



Wisconsin Counties Association
ANNUAL CONFERENCE
& Exhibit Hall **2023**

9:15 – 10:15 AM

Creating a Culture of Belonging in Local Government

Speakers: Paula Phillips, Office of Equity Interim Director, Milwaukee County;

Marcelia Nicholson, County Board Chair, Milwaukee County

Moderator: Mark Abeles-Allison, County Administrator, Bayfield County

Creating a Culture of Belonging in Local Government

Marcelia Nicholson- Milwaukee County Board Chairwoman

Paula Phillips- Interim Executive Director, Office of Equity- Milwaukee County

Mark Adele-Allison, County Administrator, Bayfield County



Agenda

- Introductions
- Leading with Intentional Inclusion
- What is Belonging?
- Local government as an employer
- Local government as a place maker
- Lessons Learned



Our Mission

We enhance the quality of life in Milwaukee through **great public service.**

Our Vision

By achieving racial equity, Milwaukee will be the **healthiest county in Wisconsin.**

STRATEGIC FOCUS AREAS

Create Intentional Inclusion

Reflect the full diversity of Milwaukee County at every level of county government.

Create and nurture an inclusive culture across Milwaukee County.

Increase the number of Milwaukee County contracts awarded to minority and women-owned businesses.

Bridge The Gap

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

Break down silos across Milwaukee County government to maximize access and quality of services offered.

Apply a racial equity lens to all decisions.

Invest in Equity

Invest “upstream” to address root causes of health disparities.

Enhance Milwaukee County’s fiscal health and sustainability.

Dismantle barriers to diverse and inclusive communities.



STRATEGIC FOCUS AREAS

Create Intentional Inclusion

Reflect the full diversity of Milwaukee County at every level of county government.

Create and nurture an inclusive culture across Milwaukee County.

Increase the number of Milwaukee County contracts awarded to minority and women-owned businesses.

Bridge The Gap

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

Break down silos across Milwaukee County government to maximize access and quality of services offered.

Apply a racial equity lens to all decisions.

Invest in Equity

Invest “upstream” to address root causes of health disparities.

Enhance Milwaukee County’s fiscal health and sustainability.

Dismantle barriers to diverse and inclusive communities.

Intentional Inclusion

- **Created the Office of Equity** to better align departmental scope and provide focus to the strategic plan and vision.
- Invested in additional staff to assist in **hiring and retention** for a more diverse workforce.

Intentional Inclusion

- Launched the **Changemakers** marketing effort and invested in Human Resources staff to assist in hiring and retaining a talented and diverse workforce.
- **Upgraded employee compensation packages** to honor the sacrifice of our hard-working employees and address vacancies.

Building Belonging

- Launched the **Diversity Equity and Inclusion Council** along with **Network Resource Groups** to accelerate culture building across the county
- **Created opportunities for Employee Engagement** via Vision Day, Employee Budget Townhall, and CEX departmental visits

STRATEGIC FOCUS AREAS

Create Intentional Inclusion

Reflect the full diversity of Milwaukee County at every level of county government.

Create and nurture an inclusive culture across Milwaukee County.

Increase the number of Milwaukee County contracts awarded to minority and women-owned businesses.

Bridge The Gap

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

Break down silos across Milwaukee County government to maximize access and quality of services offered.

Apply a racial equity lens to all decisions.

Invest in Equity

Invest “upstream” to address root causes of health disparities.

Enhance Milwaukee County’s fiscal health and sustainability.

Dismantle barriers to diverse and inclusive communities.

Lessons Learned

- Culture building starts with day to day interactions
- Representation matters



**MILWAUKEE
COUNTY**





**MARCELIA
NICHOLSON**
MILWAUKEE COUNTY BOARD CHAIRWOMAN
DISTRICT 10

Name: _____

Title: _____

County: _____

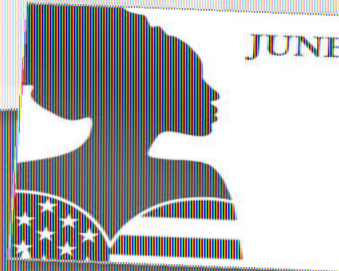
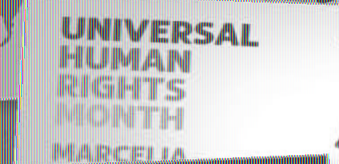
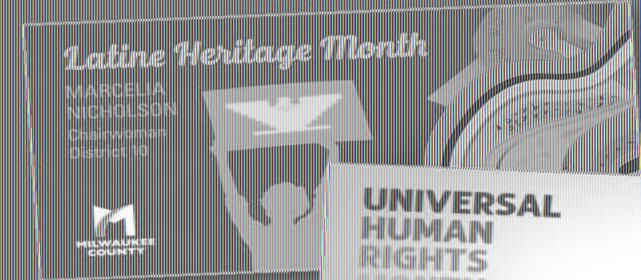
What is a diversity, equity, and inclusion issue your County is encountering?

What is a takeaway from today's presentation you will bring back to your County?

Comments: _____

Please reach out to my office with any questions.
(414) 278-4261 • Marcelia.Nicholson@milwaukee.gov

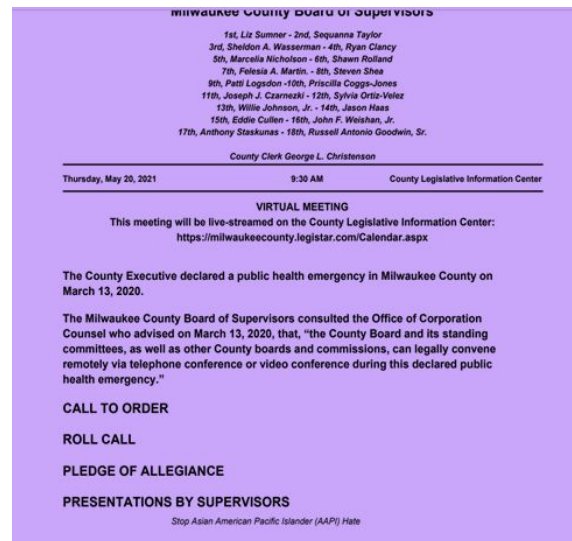
MILWAUKEE COUNTY
COUNTY BOARD



Please complete our reflection card and turn into staff at the end of our presentation!

In May 2021, to respond to the rise in reported hate crimes committed against Asian Americans in the United States, the Milwaukee County Board of Supervisors hosted a Stop AAPI Hate Presentation and adopted a resolution publicly condemning such violence and hatred.

Intentional Inclusion: Lift and Legislate



By Supervisors Clancy, Nicholson, Czarnecki,
Haas, Martin, Rolland, Sumner, and Wasserman

File No. 21-437

A RESOLUTION

advancing racial equity by honoring Asian Americans and Pacific Islanders and
condemning racially motivated violence and hatred

WHEREAS, in 1992, the United States federal government declared May as
annual Asian American and Pacific Islander Heritage Month; and

WHEREAS, Asian and Pacific Island refers to all of the Asian continent and the
Pacific islands composing Melanesia and Polynesia; and

WHEREAS, according to the most recent data from the United States Census
Bureau, approximately 23 million Asian Pacific Americans live in the United States,
composing more than seven percent of the total population; and

WHEREAS, in Milwaukee County, Asian Americans Pacific Islanders make up
more than six percent of the population and 25.6 percent of Wisconsin's total Asian
population resides in Milwaukee County; and

WHEREAS, in April 2019, Milwaukee County adopted File No. 19-397 and was
one of the first municipalities in the United States to declare racism a public health
crisis; and

WHEREAS, Milwaukee County is committed to the ongoing pursuit of becoming
the healthiest county in Wisconsin through the achievement of racial equity, which was
codified through the adoption of File No. 20-174 in April 2020; and

WHEREAS, anti-Asian discrimination and violence is not new, but has been
heightened since the onset of the COVID-19 pandemic; and



**MILWAUKEE
COUNTY**

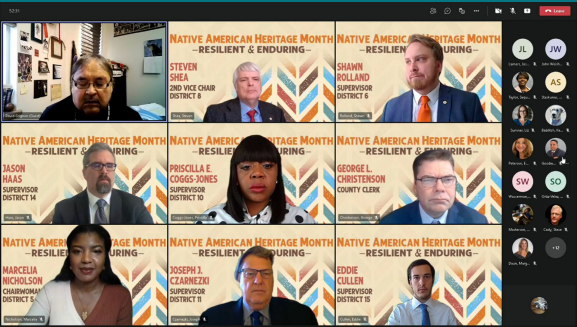
Intentional Inclusion: Indigenous Invocations

To recognize November as Native American Heritage Month, and to lift Indigenous cultures, the Board has welcomed several tribal members over the years to open our annual Budget Meeting with an Invocation.



INVOCATION

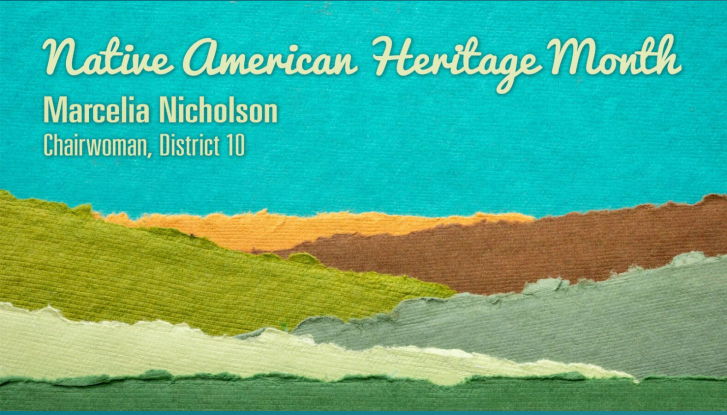
Chairwoman Nicholson introduced Chairman Ned Daniels, Jr., Forest County Potawatomi Community, who led today's invocation.



INVOCATION

Chairwoman Nicholson introduced David Grignon, Tribal Historic Preservation Officer and Museum Director, Menominee Nation, who led today's invocation.

Milwaukee County Board of Supervisors	Journal of Proceedings - Final	November 8, 2021
CALL TO ORDER		
ROLL CALL at 9:40 a.m.		
Present 17 - Clancy, Cogges-Jones, Cullen, Czarnetzki, Goodwin Sr., Haas, Johnson Jr., Logsdon, Martin, Rolland, Shea, Staskunas, Sumner, Taylor, Wasserman, Weishan Jr. and Nicholson		
Excused 1 - Ortiz-Velez		
PLEDGE OF ALLEGIANCE		
Chairwoman Nicholson led the Pledge of Allegiance, followed by a brief moment of silence to honor the Native people who are original inhabitants of this land and our great State.		
INVOCATION		
Chairwoman Nicholson introduced David Grignon, Tribal Historic Preservation Officer and Museum Director, Menominee Nation, who led today's invocation.		



Milwaukee County Board of Supervisors	Meeting Minutes - Final	November 9, 2020
CALL TO ORDER		
ROLL CALL at 9:39 a.m.		
Present 18 - Clancy, Cullen, Czarnetzki, Goodwin Sr., Haas, Johnson Jr., Logsdon, Martin, Moore Omokunde, Ortiz-Velez, Rolland, Shea, Staskunas, Sumner, Taylor, Wasserman, Weishan Jr. and Nicholson		
PLEDGE OF ALLEGIANCE		
Chairwoman Nicholson led the Pledge of Allegiance, followed by a brief moment of silence in recognition of essential, front-line workers, and those who have passed during the coronavirus disease/COVID-19 pandemic.		
INVOCATION		
Chairwoman Nicholson introduced Chairman Ned Daniels, Jr., Forest County Potawatomi Community, who led today's invocation.		

Intentional Inclusion: Engage with All to Build Belongin g

Last year, Supervisors advanced and adopted a budget amendment to offer translation services, including multilingual captioning services and multilingual meeting notices and agendas, which is expected to launch this year.

(04)
Org Unit No: 115, 327, and WY0726
Org. Name: DAS-IMSD, County Clerk, and Capital
Improvement Project Milwaukee County
Digital Transformation Initiative
Date: October 26, 2022

AMENDMENT TO THE COUNTY EXECUTIVE'S 2023 RECOMMENDED BUDGET

By Supervisors Nicholson and Martinez

Amend Agencies 115 – DAS-IMSD, 327 – County Clerk, and Capital Improvement Project WY0726 – Milwaukee County Digital Transformation Initiative by adding the following language:

In collaboration with the Office of the County Clerk, the Department of Administrative Services -- Information Management Services Division shall provide technological support to strengthen public access to all County meetings and hearings. Funding from Capital Project WY0726 -- Milwaukee County Digital Transformation Initiative shall be used to offer translation services, including multilingual captioning services and multilingual meeting notices and agendas. In addition, Milwaukee County leaders have the ability to make appointments to numerous Boards and Commissions at the State and local level. To ensure appointments to these positions are made with an eye towards equity, unallocated funding from Capital Project WY0726 -- Milwaukee County Digital Transformation Initiative is also earmarked to develop a Countywide appointment tracking software. DAS-IMSD and the Office of the County Clerk shall provide a report to the County Board by the April 2023 meeting cycle with a status update, which includes cost estimates and a projected timeline for implementation.

This amendment would have no tax levy impact.



MILWAUKEE COUNTY 20 YOUTH COMMISSION 23



Aaron Lee
Co-Chair
County Executive
Appointee



Mia Moore
Co-Chair
Chairwoman
Appointee



Tess Bruett
District 1



Loren Muwonge
District 2



Storm Findley
District 3



Shakiya Snow
District 4



Destiny Anglin
District 5



Margaret Lehman
District 6



Ezran Anastas
District 7



Vacant
District 8



Kassidy Gindt
District 9



Bujana Ntabala
District 10



Nolan Weber
District 11



Analayah Roschke
District 12



D'Mario Cockfield
District 13



Ben Elko
District 14



Sean Libal
District 15



Vacant
District 16



Kalyah Mason Davis
District 17



Nathan Acosta
District 18

Intentional Inclusion: The Return of Milwaukee County's Youth Commission

In 2022, the County Executive and the Board Chairwoman co-authored a resolution adopted by the Board of Supervisors to re-establish the Milwaukee County Youth Commission.

Commissioners have the platform to provide advisory recommendations to policymakers for youth programming within the county.

The Commission is to promote an annual "Take Your Child to Work Day" in Milwaukee County.



Intentional Inclusion

With Milwaukee County Parks

Parks are for more than Play – Make them Universal!



Renaming and Adapting



The Board advanced a proposal to add roller skating as a summer activity at a County Park that already hosts ice skating in the winter. This inclusive programming meets community interests while uniting residents with a healthy and joyous activity in the heart of downtown Milwaukee.



Several County parks have been renamed to honor iconic figures who represent the diverse communities of Milwaukee County, including Lucille Berrien Park, Indigenous People's Park, and Harriet Tubman Park.



Build Belonging: Invest in Underserved Parks

Chairwoman Nicholson was eager to create a space for the youth and families of her Supervisory district to play outdoors and gather for holiday festivities.

Last year the first annual Sherman Park Harvest Fest was held with community engagement!

The intention of this annual event is to uplift Sherman Park and surrounding neighborhoods.

Intentional Inclusion: Harvest Fest



Representation Matters!

The Chairwoman asked for a review of the global pandemic's effects on the intersection of gender and racial equity in Milwaukee County and the resulting audit, *"Minding the Gap: Employee Friendly County Policies Did Not Entirely Stem the Loss of Women of Color During Covid-19 and Will Require Efforts by the County to Achieve its Goal of Racial Equity,"* provided policymakers recommendations for changes to improve racial and gender equity for public employees.

THE MILWAUKEE COUNTY BOARD IS NOW

50/50

Women of Milwaukee

Making Herstory



County Board
Chairwoman
**Marcelia
Nicholson**



1st Vice
Chairwoman
**Sequanna
Taylor**



County
Supervisor
**Deanna
Alexander**



County
Supervisor
**Patti
Logsdon**



County
Supervisor
**Felesia A.
Martin**



County
Supervisor
**Liz
Sumner**



County
Supervisor
**Priscilla E.
Coggins-Jones**



County
Supervisor
**Kathleen
Vincent**



County
Supervisor
**Caroline
Gómez-Tom**



MILWAUKEE COUNTY CELEBRATES

WOMEN'S HISTORY MONTH



Happy Labor Day

Marcelia Nicholson
Chairwoman, District 10



Intentional Inclusion
Here, There and
Everywhere!



June 19, 1865

Final Comments and Reflections

We invite you to use our comment cards to reflect on today's presentation.

