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

Tuesday, April 10, 2018 – 1:00 am to 3:00 p.m.

DEED – Lakes Conference Room

332 Minnesota Street, Suite E200

Saint Paul, Minnesota 55101

**Members Present:**

* Mariaha Dean, Chair – conference call
* Anjuli Cameron – conference call
* Lorrie Janatopoulos – conference call
* Henry Jimenez – conference call
* Kati Neher – in person
* Dennis Olson – conference call
* Justin Terrell – conference call
* Kolu Wilson – in person

**Guests**

* Carrie Marsh

**Staff Present**

* Connie Ireland
* Lisa Snyder

**Call to Order**

Chair Dean called the meeting to order at 1:08 p.m. Introductions of members on the conference call and in person were made. Governor Dayton’s acceptance letter of the State Plan’s revisions to Goals 1 and 2 was acknowledged.

**Approval of Minutes**

March 9, 2018 minutes were approved. Lori Janatopoulos motioned to approve the minutes and Kolu Wilson second the motion.

**Review and summary of data findings**

Connie Ireland referenced data from slides presented at the GWDB special board meeting and various statistical tables showing racial disparities and ethnic sub-categories by poverty levels and labor force participation rates in addition to data analysis of sectors by gender and race. The data provides a starting point to work from and will be used to identify the greatest disparities in key sectors. The committee was asked to review the data and report back support or opposition of any of the data as well as provide additional data or information for discussion. Kolu Wilson suggested to review the Minnesota State Demographic Center’s Report: The Economic Status of Minnesotans, which breaks down ethnic and cultural groups.

Noted was the committee’s work to focus on employment, education and training based on race as they relate to Goals 1 and 2 of the State Plan. Since WIOA is limited to Wagner-Peyser/federal workforce programs, the committee may request to take a broader view beyond the WIOA Dashboard data to identify the greatest disparities as they relate to Goals 1 and 2 and regional/local plans.

Minnesota State Ethnic Councils weighed in. Latino Affairs can provide supplemental data in the form of a community outreach report. Asian-Pacific doesn’t track info/data, but can provide the community context relative to unemployment/various data. Indian Affairs echoed the same sentiments in that data doesn’t capture the context, and the need to help agencies analyze data to get to granular/tribal levels. Bill Olson suggested that DEED leadership and the board broker relationships with ethnic communities to gather info. The African Heritage doesn’t track data/community outreach info, but is working on strategies and open to guidance.

The committee agreed that supplemental info to the data is needed to tell the story. Also, DEED leadership and the board need to broker relationships. This is an opportunity to better understand ethnic communities, establish/repair relationships, and reach out to policy makers and entities delivering services. The board is the neutral voice to carry this out and support those at the regional level.

**Matrix of Barriers**

The committee reviewed the preliminary list of barriers identified and notes from a meeting Lisa Snyder had with Thu-Mai Ho-Kim, a DEED analyst asked to help develop a survey. The list of barriers was expanded to include criminal records, mental health and disabilities. The survey proposed three focus areas: Employment, Education and Training and to develop and deliver it in two stages and to two groups: First: Job counselors (identify big areas) and Second: Job Seekers. A list of CBOs and stakeholders is needed for distribution, and they would be contacted before the survey is send out for buy-in and feedback.

There was discussion on gathering data from existing surveys, limitations of existing surveys and challenges surveying ethnic-community members disengaged with the workforce and systems. Kola Wilson will gather data from existing surveys and the committee will evaluate the findings. Anjuli Cameron suggested that working with community leaders and listening sessions/focus groups would be more effective to gather info and reach specific groups. Also discussed were regional/local boards’ involvement and their lack of connections to ethnic communities. It was suggested to find out how communities of color and low income populations feel they are being treated at WFCs.

The committee could make a recommendation out of findings and report it back out to communities and regional/local boards. It was suggested to align the committees work with MWCA.

**Ethnic Council Presentations:**

It was agreed that each ethnic council would provide a 30-minute presentation to include context behind data – that tells the story. Questions to consider: What are the councils’ work plans? What are the councils’ geographic footprint? What type of outreach info can be provided? May 8th the Asian Pacific and African Heritage councils are scheduled to present. June 12th the Latino Affairs and Indian Affairs councils are scheduled to present.

**ACTION ITEMS:**

* Committee staff send Governor Dayton’s Letter to members
* Kolu Wilson provide findings from existing surveys
* Debrief and discuss Governor Dayton’s letter related to the intersectionality between race and gender
* Reach out to other committee members and ask them to attend meetings so the committee can move forward with recommendations

**ADJOURN –** Meeting adjourned at 2:52 p.m.