# Developing an Equity- and Innovation-Based Work Culture

# IDEAS Group Components

- Works to prevent societal systems of inequity and oppression from being reproduced within the work culture



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# IDEAS Group Components

- Uses evidence-based equity building and management to produce improved outcomes



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# IDEAS Group Components

- Operates through four functions



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# Function One

- Solicits, evaluates, and if deemed appropriate, implements improvements proposed by staff, with any implemented proposal being evaluated as equitable in theory, practice, and outcome

  - IDEAS Proposal Sheet



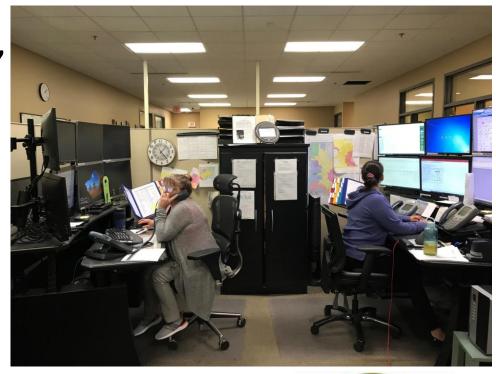Milwaukee
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# Function Two

- Hosts training to managers, supervisors, and staff on matters supporting equity

- Two Stream Training Approach:
  - Traditional Equity Trainings
  - Evidence-Based Management Trainings



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# Function Three

- Develops and implements measures and assessments to better understand the organization's equity
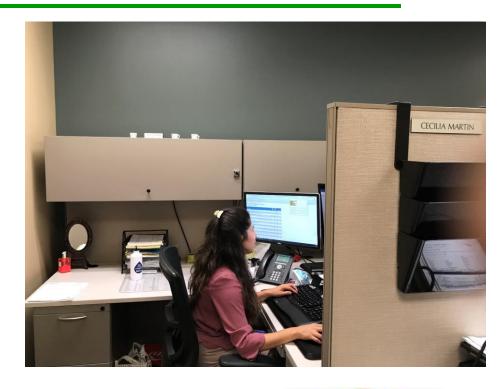
  - Uses a program evaluation framework



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# Function Four

- Design and support the implementation of workplace systems that advance organizational equity and innovation

- Serves as an Innovation and Equity Incubator

# IDEAS Group and IGAP

- Provides any staff member the opportunity to engage in the IDEAS Group's equity and innovation work

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# IDEAS Group and IGAP

- Develops equity, management, and innovation-based knowledge, skills, and abilities to advance the organization's work culture and the group's members

# IDEAS Group and IGAP

- Makes participants more qualified for advancement

# Benefits- Tangible

- Members are developed for management
- Equity Manager and Supervisor Survey
- Comprehensive field-staff training program

# Benefits- Tangible

- Cross-working group shadowing program
- Manager and Supervisor Training Series
- Improved Task Assignment System

# Benefits- Intangible

- The work culture has been drastically improved
  - More harmonious work environment
  - Increased trust due to the leadership buy-in to this work
  - Staff are more engaged and invested in their work

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# Challenges

- Building Trust
- Developing a Safe Space
- Communication
- Stakeholder Engagement
- Fear of history repeating itself

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# Notables

- Part of MWW and MMSD being awarded the Wisconsin Policy Forum's first-ever Salute to Local Government Award for advancing racial equity

- Featured in the Wisconsin AWWA Journal

# Notables

- Presented at:
  - International Town and Gown Association Conference at Marquette University
  - Inter-Agency Clean Water Advisory Council (IACWAC)
  - National AWWA Conference

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# Thank You