



RACIAL EQUITY BUDGET TOOL

Date Submitted: 6/18/20

Department: Milwaukee Public Museum

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?

MPM has added recruitment dollars in our budget for additional diversity recruitment sites. This year we have added money to support ads on blackjobs.com (to attract professional African American job seekers) and hispanicjobs.com (to attract Hispanic, Latino, and Latinx candidates). We make accommodations for job duties when possible to hire disabled persons as well.

To retain our diverse employees we have added funds to bring in an outside trainer to provide all MPM leaders with training on "Diversity in the Workplace" and to train all staff members on "Recognizing and Understanding Implicit Bias"

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?

MPM has a very small amount budgeted each year for the entire workforce for professional development ("PD"). Every department submits their requests for these PD dollars and our budgeting process includes a step to review how to best use these scarce dollars. We also encourage all employees to make use of free training opportunities available through professional organizations and the American Association for Museums (AAM). In fact, all active employees receive a free membership to AAM.

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)?

This is not applicable. The budget we receive from the County for operating dollars is based on our Lease and Management Agreement.

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

We receive a large number of Spanish and French speaking visitors, and we have employees that have French and Spanish speaking language skills.

Because Milwaukee has a large Hispanic population, when developing our job postings for front-line facing positions, MPM includes a statement that includes "Candidates with bilingual Spanish language skills are highly encouraged to apply."

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?

(Each department is invited to propose ideas along with an ROI for special projects each year. These projects are evaluated against our strategic initiatives and voted on by the Senior Leadership team for inclusion in the budget.

MPM has an active Accessibility Committee which is represented by a wide variety of race, ethnicity, male, female, and LGBTQ employees that arrange various training, development and visit to local agencies that serve the disabled communities. We share the information learned with our employees and development of new programs.

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.)

At this time, we do not have ways to gather racial, economic, or other data for those who visit the Musuem.

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.

At this time, there are no changes as all of the items above have already been implemented in our current and past internal budgets.

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?

See above.

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

See above.