

WAATP/WTPPN Quarterly Meeting

February 17, 2021

Allow us to introduce ourselves...

The Office on African American Affairs (OAAA) serves to support Milwaukee County and empower the community to make the County's vision ***'by achieving racial equity, Milwaukee is the healthiest county in Wisconsin'*** a reality.



Executive Director Jeff Roman



Appointed July 2020

- A decade of experience as an:
  - Equity Educator
  - Activist
  - Organizer
  - Advocate

20 years working with BIPOC in community, nonprofit spaces, K-12 schools, and the public and private sector.

Meet Team OAAA



Santana Beckman



Katie Cox



Jennifer Harris

Rae Johnson



Racial Disparities in Milwaukee County

BIRTH RATE
Infant Mortality

WHITE

4.9 deaths per 1,000 births

BLACK

13.1 deaths per 1,000 births

City of Milwaukee (2016)

FOOD
Percentage of the Population Lacking Access to Food



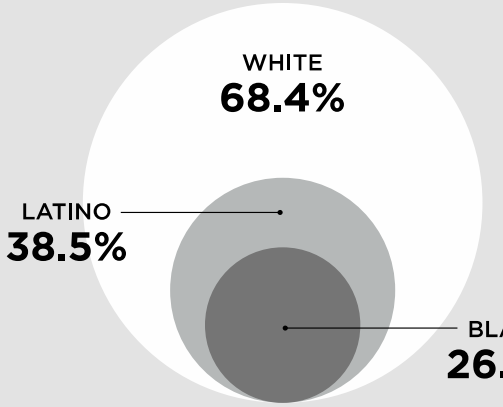
MILWAUKEE COUNTY **17%**

WOW COUNTIES (Washington, Ozaukee & Waukesha) **7%**

foodsecurity.wisc.edu

HEALTH
Milwaukee County experiences higher rates in **adult diabetes**, **adult obesity**, and **poor mental and physical health days** – than the surrounding WOW counties (Washington, Ozaukee & Waukesha)

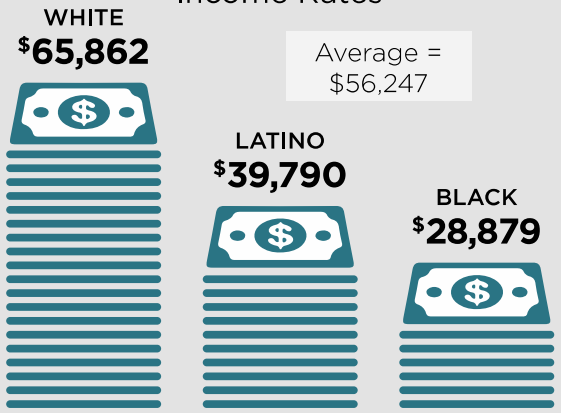
HOUSING
Home Ownership



2015 U.S. Census

INCARCERATION
The 2010 U.S. Census found 12.8% (or 1 in 8) of Wisconsin African American working-age men behind bars. This rate of mass incarceration is the **highest in the country** for African American men and **nearly double the national average**.

POVERTY
Income Rates



(Metropolitan Statistical Area) Median Income

EDUCATION
Milwaukee County
4-Year High School Completion Rate



WHITE **78.6%**

LATINO **67.4%**

BLACK **61.4%**

Wisconsin Department of Public Instruction (2017-18)

Setting the Stage for Action: Racism is a Public Health Crisis!



Governments are declaring racism a health crisis. What comes next?

Milwaukee County's 2019 resolution blazed a trail for more than 120 U.S. governments in denouncing racism. Now, leaders must look internally to prioritize equitable budgeting and employee training.

In 2019 Milwaukee County became the first jurisdiction in the United States to declare racism a public health crisis.

The declaration set the county on a path toward the explicit focus of achieving health racial equity.

Chapter 108:
Health & Racial Equity Ordinance

Earlier this year Milwaukee County established **Chapter 108 "Achieving Racial Equity and Health"** of the County Code of Ordinances.

The ordinance commits all of Milwaukee County employees, departments and municipalities to support reaching our vision.



The Work Continues: Strategic Plan Focus Areas

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

Our Forward Work…



- Targeted Community Engagement
- RE Ambassador Program
- We Care Coalition & We Care Crew
- Stop COVID-19 Creative Health Collective
- African American Community Capacity Building
- Racial Equity Budget Toolkit

Our Training Vendors:

Training, Capacity Building and Supports

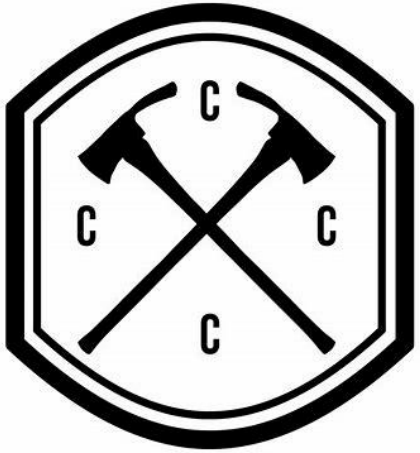


eliminating racism
empowering women
ywca
Southeast Wisconsin

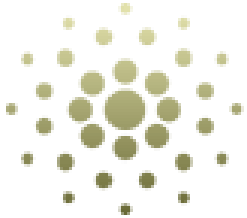
UBUNTU
research & evaluation

Nurturing Diversity Partners

MINDFULNESS
FOR THE PEOPLE
RADICALLY RE-IMAGINING THE MINDFULNESS MOVEMENT







LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Milwaukee County Racial Equity Training



Leadership Training

New Leadership-Unlearning Racism

YWCA

December & Jan.



Manager Level Training

Understanding Power, Identity, and Language for Creating Equity

(Communications/Dignity)

Jan. & Feb



All County Training

Racial Equity All County LMS

New Employee Orientation LMS



Customized Department Training Plans

Departmental/Divisional Training Series Consultation



RE Ambassador Training

Cohort 1 Emeritus Status

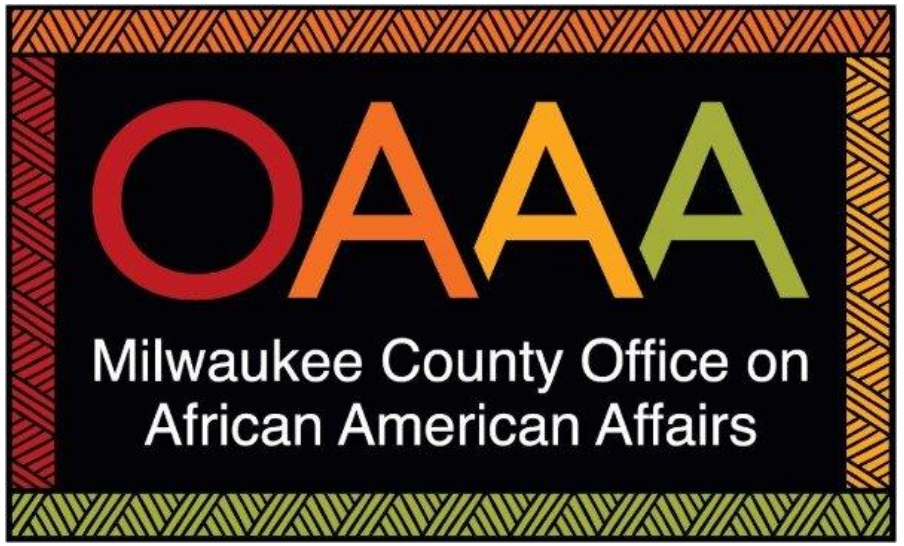
(Reboot 11/19)

Cohort 2 Program Launch

(Late Spring)

Milwaukee County Racial Equity Work

- Workforce Diversity, Culture and Climate Building
- Racial Equity in Contracting Workgroup
- Toward Diverse & Inclusive Communities (w/ Milwaukee County Intergovernmental Cooperation Council)
- UEOC Public Health Collaborative & Community Resilience Team
- Racial Equity in Criminal Justice (Milwaukee County Community Justice Council)
- Community Regranting Programs
- Health Equity Committee (Milwaukee County Office of Emergency Management)



Stay connected with us:

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