



RACIAL EQUITY BUDGET TOOL

Date Submitted: 6/24/20

Department: MCDOT- Transportation Services 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?

Transportation Services continues to maintain a workforce that is racially balanced with diverse cultural identities, supporting the importance of racial equity in Milwaukee County. Moreover, one of our staff is a Milwaukee County Racial Equity Ambassador. Transportation Services has implemented an Engineering Internship Program to attract a diverse group of individuals to potentially join our workforce. This program offers individuals studying Civil Engineering the opportunity to get paid hands-on training by working side by side with engineers performing tasks that support the mission of the Department. The purpose of this program is to afford underrepresented groups an opportunity to become part of a diverse workforce within Milwaukee County. In the search for interested Engineering Internship candidates, Transportation Services staff participate in multiple Milwaukee area college career fairs and collaborate with colleges as well. The associated costs are minimal since Engineering Intern Students work on Federal and/or State funded projects. +

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?

There is opportunity for professional development and advancement opportunities within Transportation Services. Many of our diverse staff have advanced their careers within the Division by internal promotions. To professional develop within the Division and provide an opportunity to internally promote has been highly demonstrated. Professional development and continuing education are important and always available to Transportation Services staff. There are a number of resources both internally and externally utilized for professional development and advancement.

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 involvement meetings are conducted to allow service users and other key stakeholders the opportunity to voice their opinions and concerns regarding improvement projects within their communities. MCDOT-Transportation Services Division's diverse staff is involved in these meetings and relay the information being discussed in the meetings to the stakeholders involved during the requested budget process. This helps to give insight of the service users concerns which keeps all stakeholders engaged and informed about which projects would provide the most benefits to all involved.

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

Many of MCDOT-Transportation Services Division improvement projects intercept through neighborhoods where people that speak different languages reside. Every effort is made to include improvement projects in the budget that service multi-lingual users so that all Milwaukee County neighborhoods are positively impacted by the improvements implemented by MCDOT-Transportation Services Division staff.

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?

Yes, the MCDOT-Transportation Services Division staff is comprised of a diverse group of individuals from all races, genders, and backgrounds. Having such a diverse team is beneficial as it allows for knowledge and insight of the public needs and concerns not only from work related interactions, but from their own community involvement as well. MCDOT-Transportation Services Division staff frequently discusses concerns regarding different improvement project issues and how it has impacted the public and their communities. These discussions help to determine which improvement projects are more critical to complete and have the most safety concerns.

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 2021 Capital Budget request includes a tool that tracks how many current year projects serve areas consisting of minority populations. Racial Equity is one of the criteria in determining which improvement projects will be completed. The racial and economic data helps to get a better idea of how MCDOT-Transportation Services Division is doing with providing services to underprivileged areas. With this information it can be determined if we need to include more improvement projects in our requested budget so that we are making more efforts to service these areas.

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 positive racial equity implications of MCDOT-Transportation Services Division proposed budget changes include focusing more on selecting projects in areas in supporting racial equity.

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 expected benefits include more Milwaukee County residents in disadvantage communities having the opportunity to have improvements done in their neighborhoods. This will help in support of racial equity along with achieving the appreciation of these residents that Milwaukee County desires.

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

MCDOT-Transportation Services Division staff will continue to work diligently to include disadvantaged communities' concerns when determining what areas are of greater need for improvement projects. MCDOT-Transportation Services Division will continue to provide public forums to allow service users and stakeholders in all communities to have a voice in how the County dollars are used so that all communities are positively impacted by the services provided. And continuing and establishing new collaborative efforts with other communities, municipalities and organizations in support of racial equity.