City of Milwaukee Racial Equity Assessment Appendices

July 2022

City of Milwaukee | OFFICE OF EQUITY AND INCLUSION

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Appendix 1: Racial Equity Assessment Form

In December 2021 each city department was asked to complete a racial equity assessment. The assessment is a series of questions designed to assist department staff in assessing racial equity within their department. The following is a copy of the racial equity assessment form that was provided to departments.

OFFICE OF EQUITY AND INCLUSION

City of Milwaukee

City of Milwaukee Racial Equity Assessment

Department (Division, if applicable) Date

Department staff participating in the assessment (please include names and positions)

Attachments included with the assessment (please provide a list of file names)

Please complete the racial equity assessment by January 31, 2022. Completed assessments and any attachments should be submitted to oeiforms@milwaukee.gov with the subject line "[DEPT NAME] Racial Equity Assessment".

Instructions

This racial equity assessment is a series of questions designed to assist department staff in assessing culture, structure, and practices related to racial equity within the department. The purpose is to develop a baseline for the city's racial equity work and to provide a foundation for departments to develop racial equity action plans.

The assessment was developed using examples from other cities, organizations, and resources from the Government Alliance on Race and Equity (GARE) with input from the city's Racial Equity and Inclusion (REI) Leadership Team.[1] It includes six areas of focus:

A. Commitment
B. Leadership & Management
C. Workforce
D. Budgeting & Contracting
E. Community Access, Involvement & Partnership
F. Data & Evaluation

The questions are intended to help each department gather information and reflect on its current status for various aspects of racial equity. Departments are encouraged to discuss and complete the assessment with a range of staff to incorporate perspectives from all levels of the department, including the department's REI Leadership Team members.

STATUS: For each question that requests a status, identify where your department currently falls along the continuum below.

N/A	Not applicable
1	Not a current practice
2	Acknowledged as important, but not a current practice
3	Practice on occasion, or starting to practice: it may happen inconsistently or with limited success
4	Practice regularly: there is evidence of its use and it is assessed for effectiveness
5	Exemplary practice: practice has resulted in effective sustainable changes

The status continuum is not meant to be a score or a critique of the department, but rather a standard scale to use across focus areas and departments.

EXPLANATION: For each question that requests an explanation, provide a short description of why your department selected the status that it did. This could include examples of department efforts or references to specific plans, policies, or documents.

OVERALL REFLECTIONS: This section should be completed after finishing sections A-F. It provides each department the opportunity to reflect on the assessment as a whole and provide a summary of the department's assessment findings.

ATTACHMENTS: Please provide the following attachments or any other relevant documentation if they are available and applicable to your department:

- A copy of the department's current racial equity plan
- Any written policies related to racial equity
- Any written standards that guide language accessibility, including translation and interpretation practices
- Any written plans to diversify the department's workforce
- Any written practices or standards the department has regarding race/ethnicity data collection or usage
- Any written document the department has that outlines how racial equity efforts are monitored and evaluated

SUPPORT: The Office of Equity and Inclusion is available to answer any questions and provide support throughout the assessment process.

[1] Resources used to create the assessment include *City of Portland Equity Baseline Assessment*; *City of Austin Equity Assessment Tool*; Coalition of Communities of Color, *Tool for Organizational Self-Assessment Related to Racial Equity*; Puget Sound Cohort and Race Forward, *Accountability Principles*; and Government Alliance on Race & Equity, *Racial Equity Action Plans: A How-to Manual*

A. Commitment

	STATUS	EXPLANATION
1. Department commitment to racial equity is included in guiding statements such as mission, vision, and goals.		
2. Department commitment to racial equity is reflected in policies and practices and reinforced at all levels of the department.		
3. A racial equity action plan exists for the department and is updated annually, with steps to ensure that annual goals are reached.		
4. Perspectives of staff are integrated into the development and monitoring of racial equity plans or strategies.		
5. Staff understands how their work is connected to the broader equity vision of the department and the city.		

ADDITIONAL QUESTIONS

6. If your department has made a public commitment to racial equity, how was the commitment made and who made it?

7. What are your department's greatest equity priorities?

B. Leadership & Management

	STATUS	EXPLANATION
1. Leadership have and use a specific equity tool when making significant decisions, such as program planning, budgeting, and staffing decisions.		
2. Internal structures (for example, an equity committee) exist within the department to address issues of institutional racism.		
3. Leadership meets regularly to discuss internal structures to address issues of institutional racism.		
4. Management consistently champions racial equity goals (identified in the department's equity plan) through the work of the department.		
5. Management regularly seeks staff input regarding racial equity work, including questions regarding work climate and culture.		
6. Management participates in a network or has allies that help to reinforce racial equity best practices and organizational learning.		

ADDITIONAL QUESTIONS

7. What strategies does your department use to ensure policies, practices, and programs do not adversely impact communities of color?

8. If your department has an internal structure to address racial equity, please describe the structure including its scope of work and composition.

C. Workforce

	STATUS	EXPLANATION
1. Strategies are in place to recruit staff who represent communities of color and/or are proficient in a language other than English.		
2. Strategies are in place to retain and develop staff who represent communities of color and/or are proficient in a language other than English.		
3. Racial equity and cultural responsiveness knowledge, skills and practices are part of all job descriptions, job postings and training plans.		
4. Professional development opportunities to build capacity to implement racial equity goals are made available for all levels of staff.		
5. Performance appraisals/evaluations include progress on racial equity and cultural responsiveness goals.		
6. Department encourages and supports participation in Employee Resource Groups.		

ADDITIONAL QUESTIONS

7. What are your department's strategies for ensuring diversity within your staff?

8. What steps has your department taken to cultivate a workforce that is prepared to address racial inequities?

D. Budgeting & Contracting

	STATUS	EXPLANATION
1. Department resources have been allocated to respond to documented racial/ethnic inequities.		
2. Strategies are in place to increase contracting opportunities for minority owned businesses.		
3. Grants and contracts are awarded to culturally specific organizations that serve communities of color at levels that will contribute to reducing racial disparities.		
4. Granting and contracting processes are designed to remove participation barriers for communities of color.		
5. A system is in place to track hours and dollars dedicated to racial equity and inclusion work.		

ADDITIONAL QUESTIONS

6. Identify ways in which your department pursues racial equity through resource allocation and budget planning.

7. Are there funding gaps or limitations in your department's budget that could inhibit your department's ability to advance racial equity?

E. Community Access, Involvement & Partnership

	STATUS	EXPLANATION
1. Interpretation/translation services are used for individuals who speak/read a language other than English.		
2. Materials (such as public documents, applications, notices, and hearings) in languages other than English are made available.		
3. Communication materials are assessed for racial bias and reviewed to ensure materials reflect the diversity of the community served.		
4. Communities of color are involved in investment and/or service decisions that impact them directly (whether collectively or as individual communities).		
5. Representatives from communities of color are participants in the development of programs, policies, or services that impact them.		
6. Planning practices for resource distribution and service/program delivery are accessible to and, as appropriate, driven by community stakeholders.		

ADDITIONAL QUESTIONS

7. How does your department determine when to provide interpreters or translate materials into other languages?

8. Please provide examples of your department's community engagement events/activities for the past year.

F. Data & Evaluation

	STATUS	EXPLANATION
1. Relevant demographic, social and economic data is used to understand impacts of decisions or accessibility of services to communities of color.		
2. Disaggregated demographic data (including race/ethnicity) of residents, participants, or stakeholders is collected, tracked and evaluated.		
3. Racial/ethnic makeup of advisory boards, commissions, workgroups or other relevant bodies is collected, tracked and evaluated.		
4. Race and ethnicity data is used to prioritize and develop criteria for decision making.		
5. There is ongoing evaluation of policy, service, or program impacts on communities of color.		
6. Racial equity is integrated into department performance measures.		

ADDITIONAL QUESTIONS

7. How does your department measure the effectiveness of its racial equity work?

8. How are programs or service delivery evaluated in terms of their impact on communities of color and racial equity goals?

G. Overall Reflections

STRENGTHS
Based on your assessment responses, what do you see as the greatest strengths of your department's racial equity work?

GAPS
Based on your assessment responses, what gaps do you see in your department's racial equity work?

REFLECTIONS
What other reflections do you have about your department's racial equity work after completing the assessment?

POTENTIAL ACTION AREAS
What potential action areas do you see for your department as a result of the assessment?

Appendix 2: Department Racial Equity Assessment Responses

OEI's racial equity assessment form asked departments to provide a numerical status to identify where their department currently falls along a continuum and an explanation providing a short description of why the department selected the status that it did. The continuum of statuses is provided below.

Not applicable	Not a current practice		Practicing on occasion/starting to practice	Practice regularly	
N/A	**1**	**2**	**3**	**4**	**5**
Not applicable	Not a current practice	Acknowledged as important, but not a current practice	Practice on occasion, or starting to practice: it may happen inconsistently or with limited success	Practice regularly: there is evidence of its use and it is assessed for effectiveness	Exemplary practice: practice has resulted in effective sustainable changes

OEI received completed racial equity assessment forms from the following departments (Employ Milwaukee and the Housing Authority of the City of Milwaukee also completed racial equity assessments, even though they are not city departments):

- Department of Administration (separate assessments were received from Budget, CDGA, ECO, IRD, ITMD, OEI, and Purchasing)
- Assessor's Office
- City Attorney
- City Clerk
- City Development
- Comptroller
- Election Commission
- Employee Relations
- Fire and Police Commission
- Fire Department
- Health Department
- Library
- Mayor's Office
- Municipal Court
- Neighborhood Services
- Police Department
- Port Milwaukee
- Public Works

The following is a citywide summary of department statuses. The charts show the percent of departments/divisions that reported a particular status for each racial equity assessment question.

Commitment

Department commitment to racial equity is included in guiding statements such as mission,vision, and goals.
32%
36%
32%
Department commitment to racial equity is reflected in policies and practices and reinforced throughout all levels of the department.
28%
36%
36%
A racial equity action plan exists for the department and is updated annually, with steps to ensure that annual goals are reached.
72%
20%
8%
Perspectives of staff are integrated into the development and monitoring of racial equity plans or strategies.
52%
28%
16%
Staff understands how their work is connected to the broader equity vision of the department and the city.
28%
44%
28%
Status
Not applicable
Not a current practice
Practicing on occasion/starting to practice
Practice regularly

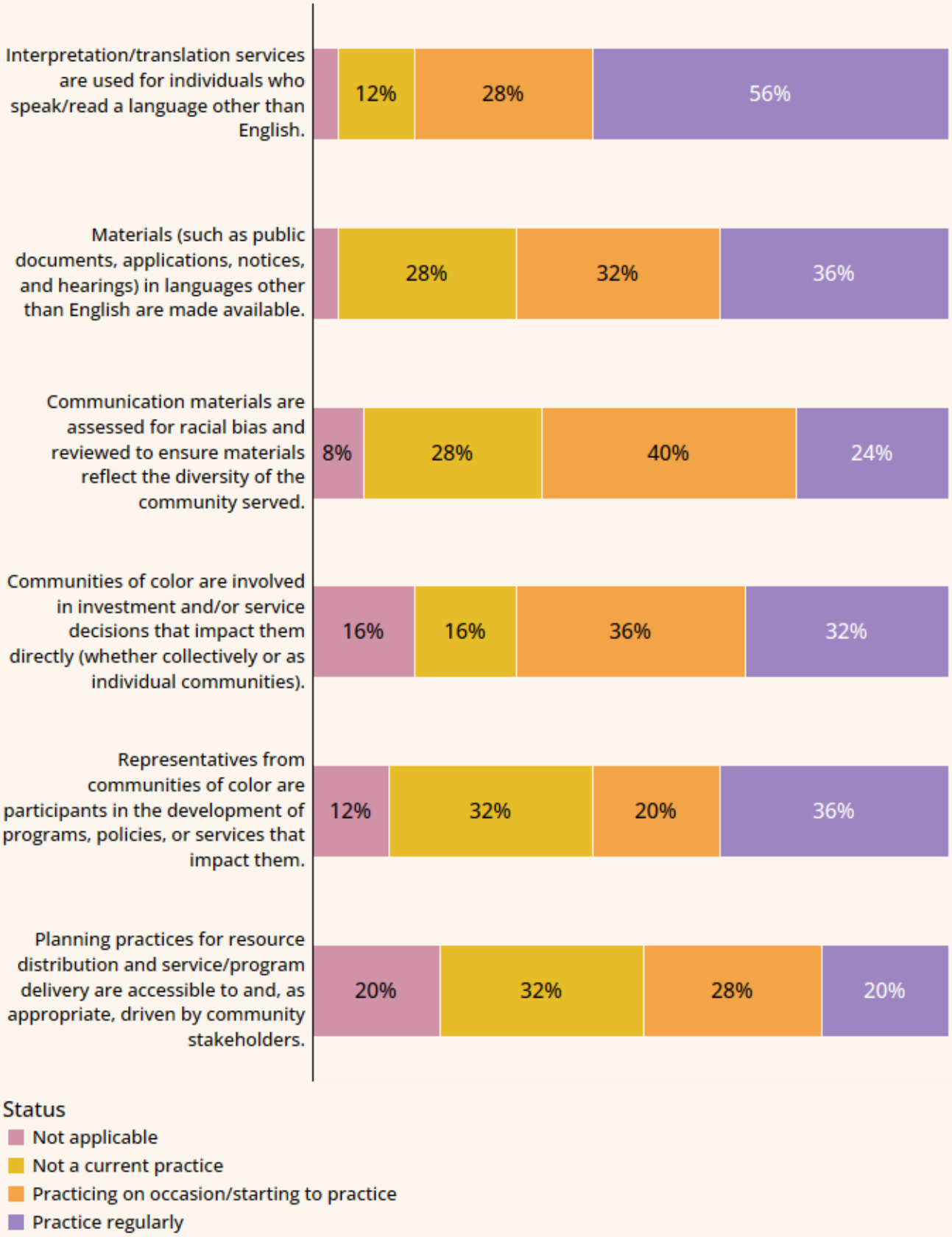
Leadership & Management

Workforce

Strategies are in place to recruit staff who represent communities of color and/or are proficient in a language other than English.
20%
20%
56%
Strategies are in place to retain and develop staff who represent communities of color and/or are proficient in a language other than English.
40%
36%
24%
Racial equity and cultural responsiveness knowledge, skills and practices are part of all job descriptions, job postings and training plans.
8%
44%
32%
16%
Professional development opportunities to build capacity to implement racial equity goals are made available for all levels of staff.
8%
28%
52%
12%
Performance appraisals/evaluations include progress on racial equity and cultural responsiveness goals.
12%
80%
Department encourages and supports participation in Employee Resource Groups.
16%
32%
52%
Status
Not applicable
Not a current practice
Practicing on occasion/starting to practice
Practice regularly

Budgeting & Contracting

Community Access, Involvement & Partnership



Data & Evaluation

Appendix 3: Racial Equity Employee Survey Results

In February 2022 the Office of Equity and Inclusion partnered with Marquette University's Center for Urban Research, Teaching & Outreach (CURTO) to distribute a racial equity survey to all city of Milwaukee employees. The purpose of the survey was to assess the knowledge, skills, and experiences of city employees related to race and equity and to develop a baseline from which to track the city's progress over time. The survey questions were primarily developed by the Government Alliance on Race and Equity (GARE) and the survey has been implemented by local governments throughout the country.

Survey Distribution

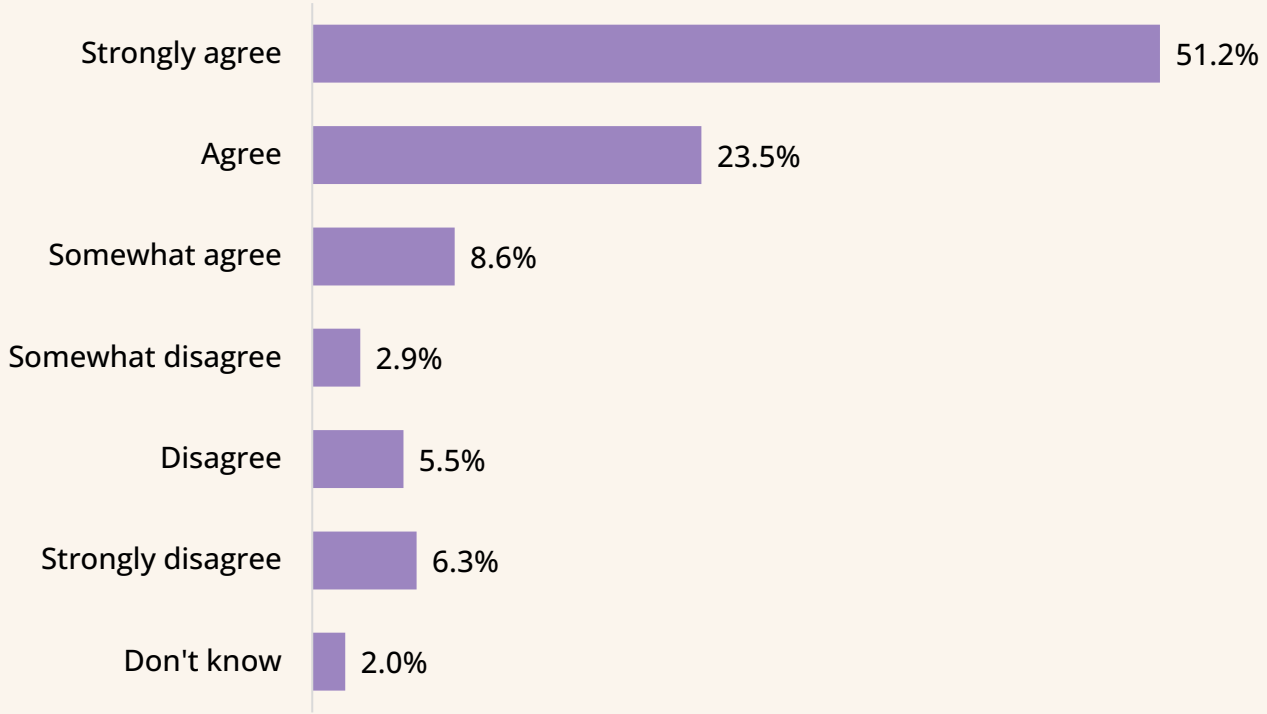
City employees were invited to participate in the survey by email and employees without email addresses were informed of the survey by text message. The web-based survey was open from February 8, 2022 to March 5, 2022 and employees were able to access the survey using an anonymous link. Participants were informed that the survey was voluntary and that email addresses, names and other personal identifying information would not be used to track an individual's responses. Although the survey was intended solely for city employees, a link to the survey was shared publicly by News/Talk 1130 WISN during the survey period, which may have resulted in non-city employees completing the survey.

Participation

A total of 1,376 surveys were opened during the survey period. Of those individuals accessing the survey, 85% provided feedback and 1,064 surveys were included in the final survey analysis (211 surveys with no responses and 101 surveys that were abandoned before question 10 were not included in the analysis). This represents a total response rate of about 18%.

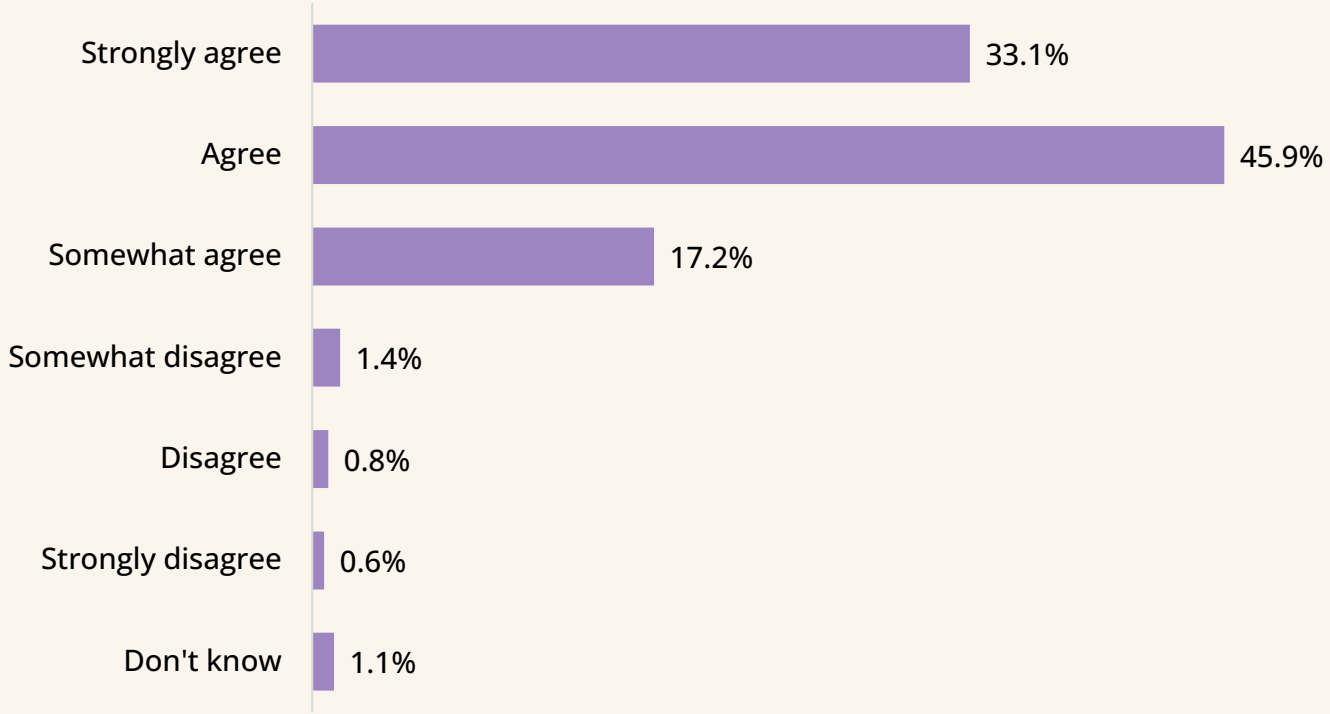
- 48% of employees surveyed work in one of three departments: Department of Public Works, Police Department, and Fire Department
- 96.3% of employees surveyed are full-time employees
- 63.9% of employees surveyed work outside of the city hall complex
- 34.1% of employees surveyed manage or supervise people
- 49% of employees surveyed have worked for the city for over 10 years and 33% have worked for the city for five years or less
- 37.2% of employees survey self-identified as white, 18.5% as Black, 4.3% as multiracial or multiethnic, and 4.1% as Hispanic or Latino. Approximately 18.0% of employees surveyed preferred not to provide their race or ethnicity.

Q1 - I think it is valuable to examine and discuss the impacts of race.



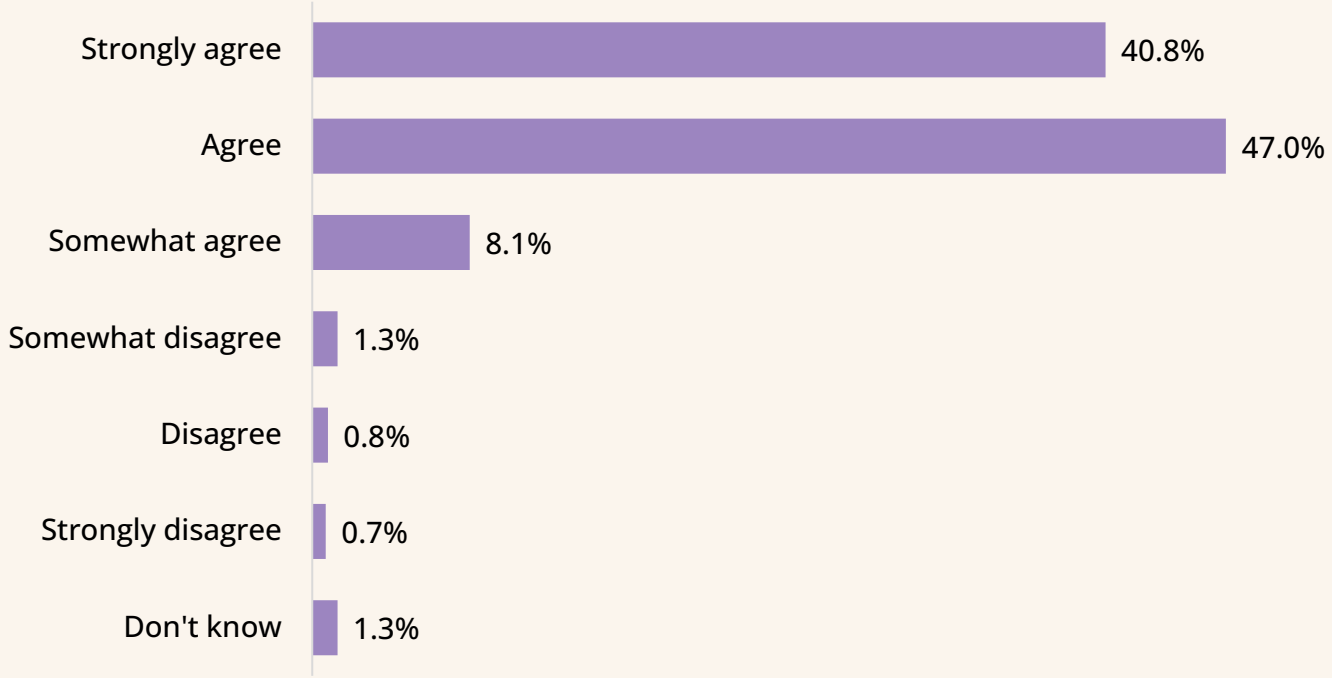
Answer	%	Count
Strongly agree	51.2%	545
Agree	23.5%	250
Somewhat agree	8.6%	92
Somewhat disagree	2.9%	31
Disagree	5.5%	58
Strongly disagree	6.3%	67
Don't know	2.0%	21
Total	100%	1064

Q2 - I feel competent (knowledgeable) in my interactions with people of other races.



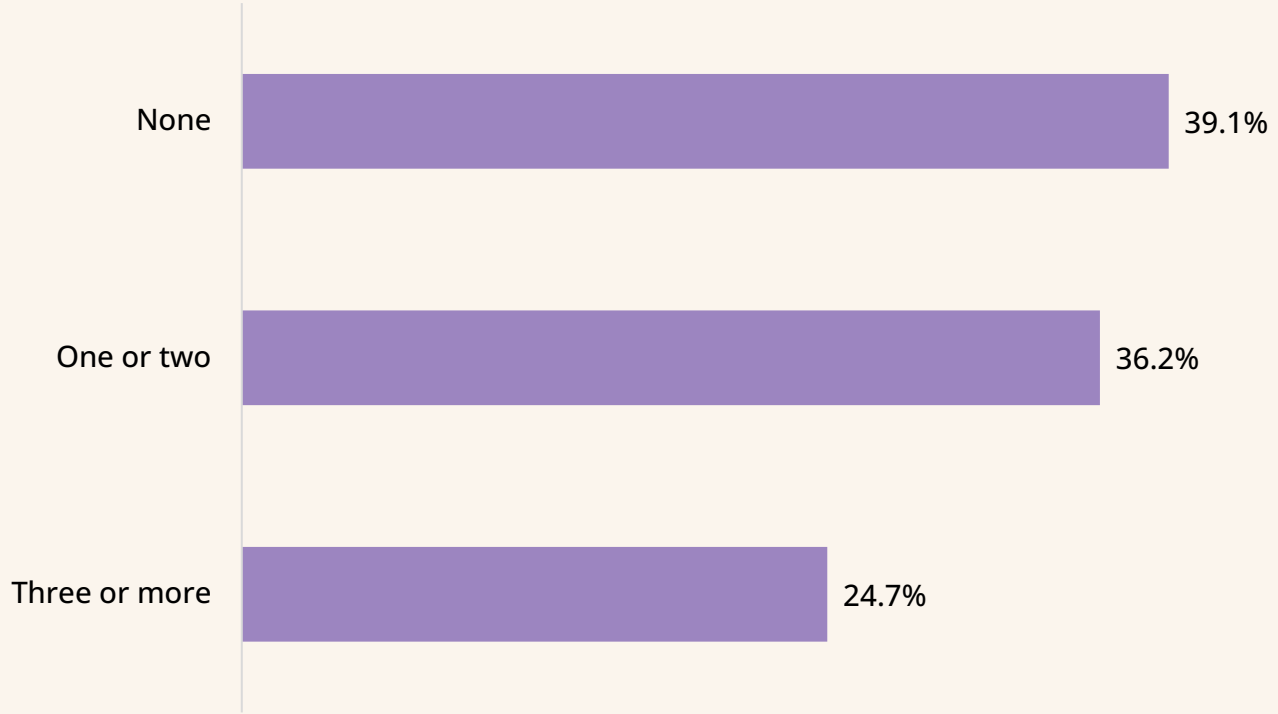
Answer	%	Count
Strongly agree	33.1%	352
Agree	45.9%	488
Somewhat agree	17.2%	183
Somewhat disagree	1.4%	15
Disagree	0.8%	8
Strongly disagree	0.6%	6
Don't know	1.1%	12
Total	100%	1064

Q3 - I have a basic understanding of the meaning of racial equity.



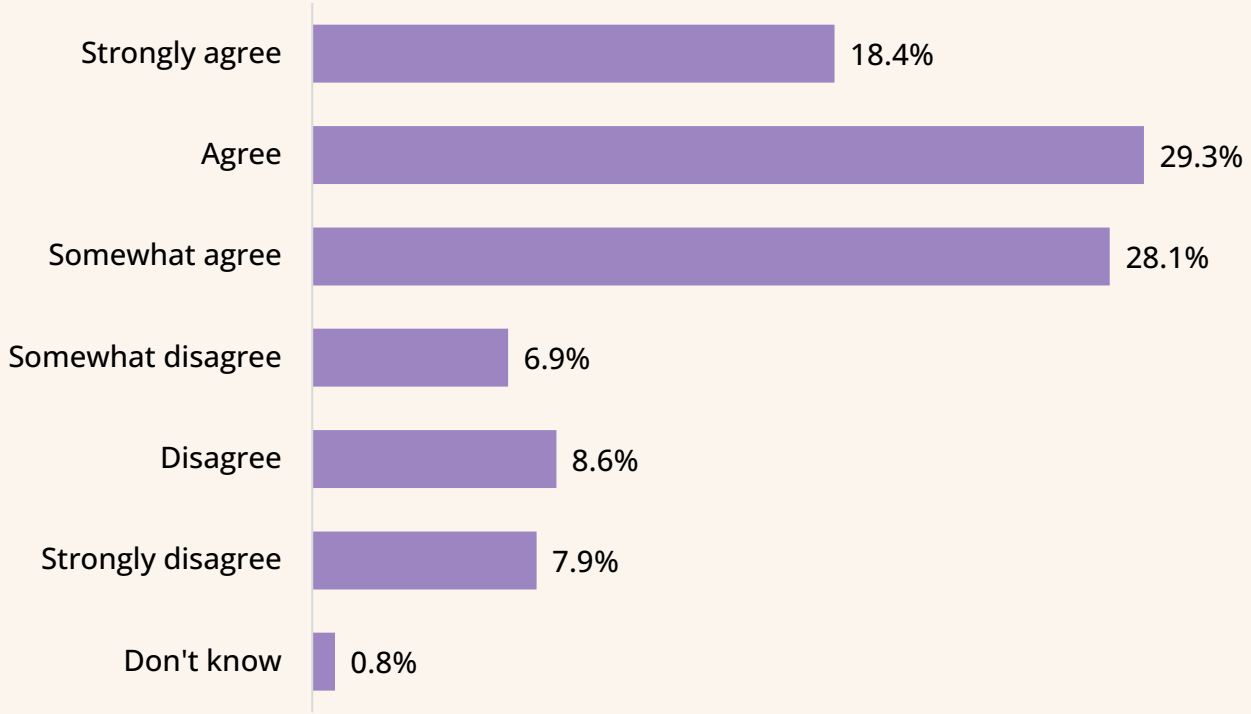
Answer	%	Count
Strongly agree	40.8%	434
Agree	47.0%	500
Somewhat agree	8.1%	86
Somewhat disagree	1.3%	14
Disagree	0.8%	9
Strongly disagree	0.7%	7
Don't know	1.3%	14
Total	100%	1064

Q4 - How many trainings/workshops about racial equity have you attended?



Answer	%	Count
None	39.1%	416
One or two	36.2%	385
Three or more	24.7%	263
Total	100%	1064

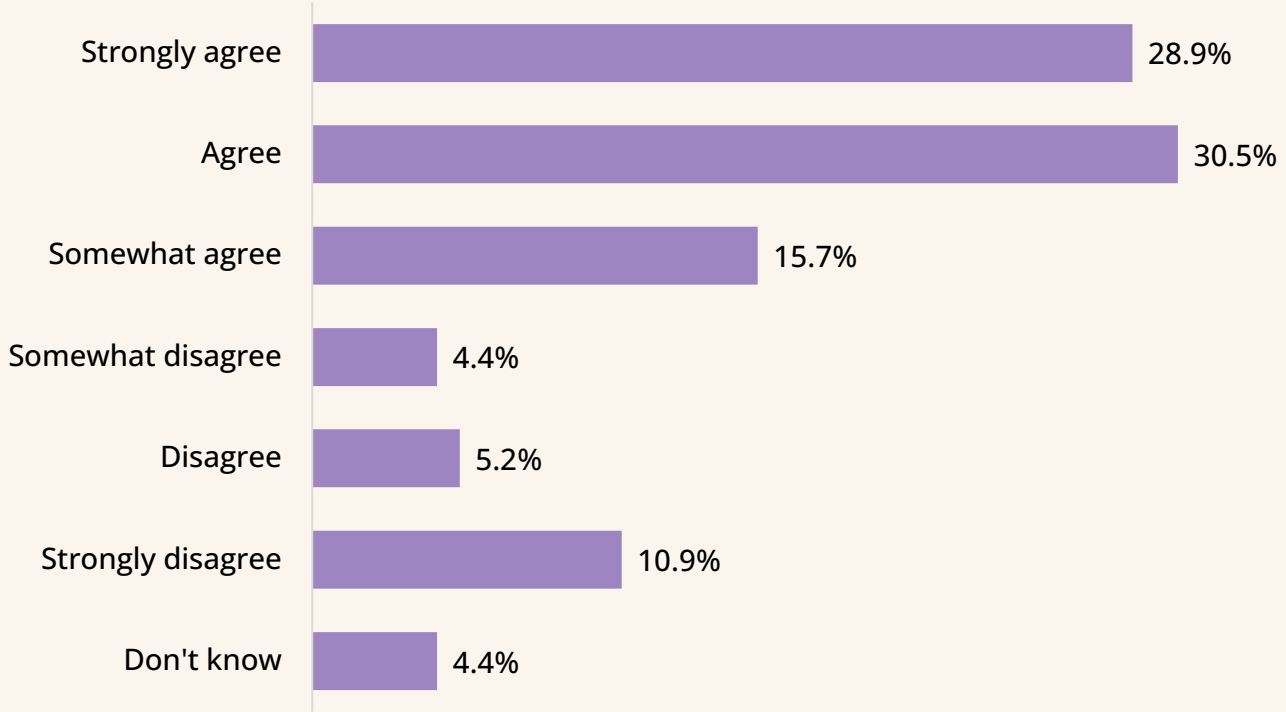
Q4a - In general, I have found trainings/workshops about racial equity to be useful.



Answer	%	Count
Strongly agree	18.4%	119
Agree	29.3%	190
Somewhat agree	28.1%	182
Somewhat disagree	6.9%	45
Disagree	8.6%	56
Strongly disagree	7.9%	51
Don't know	0.8%	5
Total	100%	648

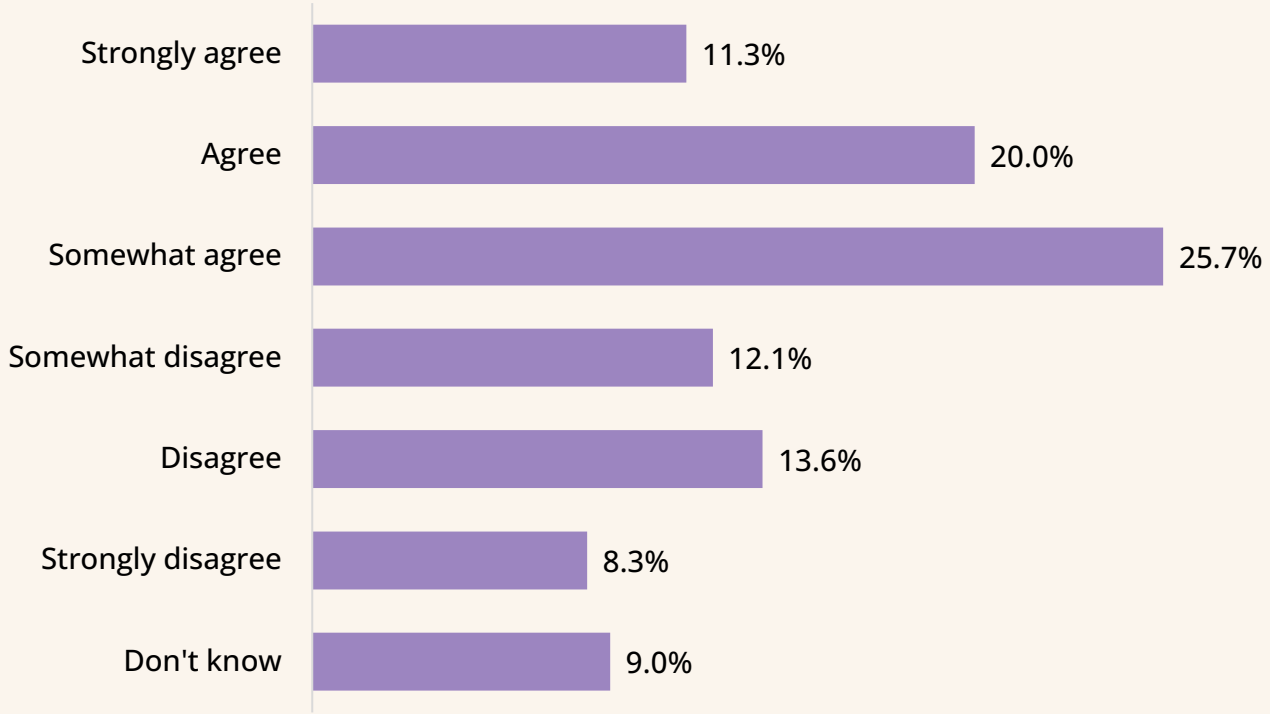
Question 4a did not appear for survey respondents that answered that they have not attended trainings/workshops about racial equity in question 4.

Q5 - I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, regardless of intention).



Answer	%	Count
Strongly agree	28.9%	308
Agree	30.5%	324
Somewhat agree	15.7%	167
Somewhat disagree	4.4%	47
Disagree	5.2%	55
Strongly disagree	10.9%	116
Don't know	4.4%	47
Total	100%	1064

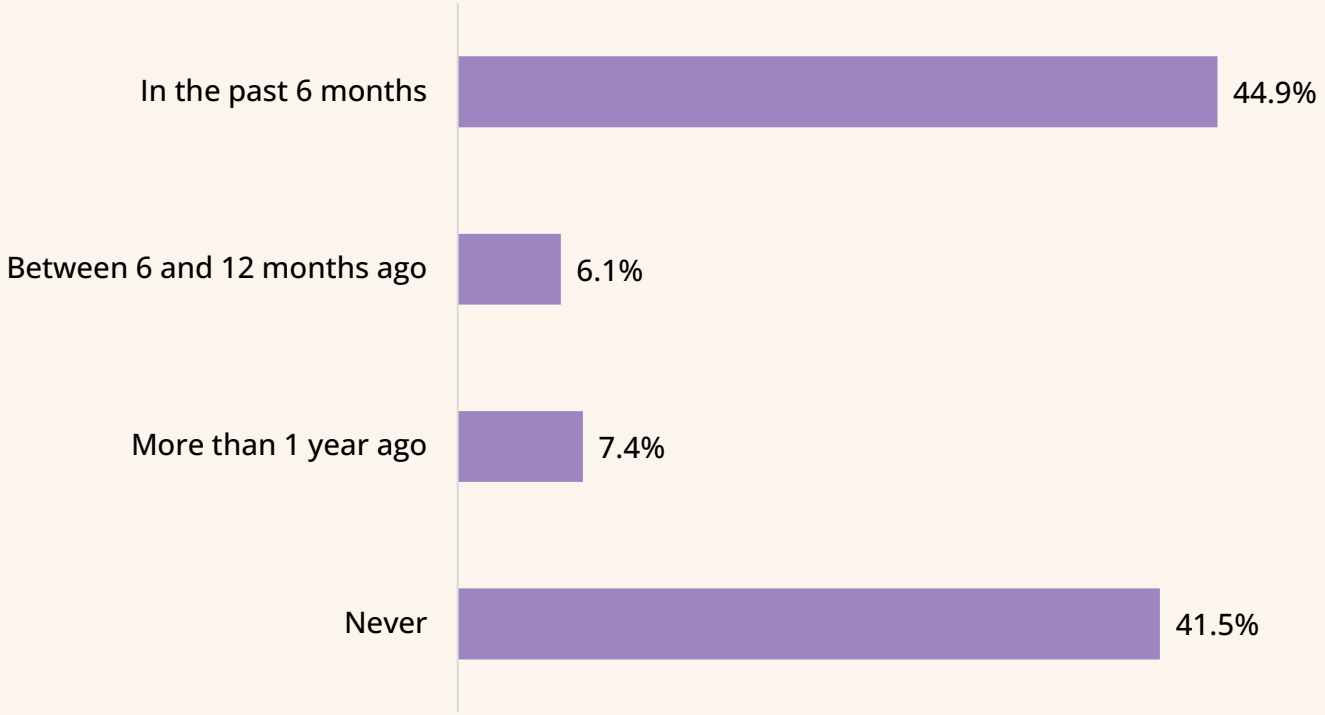
Q5a - I have the tools to address institutional racism in my workplace.



Answer	%	Count
Strongly agree	11.3%	90
Agree	20.0%	160
Somewhat agree	25.7%	205
Somewhat disagree	12.1%	97
Disagree	13.6%	109
Strongly disagree	8.3%	66
Don't know	9.0%	72
Total	100%	799

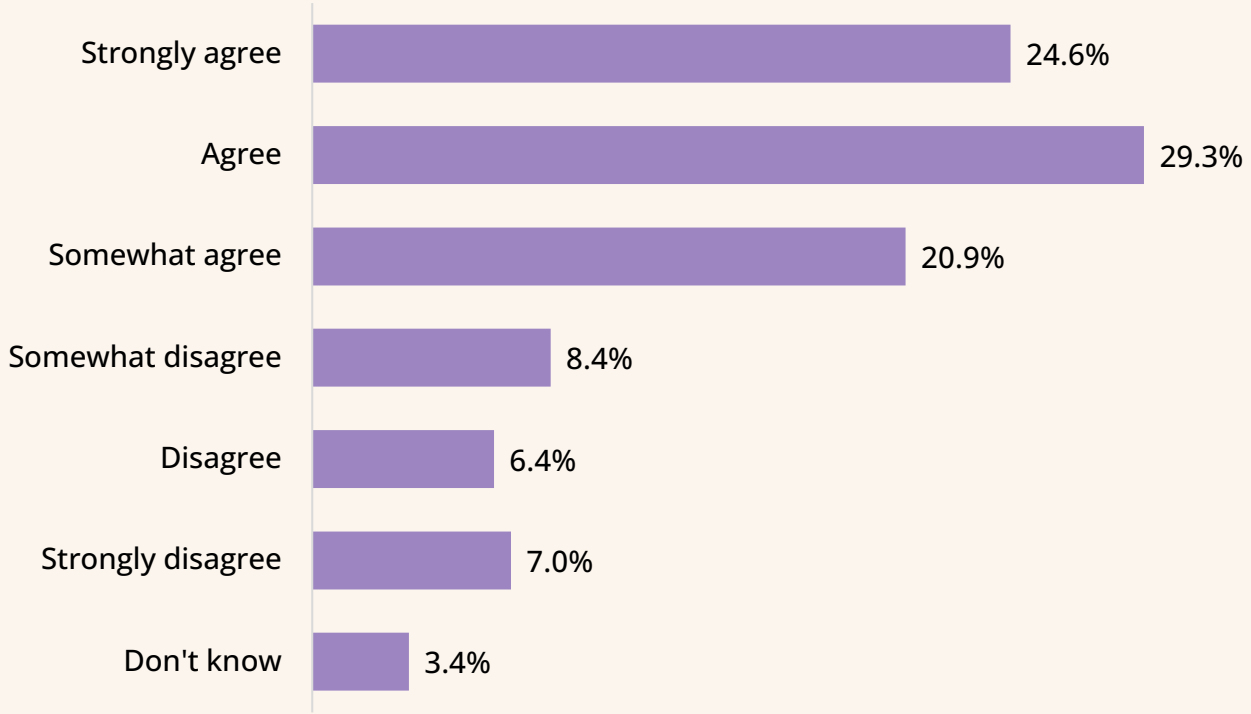
Question 5a only appeared for respondents that answered "strongly agree", "agree", or "somewhat agree" to question 5.

Q6 - I have had a conversation about my department's commitment to racial equity with a fellow employee.



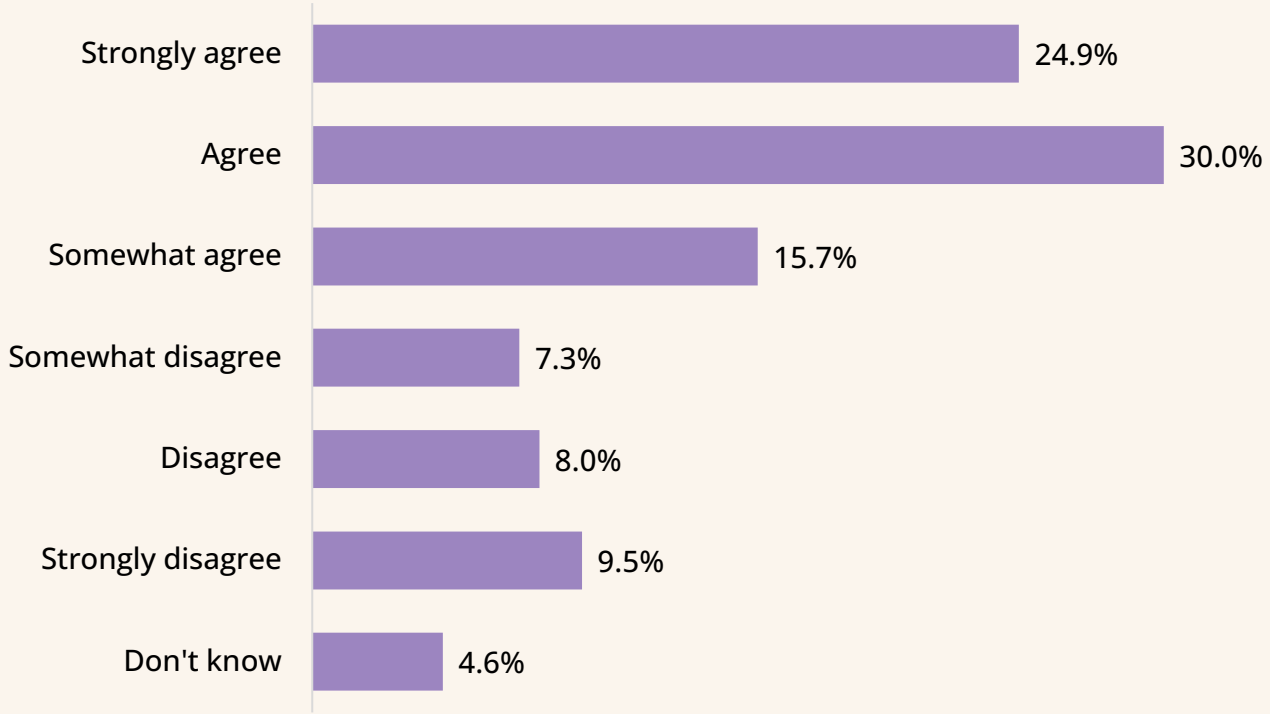
Answer	%	Count
In the past 6 months	44.9%	478
Between 6 and 12 months ago	6.1%	65
More than 1 year ago	7.4%	79
Never	41.5%	442
Total	100%	1064

Q7 - I feel comfortable talking about race with my fellow employees.



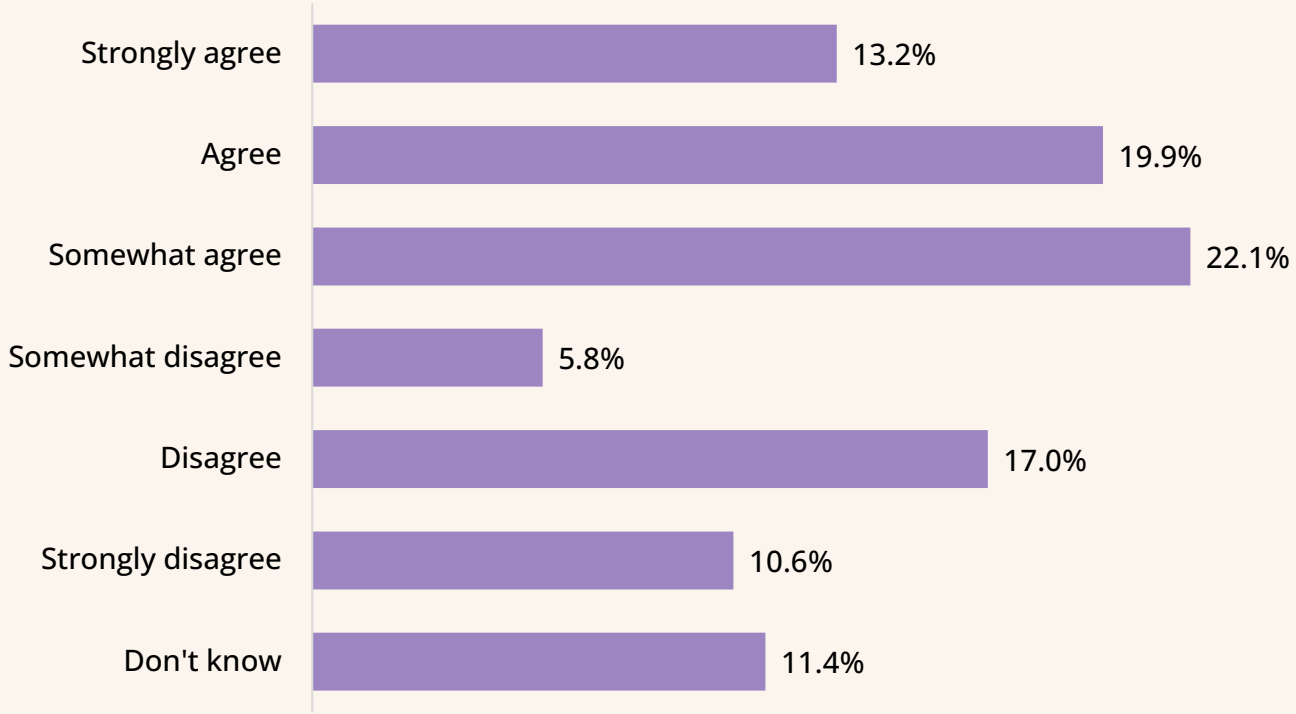
Answer	%	Count
Strongly agree	24.6%	262
Agree	29.3%	312
Somewhat agree	20.9%	222
Somewhat disagree	8.4%	89
Disagree	6.4%	68
Strongly disagree	7.0%	75
Don't know	3.4%	36
Total	100%	1064

Q8 - I feel comfortable talking about race with my direct supervisor(s).



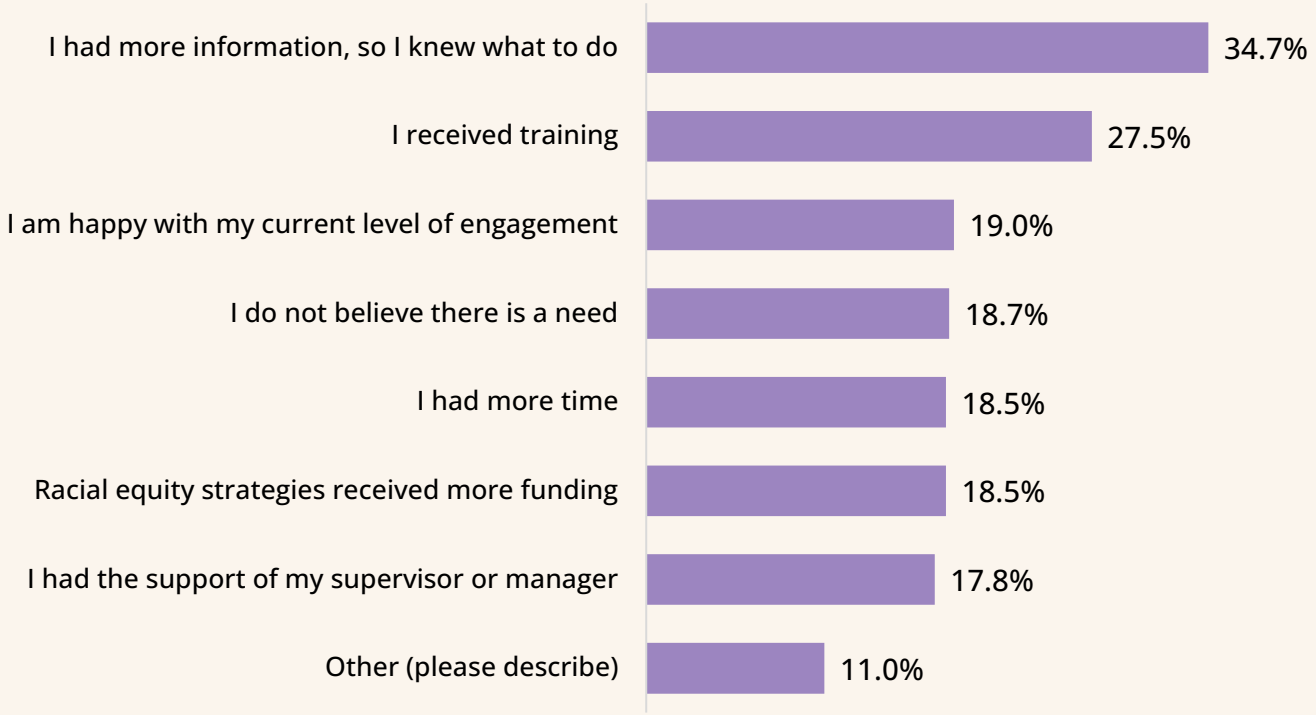
Answer	%	Count
Strongly agree	24.9%	265
Agree	30.0%	319
Somewhat agree	15.7%	167
Somewhat disagree	7.3%	78
Disagree	8.0%	85
Strongly disagree	9.5%	101
Don't know	4.6%	49
Total	100%	1064

Q9 - I am actively involved in advancing racial equity in my work.



Answer	%	Count
Strongly agree	13.2%	140
Agree	19.9%	212
Somewhat agree	22.1%	235
Somewhat disagree	5.8%	62
Disagree	17.0%	181
Strongly disagree	10.6%	113
Don't know	11.4%	121
Total	100%	1064

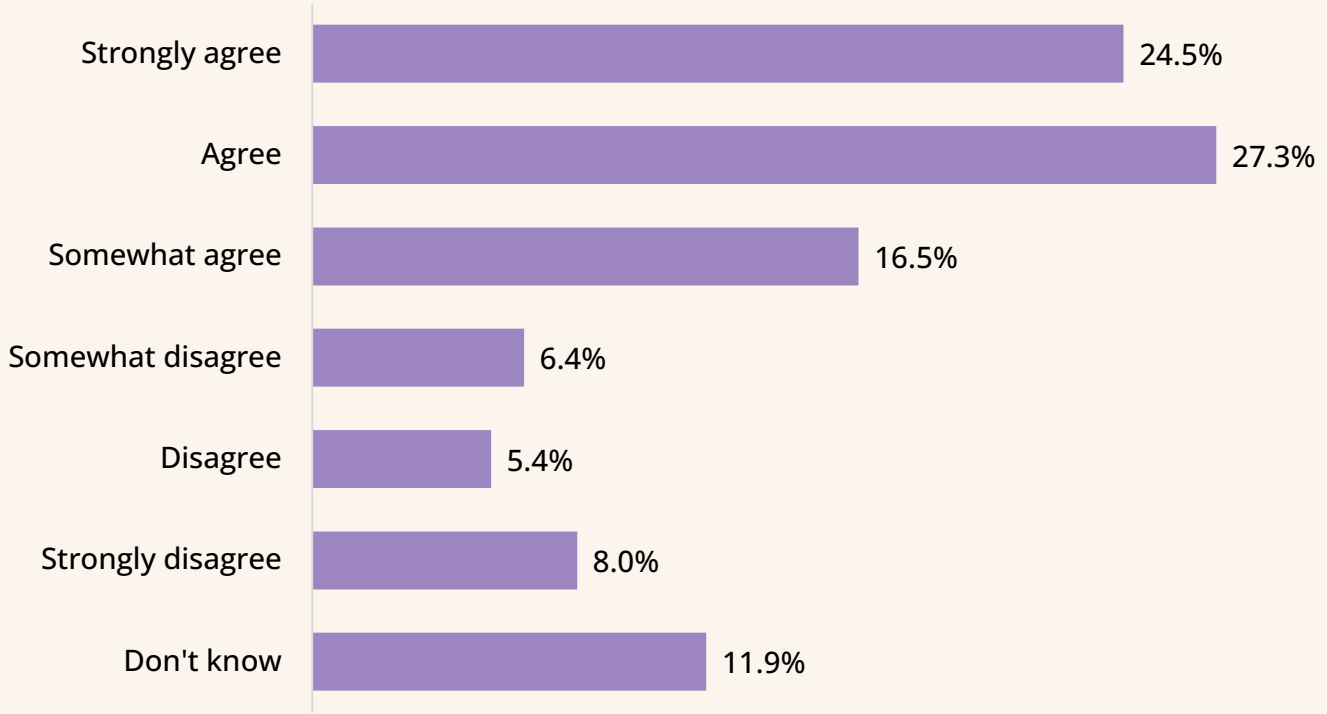
Q10 - I would become more active in advancing racial equity in my department if (Mark all that apply):



Answer	%	Count
I had more information, so I knew what to do	34.7%	369
I received training	27.5%	293
I am happy with my current level of engagement	19.0%	202
I do not believe there is a need for advancing racial equity in my department	18.7%	199
I had more time	18.5%	197
Racial equity strategies received more funding	18.5%	197
I had the support of my supervisor or manager	17.8%	189
Other (please describe)	11.0%	117
Total		1064

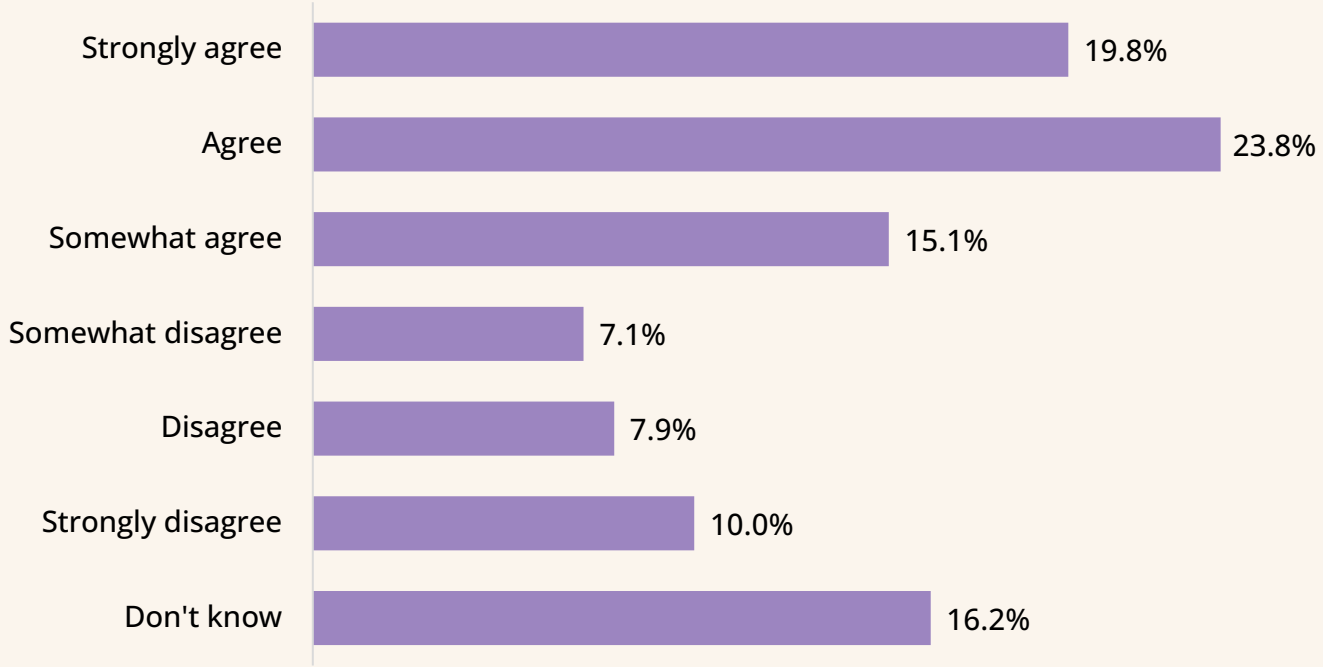
Percentages total greater than 100% because survey respondents were able to choose more than one response.

Q11 - My department is committed to racial equity.



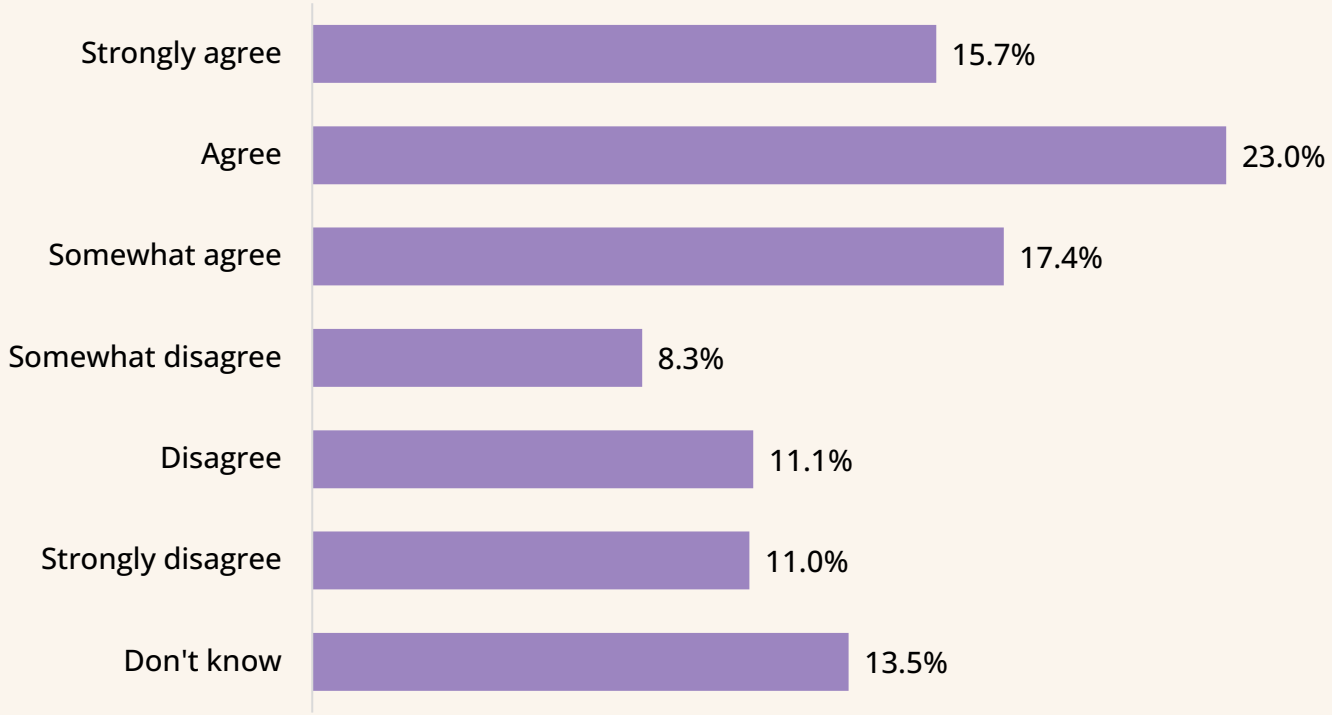
Answer	%	Count
Strongly agree	24.5%	251
Agree	27.3%	280
Somewhat agree	16.5%	169
Somewhat disagree	6.4%	66
Disagree	5.4%	55
Strongly disagree	8.0%	82
Don't know	11.9%	122
Total	100%	1025

Q12 - Leadership in my department participates in and supports conversations about racial equity.



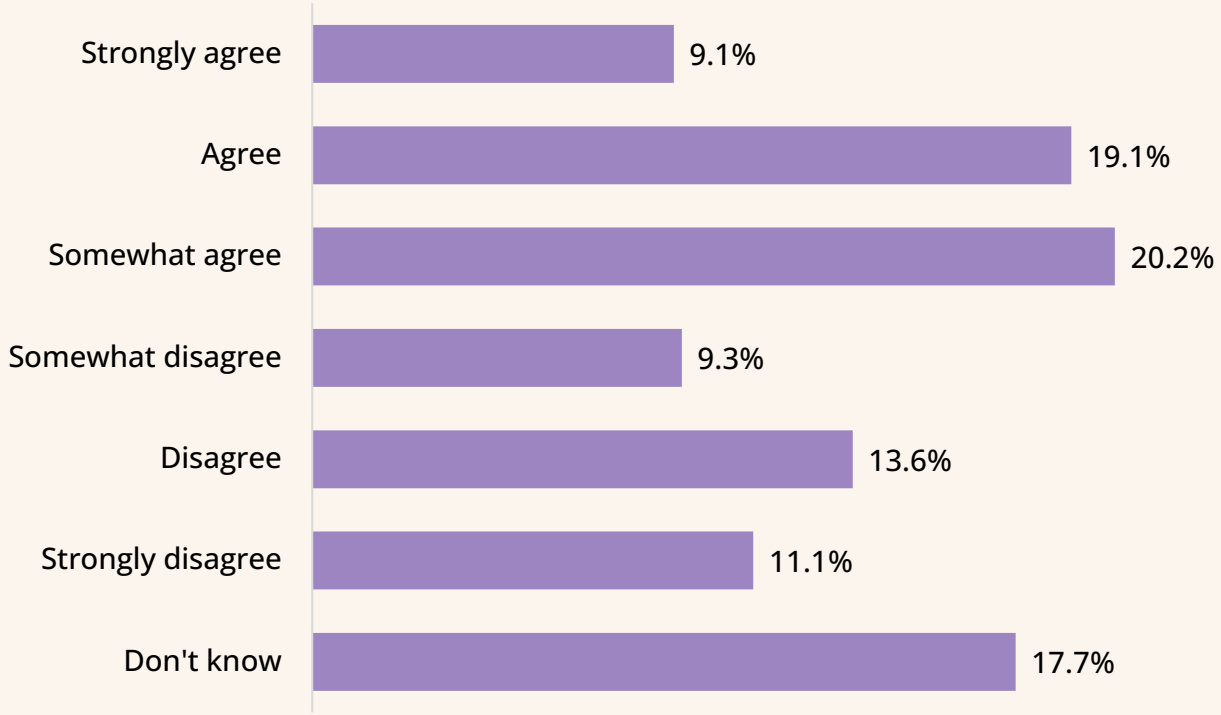
Answer	%	Count
Strongly agree	19.8%	203
Agree	23.8%	244
Somewhat agree	15.1%	155
Somewhat disagree	7.1%	73
Disagree	7.9%	81
Strongly disagree	10.0%	103
Don't know	16.2%	166
Total	100%	1025

Q13 - Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.



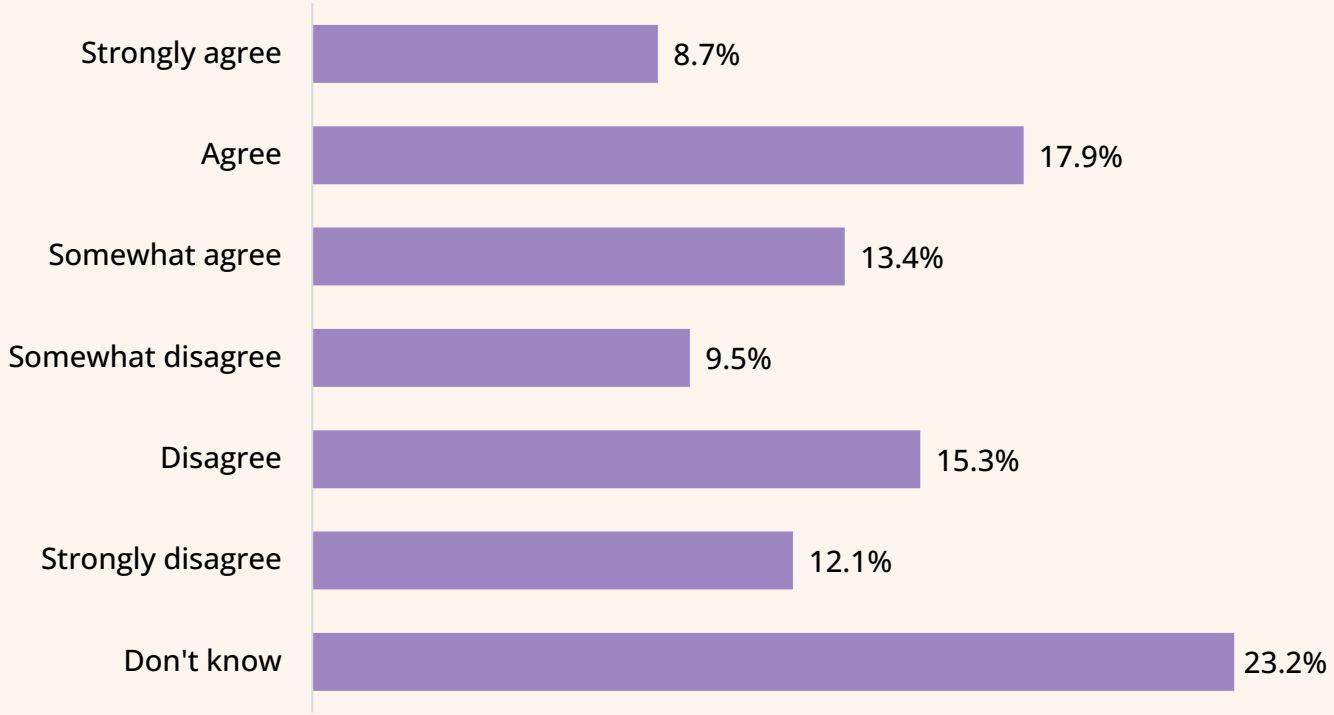
Answer	%	Count
Strongly agree	15.7%	161
Agree	23.0%	236
Somewhat agree	17.4%	178
Somewhat disagree	8.3%	85
Disagree	11.1%	114
Strongly disagree	11.0%	113
Don't know	13.5%	138
Total	100%	1025

Q14 - My department provides resources for addressing racial inequities and achieving racial equity.



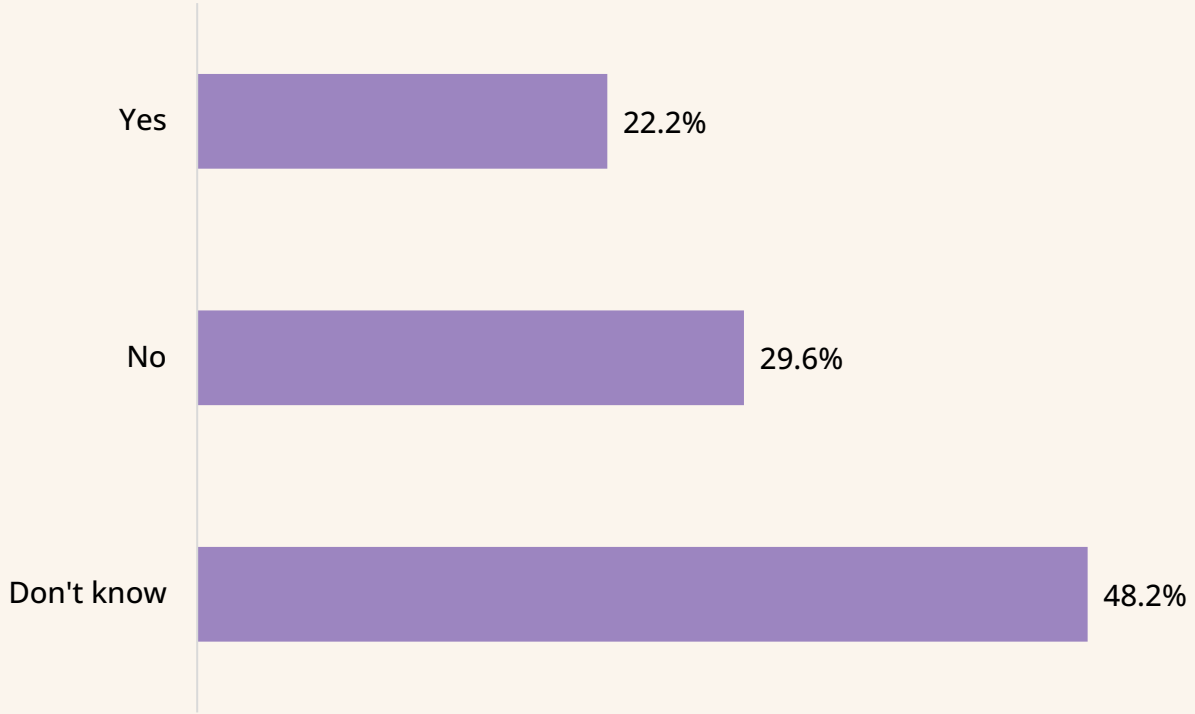
Answer	%	Count
Strongly agree	9.1%	93
Agree	19.1%	196
Somewhat agree	20.2%	207
Somewhat disagree	9.3%	95
Disagree	13.6%	139
Strongly disagree	11.1%	114
Don't know	17.7%	181
Total	100%	1025

Q15 - My department provides racial equity training for all staff, including leadership.



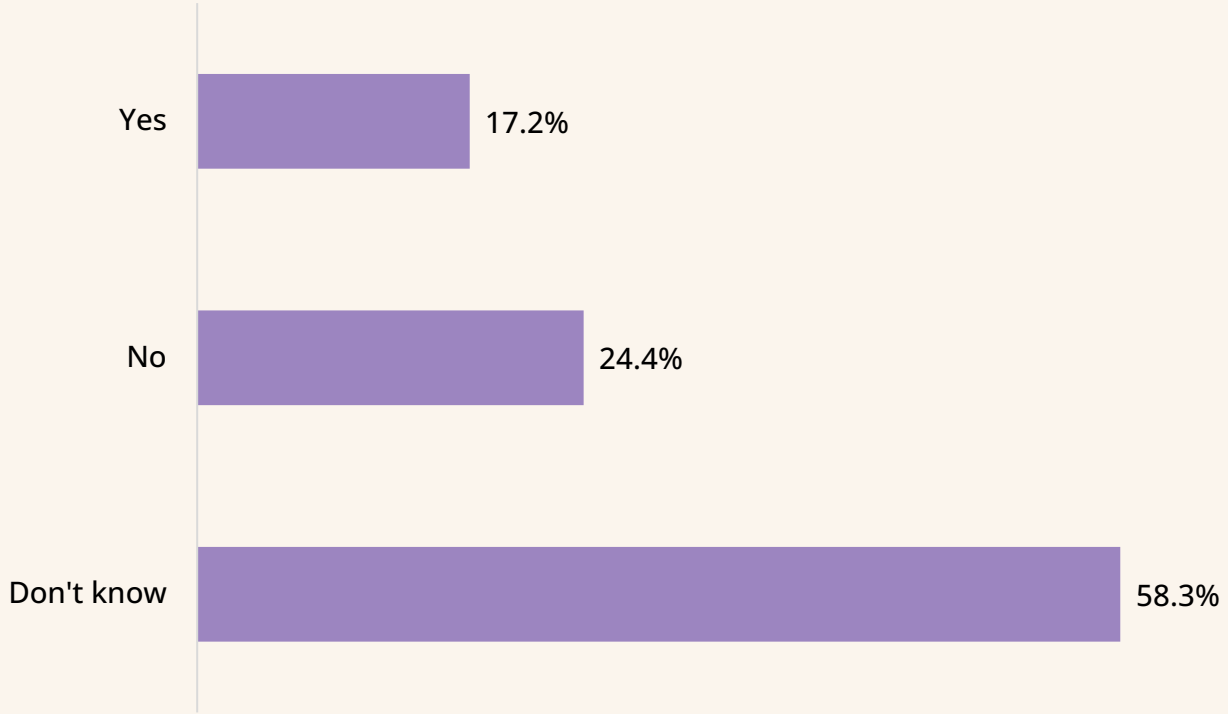
Answer	%	Count
Strongly agree	8.7%	89
Agree	17.9%	183
Somewhat agree	13.4%	137
Somewhat disagree	9.5%	97
Disagree	15.3%	157
Strongly disagree	12.1%	124
Don't know	23.2%	238
Total	100%	1025

Q16 - Does your department have a racial equity work group?



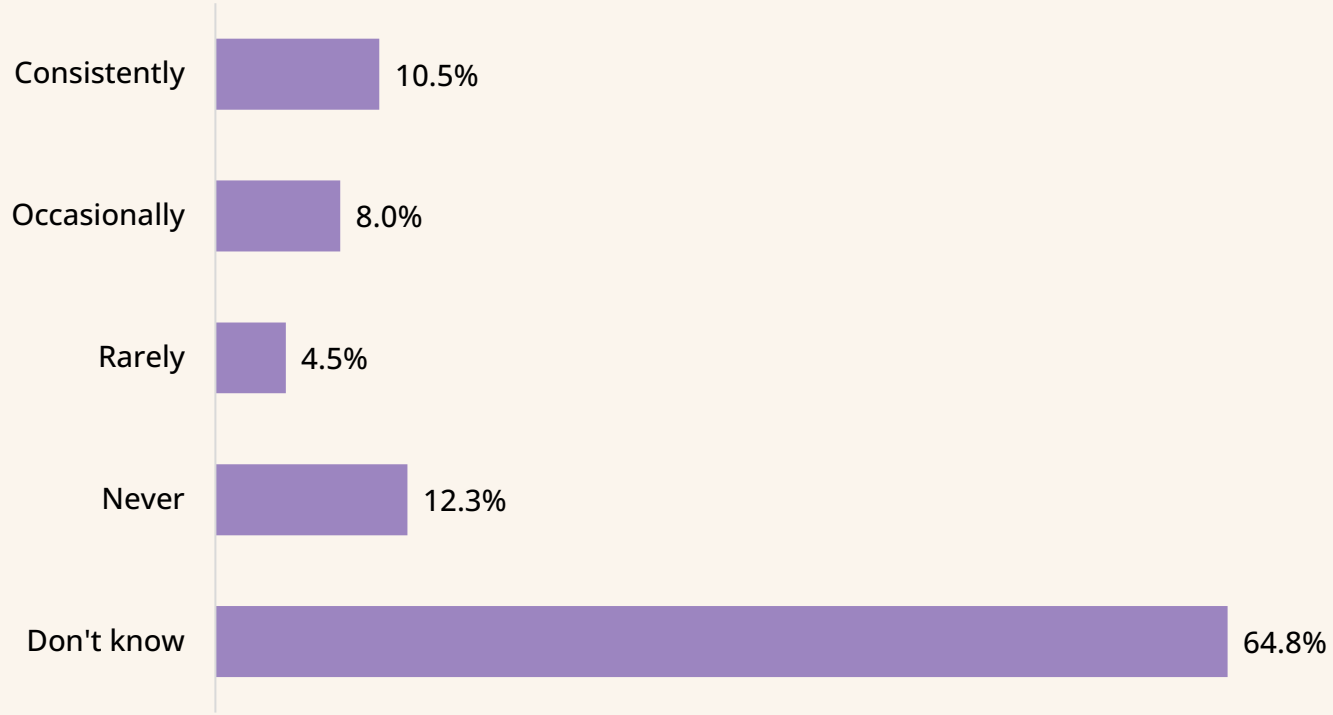
Answer	%	Count
Yes	22.2%	223
No	29.6%	297
Don't know	48.2%	483
Total	100%	1003

Q17 - Does your department have a racial equity action plan?



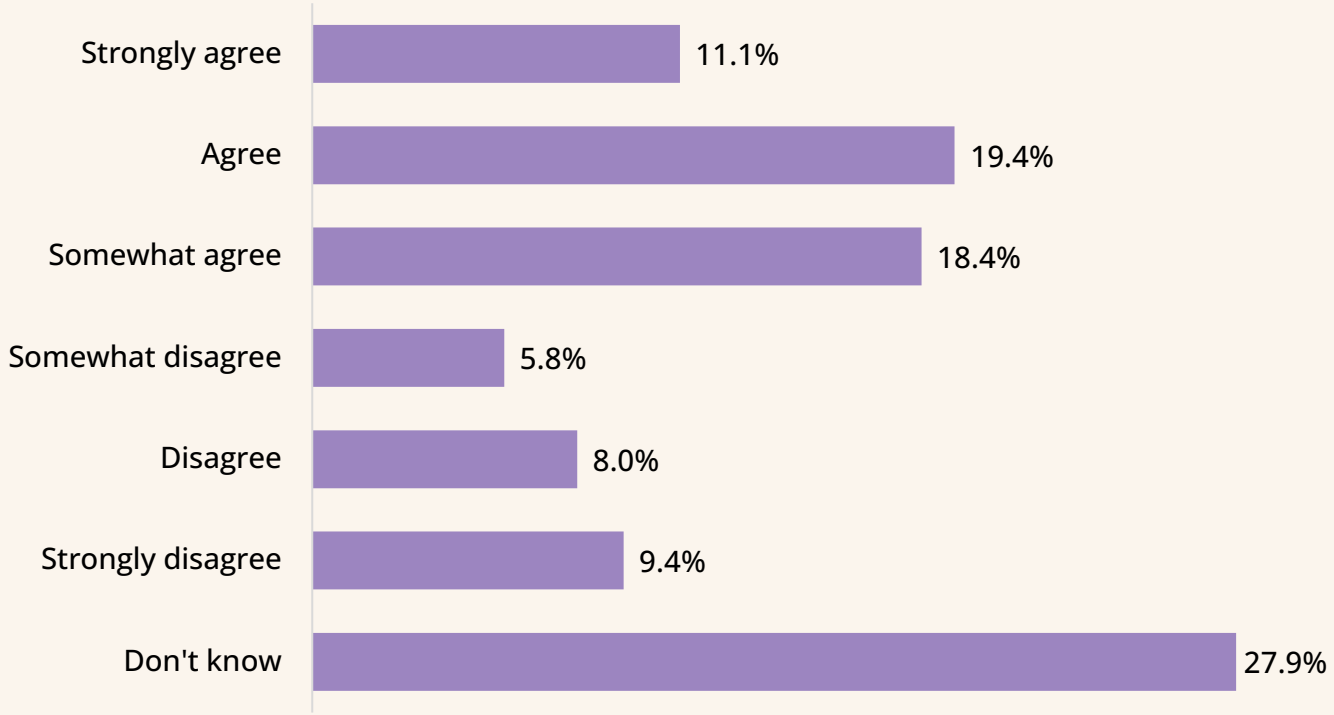
Answer	%	Count
Yes	17.2%	173
No	24.4%	245
Don't know	58.3%	585
Total	100%	1003

Q18 - Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?



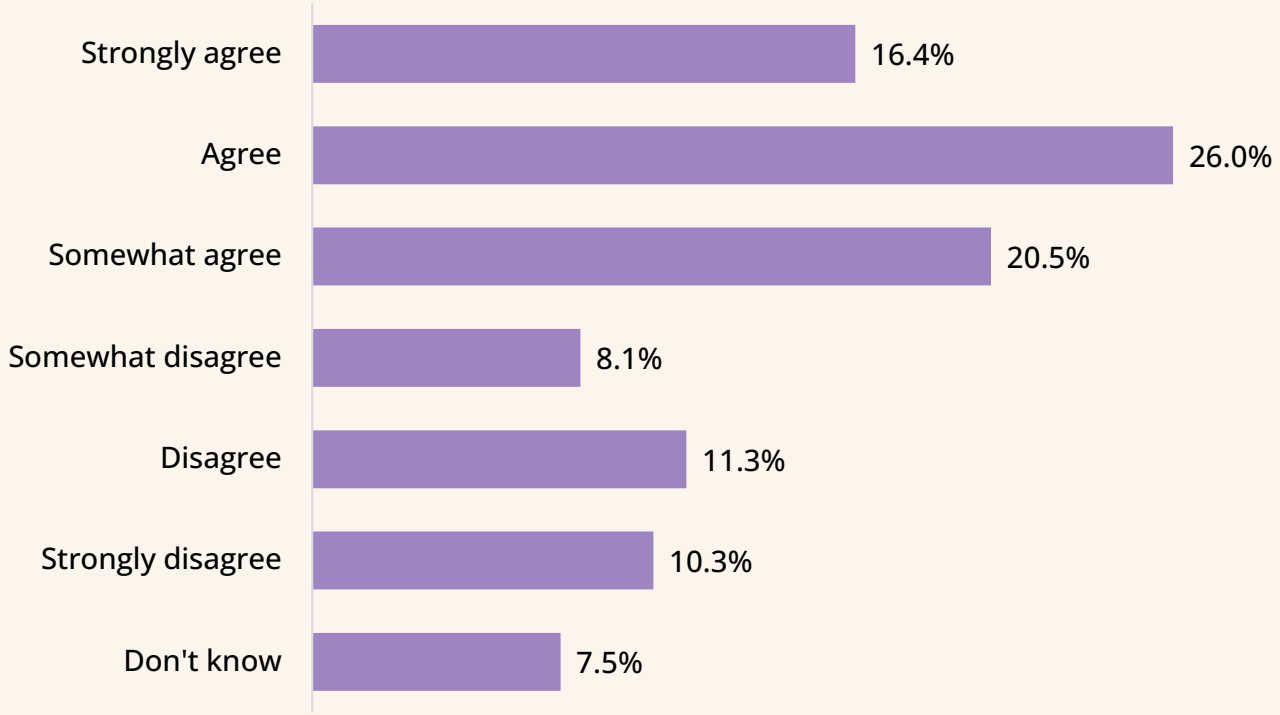
Answer	%	Count
Consistently	10.5%	105
Occasionally	8.0%	80
Rarely	4.5%	45
Never	12.3%	123
Don't know	64.8%	650
Total	100%	1003

Q19 - As a whole, my department is making progress towards achieving racial equity.



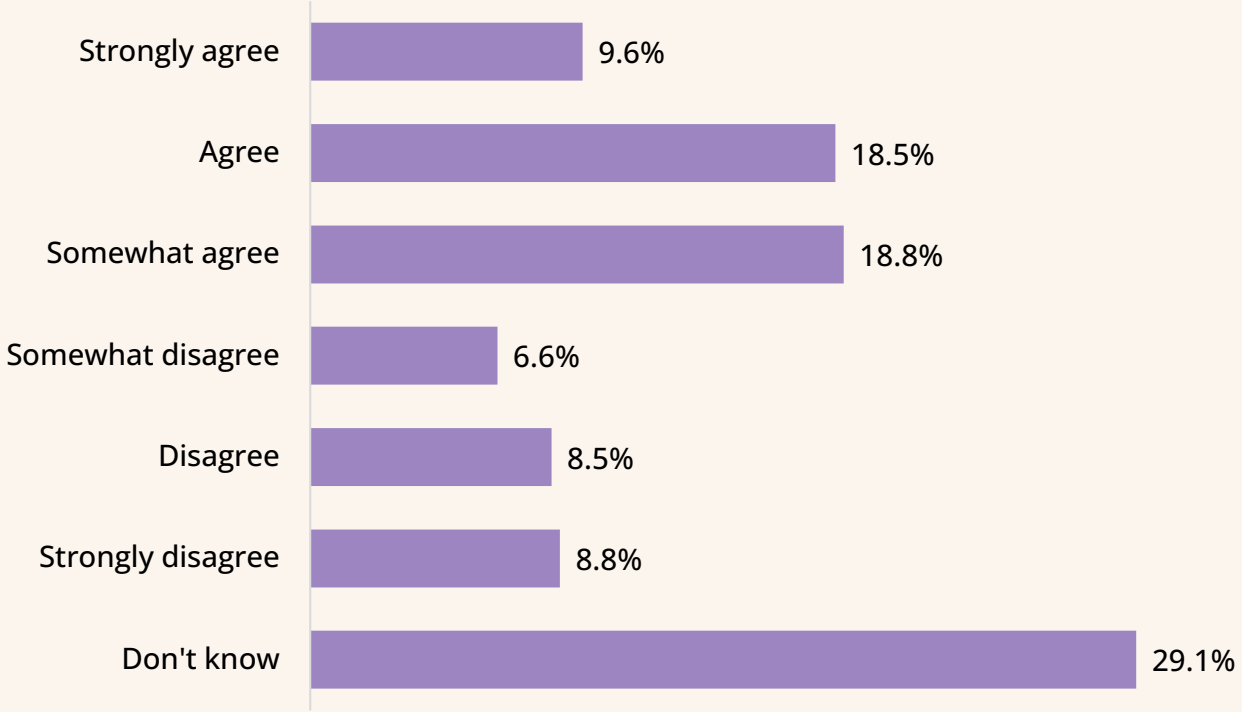
Answer	%	Count
Strongly agree	11.1%	111
Agree	19.4%	195
Somewhat agree	18.4%	185
Somewhat disagree	5.8%	58
Disagree	8.0%	80
Strongly disagree	9.4%	94
Don't know	27.9%	280
Total	100%	1003

Q20 - I believe the racial demographics of employees within my department reflect the diversity of our city.



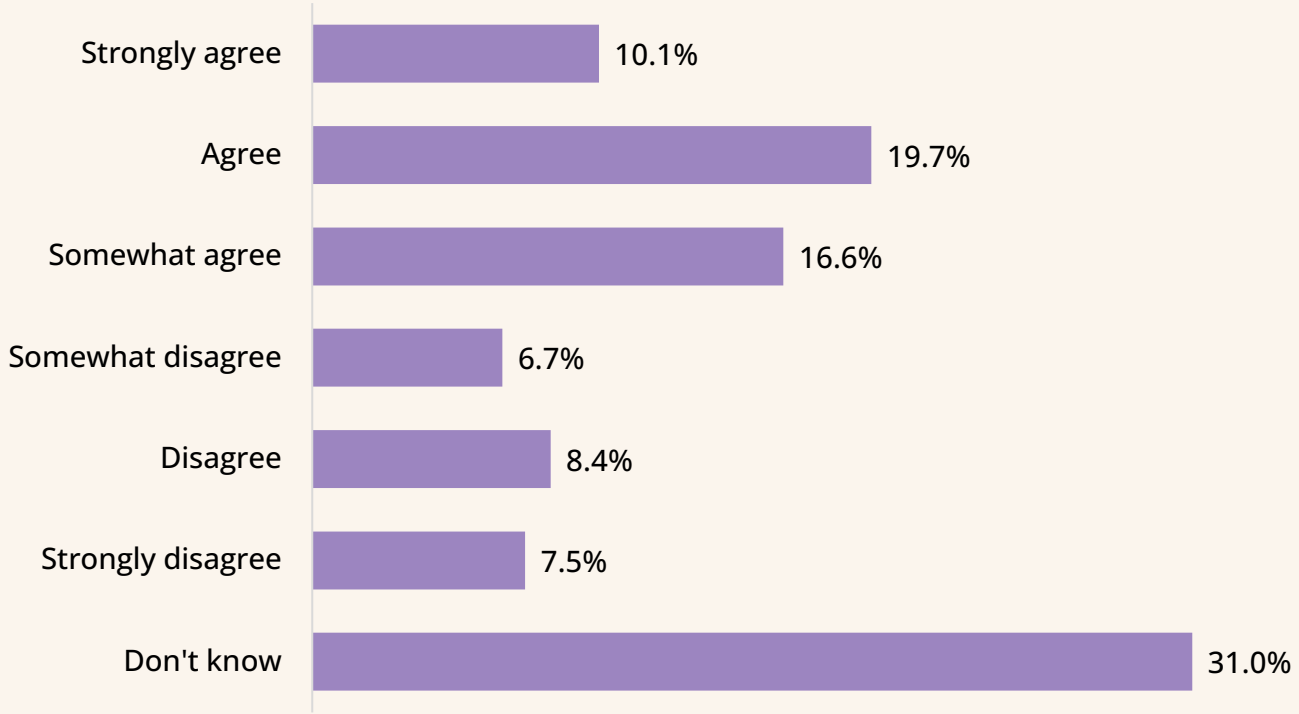
Answer	%	Count
Strongly agree	16.4%	164
Agree	26.0%	261
Somewhat agree	20.5%	206
Somewhat disagree	8.1%	81
Disagree	11.3%	113
Strongly disagree	10.3%	103
Don't know	7.5%	75
Total	100%	1003

Q21 - My department is taking concrete actions to improve workforce equity.



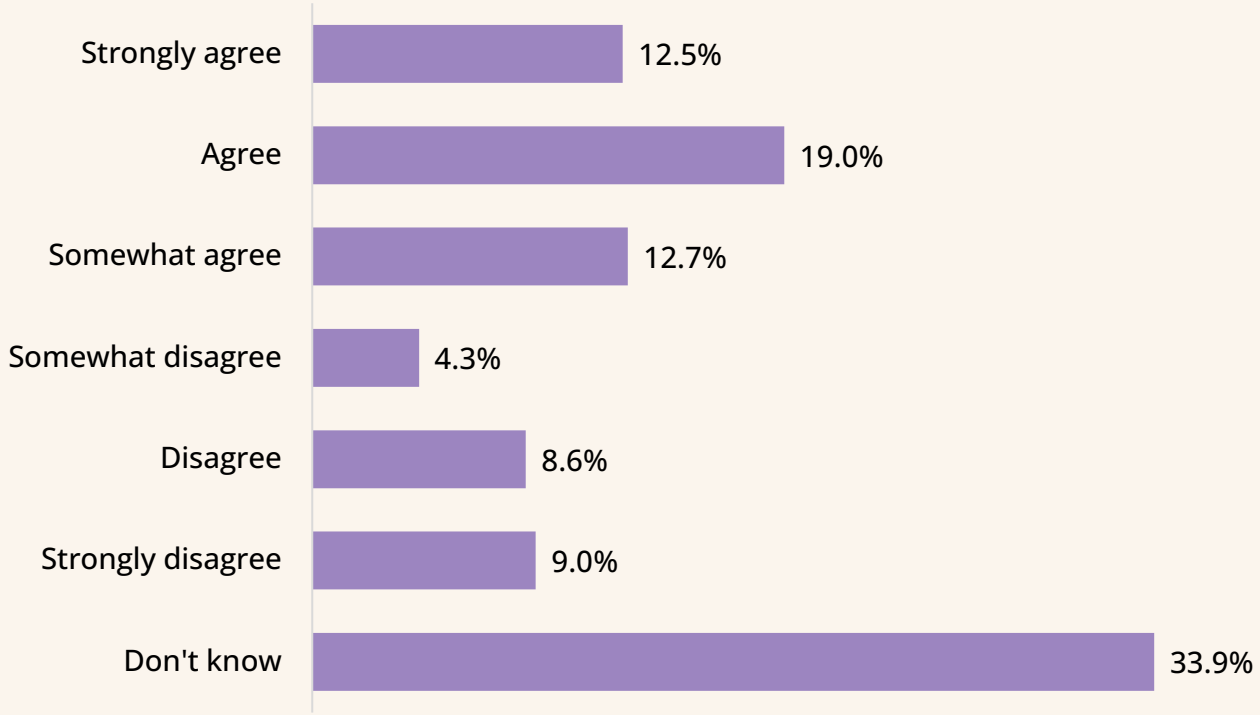
Answer	%	Count
Strongly agree	9.6%	94
Agree	18.5%	181
Somewhat agree	18.8%	184
Somewhat disagree	6.6%	65
Disagree	8.5%	83
Strongly disagree	8.8%	86
Don't know	29.1%	285
Total	100%	978

Q22 - My department is taking concrete actions to increase racial equity in the city.



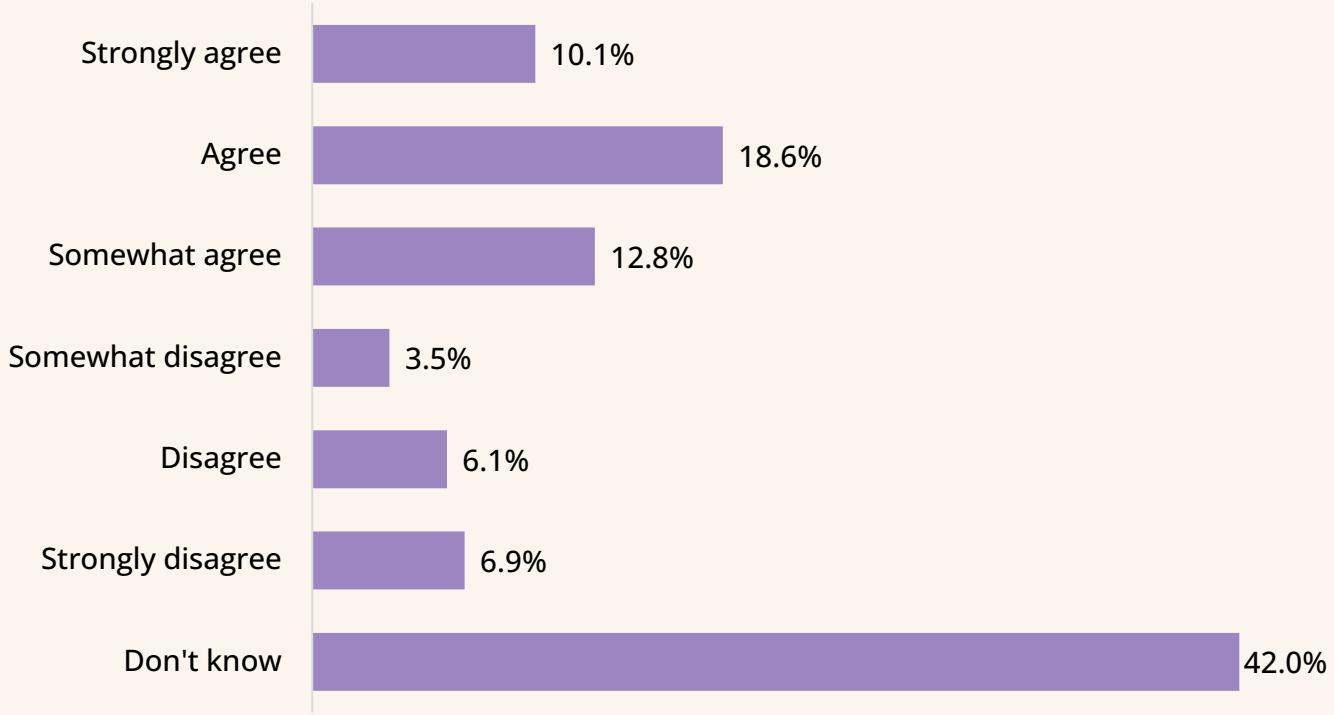
Answer	%	Count
Strongly agree	10.1%	99
Agree	19.7%	193
Somewhat agree	16.6%	162
Somewhat disagree	6.7%	66
Disagree	8.4%	82
Strongly disagree	7.5%	73
Don't know	31.0%	303
Total	100%	978

Q23 - My department seeks input and assistance on decision-making from communities of color.



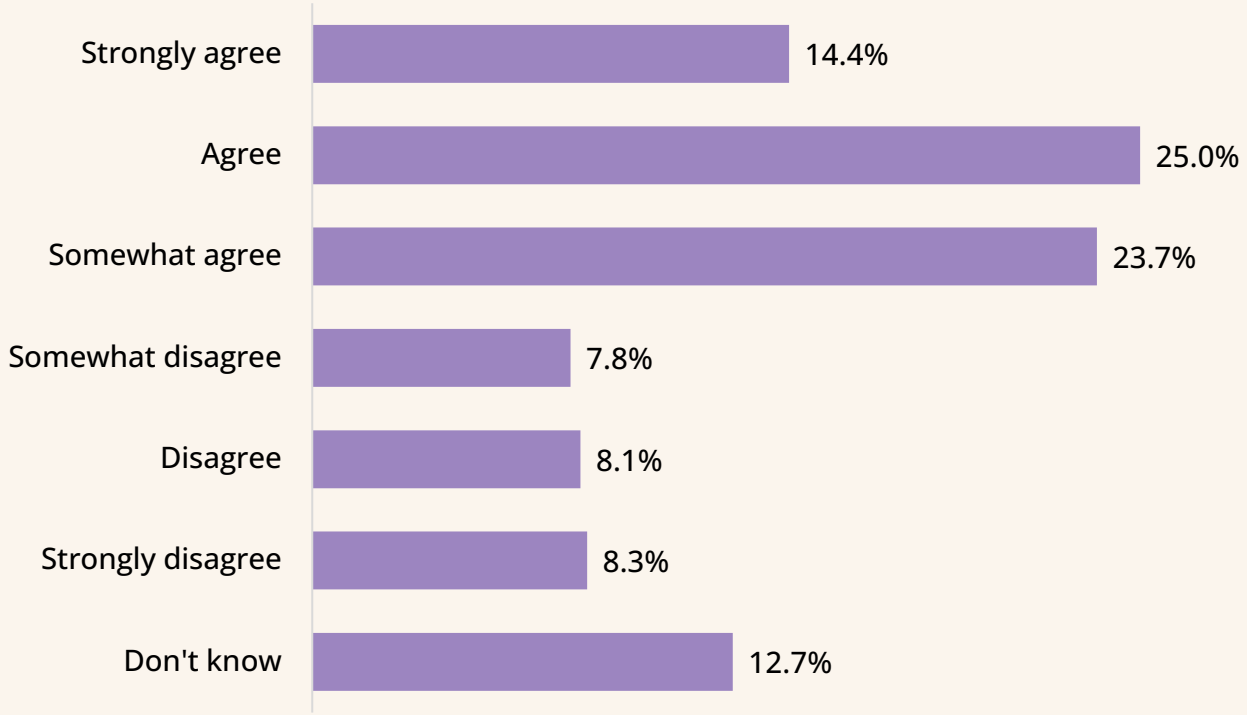
Answer	%	Count
Strongly agree	12.5%	122
Agree	19.0%	186
Somewhat agree	12.7%	124
Somewhat disagree	4.3%	42
Disagree	8.6%	84
Strongly disagree	9.0%	88
Don't know	33.9%	332
Total	100%	978

Q24 - My department partners with other institutions and organizations to advance racial equity.



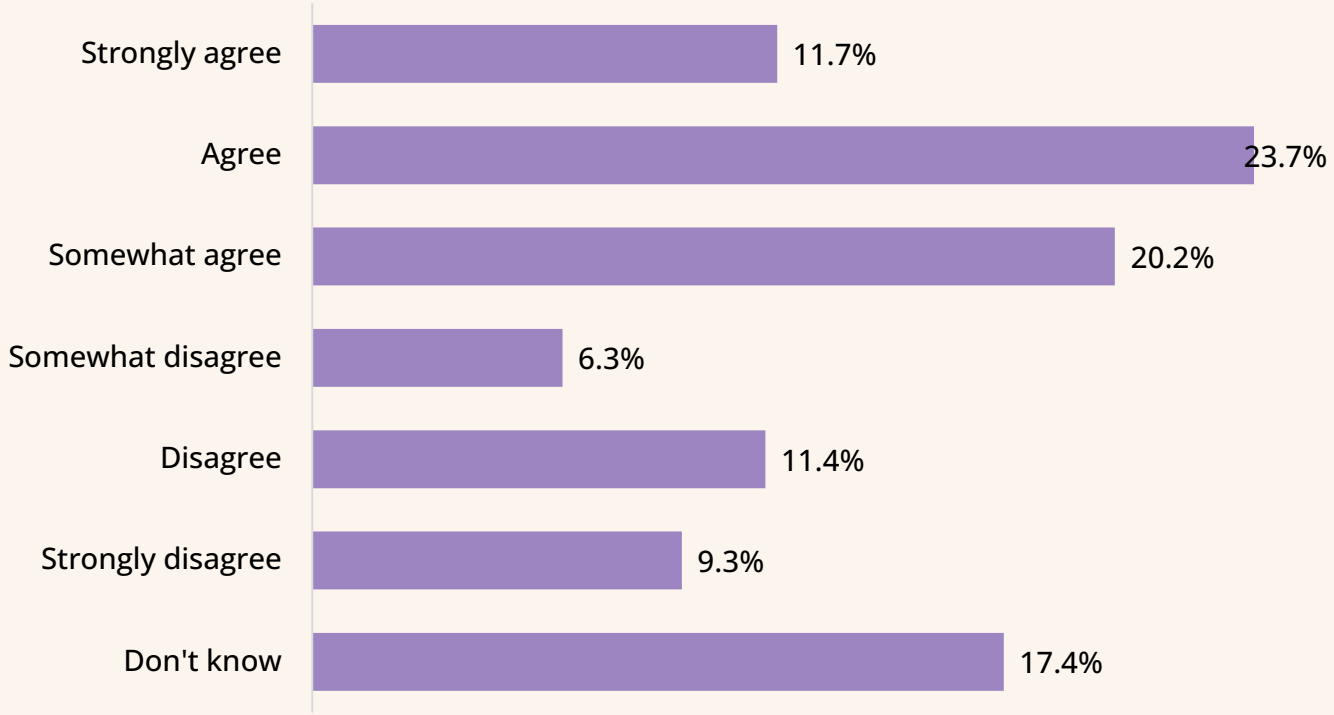
Answer	%	Count
Strongly agree	10.1%	99
Agree	18.6%	182
Somewhat agree	12.8%	125
Somewhat disagree	3.5%	34
Disagree	6.1%	60
Strongly disagree	6.9%	67
Don't know	42.0%	411
Total	100%	978

Q25 - The City of Milwaukee, overall, has made an explicit commitment to advancing racial equity.



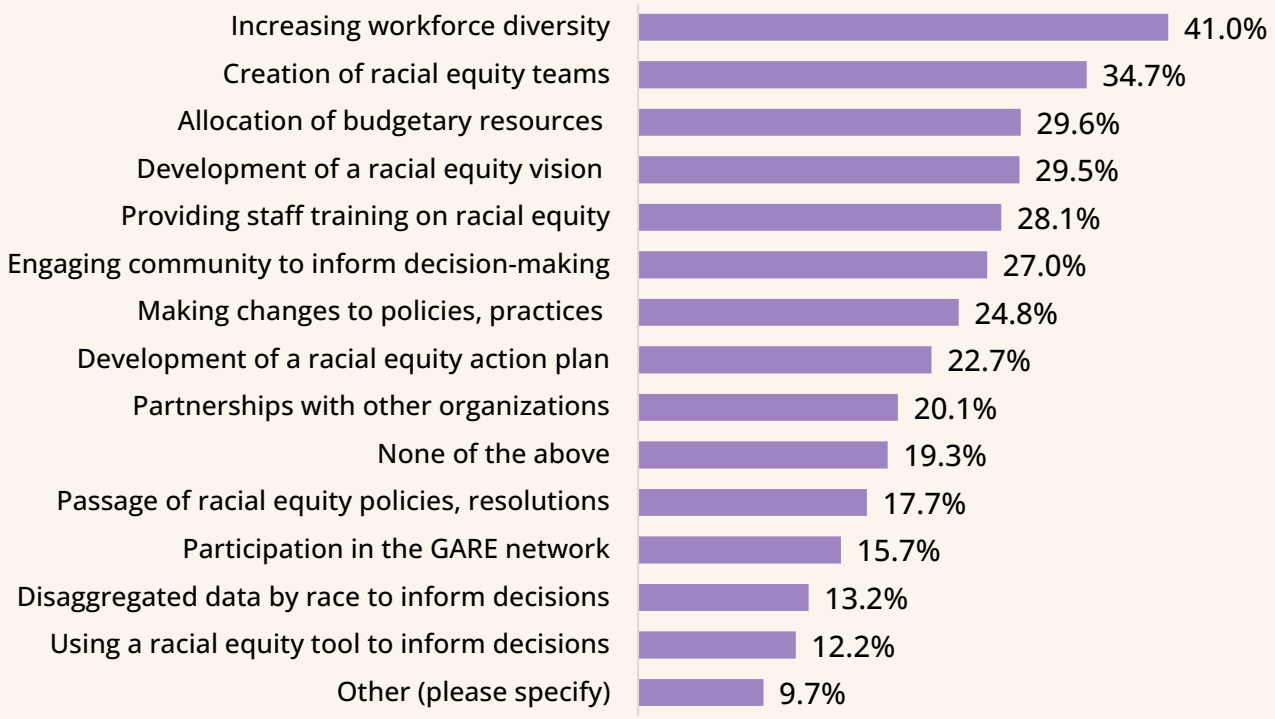
Answer	%	Count
Strongly agree	14.4%	135
Agree	25.0%	234
Somewhat agree	23.7%	222
Somewhat disagree	7.8%	73
Disagree	8.1%	76
Strongly disagree	8.3%	78
Don't know	12.7%	119
Total	100%	937

Q26 - I can identify one or more concrete actions that the City has taken to address racial inequities in our community.



Answer	%	Count
Strongly agree	11.7%	110
Agree	23.7%	222
Somewhat agree	20.2%	189
Somewhat disagree	6.3%	59
Disagree	11.4%	107
Strongly disagree	9.3%	87
Don't know	17.4%	163
Total	100%	937

Q27 - To my knowledge, our overall organizational strategy to advance racial equity has so far included (Mark all that apply):

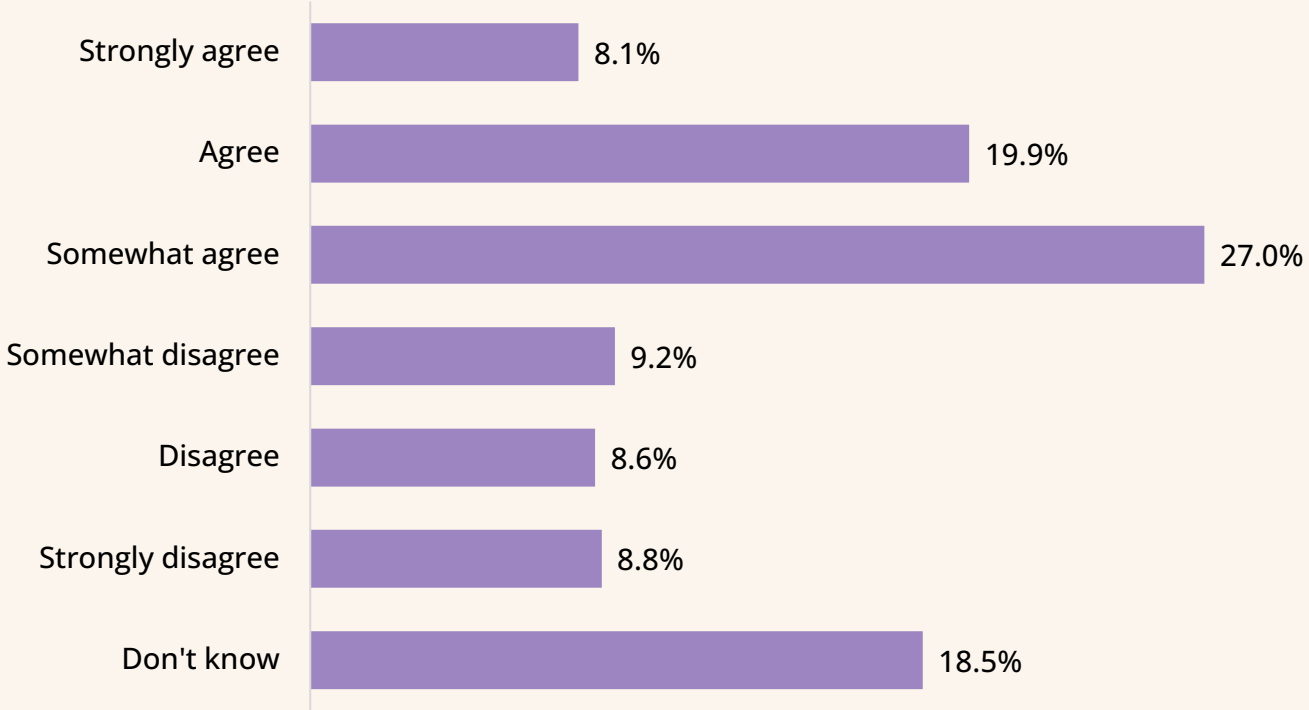


Answer	%	Count
Increasing workforce diversity	41.0%	384
Creation of racial equity teams	34.7%	325
Allocation of budgetary resources for racial equity efforts	29.6%	277
Development of a racial equity vision or mission statement	29.5%	276
Providing staff training on racial equity	28.1%	263
Engaging community to inform decision-making	27.0%	253
Making changes to policies, practices and/or procedures	24.8%	232
Development of a racial equity action plan	22.7%	213
Partnerships with other organizations to drive equitable outcomes	20.1%	188
None of the above	19.3%	181
Passage of racial equity policies, resolutions, or legislation	17.7%	166
Participation in the GARE network	15.7%	147
Disaggregated data by race to inform decision-making	13.2%	124
Using a racial equity tool to inform decision-making	12.2%	114
Other (please specify)	9.7%	91

Total		937

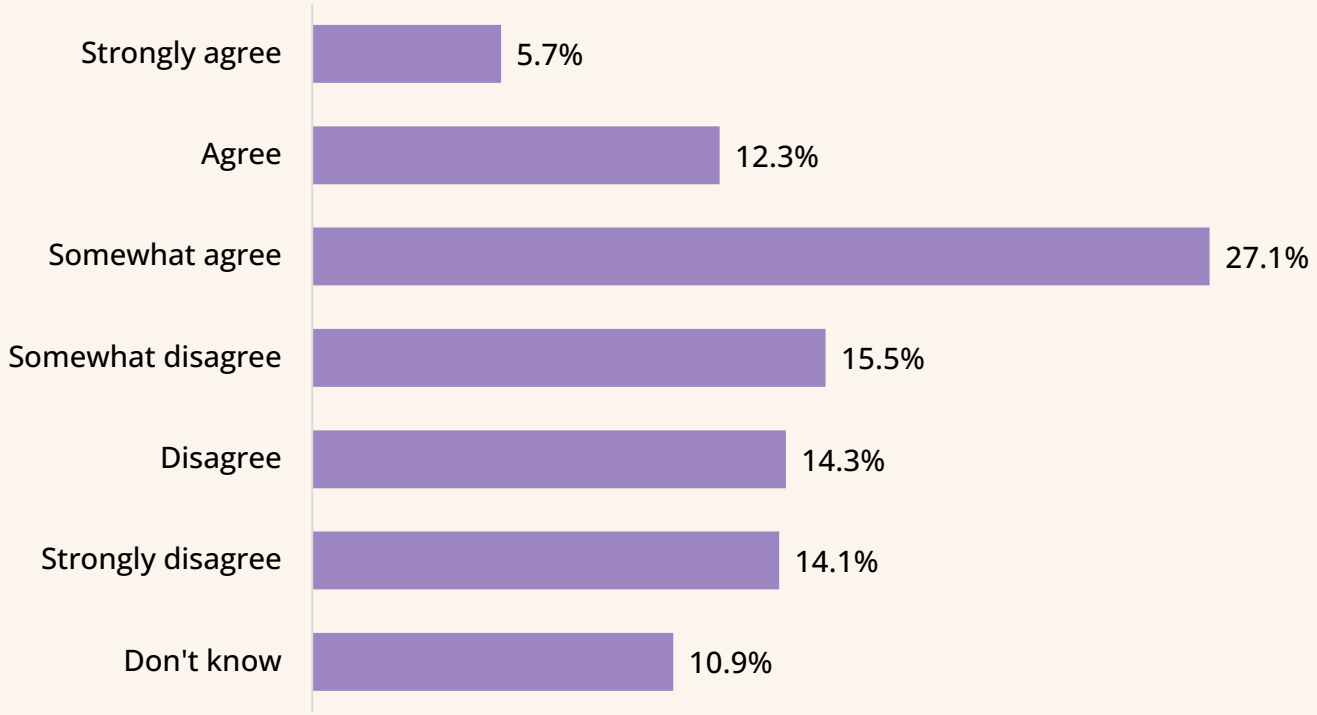
Percentages total greater than 100% because survey respondents were able to choose more than one response.

Q28 - City government is making progress advancing racial equity.



Answer	%	Count
Strongly agree	8.1%	76
Agree	19.9%	186
Somewhat agree	27.0%	253
Somewhat disagree	9.2%	86
Disagree	8.6%	81
Strongly disagree	8.8%	82
Don't know	18.5%	173
Total	100%	937

Q29 - As a whole, Milwaukee as a community is making progress advancing racial equity.



Answer	%	Count
Strongly agree	5.7%	53
Agree	12.3%	115
Somewhat agree	27.1%	253
Somewhat disagree	15.5%	145
Disagree	14.3%	133
Strongly disagree	14.1%	132
Don't know	10.9%	102
Total	100%	933

Q30 - What department do you work for?

Answer	%	Count
Assessor's Office	0.8%	7
Board of Zoning Appeals	0.2%	2
City Attorney's Office	1.4%	13
City Treasurer's Office	0.8%	7
Common Council-City Clerk	3.7%	34
Comptroller's Office	2.0%	18
Deferred Compensation	0.1%	1
Department of Administration	4.7%	43
Department of City Development	5.7%	52
Department of Employee Relations	1.8%	16
Department of Neighborhood Services	7.0%	64
Department of Public Works	23.7%	216
Election Commission	0.5%	5
Employ Milwaukee	1.2%	11
Employees' Retirement System	0.7%	6
Fire Department	10.2%	93
Fire and Police Commission	1.2%	11
Health Department	6.5%	59
Housing Authority of the City of Milwaukee	1.2%	11
Library	9.7%	88
Mayor's Office	1.2%	11
Municipal Court	0.5%	5
Police Department	14.3%	130
Port of Milwaukee	0.9%	8
Total	100%	911

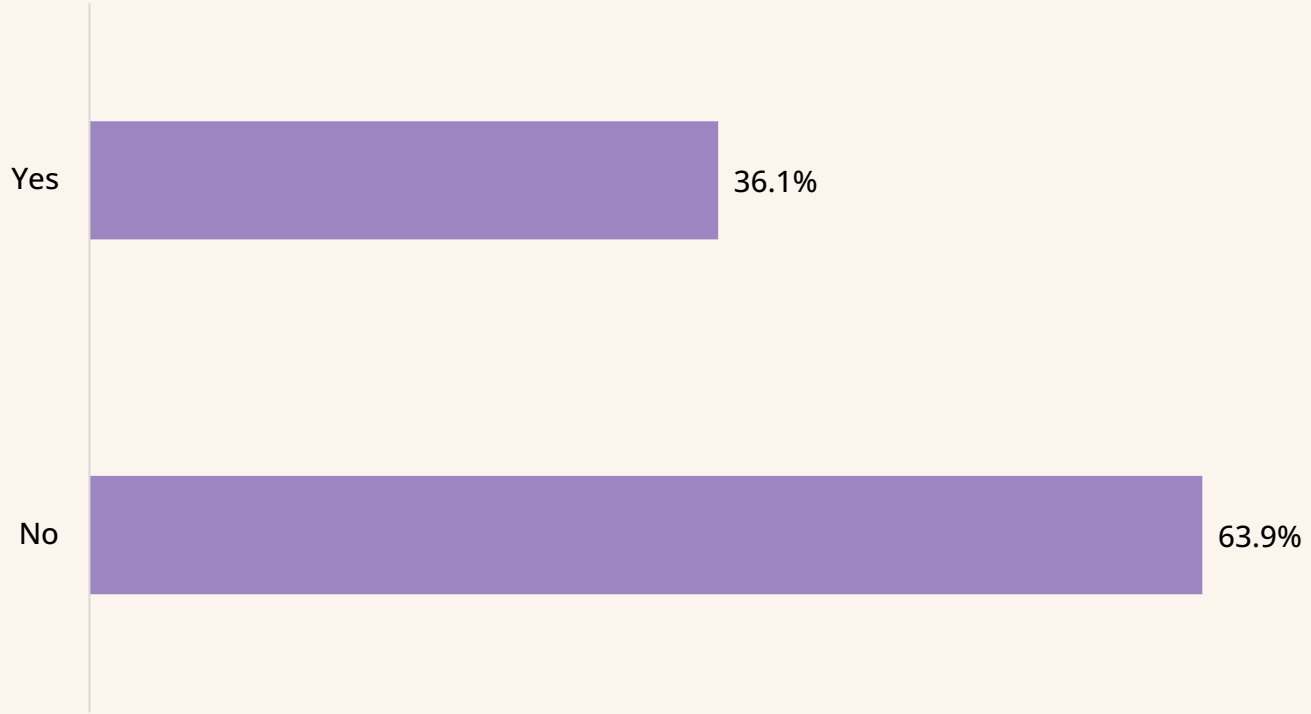
Staff from Employ Milwaukee and the Housing Authority of the City of Milwaukee participated in the employee survey, even though they are not city departments.

Department Response Rates

	Positions	Responses	Response Rate
Assessor's Office	37	7	18.9%
Board of Zoning Appeals	3	2	66.7%
City Attorney's Office	55	13	23.6%
City Treasurer's Office	31	7	22.6%
Common Council-City Clerk	94	34	36.2%
Comptroller's Office	49	18	36.7%
Deferred Compensation	2	1	50.0%
Department of Administration	115	43	37.4%
Department of City Development	80	52	65.0%
Department of Employee Relations	44	16	36.4%
Department of Neighborhood Services	205	64	31.2%
Department of Public Works	1720	216	12.6%
Election Commission	8	5	62.5%
Employ Milwaukee	54	11	20.4%
Employees' Retirement System	45	6	13.3%
Fire Department	804	93	11.6%
Fire and Police Commission	18	11	61.1%
Health Department	224	59	26.3%
Housing Authority of the City of Milwaukee	174	11	6.3%
Library	259	88	34.0%
Mayor's Office	11	11	100%
Municipal Court	25	5	20.0%
Police Department	1983	130	6.6%
Port of Milwaukee	18	8	44.4%
Total	6057	1064	17.6%

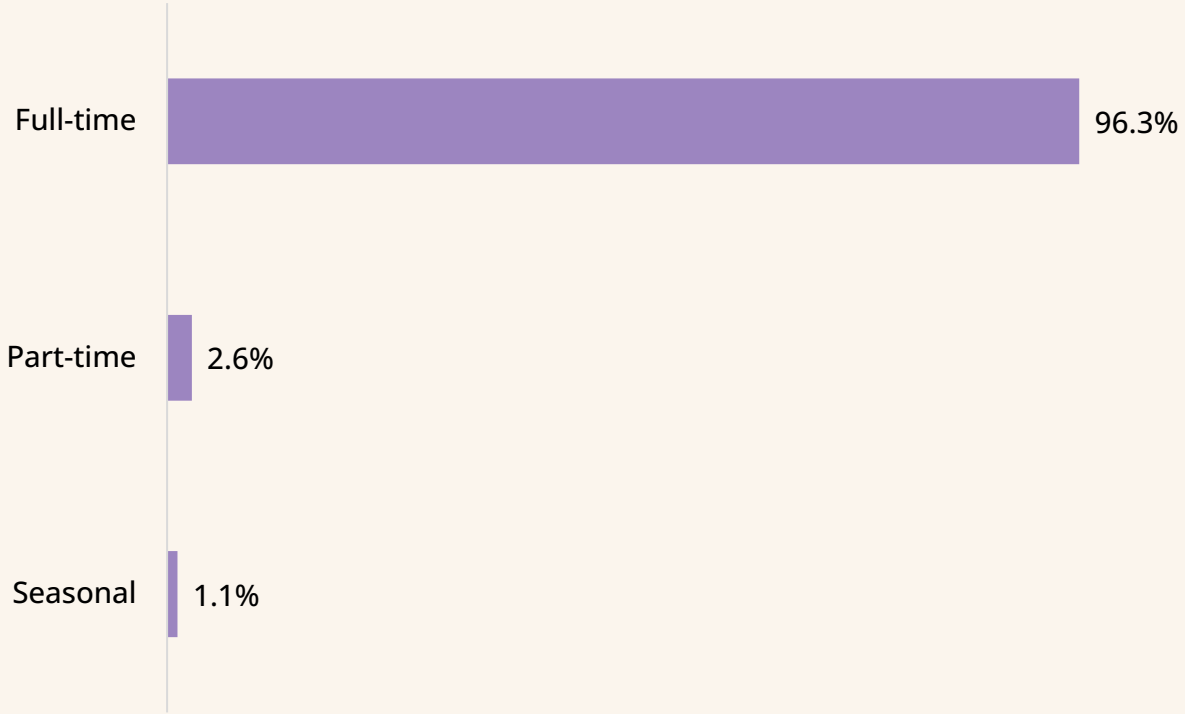
Staff from Employ Milwaukee and the Housing Authority of the City of Milwaukee participated in the employee survey, even though they are not city departments.

Q31 - Do you work in the downtown City Hall complex?



Answer	%	Count
Yes	36.1%	329
No	63.9%	582
Total	100%	911

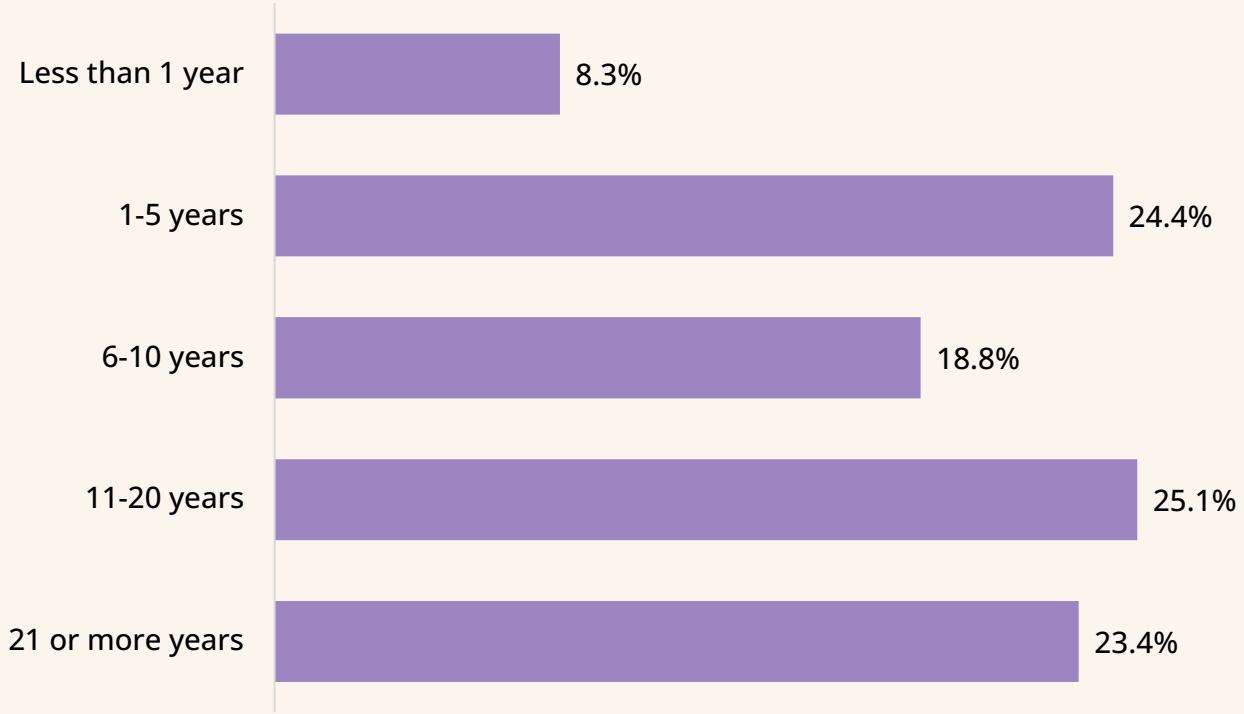
Q32 - Are you (Mark all that apply):



Answer	%	Count
Full-time	96.7%	881
Part-time	2.6%	24
Seasonal	1.1%	10
Total		911

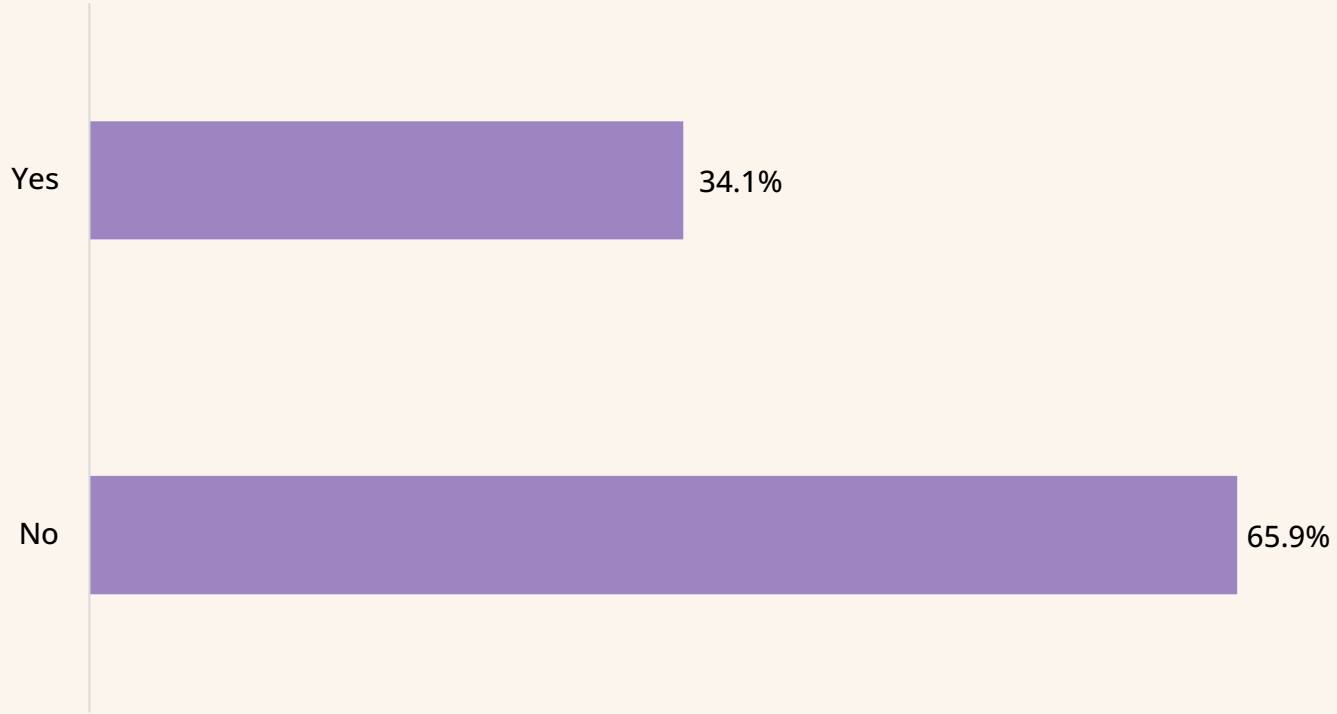
Percentages total greater than 100% because survey respondents were able to choose more than one response.

Q33 - How long have you worked for the City of Milwaukee?



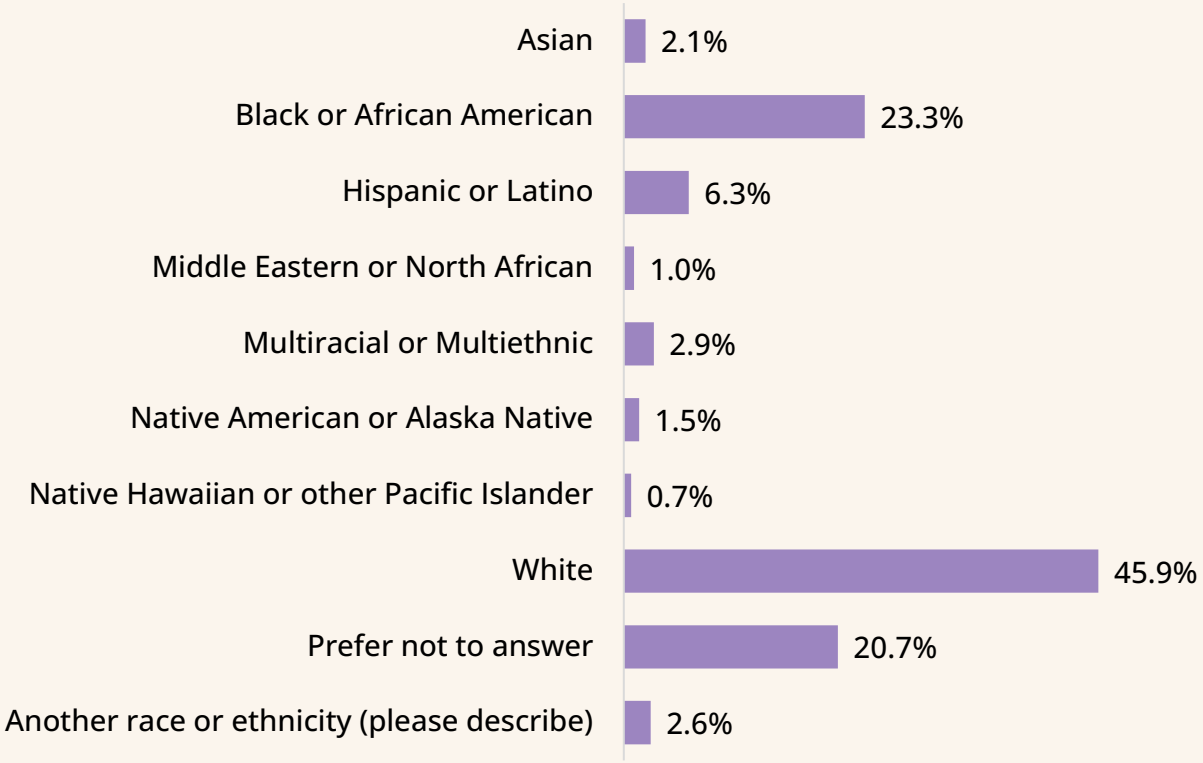
Answer	%	Count
Less than 1 year	8.3%	76
1-5 years	24.4%	222
6-10 years	18.8%	171
11-20 years	25.1%	229
21 or more years	23.4%	213
Total	100%	911

Q34 - Do you manage or supervise people?



Answer	%	Count
Yes	34.1%	311
No	65.9%	600
Total	100%	911

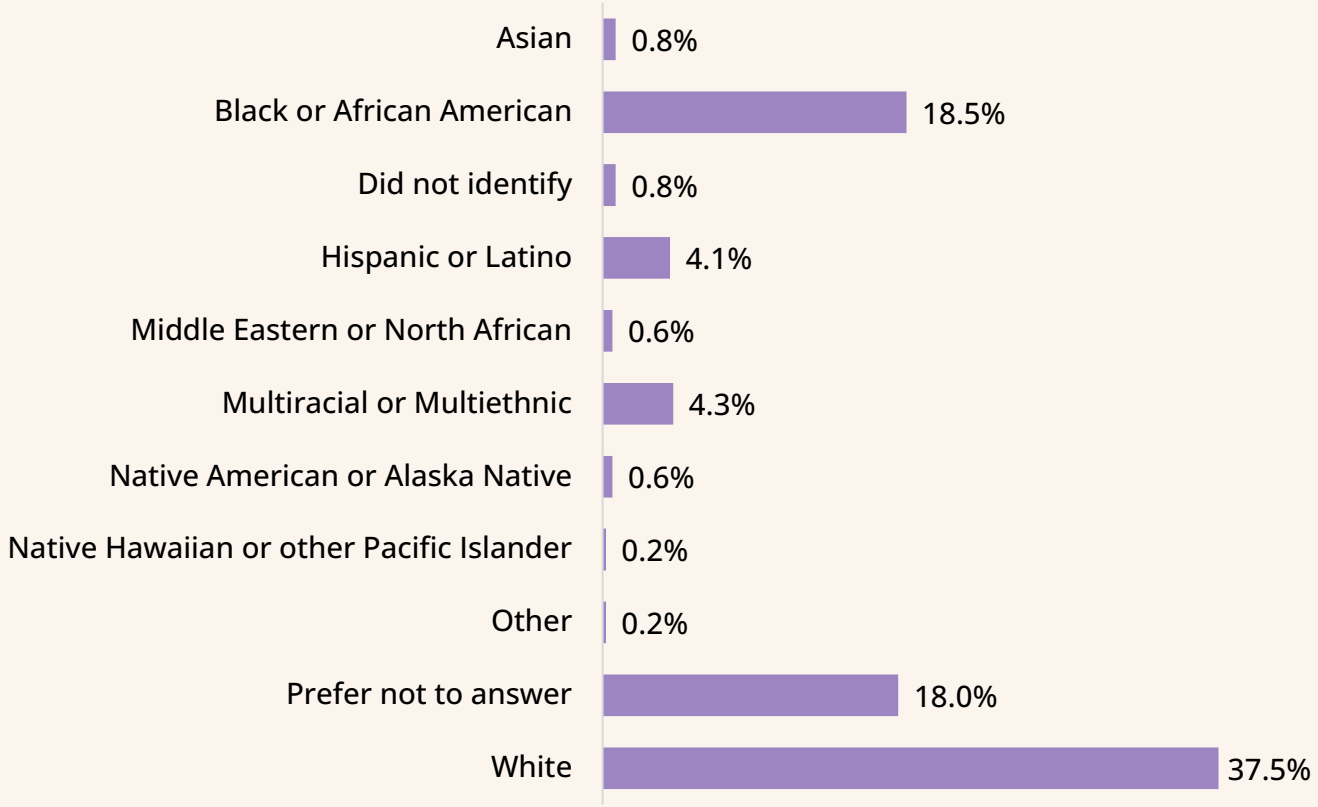
Q35 - What is your race or ethnicity? (Mark all that apply)



Answer	%	Count
Asian	2.1%	19
Black or African American	23.3%	212
Hispanic or Latino	6.3%	57
Middle Eastern or North African	1.0%	9
Multiracial or Multiethnic	2.9%	26
Native American or Alaska Native	1.5%	14
Native Hawaiian or other Pacific Islander	0.7%	6
White	45.9%	418
Prefer not to answer	20.7%	189
Another race or ethnicity (please describe)	2.6%	24
Total		911

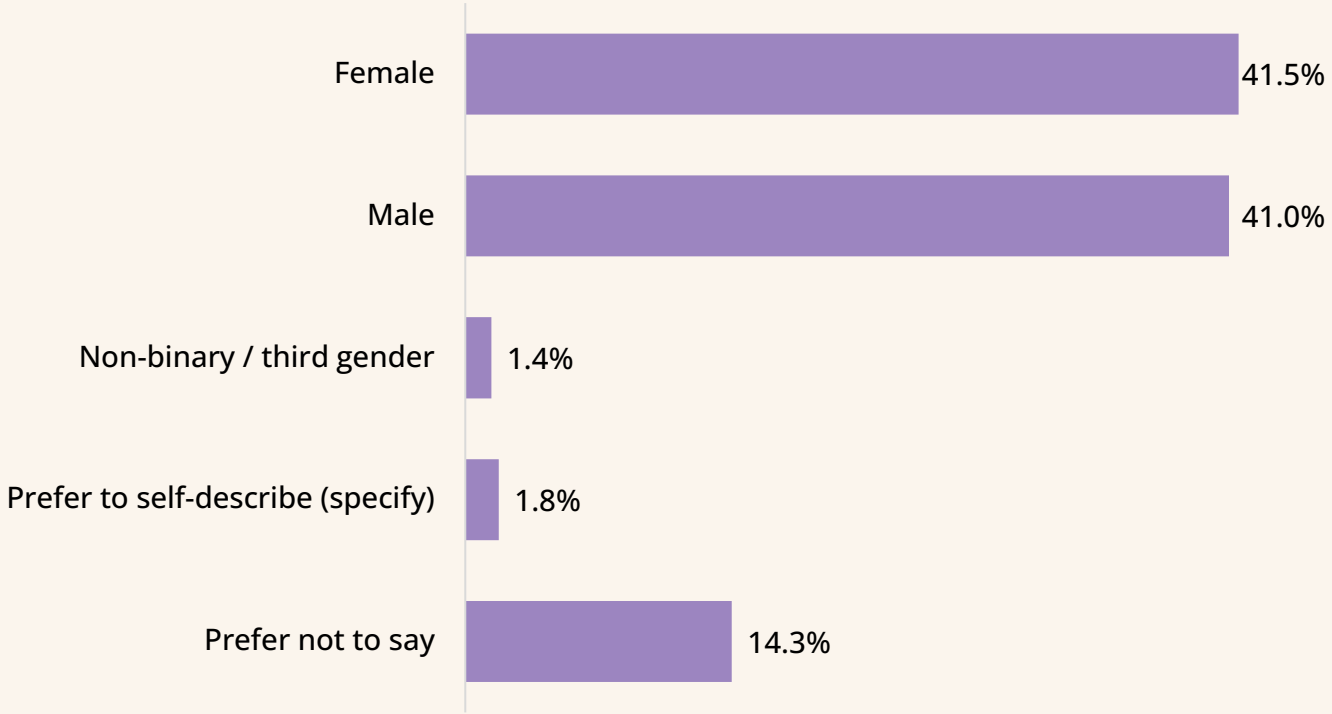
Percentages total greater than 100% because survey respondents were able to choose more than one response.

Race/Ethnicity (recoded to a single response per survey respondent)



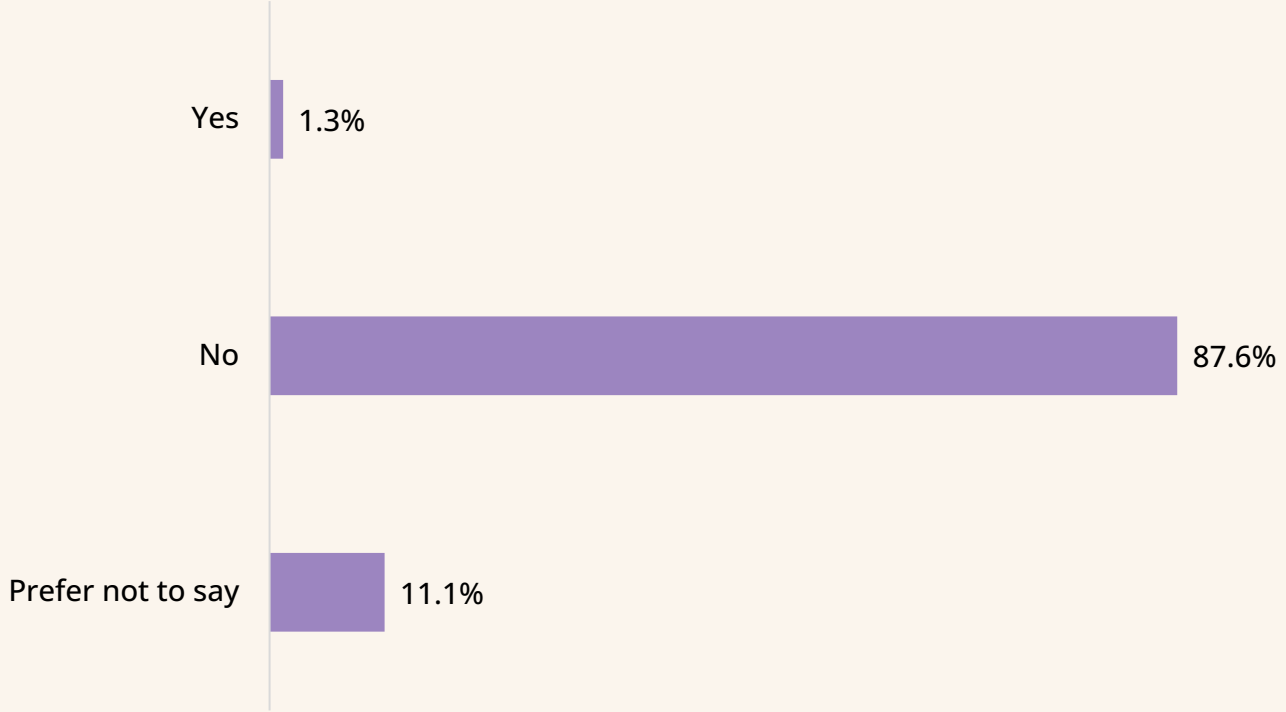
Answer	%	Count
Asian	0.8%	9
Black or African American	18.5%	197
Did not identify	0.8%	9
Hispanic or Latino	4.1%	44
Middle Eastern or North African	0.6%	6
Multiracial or Multiethnic	4.3%	46
Native American or Alaska Native	0.6%	6
Native Hawaiian or other Pacific Islander	0.2%	2
Other	0.2%	2
Prefer not to answer	18.0%	191
White	37.5%	399
Total	100%	911

Q36 - What is your gender?



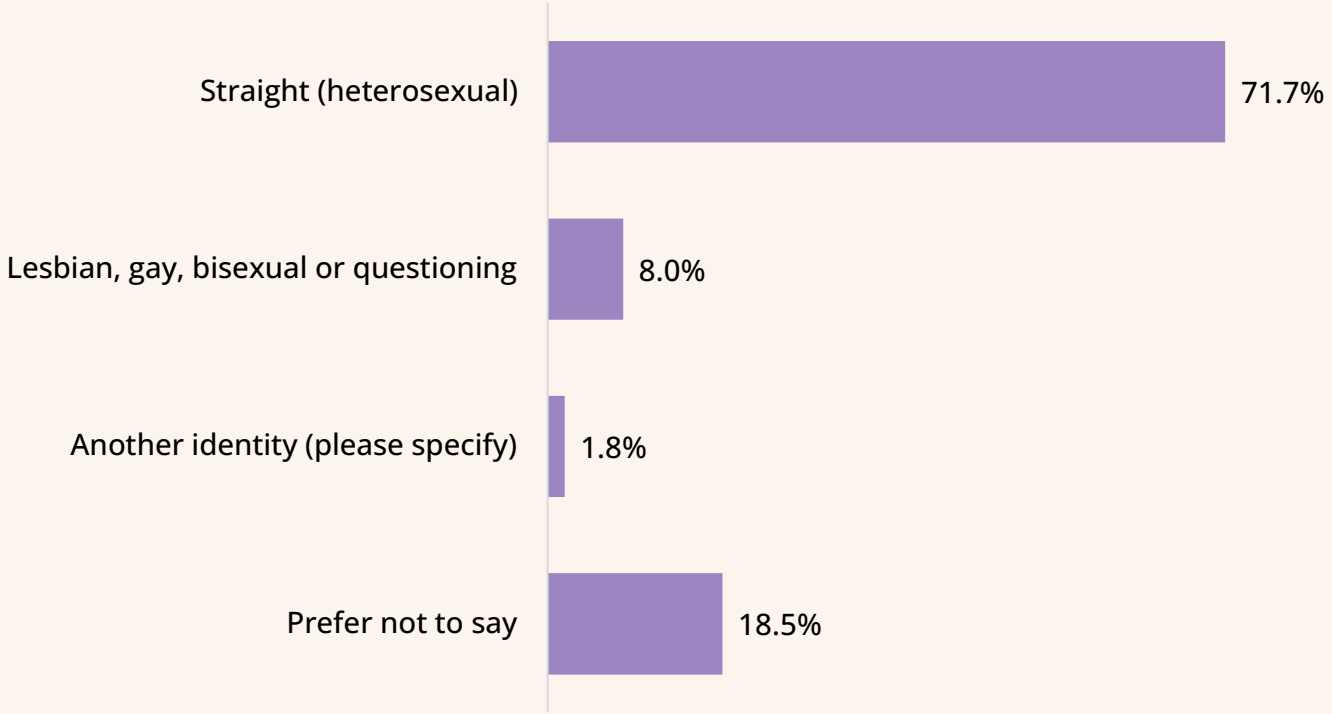
Answer	%	Count
Female	41.5%	374
Male	41.0%	370
Non-binary / third gender	1.4%	13
Prefer to self-describe (specify)	1.8%	16
Prefer not to say	14.3%	129
Total	100%	902

Q37 - Do you identify as transgender?



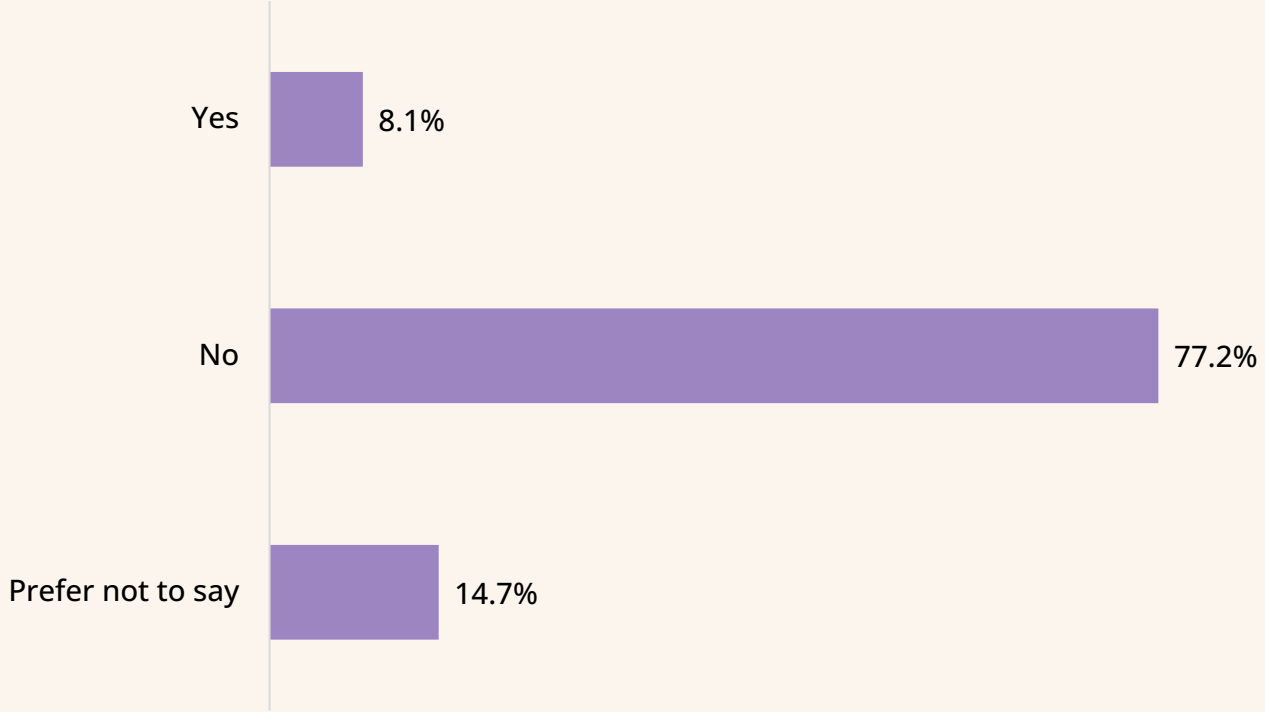
Answer	%	Count
Yes	1.3%	12
No	87.6%	790
Prefer not to say	11.1%	100
Total	100%	902

Q38 - What is your sexual orientation?



Answer	%	Count
Straight (heterosexual)	71.7%	647
Lesbian, gay, bisexual or questioning	8.0%	72
Another identity (please specify)	1.8%	16
Prefer not to say	18.5%	167
Total	100%	902

Q39 - Do you have a disability?



Answer	%	Count
Yes	8.1%	73
No	77.2%	696
Prefer not to say	14.7%	133
Total	100%	902

Q40 - Please use the space below to share any past or present successes or challenges the City of Milwaukee government has in addressing racial inequities and advancing racial equity.

219 written responses were received.