

**COUNTY OF MILWAUKEE**  
Inter-Office Communication

Date: September 6, 2022

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors  
Sequanna Taylor, Chairwoman, Committee on Intergovernmental Relations

From: Emily Petersen, Government Affairs Liaison, County Board of Supervisors

Subject: File No. 22-16 – September Report

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**Background**

Pursuant to [File No. 22-16](#), this update is being provided in response to the request that the Wisconsin Counties Association provide information “regarding conditions for continued membership.” Information contained in this report was provided in conjunction with the Wisconsin Counties Association.

**Update**

See attachments.

cc: Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk  
Steve Cady, Director, Research Services Division



# WCA

WISCONSIN COUNTIES ASSOCIATION



**REGISTER TODAY!**

## **WCA REGIONAL DIVERSITY, EQUITY AND INCLUSION (DEI) MEETINGS KICK OFF THIS WEEK**

The Wisconsin Counties Association, along with Brown County Executive Troy Streckenbach and Milwaukee County Board Chairwoman Marcelia Nicholson, invite all members of the county family to join us for regional discussions on diversity, equity and inclusion.

These regional meetings will serve as a "kick off" to what we hope will be ongoing discussions at the regional level on county DEI efforts. County elected officials, county appointed officials, as well as all county employees, are welcome to join these discussions designed to share information on local DEI efforts, as well as guide counties that choose to engage in DEI efforts in their local communities.

Following the **August 2022** series of DEI regional meetings, pre-selected leaders from each of WCA's seven regions will be tasked with ensuring that the discussions continue on a regional basis into the future.

Several counties have expressed interest in learning more about DEI efforts at the county level. At the 2020 and 2021 WCA annual business meetings, county voting

delegates adopted a series of resolutions related to diversity, equity and inclusion. The WCA board of directors has adopted several positions as well on diversity, equity and inclusion. Our August 2022 DEI regional meetings are intended to begin the process of information sharing/gathering among counties with a shared interest in diversity, equity and inclusion.

Please see below for **meeting dates** by WCA district, the **meeting agenda**, as well as a **registration form**.

If you have any questions, please contact either Sarah Diedrick-Kasdorf or Kyle Christianson at the WCA Office at 866.404.2700.

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## 2022 WCA REGIONAL DEI MEETING SCHEDULE

Below please find a listing of all DEI regional meetings. To see a full listing of counties within each district, [click here](#).

### **Northwest District**

*Thursday, August 11, 2022*

*9:00-11:00 a.m.*

Flat Creek Lodge

10290 WI-27

Hayward, WI

### **West Central District**

*Thursday, August 11, 2022*

*3:00-5:00 p.m.*

Holiday Inn Eau Claire South

4751 Owen Ayres Court

Eau Claire, WI

### **Western District**

*Monday, August 15, 2022*

*10:00 a.m.-12:00 p.m.*

Three Bears Resort

701 Yogi Circle

Warrens, WI

### **Southern District**

*Monday, August 15, 2022*

*2:00-4:00 p.m.*

Glacier Canyon Conference Center  
45 Hillman Road  
Wisconsin Dells, WI

**Southeast District**

*Tuesday, August 16, 2022*

*9:00 a.m. – 11:00 a.m.*

The Ingleside Hotel  
2810 Golf Road  
Pewaukee, WI

**North Central District**

*Thursday, August 25, 2022*

*10:00 a.m. – 12:00 p.m.*

Fairfield Inn by Marriott  
7100 Stone Ridge Drive  
Weston, WI

**East Central District**

*Thursday, August 25, 2022*

*3:00 – 5:00 p.m.*

Hilton Appleton Paper Valley  
333 West College Avenue  
Appleton, WI

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**MEETING AGENDA**

[VIEW THE WCA REGIONAL DEI MEETINGS AGENDA HERE](#)

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**REGISTER TODAY!**

[REGISTER FOR THE WCA REGIONAL DEI MEETINGS HERE](#)

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**SPEAKERS**



**Kyle Christianson**  
Vice President of Government Affairs  
Wisconsin Counties Association

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**Sarah Diedrick-Kasdorf**  
Director of Outreach and Member Engagement  
Wisconsin Counties Association

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**Troy Streckenbach**  
County Executive  
Brown County

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**Marcelia Nicholson**  
Board Chairwoman  
Milwaukee County

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**CONNECT WITH US!**

*Questions on connecting with WCA's social media channels? Contact WCA's Michelle Gormican Thompson of Thompson Communications [via email](#) or at 866.404.2700.*



Wisconsin Counties Association | 22 East Mifflin Street, Suite 900, Madison, WI 53703

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[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by [mail@wicounties.org](mailto:mail@wicounties.org)

## **DEI REGIONAL MEETINGS**

August 2022

(dates, times and locations vary by region)

Each meeting is scheduled to last approximately two hours

### **AGENDA**

1. Call to Order
2. Introductions
3. Why Regional DEI Meetings – Goals and Objectives  
*Sarah Diedrick-Kasdorf, Director of Outreach & Member Engagement or Kyle Christianson, Vice President of Government Affairs*
4. Diversity, Equity and Inclusion Leaders Presentation  
*Troy Streckenbach, Brown County Executive; Marcellia Nicholson, Chair, Milwaukee County Board of Supervisors; Regional Leaders*
5. Question and Answer Session
6. Small Group Discussion/Information Sharing
7. Wrap Up/Final Thoughts
8. Adjourn



2022 DEI  
REGIONAL  
MEETINGS



INTRODUCTIONS

- NAME
- TITLE
- INTEREST IN DEI



WHY  
REGIONAL  
DEI  
MEETINGS

- Goals and Objectives

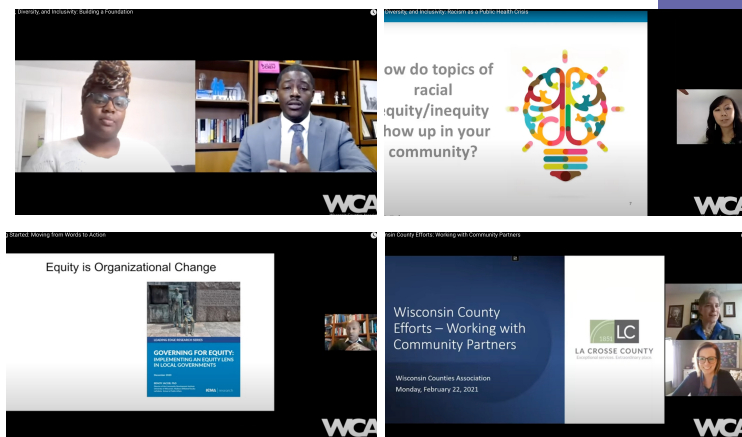


WCA'S DEI  
INITIATIVES  
TO DATE

- March 2020: WCA Board Position Declaring Racism as a Public Health Crisis



# WCA'S DEI INITIATIVES



## February 2021: Four-Part Webinar Series

- The County Role in Diversity, Equity & Inclusion
- Racism as a Public Health Crisis
- Getting Started: Moving from Words to Action
- Wisconsin County Efforts – Working with Community Partners

# WCA'S DEI INITIATIVES TO DATE

## Wisconsin Counties magazine

- February 2021
- February 2022



# WCA ANNUAL CONFERENCE

2021:

- Opening General Assembly
- Working Toward Positive Change Against Systemic Racism and Inequality
- Governing for Equity: Moving Toward Organizational Change

2022:

- Two workshops on DEI

# POSITIONS ADOPTED BY THE MEMBERSHIP

WCA Platform  
Other  
December 2021

**2. URGENT**

**A. Diversity, Equity, and Inclusion**

1. The WCA Board of Directors took action to sign WCA on to the "Racism as a Public Health Crisis in Wisconsin" Declaration. (Board March 2020)

2. Call upon the State of Wisconsin and all Wisconsin counties to raise the moment to constructively work toward positive change against systemic racism and inequality. Invite all counties to work collaboratively toward positive change against systemic racism and inequality. (Board, December 2020; 2021 Conference Resolution)

3. Call upon the State of Wisconsin and all Wisconsin counties to raise the moment to constructively work toward positive change against systemic racism and inequality through the creation and implementation of constructive policies addressing inequality. (2021 Conference Resolution)

4. Urge counties to:

- Assert that racism is a public health crisis affecting our entire society.
- Conduct an assessment of internal policy and procedures to ensure racial equity is a core element led by people who are most impacted, the Board in collaboration with other relevant parties and community partners, communicates results of assessment, and determines appropriate intervals for ongoing measurement.
- Work to create an equity and justice-oriented organization, with the Board and Committees, and persons who are most impacted, to identify specific activities to increase diversity and to incorporate anti-racist policies and principles across the county.
- Incorporate into the organizational vision and a county's strategic plan, educational efforts to address and dismantle racism, expand members' understanding of racism, and how racism affects individual and population health and provide tools to assist members to dismantle their own racism, and tools to assist members to engage actively and authentically with persons from underrepresented groups and persons most impacted by racism. Counties are committed to having people who are most underrepresented and most impacted lead this work.
- Advocate for relevant policies that improve health in persons from racial minority demographics, and support local, state, and federal initiatives that address social justice, while also encouraging individual member advocacy to dismantle systemic racism.
- Work to build alliances and partnerships with other organizations that are confronting racism and encourage other local, state and national entities to recognize racism as a public health crisis. (2021 Conference Resolution)

5. Support the following:

- That all county residents and visitors shall be treated with respect and dignity.
- Encourage all counties to support policies that improve access and remove gaps along social and economic continua and advance the understanding of diversity, equity, and inclusion.
- Recognize that every elected and appointed official and employee is responsible for creating and maintaining a culture in which we respect diversity, equity, and inclusion in the workplace and the community they serve.
- Encourage advocacy by institutions and individuals to dismantle barriers and promote diversity, equity, and inclusion.
- Encourage county administration and departments to monitor and report on measurable progress toward diversity, equity, and inclusion. (2021 Conference Resolution)

6. Request that the legislature and the governor of the state of Wisconsin enact legislation to modify Wis. Stat. § 93.645 (1) (b) to provide that **any** of the following, by themselves or in combination, are not grounds for the denial of a contract or other benefit to an individual based on the individual's race, color, sex, or gender:

- § 93.645 (1) (b) **any** of the following, by themselves or in combination, are not grounds for the denial of a contract or other benefit to an individual based on the individual's race, color, sex, or gender:
- **perception** regarding the race, religion, color, disability, sexual orientation, national origin or ancestry, gender, gender identity, gender expression, age, or veteran's status of that person or the owner or occupant of that property, whether or not the actor's belief, attitude, or perception was correct.
- 93.645 (1) (c) **The use of any transgender name, definition, or forbidden.**
- 93.645 (4) This section does not apply to any crime if proof of race, religion, color, disability, sexual orientation, national origin or ancestry, gender, gender identity, gender expression, age, or veteran's status or proof of any person's perception or belief regarding another's race, religion, color, disability, sexual orientation, national origin or ancestry, gender, gender identity, gender expression, age, or veteran's status is required for a conviction for that crime.
- 93.645 (5) **This section mandates that law enforcement officers and officials to receive specialized hate crime training and continuing education on a biennial basis.** (2021 Conference Resolution)

WCA Platform  
Other  
December 2021

# WCA'S DEI INITIATIVES TO DATE

August 2022 DEI Regional Meetings



22 East Main Street, Suite 300  
Madison, WI 53703  
Tel: 608.261.2700  
Fax: 608.261.7188  
E-mail: info@wca.org  
www.wcaonline.org

## 2022 DEI REGIONAL MEETING SCHEDULE

WCA District	Date/Location	Counties in District
Northwest	Thursday, August 11, 2022 9:00 a.m. – 11:00 a.m. Fur Creek Lodge 10290 WI-27 Hayward, WI	Ashland, Bayfield, Burnett, Douglas, Iron, Polk, Price, Rusk, Sawyer, Taylor and Washburn
West Central	Thursday, August 11, 2022 3:00 p.m. – 5:00 p.m. Holiday Inn Eau Claire South 4731 Owen Ayres Court Eau Claire, WI	Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce and St. Croix
Western	Monday, August 15, 2022 10:00 a.m. – 12:00 p.m. Three Bears Resort 701 Yogi Circle Warrens, WI	Adams, Buffalo, Jackson, Juneau, La Crosse, Marquette, Monroe, Trempealeau and Vernon
Southern	Monday, August 15, 2022 2:00 p.m. – 4:00 p.m. Glacier Canyon Conference Center 45 Hillman Road Wisconsin Dells, WI	Columbia, Crawford, Dane, Dodge, Grant, Green, Green Lake, Iowa, Jefferson, Lafayette, Richland, Rock and Sauk
Southeast	Tuesday, August 16, 2022 9:00 a.m. – 11:00 a.m. The Ingleside Hotel 2810 Golf Road Pewaukee, WI	Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington and Waukesha
North Central	Thursday, August 25, 2022 10:00 a.m. – 12:00 p.m. Fairfield Inn by Marriott 7100 Stone Ridge Drive Weston, WI	Florence, Forest, Langlade, Lincoln, Marathon, Marinette, Menominee, Oconto, Oconto, Portage, Shawano, Vilas, Waupesa, Washburn and Wood
East Central	Thursday, August 25, 2022 3:00 p.m. – 5:00 p.m. Hilton Appleton Paper Valley 333 West College Avenue Appleton, WI	Brown, Calumet, Door, Fond du Lac, Kewaunee, Manitowish, Outagamie, Sheboygan and Winnebago

# GOALS AND OBJECTIVES

- Difficult Topic in Which to Begin Conversations – How to Start?
- Make Connections
- Share Information and Ideas
- Keep the Discussions Going After Today
- Repository of Information

# Diversity, Equity, and Inclusion Regional Meetings

*A presentation by*

 **MARCELIA NICHOLSON**

MILWAUKEE COUNTY BOARD CHAIRWOMAN  
DISTRICT 10



**August 2022**



**Governing for Equity**



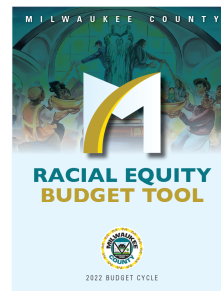
## Intentional Efforts

## Racial Equity Budget Tool Kit

- Racial Equity Budget Tool (REBT)
  - Make **intentional connections** between strategic plan and budget
  - Use racial equity as the **key guiding principle**
  - **Initiate conversations**
  - Provide **baseline data** for comparison in future years
- Assess decision making with racial equity at the forefront
- Consider initiatives that are no or low-cost

Amend the narrative of Org. Unit No. 1900-1974 – Fund for the Arts and Org. Unit 0000 – Department of Parks, Recreation, and Culture as follows:

The Department of Parks, Recreation and Culture staff, working in conjunction with the Milwaukee County Cultural Artistic and Musical Programming Advisory Council (CAMPAC), will review the eligibility requirements for CAMPAC awards to determine if there are more racially equitable methods to allocate the funds, especially to smaller groups with limited access to private fundraising. A summary of the findings and recommendations shall be submitted to the County Board of Supervisors for review and approval prior to the distribution of funds for 2021.



## Legislation to Achieve Racial Equity

- May 2019: Declaration of racism as a public health crisis
- April 2020: Codify commitment to achieving racial equity
- September 2021: Proposing paid internships to allow students of all economic backgrounds have the same opportunities



## Legislation to advance Diversity, Equity and Inclusion

- Rename local roads and parks to reflect individuals who made a difference in the County
- Recognize diverse individuals, groups, and movements
  - AAPI Heritage Month, Women's History Month, Pride Month
  - Tie to duties of legislative oversight
- Make virtual meetings and public comment a permanent option for Supervisors and the public
  - Improves accessibility for all participants
- Use citations and certificates to honor individuals and organizations that have made their mark on the community

## Action Steps

- Use the Racial Equity Budget Tool in your organization
  - Encourage other departments to participate
- Provide several opportunities to engage constituents through multiple points of accessibility
  - Large public hearings & smaller, targeted listening sessions
  - Amplify community interests
- Evaluate proposals year-round with racial equity at the forefront
- Connect with local organizations to hear what matters most to them
- Get active in the community by attending local festivals to hear directly from your constituents

Do you have something to say?



**ALL PUBLIC COMMENTS ARE WELCOME**

**At all virtual committee meetings of the Board of Supervisors**

**Sign up: [county.milwaukee.gov/PublicComments](https://county.milwaukee.gov/PublicComments)**

What are your priorities?

**WEDNESDAY, SEPTEMBER 30**

7-8 PM *Virtual*

**THURSDAY, OCTOBER 15**

7-8 PM *Virtual*

**THURSDAY, OCTOBER 29**

12-2 PM *In-Person & Virtual*

For more info and to RSVP, visit:



## Brown County Efforts to Improve Diversity, Equity, and Inclusion

By Brown County Executive  
Troy Streckenbach



# “Advancing Racial Equity and Support Throughout Brown County.”

*Brown County began informally taking steps to address this issue in 2018. In February 2021, the Brown County Board of Supervisors approved a resolution for the above.*

## Brown County Approach to Racial Equity

### **Actions Taken to Address Equity/Access**

- A number of initiatives, projects, and efforts have been created and introduced to ensure that each member of our community has full opportunity to thrive in Brown County.
- Departments of Brown County involved in these efforts include Health and Human Services, Library, Syble Hopp, Extension Brown County, Planning & Land Services, ADRC, Child Support, Museum and Courts.

### **Intentional Efforts via Action**

- Adoption Greater Green Bay Chamber Strategic Plan
- United Way of Brown County’s 21-week Equity Challenge
- County Executive-led initiatives and participation in programs





## County Executive-led Initiatives



## Juneteenth Day Proclamation

- Beginning in 2021, Brown County has issued Proclamations for Juneteenth Day
- Participation in Juneteenth parades in downtown Green Bay
- Recognizing and celebrating the achievements and contributions that African Americans have made, and continue to make in our community
- Collaboration with African American Community Parent Network (AACPN) Executive Director Sharon Harper on Juneteenth parade, Pals Program volunteer recruitment





## Year of Pals Mentorship

- The Brown County Executive's Office, in partnership with the Green Bay Packers, Oneida Nation, and the Brown County Sheriff's Department, have proclaimed 2022 as the "Year of Pals Mentorship" to help recruit volunteer adult mentors to provide crucial support and guidance to youth involved with Brown County Child Protective Services (CPS).
- Research shows that mentors play a powerful role in providing young people with the tools to make responsible choices, attend and engage in school, and reduce or avoid risky behavior.
- In addition to recruiting volunteer mentors, the year of Pals Mentorship looks to address social inequalities in Brown County, as a disproportionate percentage of children involved with CPS are Native American and children of color.

## Harvard Bloomberg Cross Boundary Collaboration Program

BLOOMBERG  
HARVARD City  
Leadership  
Initiative

Green Bay, Wisconsin  
Speaker Name

- County Executive's Deputy selected to join City of Green Bay's team participating in project study
- Project was creating inclusive and connected neighborhood through development of a donated, 26-acre site
- Public Value Proposition aims to tackle social and structural inequities that impact varying scales of economic opportunities due to historic barriers to housing, amenities
- Goal is to increase housing options, neighborhood engagement, connectedness, and building an equitable development



## Here's What's Happening in 2022

**Brown County's Aging & Disability Resource Center (ADRC)** utilizing grant funds to create a food truck to support its mission of reaching underserved populations in rural communities, persons of color, persons with disabilities, and older adults unaware of their services.

**Brown County's Health Equity Coalition** continues to facilitate identification of key focus areas based on a gap analysis. Public Health created this coalition to support a collaborative approach to health equity, share and support funding and resource opportunities, support initiatives aimed at increasing equity, diversity, and inclusion for marginalized populations in the community, and assess the impact of initiatives through available data.

## Here's What's Happening in 2022 cont....

The **Brown County Library** implementing a Diversity and Inclusivity Self-Assessment Plan developed by the Wisconsin Department of Public Instruction (DPI). The results of this self-assessment reveal where the library has opportunity for growth and improvement in matters of inclusion and belonging that will guide the development of an action plan.

The **Neville Public Museum** is utilizing the Empathic Museum Maturity Model to cultivate a four-year temporary exhibit plan along with the Neville Public Museum Foundation funding requests. Additionally, staff will develop and implement a sustainable Education Program while strengthening, growing, and enhancing community partnerships to better reflect and represent the values of our community.

## Here's What's Happening in 2022 cont....

**Extension Brown County** is collaborating with community partners to plan and begin implementation of a new urban farm focused on increasing access to fresh, safe, healthy, and culturally appropriate food to address food insecurity and providing opportunities for individuals to gain meaningful skills and access to employment in small-scale produce operations to ensure self-sufficiency. They are separately working with Brown County 4-H and the Boys & Girls Club to implement a 4-H Tech Changemakers project that aims to empower teens and adults to take control of digital literacy and economic prosperity in their communities.

**Brown County Health & Human Services** is making \$1 million of American Rescue Plan Act (ARPA) funds available to local, non-profit organizations through grants to help with community members adversely impacted by the COVID-19 pandemic. Those organizations include the Bellin Health Foundation, Boys & Girls Club of Green Bay, the CP Center, Family Services of Northeast Wisconsin, Green Bay YMCA, NEW Community Shelter, and Connections for Mental Wellness.

# Things to Think About

Within your county what are the health outcomes for the different populations within your community?

What programs can the county implement to help offset the disproportionate representation to help address the social and economic inequities?

Within your county are there populations who are disproportionately represented in CPS? County jail? What can be done to change this?

What partners within the community do we need to begin conversations with to address the racial and social inequities?



## QUESTION AND ANSWER SESSION

SMALL GROUP  
DISCUSSION/  
INFORMATION  
SHARING



WRAP UP/FINAL  
THOUGHTS

Thanks for your participation!