

Milwaukee County Supervisor Burgelis: Supervisor Burgelis' plan to promote intentional LGBTQ+ inclusivity initiatives recommended for adoption

Posted on Thursday, Sep 8, 2022

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MILWAUKEE – On Tuesday, September 6, the Committee on Personnel unanimously recommended for adoption a [resolution](#) authored by Supervisor Peter Burgelis recognizing the progress Milwaukee County has made as an organization in the areas of diversity, equity, and inclusion. It also encourages further support for an approach recognizing the effects of intersectionality on individuals facing discrimination and promotes intentional LGBTQ+ inclusivity initiatives.

“The diversity of Milwaukee County is our strength. By ensuring LGBTQ+ and gender non-conforming employees are recognized, Milwaukee County reaffirms its commitment to ensure each person is valued,” said Supervisor Burgelis. “An environment where employees can bring their authentic selves to the workplace increases productivity and reduces turnover—and is the right thing to do. Milwaukee County is a terrific career-employer and offers competitive pay and benefits to our outstanding public sector professionals. This resolution enhances our equity goal.”

“Today’s vote reaffirmed Milwaukee County’s commitment to achieving equity. By elevating the ongoing diversity, equity, and inclusion work for Milwaukee County employees, we will create a work environment where all employees are seen, heard, and valued. As a county, we won’t achieve true equity until every employee

can come to work and be their authentic, full self,” said Diversity & Inclusion Manager Dan Terrio. “Intersectionality is a centerpiece of our work here at Milwaukee County and opens up opportunities for innovative thought and unique dynamics in the workplace. Race, gender identity, veteran status, and disability status are presently elevated within the workforce. This resolution elevates LGBTQ+ intersects that already exist within our workforce as well as recognizes the role the LGBTQ+ community plays in achieving our vision of becoming the healthiest county in the state.”

The resolution supports the use and normalization of pronoun identification in introductions, biographies, and email signatures. It also begins the collection of voluntary self-identification of non-binary gender within the existing Human Resources Dayforce platform.

Milwaukee County adopted File No. 20-174 in April 2020, creating Chapter 108 of the Milwaukee County Code of General Ordinances with the stated goal of achieving racial equity in order to make Milwaukee County the healthiest county in Wisconsin.

In June 2020, a landmark decision by the Supreme Court of the United States ruled that Title VII of the Civil Rights Act of 1964 protects LGBTQ+ individuals from discrimination in the workplace.