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MILWAUKEE COUNTY

RACIAL EQUITY BUDGET TOOL

Date Submitted:

Department: War Memorial Center

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?

Managers are educated on the benefits of diversity in the workplace. Employment decisions are based on the principles of equal opportunity. Job postings are sent to a range of sources. Employees are given floating holidays to take off work for religious holidays that are not observed by the company. We provide flexible work hours when able. Costs associated with these activities are considered normal business expenses.

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?

We provide all staff learning and development opportunities, such as company paid memberships to professional associations and company paid training to seminars and other classes.

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?

Our managers regularly encourage employees to make suggestions on how to improve processes. Senior management holds weekly meetings with team leads to discuss operations. Annually, all employees complete, and meet with senior management to discuss a written evaluation identifying processes that work well, any that need work, and recommendations on improvements.

The Vice President of Finance solicits budget input from one front line worker from each department. That information is shared with the President & CEO who then makes informed decisions on how best to allocate resources.

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

It is the War Memorial Center's policy to include minority and women owned business enterprises (MBE & WBE) in the procurement process for all goods and services to the maximum practicable extent. We also include disabled veteran and veteran owned business enterprises in the procurement process. We currently do not track contracts with MBE or WBE due to our limited staff size.

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)?

The Center is governed by a diverse 15-member board comprised of business leaders, community members, veteran service organization members, and two Milwaukee County Board of Supervisors appointees.

- 6. Describe ways in which racial and economic data were 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 War Memorial Center serves a diverse veteran population. Our programs and services are available to the entire community. We seek private funds to help support programs that serve those that are economically challenged. We have 52 standards-based digital lesson plans available on our website at no charge. The lesson plans focus on the military service experience of Milwaukee area women and minorities and the diversity of our community. In 2021, we launched the "I Am Not Invisible" traveling exhibit. This exhibit highlights a diverse group of 31 local women veterans and current military personnel and their military service experience in every branch and from every service era from World War II through the present. In 2022, well over 50% of the schools we visited as part of our education program were on a free and reduced lunch assistance program.

- 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?**

The War Memorial Center is a non-departmental organization.

- 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?**

There are no changes to the War Memorial Center's budget that impact disadvantaged communities.

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

There are no changes to the War Memorial Center's budget that impact disadvantaged communities.

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?**

If additional funds were provided specifically for addressing racial equity, we would expand programming.

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

The War Memorial Center provides facilities that foster and develop cultural and community activities. Our programs and services are available to the entire community. We seek private funds to help support programs that serve those that are economically challenged. Our education program offers diverse educational opportunities that focus on patriotism, freedom, and family, through programs, events, and presentations that are inclusive for all academic levels, races, and cultures. Our website has 52 standards-based digital lesson plans that include content on women and minorities in service. Our "I Am Not Invisible" traveling exhibit highlights a diverse group of Milwaukee women.

Using the Hoteling Rental model, the War Memorial Center provides office space at a substantially reduced rate for up to four Veteran organizations thereby making the War Memorial Center the epicenter of veteran-based productivity and operations impacting thousands of our military veterans across Wisconsin.