment and or career education hour assignments in MPS contracts, where applicable.

- 1984..... MPS Minority Business Program begins
- 1989-90 *Richmond v. Croson* Supreme Court decision affects all race-conscious programs in the country, specifically those established by federal, state, and local governments. The decision requires disparity studies or other justification measures before race-based programs can be implemented.
- April 1989 and March 1990 City Attorney issues opinions against continuing or establishing race-based policies without meeting criteria specified in the Croson decision.
- February 1990 The Milwaukee Metropolitan Sewerage District (MMSD) presents analysis of its study of the Milwaukee construction marketplace. The study finds overwhelming evidence of past and current discrimination against blacks, Hispanics, and women, justifying continuation of narrowly tailored race-and gender-conscious training, employment, and contracting remedies.
- April 1990 Milwaukee Board of School Directors authorizes MPS to join the City of Milwaukee and Milwaukee County in a joint disparity study and approves an interim change in the MPS program for race-conscious to race-neutral.
- October 1991 Milwaukee Public Schools adopts race-neutral disadvantaged business enterprise policy.
- June 1992 Joint city/county/MPS disparity study presented to Milwaukee Board of School Directors reviews identified discriminatory practices in construction, professional services, and commodity marketplaces that have prevented minority- and women-business enterprises from successfully competing with non-targeted businesses. The study also analyzes use and availability of minority- and women-owned business enterprises in relevant markets.
- November 1992 Milwaukee Board of School Directors introduce resolution to establish a race and gender-based program for the following five identified groups: African Americans, Hispanic Americans, Native

Committee on Accountability, Finance, and Personnel

	Americans, Asian Americans, and Women and it to set-aside of 30% of all awarded contracts for MWDBE businesses.
March 1993	Milwaukee Board of School Directors adopts MPS Historically Underutilized Business Program Advisor Council to replace any and all prior policies regarding minority, women, and/or disadvantaged business enterprise utilization within its contracting.
November 1994	Milwaukee Board of School Directors amend the March 1993 HUB Policy to reflect advised changes which in effect do not alter the program in its present form, but provide legal clarification.
1999-2006	Milwaukee Public Schools Neighborhood Schools Initiative (NSI) aggressively includes requirements of 30% HUB, 25% COIN, and as assigned, student employment and career-education hour requirements to all contract dollars on NSI projects.
April 2003	Milwaukee Board of School Directors adopt Resolution 0405R-21 Communities In Need initiative – Phase I
March 2005	Milwaukee Board of School Directors unanimously approved adopting Resolution 0405R-021 into Administrative Policy 3.13 Communities in Need (COIN) to apply to construction labor workforce hour assignments on Division of Facilities and Maintenance Service general construction contracts.
July 2009	City of Milwaukee Common Council conducts next disparity study to determine legal basis to establish a race-and gender-based business enterprise program for the procurement of goods and services.
July 2010	Phase I of the City of Milwaukee's disparity study was completed and released for public comment.
December 2010	City of Milwaukee final disparity study released and available for public comment.
March 2011	Milwaukee Public Schools Office of Accountability and Efficiency present the findings of the City of Milwaukee disparity study; Contract Compliance Services presents data regarding the Historically Underutilized Business (HUB) program.
May 2013	Substitute resolution relating to settlement in the matter of Hispanic Chamber of Commerce of Wisconsin, et at. v. City of Milwaukee v. D. Wilson Consulting Group LLC, et al.
November 2013	Portions of Chapter 370 of Milwaukee Code of Ordinances were repealed to remove the race and gender conscious programs and

Committee on Accountability, Finance, and Personnel

	maintain the race and gender-neutral small business enterprise program.
October 2017	City of Milwaukee Common Council Approve Racial Disparity Study
January 2019	Milwaukee Board of School Directors adopted Resolution 1819-011 regarding a local purchasing program.
August 2019	CCS and Administration present its analysis on the feasibility of instituting the City of Milwaukee Chapter 365 Local Business Enterprise Contracting Program with report due back to the Milwaukee Board of School Directors reviewing additional contracting incentive programs.
December 2019	Milwaukee Public Schools explores expansion of HUB, COIN, and student employment and or career education hour assignments where applicable to district procurements for construction, goods and services, and professional services.