



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/1/20

Department: Office on African American 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 on African American Affairs (OAAA) was created with the explicit intention of continually recruiting and retaining a diverse, inclusive and talented workforce. The office recruits widely when positions are open and provides ongoing professional development to retain and promote growth within the office. The office was created with the expressed intention to be a diverse, inclusive and equitable team. Over 70% of OAAA's staff positions explicitly have the word equity in the title (i.e. Equity Analyst, Equity Research and Program Manager). Finally, our office is focused on and invests in the community through proactively recruiting interns of color and providing space for interns to do meaningful work in our office.

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?

Staff are continually provided with local and national professional development training opportunities. The office maximizes these opportunities by encouraging all staff, across the breadth and depth of the department, to attend both on-line and in-person professional development opportunities. For example, all staff were included in and fully participated in the 2019 Racial Equity Ambassador program to ensure continued professional development. The office participated in several local and national Government Alliance on Race and Equity (GARE) trainings, including the Wisconsin Learning Community and on-line training and professional development opportunities on best practice that were facilitated by professionals both at GARE and at municipalities across the country.

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 2021, the Office on African American Affairs will incur a 2.6% budget cut due to the COVID-19 pandemic, which will limit the ability of the office to support internal and external stakeholders, including a large percentage of users of color. These cuts have been carefully vetted to ensure OAAA will be able to connect with and support the community, as the office has seen an unprecedented increase in requests for collaboration. OAAA staff are engaged in the community and share community feedback, which directs budget dollars to effective and efficient racial equity programs.

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

To date, our office has never had a multilingual request. OAAA currently has relationships with community partners who can support with translation if needed, and there is room in the budget to support paying for this need.

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?

In April 2020, the Milwaukee County Board of Supervisors unanimously passed an ordinance creating Chapter 108 “Achieving Racial Equity and Health” of the Milwaukee County Code of General Ordinances which resolved that by achieving racial equity, the County will eliminate health and opportunity gaps along racial lines and will increase the success of all groups by distributing resources justly across all communities. The adoption of the ordinance commits Milwaukee County to support the Office on African American Affairs (OAAA) by ensuring it is strategically positioned within County government to assist with the development and institutionalization of racial equity tools and to collaborate with departments to assess and transform policies, procedures, practices and power structures to help the County become a place where all citizens can thrive. Specifically, in 2019, OAAA launched the RE Ambassador program which met monthly with staff from across all departments and divisions of the county to provide training and reflect on County policies and practices.

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.)

To ensure that Racial Equity is at the forefront of Milwaukee County government, the Office on African American Affairs will continue its collective impact approach. This approach entails offering guidance to County Departments and coordinating with community stakeholders to support the vision and strategic planning priorities to develop a common agenda, shared measurement systems, mutually reinforcing activities, and continuous engagement and enhanced communication. Additionally, the office created an info-graphic to align with our pillars and the social determinants of health, which will be updated annually. And, our research and data team continually review census data, articles and research for the most up-to-date data.

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.

In 2021, the Office on African American Affairs will incur a 2.6% budget cut due to the COVID-19 pandemic, which will limit the ability of the office to support all departments and divisions. Due to the ongoing nature of the pandemic, subsequent national unrest and the likelihood that these will remain in 2021, cuts have been made with the intention of causing minimal disruption to essential responsibilities. OAAA's essential responsibilities remain providing guidance, education, research and technical assistance. OAAA supports the County vision and strategic planning priorities through training, community engagement and evaluating the impacts on Black and Brown communities. Most importantly these cuts have been carefully vetted to ensure OAAA will be able to connect with and support the community as the office has seen an unprecedented increase in requests for collaboration.

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?

OAAA performed a review of training feedback and surveys, utilizing the information to determine strategic allocation of resources to ensure expected benefits. An additional benefit of the office being fully staffed is that the office will for the first time have seven full-time staff, which will enable more robust community engagement. Potential unintended consequences include the inability of a small staff to accurately know and reflect the breadth and depth of all facets of the county.

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

The Office will continue to engage in meaningful conversations that explicitly discuss racial equity across the county and community. These conversations will enable the facilitation of additional introductions, so OAAA employees and various departments can continue to build relationships with communities of color. Additionally, the office will continue to provide training opportunities on a variety of topics related to racial equity that are based on the the results of the county employee RE survey and training feedback and surveys. Finally, OAAA will continue to provide ongoing working sessions with RE Ambassadors from departments and divisions across the county.