



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Combined Court Related Operations

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?

Combined Court Operations has a diverse workforce and management team. When recruiting court commissioners, in addition to recruiting in legal venues, we do a targeted recruitment to The Association of Women Lawyers, the Wisconsin Hispanic Lawyers Association, LGBT Bar Association of Wisconsin, Wisconsin Association of African American Lawyers, and Wisconsin Asian American Bar Association.

There are no additional costs associated with this activity.

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?

We participate in the training offered by the County. Courts readily uses any and all training resources that Milwaukee County offers and encourages all employees to utilize those resources.

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)?

Due to the nature of our services, our budget requirements are dictated by State Statute. Each year, our requested budget is compiled based on the Statutes.

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

While the primary language needs of the department are English and Spanish, we regularly service individuals that require the use of an interpreter. Courts employs individuals that are bilingual - we have a full-time Spanish interpreter on staff. We also have interpreters that are on-call dependent on need.

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?

For the 2021 fiscal year, there are no major budget changes. There was a slight increase in services contract for Legal Aid Society. This increase was a result of a group of employees that worked to review and renew the 3-year contract for LAS. Those employees saw a need and realized the disproportionate pay between the attorneys employed with LAS and those who receive private pay. The department maintains an open door policy for all staff and encourage any suggestions throughout the year, not only at budget time.

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.)

Courts does not determine who receives service and who does not. Our department is governed by State Statute which ensures that all individuals are served by all of the programs that the Court offers, equally, as deem appropriate by the nature of the given circumstances. The racial and economic make-up of any individual does not determine their ability, or inability, to be treated fairly by the court system.

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.

The department is not submitting a budget with any proposed budget changes. This year's submission, as always, is a cost to continue budget. The department does not foresee any racial equity implications with the submitted request.

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?

Since the department is not submitting a budget with any proposed budget changes, we do not anticipate there to be any unintended consequences to disadvantaged communities.

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

The department will handle all unintended consequences in the only appropriate manner which is by referring and adhering to the State Statutes as they pertain to the services of the Combined Court Related Operations. The year-end outcome of the court system is never known while the budget is being compiled. These activities are determined by members of the general public. It is our responsibility to give all clients their due diligence within the scope of the law.