



RACIAL EQUITY BUDGET TOOL

Date Submitted: 6/24/20

Department: MCDOT- Highway Maintenance 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?

MCDOT-Highway Division continues to support the importance of a diverse and inclusive work force by continuing to make changes to our hiring practices and implementing new procedures for recruitment and interviewing. Changes in our hiring practices include, advertising and recruiting for candidates in communities of need by partnering with CDL training schools, which are located in diverse and underserved neighborhoods. Changes to our interview process include, not only having a racially and culturally equitable interview panel, but also including panel members from different Departments and/or Divisions of Milwaukee County, this experience not only benefits the Division/Department hosting the interviews but also enhances the panel member's exposure and brings about new ideas. +

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?

MCDOT - Highway Division with the help of our Fleet Management Division has been able to successfully provide consistent training throughout the year on all of our equipment and their respective operation consistently across all of our shops. In addition, our demographic data clearly portrays how important racial equity is to our Division and how it plays a part on our promoting practices and diversity within our ranks. Currently 100% of our MCDOT- Highway Maintenance Division Supervisors, Managers & Director began their career in maintenance at Milwaukee County (from various departments), this has put us in a position where we have different experiences, backgrounds, ideas, and expertise providing a better product day in and day out. +

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.

In addition service users have a direct line to our management staff via our website. Our management staff visits 100% of all sites/places, where residents/users have maintenance concerns and most of the time if the residents/user are +

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

MCDOT - Highway Maintenance Division utilizes it's staff to overcome any multi-lingual need we have come across, we have even successfully utilized our Director to translate and communicate with services users of Spanish language. We are confident that we will do whatever it takes to communicate with multi-lingual service users when and if the need arises, we understand the importance of being able to communicate projects to all residents, and we would gladly utilize our budget if needed to use a translator to communicate/solve any service concerns as they may arise.

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, MCDOT- Highway Maintenance Division is comprised of a diverse group of employees from all races and backgrounds. This diversity allows us to get perspectives from many different viewpoints. Each year we meet with staff to get ideas on any equipment purchases we are considering for the coming budget year. We also ask for input on areas of maintenance in disadvantaged areas that we should be focusing on in the coming year.

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.)

Our MCDOT - Highway Maintenance Division GIS team uses current census data for racial and economic information to map out areas that we service. This ensures that the MCDOT - Highway Maintenance Division can focus its resources to those disadvantaged areas that have been historically neglected. This data was used in the previous budget year for sign replacement and pavement marking in those 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-Highway Maintenance Division proposed budget changes include focusing more on selecting maintenance projects in areas that have been mapped by our GIS team 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 disadvantaged communities will have the opportunity to have maintenance projects completed in their areas. These projects will help to beautify these communities. This emphasis will add to Milwaukee County's efforts in achieving racial equity along with garnering the appreciation of the residents in these communities.

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

MCDOT- Highway Maintenance Division staff will continue to work diligently to include disadvantaged communities' concerns when determining needs of our maintenance efforts. MCDOT- Highway Maintenance Division will continue to respond diligently to public inquiries or concerns in disadvantaged areas. Data will be collected and analyzed by our GIS team to make the Division more proficient in our response times for all areas of the County. Resources will be allocated appropriately from a racial equity lens.