



MILWAUKEE COUNTY

DIVERSITY & INCLUSION MATURITY MODEL

COASTING

Milwaukee County believes in a more equitable and inclusive working environment, but only does what is required by federal, state and local law.

Are we going above and beyond – or sustaining the status quo?

CREATING

Milwaukee County is beginning the process of exploring what diversity, equity and inclusion (DEI) would look like within the organization and has begun the process of viewing organization from a DEI lens.

What does diversity, equity and inclusion look like within Milwaukee County and how do we put it to practice?

INTENTIONALITY

Milwaukee County's diversity and inclusion strategy is linked to organizational decisions, and processes are implemented to achieve goals of the strategy.

How do we create a culture of diversity, equity and inclusion in Milwaukee County?

SYNCRONIZING

Milwaukee County has begun to understand the importance of a diverse workforce and a culture of inclusion, and has taken steps to connect diverse employees in various initiatives. Employees feel like diverse opinions are valued and feel a sense of belonging to the mission and vision of the organization.

How do we build continued connectivity to employees and the culture of the organization?

EMPOWERED

Milwaukee County leverages diverse backgrounds, capabilities, and viewpoints to increase organizational results and value. Employees and leaders feel diversity, leveraged through inclusion, is integral to organizational success.

How can we drive value from our diversity of employees?

TRANSITION POINTS

COMPLIANCE

EXPLORING

EMBRACING

ENGAGING

INCLUSIVE