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

Tuesday, March 6, 2018 – 11:30 am to 1:30 p.m.

Conference Call

**Members Present: Conference call**

* Mariaha Dean, Chair
* Tuleah Palmer, Vice Chair
* Patrice Bailey
* Karen Francois
* Sam Heimlich
* Lorrie Janatopoulos
* Kati Neher
* Jovon Perry

**Guests**

* Jeremy Hanson Willis
* Lee Miller
* Elizabeth Morman
* Dean Steadfelt

**Staff Present**

* Lisa Snyder
* Connie Ireland

**Call to Order**

Chair Dean called the meeting to order at 11:40 a.m. Introductions of members on the conference call were made.

**Approval of Minutes**

January 9, 2018 minutes were approved. Patrice Bailey motioned to approve the minutes and Karen Francois second the motion.

**Review & Summarize Determination of Goal-1**

In a follow up to the State Plan discussion at the February Joint Committee meeting, Chair Dean remarked that the committees will proceed with Goal 1 as it is written and that a motion was made to collect and review sector-based data for further discussion. This topic will be discussed at the next board meeting. The WIOA Dashboard provides a snap shot of workforce participation rates by gender, ethnic background and disability. Data requested from DHS has not been received and DOL provides prevailing wage info. Jovan Perry stated she will look into that DHS request.

Intersectionality and inequalities of race and gender was raised for discussion. Data from the 2013-2017 DEED Report Card shows wage differences between men and women, which was asked to be considered for further discussion. It was emphasized that Goal 1 focuses on the worse disparities in Minnesota, which are race and disabilities. According to The Humphrey School of Public affairs, wage by race and gender shows women of color make eight dollars less than white males upon exiting Minnesota’s Workforce Development Programs. The committee agreed that more time is needed to review and discuss sector and wage inequities between men and women and how data is presented.

**A Matrix of Barriers**

A framework, resources and data are needed to develop a matrix of barriers. The Dashboard will be able to provide racial and ethnic data by region except for Title IV data. Committee needs to decide on: 1) what specifically should be identified and 2) how is data going to be collected? Need assistance with framing up a subset of questions in addition to questions around customer-center design. Barriers need to be identified and addressed to move the needle. Noted was asking MWCA and DEED Business Strategist for assistance. DEED has staff to help develop questions based on previous data collected. It was recommended that the committee makes a formal motion to the board to discuss this goal with identified key points and a timeline.

Chair Dean asked the committee to identify 8-10 barriers. Need to reach people impacted within the workforce system to understand their barriers, but cannot rely on WFC customer data alone. Should contact ethnic councils since they have direct contact with ethnic communities.

Preliminary outline of barriers

1. Access
2. Location – metro verses greater MN
3. Language
4. Education and Training
5. Employer
6. Child care
7. Transportation
8. Housing

**Ethnic Councils**

There was discussion on the need to engage the ethnic councils to reach communities of color and to help the committee achieve its outcomes. The committee should understand their goals, plans, critical information and priorities beyond the committee’s work. There needs to be intentionality around work in greater Minnesota to understand barriers in those areas. Work should not be duplicated. It was noted that several people engage the Indian Council for the same reason. Chair Dean requested that committee members interested in offline discussions around developing an outline for ethnic councils to contact committee staff.

**Racial Inequality Statement**

The committee discussed the need for the proposed racial equity statement that is to be developed by the committee. It was requested to review the problem statement developed last year. It was never formally adopted, but the workplan was adopted. Chair Dean wants committee documents adopted. Does the problem statement lend to the proposed racial disparities statement? The proposed racial equity statement appears to be more intentional in declaring that communities of color experience higher rates of disparities. It is a resolution from the committee that racial disparities exists with plans to address it.

**Meeting Frequency**

Committee needs to consider meeting 11:30-1:30 p.m. on the second Tuesday of each month to follow the Operations meeting and before the CPP meeting. Since CPP meets quarterly, the committee agreed to meet from 1:00-3:00 on dates CPP is not scheduled to save on lunch costs beginning April 10, 2018.

**ACTION ITEMS:**

* Contact Julie Kahn or Lisa Snyder to express your interest in offline discussions to develop an outline for the ethnic councils.
* Review the committee’s problem statement.

**ADJOURN –** Meeting adjourned at 12:52 p.m.