



MILWAUKEE COUNTY

RACIAL EQUITY BUDGET TOOL

Date Submitted: 8/4/2021

Department: Milwaukee Public Museum, Inc.

Please note: each response field below has a 2,500 character limit.

STRATEGIC FOCUS AREA 1: CREATE INTENTIONAL INCLUSION

1. 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"

We have started a company wide IDEA committee to work on all diversity and inclusion issues within MPM.

2. How do you use professional development and advancement opportunities to promote 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.

IN addition, the IDEA committee searches for and spreads awareness of other trainings such as the "Leading Courageous Conversations on Anti-Racism" which was open for the entire museum to participate in.

- 3. 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, see above regarding the IDEA committee.

- 4. Are you tracking contracts with minority and women-owned business? If yes, please share percentages of each. If no, why not?**

There are very few contracts that the Museum has. Most are done for repair and maintenance projects that are contracted by the County directly.

STRATEGIC FOCUS AREA 2: BRIDGE THE GAP

- 5. How and when have service users, in diverse and inclusive communities, and other key stakeholders been engaged to inform decisions about changes in funding levels for services provided in 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.

6. 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.

7. How does your budget reflect efforts to work across departments to break down silos to maximize access to and quality of services offered? How does this help us achieve the vision of achieving equity and health?

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

8. 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

STRATEGIC FOCUS AREA 3: INVEST IN EQUITY

9. If your department were to receive some additional funding for addressing racial equity, what specific strategic plan priority would you address, what would be the project/activity and intended outcome, and how much would it cost?

We would try and find other exhibits (such as the Mandela exhibit) or other ways to utilize the collections to address racial equity. The outcomes would all be based on the dollars received.

10. What is your department doing to dismantle barriers to diverse and inclusive communities, including meeting multilingual needs and other communication or accessibility barriers?

See all items above.