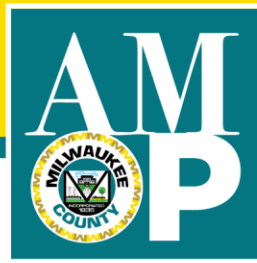


AMOP 02.01.02

Diversity, Equity &

Inclusion

Procedure



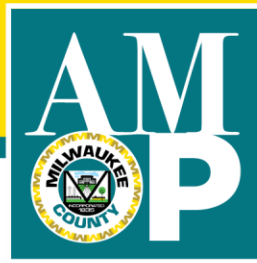
Why This Procedure Is Important

The purpose of this procedure is to inform Milwaukee County employees of Milwaukee County's commitment to a diverse, equitable and inclusive workplace.

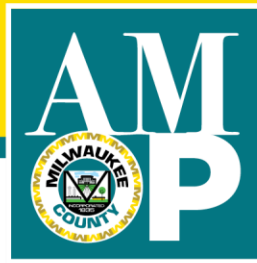


To Whom Does This Procedure Apply?

*The procedure is for **all employees** of Milwaukee County.*

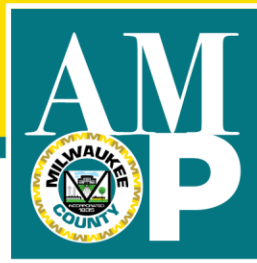


For information about the Diversity, Equity and Inclusion procedure please contact Human Resources.



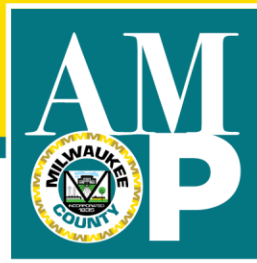
Definitions:

- **Racial Equity:** A state when race can no longer be used to predict life outcomes and outcomes for all groups are improved.
 - The distribution of resources and opportunities is neither determined nor predicted by race, racial bias or racial ideology. Families and individuals are able to thrive and flourish in the intersections of all aspects of their identity, including race, religion, gender, orientation, ability, and socioeconomic background.
 - All people, cultures and identities are equally valued and recognized under the belief that strength comes through the diversity and expression of our shared humanity.
- **Belonging:** The outcome of diversity, equity and inclusion is ***Belonging***.
 - The sense that an employee feels that they belong to your organization, they feel confident in their abilities to represent themselves authentically.
 - People who “belong” feel comfortable expressing ideas, sharing experiences and contributing to a group when they know that their input is valued.
- **Diversity:** The similarities and differences between employees accounting for all aspects of one’s personality and individual identity.
 - Some dimensions of diversity are age, color, disability, family status, gender identity, language, physical characteristics, race and sexual orientation.



Definitions:

- Inclusion: The extent to which Milwaukee County employees feel welcomed, respected, supported and valued as team members and where all employees are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the County's success.
- Equity: The effort to provide different levels of support based on an individual's or group's needs to achieve fairness in outcomes.
 - Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance.
- Intersectionality: Coined by Professor Kimberlé Crenshaw in 1989, this term describes the ways in which race, class, gender, and other aspects of our identity “intersect” overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically.
 - Intersectionality promotes the idea that aspects of our identity do not work in a silo. Intersectionality, then, provides a basis for understanding how these individual identity markers work with one another.



LEGISLATION

Wisconsin Fair Employment Act

Title VII of the Civil Rights Act of 1964 as amended

Equal Pay Act of 1963

Age Discrimination and Employment Act of 1967

Americans with Disabilities Act as amended

Milwaukee County Ordinances 30, 33 & 108



Honoring Employee Difference

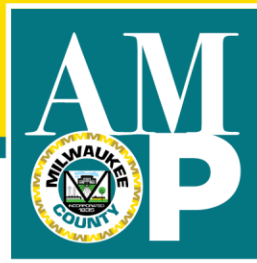
- Milwaukee County's employees are its most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that County employees invest in their work represents a significant part of not only the County work culture, but also the County's reputation and achievement.
- The County seeks to embrace and encourage employees' differences and the characteristics that make our employees unique.



Expectations for Employees

Milwaukee County's diversity initiatives are applicable to all aspects of employment. The County's focus on the ongoing development of a work environment that values differences requires:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting and encouraging the representation of all groups and employee perspectives.
- Creating and maintaining effective and productive intersectional teams.
- Creating a positive community presence through outreach and effective service delivery that reaches diverse populations.
- Milwaukee County expects employees to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all County-sponsored events.



Milwaukee County DEI Council

The Milwaukee County Diversity, Equity, and Inclusion (DEI) Council is committed to fostering a culture of equity, respect, and belonging within Milwaukee County. The mission is to promote diversity, equity, and inclusion as fundamental values that enrich the workforce, services, and communities while building connectivity between Milwaukee County departments and divisions. The Milwaukee County DEI Council is made up of departmental representatives and is always welcoming new members. Employees who are interested in learning more about membership should contact Human Resources.



Milwaukee County Network Resource Groups

The Network Resource Groups (NRGs) of Milwaukee County are dedicated to fostering an inclusive and supportive environment where employees can connect, collaborate, and grow both personally and professionally. The mission is to empower individuals from diverse backgrounds to thrive in their careers, contribute to a culture of belonging, and drive positive change within Milwaukee County and the communities we serve. The six flagship NRG's host networking, mentorship, professional development, and community engagement opportunities for Milwaukee County employees. Employees who are interested in learning more about participation should contact Human Resources.



Quiz Questions?

After reviewing the Procedure, you will be asked the following questions to complete the training:

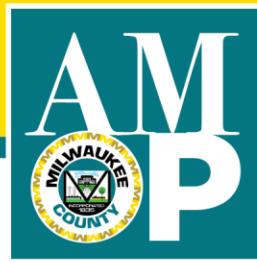


Question 1:

True or False: Milwaukee County honors differences in the workplace. There is a workplace culture that celebrates and encourages employees' differences and the characteristics that make our employees unique

Answer:

True – Milwaukee County is intentional inclusive. Allowing employees to show up as their true authentic selves.



Question 2:

The outcome of diversity, equity and inclusion is;

- a. Harassment
- b. Belonging
- c. Freedom
- d. Confusion

Answer: B. Belonging

THANK YOU!

