GWDB Racial Equity in Education, Training and Employment Committee Minutes – January 2018

Tuesday, January 9, 2018 – 11:30 am to 1:30 p.m.

DEED – Lakes Conference Room

332 Minnesota Street, Suite E200  
Saint Paul, Minnesota 55101

**Members Present: In person and on conference call**

* Mariaha Dean, Chair
* Tuleah Palmer, Vice Chair
* Karen Francois
* Katie Neer
* Mike Ojiway
* Ruth Stem
* Sam Heimlich
* Lorrie Janatopoulos
* Jovon Perry (conference call)

**Staff Present**

* Lisa Snyder
* Connie Ireland

**Call to Order**

Chair Dean called the meeting to order at 10:40 a.m. Introductions of members in the meeting were made. Chair Dean made remarks about the committee’s vision and goals and thanked Tuleah Palmer for serving as vice chair.

Connie Ireland noted that modifications to the State Plan needs to be submitted tentatively by April 1, 2018. A joint committee meeting will be scheduled for further discussion on the State Plan.

**Committee Vision and Goals**

Chair Dean started the meeting off by saying the new year is an opportunity to reset the tone of the committee. The committee will prioritize goals in order to move recommendations forward, and ensure the committee’s goals are reflected while building on the existing workplan; all are to ensure that goals and forthcoming recommendations are alignment with the strategic plan to prepare for the work of (training and educating) the World’s Best Workforce.

Three (3) primary goals were extracted from the committee vision. Mission and equity wheel and plan to focus and build recommendations within the remaining few weeks. A broader focus on equity was acknowledged; yet in order to move forward some recommendations, it was agreed to pursue remedies for three goals. The goals and core committee initiatives include (i) alignment of service(s) local boards, and CBOs through asset mapping and inventory study/assessments (ii) professional development in equity and racism (iii) developing a matrix of barriers in racial communities across the state.

**Goals 1- Asset Mapping/Service Alignment and Goal-3 A Matrix of Barriers**

The committee discussed the process and intended outcomes for developing a matrix of individual barriers across the state. Request for presentations and alignment with the four ethnic councils were made. The committee also requested a review of the inventory completed through the NGA Talent Pipeline Policy Academy.

Chair Dean tabled the professional development goal (#2) and instructed staff to gather resources to map a workforce eco-system, suggested that a process be established, and conduct a survey to local boards to understand their challenges. The committee will further define the scope of its work. Noted was the suggestion to compare gaps in the unemployment rates to see the differences in the current unemployment scenario.

**Community Engagement, Resources and Funding Streams - Racial/Ethnic Population**

The committee discussed the need to engage ethnic communities. What is the best approach for outreach? Noted was the need to identify barriers that exist in engaging leading organizations.

The committee felt it critical to understand where funding and resources are invested and what funding goes to ethnic communities. It was noted that a report card for direct appropriations and accountability exists. Under WIOA, agencies are rewarded if they leverage funds; SNAP and TANF are different. Performance bonuses are based on state measures. Also noted was a referral to speak to Jody Stanford at the Department of Human Services.

**Ex-Offender Population**

The Department of Corrections (DOC) provide various types of training for inmates before they are released as an effort to reduce recidivism. One of the challenges and system mis-alignments with the internal training that leads to certification obtainment is not recognized externally by some industry / or training programs (example offered is heavy equipment operators). Training certification alignment should be a focus or recommendation by the committee as well. DOC can provide incarnation data on the 8000 ex-offenders released a year. Currently there is no mechanism in place to track ex-offenders once they are released. Social security numbers were once used for employment verification. Literacy is mandated in DOC policy to ensure inmates obtain a GED. Noted is DOC’s interest in presenting at the GWDB quarterly meeting.

**Equity - Unemployed Population**

The committee discussed the need to review the unemployed who are not accounted for in the

workforce system (as an example, the approximate 15,000 Native-Americans, tribal communities) to view them through an equity lens, and to identify their barriers. Regional work in the CPP (Career Pathways) committee is progressing and may reveal some of those areas. Further discussion is needed on workforce and skill shortages, input from industry – economic and regional impact, and creating a workforce eco-system. Noted was the upcoming Aspen Institute Summit that will bring together equity and leading principles; Jovon Perry plans to attend and report back what she learns to the committee. The committee is building a community of best practices and is committed to defining asset mapping and alignment to better understand and connect them to the committee’s outcomes. Also noted was a recommendation to review the Humphrey Institute’s research on what a workforce should look like.

**Language and Definitions**

The committee will work to address the use of common language, definitions and messaging. Noted was to review WIOA law language and the use of plain language.

**Summary of Considerations, Comments and Notes**

Chair Dean discussed development of a racial disparity acknowledgement statement; and asked the committee of any known or perceived legal ramifications for adopting one. Karen Francois noted was the City of Minneapolis’ racial equity statement as a resolution to address structural racism. As an action item, the committee agreed to develop this further.

**Statewide Regional Plans and Equity**

The committee discussed regional plans and questioned the progress regions are making regarding equity efforts. For example, how are those plan validated? It was noted that guidance will be communicated by DEED for updating regional plans.

**Update on CLASP Recommendation Polices**

No update from DEED.

**Update on Minnesota’s Regional Dashboard**

The committee asked about the dashboard progress and if it is hitting the expected goals? It was noted that it is based on eight indicators and a baseline of data will added in the first quarter release. Updates are forthcoming; an expected issue is in January.

**ACTION ITEMS:**

* Ethnic Council presentations
* Kay Kammen to present on CPP assets
* Acknowledgment of Ruby Lee’s work as former chair
* Planning phase of the Matrix of Barriers
* Review of Inventory Mapping efforts
* Obtain racial equity resources related to the racial equity acknowledgement statement

**UPCOMING MEETINGS:**

* Joint Committee Meeting – to be determined
* Racial Equity Committee Meeting – March 6, 2018

**ADJOURN –** Adjourned at 1:44 p.m.