

RACIAL EQUITY ACTION PLAN

2020-2021

CITY OF MILWAUKEE

Department of Administration



AGENDA

- 1. Context / Timeline for Racial Equity Efforts**
- 2. Mayoral Policy Statement**
- 3. Mayoral Directive**
- 4. Government Alliance on Race and Equity (GARE) ongoing work**
- 5. 2020-2021 Action Plan**
- 6. Racial Equity and Inclusion Next Steps**

CONTEXT / TIMELINE

- 2004:** Promoting racial, social, economic justice established as goals in achieving City Mission Statement
- 2005:** Milwaukee Fatherhood Initiative launched
- 2009:** Equal Rights Commission (ERC) re-established within DER
- 2013-14:** Black Male Achievement Advisory Council, My Brother's Keeper Action Plan, OVP Transformation
- 2015-16:** DOA ramps up Racial Equity and Equal Rights efforts, multiple new positions created
- 2016:** ERC moved from DER to DOA
- 2016:** Common Council votes to establish Office of African American Affairs (OAAA)
- 2017:** Blueprint for Peace launched by OVP
- 2019:** Construction commences on OAAA, completed in 2020

CONTEXT / TIMELINE

- 2019:** ERC completes strategic planning framework
- 2019:** Common Council declares racism a public health crisis
- 2019:** City joins GARE and participates in 2019 Learning Community
- 2019:** City forms Region of Choice diverse talent initiative with MPS, MMAC
- 2020:** Mayor Barrett issues Policy Statement on Racial Equity and Inclusion
- 2020:** Mayoral Directive on Promoting Racial Equity and Inclusion
- 2020:** Mayor Barrett convenes Race, Equity and Justice workgroup
- 2021:** Proposed executive budget provides for DOA reorganization to advance racial equity.

MAYORAL POLICY STATEMENT

“...Recognizing that racial disparities and behaviors that perpetuate racism have negatively impacted our community and the ability of some of our residents to experience freedom and equality, I am directing each member of the cabinet to ensure that racial equity is a core element of all of their departmental operations...”

June 24, 2020



Tom Barrett
Mayor, City of Milwaukee

June 24, 2020

Administration's Policy Statement on Advancing and Achieving Racial Equity and Inclusion

The City of Milwaukee is fully committed to implementing strategies, policies, and practices designed to advance and achieve racial equity and inclusion in education, housing, workforce development, criminal justice, violence prevention, and the delivery of quality and timely government services. This commitment is paramount to my administration's mission to promote racial, social, and economic equity for all residents.

Recognizing that racial disparities and behaviors that perpetuate racism have negatively impacted our community and the ability of some of our residents to experience freedom and equality, I am directing each member of the cabinet to ensure that racial equity is a core element of all of their departmental operations.

Specifically I expect departmental initiatives and strategies to be designed, analyzed, implemented, and evaluated for racial equity,

I expect leadership to foster, demonstrate, and expect a culture of inclusion, equity, and social justice from themselves and all employees,

I expect the use of transparent processes and data driven decision making in determining the steps necessary to eliminate disparities, and

I expect well documented partnerships and collaboration and engagement from all community stakeholders.

I firmly believe that the transformation of government and our success in advancing and achieving racial equity will require healing and personal and professional commitments to challenge and change our structures, our environments and ourselves.

A handwritten signature in black ink that reads "Tom Barrett".

Tom Barrett
Mayor

MAYORAL DIRECTIVE

Directs all Departments to carry out action steps to:

1. Improve existing and new services using racial equity best practices
2. End disparities in City government
3. Strengthen outreach and public engagement for communities of color
4. Strengthen partnerships with community stakeholders



Tom Barrett
Mayor, City of Milwaukee

MAYORAL DIRECTIVE Promoting Racial Equity and Inclusion Mayor Tom Barrett

8/26/20

DIRECTIVE

Racial disparities exist in virtually every key indicator of child, family, economic and community well-being. It is critical for the City of Milwaukee government to achieve racial equity within City government itself and in the communities we serve. We must work to:

- Build capacity and strengthen relationships so that each City department can work more effectively and collaboratively to advance racial equity, inclusion, and anti-racism;
- Identify and change policies and practices that may be contributing to racial disparities and inequity; and,
- Develop a shared racial equity framework with data-driven tools and measures to evaluate progress.

I am, therefore, directing the Department of Administration (DOA) to form and lead a Racial Equity and Inclusion Leadership Team comprised of volunteer staff members from each City department. The team members must be passionate about promoting racial equity and inclusion, must be willing to participate in mandatory training, data analysis and/or research, and must be able to balance work responsibilities and priorities with the work of the Racial Equity and Inclusion Leadership Team. Please ask for volunteers within your department and forward the names of your two designees (one must be a manager) to dilope@milwaukee.gov by the close of business on Wednesday, September 9, 2020.

The Racial Equity and Inclusion Leadership Team will be tasked with leading efforts within their respective Departments and guiding citywide efforts to:

- 1) Improve existing and new services using racial equity best practices;
- 2) End disparities in City government;
- 3) Strengthen outreach and public engagement for communities of color; and
- 4) Strengthen partnerships with community stakeholders.

GARE LEARNING COMMUNITY (2019)

- Interdepartmental GARE Milwaukee Team recommendations informed Mayoral Directive action items
- 8-month long Wisconsin Learning Community with other Wisconsin jurisdictions
- Participating Departments:
DOA, DCD, MHD, Election Commission, Mayor's Office, MPD, MFD, Assessor, DNS, MPL, DER



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1

**Improve existing
and new services
using racial
equity best
practices**

- Racial Equity Leadership Team
- Departmental Racial Equity Vision Statements
- Create Equity Officer position within DOA
- Racial Equity Toolkit and Equity Impact Statements
- Annual reporting to Council and ERC

2 End disparities in City government

- Racial Equity / Anti-racism training
- Region of Choice for Diverse Talent
- Disparity Study (OSBD)

3

Strengthen outreach and public engagement for communities of color

- Open the doors of Office of African American Affairs
- Continue to strengthen outreach efforts (e.g. City budget, neighborhood planning, etc.)

4

**Strengthen
partnerships
with community
stakeholders**

- Milwaukee County OAAA
- Local Foundations
- ERC

RACIAL EQUITY TOOLKIT

1. **Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?



Racial Equity Toolkit
An Opportunity to Operationalize Equity

NEXT STEPS

- Align efforts with ERC to achieve intent of Racism as a Public Health Crisis resolution
- Utilize Racial Equity Toolkit / Complete Equity Impact Statements
- Racial Equity Leadership Team refines goals
- Build out reporting mechanisms for Council and ERC

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REPORTING / TRACKING

- Racial Equity Assessment
- Web-based maps, data, and resources to support Racial Equity Toolkit and Equity Impact Statements
- Track and share racial equity data (e.g. DER workforce demographic dashboard)
- Coordinate with ERC on metrics and mechanisms to track progress

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