

Office of Equity

Annual Report Presentation
2024-2027 Strategy



VISION

The Office of Equity accelerates County efforts to advance health and racial equity.

MISSION

The Milwaukee County Office of Equity accelerates Milwaukee County's vision to be the healthiest county in Wisconsin by achieving racial equity. We work to challenge and change policies, practices, and power structures that have resulted in historic and persistent barriers to equity. We build bridges between community and government to reduce the gap in government effectiveness and increase the power and impact of resident voices.



County Goal Alignment

1. Create Intentional Inclusion

1A: Reflect the full diversity of the County at every level of County government

1B: Create and nurture an inclusive culture across the County

1C: Increase the number of County contracts awarded to minority and women-owned businesses

2. Bridge the Gap

2A: Determine what, where and how we deliver services based on the resolution of health disparities

2B: Break down silos across County government to maximize access to and quality of services offered

2C: Apply a racial equity lens to all decisions

3. Invest in Equity

3A: Invest “upstream” to address root causes of health disparities

3B: Enhance the County’s fiscal health and sustainability

3C: Dismantle barriers to diverse and inclusive communities

County Goals our Department most closely aligns to

County Goal our Department “stewards”



WHO WE ARE

The Office of Equity has the unique role of providing support for all Milwaukee County government departments while also having the advantage of being a direct link to external systems, organizations, and resident-based leaders.



Office of African American Affairs transition to Office of Equity

- Unwavering commitment to the quality of life of our residents and living conditions through working upstream
- Balancing continuity of purpose with growth in understanding needs in Milwaukee County



OAAA Goals in 2021

- Goal 1:** Provide advice, guidance, support, and technical assistance to County leaders, departments, and municipalities on matters related to racial equity.
- Goal 2:** Provide training and support to normalize, organize, and operationalize racial equity practice at all employee levels.
- Goal 3:** Serve as a conduit between African American residents and County government to address public policy concerns and devise strategies to meet the unique needs of African American communities.

OOE Goals for 2024-2027

- Goal 1:** Integrate best practice frameworks, such as the OOE Community Engagement Continuum, that address racism and promote equity across Milwaukee County.
- Goal 2:** Implement strategies for internal and external accountability to increase civic trust.
- Goal 3:** Increase community leaders in decision-making processes in Milwaukee County to grow resident-based power

Department Goals

Focus Area	2027 Goals	We will know we're successful when...
Community Engagement	Integrate best practice frameworks that address racism and promote equity across Milwaukee County.	<ul style="list-style-type: none">Whenever Milwaukee County engages residents, county representatives and community members know why they are there, what level of engagement is needed, and how the County and community are better off because of the engagement.

Work examples:

- Community Engagement Continuum Advocacy and Education Program
- Equity Practices Technical Assistance Program



Department Goals

Focus Area	2027 Goals	We will know we're successful when...
Accountability	Implement strategies for internal and external accountability to increase civic trust.	<ul style="list-style-type: none">• Neighborhoods, municipalities and County personnel cite data repositories as meaningful data sources.• Increased collaboration with municipalities, systems and communities across Milwaukee County grounded in evaluating impact on Social Determinants of Health

Work examples:

- OOE Metrics and Impact Accountability Program
- OOE Interactions Survey Activity
- Relationship Mapping – Deepening Connections Efforts



Department Goals

Focus Area	2027 Goals	We will know we're successful when...
Power	Increase community leaders in decision-making processes in Milwaukee County to grow resident-based power	<ul style="list-style-type: none">Milwaukee County dismantles barriers to economic well-being and increases investment in community initiatives, which bridges the economic gap and fosters growth.

Work example:

- Equitable Economic Development Strategies Program



Additional 2024 Work Examples

Health and Racial Equity Accelerator

- Offers a web page of self-serve equity resources
 - Forthcoming addition: Policy Assessment Tool

Equitable Policy Review

- Continues the Board-mandated project

County Days, Voter Registration, and CEX Budget Townhalls

- Bridges between residents and County departments

Results-Based Accountability Workshop

- Increases capacity to measure and align impacts



Opportunities & Valuable Supports

Opportunities

- Establish and communicate Countywide equity benchmarks
- Development of specific tools and resources
- Sustainability after ARPA funding
 - Direct organizational support
 - OOE Staffing

Supervisors' Support

- Continued advocacy on strategies that improve the health and wellbeing of people in MKE County
- Continued support for accountability to advance racial and health equity across MKE County



Office of Equity and County Values



PURPOSE

The Milwaukee County Office of Equity exists because we believe everyone in Milwaukee County deserves to live a full, vibrant, and healthy life. Unfortunately, due to racism and other forms of oppression, **racial**, **health** and **economic** inequities persist.

We believe things can change. Together, with county leaders, resident-based leaders, and system leaders, we are addressing these systemic barriers within Milwaukee County so all people who live here have access to the tools and support they need to live their best, healthiest lives.





Thank you!

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**MILWAUKEE
COUNTY**