

Governor's Council on Economic Expansion: Meeting #1 Minutes

Date: 09/15/2021
Minutes prepared by: Jenny Poole, Department of Human Services
Location: Virtual

Attendance

- Jeffrey Ettinger, Co-Chair, Hormel Foods (formerly)
- Paul Williams, Co-Chair, Project for Pride in Living
- Brett C. Carter, Xcel Energy
- Joe Fowler, Minnesota Building and Construction Trades Council
- Jodi Hubler, Medical Alley Association
- Brenda Hilbrich, SEIU Healthcare Minnesota
- Neel Kashkari, Federal Reserve Bank of Minneapolis
- Marcus Owens, African American Leadership Forum
- Tuleah Palmer, Blandin Foundation
- Joo Hee Pomplun, Alliance for Metropolitan Stability
- Nonoko Sato, Minnesota Council of Nonprofits
- Traci Tapani, Wyoming Machine
- Bharti Wahi, Children's Defense Fund - Minnesota
- Penny Wheeler, Allina Health
- Steve Grove, Department of Employment and Economic Development
- Jodi Harpstead, Department of Human Services
- Roslyn Robertson, Department of Labor and Industry

Agenda

10:00 AM	Meeting convenes
10:00 AM – 10:30 AM	Governor and Lieutenant Governor kick-off
10:30 AM – 11:15 AM	Introductions and priorities discussion
11:15 AM – 11:30 AM	Where Minnesota's population has been, and where it's headed for the next 10 years – Susan Brower, Minnesota State Demographer
11:30 AM – 12:00 PM	Council process orientation
12:00 PM	Meeting adjourns

Next Meeting

Date: Monday, September 20, 2021

Time: 2:00 PM – 4:00 PM

Location: Virtual

Meeting Notes

Meeting convenes

Commissioner Steve Grove started the first meeting of the Governor's Council on Economic Expansion with a welcome to the Council members and thanks for their commitment before introducing Governor Walz to address the Council.

Governor and Lieutenant Governor kick-off

Governor Tim Walz addressed the members of the newly-formed Council on Economic Expansion and thanked them for their commitment to these issues.

- There has been unequal recovery from the COVID-19 pandemic, with some bright spots and some people left behind. The BIPOC communities, in particular, have had disproportionately poor outcomes.
- The goal for this Council is to come up with solutions for economic expansion. The status quo should not be protected, but instead this is the time to do the best possible work to create a bright, and shared future for Minnesotans.

Lieutenant Governor Peggy Flanagan greeted the Council members by telling them that she looks forward to hearing their recommendations for seizing the opportunity for all Minnesotans to emerge stronger than before the pandemic.

- It is her goal that Minnesota's economy is rebuilt, especially for those communities who were disproportionately impacted by the pandemic. Women and BIPOC people suffered the worst outcomes and most job loss.
- Moving forward from the pandemic starts with investment in Minnesota, especially children and families.

Introductions and priorities discussion

- Paul Williams, Co-Chair, President and CEO, Project for Pride in Living
 - Key priority: prepare for success in the BIPOC communities. The workforce will increasingly come from communities of color, and Minnesota needs to build up from within. Now is the key time to address unevenness in recovery from the pandemic, to fight hard for change in the current moment, and to identify how to utilize resources moving forward to help investment in Minnesotans.
- Jeff Ettinger, Co-chair, Current chair of Hormel Foundation, former CEO of Hormel Foods
 - Key priority: address the mismatch between job openings and the unemployed. The government can work toward this by transforming DEED's resources for job seekers and

investing in reskilling. The private sector should focus on training and on adjusting the curriculum at state colleges and universities. The non-profit areas need to support education. This Council provides the opportunity to learn from frontline labor leaders how to make work more attractive, and then create a way to address the mismatch of unemployed Minnesotans and available job openings.

- Brett C. Carter, Executive Vice President and Chief Customer and Innovation Officer, Xcel Energy
 - Key priority: look for opportunities to be part of the equity change and to expand the economy by creating jobs across the board, including in building electric vehicles, improving supply change, and helping the new solar energy surge. There is an exciting opportunity to support equity through the new energy economy by building new jobs, especially in electric transportation and solar installations.
- Joe Fowler, President, Minnesota Building and Construction Trades Council
 - Key priority: make impacts on both the short-term and long-term economy in Minnesota. Since everyone in the state benefits from a rising economy, the Council should work to make a meaningful difference for economic outcomes, especially for women, BIPOC individuals, and Greater Minnesota communities. Important investments include training employees for specific jobs, providing people with lifetime careers, supporting the ability to retire with dignity, providing living wages, and offering good employer-based health care. Supporting BIPOC individuals and women to get into jobs typically thought of as “non-traditional” for those groups is essential, as is supporting minority-owned small businesses to succeed.
- Jodi Hubler, Vice Chair, Medical Alley Association
 - Key priority: remember that this is personal, and that this Council offers an opportunity to improve education, promote entrepreneurship and expand job opportunities and growth. Helping underserved communities is both personal and philosophical.
- Brenda Hilbrich, Executive Vice President, SEIU Healthcare Minnesota
 - Key priority: find ways to invest in the health care and long term care workforces, in order to make sure that there are people in these essential professions, and to attract new people to these jobs. The last 18 months took a huge toll on frontline healthcare staff. The number of people willing to be in the healthcare workforce is waning. Employers have reduced their staff or employees have left from over-exhaustion, and people do not want to work in this sector due to worsening conditions, such as more hours with no additional compensation or recognition, and high rates of injury in the workplace.
- Neel Kashkari, President and CEO, Federal Reserve Bank of Minneapolis
 - Key priority: provide everyone with an opportunity to work. An economy that supports people to get the job they want, thus creating high employment rates, is good for the community and neighborhoods. The Federal Reserve is currently in a blackout period, so people who work there are not allowed to talk publicly about the economy. Because of this, Neel will be presenting and listening in these first two meetings, but not talking.
- Marcus Owens, Executive Director, African American Leadership Forum
 - Key priority: greater investment in young people, especially outside of school, to provide opportunity and access to success for everyone. This Council should not look at its work as an exercise in policy and dollars, but instead as an opportunity to create guidance on how to invest in communities and infrastructure by providing help where it is currently lacking, such as mental health care and employment training.

- Tuleah Palmer, President and CEO, Blandin Foundation
 - Key priority: support Greater Minnesota and rural areas by engineering the economy to scale for small communities and prioritizing populations that are historically excluded from the workforce. Currently, the only way to get social services and supports is by hitting rock bottom. Changing the approach in Minnesota to prevention-based instead of intervention-based services could keep people from ending up in terrible situations. It will be important to look at how interventions are serving, or not serving, Minnesotans. Providing more behavioral health care opportunities, especially through telemedicine; creating an alternative to incarceration for first time offenders; forming workforce opportunities and training plans; developing housing opportunities that are not just reactionary to crisis, but are also available as transitional supports; and supporting American Indian women and families in a two-generation approach to decrease out-of-home placement are all ways to address economic inequities and provide help through a more comprehensive lens.
- Joo Hee Pomplun, Executive Director, Alliance for Metropolitan Stability
 - Key priority: talk about intentionalism and be conscious with the language used during this Council's work. The Council needs to take a comprehensive perspective of the demographic shift of communities of color and indigenous people throughout the state, and truly respond to that shift, which is currently creating a crisis situation. It needs to work for an economy that truly works for communities of color, including an increase to job access, and availability of capital for entrepreneurs and small businesses.
- Nonoko Sato, Executive Director, Minnesota Council of Nonprofits
 - Key priority: acknowledge the power that the Council members have, and bring their focus to marginalized businesses, with a high-level focus on those that are struggling to effectively and quickly get resources as non-profit organizations. The disparities in outcomes seen during the COVID-19 pandemic were also seen in nonprofits. Those organizations that have small budgets, provide direct services, or are culturally-specific, had especially poor outcomes.
- Traci Tapani, Co-President, Wyoming Machine
 - *Note: Traci was unable to unmute during the meeting, but sent her priority and thoughts through email after the meeting concluded.*
 - Key priority: make analyzing or considering the intersecting identities of individuals and communities a part of the Council's work, including thinking about how identity impacts the opportunity for some people to thrive. People who identify with more than one minority group face significant barriers, and to drive real change, the Council needs to consider the impact of intersecting identities on people's ability to thrive.
- Bharti Wahi, Executive Director, Children's Defense Fund - Minnesota
 - Key priority: think about economic expansion for every Minnesota child, youth, family, and community, and how to create an inclusive economy for these interconnected population groupings. When one part of the economy is struggling, those struggles ripple outward because the economy is an integrated ecosystem across all population groupings. The concept of inclusive economy needs to be defined, whether it means that people have security or mobility; or better wages, improved education, and expanded childcare. The Council needs to not focus exclusively on numbers and statistics, but also think about how struggling to meet basic needs truly feels. Community engagement from diverse communities can help with this.
- Penny Wheeler, CEO, Allina Health

- Key priority: make sure there is purposeful work for all Minnesotans, and translate knowing how to do this to actually doing it. There is a staffing challenge in the healthcare sector, which is strange since the United States is seeing the lowest employee workforce participation since 1977. The intersection between equity and workforce growth is likely at the root of this, so developing a standard that avoids discriminatory practices will benefit all.
- Co-Chair Paul Williams, Governor Walz, and Lieutenant Governor Flanagan all expressed appreciation for this sharing.
 - **Co-Chair Williams** explained that the protocol for discussion of equity is to have courageous conversations. It is important to keep topics personal and not go into the land of theory. Talking about one's own experiences and specific examples are key to keeping conversations grounded.
 - **Governor Walz** thanked the Council members for sharing, with the comment, "This is good for the soul, we chose wisely." Minnesota is in a unique place because the state finances are solid, which provides an opportunity to realign the economy while thinking about racial issues and focusing on children. The Governor and legislature have the goal to spend all the additional capital the state has, and he is thankful to be surrounded by people who can provide answers on how to do this because he knows he does not have them all.
- The Council will spend the first few meetings creating a common ground by hearing data and metrics, panels from the community, and other introductions to the current status of Minnesota's economy. After the period of grounding, the Council will dig into creating recommendations, principles, and guidelines.

Presentation by Susan Brower, Minnesota State Demographer

Limited workforce growth

- The biggest fundamental change for Minnesota's economy in the near future is due to the aging workforce and low birth rates. Unless there is massive migration to Minnesota, the number of people currently in the workforce is approximately the same number that will be fueling the workforce for the next 10 years.
 - This could be partially addressed through resettling initiatives and recruiting people to move to the State of Minnesota. Incorporating new residents and workers will be key. Minnesota should focus on retaining highly skilled political and climate refugees, as well as international students.
 - There has been large international immigration to Minnesota, which helps this issue, but in the recent past, there have been fewer immigrants due to increased difficulty entering the country.
 - As of now, it is expected that the labor market will be tight, with not much growth projected for Minnesota in the coming years.

Net workforce migration

- Between 2017 and 2019, the number of job openings surpassed the number of job seekers, but Minnesota is now back down to having the same number of openings as seekers.
 - In the 1990s, Minnesota had a net import of workers, but between 2002 and 2017, there were small net losses. Between 2017 and 2019, that trend may have turned back to net inflow, but that will not be known for sure until the numbers comes back after the pandemic.

- Each year, there are close to 100,000 people moving either into or out of Minnesota.

Impacts of climate change on the future

- It is expected that there will be massive global migrations due to climate change in the upcoming decades. Typically, the Demographer's Office is comfortable making population projections 30 to 40 years into the future, but the expected climate change-based migration is making that less certain.
 - Climate refugees should be used to impact and improve long term economic success. Supporting the workforce born and raised in Minnesota will also be key.
 - The idea that there is uncertainty in the population predictions due to the expected impact of climate change needs to be kept front and center. This makes it harder for the Demographer's Office to make specific policy recommendations on actions to take to help the economy and workforce.

Tomorrow's workforce is more diverse

- One third of the 15 to 19 year old Minnesotans are BIPOC, as opposed to 9% of the people retiring. Minnesota can and needs to do a better job incorporating and supporting BIPOC workers. Putting in place policies and tools to do this are needed now more than ever. Increasing stability for the incoming workforce will be key.

Questions and requests for further information

- Council members responded to Susan Bower's presentation with thoughts of their own and requests for further information, including:
 - More granular information on the talent that is in the pipeline, the competencies that are coming, and the skills that need to be developed.
 - Further breakdown of the female workforce and their working status impact on birth rates.
 - Details on the labor force that is currently in Minnesota, especially the unemployed and underemployed.
 - Whether there is a way to predict demographic changes by the area of Minnesota since immigrants and refugees tend to go toward communities that feel familiar.
 - An assessment of "resident satisfaction", similar to the concept of employee satisfaction, particularly for BIPOC population.
 - Aging patterns by county or region.
 - Map of the way the workforce is changing in Minnesota and how white nationalism is encroaching on areas of Minnesota that have seen continued recessions since the 1970s.
 - Quality of life indicators, such as income levels or brackets, job availability, cost of housing, and cost of childcare.
 - Information on possible causes of the migration of young adults coming into working or college age who move out of rural areas to urban locations, and details on whether they move back and why.
 - Susan Bower responded that this outflow is absolutely driven by lack of economic opportunities, especially in farming communities. A key support for these communities would be an improvement in broadband infrastructure.

- Regional demographics layered with the types of job opportunities, broken down by skill, education, and training requirements.
- A mapping of age and diversity, with broadband availability.
- Data on how to retain communities of color already in Minnesota, and the necessary supports for them to have a successful life.

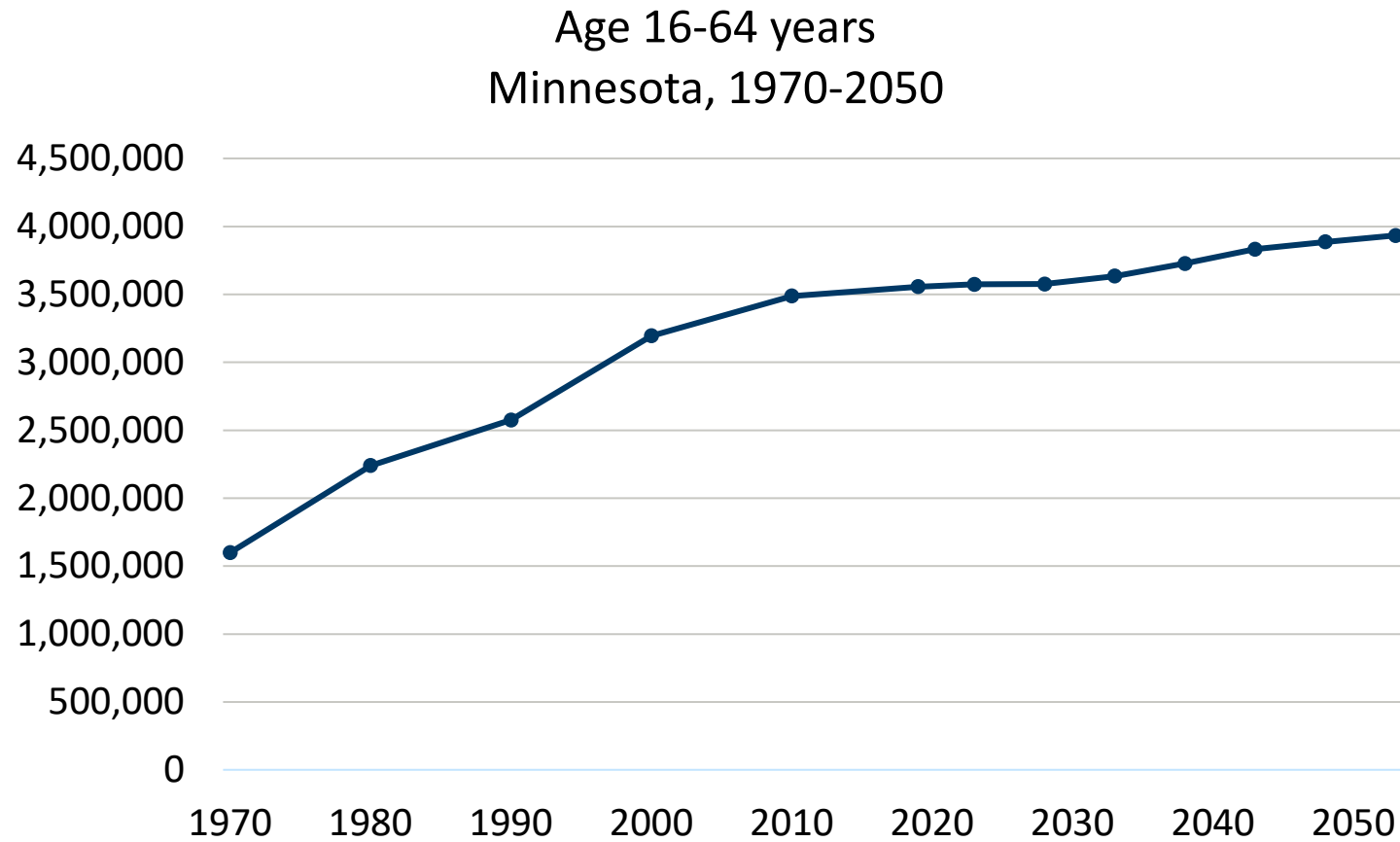
Council process orientation

- Everyone received a one-pager with the Council meeting schedule until November 15, 2021 that shows the themes and objectives for each meeting. The first four meetings are about building a common baseline and common understanding. There is flex time in the schedule to add objectives and speakers. If anyone has ideas, they should reach out to Elizabeth Frosch and Nick Petersen.
- There will be time at each meeting to break into small discussion groups.
- Council members are asked to prioritize this Council and attend each meeting. Meetings are 2:00 PM – 4:00 PM every Monday until the November deadline. If members are not able to attend, they need to contact Elizabeth Frosch and Nick Petersen, and should not send a delegate in their place.
- The public will be able to provide input through a form on the Council’s website <https://mn.gov/deed/programs-services/economic/>
- The members represent a variety of constituencies, and should reach out to them. When doing so, they should copy Paul William, Jeff Ettinger, Elizabeth Frosch, and Nick Petersen.
- There are two phases defined in the Executive Order.
 - By November 15, 2021, the Council needs to identify immediate actions that the public, private, and non-profit sectors can take, as well as provide recommendations on how to spend the ARP funds for the upcoming legislative session.
 - The second phase is expected to start next year in 2022.
- Materials for the upcoming meeting will be sent to Council members by noon on the Friday before-- that email will also have the meeting link for Council members to join.
- Council members are asked to get on the call a few minutes early to do a tech check. During meetings, everyone should mute their mic unless speaking and leave their video on.
- The Council meetings are open to the public. Links to the meetings and public comment form can be found on the Council’s website. Comments submitted through that form will be summarized periodically and shared.
- The Council has \$1.15 billion ARP dollars available to consider when making its recommendations. There will be presentations in future meetings about those funds and associated spending requirements. The goal of this Council is to make recommendations on use of the ARP funds to the Governor how he should include those dollars in his budget proposal in January 2022.
- It is important to keep in mind that these are one-time dollars that have to be allocated by 2024 and spent by 2026. The proposals on how to spend these dollars should be one-time costs, not programs, which would either not recur after this money is gone, or would need to be funded out of the state budget in future years



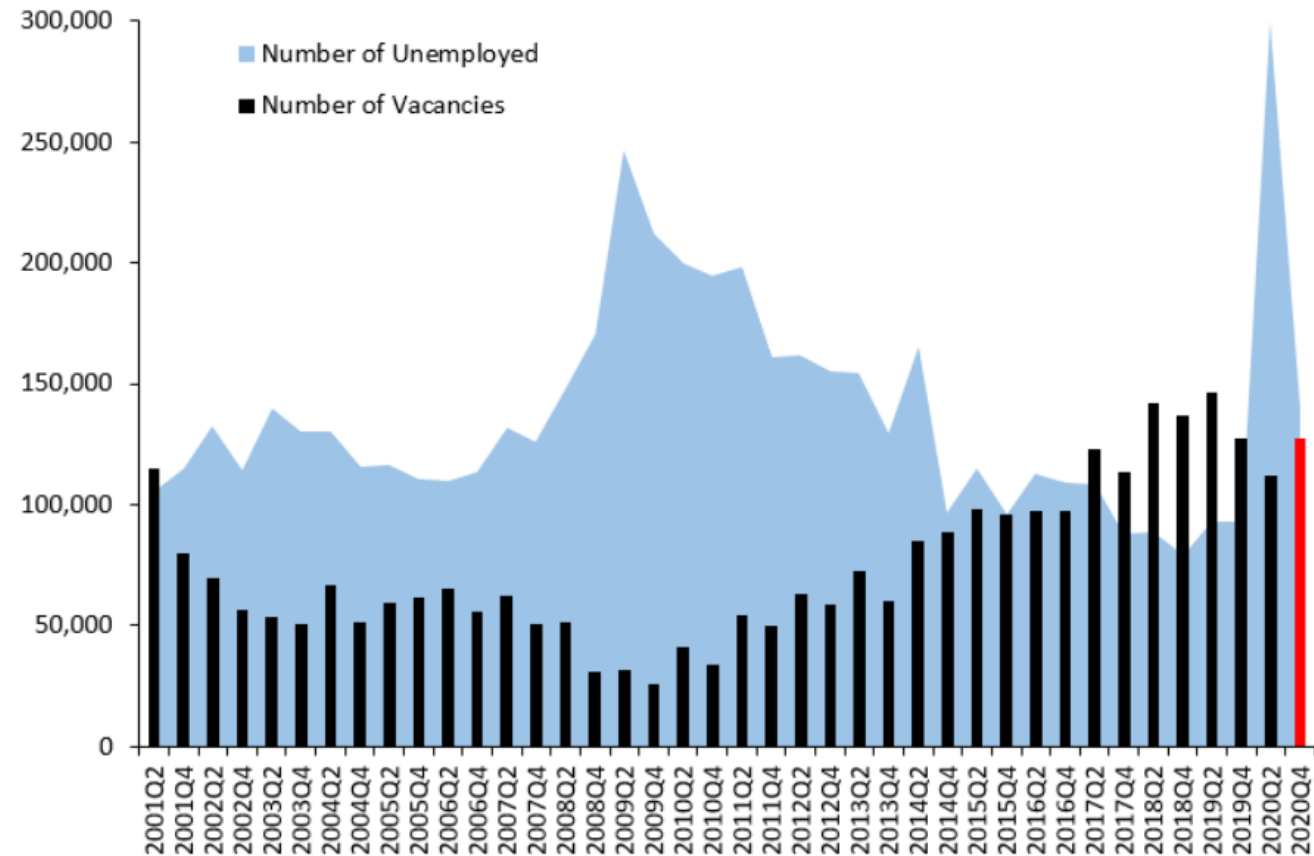
Susan Brower, Minnesota State Demographer
September 15, 2021

Little-to -no growth projected for the working-age population in MN



Minnesota: Job Vacancies Nearly Surpassing Available Workers

Figure 1. Minnesota Job Vacancies and Unemployed, Second Quarter 2001 to Fourth Quarter 2020

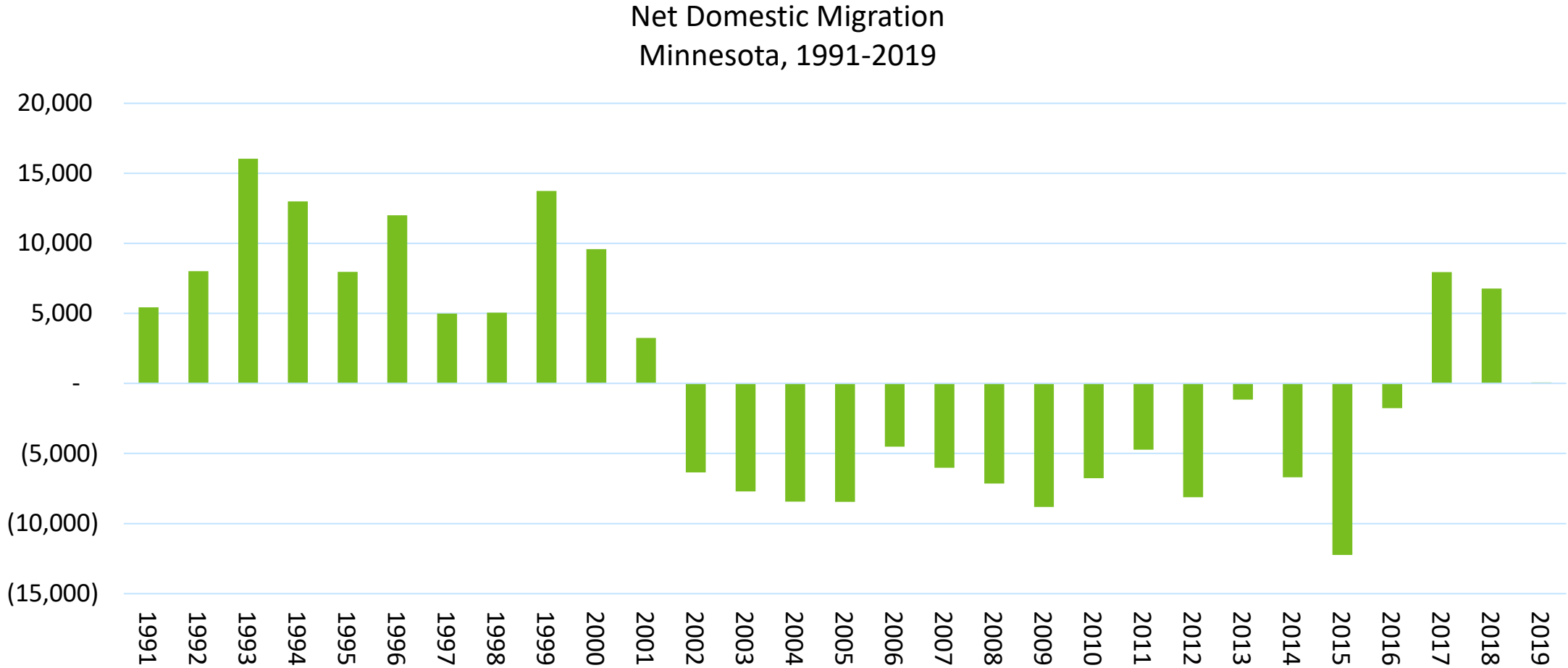


Growth from international immigration declined between 2017 and 2019, even though employers were in dire need of more workers



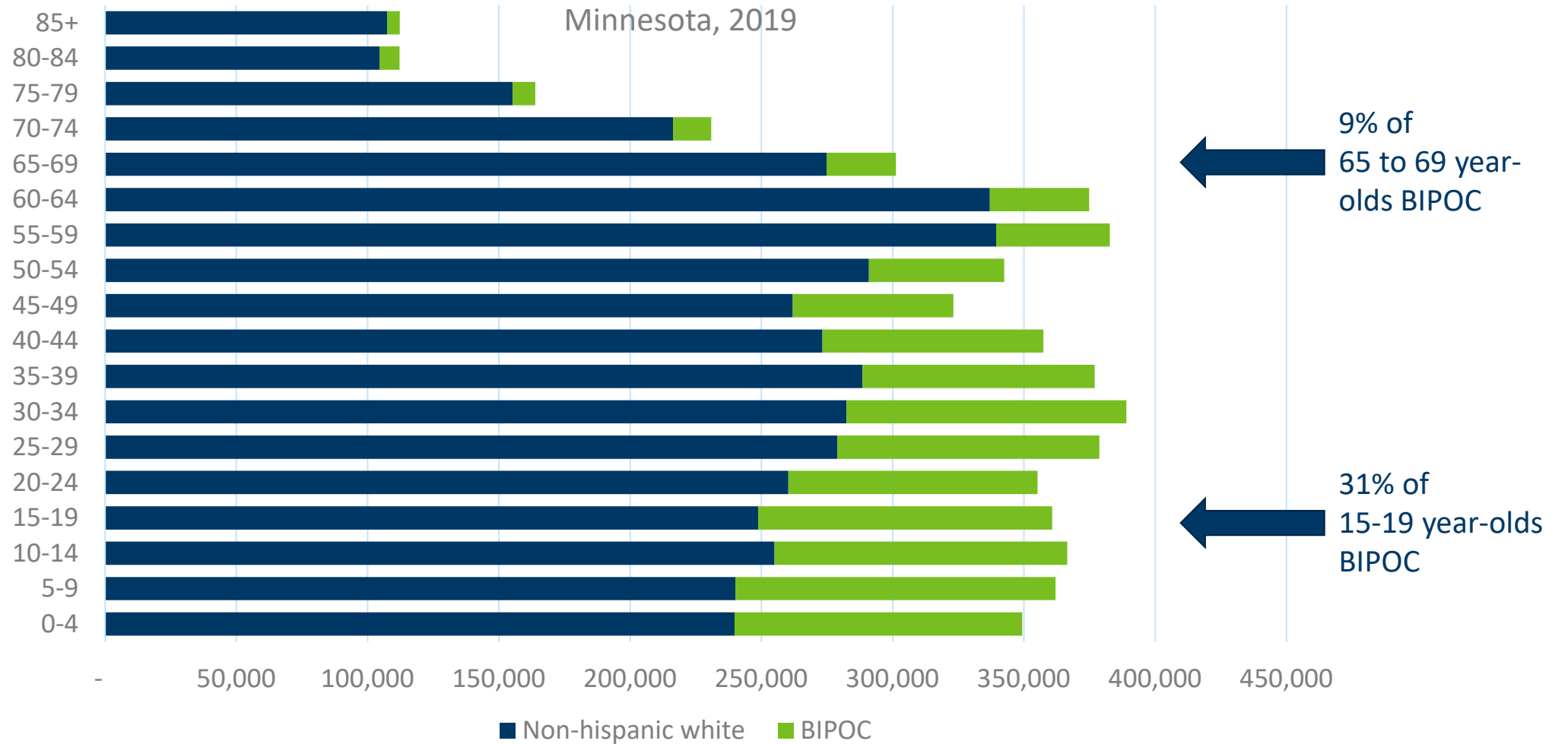
Source: U.S. Census Bureau, Population Estimates Program

Minnesota gained residents from other states beginning in 2017



Source: U.S. Census Bureau, Population Estimates Program

Minnesota's workforce will continue to become more racially and culturally diverse



Source: ipums.org from 2019 U.S. Census Bureau data

Thank you

Susan Brower, PhD

susan.brower@state.mn.us



Governor's Council on Economic Expansion: Process Orientation

Elizabeth Frosch | Chief of Staff, DEED



**Office of Governor Walz
& Lt. Governor Flanagan**

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Council Orientation

- Schedule and Timeline
- Attendance Requirements
- Meeting Links and Logistics
- Public Meeting Requirements

Schedule and Timeline

Phase 1: By November 15, 2021, the Council will recommend the following to the Governor and Lt. Governor:

- Immediate actions that can be taken by the public, private, and nonprofit sectors.
- Policy changes and investments for potential enactment during the 2022 legislative session, including recommendations on ways Minnesota might leverage remaining American Rescue Plan dollars to advance equitable economic growth.

Meeting schedule: Mondays from 2:00 PM – 4:00 PM (September 20th through November 15th)

Phase 2: By June 30, 2022, submit a long-term roadmap for systemic change in the public, private, and nonprofit sectors that will achieve a more equitable, inclusive, sustainable, and resilient Minnesota economy.

- Engage, receive, and respond to feedback from workers, families, and communities that are representative of our State and its priorities for equity and inclusion.

Meeting schedule: TBD, biweekly

Attendance

- Members are urged to attend all meetings and limit absences.
- Council members are asked to notify the Council Co-Chairs and the designated State of Minnesota Project Managers from DEED and DHS (Elizabeth Frosch and Nicholas Petersen) if they anticipate being absent.
- Council members may not delegate someone else to attend in their absence or represent them on the Council.

Council Meeting Links and Logistics

- Meeting materials will be sent by email to Council Members by noon on the Friday prior to the Council meeting.
- Council members will be provided with a meeting link prior to each meeting.
- Council meetings are recorded and open to the public (meetings links available at <https://mn.gov/deed/>).
- Please join 5 minutes early to each meeting.
- Please have your **microphone muted** and your **camera on** when joining the meeting.
- Contact Eric Lightner if you encounter technical difficulties.

Public Meeting Links and Logistics

- Meeting materials will be uploaded to the public website by 4pm on the Friday prior to the Council meeting.
- Members of the public will be provided with a different link posted on the Council website by 4pm on the Friday prior to the Council meeting.
- Members of the public can submit questions or input through the public comment form found on the Council's public website.

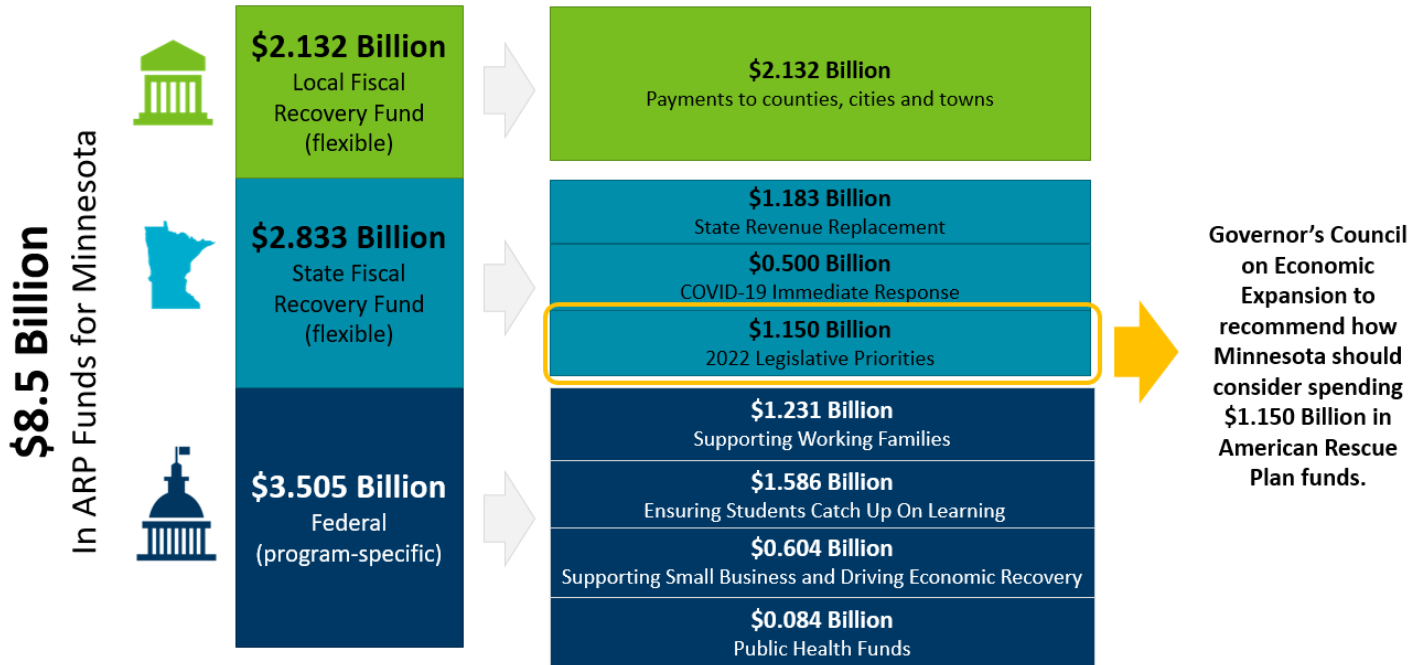


**Office of Governor Walz
& Lt. Governor Flanagan**

Thank You!

Elizabeth Frosch | Chief of Staff, DEED

American Rescue Plan (ARP) Overview



How ARP funds can be spent

Funding objectives	Out-of-bounds
<ul style="list-style-type: none"> Support urgent COVID-19 response efforts to continue to decrease spread of the virus and bring the pandemic under control. Replace lost public sector revenue to strengthen support for vital public services and help retain jobs. Support immediate economic stabilization for households and businesses. Address systemic public health and economic challenges that have contributed to the unequitable impact of the pandemic. 	<ul style="list-style-type: none"> The American Rescue Plan explicitly prohibited states from depositing state fiscal recovery funds (SFRF) into their pension or using the funds to offset a tax cut. <p>Since the bill's passage, the United States Treasury has further clarified additional restrictions on these funds, including the following prohibitions:</p> <ul style="list-style-type: none"> Interest or principal payments on outstanding debt (or other financing charges). Depositing the funds into a reserve account or rainy day fund. Using SFRF for the non-federal share of a federal program that requires a state match (e.g. Medicaid).

The funds provided by the American Rescue plan are limited one-time funds. Use of funds must be decided by the end of 2024 and spent by the end of 2026. These funds should be spent in a creative way to make the biggest, long-lasting impact without committing to projects that require ongoing long-term maintenance with state funding.

Council Member Biographies

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Jeff Ettinger, Co-Chair | Former Chairman of the Board and CEO, Hormel Foods

Jeffrey M. Ettinger is chair of The Hormel Foundation. Among the Foundation's many supported organizations and projects in the Austin, MN area are its community college scholarship program for all Austin HS grads, its partnership with MacPhail to bring enhanced music education to all area youth, and its significant annual support for The Hormel Institute, a cancer research facility operated in partnership with the University of Minnesota.

Jeff is the former CEO of Hormel Foods, a position which he held from June 2005 to his retirement at the end of October 2016. Under Ettinger's leadership, Hormel Foods grew through strategic acquisitions and a continued focus on new product innovation. During his tenure, the company achieved increases in sales, earnings, shareholder value, and number of jobs, and introduced universal stock option grants and expanded profit sharing. In 2016, Ettinger was named one of the World's Best CEOs by Barron's and in 2012 he was named Responsible CEO of the Year by Corporate Responsibility magazine.



He served on Lieutenant Governor Peggy Flanagan's Transition Advisory Board, and as part of Commissioner Steve Grove's Restaurant/Hospitality Roundtable.

Ettinger is a native of Pasadena, Calif., and holds a Bachelor of Arts degree and law degree from the University of California, Los Angeles. He was a law clerk for the Honorable Arthur Alarcón, U.S. Court of Appeals, 9th Circuit. Ettinger attended the Program for Management Development at Harvard Business School.

He serves on the boards of The Toro Company, Ecolab, The Hormel Foundation, and Better Futures Minnesota. He also teaches at the Carlson School of Business at the University of Minnesota. He and his wife, LeeAnn, live in Austin, MN and have two sons, two daughters, and two granddaughters.

Paul Williams, Co-Chair | President and CEO, Project for Pride in Living

Paul Williams is President and CEO of Project for Pride in Living, Inc., one of Minnesota's premier multi-service community development organizations. A St. Paul native, Paul brings an extensive background in affordable housing, economic development, education, and diversity, equity and inclusion to PPL. PPL provides affordable housing to over 3,500 individuals and families on a nightly basis and delivers employment training and education to close to 8,000 individuals annually.

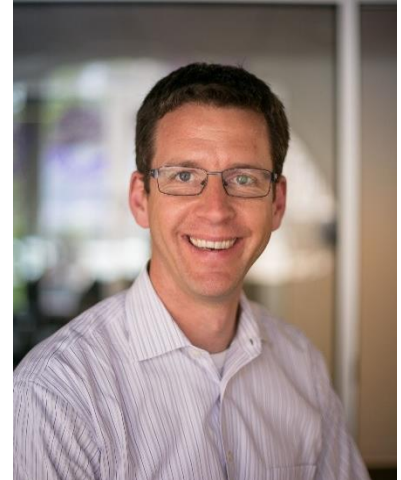
Prior to coming to PPL, Paul served as St. Paul's Deputy Mayor, where he led a wide range of community initiatives as well as directing day-to-day operations of the City. Paul also spearheaded community development investments for the Local Initiatives Support Corporation (LISC), first as Twin Cities LISC's Executive Director, and then for five years as LISC's national Senior Vice President for Field Strategies, directing LISC's operations in 30 cities across the country. Prior to his work at LISC, Paul served as a grant maker with the Minneapolis and Saint Paul community foundations, as well as Vice President of Allocations for the United Way of St. Paul.

Paul is active on numerous community boards, serving on the boards of Minneapolis' 9th District Federal Reserve, HealthPartners, Inc., and the Destination Medical Center in Rochester, Minnesota. Paul previously served as the board chair of the F.R. Bigelow Foundation and as a Commissioner of both the Minnesota Ballpark Authority and the St. Paul Port Authority. He is an active member of the business-led Itasca Project and the Hubert H. Humphrey School of Public Affairs Dean's Advisory Council. Paul holds a Master's Degree from the Humphrey School and a B.A. in Government from Saint John's University.



Scott Burns | CEO and Co-Founder, Structural

Scott Burns is the CEO & co-Founder of Structural, a St. Paul based software company that helps employees thrive by connecting them with each other and with opportunity where they work. He previously founded GovDelivery which became the leading provider of digital communications solutions to the public sector before it was sold in 2016. Scott is an investor in a number of local technology companies and VC funds and is an owner of Osborn370, a hub for growing businesses, in downtown St. Paul. He has volunteered in support of job growth, business recruitment, and economic development at the local and state level including supporting the launch of St. Paul's Full Stack initiative, working on the strategic plan for GreaterMSP, and helping lead the launch of the St. Paul Downtown Alliance. He participated in the first class of the Young American Leaders Program at Harvard Business School. Scott has a degree in economics from Dartmouth College. He grew up in Duluth and lives with his wife Sarah and three children in St. Paul.



Brett C. Carter | Executive Vice President and Chief Customer and Innovation Officer, Xcel Energy

Brett C. Carter is executive vice president and Chief Customer and Innovation Officer. Carter leads a broad organization driving customer engagement and organizational innovation, including the key areas of marketing, customer service, information technology, cyber and physical security, brand strategy and innovation and transformation efforts.

With a vision to match transformative technology with frictionless experiences, Carter is reimagining how the Company evolves customer relationships. His leadership is positioning Xcel Energy as a leader in energy innovation across all industries.

Brett most recently held senior leadership roles with Bank of America, where he oversaw key business areas of operations, technology and shared services. He previously held leadership roles in operations, marketing, and technology at several major utilities, including Duke Energy, UtiliCorp/Aquila, and Dominion.

Brett holds a Bachelor of Science in Accounting from Clarion University, an MBA with an emphasis on Marketing from the University of Pittsburgh and has completed the Harvard Business School Advanced Management Program. He currently serves on the board of directors for Greater MSP | Forge North, EPRI (Electric Power Research Institute), MSP Enterprise Transformation, The FastBreak Foundation, the Edison Foundation's Institute for Electric Innovation (IEI) and most recently was elected to the board of directors for Graco Inc.



Joe Fowler | President, Minnesota Building and Construction Trades Council

Joe Fowler is a 2nd generation union laborer in local 563. Fowler has been in concrete and masonry construction since his early teens and at the age of 17 joined the union and began his career as a union laborer in the field tending block, pouring concrete, and maintaining industrial power plants. Currently he is employed as the Business Manager of local 563, the same local he joined more than 22 years ago. In July of 2021 he was also elected to serve as the current President/Chair of the MN Building and Construction Trades Council which represents the 15 affiliated construction trades who combined have more than 70,000 members/union construction workers within the state. Education wise, after he graduated high school it was 7 years before he decided to take his formal education further and enrolled in college. He eventually earned an associate's degree in construction management from North Hennepin Community College while still working as a fulltime laborer.

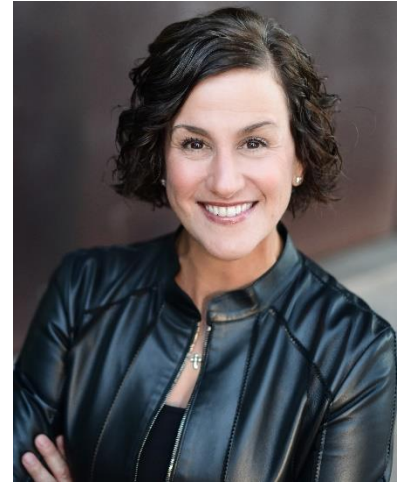


Fowler has held several positions and titles within the construction industry over the many years he has been in the trade. At first, he was doing jobs that many consider menial like general cleanup, filling water coolers, emptying satellite toilets, and cleaning boilers as a general laborer. Eventually he earned the titles of Foreman, General Foreman, Superintendent, Project Manager/Estimator, running projects and performing all of the functions associated with those positions before becoming a full-time union representative. Fowler is excited and honored to be a part of this board and looks forward to playing an active role in helping craft MN's economy to be more inclusive and one that has enough wind in the sails for everyone to grab onto and benefit from.

Jodi Hubler | Vice Chair, Medical Alley Association

Jodi Hubler is a board director, investor and executive best known for accelerating company growth and building enviable shareholder value. Throughout her career she has pioneered innovation and disruptive strategies that have differentiated and transformed businesses, markets and performance at all levels in global Fortune 100, private, and start-up companies across multi-industry domains.

Hubler currently serves on several private, non-profit and advisory boards including Minnesota based Central Logic, Marani Health and Omcare, Caring Bridge (Chair), Medical Alley Association (Vice Chair) and State of Minnesota's LaunchMN Advisory Board (Inaugural Chair). She previously served as a board director or chair of more than a dozen venture and private equity backed health care companies, particularly as the CEO and Managing Director of Lemhi Ventures a \$385M health care service venture capital firm. This work has included more than 50 financing rounds ranging from de novo startups to late-stage investment, resulting in job creation in the thousands and total value creation in the multiple billions. Her companies have redefined healthcare and payment models and have been acquired by some of the largest leaders in the sector.



She has held executive positions in both public and private companies, including Cargill, Alcoa, Definity Health, Lemhi Ventures and Bind Benefits. She is especially adept at leading and governing in industries facing transformative change, drawing on her experience across global organizations and multi-industry domains.

Hubler is a frequent speaker and panelist at health care industry events as well as events focused on empowering woman leaders and entrepreneurs. Her unique experiences, business model creativity, thought leadership and track record have earned her many accolades, including being named to the 500 Most Powerful Minnesota Business Leaders, a Women in Business honoree and a TCB Top 100 to Know in 2021.

Brenda Hilbrich | Executive Vice President, SEIU Healthcare Minnesota

Brenda Hilbrich began her work as an organizer with SEIU Healthcare Minnesota (SEIU HCMN) in 1998. She continued her work in SEIU with the international union and locals in Wisconsin and New York before returning to SEIU HCMN in 2005. She has served as a member of the senior leadership team at SEIU HCMN for the last 16 years as the Director of the Member Action Center and Education, Chief of Staff and was elected as Executive Vice president in 2020. She has used her leadership to lead and push for needed changes to ensure that SEIU HCMN remains a powerful voice for workers in Minnesota. She has organized new members, led negotiations for pattern setting contracts and first contracts, redesigned how we execute member grievances and representation, and developed new and expanded member leader programs to increase member engagement. She also serves SEIU HCMN as a Trustee of the Twin City Hospital Workers' Pension Fund and as a member of the Saint Paul Regional Labor Federation board. She earned a B.A. from the University of Wisconsin-Madison, and an M.Ed from the University of Minnesota. She lives in Saint Paul with her family.



Neel Kashkari | President and CEO, Federal Reserve Bank of Minneapolis

Neel Kashkari has been president and chief executive officer of the Federal Reserve Bank of Minneapolis since Jan. 1, 2016. He serves as a voting member on the Federal Open Market Committee, bringing the Ninth Federal Reserve District's perspective to monetary policy discussions in Washington, D.C.

In addition to those responsibilities, Neel oversees Minneapolis Fed operations and leads its many initiatives. Among them, he was instrumental in establishing the Opportunity & Inclusive Growth Institute, whose mission is to ensure that world-class research helps to improve the economic well-being of all Americans.

Most recently, he has joined with retired Minnesota Supreme Court Justice Alan Page to propose amending Minnesota's constitution to make quality public education a fundamental right. This effort supports the Fed's mandate to achieve maximum employment, with education being a key to obtaining a good job.

Under Neel's leadership, the Minneapolis Fed also released an action plan on "Ending Too Big to Fail," which calls for tighter bank regulations to avoid future taxpayer bailouts of large financial institutions.

Neel earned his bachelor's and master's degrees in mechanical engineering from the University of Illinois. He became an aerospace engineer, developing technology for NASA missions.

Eventually turning to finance and public policy, he earned his MBA from the University of Pennsylvania's Wharton School, joined Goldman Sachs, and served in several senior positions at the U.S. Department of the Treasury, including overseeing the Troubled Asset Relief Program, or TARP, during the financial crisis. Before joining the Minneapolis Fed, he ran for governor of California in 2014 on a platform focused on economic opportunity.

He lives with his wife, Christine, children, Uly and Tecumseh, and Newfoundland dogs—Webster and Newsome—in Orono, Minn.



Marcus Owens | Executive Director, African American Leadership Forum

Marcus Owens is the Executive Director of the African American Leadership Forum. At AALF his mission is to improve the economic health of underserved communities in the Twin Cities by creating opportunities through public and private partnerships. Best described as a social entrepreneur, systems shifter and community developer, Owens believes that expanding economic and educational opportunities while improving health and well-being for everyone, is key to building a healthier, equitable community. His work across the Twin Cities is now more essential than ever, following the George Floyd uprising in 2020.



Before joining AALF, Owens was the President and CEO of the Northside Economic Opportunity Network (NEON) in Minneapolis for nearly four years. Under the direction of Owens, NEON substantially grew its operating budget, staff size and launched a social enterprise business. He also helped NEON create a co-working space and developed a nationally known model for entrepreneur development.

Owens was a change agent, championing new initiatives in finance, DEI and human resources for the Target Corporation. He worked there for nearly 10 years. Before Target, Owens worked in the banking industry. He owned and operated his own mortgage company and worked for TCF National Bank.

A native of north Minneapolis, Owens received a Bachelor of Science degree from Metropolitan State University and a Master of Business Administration degree from the University of St. Thomas.

Tuleah Palmer | President and CEO, Blandin Foundation

A lifelong resident of northern Minnesota, Tuleah's decades of experience leading impactful nonprofits and programs guide her work. As president and CEO of Blandin Foundation since July 2020, she oversees the foundation's grantmaking, community leadership training and public policy initiatives, as well as stewardship of foundation resources.

Most recently, she served as executive director of Northwest Indian Community Development Center in Bemidji, where she led work informed by Anishinaabe world view, trauma-informed care and systems change. In this role, Tuleah established and maintained inter-governmental relationships between municipal, county, tribal nation, state, nonprofits and Minnesota State systems.



She serves on the Governor's Workforce Development Council and co-chair of its Racial Equity Committee, Minnesota Department of Human Services American Indian Workforce Development Committee and Hubert Humphrey Institute of Public Policy's Future Services Institute. She was named to the Young Women's Initiative Executive Council in 2021.

For her work in racial equity and Native community development, Tuleah was recognized in 2019 by St. Paul & Minnesota Foundation with its Facing Race Statewide Award. She and the Northwest Indian Community Development Center also received the Bush Prize in recognition of proven community impact, with a \$500,000 award to address homelessness in Bemidji, including housing for women returning from incarceration.

As Blandin Foundation president and CEO, Tuleah focuses the foundation's efforts on community comprehensive development and approaches work as a triple bottom line leader, seeking solutions that work for every person.

A graduate of Bemidji State University, Tuleah holds the Bachelor of Arts degree in Applied Psychology from Bemidji State University.

Joo Hee Pomplun | Executive Director, Alliance for Metropolitan Stability

Joo Hee Pomplun joined the Alliance staff in May 2017. joo hee was formerly the director of policy and advocacy at Asian Economic Development Association (AEDA) where she worked with Asian communities along the Central Corridor and the Bottineau Transitway to open greater opportunities for wealth building via entrepreneurship, individual financial capabilities development, social lending, and governmental policies and practices.

Joo Hee founded and organized the Health Equity Working Committee, a coalition of community-based organizations serving and led by Asian, African, African American, Latinx, American Indian, LGBTQ, and ally communities seeking accountability of government to advance health equity. She also served as the executive director of the Minnesota Asian/American Health Coalition. joo hee has a bachelor's degree in women's studies, a master's degree in public health, and is a certified massage therapist. Her strengths and interests are in the intersection of community development, racial equity, and spiritual health.



Nonoko Sato | Executive Director, Minnesota Council on Nonprofits

Nonoko Sato was appointed as the executive director of the Minnesota Council of Nonprofits in August 2021, after serving three years as their associate director. In partnership with MCN's board, staff, and key stakeholders, Nonoko charts MCN's strategic response to organizational and sector challenges. She is a relentless champion for racial equity and justice, and excited for MCN to model new approaches across the organization's values, operations, programs, policy agendas, and partnerships. Nonoko values making authentic and deep relationships with people, and is excited to mobilize the nonprofit sector to take on its next set of political and economic challenges and help nonprofits accomplish their missions to create a healthy, cooperative, and just society.



Prior to joining MCN, Nonoko served for nine years as executive director of SMART, a San Francisco-based nonprofit that champions education equity by supporting students in overcoming systemic barriers on their journey to a college degree. She currently serves on the boards of Coalition of Asian American Leaders, Theater Mu, BenefitsMN, and as a committee member of The Equity and Diversity Impact Assessment (EDIA) with the Minneapolis Public Schools.

Originally from Tokyo and Chicago, Nonoko graduated from Carleton College. She lives in Minneapolis with her partner and is a proud parent of two students in Minneapolis Public Schools.

Traci Tapani | Co-President, Wyoming Machine

Traci Tapani is co-owner and co-president of Wyoming Machine, a sheetmetal fabricator in Stacy, Minn. During her 25-year career there she has inspired employees to become not just great workers, but great people as well. Traci's passion for people and manufacturing led to her national renown for workforce development and encouraging women in manufacturing.

She serves or has served on numerous boards and committees including a White House Task Force on Upskilling and the US Chamber of Commerce, the Minnesota Chamber of Commerce, trustee of Central Minnesota's Initiative Foundation and many more. She has been featured in The New York Times, NPR and numerous other media. Traci attracted the attention of senior leadership at McDonalds when she told a D.C. audience that by recognizing the skills people gain from working at McDonalds, she's had success in training them for careers in manufacturing. Traci is a frequent public speaker. Once she and her sister, Lori, gave a presentation at Penn State entitled, "Girl Germs, High Heels and other tales from the Shop Floor" to highlight their experiences as women in a non-traditional field.



Traci resides in Hugo and has two grown daughters. A Harley rider, Traci and her daughters once rode from the Headwaters of the Mississippi to the Gulf of Mexico, with a sidecar, among many other great Harley rides. Traci relishes time with family at the lake, and is an inveterate reader.

Bharti Wahi | Executive Director, Children's Defense Fund - Minnesota

Bharti Wahi joined Children's Defense Fund-Minnesota as its Executive Director in 2016. Bharti brings 20 years of professional experience as an advocate on issues impacting children, youth and families with a focus on equity and inclusive systems and institutions. Prior to joining Children's Defense Fund, she spent 3 years with Greater Twin Cities United Way overseeing several grant portfolios related to early childhood education, two generation interventions and literacy. Previously, Bharti led the Children and Family Program for the Minnesota Literacy Council for five years, overseeing their two preschool sites, building its home visiting program and overseeing its Americorps VISTA program. Bharti recently completed the Annie E. Case Foundation's Children and Family Fellowship and sits on the national KIDS COUNT Steering committee for the foundation. She was appointed to the Governor's Children's Cabinet Advisory Council and is a member for both the City of St. Paul SPARK Steering Committee and its People's Prosperity Pilot Advisory Group. She sits on the policy committee for the Center of Economic Inclusion and is a board member for Ayada Leads. She received her B.A. from the Saint Catherine University and her M.A. in public policy and nonprofit management from the University of Chicago. She daughter of immigrant parents, the mother of two and the auntie to many children and young people - her three favorite roles!



Penny Wheeler | CEO, Allina Health

Penny Wheeler, MD, is chief executive officer of Allina Health and has announced plans to transition out of the role on Dec. 31 2021. Prior to her appointment as CEO, she served as president and chief clinical officer of Allina Health, responsible for leading the organization's quality and value agenda through alignment of the clinical and operational leadership to optimally benefit those served by Allina Health. A board-certified obstetrician/gynecologist, Dr. Wheeler served patients at Women's Health Consultants in Minneapolis, was the president of Abbott Northwestern Hospital's medical staff, chaired the Allina Health Quality Committee and served on the Allina Health Board of Directors.



Dr. Wheeler continues to set the overall strategic direction for Allina Health, ensuring the organization delivers exceptional care and supports the health and well-being of all those served.

Under Dr. Wheeler's leadership, Allina Health has sharpened its focus on serving those who have not always been well-served by a health care system. This includes individuals with disabilities through the creation of Courage Kenny Rehabilitation Institute; those with mental illness and addiction issues through significant investments in Allina Health's mental health capabilities; and those who face discrimination on the basis of race, ethnicity, sexual orientation or gender identity through Allina Health's diversity, equity, and inclusion work.

Dr. Wheeler serves on a variety of local and national Boards. She is currently Chairing the American Hospital Association's Health Systems Council; and serves on the Boards for NRC Health and Cedar, an organization that eases the strain of financial billing for those served. Locally, Dr. Wheeler serves on the Executive Committee of the Minnesota Business Partnership, Medical Alley, the University of Minnesota Foundation, St. Thomas University Board of Trustees, and Portico Healthnet, an organization dedicated to helping uninsured Minnesotans receive affordable health coverage and care.

Dr. Wheeler was recently recognized as a Luminary by Modern Health Care for her multiple appearances on their top 25 Women Leaders in Health Care list. In addition, she received an award as one of the 100 most influential people in health care and was recognized as one of the 50 most influential clinical executives.

Her educational background includes an undergraduate degree with honors from the University of Minnesota, and a doctorate of medicine degree from the University of Minnesota Medical School.