

Resolution creating a Racial Equity Team within the City of La Crosse.

RESOLUTION

WHEREAS, the City of La Crosse acknowledges inequities within their government organization, programs and services and resolves to understand and address the roots of these inequities; and

WHEREAS, racial equity is realized when race can no longer be used to predict life outcomes, and outcomes for all groups are improved; and

WHEREAS, the City of La Crosse aims to combat inequitable areas of their government, programs and services, including, but not limited to, a lack of representation in employment, as the City of La Crosse is made up of 10% Black, Indigenous, and People of Color, but these citizens only account for 6.24% of City employees¹; and

WHEREAS, the Analysis of Impediments to Fair Housing (2019) report demonstrated that Black people are under-represented as homeowners and over-represented in living in extreme poverty and housing that is unaffordable or poor quality²; and

WHEREAS, creating a racial equity team to review and assess employment, programs and services, research best practices and develop recommendations for improvement is necessary for addressing inequities in access to programs and services and for achieving a representative City work force.

NOW, THEREFORE BE IT RESOLVED, by the Common Council of the City of La Crosse that it hereby establishes the City of La Crosse Racial Equity Team.

BE IT FURTHER RESOLVED, that said team will be comprised of up to seven employees to be appointed by the Mayor.

BE IT FURTHER RESOLVED, that the City's Human Rights Commission will advise the Racial Equity Team and apply their mission statement of promoting "the dignity and empowerment of all persons living in La Crosse, Wisconsin³" to this team.

BE IT FURTHER RESOLVED, that the Racial Equity Team shall provide regular updates as to their progress to the Human Rights Commission and La Crosse Common Council.

BE IT FURTHER RESOLVED, that the City of La Crosse Racial Equity Team will assess City employment information and recruitment, City programs and service areas, gather input and feedback, analyze data regarding current inequities and problems (such as previous town halls and community conversations), and work to recommend solutions that, when implemented, will create positive change within the City organization in regards to employment, programs and services.

BE IT FURTHER RESOLVED, that the City of La Crosse Racial Equity Team will use their findings to create an equity action plan that will act as a framework for implementing the needed changes and improvements.

BE IT FURTHER RESOLVED, that the Mayor and various City departments are hereby authorized to effectuate this resolution.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on November 12, 2020.



Teri Lehrke, City Clerk, City of La Crosse

¹City of La Crosse HR Department

² [City of La Crosse Analysis of Impediments to Fair Housing](#)

⁴[Human Rights Commission Equity Statement](#)