



RAMSEY COUNTY

Ramsey County Board Workshop Agenda:

Transforming Systems Together

Safety and Justice Service Team | Health and Wellness Service Team

August 20, 2019

Estimated start: 9:45 a.m.

220 Courthouse, Large Conference Room

Agenda

1. Introduction: Ryan O'Connor, County Manager
2. Presentation: Scott Williams, Deputy County Manager, Safety and Justice Service Team and Paul Allwood, Deputy County Manager, Health and Wellness Service Team
3. Discussion, Questions

Transforming Systems Together

August 20, 2019

Transforming Systems Together Concept

- Opportunity for developing and implementing transformational system change ideas by integrating work across Ramsey County and by upending traditional models of service delivery.
- Transform the way we invest in community; move away from business as usual funding of “back end” services and changes the way budget decisions are made.
- Shares decision making around priorities, approaches, budgets and program design with community at the table as an equal voice.
- Intentional focus on race equity and historically impacted communities.
- Focus on investments that will reduce persistent racial disparities that show up on a wide range of community wellbeing measures.

Funding

- Transforming Systems Together will create an internal grantmaking function to transform health, wellbeing and justice systems to achieve better outcomes.
- The Health and Wellness Service Team (HWST) is reallocating \$1 million from existing funds, adding 1 new FTE (TST Director) and reassigning 2 FTEs (Integrated Health and Justice and Juvenile Detention Alternatives Initiative).
- \$1 million in new Levy for 2020, bringing the program to a total of two million including the reallocated H&W funding.
- An additional \$1 million in new Levy for 2021, adding to the \$2 million from 2020 to create a \$3 million program by the end of the biennium.
- Program design, funding and implementation make a statement about the commitment to changing systems and working outside traditional boundaries - in power-sharing partnership with community to achieve results.

Partnership Committee Membership

- Eight systems leaders. Likely:
 - Health and Wellness Deputy County Manager
 - Safety and Justice Deputy County Manager
 - Chief Judge
 - County Attorney
 - Sheriff
 - Director of Corrections
 - Director of Social Services
 - Director of Public Health
- Eight community members including people who have experienced disproportionate adverse consequences of the criminal justice system.

Appointing Community Members

- Community members should represent impacted communities, community leadership and include people who have real-life experiences from traditionally marginalized communities.
- No current ties to Ramsey County as employees, contractors, public systems partners, etc.
- Should be a Ramsey County Resident.
- The group should represent a blend of experience 1) working for systems change and 2) lived experience in communities we are seeking to strengthen.
- Members can connect TST goals and funding efforts with the work with other reform-focused groups working more “downstream” (i.e. CJCC, JDAI, Gun Violence Initiative, etc.).
- County Manager makes slate of recommendations to Board for approval.

Role of Partnership Committee

- Oversee a \$3 million fund that incents and transforms systems to build more connected and resilient communities.
- Develop specific outcomes and timelines for funding consideration.
- Prioritize needs, vet ideas for system change, design solutions.
- Propose actionable ideas for system change to the County Manager.
- County Manager may implement solutions within budget and contracting authority and seek County Board approvals as consistent with Ramsey County procurement and budgeting authorities.
- County Manager and Committee Chair/Co-chairs will provide updates to the Board on progress and success of investments and future opportunities to transform systems.
- Specifically link upstream TST work to that of downstream efforts like JDAI, Integrated Health and Justice, CJCC, etc.

Staffing

- A department director level executive:
 - Experienced in change management and project management in complex systems.
 - Experienced in community engagement and race equity work.
 - Reporting to the County Manager.
 - A new position included in the proposed 2020/2021 Budget.
- The Integrated Health and Justice Coordinator and JDAI Coordinator will be reallocated from Health and Wellness Service Team to ensure that work across upstream and downstream is aligned and intentional (note: CJCC and JDAI work will continue under this new model but be enhanced by TST efforts that work upstream and outside of the traditional justice system).
- Administrative staff support will come from the Office of the Safety and Justice Service Team.

Committee Meetings

- Creation of Charter/bylaws will be very important.
 - Who chairs? Co-Chairs?
 - Meeting norms/rules.
 - Decision-making.
 - Other considerations.
- There are many details to be worked out, but we can't design the whole process before community is at the table.
- Previous work demonstrates that this will be challenging but important to co-create.

This is about sharing power to achieve more together

- Goes beyond community engagement. Community is at the table shaping the direction, providing recommendations on budgeting/spending and programs from the start. Adds authenticity, understanding and shared learning to the work.
- Legacy systems designed without community input have and continue to produce disparate outcomes – we must do things differently and lean into change to do more than talk about building a community in which all are valued and thrive.
- Sensible risk taking is required to move forward in a way that will impact community measures.
- This process might be uncomfortable for those used to more conventional approaches. But previous efforts demonstrate the power of this work in achieving outcomes.
 - As Ramsey County has become open to sharing power in Criminal Justice Reform, results have accelerated and been a national model. Why not move upstream so we don't have to wait until justice system involvement to achieve the change we seek?

Next Steps

Today's workshop does not preempt the budget process but allows us to begin preparing for the future so that we are prepared. Next steps:

- Develop position description, recruit and hire Director (to start as close to Jan 1, 2020 as possible).
- Solicit interest in community representatives to the Partnership Committee.
- Present the list of community members to the Board for appointment to the Partnership Committee (target: late fall 2019).
- Convene first meeting to begin development of bylaws, strategies, processes, to discuss Director hiring, etc. (target: December 2019).
- Regular updates to the Board to ensure process aligns with and does not preempt budget conversations.

Questions and Discussion