City of Milwaukee
Racial Equity Assessment Report
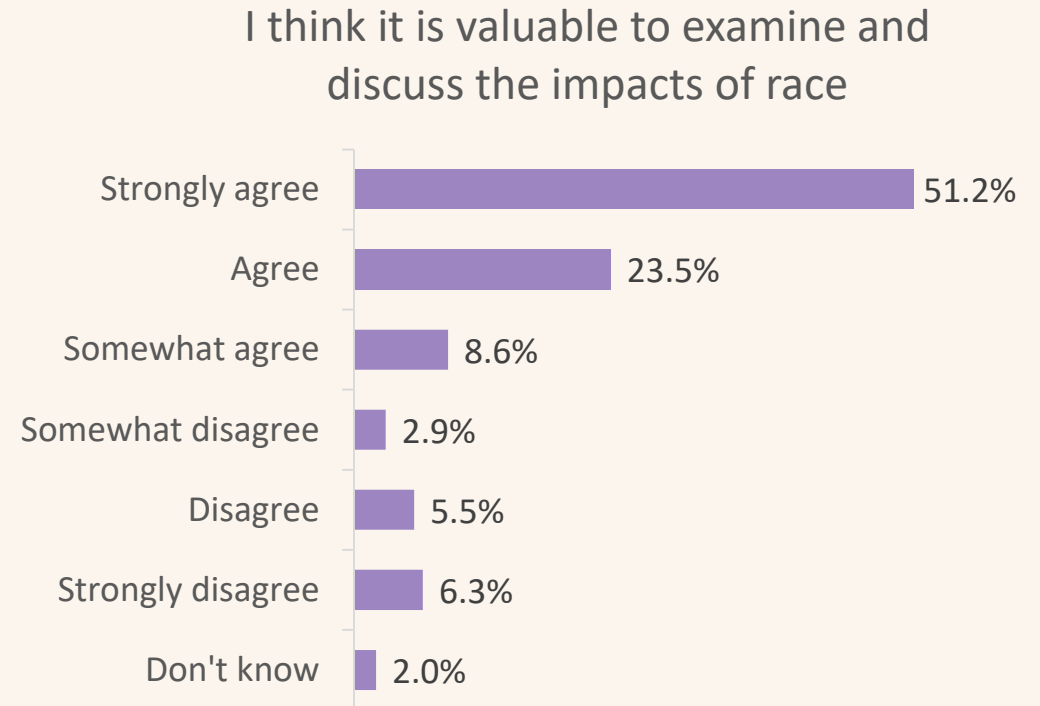
Finance and Personnel Committee Meeting
July 26, 2022

Value of racial equity work

- The majority of city employees strongly agree that it is valuable to examine and discuss the impacts of race

- Only 15% of employees surveyed either somewhat disagree, disagree, or strongly disagree that it is valuable to examine and discuss the impacts of race
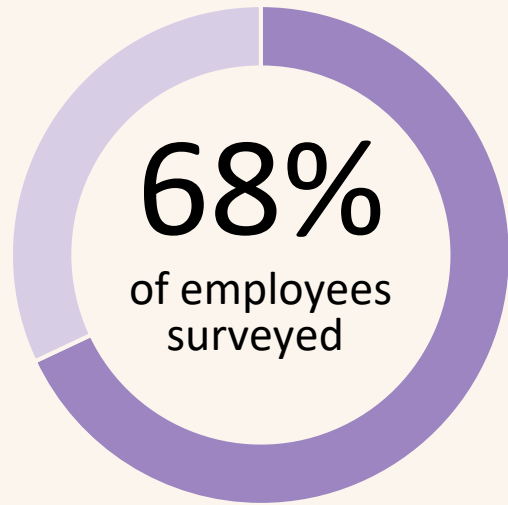
Employee survey

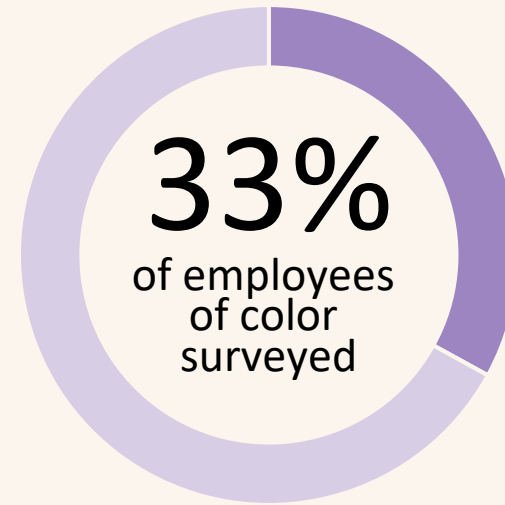**I think it is valuable to examine and discuss the impacts of race**

| Response	Percentage
Strongly agree	51.2%
Agree	23.5%
Somewhat agree	8.6%
Somewhat disagree	2.9%
Disagree	5.5%
Strongly disagree	6.3%
Don't know	2.0%

Racial equity in decision making

- Several departments have started to consider or begin to use a racial equity tool in their decision-making processes

- However, the majority of departments do not use racial equity tools

- Responses indicate different levels of understanding about racial equity tools and how and when to use them

Department assessments

Leadership have and use a specific equity tool when making significant decisions, such as program planning, budgeting, and staffing decisions.

Not applicable
4%

Practicing on occasion/starting to practice
28%

Not a current practice
68%
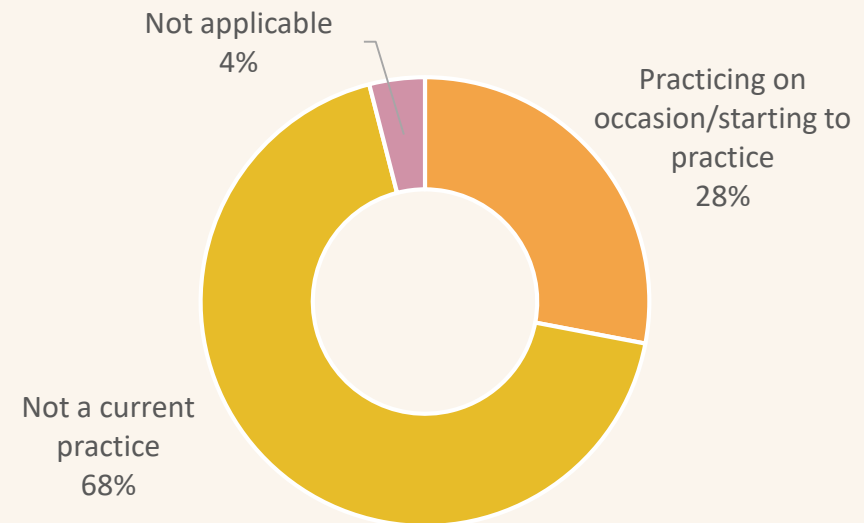
Workforce demographics

- As a whole, city employees represent a larger percentage of white workers and a smaller percentage of Black, Hispanic, and Asian workers, compared to the population of working age Milwaukee residents

- Workforce diversity is one of the most common racial equity priorities identified by departments

- Assessments highlight the key role of DER and the diversity recruiter position in recruitment and hiring processes, particularly for general city departments

Employee knowledge and skills

- Racial equity training opportunities for most employees have been limited

- Departments encourage staff to utilize tuition reimbursement and provide notice of opportunities, but note that additional training is needed

- Lack of performance appraisals makes it difficult to assess employee progress on racial equity knowledge, skills, or goals

Employee survey

I would become more active in advancing racial equity in my department if (select all that apply):

I had more information, so I knew what to do	34.7%
I received training	27.5%
I am happy with my current level of engagement	19.0%
I do not believe there is a need for advancing racial equity in my dept	18.7%
I had more time	18.5%
Racial equity strategies received more funding	18.5%
I had the support of my supervisor or manager	17.8%

Budgeting and contracting

Budgeting

- Department responses highlight the challenge of competing demands for staff time and resources

- Budget office has expressed interest in incorporating racial equity into the annual budget process
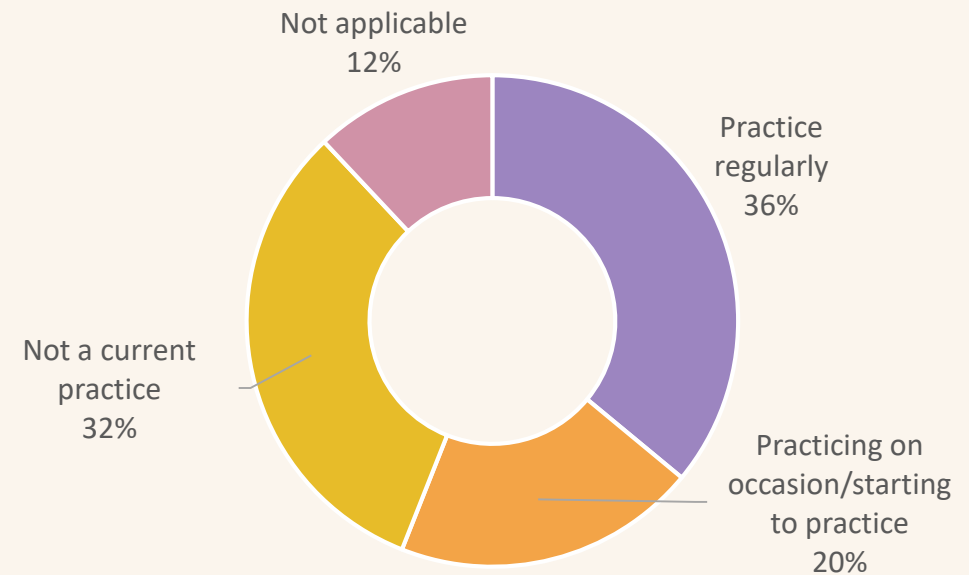
Contracting

- Bid incentives exist, but do not specifically address race and are not frequently utilized

- Work has been done in recent years to remove participation barriers and increase contracting opportunities to minority owned businesses

- Disparity study in progress

Community access and engagement

- Language translation services are not standardized across departments

- Many department community engagement activities involve informing or consulting the public, rather than involving or collaborating

- Community groups emphasized a need for consistency, accountability, and follow through from the city regarding its community engagement activities

Department assessments

Representatives from communities of color are participants in the development of programs, policies, or services that impact them.
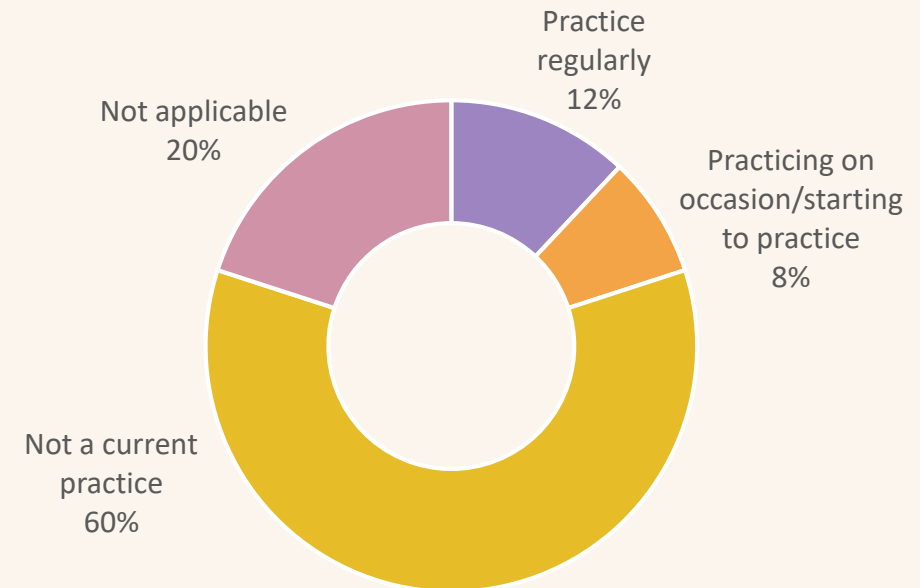
Not applicable
12%

Practice regularly
36%

Practicing on occasion/starting to practice
20%

Not a current practice
32%

Data and Evaluation

- Collection and analysis of disaggregated demographic data varies across departments

- Most departments have not integrated racial equity into performance measures and have not yet developed methods to measure the effectiveness of their racial equity work

Department assessments

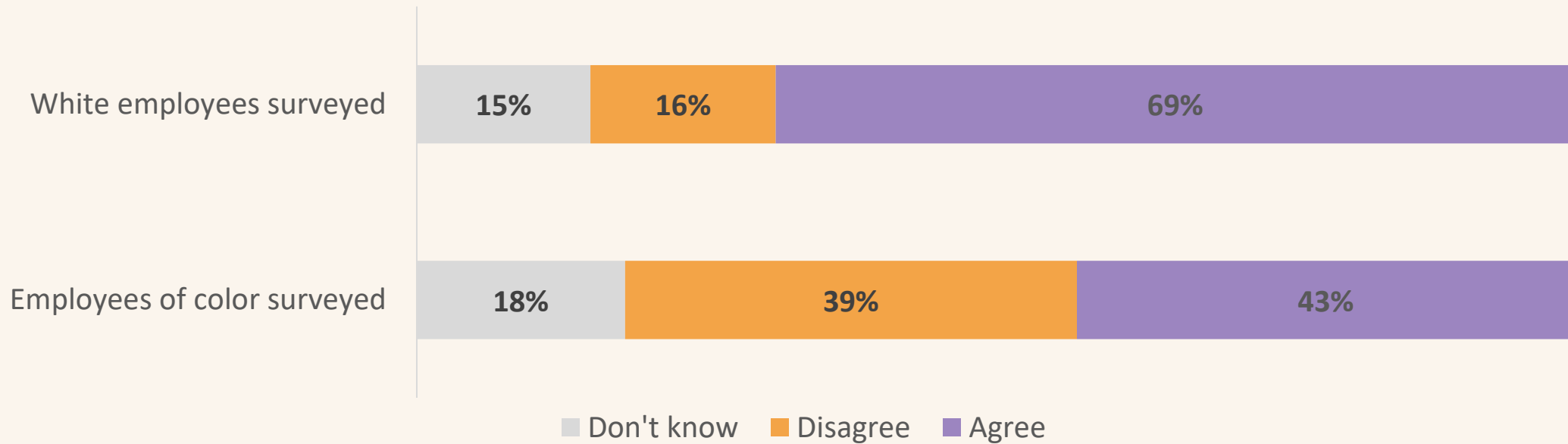Racial equity is integrated into department performance measures

Practice regularly
12%

Practicing on occasion/starting to practice
8%

Not a current practice
60%

Not applicable
20%

Key findings

- There is a need for additional direction, guidance, and training on racial equity

- Department experiences with racial equity tools and how to apply them is limited

- Significant demands on staff time and resources impact department efforts to advance racial equity

- Readiness to develop equity action plans varies considerably across departments

- Commitments to advancing racial equity must be accompanied by meaningful action

Next Steps

- Update citywide racial equity goals and priorities

- Expand racial equity training and support for city employees

- Continue to build on existing city racial equity efforts