

RACIAL EQUITY ACTION PLAN 2020-2021

CITY OF MILWAUKEE

1

Improve existing and new services using racial equity best practices

2

End disparities in City government

3

Strengthen outreach and public engagement for communities of color

4

Strengthen partnerships with community stakeholders

RACIAL EQUITY ACTION PLAN 2020-2021

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Goals

Strategies

Responsible Department(s)

1
Improve existing and new services using racial equity best practices

Racial Equity Leadership Team

- Create Racial Equity Leadership Team - Each department will designate two volunteer team members who are passionate and committed to promoting racial equity. At least one of the two members must be a senior leader.
- Each department will create a larger team of racial equity "Ambassadors." The two team leads described above will recruit interested team members to help lead and support racial equity programming and activities in their departments.
- Each department will adopt an overall racial equity vision statement to guide racial equity goals and actions for their departments and in support of the City's overall racial equity goals.
- Create an Equity Officer position within DOA in the 2021 City Budget to direct and champion citywide racial equity efforts, including guiding departments in racial equity analysis, coordinating racial equity and anti-racism training, developing and recommending policies to advance racial equity efforts, and tracking progress toward racial equity goals.

Racial Equity Analysis and Reporting

- Train Racial Equity Leadership Team and other managers within each department on the use of the GARE Racial Equity Toolkit and racial equity planning and analysis.
- Racial Equity Leadership Team and Ambassadors will provide guidance and technical assistance within their City departments on the completion of Minority Impact Statements in conjunction with other Common Council ordinance requirements.
- All departments will be required to use the toolkit to analyze new policies and programs and at least one existing program/policy during the 2020-2021 timeframe.
- Compile annual report highlighting the use of racial equity toolkit and Minority Impact Statements by City departments and resulting policy and resource allocation changes.

Department of Administration/All City Departments

Milwaukee Health Department
(to track demographic and population trends to identify health inequities in order to implement policy to improve health outcomes as mandated in Council resolution declaring racism a public health crisis)

2
End disparities in City government

Racial Equity Training

- Implement mandatory racial equity and anti-racism training(s). The initial priority is all senior managers with the next highest priority being other frontline managers and supervisors, then general city employees. As a result of completing training, all department and division heads should be equipped to regularly discuss importance of racial equity and how they are aligning the work and resources of their department to advance racial equity goals. This strategy will include developing and adding racial equity goals and priorities in job descriptions and performance management tools.

Region of Choice for Diverse Talent (MMAC effort being replicated with all Taxing Units)

- Will include a survey and focus groups to identify the barriers and challenges associated with increasing workplace diversity especially in leadership positions and the establishment of strategies for diversity hiring and promotions.

Department of Administration/Department of Employee Relations

3
Strengthen outreach and public engagement for communities of color

- Open doors of OAAA - Direct service delivery hub (i.e., government agencies and nonprofits providing quality of life services such as health, financial literacy, employment/job training, etc.)

- Educate public on the OAAA and other government services through various outreach and public education efforts.

Department of Administration /All City Departments

4
Strengthen partnerships with community stakeholders

Expand Racial Equity Government and Philanthropic Partnerships

- Milwaukee's Racial Equity Leadership Team should meet regularly with Milwaukee County OAAA and local foundations focused on racial equity to share best practices, refine training options and benchmark efforts.

Department of Administration