



# Milwaukee County Department of Transportation

## 2023-2027 Strategic Plan

Milwaukee County Department of Transportation (MCDOT) shares the vision of Milwaukee County, which is that by achieving racial equity, we will become the healthiest County in Wisconsin.

MCDOT's mission is to deliver an accessible transportation system that is fiscally secure, reliable and ensures the safety of the traveling public while enhancing quality of life for the communities we serve.

MCDOT's values align to those of the County as a whole:

- **Inclusion:** We actively seek diverse perspectives when making decisions.
- **Influence:** We collectively use our platform to positively impact our community.
- **Integrity:** We do the right thing knowing that nobody's going to know whether we did it or not.
- **Safety:** We always provide a safe environment for both our staff and the public.



While MCDOT plays a role in advancing the County’s strategic plan overall, we most directly advance the following Milwaukee County Strategic Focus Areas: 1A, 1B, 3C.

### 1. Create Intentional Inclusion

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across the County
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses

### 2. Bridge the Gap

- 2A: Determine what, where and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions

### 3. Invest in Equity

- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

More specifically, MCDOT delivers on its mission by advancing five overall goals, each of which align to one or more of the County’s overall Strategic Focus Areas. The table below shows the alignment between MCDOT’s goals and the County’s. It also explains how we will know when we are successful at achieving each of the 2027 Goals.

MCDOT’s Focus Areas	County Goal Alignment	2027 Goals	We will know we’re successful when...
Workforce	1A, 1B	MCDOT effectively and deliberately recruits a workforce that meets the public’s future transportation needs.	Each MCDOT service area consistently fills open positions, employing a workforce that reflects the County.
		MCDOT retains and equips diverse, well-trained, accountable employees.	Clear systems for career advancement are in place, allowing us to retain and further acknowledge our team members.
Connectivity	2B, 3C	People are more connected to where and how they want to travel throughout Milwaukee County.	MCDOT service areas coordinate together to facilitate and increase ease of access, creating/promoting more connectivity among different forms of transportation.
Safety	3A, 3C	People are and feel safer when traveling throughout Milwaukee County.	There is a reduction in traffic-related crashes and deaths on roads throughout Milwaukee County, especially those within our jurisdictional authority.
Fiscal Health	3B	Establishment of a dedicated funding source for transit operations and focused investments that create operational efficiencies in all MCDOT service areas.	MCDOT and the County are more competitive for, and have secured more, external funding to advance County goals without having to be regularly subjected to the prospect of service reductions.

To learn more about Milwaukee County’s overall journey toward achieving racial equity, please visit [county.milwaukee.gov/Vision](https://www.county.milwaukee.gov/Vision).