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

Tuesday, May 8, 2018 – 1:00 p.m. to 3:00 p.m.

DEED – Lakes Conference Room

332 Minnesota Street, Suite E200

Saint Paul, Minnesota 55101

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| **Members Present** * Mariaha Dean, Chair
* Tuleah Palmer, Vice Chair – conference call
* Patrice Bailey – conference call
* Anjuli Cameron
* Samuel Heimlich – conference call
* Lorrie Janatopoulos
* Henry Jimenez
* Kati Neher – conference call
* Patty Popp – conference call
* Winnie Sullivan – conference call
* Justin Terrell
* Kolu Wilson
 | **Guests*** Carrie Marsh, DEED
* Annie, Welsh, DLI
* Patricia Fenrick, DHS
* Deven Bowdry, DEED
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| **Staff Present*** Connie Ireland, GWDB Director
* Lisa Snyder, Committee staff
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**Call to Order**

Chair Dean called the meeting to order at 1:04 p.m. Introductions of members on the conference call and in person were made.

**Approval of Minutes**

April 10, 2018 minutes were approved. Lori Janatopoulos motioned to approve the minutes and Henry Jimenez second the motion.

**Governor Dayton’s Letter of the State Plan’s Revisions to Goals 1 and 2**

Connie Ireland summarized Governor Dayton’s letter and noted that GWDB committees are tasked with providing a definition for the term gender and making a recommendation to the board tentatively by September 2018. The committee discussed the letter and use of the gender word. Gender goes beyond men or women and should not be binary. The letter should have included equity when referencing gender: gender equity. There are greater disparities among women and transgender people of color, and data on transgender people are not collected. Latinos not categorized under an ethnicity is an example of flawed tracking. State forms are binary. The committee will look into terms used on state forms. Recommendations to the GWDB Operations Committee will be given for review and discussion.

**Common Intake Form**

Connie Ireland noted that conversations are taken place around a common intake form. The purpose is to find out who is being served at the 48 WFCs, specifically the disability community. The GWDB Disability Equity Committee reached out to other states and learned about a common intake initiative that is taken place in the state of Virginia. More to come on this topic.

**Matrix of Barriers**

Kolu Wilson discussed a handout she created listing barriers based on employment and disparity surveys. It was noted that the surveys were based on employment counselors’ perspectives. The committee discussed the handout and barriers. Barriers are systemic. There is a lack of training for high paying jobs. Systems limit access to training and pushes clients into low skill/low wage jobs. Employment counselors lack relationship-building skills. The Hmong community is an example of how generations were encouraged to stay in low-skill jobs. The same sentiments were echoed about agricultural jobs and incumbent workforces. This work is directly related to career pathways.

Patricia Fenrick provided information about the Refugee Resettlement Program Office. The program includes 40 difference communities and is doing a better job braiding funding and resources. Long-standing relationships are crucial to connecting resources and skills training is part of a literacy track. Learning math and how to read is a barrier for people from oral cultures. This is a gap and potential for innovation and partnerships.

**Ethnic Council Presentations**

Anjuli Cameron from the Asian Pacific Council and Justin Terrell from African Heritage Council gave presentations. Henry Jimenez expressed that the councils work closely together and are anticipating a productive year. Also, the unity between GWDB and councils make a stronger voice and force to carry out agenda items.

**Action Items:**

* June 12th the Latino Affairs and Indian Affairs Councils are scheduled to present.
* Gender definitions will be sent out to committees for discussion
* After the ethnic council presentations, the committee will discuss listening sessions

**Adjourn –** Meeting adjourned at 2:38 p.m.