# Milwaukee County

## Department of Human Resources

INTER-OFFICE COMMUNICATION

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Date: May 18, 2022

To: Supervisor Shawn Rolland, Chair, Health Equity, Human Needs and Strategic Planning Committee

From: Margo Franklin, Chief Human Resources Officer
Daniel Terrio, Program Manager, Diversity & Inclusion, Department of Human Resources

**Subject: Department of Human Resources File 22-582 Response**

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During the May 18, 2022, Health Equity, Human Needs and Strategic Planning Committee discussion of File 22-582, where HR provided its informational 2021 annual report related to Chapter 108 – Achieving Racial Equity and Health, Supervisor Rolland requested the following be sent:

- A copy of the Diversity, Equity & Inclusion Maturity Model draft that Dan Terrio shared.

A copy of this document is attached and provided in response to your request.

Please contact me with any questions.

Thank you.

Margo Franklin, Chief Human Resources Officer
Department of Human Resources

Daniel Terrio, Program Manager, Diversity & Inclusion
Department of Human Resources

Attachment

CC: County Executive David Crowley
Mary Jo Meyers, Chief of Staff
Health Equity, Human Needs and Strategic Planning Committee
Kelly Bablitch, Milwaukee County Board of Supervisors Chief of Staff
Lottie Maxwell-Mitchell, Research Analyst, Office of the Comptroller
Kelsey A. Evans, Committee Coordinator

MILWAUKEE COUNTY

# DIVERSITY & INCLUSION MATURITY MODEL

DRAFT

## COASTING

Milwaukee County believes in a more equitable and inclusive working environment, but only does what is required by federal, state and local law.

*Are we going above and beyond — or sustaining the status quo?*

COMPLIANCE

## CREATING

Milwaukee County is beginning the process of exploring what diversity, equity and inclusion (DEI) would look like within the organization and has begun the process of viewing organization from a DEI lens.

*What does diversity, equity and inclusion look like within Milwaukee County and how do we put it to practice?*

EXPLORING

## INTENTIONALITY

Milwaukee County's diversity and inclusion strategy is linked to organizational decisions, and processes are implemented to achieve goals of the strategy.

*How do we create a culture of diversity, equity and inclusion in Milwaukee County?*

EMBRACING

## SYNCRONIZING

Milwaukee County has begun to understand the importance of a diverse workforce and a culture of inclusion, and has taken steps to connect diverse employees in various initiatives. Employees feel like diverse opinions are valued and feel a sense of belonging to the mission and vision of the organization.

*How do we build continued connectivity to employees and the culture of the organization?*

ENGAGING

## EMPOWERED

Milwaukee County leverages diverse backgrounds, capabilities, and viewpoints to increase organizational results and value. Employees and leaders feel diversity, leveraged through inclusion, is integral to organizational success.

*How can we drive value from our diversity of employees?*

INCLUSIVE

TRANSITION POINTS