

OFFICE ON AFRICAN AMERICAN AFFAIRS

INFORMATIONAL REPORT (File #19-416)

Date of Presentation: May 13, 2019

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 an inclusive and effective democracy
 - Historically, government has played a role in creating and maintaining racial inequities. Policies and practices continue to create disparate results (even when the intention to sustain inequities is not present).
 - Current government systems are: costly (collectively), depress outcomes & life changes for communities of color
 - Implementing Racial Equity (via RE Action Plan) will help Milwaukee County improve outcomes for underserved communities, those where communities consist of people of color.
- 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 staff/community.

RACIAL EQUITY ALLIANCE - UPDATE

- 1st Community Restoration Center (resource fair) - June 2018
 - In partnership with Community Vanguard
- Strong participation in community strategic planning discussions
 - Wisconsin Voices, CBMA, Black Collective GOTV, 9to5, City of Milwaukee's BMAC Council, MENTOR Network, Commonbond Housing, Wisconsin Humanities Council, etc.
- Collaborative Partner for the development of RE Plans - Education Sector
 - Greendale HS, Shorewood HS
- Supporting Social Development Commission's -Review of Needs Assessment Data
- Collaborative partnering with Employ Milwaukee; WPP Milwaukee Reentry Alliance Project
 - Led by Dr. David J. Pate (UW-M - 5-year grant).
- Greater Milwaukee Foundation
 - Culturally Responsive Evaluation Workgroup
 - Sherman Park Advisory Council
- Community awareness on Racial Equity and partner resources - social media channels

OAAA'S LONG-TERM GOAL STATEMENT

Establish racial equity plan; to support a racial equity perspective in all decisions, policies, plans, programs, budgets and functions of Milwaukee County.

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

OAAA'S SHORT TERM GOALS

1. Deploy Racial Equity Training County-wide

- By 2020, 90% of Milwaukee County staff will participate in at least one Racial Equity training.

2. Development of Racial Equity Plan

- By 2020, RE Ambassadors will support OAAA in the development of a 'draft' RE Action plan, and also in establishing RE workgroups who will help draft RE tools, and guides.

3. RE Alliance Development

- By December 2020, implement the use of a community engagement tool to enhance Racial Equity conversations across Milwaukee County.

RE TRAINING

Leadership Trainings (Fall 2018)

- 152 Milwaukee County Leaders
- Attended one or more; 4-hour training session
- Considering additional Leadership Series – tent. launch June 2019

RE Ambassador Program (March 2019)

- Enrolled - 68 Milwaukee County employees
- To-date -3 trainings (March- April)

Countywide Training

- 2 types: LMS and In-Person Training
- Status – 'pending' final design phase
- Anticipating launch - June 2019

Manager Training

- Anticipating launch - June 2019

RE TRAINING (CONT.)

GARE – Government Alliance on Race and Equity

- Milwaukee County - membership Fall 2018
- National RE Conference – April 2019
- GARE Wisconsin Learning Community:
 - City of Milwaukee (ex. MPD, MFD), Milwaukee Health Dept., Madison and Dane County, City of Appleton and more
- GARE RE trainings May 2019 – October 2019
 - Approx. 100 participants (including 68 RE Ambassadors)
 - **Topics:**
 - Racial Equity: The Role of Government,
 - Using a Racial Equity Tool,
 - Developing a Racial Equity Action Plan,
 - Racial Equity Symposium

RE AMBASSADOR PROGRAM

- 129 Applicants
- 68 RE Ambassadors

Training Themes:

- RE Frameworks
- White Racial Concepts
- Personal Privilege
- Root Cause Analysis
- Results Based Accountability
- Organizing for Implementation
- Government's Role in RE
- Racial Identity Development
- Examination of Cultural Identity
- Implicit Biases
- Using a Racial Equity Tool
- Creating the RE Action Plan
- Interdepartmental Team Building
- Racism (Individual and Systematic)



RACIAL EQUITY - OPEN ISSUES

- Developing support from MC workforce on racial equity
 - Status – continue to 'normalize' racial equity
 - Anticipated to continue all of 2019 and 2020
- Securing locations (at no cost) to hold large group Racial Equity trainings
 - Status – continue to develop community RE alliances
 - Anticipate to seek philanthropic support –Fall 2019
- Recruiting RE Ambassadors-across all MC departments
 - Status – want to keep discussion fluid/on-going all of 2019 and 2020
- Accommodating customized training options for departments, those who have 2nd shift staff/mandated services or seeking additional RE information.
 - Status – exploring options with RE Facilitators; Brown Bag Lunch & Learns

RACIAL EQUITY ACTION PLAN

- Development Phases:
 - WI Learning Community
 - National GARE webinars
 - Review of sample RE plans (other jurisdictions)
 - GARE's dedicated RE Trainings/Technical Assistance to Milwaukee County



NOTE: The RE Ambassadors will support OAAA, as the architects of the Countywide RE Action Plan

RE ALLIANCE DEVELOPMENT

RE Alliance Development - leverage public and private sector partners

- Community Invitations to OAAA (1st Qtr. 2019)
 - Racial Reconciliation Community Discussion - Parklawn Assembly of God (Jan. 2019)
 - MENTOR Network Greater Milwaukee Launch - Fi-Serv Forum (Jan. 2019)
 - County Board Black History Month Program - WI Black Historical Society (Feb. 2019)
 - Black Political Empowerment GOTV Collective - (Feb. 2019)
 - Diversity, Equity & Inclusion Panel Discussion - MCFI (Feb. 2019)
 - CBMA Community Strategic Discussion Event (March 2019)
 - Front Row Panel Discussion – Southbrook Church (March 2019)

RACIAL EQUITY - ACCOMPLISHMENTS

- Relocation of OAAA's office – 2578 N. Martin Luther King Drive
- OAAA positions – all positions filled (as of Jan. 2019)
- Community support - embracing OAAA's effort to create a Racial Equity plan
- RE Budget & CIC Tool recommendations to DAS-PSB –effective for FY 2020
- Racial Equity prioritized as a Milwaukee County strategic goal (February 2019)
- Support to Supervisor Nicholson & County Executive's resolution - Racism is a Public Health Crisis (April 2019)
- RE Leadership Training – 78% of respondents from sessions A, B, and C, reported that they would like additional RE training (exploring options for Summer 2019); additional request for management staff to attend.
- Collaboration with County Supervisor for RE Town Hall (August 2019)

QUESTIONS