

2021 Strategic Planning Work Session with the Ramsey County Board

January 26, 2021 | 11:00 AM – 3:00 PM

Agenda

Strategic Plan Update

Elizabeth Tolzmann

Reaffirm Vision, Mission, and Goals

Chair Carter

Break

Communication Tools

Ryan O'Connor

Organization-wide Look Ahead at 2021 Work

Ryan O'Connor and Elizabeth Tolzmann

Vision and Hopes for 2021 – Board Training

Ryan O'Connor and Chair Carter

Adjourn

2021 Strategic Plan Update

January 26, 2021

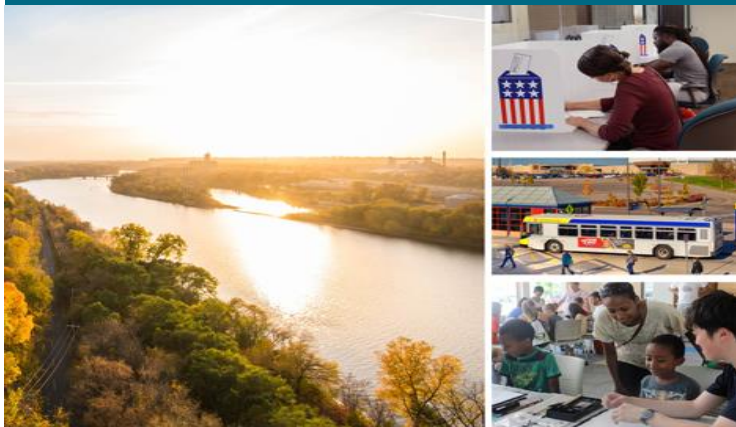
Objectives

1. Provide an update on each of the eight priorities of the 2021 Strategic Plan
2. Share progress and highlights of each priority
3. Inform County Board of next steps

Resilience: Building Capacity to Respond, Adapt and Thrive Under Changing Conditions

Ramsey County will examine and adjust operations, service delivery and facilities to ensure that it is resilient to changing environmental, economic and social conditions.

Building Capacity to Respond, Adapt and Thrive Under Changing Conditions



- Ramsey County and its residents face increased physical, social, health and financial risks when challenged with environmental, economic and social change such as the Coronavirus pandemic, murder of George Floyd, and civil unrest.
- Ramsey County must leverage a strategic approach to use resilience as a tool to ensure it can withstand events that will shock or stress its systems.
- Building resilience through a process for anticipating, responding to and recovering from such events can be used by the county to prevent such downturns.

Residents First: Effective, Efficient and Accessible Operations

Ramsey County will drive improvements in service delivery and facilities, with an emphasis on engaging residents and employees, process efficiency, innovative technology and accessibility.

Residents First Policies, Processes and People, Technology and Facilities

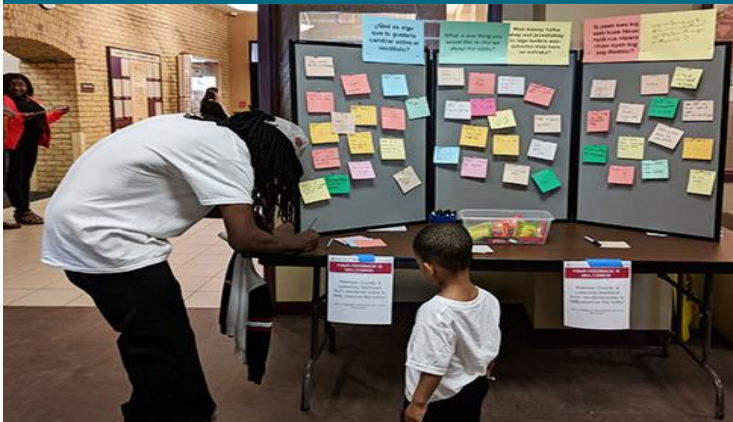


- Establishes a countywide managed approach to implementation of Residents First work – as we do with other major projects.
- Delivering effective and efficient services in accessible and welcoming facilities.
- Facilities redesigned to offer a better resident experience including co-locating to allow for more services at a single location.

Advancing Racial and Health Equity and Shared Community Power

Ramsey County will strengthen our countywide approach to leverage programs, processes and policies and prioritize innovations in governance and operations to advance racial and health equity, including addressing historical and long-standing race-based disproportional outcomes. Ramsey County will also deconstruct systemic and organizational barriers to be more fair, inclusive and transparent in how we share power with residents and communities in order to build a more equitable, responsive and effective organization.

Racial Equity and Community Engagement



- Many of the communities and residents impacted by county programs and services have not historically had a voice in planning and implementation.
- Ramsey County must develop, identify and use a broad range of strategies grounded in sharing power to ensure all residents and communities, especially racial and ethnic groups who are experiencing inequities, have a voice in realizing beneficial outcomes across the county.

Aligning Justice System Outcomes with Community Values

Alongside the leadership of the community and systems, Ramsey County will strategically align its justice system transformation with community values.

Transforming Systems Together



- In order to truly transform the justice system, promote wellbeing and not cause harm, Ramsey County must take responsibility for its role in the disparate outcomes our community experiences.
- The county must work in partnership with the community in redesigning our government systems and directly correcting disparate outcomes to achieve our vision of a county where all are valued and thrive.
- Through the strategic organization of our justice system reform efforts, we will work towards long-term, positive outcomes for the communities we serve and the intentional reconstruction of our institution.

Advancing a Holistic Approach to Strengthen Families

Ramsey County will strengthen families by listening to and understanding families' needs and barriers while providing non-traditional services and opportunities that promote wellbeing for infants, children, youth and their families.

Strengthen Children, Youth and Families



- Wellbeing is determined in part by political, social and economic opportunities, resources and supports.
- Infants, children and youth (ages 0-24) who have healthy minds and bodies have greater success in their formative years and as adults.
- Early and ongoing investment in families yields better educational outcomes; greater generational economic prosperity; asset and wealth-building; and stronger communities for all.

Economic Competitiveness and Inclusion

Ramsey County will build and implement strategies that advance economic competitiveness and inclusiveness creating greater prosperity and opportunity for all.

Economic Competitiveness and Inclusion

Ramsey County Economic Competitiveness and Inclusion Plan



- Economic Competitiveness and Inclusion Plan will identify a vision and implementation for strategic investments to create opportunities for all residents to prosper.
- Racial disparities in employment, educational attainment, income and housing currently hold Ramsey County residents back in the regional economy.
- Ramsey County will focus on four cross-sector workgroups: 1) Housing Development and Affordability, 2) Community Investment and Wealth Building, 3) Jobs and Industry Growth, and 4) Strengthening Place-Based Assets, including transit and commercial corridors.

Stability Starts with a Place to Call Home

Ramsey County will provide access to housing options for all residents, particularly those who are experiencing homelessness, by effectively coordinating efforts across county departments and service teams, those impacted, and community-based organizations to provide safe, healthy, stable and accessible housing for all.

Stability Starts with a Place to Call Home



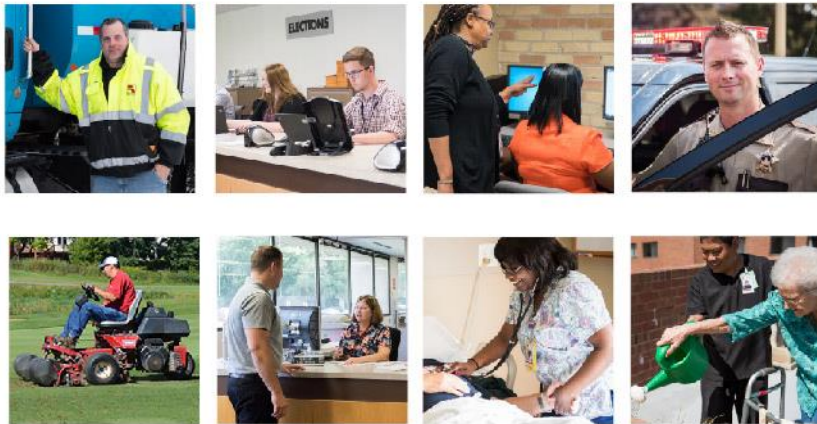
- Safe shelter is a basic need. Without stable housing, children, adults and families face significant challenges to their wellbeing and will not thrive.
- Region-wide, lack of affordable housing and increasing rents make it difficult for more residents to secure stable housing, especially those with low incomes, mental health and substance abuse issues, unemployed or underemployed, or other barriers such as prior involvement in the criminal justice system.

Talent Attraction, Retention and Promotion

Ramsey County will ensure that it is recognized by current employees and talented job seekers as the premier public sector employer of choice within the region.

Talent Attraction, Retention and Promotion

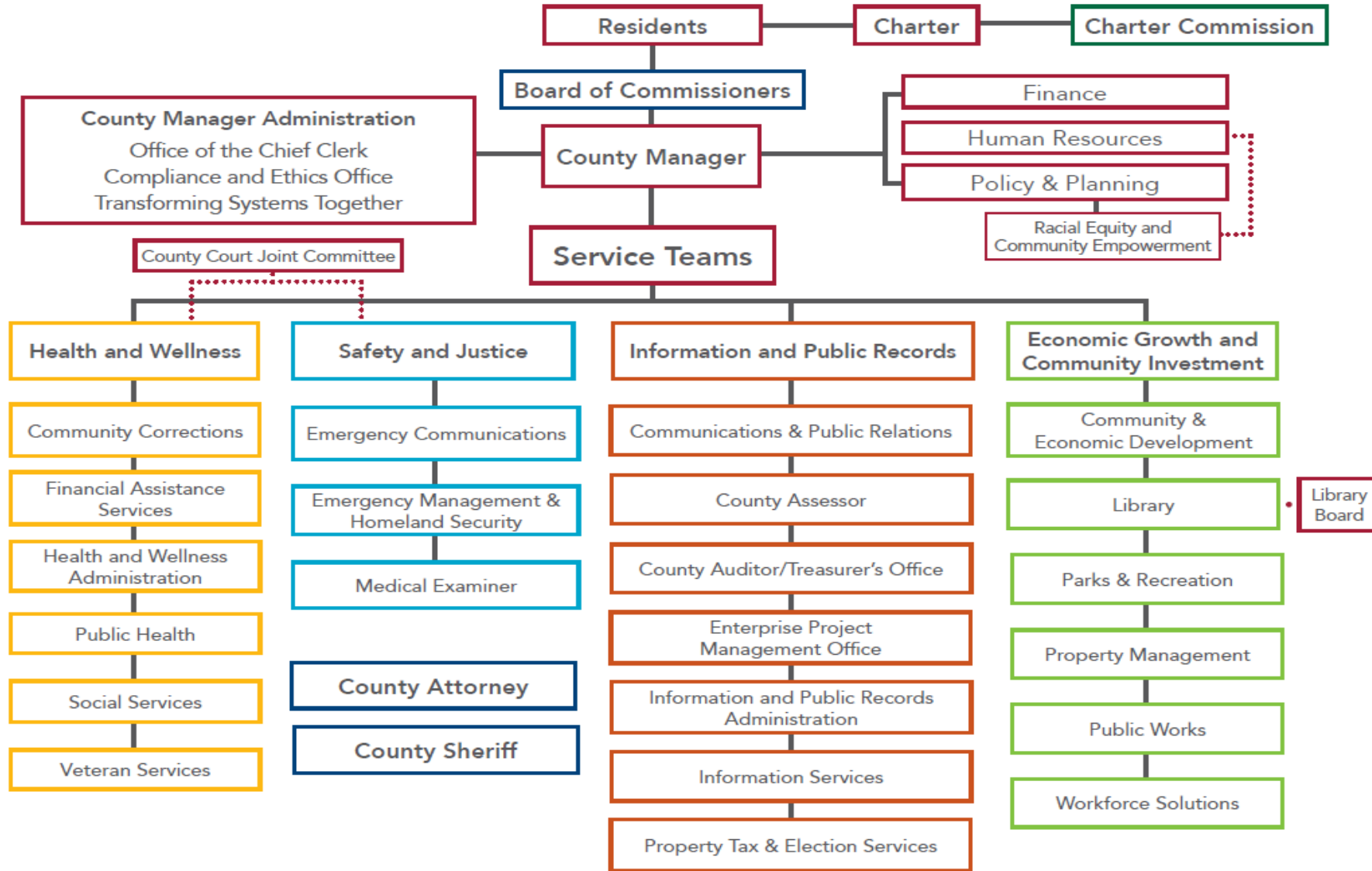
- Ramsey County must be an organization that attracts, retains and promotes a diverse and talented workforce to meet the evolving demographics and dynamic changing workforce needs of our community.
- Ramsey County must be viewed by employees across races, classes and cultures as a welcoming place where they are valued and where employees at all levels authentically model the individual behaviors of the county's core values of people, integrity, community, leadership and equity.



Next Steps

1. Partner with community in implementation of each priority with a lens of racial equity
2. Ensure each priority has strong project management framework, sponsorship, action plan, and resources for implementation
3. Identify and evaluate outcomes of each priority and on how we know if we are successful
4. Prepare for a more interactive and updated strategic plan document in 2021

Questions and Discussion



Legend

Appointed by District Court Elected officials

..... Policy relationship

Vision: A vibrant community where all are valued and thrive.

Mission: A county of excellence working with you to enhance our quality of life.

Goals



WELL-BEING

Strengthen individual, family and community health, safety and wellbeing

through effective safety-net services, innovative programming, prevention and early intervention, and environmental stewardship.



PROSPERITY

Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty

through proactive leadership and inclusive initiatives that engage all communities in decisions about our future.



OPPORTUNITY

Enhance access to opportunity and mobility for all residents and businesses

through connections to education, employment and economic development throughout our region



ACCOUNTABILITY

Model fiscal accountability, transparency and strategic investments

through professional operations and financial management.