



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/17/20

Department: Office of the County Treasurer

*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?**

When filling an open position we always look for diverse candidates.  
We try to post job announcements in places where they will be seen by diverse candidates.

**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?**

Within our department we have used a temporary agency to find diverse, qualified candidates because Human Resources has struggled to find us such candidates. One temporary hire has since been hired and promoted within our department.

### 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)?**

If you define users as delinquent taxpayers, they are the vast majority of our service users. Most of our contact is in writing or on the phone and we are always willing to listen to feedback about how we perform our duties.

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

As stated above, the vast majority of service users contact us by telephone or in writing. In these communications the language issue has been resolved before contact with our office.

### 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?**

Front line employees are asked about how to improve day-to-day operations of our office. We incorporate these ideas in our budget.

### 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.)**

This is an important issue in Milwaukee County, but because the functions we perform are state mandated, this question is not as applicable to our department as it may be to others.

**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.**

Our cost to continue budget has no major changes.

**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?**

Because our budget is a cost to continue budget, there are no major changes that are applicable to this question.

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

I would answer this question the same way I would answer question (a).