



RACIAL EQUITY BUDGET TOOL

Date Submitted: 8/14/20

Department: Office of the Milwaukee County Executive

Please note: each response field below has a 2,500 character limit.

STRATEGIC OBJECTIVE CATEGORY 1: DIVERSE & INCLUSIVE WORKFORCE

What activities are you doing to attract and retain a diverse and inclusive workforce in your department? What are the associated costs of these activities?

The Office of the County Executive (CEX Office) is distinct from the County's departments in several ways. First, the CEX Office is an oversight body rather than a department. Second, and as a consequence of the first point, it does not manage programs or offer direct services to the public. Third, its budget is comprised almost entirely of the salaries of its staff. Forth, unlike the departments, CEX Office staff are selected by and serve at the pleasure of the County Executive.

As a result of these unique characteristics, not all questions are applicable to this office. Despite this, the CEX Office has sought to provide answers wherever possible in order to demonstrate the Office's alignment to and support for the advancement of the County's vision. +

How do you use professional development and advancement opportunities to advance equity in your department's workforce? What resources are used to support these opportunities for professional development and advancement?

This process is handled at the departmental level.

STRATEGIC OBJECTIVE CATEGORY 2: PEOPLE-FOCUSED DESIGN

How and when have service users, particularly users of color, and other key stakeholders been engaged to inform decisions about your requested budget (Who was involved, what was the forum, what were the results)?

In 2019 the CEX Office used the participatory budgeting tool "Balancing Act" to gather input from County residents about how the County should allocate its budget and generate new revenue. Based on a review of the demographics from participants in 2019, which skewed toward residents college and advanced degrees, the CEX Office changed the tool for 2020 to make it more accessible to all County residents.

The 2019 use of the Balancing Act tool showed a strong interest among residents in allowing the County to raise revenue through an increase in the sales tax in order to continue providing high-quality services to residents. As a result, the CEX Office advocated for this approach in subsequent communication with various external stakeholders.

What are the multi-lingual needs of your department's service users? How do you use your budget to meet these language needs?

According to the US census, 83.2% of Milwaukee County residents speak English as their primary language. The majority of residents who speak another language as their primary language speak Spanish. As a result, whenever possible, the CEX Office translates materials into Spanish in order to maximize accessibility of information. Given budgetary limitations, the CEX Office generally is not able to translate materials into Hmong, Chinese, and other languages spoken by some Milwaukee County residents. That said, the CEX Office has collaborated with other departments to ensure that emergency messages and other critical communications are accessible in languages other than English and Spanish.

STRATEGIC OBJECTIVE CATEGORY 3: EMPLOYEE PERSPECTIVE

Our employees can be a great resource for innovation and knowing what is working well and what needs work. Have you engaged a diverse group of frontline employees to inform decisions about your proposed budget changes? If yes, how was input solicited, who was involved, and what were the results?

This process is handled at the departmental level.

STRATEGIC OBJECTIVE CATEGORY 4: IMPROVED PERFORMANCE & EQUITABLE PRACTICE

Describe ways in which racial and economic data was used to prioritize resource distribution. (Data can include sources found in the resources section of this tool, department collected data, or any other relevant data from other sources.)

The County Executive's Office oversees the allocation of the budget as a whole. As a result, the CEX Office facilitated the development the Racial Equity Budget Tool in order to ensure this question is being explored by departments across the County.

What are the positive or negative racial equity implications of your proposed budget changes? For reference departments may refer to the "Form 1 – Major Changes" tab of your Supplemental Forms 2021 spreadsheet. Any change with identified impacts should be described.

There are no significant budget changes for the Office of the County Executive.

What are the expected benefits and potential unintended consequences to disadvantaged communities of your proposed budget changes?

a. What analysis did you do to determine the expected benefits and potential unintended consequences?

N/A

b. What will your department do to mitigate unintended consequences resulting from your proposed budget changes?

N/A