MILWAUKEE:
REGION OF CHOICE
FOR DIVERSE TALENT

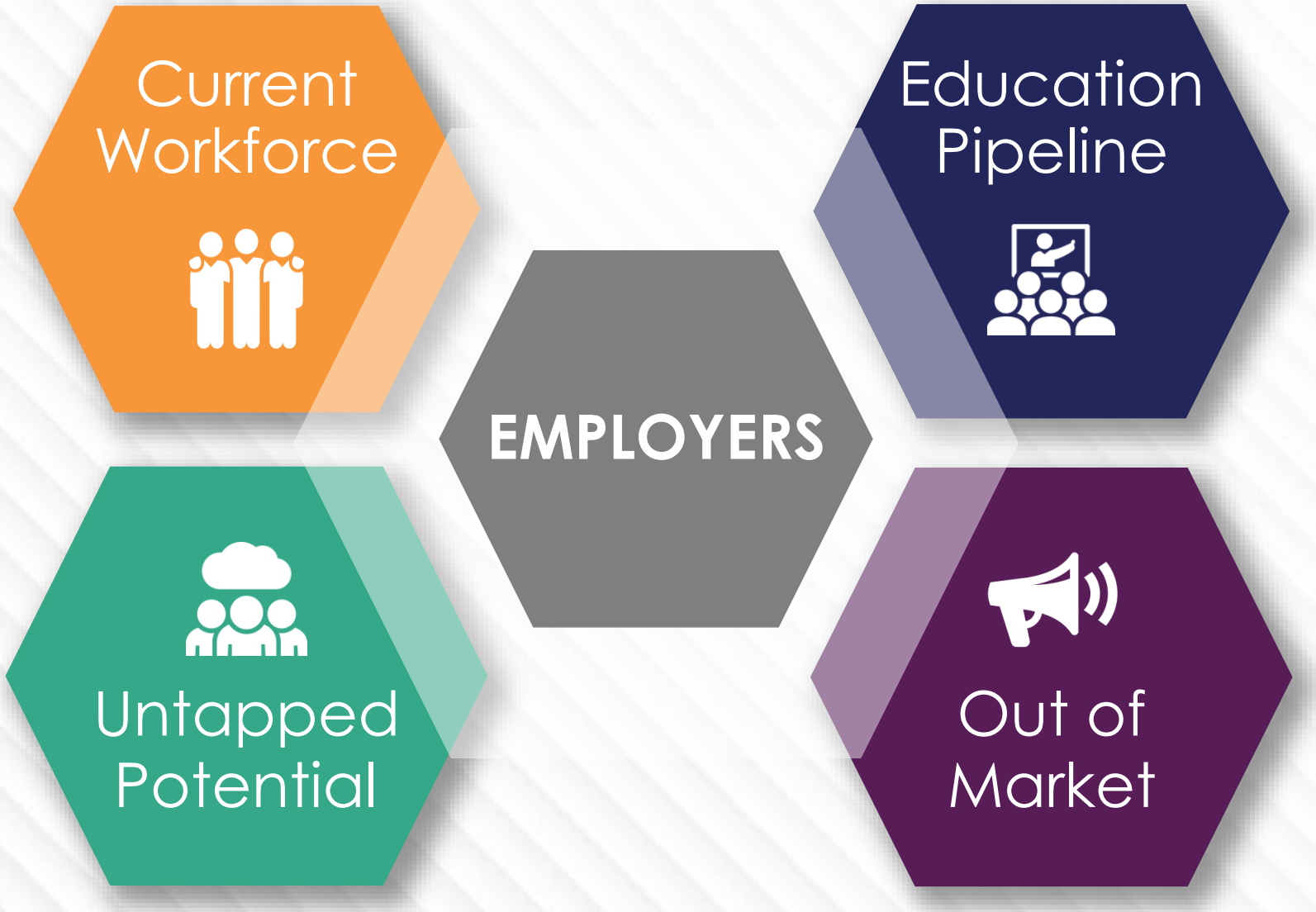
KICKOFF MEETING

February 19, 2020

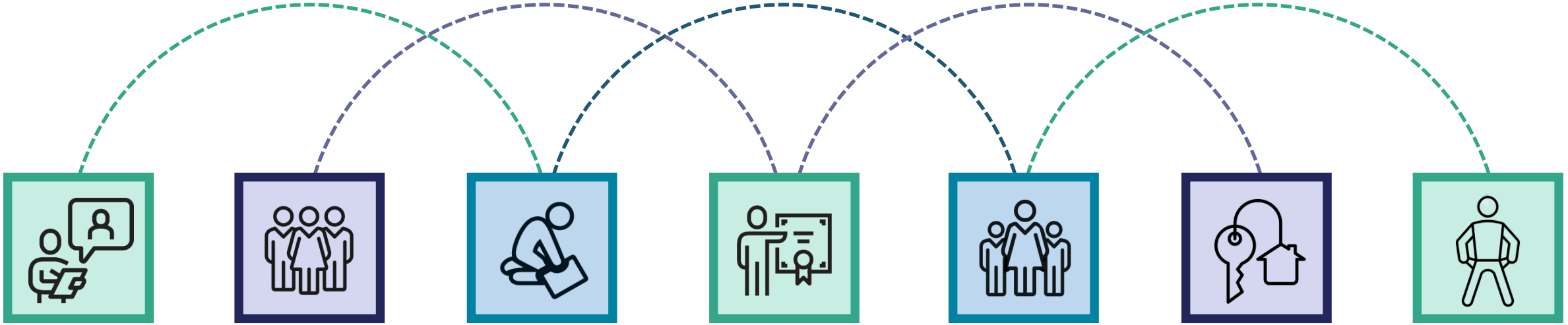
“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

— James Baldwin
Author and playwright

THE TALENT CONNECTION



MEASURING PROSPERITY



Managers & officials

Management, business, science, art occupations

Unemployment

Bachelor's degree or higher

Single, female-headed households with children

Owner-occupied housing

Poverty rate

Prosperity rankings

Total points accumulated from seven measures

Ranked best to worst

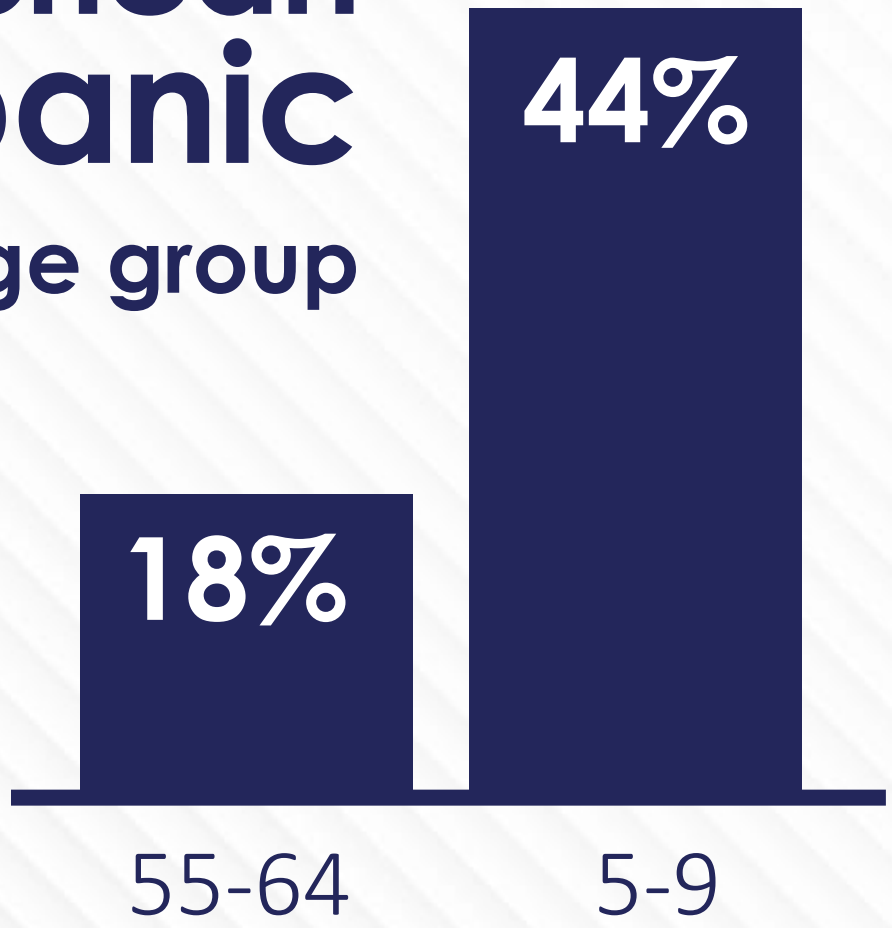
PROSPERITY GAP BETWEEN:

White		African American		Hispanic		African American & White		Hispanic & White	
1. Minneapolis	30	1. San Antonio	17	1. St. Louis	24	1. San Antonio	33	1. St. Louis	29
2. Raleigh	34	2. Baltimore	23	2. Baltimore	34	2. Nashville	37	2. Detroit	46
3. Baltimore	37	3. Raleigh	34	3. Raleigh	50	3. Baltimore	52	3. Baltimore	56
4. Chicago	37	4. Charlotte	35	4. Detroit	57	4. Charlotte	54	4. Cincinnati	58
5. San Jose	45	5. Nashville	36	5. San Antonio	59	5. Portland	57	5. Oklahoma City	58
6. Milwaukee	**63**	6. Portland	50	6. Cincinnati	64	6. Pittsburgh	62	6. Columbus	60
7. Charlotte	66	7. Chicago	62	7. San Jose	65	7. Orlando	63	7. Kansas City	64
8. Salt Lake	73	8. Orlando	65	8. Kansas City	68	8. Columbus	66	8. Orlando	65
9. San Antonio	73	9. Kansas City	72	9. Orlando	70	9. Oklahoma City	67	9. San Antonio	65
10. Kansas City	76	10. Pittsburgh	79	10. Columbus	74	10. Indianapolis	72	10. Salt Lake	70
11. St. Louis	77	11. St. Louis	82	11. Chicago	77	11. Kansas City	74	11. Portland	72
12. Nashville	79	12. Columbus	83	12. Minneapolis	79	12. Louisville	75	12. Nashville	77
13. Memphis	80	13. Indianapolis	87	13. Nashville	82	13. Buffalo	81	13. Cleveland	84
14. Orlando	86	14. Detroit	89	14. Portland	84	14. Indianapolis	82	14. Memphis	87
15. Portland	87	15. Oklahoma City	91	15. Salt Lake	88	15. St. Louis	82	15. Chicago	88
16. Columbus	102	16. Louisville	102	16. Memphis	90	16. Raleigh	84	16. Raleigh	88
17. Detroit	103	17. Minneapolis	103	17. Cleveland	94	17. Cincinnati	91	17. San Jose	97
18. Indianapolis	103	18. Cincinnati	104	18. Oklahoma City	96	18. Cleveland	102	18. Indianapolis	98
19. Cleveland	105	19. Buffalo	121	19. Charlotte	108	19. Chicago	105	19. Minneapolis	105
20. Cincinnati	111	20. Cleveland	123	20. Indianapolis	118	20. Minneapolis	127	20. Charlotte	118
21. Oklahoma City	123	**21. Milwaukee**	**138**	**21. Milwaukee**	**125**	**21. Milwaukee**	**139**	**21. Milwaukee**	**123**

Metro Milwaukee

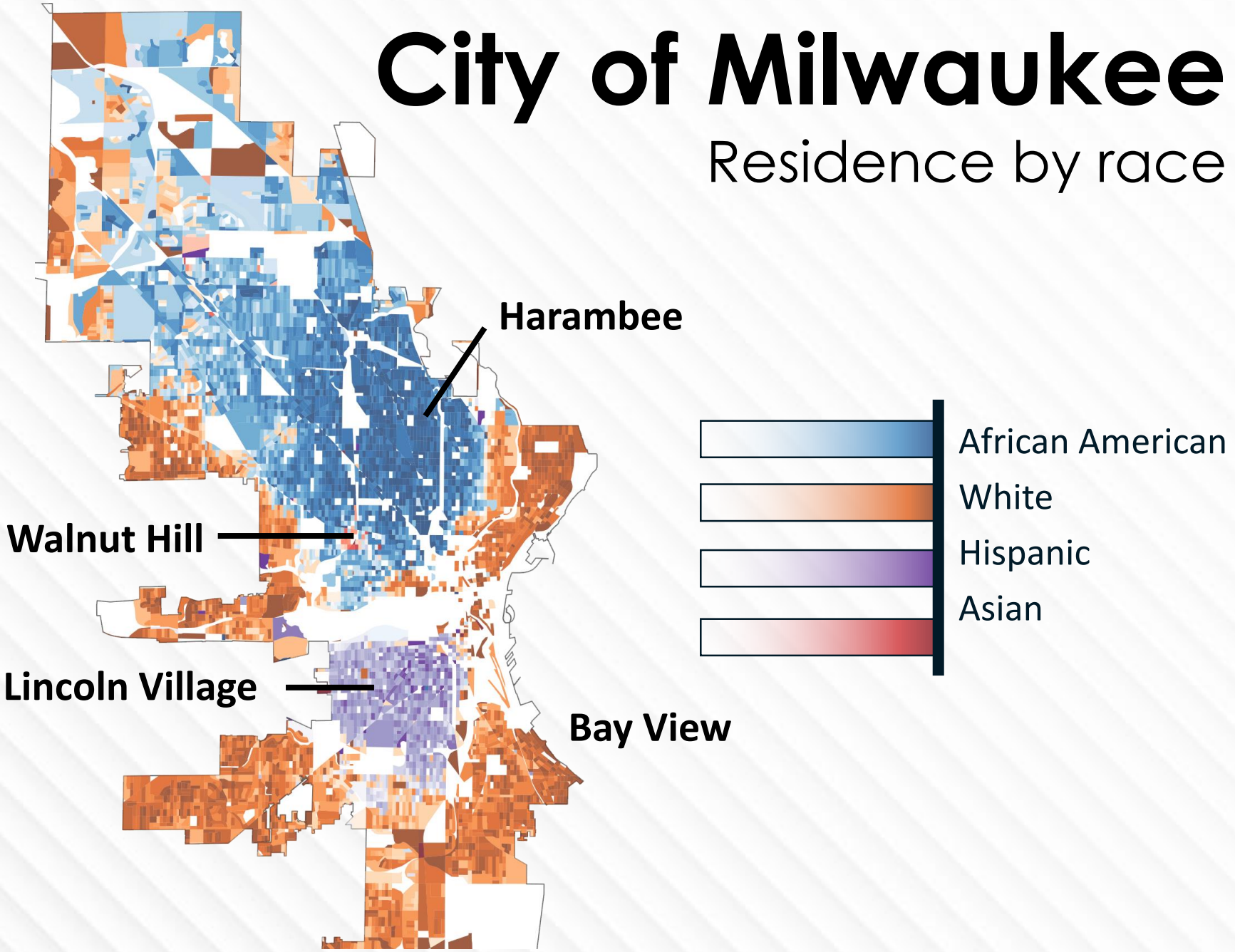
African American & Hispanic

Populations by age group



City of Milwaukee

Residence by race



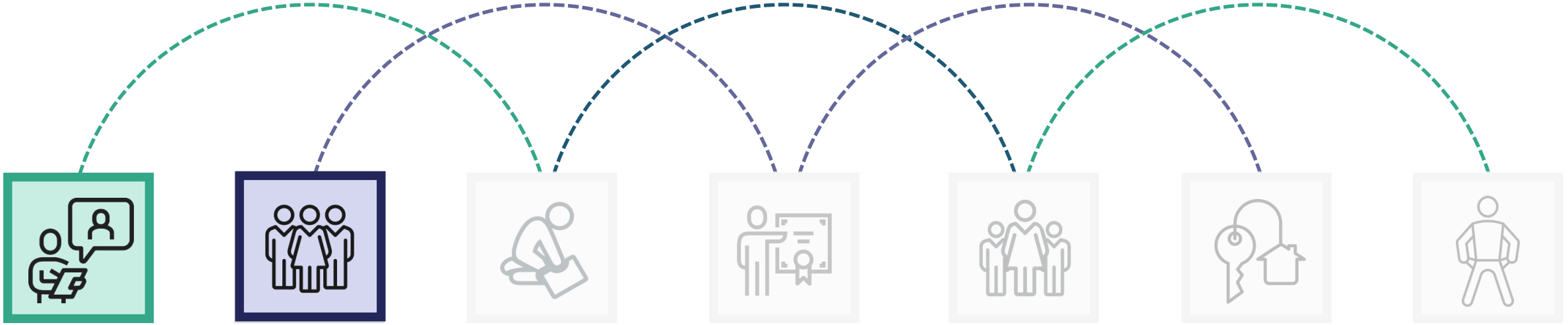
CONSTRAINED PIPELINE

Post Secondary Success (MKE City)

H.S. Freshmen[1]	20	
H.S. Graduates[2]	14	68%
Enroll Fall After H.S.[3]	5	39%
Complete within 6 years[4]	2	12%

1) High School Class of 20
2) 4-year Graduation (2018)
3) Enroll in College/University (2018)
4) Complete within 6 years of Enrollment (2012)

MEASURING PROSPERITY



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Poverty rate

R.O.C. RESPONDENTS BASELINE DATA*

Management Employees		% Management
Hispanic/Latino	385	2.8%
African American	516	3.7%
Total	13,857	

All Employees		% Total
Hispanic/Latino	5,926	5.3%
African American	11,284	10.1%
Total	111,431	

** 63 of 90 respondents reporting as of 2/18/2020*

CHRIS ROWLAND

Global Diversity Officer
ManpowerGroup

TASKFORCE MEMBERS

Fred Anderson
Wenthe Davidson

Genyne Edwards
P3 Development Group

Julie Granger
MMAC

Michele Mathai
Rockwell Automation

Chris Rowland
ManpowerGroup

Corry Joe Biddle
MMAC

Andres Gonzalez
Froedtert Health

Nancy Hernandez
Hispanic Collaborative

Emily Phillips
BAIRD

Ritika Singh
Associated Bank

Research with diverse managers

32

organizations

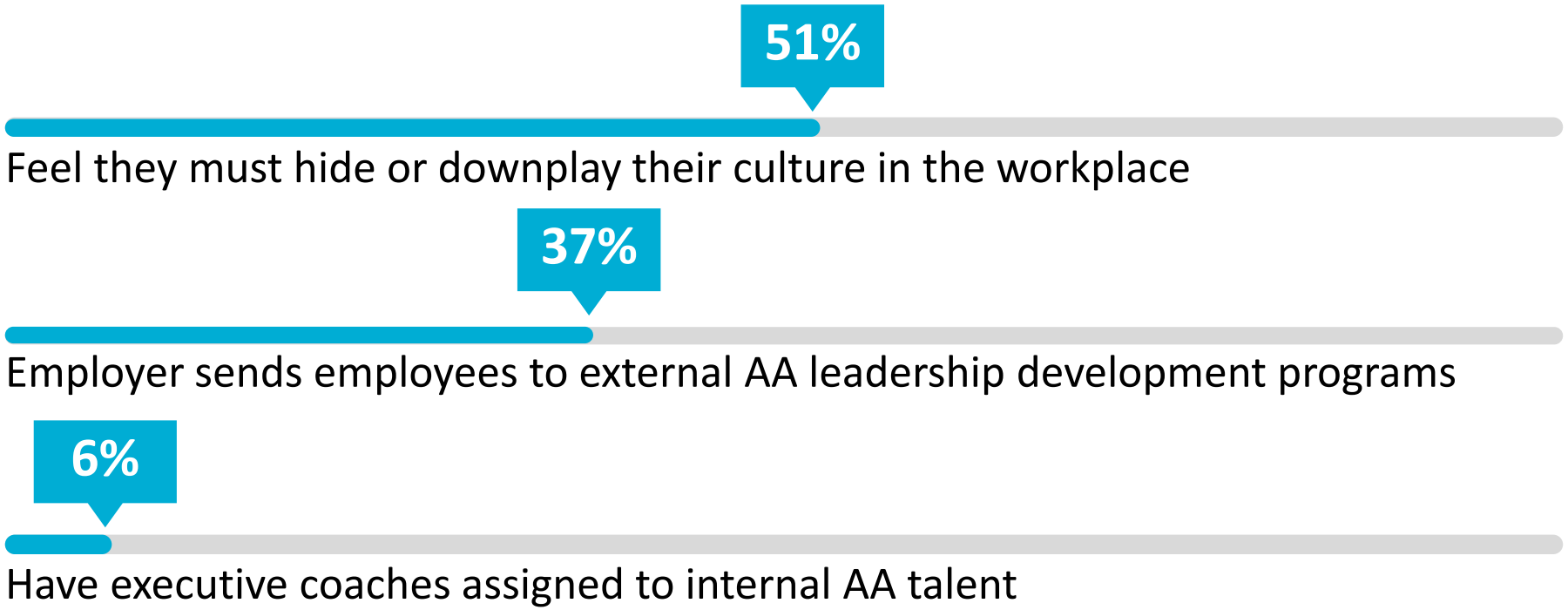
125,000

collective employment

- 1,100 survey responses
- 17 focus groups
- Talk-back session
- HR/D&I roundtable
- 15 CEO interviews

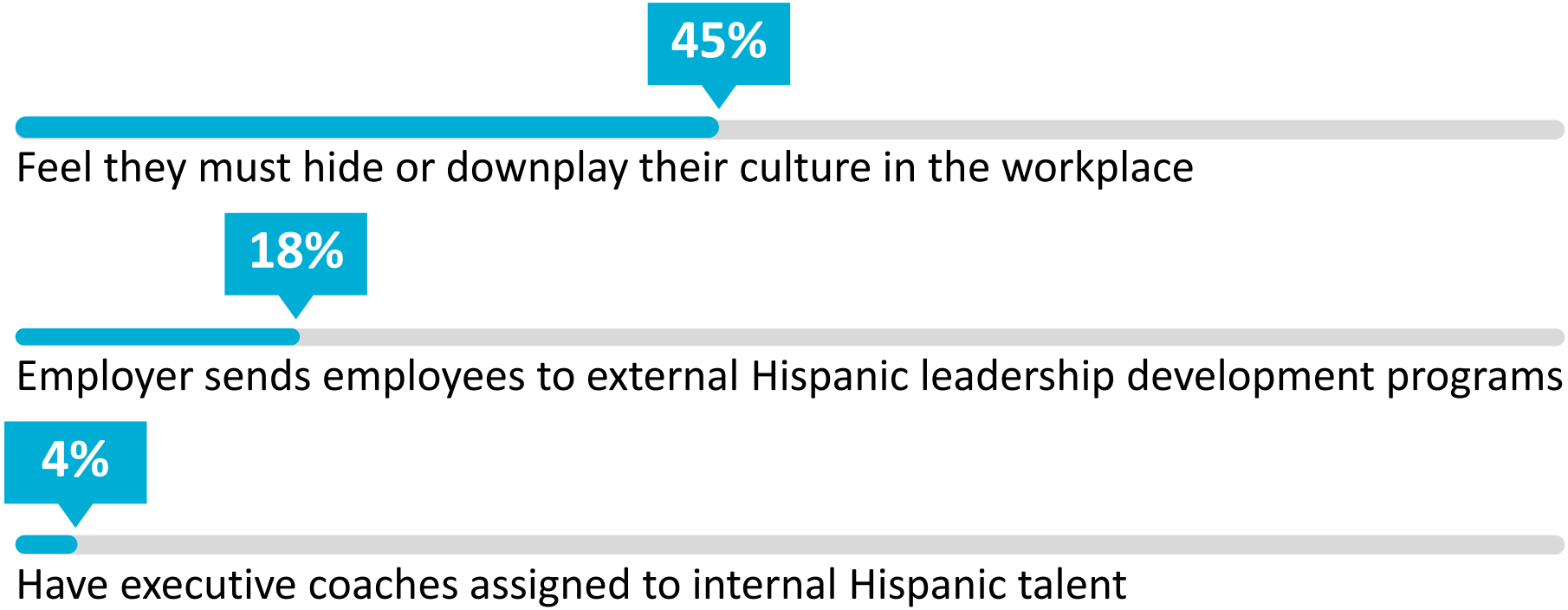
SURVEY DATA POINTS

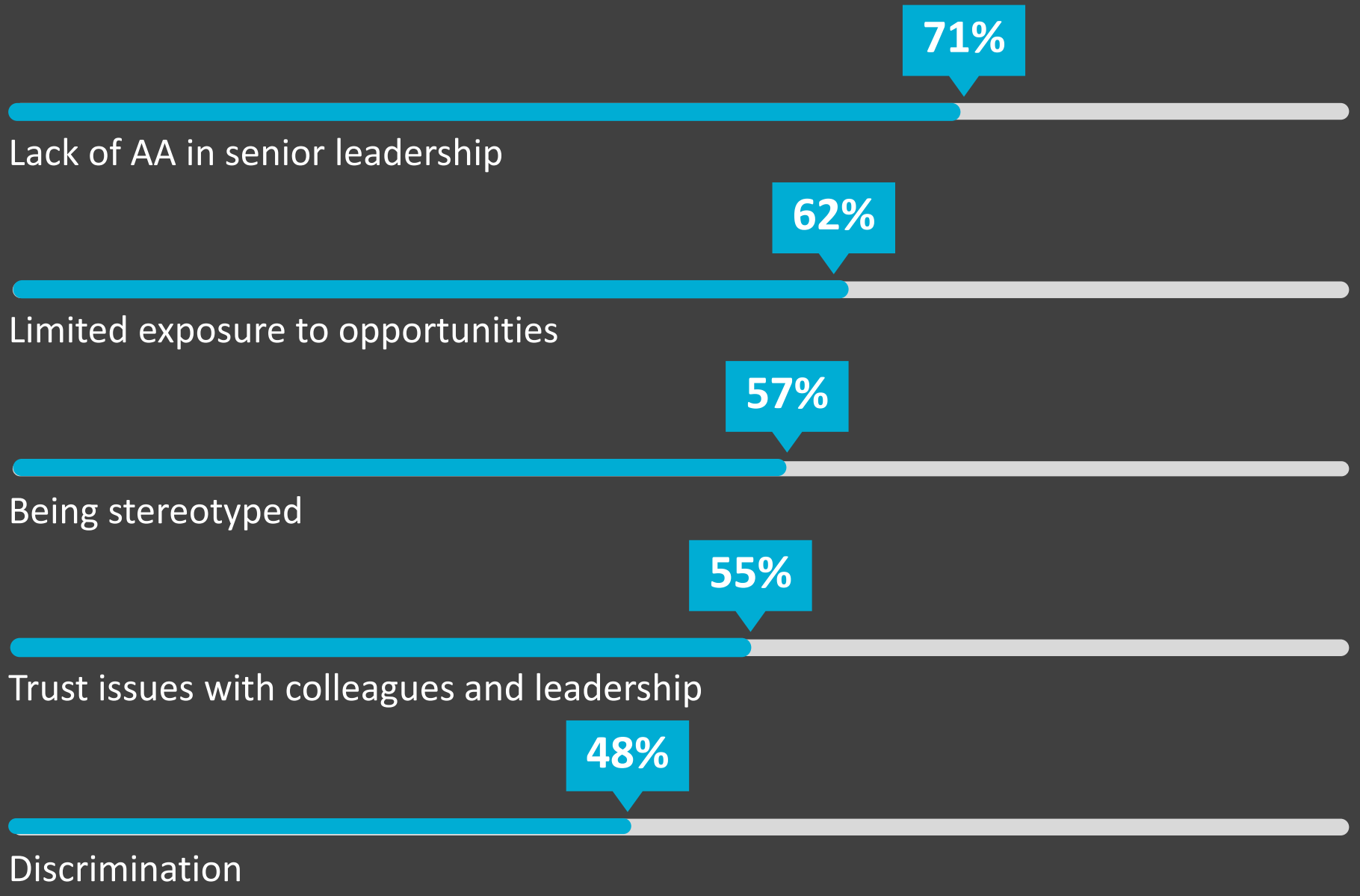
AFRICAN AMERICAN



SURVEY DATA POINTS

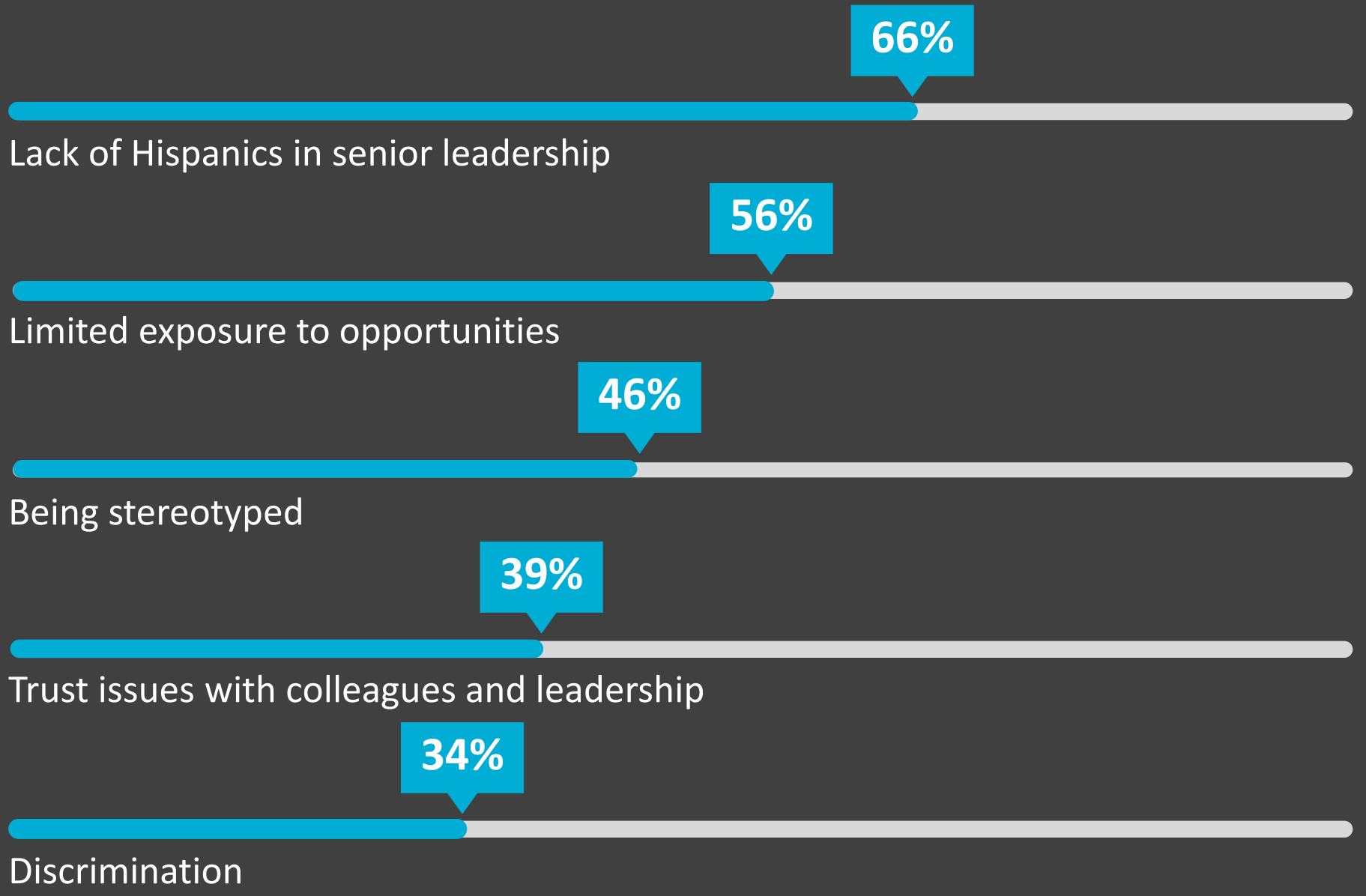
HISPANIC





TOP FIVE CAREER HURDLES

AFRICAN AMERICAN



TOP FIVE CAREER HURDLES

HISPANIC

THEMES

ENGAGEMENT	REPRESENTATION	ORGANIZATIONAL ACCOUNTABILITY	SUPPORT & DEVELOPMENT	CULTURAL SHIFTS
Ensure employees are connected to their company and each other. Provide a platform to give employees a stronger voice in their organization.	Recruit and advance people of color in management/ leadership roles.	Articulate and demonstrate a commitment to inclusion through policies and practices with leadership accountability.	Provide the tools necessary for professionals of color to grow and advance	The overall culture of an organization and the larger metro community plays an important role in employees' decisions to stay or relocate.

JULIE GRANGER

Executive Vice President
MMAC

MILWAUKEE: REGION OF CHOICE
FOR DIVERSE TALENT

Corporate Pledge

_____
(company name)

is committed to providing a dynamic and supportive workplace for all our employees to foster their growth, success and well-being. We are also committed to the communities In which we do business. To underscore this commitment, we are making a pledge to be a corporate leader in advancing Milwaukee as a Region of Choice (ROC) for diverse talent.

We agree to the following:

- Report company base line data and percentage change each year for African American and Latino/Hispanic employees and managers in metro Milwaukee
- Identify leader to participate in best practice sharing
- CEO agreement to participate in annual strategy review
- Agreement to public acknowledgment
- Promote the pledge and recruit other corporate leaders

CORPORATE PLEDGES

ABAXENT
Addison-Clifton
Advocate Aurora Health
ATI Forged Products
American Roller
Ascension Wisconsin
Associated Bank
Badger Meter
Beer Capitol Distributing Co.
BMO Harris Bank
Briggs & Stratton Corp.
C2
CG Schmidt
Charter Manufacturing Co.
Children's Hospital of WI
Colorful Connections
Columbus McKinnon Corp.
Cross Management Services
Dedicated Computing
Deloitte
Ernst & Young
FIS
Foley & Lardner
Froedtert Health
GE Healthcare
Generation Growth Capital
GenMet
GO Riteway Transportation Group
Godfrey & Kahn S.C.
Goodwill Industries of Southeastern WI and Metro Chicago
Grant Thornton
Greendale School District
HARIBO
Harley-Davidson
Haywood Group
Herzing University
Husch Blackwell
Husco International
IndependenceFirst
Johnson Controls
Johnson Financial Group
JWS Classics
Kane Communications Group
Kohl's Department Stores
Komatsu Mining Corp.
KPMG
Lubar & Co.
Magellan Promotions
ManpowerGroup
Marcus Center for the Performing Arts
Marcus Corp.
Medical College of WI
Metal-Era
MGIC
Michael Best & Friedrich
Michael Best & Friedrich
Milwaukee Area Technical College
Milwaukee Brewers Baseball Club
Milwaukee Bucks
Milwaukee Tool
MMAC
Molson Coors
Mortenson
Northwestern Mutual
Old National Bank
Park Bank
PAX Holdings
Payne & Dolan
PNC Bank
PricewaterhouseCoopers (PwC)
Professional Dimensions
PS Capital Partners
QPS Employment Group
Quad
Quarles & Brady
Reinhart Boerner Van Deuren
Rexnord
Robert W. Baird & Co.
Rockwell Automation
SaintA
Sikich
Spancrete
TEMPO Milwaukee
Trans International
Trefoil Group
VISIT Milwaukee
Waukesha Metal Products
WEC Energy Group
Wenthe-Davidson Engineering
Willis Towers Watson
YMCA of Metropolitan Milwaukee

CORPORATE PLEDGES

ABAXENT
Addison-Clifton
Advocate Aurora Health
ATI Forged Products
American Roller
Ascension Wisconsin
Associated Bank
Badger Meter
Beer Capitol Distributing Co.
BMO Harris Bank
Briggs & Stratton Corp.
C2
CG Schmidt
Charter Manufacturing Co.
Children's Hospital of WI
Colorful Connections
Columbus McKinnon Corp.
Cross Management Services
Dedicated Computing
Deloitte
Ernst & Young
FIS
Foley & Lar
Froedtert Heal
GE Healthcare
Generation Gr th Capital
GenMet
GO Riteway Transportation Group
Go ey &
Goodwill dustries of Southeas rn W and M tro Chicago
Grant Thornton
Greendale School District
HARIBO
Harley-Davidson
Haywood Group
Herzing University
Husch Blackwell
Husco International
IndependenceFirst
Joh son C trols
Jo son Fi ncial Gr up
JW Classi
Kar Co unic ions Grou
Kohl's Depart nt Stores
Komatsu ining Corp.
KPMG
Lub & C
Mag lan ron tions
M powe Grou
Marcus Center for the Performing Arts
Marcus Corp.
Medical College of WI
Metal-Era
MGIC
Michael Best & Friedrich
Michael Best & Friedrich
Milwaukee Area Technical College
M wauk e Br ers aseball Club
M lwauke Bucks
M wauk To
MMAC
Molson Coors
Mortenson
N thw ste Mut
Old N nk
ark B k
PAX Holdings
Payne & Dolan
PNC Bank
PricewaterhouseCoopers (PwC)
Professional Dimensions
PS Capital Partners
QPS Employment Group
Quad
Quarles & Brady
Reinhart Boerner Van Deuren
Rexnord
Robert W. Baird & Co.
Rockwell Automation
SaintA
Sikich
Spancrete
TEMPO Milwaukee
s International
oil Group
VISIT Milwaukee
Waukesha Metal Products
WEC Energy Group
Wenthe-Davidson Engineering
Willis Towers Watson
YMCA of Metropolitan Milwaukee

140,000 employees

GOALS BY 2025

Increase African American & Hispanic/Latino:

MANAGEMENT

25%

TOTAL EMPLOYMENT

15%

R.O.C. RESPONDENTS BASELINE DATA*

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ONE COMPANY'S JOURNEY

Froedtert

ANDRES GONZALEZ

Vice President &
Chief Diversity Officer

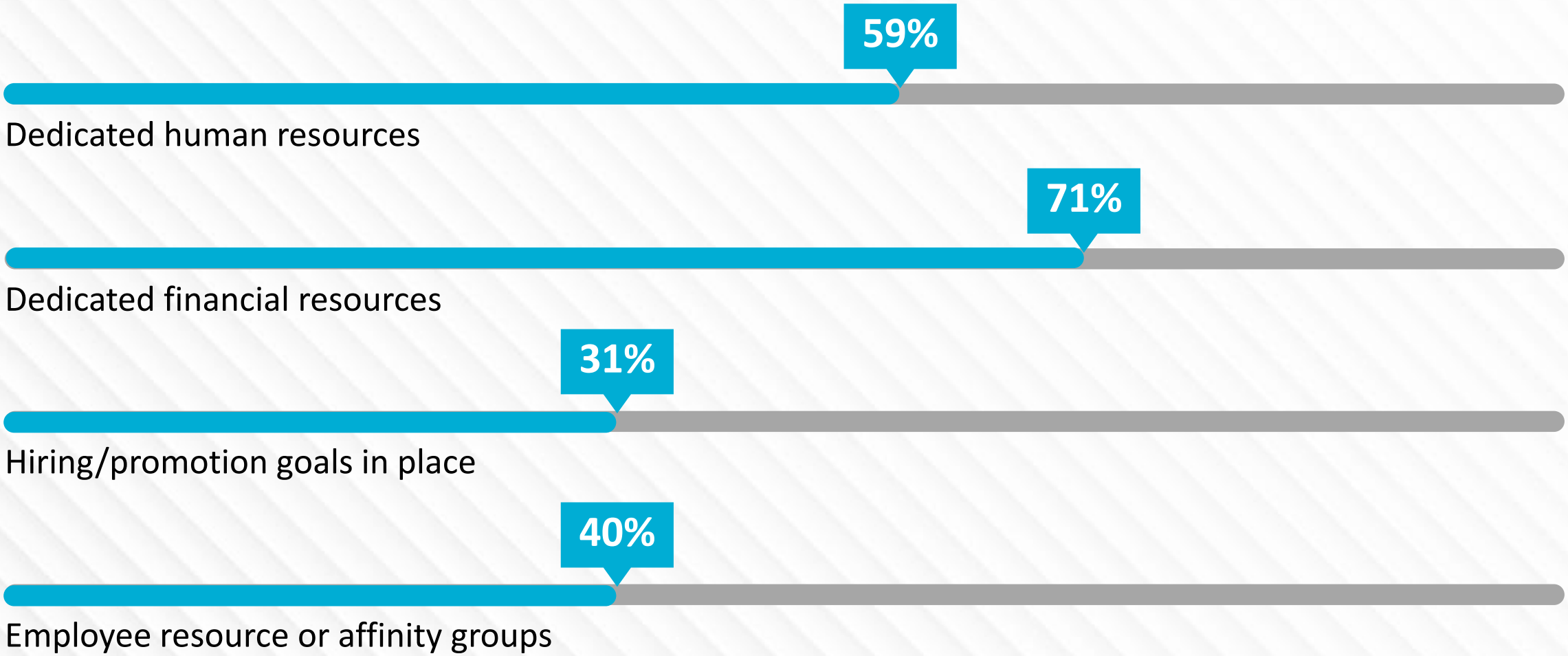
CATHY JACOBSON

President & CEO

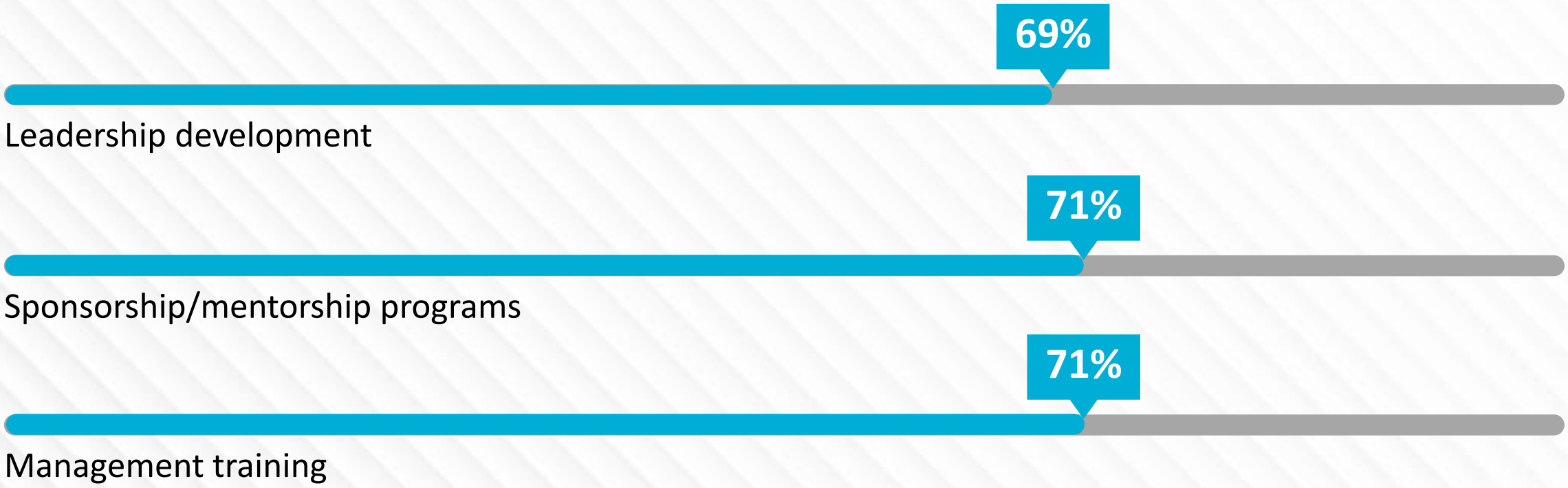
GENYNE EDWARDS

Partner
P3 Development Group

D&I QUESTIONNAIRE RESPONSES



D&I QUESTIONNAIRE RESPONSES



What are your greatest challenges?

- Finding talented people of any ethnicity
- Employee commitment at all levels
- Competing priorities
- We need a formal plan
- Allocating resources
- Availability of diverse talent in technical roles
- Resistance to change, structural racism
- Recruiting diverse talent to Milwaukee
- White privilege and fragility

What do you hope to gain?

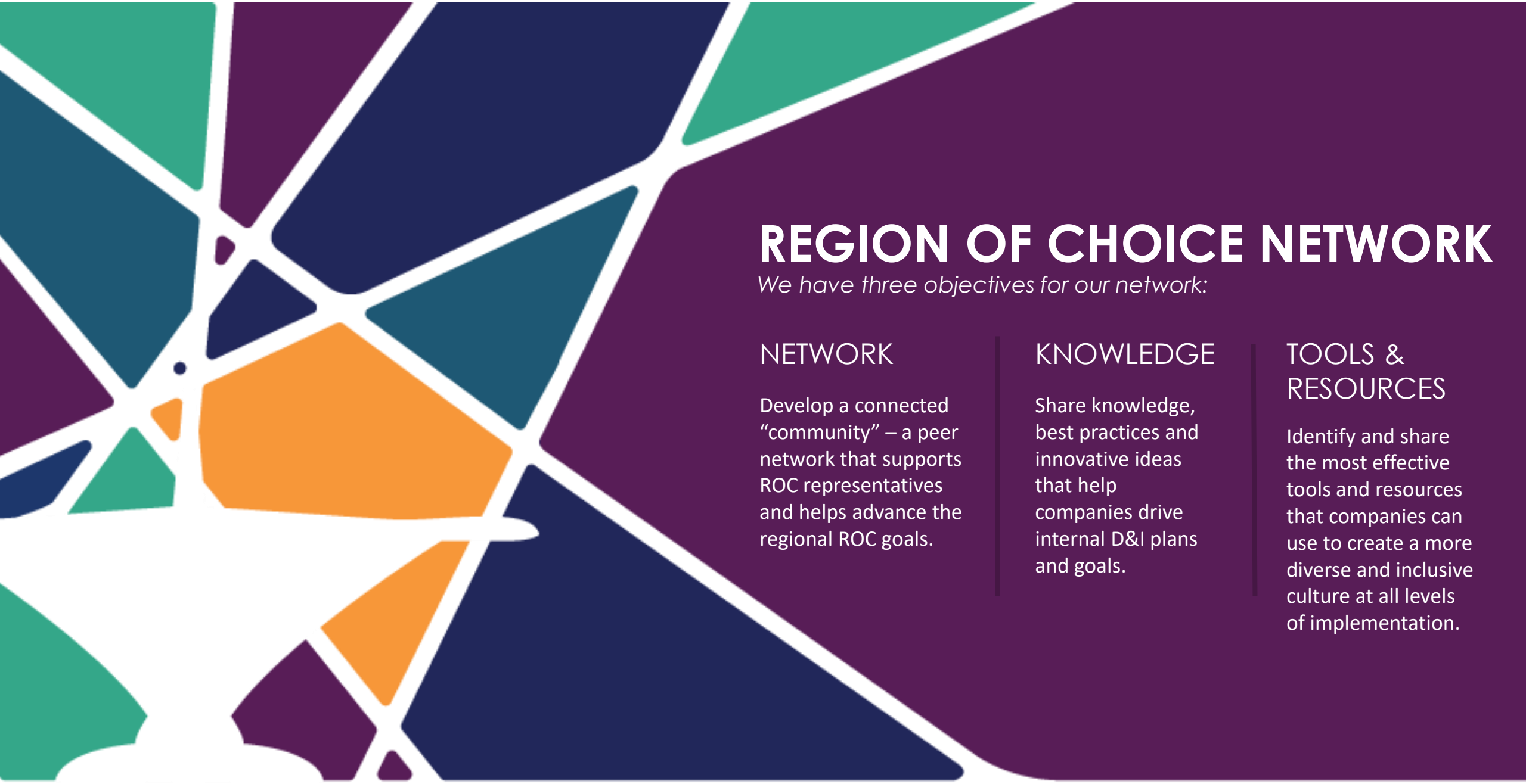
- Collaboration, streamlined processes
- How to create a diversity strategy
- Support network
- Best practices
- Overcome challenges together
- A toolkit I can implement
- Identify collective goals
- Finding new ideas that truly work

Discussion #1: **In pair(s) discuss the following:**

What is your initial reaction to the information shared today?

What potential barriers might you face as you drive this work internally?

What fears or concerns do you have about the Region of Choice Initiative?



REGION OF CHOICE NETWORK

We have three objectives for our network:

NETWORK

Develop a connected "community" – a peer network that supports ROC representatives and helps advance the regional ROC goals.

KNOWLEDGE

Share knowledge, best practices and innovative ideas that help companies drive internal D&I plans and goals.

TOOLS & RESOURCES

Identify and share the most effective tools and resources that companies can use to create a more diverse and inclusive culture at all levels of implementation.

At your table discuss the following:

1. **Of these three objectives, which is most important to you and your company & why?**

2. **What expectations do you have of this collective?**

3. **What systemic/community issues are barriers to achieving this goal?**

REGION OF CHOICE NETWORK

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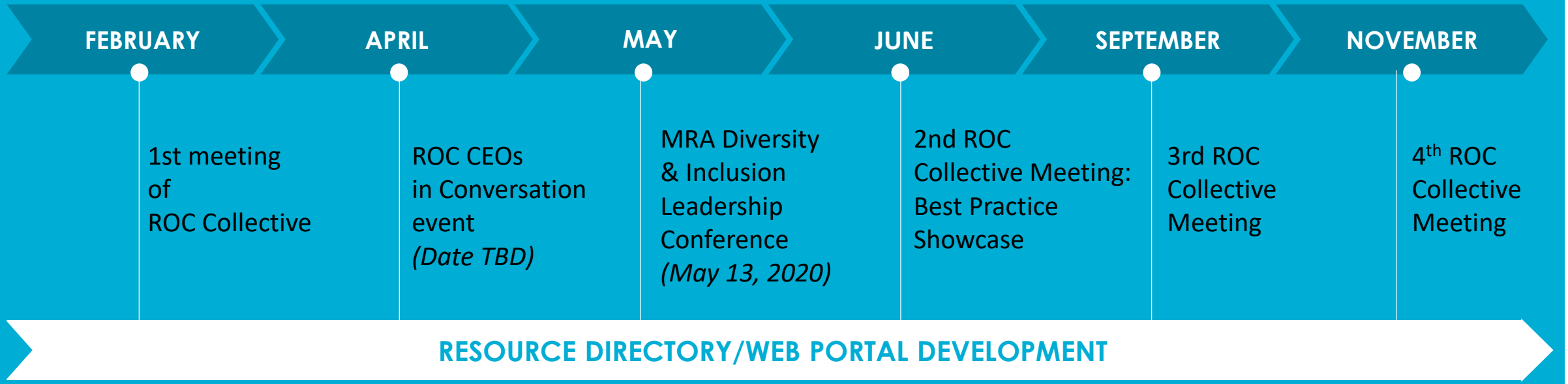
NEXT STEPS


FEBRUARY
APRIL
MAY
JUNE
SEPTEMBER
NOVEMBER
1st meeting of ROC Collective
ROC CEOs in Conversation event (Date TBD)
MRA Diversity & Inclusion Leadership Conference (May 13, 2020)
2nd ROC Collective Meeting: Best Practice Showcase
3rd ROC Collective Meeting
4th ROC Collective Meeting
RESOURCE DIRECTORY/WEB PORTAL DEVELOPMENT

QUESTIONS?