



RACIAL EQUITY BUDGET TOOL

Date Submitted:

Department: Government Affairs

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 Government Affairs consists of 2 staff. The Government Affairs Director is hired by the County Executive, while the Government Affairs Liaison is hired by the County Board. Therefore, the Government Affairs Director does not have an ability to attract, retain, hire staff.

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?

Government Affairs maintains a small department of 2 employees. The department is encouraged to pursue any training or development opportunities that enhance their effectiveness in their role, or serve the county's mission and values.

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)?

The Government Affairs budget does not have any external users. The Government Affairs budget includes funding for personnel, and a small portion for materials and contracted service.

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

There are currently not multi-lingual needs of Government Affairs, as we do not have any service users.

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?

Annual variations in Government Affairs budget typically reflects changes in personnel costs.

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.)

Resource distribution for Government Affairs is determined on personnel costs and annual costs for membership fees and supplies. There is little variation on an annual basis.

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.

It is anticipated there will be a neutral impact on racial equity.

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?

The budget changes do not result in any service or policy changes, therefore it is expected that there will not be any impact relative to racial equity.

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

Government Affairs will continue to pursue the mission, vision, values as set forth by Milwaukee County, ensuring that racial equity is at the forefront of our strategic decisions.