



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: Transportation

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?

Milwaukee County Department of Transportation is one of the largest operating budgets in the County. We have a wide range of activities specific to the unique responsibilities of each division to meet the strategic objectives of a diverse and inclusive workforce. The Directors' Office has led the Department in setting the standard and procedures for conducting Interviews for senior management positions throughout the agency. Each division is required to have a diverse interview panel either through use of our Department's Racial Equity Ambassadors or a Manager of color from a Department representing the County. Their task is to evaluate candidates during the hiring process and provide guidance and input on potential hires into the County. Each Division Director has a racial equity goal set for their 2021 Performance Evaluation reflective of their unique divisional responsibility. Finally, each Division is required to complete a REBT for each budget area – Operating or Capital.

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 has worked with Human Resources to develop training and development opportunities for front-line team leaders and supervisors. Training activities focus on coaching and mentoring staff on tasks, responsibilities and ultimately professional development. Different professional development opportunities are provided to staff dependent on their assignment areas. In some cases, specific industry level opportunities exist, in other cases County LMS training is available for professional development.

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. We have a diverse workforce of which MCDOT would like to fully use our RE Ambassadors and Managers of color to help guide discussions for the Transportation Program through a racial equity lens and viewpoint.

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

We have a very diverse workforce and many of our employees are multi-lingual. The majority of our service users outside of the Transit system and Milwaukee Airport have not required multi-lingual assistance, but to be honest we have not asked the question to our customer and stakeholders. For fiscal year 2022, I would like to further explore this area with a cross-functional multi-racial advisory team to help guide me in the best approach for addressing this issue via our budgetary process.

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?

Employee Involvement in proposed budget. – We were unable to make this happen this year. It is a priority for the Director's office to develop a process for development, evaluation and implementation as part of the REBT next 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.)

MCDOT actively utilizes demographic data from SEWRPC and US Census tract data in reviewing the impacts and benefits to low-income and minority populations within the County. We have begun to use demographic analysis at the Project Implementation level to determine the effectiveness and level of service available. Example the 2020 Transit budget.

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 major changes this budget cycle. No cuts anticipated to service levels. Exception could be in the receipt of federal funds for Bus Rapid Transit (BRT) implementation and Airport Runway Improvement promised but not realized via USDOT.

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?

As stated in Section 7, Unrealized multimillion-dollar federal fund awards will be discussed further when awards are completed. Analysis of benefits and unintended consequences as well as political implications will be raised during that time.

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

See a. above.