



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Medical Examiner

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?

Prior to each job posting, the Job Evaluation Questionnaire (JEQ) is reviewed to eliminate outdated bias and remove unnecessary requirements that are not related to the job.

Additionally, the Medical Examiner's Office gives presentations to many school groups from the entire community including MATC, UW-Milwaukee and various high schools. The presentations include information on statutory duties of the Medical Examiner Office, and is focused on careers in the forensic sciences.

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?

Various training is offered by Human Resources, and employees are encouraged to utilize this resource. The Medical Examiner's office also hosts a two-day Forensic Science seminar annually that all employees are allowed to attend while working at no cost.

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 Medical Examiner's Office routinely engages the community through its Twitter and Facebook accounts. In March of this year, the Medical Examiner's Office deployed a user-friendly search-able "public access" feed on its website that displays all death investigations in real time.

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

The Medical Examiner's Office relies on law enforcement to provide interpreter services at death scenes, as well as a very low number of bi-lingual staff to meet many of our non-English language needs.

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 Medical Examiner's Office is a very small department, and all employees work closely with each other. Employees are encouraged to engage with management and all ideas are welcomed and acted on if appropriate.

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.)

Approximately 75 percent of the Medical Examiner's Office budget is personnel costs. Therefore, the majority of our resource distribution is prioritized to calls for service (deaths at homes, public places, etc.) Our service area remains unchanged.

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 Medical Examiner's Office has proposed a cost to continue budget with no major changes or impacts on the service it provides.

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?

The Medical Examiner's Office has proposed a cost to continue budget with no major changes or impacts on the service it provides.

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

The Medical Examiner's Office has proposed a cost to continue budget with no major changes or impacts on the service it provides.