



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Marcus Center for the Performing Arts, Inc.

*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 Center's leadership and Human Resources and Compensation Committee, a committee of the Board of Directors, has focused on widening and deepening the recruiting pipeline to ensure the Center's hiring is a reflection of the community it serves. Additional recruiting connections built over the past few years to reach a greater diverse candidate pool includes the Hispanic Professionals of Greater Milwaukee, Urban League, LGBT Chamber, Veterans Chamber, and Hmong Chamber. The Center also provides annual, all-staff training focused on supporting a diverse and inclusive workforce. Budget ranges from \$5,000-\$20,000.

**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 Center hold mandatory all staff training to ensure we are developing a team focused on delivering the Center's mission to be a gathering place for all in our community. The Center provided all-staff trainings on The Respectful Workplace, and Implicit Bias, facilitated by Alonzo Kelly of the Kelly Leadership Group. A strategic goal for the Center in this fiscal year and beyond is to develop more programming to advance racial equity through the performing arts. The leadership team has plans to attend the YWCA's renowned anti-racism training this fall, which will help the team to gain knowledge and understanding to implement racial equity initiatives throughout all of our business centers.

### 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 Center's Community Engagement and Inclusion Committee, a committee of the Board of Directors, has worked with our team to direct and advise staff about key needs and opportunities for supporting and engaging the community through the arts. Our Directory of Community Engagement and Inclusion currently sits on the boards of Hmong American Friendship Association, MATC Foundation, Bronzeville Advisory and Milwaukee Public Schools Foundation. Additionally the Marcus Center is a member of the Hispanic Chamber, LGBTQ Chamber and Veterans Chamber. P3 Development was contracted by Marcus Center for the Performing Arts to develop a diversity and engagement strategy to support Marcus Center in achieving their mission of becoming a bridge between cultures and an energizing force for effective collaboration and advocacy in the community. The information from this study was integrated into both the Campus Master Plan and ongoing programming efforts.

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

A number of key staff members are fluent in other languages and are called upon to assist patrons when the need arises. This need is typically quite small and usually involves our front of house staff including ushers and box office. When hosting a group that has multi-lingual needs we make every effort to ensure appropriate staff is assigned to them.

### 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?**

A cross section of the entire team (department, age, skills, ethnicity) is involved in annual strategic planning and development of annual tactics, including budget needs.

Through our relationship with Imagine MKE, the Center along with arts and culture colleagues in MKE, have plans to develop affinity networks for staff of color across all the participating arts and culture organizations in Milwaukee. Through these affinity groups, we'd enable opportunities for staff of color across our city's arts and culture sector to share ideas, network, and create an organic communication pipeline to arts and culture leadership on topics of racial equity, diversity and inclusion.

### 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.)**

Our Community Engagement efforts include MLK Jr. Birthday Celebration, Cesar Chavez Celebration, KidZ Days, KidZ Days in the City, Arts Connect, Family Nights, Flag Day, Cantos de Las Americas, Opening Our Doors, and Live at Peck. These events are free. Some programs are open to the public, while others are specifically designed to serve a particular organization or group. We focus programming on under served communities, families and students primarily in the City of Milwaukee. The free community programming budget is currently allocated to serve our various key constituencies in the following way: MLK Celebration & Contests - 27%, Kids (ages 0-17 MPS/City of Milwaukee) - 23%, Multi-audience Community Events - 24%, Cesar Chavez Celebration & Contests - 15%, Veterans & other adult programs - 11%. +

**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.**

We continue to look for ways to deliver the Center's mission by growing engagement and participation in the arts both inside our building and out in the neighborhoods for under served or disadvantaged community members, but as County funding decreases, limited resources will constrain our ability to reach more people as quickly as we would like or expand the reach of our programs.

**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?**

As we look to deepen the engagement opportunities within our existing programs, decreased funding may hinder the Center from continuing or growing our impact with the groups we currently serve, and will limit our ability to implement any new initiatives that could meet growing needs within the community.

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

We are seeking additional sources of funds from foundations, companies and individuals that will allow us to continue current program and potentially grow our efforts. The challenge of competing for these limited resources will be ongoing as the County's financial support declines and the community continues to face other significant funding needs, many which are considered of higher priority than arts engagement and participation.