GWDB Racial Equity in Education, Training and Employment Committee Minutes

Tuesday, August 14, 2018 – 1:00 to 2:30 p.m.

DEED – Lakes Conference Room

332 Minnesota Street, Suite E200

Saint Paul, Minnesota 55101

**Members Present:**

* Mariaha Dean, Chair – conference call
* Patrice Bailey
* Patricia Fenrick – conference call
* Sam Heimlich – conference call
* Lorrie Janatopoulos
* Kati Neher
* Patty Popp – conference call

**GWDB Staff Present:**

* Kay Kammen

**Call to Order**

Chair Mariaha Dean called the meeting to order at 1:00 p.m. Introductions of members on the conference call and those attending in person followed.

**Approval of Minutes**

July 10, 2018 minutes were approved without discussion. Lorrie Janatopoulos made a motion to approve the minutes and Kati Neher seconded the motion. The motion carried.

**Gender Definition**

Chair Dean gave an overview of the process for adding gender to the goals of Minnesota’s Workforce Innovation and Opportunity Act State Plan. Kay Kammen reviewed the process for bringing the gender definition and accompanying documents before the standing committees of the GWDB.

**Proposed Working Definition of Gender**

Gender is not binary. The most common genders include female, male and transgender. Gender includes gender identity and gender expression.

*Source: Section 188 of WIOA, Title VII of the Civil Rights Act and the Minnesota Human Rights Act*

**Draft of Gender Definition presented at GWDB committee meetings for review and input**

Disability Equity Committee – Thursday, August 2 – Completed and approved

Executive Committee – Friday, August 10 – Completed (Draft letter to Gov. Dayton prepared and work plan revised based on Executive Committee feedback)

Operations Committee – Tuesday, August 14 – Initial review completed, work plan approved

Racial Equity Committee – Tuesday, August 14

Career Pathways Partnership – August 22

The following attachments were provided to the committee:

April 11 Governor Dayton Letter

GWDB Brief on Gender

GWDB Work Plan including Gender

Patrice Bailey noted the Governor’s comment that ending disparities for people of color and people with disabilities remains a leading priority. Chair Dean replied, “Yes, we are including all Minnesotans and looking to improve data collection and analysis to determine outcomes for those populations.” The State’s WIOA dashboard was developed specifically to track progress on the State Plan goals: <https://mn.gov/deed/about/what-we-do/agency-results/perform-measures/wioa/>

Lorrie Janatopoulos asked that the process for expanding gender options in the WorkForce Center intake process be clarified and included in the work plan’s strategies. Patty Popp of the Department of Corrections said she would check on DOC policy on inmates assigned to housing based on their gender at birth to make sure it is in alignment with the definition. Kay said she would reconnect with Lorrie and Patty on these issues.

Sam Heimlich made a motion to approve the proposed definition of gender. Lorrie Janatopoulos seconded the motion and it carried.

**Racial Equity Work Plan and Recommendations**

The following committee members indicated interest in being part of a Work Plan Subgroup to develop recommendations with actionable items:

Patrice Bailey

Mariaha Dean (also indicated Vice Chair Tuleah Palmer would take part)

Lorrie Janatopoulos

Kati Neher

Chair Dean said the subgroup’s work would involve a conference call or two, contributing to a shared document and a white paper as a final deliverable. She added that she will create a draft work plan to get the subgroup started.

**ACTION ITEMS:**

* **Standing agenda item – Matrix from DEED’s Office of Economic Equity and Opportunity**

**ADJOURN**

The meeting was adjourned at 2:20 p.m.

The September meeting of the GWDB Racial Equity Committee was canceled. The next meeting of the committee will be from *1:00 – 2:30 p.m. on Tuesday, October 9 in the Lakes Conference Room at DEED Headquarters, 332 Minnesota St., Suite E200, St. Paul.*