



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/6/20

Department: Milwaukee County Clerk's Office and Election Commission

*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 Milwaukee County Clerk's Office, which includes the Election Commission, is one of the most diverse departments in Milwaukee County. This was achieved through the meticulous dedication to diversity from former and current County Clerk as well as Elections Director. Diversity was and remains at the forefront of hiring in the County Clerk's Office and we are pleased that it is being further codified through the Milwaukee County's mission of Racial Equity. We have created an environment that attracts diverse pool of candidates for new openings. There are no extra costs to this process as each time a job was posted in the Clerk's Office a diverse group of candidates applies.

**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?**

All employees at the Milwaukee County Clerk's Office are encouraged to utilize Milwaukee County's Learning and Development tool. We also budget annually for employee development and encourage employees to take advantage of development opportunities outside of those provided by Milwaukee County government.

### 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 user base of services County Clerk's Office provides is very diverse and each one of those users has the opportunity to provide feedback through the Customer Satisfaction Survey. Valuable feedback is used to guide budgetary decisions.

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

Our department has great demand when it comes to multi-lingual services as English is not the primary language for many of our customers. The greatest demand by far is for Spanish and our office employes a full time Spanish bi-lingual staff person to work with those who only speak Spanish. In addition to that, our office utilizes an over-the-phone language interpreting service.

### 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?**

All employees of the Milwaukee County Clerk's Office are encouraged to provide and are often directly asked for feedback on how to improve day-to-day operations and long term goals. Their input and suggestions are considered and incorporated in developing the department's budget. Input is solicited in groups and collected either verbally or requested in writing. Front line employees have first hand experience and know best what works and what doesn't. Their respective input is very valuable and utilized in decision making.

### 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.)**

Most of the services that the County Clerk's Office provides are State and County mandated services. This leaves little room for discretionary prioritization of one area over the other. One exception to that is advertising funds that promote voter awareness and participation. Using voter and demographic data, we identified areas where voter participation is the lowest and impediment to voting is the greatest. We concentrated funds to those areas to increase voter participation and inform future voters of all the necessary steps to register and ultimately vote (e.g. what kind of ID is necessary to cast the ballot on election day).

**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.**

The Clerk's Office's budget is a cost to continue budget and therefore there were no major changes involved that can be addressed in this aspect.

**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 Clerk's Office's budget is a cost to continue budget and therefore there were no major changes involved that can be addressed in this aspect.

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

The Clerk's Office's budget is a cost to continue budget and therefore there were no major changes involved that can be addressed in this aspect.