

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: 6/23/22

To: Marcelia Nicholson, Chair, Milwaukee County Board of Supervisors

From: Joe Lamers, Director, Office of Strategy, Budget, and Performance

Subject: Office of Equity requests to abolish 1.0 FTE Equity Research Analyst and 1.0 FTE Community Engagement Coordinator and create 1.0 FTE Research and Advocacy Manager and 1.0 FTE Communications Manager

File Type: Action Report

REQUEST

The Office of Equity requests to abolish 1.0 FTE Equity Research Analyst (vacant, pay grade 23M) and 1.0 FTE Community Engagement Coordinator (vacant, pay grade 23M); and create 1.0 FTE Research and Advocacy Manager (pay grade 32M) and 1.0 FTE Communications Manager (pay grade 32M).

POLICY

Wisconsin State Statutes:	Wis Stats 59.17
Milwaukee County Code of General Ordinances:	MCGO 17.05(1)
Specific Adopted Budget:	2022 Adopted Budget

BACKGROUND

The 2022 adopted budget reimaged the County's Office of African American Affairs as the Office of Equity. The restructure requires more expert and senior level staff to increase the capacity and reach of the county in our goal to become the healthiest County in Wisconsin by achieving racial equity.

To emphasize examining the social determinants of health to achieve equity in health and economics for disparately impacted communities in Milwaukee County, the Office of Equity replaces it Equity Research Analyst with a Research and Advocacy Manger. The goal is to drive and manage collaborative, evidence based, and participatory equity research initiatives, community-driven policy advocacy activities, and related community-government-academic partnerships to decrease health and economic disparities for the most disparately impacted in the community. The position will work closely with county leadership, departments, and municipal partners to identify, analyze, critique and advocate for policy and systems change that will help the county achieve its health and racial equity goals. Additionally, the position will aid county departments in their charge to advise policy makers and the public on recommendations for changes to programs and laws that will benefit all county residents. The position will report to the

Director of Equity Operations.

To amplify the departments messaging to internal and external audiences and manage related constituent relation activities the Community Engagement Coordinator is replaced by the Communications Manager. The position will be tasked to increase the visibility and reach of the department to mobilize and inform county residents and strategic partners around the County's vision and goals. They will facilitate information sharing between departments and constituent groups including county departments, media, residents, and municipal partners. The position will be an equity focused strategic communications advisor to the Chief Equity Officer and report to the Director of Equity Operations.

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3C: Dismantle barriers to diverse and inclusive communities

The Research and Advocacy Manager will primarily support strategic plan objectives 2A and 3A by leading and facilitating community-based participatory research focused on the social determinants of health within vulnerable communities to inform program and policy priorities of the County and help determine where and how County services will be delivered to meet the needs of residents most impacted by health inequities.

The Communications Manager will support communications efforts that amplify all the County's strategic objectives, a critical component of advancing the strategic plan. As an example, the Communications Manager will create and target messaging that promotes County contracting opportunities in communities of color served by the Office of Equity in support of objective 1C. The position will additionally help to frame or counter narratives that sustain barriers to access and inclusion in communities across the County, aligned with objective 3C.

Both positions, as all positions in the Office of Equity, will advance objective 2C.

FISCAL EFFECT

The current year annualized fiscal impact is an additional \$57,098. Prorated, assuming the positions are hired no earlier than August 26th 2022, the 2022 increase is \$19,765. Given that all other positions other than the Chief Equity officer have been vacant for all of 2022, there is sufficient vacancy and turnover to cover the costs in 2022. Moving forward the positions will be budgeted, in an annualized fashion, through the county's budget process with a decrease in commodities and services in a like amount to the annualized difference.

POSITION INFORMATION

Position Title	Action	FTE	Pay Grade
Equity Research Analyst (vacant)	Abolish	1.0	23M (\$51,843 – 59,483)
Community Engagement Coordinator (vacant)	Abolish	1.0	23M (\$51,843 – 59,483)
Research and Advocacy Manager	Create	1.0	32M (\$71,833 - \$85,534)
Communications Manager	Create	1.0	32M (\$71,833 - \$85,534)

VIRTUAL MEETING INVITES

Jeff Roman, Chief Equity Officer and Director, Office of Equity

PREPARED BY:

Strategy, Budget, and Performance

APPROVED BY:

Joe Lamers, Director, Office of Strategy, Budget, and Performance

Joe Lamers

Joe Lamers, Director, Office of Strategy, Budget, and Performance

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk