



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Sheriff's Office

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 activities to retain a diverse and inclusive workforce are to first re-evaluate the JEQ for all positions within each division to eliminate any outdated bias. Revising recruitment policies and procedures by using "preferred" not "required" in the JEQ, will open the recruiting process to a wider pool of candidates. When making hiring decisions, a panel of three employees with diverse backgrounds would be used to conduct interviews. Also have a Racial Equity Ambassador present when interviewing. More outreach to communities that may not have exposure to our office and jobs that we have available. For example, participating in job fairs that are targeted to reach under-represented immigrants, people of color and refugee communities. The cost associated with these activities is \$100-\$200 per booth. Job fairs would be attended according to the needs of the department. In 2019, MCSO participated in 41 Correctional Officer and 43 Deputy Sheriff recruitment career fairs, recruitment specific events and community resources fairs to recruit new staff. The Correctional Officer position is one that is on continuous recruitment in the Learning Management System.

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?

MCSO has a Training Academy that provides training opportunities for our sworn and non-sworn staff. To advance equity within the department training in racial equity, social justice, community policing, crisis response intervention and use of deadly force is offered. Included in new Deputy Sheriff's recruit classes is a course on Cultural Competence. In this course recruits learn the communities they serve and the various populations within those communities. Recruits are trained to recognize cultural differences and to be respectful and responsive to the beliefs, practices and cultural needs of different people with diverse backgrounds. Opportunities for advancement are incorporated in the career ladders in MCSO. Employees with diverse knowledge and experience can be promoted and mentored to various ranks within the agency. A possible career ladder could be to move from a Public Safety Officer to a Correctional Officer to a Correctional Lieutenant to a Correctional Captain. Another could be a Correctional Officer to Deputy Sheriff I to Deputy Sheriff Sergeant to Deputy Sheriff Lieutenant to Deputy Sheriff Captain. Use of the Learning Management System (LMS) for additional training to better develop an employee in an area where they wish advance. Management should be encouraging, motivating, empowering and enabling employees to be better leaders and create equity in the workforce. The Explorers unit is a community-based group that introduces participants to law enforcement as a career and teaches them about the law enforcement environment and builds good relationships with members of the community at a very young age. In 2019, we have 20 Explorer members that participated in 69 youth engagement activities.

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)?

Public budget hearings before the budget is adopted, focus groups and community forums. A suggestion/Comment box could be used to collect input to improve operations. Complaint forms on the MCSO website and phone calls and e-mails to the Sheriff's phone number and county e-mail address are also ways the community can leave MCSO input on operations and areas that need improvement. Community policing functions that engage members of the community and give feedback on services. MCSO Safety App is a mobile application that was introduced by MCSO to empower residents to help keep our parks safe. Residents can submit anonymous tips, report criminal activity, reckless driving and receive alerts through the app. It can also be used by pedestrians and drivers alike to report reckless driving.

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

MCSO had forms in multiple languages but could expand its use. For example, forms printed in Spanish, Mandarin, Hmong, Hindi or other needed languages or to have the forms formatted to be available for print in more uncommon languages. We need to take an inventory of the processes and forms used and determine if multiple language forms are available or could be created. For example, bail forms or citations. MCSO uses an interpreter service that can interpret any language. This service costs \$.90 per minute for any language to be interpreted. In some cases, a member of the MCSO staff is able to communicate if a non-English language is needed. There are three Bilingual-Spanish Deputy Sheriff I positions adopted in the 2020 budget. The kiosks for bails in the lobby of CJF have a multi-language feature which includes Spanish and Creole. Spanish is the only option that is currently in use. The website for Touch Pay is in English and the IVR/Customer service is in English and Spanish. For those of whom English is a second language, they normally have the language set to Spanish in the software so they can navigate the internet. The online payment system, AllPaid is also be able to be read in Spanish if the customer sets their software to navigate the internet in Spanish. Aramark, our inmate canteen vendor, does offer products for some ethnic groups and can cater to dietary needs. In the 2020 RFP for inmate communications, an inquiry in to tablets for inmates is requested that could be another source for multiple language communications for education and entertainment.

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?

Captains and front-line supervisors assist with developing the budget needs within their divisions, using front-line staff's knowledge to help with the development of new systems and projects. For example, the development of the website for the Sheriff Sales, the implementation of CORE (inmate accounting system) and the changeover of the POS (point of sale). Front-line staff were utilized for input on the day to day operations changes, how to best implement these changes and training. MCSO has an open-door policy. If you have a suggestion, you can propose it to your supervisor, management or Administration.

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.)

For 2021 capital projects, we use the area that services are provided or ZIP (Zone Information Post) code where the project is located, or the overall client population served. Projects are approved based on the community we serve and where they are located. LEAD (Law Enforcement Analytics Division) gathers statistical data to improve operational needs within the department. Data collection also assists with grant applications.

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 changes in the 2021 proposed budget will negatively impact racial equity. All significant changes to the proposed 2021 budget affirm the Sheriff's Office commitment to equitable public service to all citizens of Milwaukee County.

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?

MCSO has an Office of Public Affairs and Community Engagement division that works on developing relationships throughout Milwaukee County and beyond our county borders. The agency will focus on improving our partnerships with CBDP (Community Business Development Partners) and the Office on African American Affairs. MCSO will engage the public for input and modify our services delivery mode to align with their expectations. In 2019, the Public Affairs and Community Engagement division had 223 Community Engagements events including Back to school events, community meetings, National night out, Parades, Missing Child safety events and 146 public safety and community education presentations including car seat installations, dangers of social media and personal safety tip presentation. Community relations partnerships and public safety events completed in 2019 include the following:

- Public Safety Meeting with Sheriff Lucas @ Dineen Park. 30 Community based organizations and businesses attended the event.
- Parks and Safety days held on Saturday; July 20th, 2019 at Washington Park bikes and helmets, 25 car seats, toys, fire trucks and refreshments were served.
- Coffee or Tea with A Deputy – Deputies had a face to face conversation with members of the public on public safety concerns and careers with the MCSO at Troop Café, Sherman Parks and McDonalds on Pierce.
- Thanksgiving Dinner Baskets – Sheriff Earnell Lucas and deputies delivered thanksgiving dinners to area homes by partnering with area business and organizations. 55 families served and 220 Individuals Impacted.
- Shop With A Cop - Served 80 Children, 320 Family Members Impacted, Served 1000th Child & Their Family in 2019.
- Milwaukee Brewers Ice Cream Truck toured 24 area parks, providing free ice cream as part of a partnership with MCSO and our Park Safety Outreach.



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

To mitigate unintended consequences, we will monitor and make changes to improve the delivery of our services.