



RACIAL EQUITY



BUDGET TOOL

2027 BUDGET CYCLE

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By achieving racial equity, Milwaukee is the healthiest county in Wisconsin.

MILWAUKEE COUNTY VISION STATEMENT

Overview

Racism has been and is a public health crisis in Milwaukee County. According to the County Health Rankings, Milwaukee County has consistently been, one of the lowest-ranked counties for health in Wisconsin and, according to Federal Reserve Economic Data, Milwaukee County is one of our nation's most racially segregated areas.

According to 2019 statistics, a white person lives, on average, nearly 14 years longer than a black person and the infant mortality rate is nearly three (3) times higher for black infants compared to white infants. Race is a social construction with no biologic basis, yet racism may produce an assigned societal value based on the way a person looks that has resulted in race being a consistent predictor of a person's quality and length of life.

Racism (not race) is a leading indicator of health because it structures access to opportunity like housing, education, employment, food, safety, and care. When access to opportunity is structured unequally, health outcomes follow that pattern. Other forms of oppression (i.e., ableism, sexism, etc.) operate through similar pathways, and when they intersect with racism, the impact on health compounds.

When we examine and correct the structural barriers created by racism, such as inequitable housing policy, underinvestment in neighborhoods, food apartheid, or unequal access to capital, we are also strengthening the infrastructure that also affects women, people with disabilities, older adults, Veterans, immigrants, and others who face systemic barriers in Milwaukee County.

The Racial Equity Budget Tool (REBT) enables departments to critically assess the impacts of budget decisions. The tool is structured around Milwaukee County's strategic focus areas to help departments and decision makers be better stewards of public resources.

Milwaukee County's Racial Equity Budget Tool (REBT) is designed to:

Make intentional connections between the strategic plan and the budget.

Use racial equity as the key guiding principle for important decisions regarding investments or disinvestments.

Initiate conversations on topics related to the three-year strategic objectives among department leaders and employees.

Provide baseline data on departmental efforts to inform enterprise-wide decisions.

Commented [SC1]: This language was added to address concerns of some electeds about why we are not also focusing on other dimensions of identity (i.e. disability, gender, etc.) There is confusion between structural oppression and identity.

Milwaukee County Strategic Focus Areas

In 2019, Milwaukee County launched its first strategic plan in 20 years. This plan explicitly recognizes that racism is a public health crisis and leads with the vision that: **By achieving racial equity, Milwaukee is the healthiest county in Wisconsin.**

As part of the strategic plan, Milwaukee County leaders have committed to use a racial equity budget tool to ensure resource allocations advance the strategic focus areas and vision. The questions in this budget tool were guided by the strategic plan and were informed by best practices from other jurisdictions and the Government Alliance on Race and Equity (GARE).

1. Create Intentional Inclusion

- Reflect the full diversity of Milwaukee County at every level of County government.
- Create and nurture an inclusive culture across the Milwaukee County government.
- Increase the number of Milwaukee County contracts awarded to minority- and women-owned business.

2. Bridge the Gap

- Determine what, where, and how we deliver services based on the resolution of health disparities.
- Break down silos across Milwaukee County government to maximize access to and quality of services offered.
- Apply a racial equity lens to all decisions.

3. Invest in Equity

- Invest “upstream” to address root causes of health disparities.
- Enhance Milwaukee County’s fiscal health and sustainability.
- Dismantle barriers to diverse and inclusive communities.

Instructions

1. Submit only one REBT per department.

The REBT should reflect an analysis of the suite of budget decisions per department. Within answers to each question, **details may be provided at the division level**, as determined appropriate. Decision points should be analyzed as part of the comprehensive effort that your department is undertaking in addressing racial equity in programs, plans, policies, and power structures. Since departments are often tasked with cutting their budgets to reflect a reduction from their previous fiscal year's budget, a REBT should also include an analysis of how proposed reductions may or may not burden Black and Brown individuals and communities.

2. Keep the focus on the analysis of departments' improvements, reductions, and overall budget.

The REBT will focus on a racial equity analysis of decisions for new policies, programs, and plans under consideration, and the department's ongoing commitment to racial equity.

3. Use demographic data to help your department determine benefits and burdens of new decisions and overall budget.

State and federally collected demographic data resources are provided in [Appendix C](#). Departments are encouraged to

use any data they collect on their service users throughout the completion of the REBT. Data from other relevant and credible sources a department may have is also acceptable.

4. REBT technical assistance information and opportunities.

If you have questions related to the 2027 REBT, please attend one of the Strategy, Budget and Performance Open Office hours and bring the questions. All persons who may be expected to assist the department director in completing the REBT will be encouraged to participate.

- If you understand the question, but have difficulty determining how to answer a question, please contact your Budget Analyst for assistance.
- The Office of Equity should only be contacted on questions related to the racial equity components (glossary, concepts, etc.) that are unclear and cannot be addressed by your Budget Analyst. Send correspondence via email to equityoffice@milwaukeecountywi.gov.



RACIAL EQUITY BUDGET TOOL

Date Submitted:

Department:

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

STRATEGIC FOCUS AREA 1: CREATE INTENTIONAL INCLUSION

1. 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 Comptroller is committed to attracting, developing, and retaining a diverse, equitable, and inclusive workforce that reflects the community it serves. In FY 2026, the Office continues to recruit qualified candidates through broad outreach efforts, promote equal employment opportunities, and foster an inclusive workplace culture that values collaboration, professional development, and employee engagement.

Retention efforts include providing opportunities for training and continuing professional education, supporting career growth and succession planning, encouraging knowledge sharing across functional areas, and promoting work-life balance through available County programs and flexible work arrangements where operationally feasible. The Office also emphasizes employee recognition, open communication, and a respectful work environment to support long-term employee satisfaction and retention.

The Office of the Comptroller consistently receives high satisfaction rates in employee surveys, likely due to open communication channels between staff and departmental people leaders. The Comptroller holds all-staff meetings and regularly shares countywide updates via email. The Comptroller supports employees needing flexible schedules and accommodation, encouraging diverse work styles. The Comptroller is committed to offering fair and equitable opportunities for advancement as they become available.

The Office of the Comptroller spends on average \$25,000 for various conferences, personal development and meetings which cover topics related to equity, accounting, grants, and budgeting.

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

The Office of the Comptroller uses professional development as a strategic tool to promote equity. The Office of the Comptroller promotes equity by providing employees with fair and consistent access to professional development and advancement opportunities. Employees are encouraged to participate in job-related training, continuing professional education, leadership development programs, and professional association events that enhance technical knowledge and support career progression. Training opportunities are communicated broadly to ensure all eligible staff can participate.

The Office also supports cross-training, mentoring, and knowledge sharing to expand employees' skills, strengthen operational resiliency, and prepare staff for advancement opportunities as they arise. Performance evaluations, skip level meetings, and regular supervisory discussions are used to identify individual development goals and align training opportunities with organizational needs and employee career objectives.

Resources supporting these efforts include the Office's operating budget for employee training and professional development, County-sponsored learning and leadership programs, required continuing education for professional certifications, and participation in external conferences, seminars, and workshops as funding permits. Staff are encouraged to attend external training programs at conferences, particularly those designed to support historically underrepresented groups in finance and government such as Government Finance Officers Association (GFOA), Women's Leadership Forum and local programs such

as the County's Management Development Program (MDP) which prioritizes diverse participants.

3. 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?

The Office of the Comptroller values input from employees at all levels and incorporates frontline staff perspectives into budget development and operational decision-making. Input was solicited from employees representing the Office's various functional areas, including accounting, financial reporting, accounts payable, payroll, grants, and other fiscal operations. Staff feedback via surveys helped identify operational priorities, process improvements, training needs, technology enhancements, and resource requirements necessary to maintain effective financial management and compliance. The results of this collaborative approach informed budget recommendations by prioritizing investments that improve operational efficiency, strengthen internal controls, support regulatory compliance, and enhance service delivery.

4. Are you tracking contracts with minority and women-owned business? If yes, please share percentages of each. If no, why not?

The Comptroller's Office remains committed to engaging and contracting with minority- and women-owned businesses whenever possible and continues to seek opportunities to expand participation of diverse firms in professional services related to our operations. The professional service agreement with Baker Tilly US, LLP for conducting the annual audit of the County's financial statements has a targeted business enterprise goal of 34 percent for each year of the contract. The professional service agreement with Quarles & Brady for providing bond counsel services has a targeted business enterprise goal of 17 percent. And the professional service agreement with Public Financial Management (PFRM) for bond financing services also has a targeted business enterprise goal of 17 percent. The Office of the Comptroller remains committed to fostering equitable contracting opportunities and supporting the County's supplier diversity objectives by maximizing participation of qualified minority- and women-owned businesses whenever practicable.

STRATEGIC FOCUS AREA 2: BRIDGE THE GAP

5. How and when have service users, in diverse and inclusive communities, and other key stakeholders been engaged to inform decisions about changes in funding levels for services provided in your requested budget (who was involved, what was the forum, what were the results)?

Our department's efforts are designed to engage stakeholders in ways that meet them where they are and respect their unique expertise and perspectives. We routinely engage with a broad range of stakeholders to inform decisions regarding funding priorities and the delivery of financial services. The Office collaborated with County departments, elected officials, the County Executive's Office, the Office of Strategy, Budget and Performance, external auditors, bond counsel, financial advisors, and other governmental and community stakeholders during the budget development process. Stakeholder input was obtained through departmental meetings and ongoing discussions regarding financial reporting, debt management, grant compliance, and fiscal policy. These engagements provided opportunities to identify operational needs, assess the potential impacts of funding changes, and ensure that financial resources were aligned with County priorities and statutory requirements. Feedback received through the budget development process helped inform funding recommendations that support fiscal stewardship, clarity, regulatory compliance, and the equitable allocation of financial resources across County operations.

6. Describe ways in which demographic and economic data were 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.)

a. Please provide specific examples of data and how that influenced decision making.

b. Are there gaps in the data that need to be addressed to better understand disparities in equity?

With nearly 84% of the budget dedicated to personnel and staffing costs, the Office must creatively use staff to promote racial equity. As a centralized administrative function, the Office of the Comptroller does not provide direct public-facing services in the same manner as other operational departments. The Office utilizes financial data, including expenditure trends, revenue forecasts, cash flow analyses, debt service requirements, and grant compliance information, to prioritize staffing, technology investments, professional services, and other operational resources necessary to fulfill its financial oversight responsibilities. This includes identifying strategies to increase the diversity of the applicant field, and actively seeking BIPOC (Black, Indigenous, and People of Color) candidates. Departmental staff will also work with Procurement to ensure the RFP processes and procedures are aimed at promoting minority-owned and disadvantaged business enterprises into lead advisory roles for

various services. While the Office maintains comprehensive financial and operational data, it does not routinely collect or analyze demographic data related to service recipients because it does not administer direct public programs.

7. a. How does your budget reflect efforts to work across departments to break down silos to maximize access to and quality of services offered?

The Office of the Comptroller's budget reflects a commitment to partnering across departments to improve coordination, eliminate administrative silos, and strengthen equitable access to County services. As the County's central financial agency, the Office supports departments through collaborative financial oversight, grant administration, accounting support, and reporting processes that promote consistency, clarity, and accountability across the organization. Budgeted resources support ongoing collaboration with operating departments to align financial forecast planning, including initiatives that advance racial equity. The Office works with departments throughout the annual fiscal cycle to provide fiscal analysis, monitor expenditures, identify funding opportunities, and ensure that available resources are allocated efficiently and in accordance with objectives. The Office also partners with departments to improve financial systems, standardize business processes, and enhance data sharing. These efforts reduce duplication, improve the quality and timeliness of financial information, and enable departments to make more informed, data-driven decisions regarding service delivery and resource allocation.

b. How does this help us achieve the vision of achieving equity and health?

The primary responsibility of staff in the Comptroller's Office is to work closely with departments to provide fiscal advice, process payments and support the County Board and County Executive. Ensuring fiscal health is crucial for maintaining programs and services, and the Comptroller is dedicated to enhancing staff capabilities to achieve this goal, which aligns with the County's vision of becoming the healthiest county in Wisconsin. Cross-department engagement ensures that budget decisions consider the real-life impacts on diverse communities, advancing the County's vision for racial equity and health equity.

8. 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 Office of the Comptroller's 2027 Budget is largely a status quo budget, maintaining our current level of services without significant new initiatives or reductions. As such, we do not anticipate any new unintended consequences for disadvantaged communities resulting from our proposed budget. Our Accounts Payable division processes over 125,000 vendor payments annually (2025 data), including payments to small businesses and Targeted Business Enterprises (TBEs). Maintaining our budget ensures vendors—including minority- and women-owned businesses—receive timely payments, supporting their financial stability and continued participation in County contracting opportunities. The payroll division will continue verifying and processing payroll for approximately 4,130 County employees (2026 budget data). This function ensures employees receive correct compensation and benefits and allows for accurate workforce demographic tracking to support equity analysis and employment goals. The Audit Services Division will continue reviewing county-wide workforce demographics and departmental progress toward racial equity goals.

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

It is our intention to avoid any unintended consequences resulting from the submission of the 2027 Requested Budget. If resources are inadequate, the Office of the Comptroller will take steps to protect the integrity of financial data while promoting awareness of individual and organizational roles in achieving racial equity. For example, reduced resources could cause delays in processing payments to vendors, which could disproportionately affect smaller firms and TBEs that rely on timely cash flow.

c. What are the demographic impacts of any fines and fees assessed by your department? Are there disproportionate impacts on any particular groups?

N/A

STRATEGIC FOCUS AREA 3: INVEST IN EQUITY

9. If your department were to receive some additional funding for addressing equity, what specific strategic plan

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priority would you address, what would be the project/activity and intended outcome, and how much would it cost?

We propose launching a "Milwaukee County Community Financial Transparency and Engagement Initiative." This initiative would develop multilingual, plain-language materials explaining County financial processes, budget decisions, and how residents can access County programs and services. It would also fund a series of in-person workshops and pop-up events in historically underserved communities, delivered in partnership with trusted local organizations. The goal is to build trust, increase civic participation, and reduce disparities in knowledge about how Milwaukee County allocates resources and provides services. Outcomes would be measured through workshop attendance, distribution metrics for materials, and survey feedback on residents' understanding of County finances and trust in government. We estimate a cost of \$125,000 allocated between content creation, community outreach, and materials.

10. What is your department doing to dismantle barriers to diverse and inclusive communities, including meeting multilingual needs, accessibility barriers, food apartheid, financial empowerment or other factors that impact the stability and wellbeing of people in Milwaukee County?

The Milwaukee County Comptroller's Office is committed to dismantling barriers to diverse and inclusive communities by ensuring that financial information and services are accessible and understandable to all residents. We produce several public documents, including the Annual County Executive Budget Overview, the Annual Comprehensive Financial Report (ACFR), and the Five-Year Forecast, that are available on our website in accessible formats. While some of these documents are written for a broad audience, we are actively exploring ways to make complex financial information, like the ACFR, clearer and easier to understand for all community members. Additionally, the Comptroller's Office engages directly with residents on matters such as jury service payments, rent assistance, and our Audit Hotline. To help overcome language barriers, we have Spanish-speaking staff available to assist with payment issues and other services, promoting inclusivity and cultural responsiveness in our interactions. Through these efforts, the Office contributes to dismantling systemic barriers by ensuring that County financial practices are transparent, accessible, accountable, and responsive to the diverse needs of Milwaukee County residents.



Appendices

Appendix A:
Glossary

Appendix B:
Frequently Asked Questions

Appendix C:
Resources by Strategic Focus Area

Appendix D:
Community Engagement Frameworks

APPENDIX A GLOSSARY

Communities of color: *In the context of the Milwaukee County Racial Equity Budget Tool, the term communities of color is interchangeable with Black and Brown communities and inclusive of all non-white populations of color.*

Historically marginalized communities: *A collective term for referencing communities that have historically experienced inequities where they learn, live, and work that were/are not optimal due to disenfranchisement, disinvestment, marginalization, racism, and other systems of oppression.*

Diversity: *Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term “diversity” is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.*

Diverse group: *As it relates to question 5, an intentional effort to include individuals from different racial, ethnic, gender, and social backgrounds proportionate to the diversity of the department.*

Economic data: *Numerical data collected based on service delivery criteria determined by departments.*

Equity: *The just, fair, and impartial treatment, acceptance, or behavior of people without favoritism or discrimination. Equity means righting wrongs, doing what’s right, and giving people what they need to thrive, which is different from equality, which means everyone gets the same thing regardless of circumstance or need.*

Food Apartheid: *Inequity in the food system on the basis of race, class, and geography that are the result of discriminatory planning and policy decisions.*

Frontline employees: *A grouping of Milwaukee County employees that serves as the initial point of contact for service users or a range of employees from all levels of the workforce with emphasis on the inclusion of direct service*

rendering staff.

Inclusion: *Assurance that the culture, values, and opinions of individuals and groups are represented in the decision-making processes.*

Inclusive workforce: *A workplace environment that recognizes the contributions of all employees, while valuing their social status, race, gender, or other demographic classifications.*

Key stakeholders: *Both internal and external individuals, agencies, or organizations who participate in the planning, development, implementation and decision-making process of an activity, process, or service delivery. (AMOP: Key stakeholders are service users, the workforce, partners, governing boards, donors, suppliers, taxpayers, regulatory bodies, policy makers, funders, and local and professional communities.)*

Multilingual needs: *The ability of Milwaukee County departments to address linguistic needs for all service users through staffing, documentation, and other communication platforms.*

Professional advancement: *Opportunities for staff to build their capacity and ascend or pursue lateral movement to further advance their career trajectory.*

Racial data: *Demographic data collected by Milwaukee County departments that identifies the race/ethnicity of service recipients.*

Racial equity: *The just and fair inclusion of all people in society, regardless of their race/ethnicity, with unfettered ability to participate, prosper, and reach their full potential. Racial equity is achieved when race no longer determines one’s health and socioeconomic outcomes and when everyone has what they need to thrive and decide what’s best for themselves, their families, and their communities, no matter where they live.*

Service user: *Current or potential user of Milwaukee County services.*

Unintended consequences: *Outcomes of a purposeful action that are not intended or foreseen.*

APPENDIX B

FREQUENTLY ASKED QUESTIONS

PURPOSE

1) What is the purpose of using this tool?

The Racial Equity Budget Tool (REBT) has many intended purposes:

- It is about making an intentional connection between the strategic plan and our budget. We cannot sufficiently change our institution if we do not think critically about how and what we are spending money on.
- Whether we are making investments or disinvestments, we must do so with racial equity as the key guiding principle to those important decisions.
- It is meant to spur conversation on topics related to the strategic focus areas among department leaders and employees so we are all challenging ourselves to think critically about our efforts to advance the vision.
- This tool is an opportunity to baseline departmental efforts to make informed enterprise-wide decisions.

These are only some of the many answers to why we are using a tool to assess budget decisions.

2) What other jurisdictions have used a racial equity budget tool? Where did the budget tool questions come from?

Milwaukee County's REBT builds on the success of other jurisdictions in implementing a budget tool. Jurisdictions Milwaukee County looked to for guidance include the City of Seattle, the City of Portland (Ore.), King County (Wash.), and the City of San Antonio. Resources from the Government Alliance on Race and Equity (GARE) were also used. The questions are largely framed around Milwaukee County's strategic plan.

3) How does this tool work when departments must make budget cuts year over year? What is the point of doing this when departments don't have a lot of latitude about what disinvestments to make?

Milwaukee County's structural deficit and budget challenges

are no secret. However, Milwaukee County still has an annual budget of over \$1 billion. Whether the County is making disinvestments or investments, those decisions must be made with racial equity at the forefront of decision-makers' minds. Departments should think critically about their current assumptions and spending versus shifting investments to address root-causes of inequities.

COMPLETING THE TOOL

4) Are there right answers to the questions?

Responses to this tool will inform our future action to see where Milwaukee County can improve on the path to health and racial equity. There are no right answers to the questions, and each department is starting in a different place, serves different people with different needs, and faces a different set of barriers and opportunities. While there are no right answers, the information provided in the tool will be used for decision making throughout the budget process and will be available to the public. Therefore, answers should be robust, defensible, and easy to understand. Your department's answer may look very different than another department's answer and that is okay as long as the answers address the question.

5) What if there are inequities to other groups other than racial groups? Should we be talking about those inequities in our analysis?

Yes! Milwaukee County is race forward, but not race exclusive. If there are other inequities identified in your analysis, please include them.

6) Does every department complete one tool, or is it one tool for each division?

Please submit one tool per department. Responses can be broken down at the division level within your department's tool, as appropriate. All questions should be completed.

7) Who is responsible for filling out the budget tool?

The department head is ultimately responsible for the content in the REBT. It is up to department leadership to determine who in their department is most appropriate to be involved in completing questions in the tool, which will differ from department to department. Likely people to include are

department leaders, fiscal staff, and administrative staff.

8) Is this tool supposed to imply that we should be taking actions on each of these items? Are the questions meant to be directives to departments?

A budget is a reflection of priorities. Ultimately, Milwaukee County's budget should reflect our values and advance our vision and strategic plan. However, we acknowledge our organization is on a journey to continuously improve our efforts toward health and racial equity. The REBT is meant to spur conversations among department leaders and

staff about what they are and are not able to do in a given budget year to advance the vision. To that end, the tool is not an absolute directive to departments. We fully expect that some departments' answers to some of the questions will be that they are not doing anything this year with an explanation about why that is the case. Looking ahead

to future years, departments will be expected to show how their budgets help Milwaukee County make progress toward its vision.

9) How do I use this when my work is statutorily required?

What services Milwaukee County provides is often statutorily required. However, how we do our work usually is not a directive. This tool is meant to challenge us all to think about how to do the enormous part of our work that is within our discretion and control.

10) Is there a standard approach all departments are expected to take to answer the questions?

No. Answer the questions based on the approach your department currently takes on these items.

11) What type of analysis is expected for each of the questions?

It depends on what your department is currently doing in each area. Please use the diverse expertise and experiences of staff in your department to determine the most appropriate way for your department to answer the questions.

12) What part of the budget is this tool being applied to?

The REBT will focus on an equity analysis of decisions for new policies, programs, and plans under consideration, and the department's ongoing commitment to equity. Your department is asked to identify what considerations are considered in the overall budget to maximize equitable outcomes.

USING THE DATA

13) Who will receive the data departments provide in the REBT? Who will be expected to answer questions about the information provided?

Responses to the REBT will be publicly available and will be presented to the County Board. If any decision-makers (e.g., County Executive, County Board Supervisors, department directors) have questions about the information provided in the REBT, the department should be prepared to answer them. We are all partners in Milwaukee County's strategic planning effort to achieve racial equity, and the budget tool is in-part meant to inform and focus conversations around strategic priorities, understanding that not all questions have known answers or solutions.

APPENDIX B

FREQUENTLY ASKED QUESTIONS

14) What if someone questions the analysis, conclusions, or recommendations made in the budget tool?

Like all research and analysis, there will be questions and critiques and we should embrace these important conversations. The work presented in the budget tool should be defensible, but most of these questions do not have a clear right or wrong answer. If someone finds something wrong in the analysis, then we need to fix it. However, if it is a question about the interpretation and meaning of the analysis, then we can make space for different perspectives to find the best path forward with the information we have available.

15) Will the budget tool submissions be scored?

No, the REBT submissions will not be scored. However, they will be made available to the public and reviewed by the County Executive's office, the Office of Equity, the Office of Performance, Strategy and Budget and the County Board.

LOGISTICS

16) When will the budget tool be due?

The REBT is due on July 15 — the same due date as the requested budget.

Commented [SC2]: Update with 2027 Budget Due Date

17) Where do I go if I have questions?

If you understand the question, but have difficulty determining how to answer a question, please first try to problem solve within your department by looping in additional experts (e.g., people leaders, frontline staff, etc.).

If you need assistance understanding what the question is asking, contact your Budget Analyst for assistance.

The Office of Equity should only be contacted on questions related to racial equity components (glossary, concepts, etc.) that are unclear and cannot be addressed by your budget analyst. Send correspondence via email to equityoffice@milwaukeecountywi.gov.

APPENDIX C

RESOURCES BY STRATEGIC FOCUS AREA

STRATEGIC FOCUS AREA 1: Create Intentional Inclusion

- [2020 Milwaukee County Workforce Audit](#)

STRATEGIC FOCUS AREA 2: Bridge the Gap

- [American Community Survey](#) (from US Census Bureau – descriptions below from US Census Bureau)
 - [Data Profiles](#) have the most frequently requested social, economic, housing, and demographic data. Each of these four subject areas is a separate data profile. The data profiles summarize the data for a single geographic area, both numbers and percent, to cover the most basic data on all topics. (Can compare state/County/Municipal data. With some effort, can get zip code level data.)
 - [Narrative Profiles](#) are short, analytic reports derived from the ACS 5-year estimates. Each Narrative Profile covers 15 different topic areas and provides text and bar charts to display highlights of selected social, economic, housing, and demographic estimates for a selected geographic area. (Easy to get zip code level data)
- [Personal Income Data](#) (Bureau of Economic Analysis) Per Capita Personal Income by State/County, 2016– 2018 for the entire nation.
- Per Capita Income by County
- [Public School Enrollment](#) (Wisconsin Department of Public Instruction)
- [Private School Enrollment](#) (Wisconsin Department of Public Instruction)
- [State of Wisconsin WBE/MBE/DVE](#) This provides a list of all Woman/Minority/Disabled Vets Business Enterprise information. You can search by business name, by product/service, and by location.
- [Milwaukee County Diversity and Compliance Website \(B2GNow\)](#) Links to certified lists for the State of Wisconsin ACDBE/DBE/SBE Directory and the Milwaukee County approved DBE/SBE vendors (training available on using system).

STRATEGIC FOCUS AREA 3: Invest in Equity

- [Community Engagement Toolkit](#)

Additional County Resources

- [Strategic Plan \(Objectives\)](#)
- [Health and Equity Framework](#)

Disparities in Food Access

- [Food Apartheid](#)
- [Food Access](#)

APPENDIX D

Community Engagement Frameworks & Guidance

Community Engagement connection to the REBT Tool and Budget Alignment

These frameworks help guide users of the REBT tool to think critically about how budget decisions align with the strategic plan and advance racial equity. By applying the continuum, staff can assess whether their fiscal choices reflect appropriate levels of community involvement, ensure that decisions are informed by community priorities, and understand the equity impacts of how resources are allocated. This supports intentional, equity-centered budgeting rooted in community voice and shared responsibility.

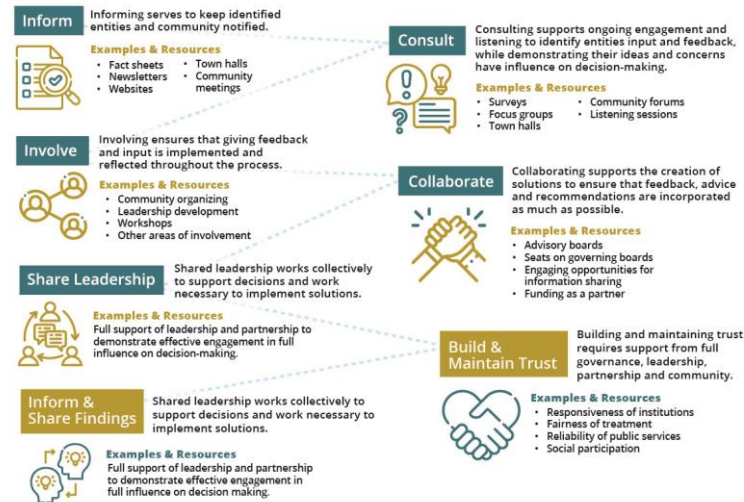
Summary of the Community Engagement Frameworks

The Community Engagement Continuum & Breaking Down the Path outlines five levels of engagement—Inform, Consult, Involve, Collaborate, and Share Leadership, supported by practices that build trust and ensure findings are shared transparently. At the early stages, engagement focuses on providing information and gathering feedback through tools like fact sheets, surveys, and town halls. As engagement deepens, community members help shape decisions, co-create solutions, and participate in shared leadership structures such as advisory boards or governing bodies. Across all stages, trust-building, transparency, responsiveness, and partnership are essential for meaningful and equitable involvement.

Community Engagement Continuum



Breaking Down the Path



For future assistance, please access OOE's Technical Assistance program by sending us an email at OOEAssist@milwaukeecountywi.gov For direct self-serving tools around our Community Engagement efforts, please visit the [Office of Equity Community Engagement web page](#)

ON THE COVER



“ WELCOME TO THE PEOPLE’S HOUSE ”

Artist: Tia Richardson

Commissioned in 2020. Used with permission of the artist.



MILWAUKEE COUNTY
HEALTH & RACIAL EQUITY

ONE COUNTY ONE VISION

*By achieving racial equity, Milwaukee
is the **healthiest** county in
Wisconsin.*

County.milwaukee.gov/vision

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