



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/14/2020

Department: Milwaukee Art Museum

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?

We are an equal opportunity employer with established non-discriminatory policies and procedures outlined in our personnel policy manual. As an arts organization we primarily advertise open positions with Milwaukee based art schools and universities. Management positions may be posted more widely to job boards within the museum field. We have retained employees by promoting from within and have an open door policy for employees to share their questions, comments and concerns.

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?

Each year the museums budget for professional development of management staff. Attendance at regional and national museum conferences address topics related to equity such as interpretation of collections and advancing marginalized voices in the community, among other topics.



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)?

Museum programs engage a wide variety of organizations and service users including diverse communities of artists, educators, students and the public. Each exhibition and program, from inception through completion staff engage with service users regarding content, resources, and results. Our collaboration with educators from Rufus King's International Baccalaureate Art Program is in its third year. Through our engagement we have invested more in connecting students to artists the museum works with, providing more direct experience with artists, as a result of feedback received from the school. We have also strengthened our annual Art in the Garden program with MPS schools. Through feedback we learned a lack of transportation was the number one reason for low attendance at our exhibition opening of student artwork. The museums now provide transportation to all participants to attend our closing celebration resulting in increased attendance. Our process with exhibitions is similar, collaborating with guest curators and artists. For example, we are currently working with a curator on an exhibition that highlights the marginalized voices of women artists today titled the Milwaukee Women's' Art Library (an ode to the Charles Allis Art Museums' history as the city's arts and children's library). At the direction of the curator, women of color, LGBTQ and non-binary artists were the first to be engaged and are a focal point of the show. Collaborations in the last five years brought voices from outside the museum for exhibitions around topics of poverty, genocide, journalism, human rights, and the environment. Our biannual exhibition of Wisconsin Artists continues to attract a diverse range of artists and art. It is one of the few juried exhibitions of Wisconsin art whose only criteria for submission is being a resident of the state. It supports artists by giving out significant monetary awards. These investments are made for the value of the work being presented first and foremost.



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

Currently the multi-lingual needs are small. Engaging multi-lingual users is an area of growth for the museums.

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?

The museums have a small staff and we meet regularly. Feedback is continuously sought and given regarding improvements to operations as well as programming and exhibition ideas.

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.)

Racial and economic data have not been used specifically to prioritize the resources invested in our people-focused design of programs and exhibitions.

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.

With increased budgets we would invest more in expanding our community collaborations, expanding programming to reach a larger audience. A decrease will limit this engagement.

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?

Our budget allows us to continue outreach to underserved communities by providing a forum for their voices. The outreach to these communities would also be reduced making our efforts to diversify our audience more difficult with decreases.

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

A plan for mitigating the loss of programming has not been developed.