

Wisconsin Counties Association

**Working Toward Positive Change
Against Systemic Racism and Inequality**



MILWAUKEE COUNTY
Office on African American
Affairs

YWCA IS ON A MISSION

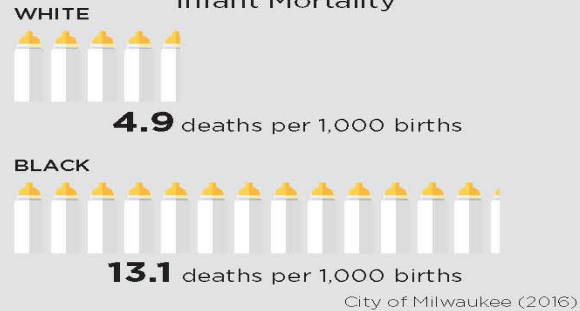
The Outcomes in Racial Disparities

RACIAL EQUITY IN MILWAUKEE COUNTY

Recognizing that institutional racism is a critical issue to the inequities experienced in the African American community, the graphics below represent a few of the social determinants of health plaguing Milwaukee County.

BIRTH RATE

Infant Mortality



FOOD

Percentage of the Population Lacking Access to Food

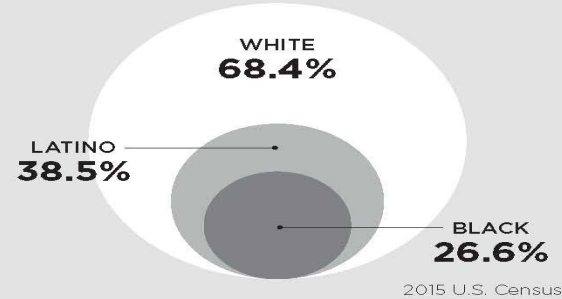


HEALTH

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

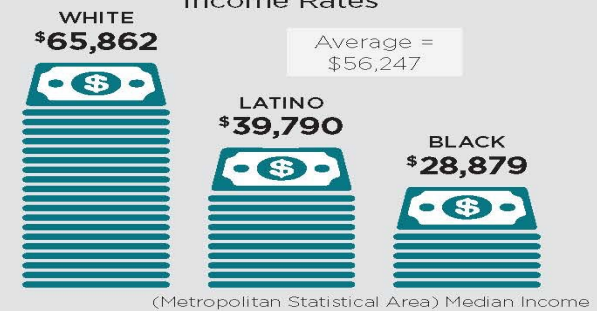


INCARCERATION

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**.

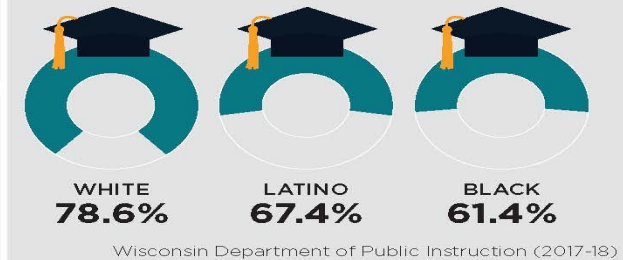
POVERTY

Income Rates



EDUCATION

Milwaukee County 4-Year High School Completion Rate



Racism is a Public Health Crisis

Milwaukee County resolves to:

- Assess internal policies and procedures to make sure racial equity is a core element of the county.
- Work to create an inclusive organization and identify specific activities to increase diversity.
- Incorporate inclusion and equity, and offer educational training to expand employees' understanding of how racism affects people.
- Advocate for policies that improve health in communities of color.
- Encourage other local, state and national entities to recognize racism as a public health crisis.

U B U N T U Research & Evaluation

YWCA IS ON A MISSION

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YWCA Southeast Wisconsin (SEW) is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Our work has three pillars:

**Racial
Justice**

**Economic
Empowerment**

Health/Safety

Contact us at racialjustice@ywcasesw.org



YWCA Trainings Offered to MKE County

- 16-hour, management sessions
 - Implicit bias, history of race / racism, manifestations of racism in county government, whiteness, next steps
 - Series offered multiple times from Dec 2018-current Fall 2021 offering
- 90-minute, Racial Equity sessions
 - Largely front-line staff and others (3000)
 - Definitions, examples, impact, apply to work

YWCA Results & Insights



■ Leadership

- Mostly willing to engage with each other and content
- Some departments more ready to implement racial equity than others
- Leaders who were willing to engage faced challenges of moving their teams forward while staff disagreed or challenged why racial equity is / was important

YWCA Results & Insights

- **Front-line staff**
 - Mandatory training, not received well by some team members, others openly appreciated it
 - Some white staff shared stories of their work which revealed their racism
 - Some staff of color were hurt, angry, disappointed by what they heard from their white colleagues



How can I ask new questions, *from our current data*, to create A MORE INCLUSIVE AND RACIALLY EQUITABLE County and Region?



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