

MILWAUKEE COUNTY ECONOMIC & COMMUNITY DEVELOPMENT COMMITTEE

INFORMATIONAL REPORT (File #18-391)

Division Name: Office on African American Affairs (OAAA)

Date of Presentation: June 11, 2018

Previous Presentation: N/A

OAAA'S MISSION, VISION, PURPOSE

- **Mission:** Through strategic partnerships and collaboration with County leaders and community organizations, OAAA will serve an integral role in recognizing and resolving the County's racial inequities for the benefit of all of its citizenry, and for the region to achieve its full potential.
- **Vision:** Milwaukee County is a vibrant world-class municipality, where all people are safe and healthy, treated with dignity and respect, and have equitable opportunities for success and happiness.

The office will empower the community to achieve positive, long-term, sustainable outcomes through employing a multi-faceted racial equity model that will convene county and community partners to systematically address racial inequities.

- **Statement of Purpose:** The Office on African American Affairs will lead the organization's equity work in support of the countywide goal of improving equitable service delivery and organizational culture through the use of an equity lens and framework. To support enterprise equity initiatives by addressing racial bias in decision making through the implementation and use of racial equity tools, trainings and evidenced based models. OAAA aims to improve racial equity in: operations, fiscal appropriations, IS systems, policies and programs, legislation, workforce, organizational culture and community engagement.

OAAA'S VALUES

- *Prioritizing Racial Equity* – Recognizing that institutional racism is a critical issue to the inequities experienced in the African American community. Our efforts will be intentional and effective in generating equity decision-making practices across all levels of government and when interacting with the community.
- *Community Thought-leader on Racial & Equity Inclusion* – To be at the forefront at the local community movement to address Race and Equity inclusion and extend these discussions regionally and nationally.
- *Building Strategic Alliances towards Equitable Solutions* – We will identify and collaborate with other organizations to unite efforts in creating equitable and viable solutions.
- *Accountability, Integrity, & Respect* – To create a workplace culture where racial equity is a value, which is integrated into daily activities.

OAAA'S ROLE & PILLARS OF FOCUS

Division's Role:

- Review/comment on proposed legislation/regulations
- Advise & provide information to CEX on policies
- Advise CEX on coordination/administration on programs
- Liaison between community & government
- African American representation – all levels of government
- Recognition of African American accomplishments
- Annual report on activities/recommendations to CEX & County Board

8 Disparate Areas of Focus:

- Education
- Economic Growth **
- Housing
- Health –Mental & Physical
- Food Deserts
- Youth Re-engagement **
- Social Justice Initiatives**
- Transportation

** Priority pillars per Community Listening Sessions

RACIAL EQUITY FOCUS

- Government has a key role in advancing racial equity; to develop into an inclusive and effective democracy
 - Historically, government has played a role in creating and maintaining racial inequities. Policies and practices have created, and still continue to create disparate results (even when the intention to discriminate is not present).
 - Overall goal is to improve overall outcomes by focusing efforts on the underserved communities, those where communities consist of people of color.
 - Current government systems are: costly (collectively), depress outcomes & life changes for communities of color
- In order to advance racial equity – must focus on programs, policy and institutional strategies that create and maintain inequities.
- Racial equity focus- to maintain a clear focus on racial equity through out all stages of the process, working with any resistance that may arise and providing racial equity resources for participants who lack the skills needed, to meaningful participate.

COUNTYWIDE SYSTEMIC DEFICIT

Present:

Limited to no 'authentic' inclusion, limited equity consideration when making decisions, when establishing legislative policies/processes. Limited community awareness/engagement on the 'unintended consequence' of potential decision and impact to under-served/people of color communities.

Moving Forward:

Using a best practice model, implement an innovative racial equity plan throughout government to address the ROOT CAUSES of historical and persistent racial inequities thereby, addressing the identified 8 disparate areas of focus.

Develop intentional collective leadership, community engagement, equity tools, and infrastructure to support and sustain systemic change, and shared accountability.

GARE- GOVERNMENT ALLIANCE ON RACE & EQUITY

- **Government Alliance on Race and Equity (GARE)**
 - Joint partnership w/Center for Social Inclusion, Haas Institute for a Fair and Inclusive Society
 - National network of government working to achieve racial equity and increase success for all;
 - Dismantle structural racism and accelerate equity for all.
 - 150 local jurisdictions in 30 states
- GARE provides:
 - Tools,
 - Resources,
 - Training
 - So as, to help Milwaukee County analyze their operations and develop an action plan to implement solutions
- Racial equity model will develop:
 - Goals and outcomes that will result in improvements countywide
 - Results to improve services for all groups – equitable outcomes
 - Strategies to increase collective success and are cost effective



RACIALEQUITYALLIANCE.ORG

OAAA'S LONG-TERM GOAL STATEMENT

Establish racial equity plan as a core principle in all decisions, policies, plans, programs, budgets and functions of Milwaukee County.

Our focus on racial equity will allow us to address Milwaukee County's most persistent inequities while supporting a sustained shift towards fairer practices throughout our institution(s) that will ultimately benefit all. Using this plan to facilitate conscious consideration of equity and examine how communities of color and low-income populations will be affected by a proposed action/decision of Milwaukee County.

- Racial Equity in Operations
- Racial Equity in Policies and Budgets
- Racial Equity Outreach efforts

RACIAL EQUITY PLAN - OPEN ISSUES

- **Fiscal Feasibility Study**
 - Upon approval of 2018 Fund transfer, OAAA to complete fiscal feasibility study
 - Outlining training needs/costs for 2018
 - Training Forecast for 2019 & 2020 (inclusive of RE Training Providers)
- **Joint Membership w/City of Milwaukee/MPS/MPD/MHD**
 - Confirmation on government's interest and applicable internal teams
 - Confirmation on philanthropic agencies and City's fiscal support
- **Public Awareness on OAAA's Racial Equity Plan**
 - Strategies to drive community engagement
 - Leaderships' Official Pronouncements to support Racial Equity Plan & Urgency
- **Finalizing OAAA's Baseline Operations**
 - Relocation to new office space
 - Filling all vacant positions/on-boarding/training