



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/8/20

Department: Milwaukee County Historical Society

*Please note: each response field below has a 2,500 character limit.*

### STRATEGIC OBJECTIVE CATEGORY 1: DIVERSE & INCLUSIVE WORKFORCE

**What activities are you doing to attract and retain a diverse and inclusive workforce in your department? What are the associated costs of these activities?**

The Society is a very small organization with just five full-time employees and four part-time year-round employees. Due to this, and the specialized area of our work, there is very little turnover and thus very little need for recruitment of new staff. When it comes to recruitment, often the jobs are posted in places that are pertinent to the talent we are trying to attract. We have a no discrimination policy and consider all applications. As far as retaining talent, all are welcome to seek out professional development opportunities or ways to get involved and engage in the Milwaukee community. As part of sharing Milwaukee's history with a broad audience, it is important to find other organizations/avenues for connecting our shared past with the present.

**How do you use professional development and advancement opportunities to advance equity in your department's workforce? What resources are used to support these opportunities for professional development and advancement?**

Professional development opportunities are encouraged and are part of the annual budget. Employees are encouraged to identify these opportunities both for personal and professional interests. Staff are engaged in the community, professional groups, and special interest projects throughout Milwaukee and the region. From serving on non-profit boards, to leading curriculum development that promotes diversity, to participating in panel discussions, these are just some of the ways that our staff is involved in furthering their understanding of many facets of Milwaukee County, including equality and inclusion.

### STRATEGIC OBJECTIVE CATEGORY 2: PEOPLE-FOCUSED DESIGN

**How and when have service users, particularly users of color, and other key stakeholders been engaged to inform decisions about your requested budget (Who was involved, what was the forum, what were the results)?**

The Society is not a department and, instead, a non-profit organization that carries out a state statute for Milwaukee County. The Society is governed by a Board of Directors currently consisting of 15 members and two County appointees that inform decisions about our budget request, including approving the final request. A goal of our organization's strategic plan is to ensure that the board represents a diverse group of Milwaukeeans. At this time, 24% of our board are members of color. The board meets on a regular basis to review the Society's activities, including its educational and outreach programs, to assess if we are reaching the broadest audience possible and how to improve our services to the community.

**What are the multi-lingual needs of your department's service users? How do you use your budget to meet these language needs?**

Most often, the users that need to be served through communication in another language are students attending our field trips. In this case, we have the support of our relationships with the local school districts to provide communication services, as needed.

### STRATEGIC OBJECTIVE CATEGORY 3: EMPLOYEE PERSPECTIVE

**Our employees can be a great resource for innovation and knowing what is working well and what needs work. Have you engaged a diverse group of frontline employees to inform decisions about your proposed budget changes? If yes, how was input solicited, who was involved, and what were the results?**

At this time, the Society does not have any budget changes. However, all of our employees are engaged in contributing experiences and insights based on visitor interactions to advise how we can most effectively reach a broad audience and serve all of Milwaukee County in the best possible ways.

### STRATEGIC OBJECTIVE CATEGORY 4: IMPROVED PERFORMANCE & EQUITABLE PRACTICE

**Describe ways in which racial and economic data was used to prioritize resource distribution. (Data can include sources found in the resources section of this tool, department collected data, or any other relevant data from other sources.)**

One of the pillars of the Society's work is our educational outreach. It is very important to our mission of engaging a broad audience that we share Milwaukee's history with people of all ages, but especially students. In recent years, we have made significant strides in reaching a broad and diverse range of students from throughout Milwaukee County. We ensure that all classrooms that would like history education are able to receive it, regardless of their ability to pay. It is important that students that need our services the most receive them. To that end, we rely on school demographics to ensure we are reaching as many schools as possible whose students have the greatest need for these educational opportunities. Last year, 54% of students who participated in our educational programs received free or reduced lunch, an indication of need.

**What are the positive or negative racial equity implications of your proposed budget changes? For reference departments may refer to the "Form 1 – Major Changes" tab of your Supplemental Forms 2021 spreadsheet. Any change with identified impacts should be described.**

No budget changes have been indicated.

**What are the expected benefits and potential unintended consequences to disadvantaged communities of your proposed budget changes?**

**a. What analysis did you do to determine the expected benefits and potential unintended consequences?**

While we are not requesting a budget change, if our budget was reduced in the coming year, we know that we would not be able to reach the same number of students or provide as many free programs for the community. This would be an immediate impact. Our staffing levels would also be negatively impacted. This would hurt our ability to be engaged in the community and connect Milwaukee's shared history with the work of other community programs and organizations.

**b. What will your department do to mitigate unintended consequences resulting from your proposed budget changes?**

At this time, no budget changes have been indicated. Due to the Society's very small staff size and a very tight budget, there would be immediate consequences to staffing levels, outreach, and educational programs should the budget be decreased. We would have to reduce the resources spent on outreach and educational programs, and instead shift those resources to ensure we could continue to meet our requirements under state statute to retain and make available historical documents for the County and its residents. Additionally, our ability to be open to the public for research at the same level would be adversely affected. This is critically important as the Society holds vital County records, some of which allow people to prove citizenship, next of kin, etc.