



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Transportation - Airport Division

*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 airport seeks to attract and retain a diverse and inclusive workforce with the help of the Human Resources Department when seeking qualified candidates for open positions. We have worked with Human Resources on reviewing job announcements to remove unintended biases that would keep potential candidates from seeking positions at the airport. We also look for training and development opportunities when and where possible to help individuals succeed at their jobs. Training has been provided for safe vehicle operation, work area safety and risk prevention for airport maintenance workers, specific training the trades for things like airfield lighting, and training in specific areas such as operations, security, and fire.



**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?**

Different professional development opportunities are provided to staff dependent on their assignment areas. In some cases, specific industry opportunities exist, in other cases programs offered by the County or other training providers are sought for professional development. Advancement opportunities have been an open process allowing for any candidate to apply. Our hiring panels have included racial equity ambassadors as evaluators and to assist in monitoring the hiring process through a racial equity lens. Resources include budgeting for outside training opportunities when available, and the use of internal racial ambassador staff time.

### 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)?**

As this is the first year for using the Racial Equity Budget Tool, we have yet to develop a process for service user and stakeholder inclusion. This has been compounded by the fact that the Racial Equity Budget Tool was rolled out during the COVID 19 pandemic with Safer at Home order restrictions in place making it difficult to program an open forum. MKE does participate in the Airports Council International – North America Airport Service Quality survey. This survey asks standard questions about services and amenities that has helped provide customer input and guidance for airport projects.

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

The airport welcomes travelers from all over the globe. Like many other airports around the world, the airport uses international airport symbology as a universal communication tool for travelers. When signs need to be installed or replaced, such as the baggage claim building and adjoining roadway in 2015, international symbols to identify things such as ground transportation, baggage claim, arrivals, and restrooms, among others, were incorporated into the project. Future projects to improve wayfinding inclusive of these symbols are anticipated.

### 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?**

2020 has been a challenging year given restrictions around gatherings and meetings. Most of the airport's workforce does not have access to a computer as their work does not require it. In order for them to join a virtual meeting they would either have to gather as a large group or access a computer on their own time. Some limited discussions have occurred with staff groups and with managers to determine appropriate budget levels given the current state of the pandemic and its likely continuation into 2021. For that reason, the airport has taken steps to reduce its budget as much as possible knowing that air service levels will decline in 2021. These measures are unfortunately necessary based on significant reduced revenues. In the staff discussions that we have had, while staff understands the current situation, they remain focused on long term compensation strategies that recognize their work and their pay relative to the marketplace and other opportunities. Managers remain concerned about the ability to retain staff particularly in highly competitive work functions.

### 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.)**

The airport is unique to other county services in that it is located in a single location and does not deploy services into the community, rather the airport exists as part of a transactional conduit for travelers who have booked travel on an air carrier. The airport does, however, welcome everyone from the community as they embark on, or complete their travel.

**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 airport is neutral in terms of racial equity implications of its budget and does not foresee positive or negative impacts.

**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 airport is neutral in terms expected benefits or unintended consequences to disadvantaged communities based on its proposed budget.

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

See a. above.