



Tom Barrett
Mayor, City of Milwaukee

MAYORAL DIRECTIVE
Promoting Racial Equity and Inclusion
Mayor Tom Barrett

8/26/20

DIRECTIVE

Racial disparities exist in virtually every key indicator of child, family, economic and community well-being. It is critical for the City of Milwaukee government to achieve racial equity within City government itself and in the communities we serve. We must work to:

- Build capacity and strengthen relationships so that each City department can work more effectively and collaboratively to advance racial equity, inclusion, and anti-racism;
- Identify and change policies and practices that may be contributing to racial disparities and inequity; and,
- Develop a shared racial equity framework with data-driven tools and measures to evaluate progress.

I am, therefore, directing the Department of Administration (DOA) to form and lead a Racial Equity and Inclusion Leadership Team comprised of volunteer staff members from each City department. The team members must be passionate about promoting racial equity and inclusion, must be willing to participate in mandatory training, data analysis and/or research, and must be able to balance work responsibilities and priorities with the work of the Racial Equity and Inclusion Leadership Team. Please ask for volunteers within your department and forward the names of your two designees (one must be a manager) to dilope@milwaukee.gov by the close of business on Wednesday, September 9, 2020.

The Racial Equity and Inclusion Leadership Team will be tasked with leading efforts within their respective Departments and guiding citywide efforts to:

- 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; and
- 4) Strengthen partnerships with community stakeholders.

These established goals are an outcome of the City's participation in the eight-month-long 2019 Government Alliance on Race and Equity (GARE) WI Learning Community. GARE is a national network of government entities working to advance racial equity and increase opportunities for all. The City joined GARE in July 2019 and renewed its membership in July 2020.

I am further directing DOA to work in collaboration with every City department to carry out the strategies outlined in the City of Milwaukee Racial Equity Action Plan (Attachment A) and to advance the use of the GARE Racial Equity Toolkit (Attachment B).

The cross-departmental team that joined the GARE WI Learning Community, led by **Sharon Robinson (DOA)** and **Sam Leichtling (DCD)**, assisted with developing the Action Plan.

The strategies in the attached Action Plan represent high-priority items that I am directing DOA, DER, and the Racial Equity and Inclusion Leadership Team to prioritize during its initial year. I anticipate that the Leadership Team will also identify additional action items as its work progresses.

The Racial Equity Toolkit will provide an enhanced structure for institutionalizing equity practices within City government. It is designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.

I know many of you have efforts underway within your own Departments to advance racial equity through your programs and policies, such as the Milwaukee Health Department's Anti-Racism Plan. This Action Plan and the Racial Equity and Inclusion Leadership Team are meant to help provide additional resources to support this work across City government, amplify its impact, and allow for better collaboration and evaluation across Departments.

DOA will be following up with you in the near future in compliance with this directive. If you have questions in the meantime, contact Sharon Robinson at srobins@milwaukee.gov or 414-841-1149.

ATTACHMENTS

- **Attachment A:** City of Milwaukee Racial Equity Action Plan
- **Attachment B:** GARE Racial Equity Toolkit