



MIMAC

Metropolitan Milwaukee
Association of Commerce

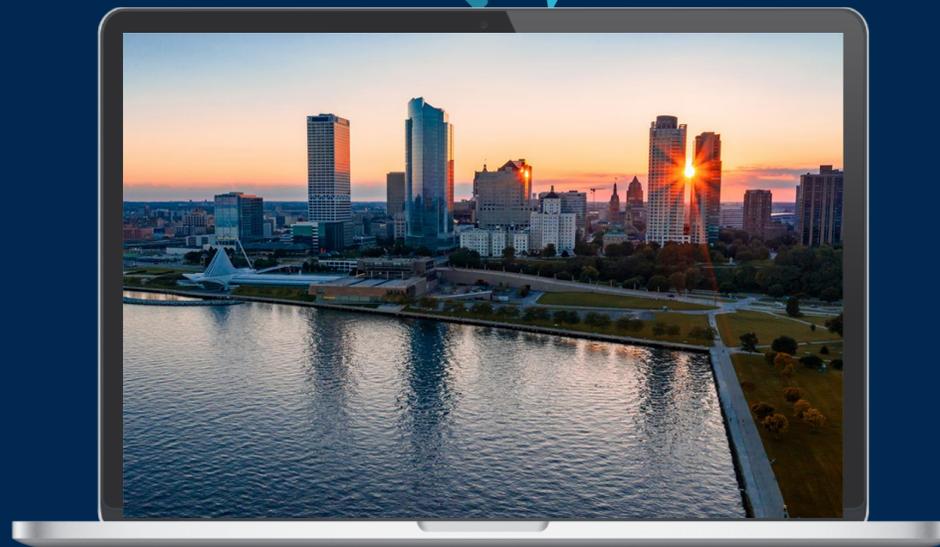
VISION

- Globally competitive
- High-value employment
- Vibrant quality of life for all



BEST ASSETS

1. Quality of Life
2. People & Workforce
3. Education
4. Economy
5. Pro-Business Climate

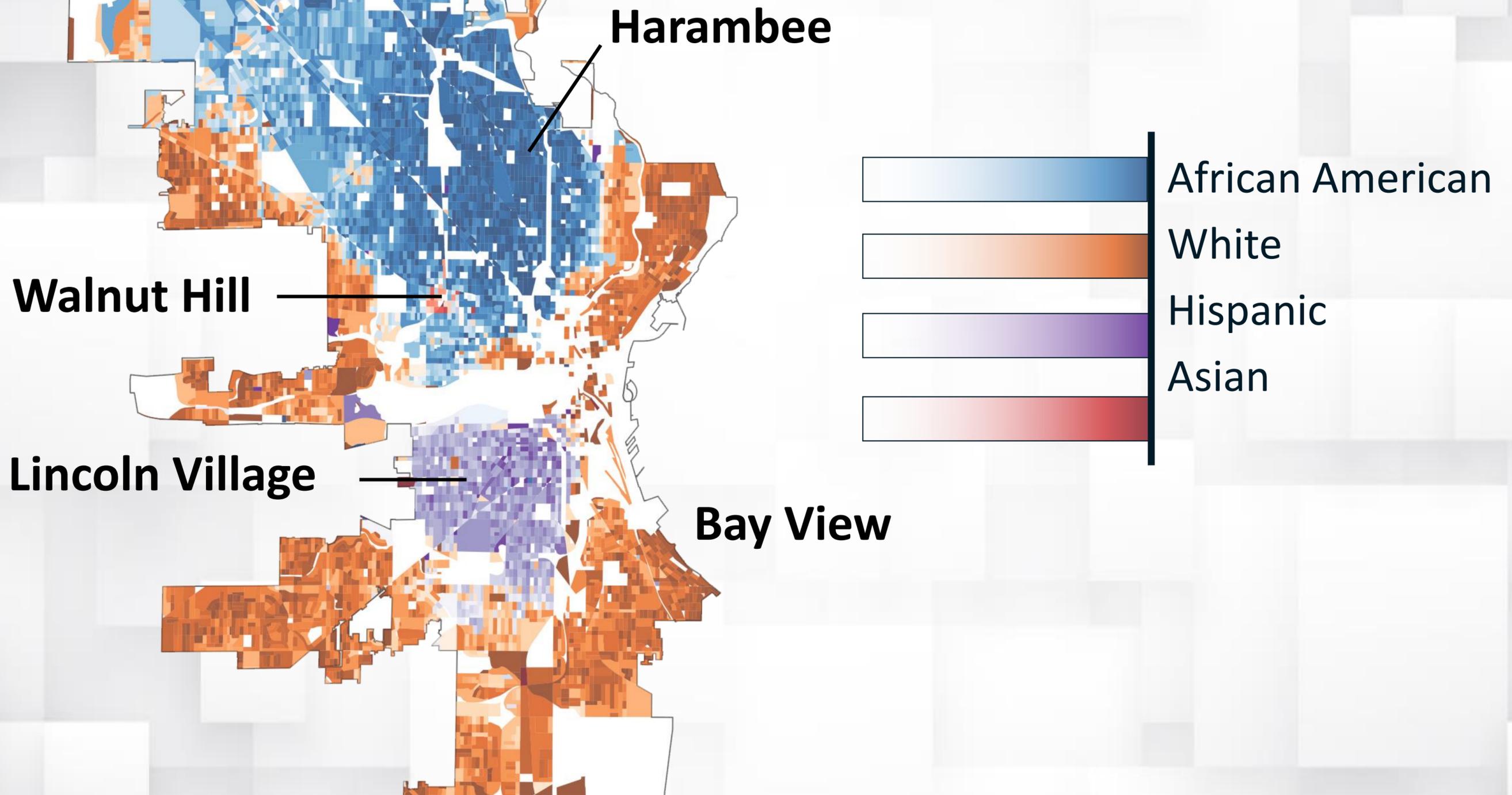


BIGGEST LIABILITIES

1. Racial disparity, race relations, segregation
2. Crime
3. K-12 education
4. Brain drain, skill set, lack of diversity
5. Lack of start-ups, entrepreneurship, growth & capital
6. Personal & property tax rates

City of Milwaukee

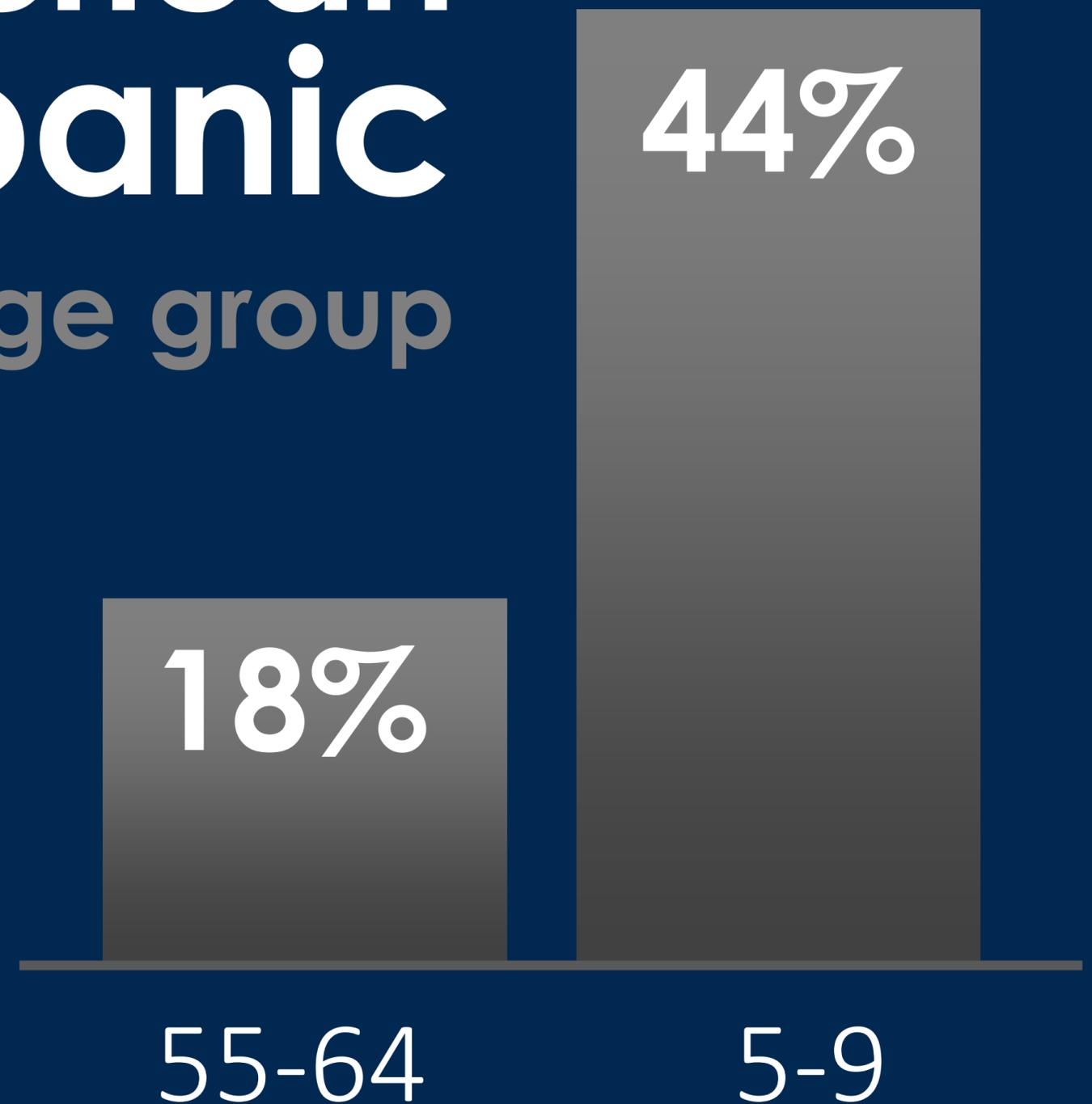
Residence by race



Metro Milwaukee

African American & Hispanic

Populations by age group



Seven measures of prosperity

Managers
& officials



Bachelor's degree
or higher



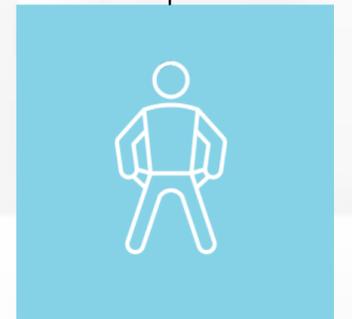
Bachelor's degree
or higher



Owner-occupied
housing



Poverty rate



Management,
business, science,
art occupations

Unemployment

Single, female-headed
household with
children

Prosperity rankings by race

Best to worst

PROSPERITY GAP
BETWEEN:

White

1. Minneapolis
2. Raleigh
3. Baltimore
4. Chicago
5. San Jose
- 6. Milwaukee**
7. Charlotte
8. Salt Lake
9. San Antonio
10. Kansas City
11. St. Louis
12. Nashville
13. Memphis
14. Orlando
15. Portland
16. Columbus
17. Detroit
18. Indianapolis
19. Cleveland
20. Cincinnati
21. Oklahoma City

African American

1. San Antonio
2. Baltimore
3. Raleigh
4. Charlotte
5. Nashville
6. Portland
7. Chicago
8. Orlando
9. Kansas City
10. Pittsburgh
11. St. Louis
12. Columbus
13. Indianapolis
14. Detroit
15. Oklahoma City
16. Louisville
17. Minneapolis
18. Cincinnati
19. Buffalo
20. Cleveland

21. Milwaukee

Hispanic

1. San Antonio
2. Baltimore
3. Raleigh
4. Detroit
5. San Antonio
6. Cincinnati
7. San Jose
8. Kansas City
9. Orlando
10. Columbus
11. Chicago
12. Minneapolis
13. Nashville
14. Portland
15. Salt Lake
16. Memphis
17. Cleveland
18. Oklahoma City
19. Charlotte
20. Indianapolis

21. Milwaukee

African American & White

1. San Antonio
2. Nashville
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5. Portland
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8. Columbus
9. Oklahoma City
10. Indianapolis
11. Kansas City
12. Louisville
13. Buffalo
14. Indianapolis
15. St. Louis
16. Raleigh
17. Cincinnati
18. Cleveland
19. Chicago
20. Minneapolis

21. Milwaukee

Hispanic & White

1. St. Louis
2. Detroit
3. Baltimore
4. Cincinnati
5. Oklahoma City
6. Columbus
7. Kansas City
8. Orlando
9. San Antonio
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21. Milwaukee

Data comparing African American prosperity

Indicator	Raleigh	MKE
AA managers as % of total	5.1%	3.6%
Bachelor's degrees or higher	31.0%	14.8%
Unemployment	7.8%	12.4%
Owner-occupied housing	41%	27%
Poverty rate	14%	32%

Diverse Talent Taskforce



Carla Cross
Cross Mgmt.
Services



**Corry Joe
Biddle**
FUEL Milwaukee



Genyne Edwards
P3 Development
Group



Julie Granger
MMAC



Kelly Grebe
MillerCoors



Tony Mallinger
Metal-Era



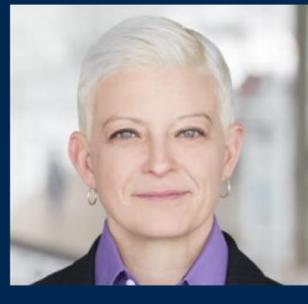
**Michele
Matthai**
Rockwell
Automation



Jeanette Mitchell
African American
Leadership
Alliance



Cory Nettles
African American
Generation
Growth Capital



Emily Phillips
Robert W. Baird



Austin Ramirez
Husco
International



**Dr. Robert
Rodriguez**
DRR Advisors



Todd Teske
Briggs & Stratton



**Christopher
Rowland**
ManpowerGroup



Marjorie Rucker
The Business
Council



Nick Turkal
Aurora
Healthcare



Greg Wesley
Medical College
of WI

Metro MKE all firms w/100+ employees, 2016

Relationship: Total Employment to Management

	<i>Total employment</i>		<i>% Management</i>	
ALL	367,133		44,045	12.0%
Men	183,464	50%	26,632	60.0%
Women	183,669	50%	17,413	40.0%
White	267,217	73%		88.0%
African American	52,914	14%	2,086	4.7%
Hispanic	27,970	8%	1,497	3.4%

Research design

32

organizations

125,000

Collective employment

- 1,000 surveys
- 17 focus groups
- Talk-back session
- HR/D&I Roundtable
- 15 CEO interviews

MMAC survey key demographics

Relationship: Total Employment to Management

<i>Online Survey</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Young Professionals</i>
Private Companies				
African Americans	323	70%	30%	20%
Hispanic	272	54%	46%	24%
Public Entities				
African Americans	226	75%	25%	11%
Hispanic	132	69%	31%	30%

MMAC Online Survey Insights

Private Companies

60%

Believe Diversity & Inclusion = Compliance

43%

of diverse managers felt discrimination or bias in their workplace

62%

of African American managers feel they have limited exposure to opportunities

64%

felt discrimination in the community

56%

of Hispanic/Latino managers feel they are overlooked or ignored

MMAC Online Survey Insights

Public Entities

85%

in the workplace say they feel welcomed (79% in the community)

70%

engage with a social network of peers and supporters

76%

are involved in volunteer efforts in the community

60%

indicate that career opportunities have a significant impact on their decision to stay in Milwaukee

76%

indicate they feel connected to others in the workplace

55%

say their company supports them joining external nonprofit and professional associations

MMAC Research Focus Group

Comments

“ With almost no African American leaders at the highest levels in our workplaces, there is no visible ladder.

“ Where I work, I'm usually the only person of color, the only black person in all the meetings.

“ It's in the human resource areas where the changes have to play... If I'm uncomfortable with your culture, then I'm not gonna hire you.

“It would be good for us to get together in a room ... to say, "This is why the problems exist, this is what folks are feeling.”

“I feel I have to dilute who I am, because they don't understand the some of the things that I identify with culturally.”

“If city governments want to hire and retain, it's the culture that has to change.”

Goals by 2025

Increase African American
& Hispanic:



MANAGEMENT

25%



TOTAL

EMPLOYMENT

15%

Corporate Pledge Participants

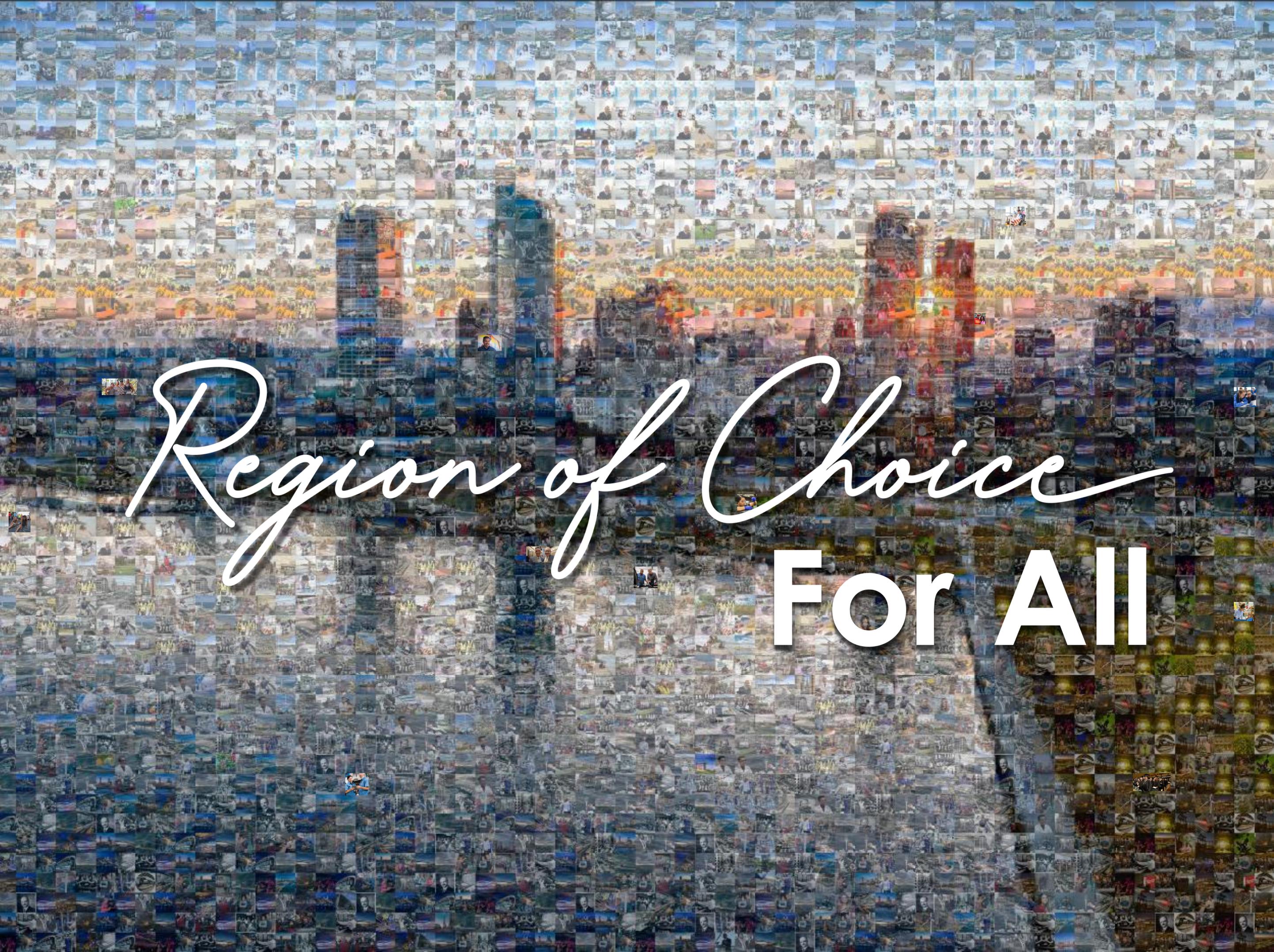
Abaxent	FIS	Komatsu Mining Corp.	Payne & Dolan
Addison-Clifton	Foley & Lardner	KPMG	PricewaterhouseCoopers
Advocate Aurora Health	Froedtert Health	Lubar & Co.	PS Capital Partners
American Roller & Plasma Coatings	GE Healthcare	Magellan Promotions	QPS Employment Group
Ascension Health	Generation Growth Capital	ManpowerGroup	Quad
Associated Bank	GenMet	Marcus Center for the Performing Arts	Quarles & Brady
ATI Forged Products	Godfrey & Kahn	The Marcus Corp.	Reinhart Boener Van Deuren
Badger Meter	Goodwill Industries of Southeastern WI and Metro Chicago	Medical College of WI	Rexnord
Robert W. Baird & Co.	Grant Thornton	Metal-Era	Rockwell Automation
Beer Capitol Distributors	Greendale Public Schools	Michael Best & Friedrich	Sikich
BMO Harris Bank	HARIBO	MillerCoors	Spancrete
Briggs & Stratton Corp.	Harley-Davidson	Milwaukee Area Technical College	TEMPO Milwaukee
CG Schmidt	Haywood Group	Milwaukee Brewers Baseball Club	Trefoil Group
Charter Manufacturing Co.	Herzing University	Milwaukee Bucks	Waukesha Metals Products
Children's Hospital of WI	Husch Blackwell	Milwaukee Tool	WEC Energy Group
Columbus McKinnon Corp.	HUSCO	MMAC	Willis Towers Watson
Cross Management Services	IndependenceFirst	Northwestern Mutual	YMCA Metro Milwaukee
Dedicated Computing	Johnson Controls	Old National Bank	
Deloitte	Johnson Financial Group	Park Bank	
Ernst & Young	JWS Classics		

Next Steps

- ① Recruit additional organizations
- ① Survey participating firms to better understand current D&I efforts
- ① Share/elevate best practices
- ① Develop priority actions around key themes:
 - Engagement
 - Representation
 - Accountability
 - Support and development
 - Culture

Exploring:

- *Resource directory of aligned partners*
- *Recruiting toolkit for diverse managers*
- *CEO Exchange sessions/company mentorship program*
- *Ongoing listening sessions*
- *Educational programming*



Region of Choice
For All