

OVERVIEW

Historically, racial and ethnic communities have been impacted by the trauma of lived experiences, racism and mistrust of government. Health care systems have taken advantage of their despair, pain and suffering. Racial and ethnic communities are often blamed for the disease and socioeconomic outcomes that results in the disparities we see today.

Ramsey County must be conscious of what has happened in other jurisdictions as we see disproportionate numbers of racial and ethnic communities across the nation who have contracted COVID-19 and died from its complications. We recognize the road to health and economic recovery is significantly impacted by the root causes of historical racism, poverty and other inequalities.

Ramsey County has committed to advancing racial and health equity in all decision-making and inclusive, effective and meaningful community engagement are two of its strategic priorities. Ramsey County has a responsibility to address the racial inequities and injustices faced by the racial, ethnic and cultural communities including: Black, American Indian, Indigenous, Asian, Latinx, African Born, other immigrant and refugee communities, and people with disabilities during this pandemic.

To address these inequities Ramsey County continues developing processes, systems and structures to ensure an effective, equitable and accountable response to the COVID-19 emergency. Under the direction of the County Manager a Racial Equity and Community Engagement Response Team (RECERT) was formed in April 2020.

PURPOSE & RESPONSIBILITIES

The RECERT Response Team will advise the County Manager and Racial and Health Equity Administrators on the priorities, policies, systems and environmental changes with a racial equity lens throughout the duration of the COVID-19 emergency. Members of the response team serve as liaisons, leaders and subject matter experts to help elevate the needs, wants, and voice of racially, ethnically and culturally diverse communities during the COVID-19 emergency.

Proposed duties of the response team:

- Co-develop strategies and solutions in partnership with community, the Equity Action Circle, countywide leadership, and Racial Equity Leadership Team (RELT), to incorporate community identified priority focus areas to meet the unmet needs of racial and ethnically diverse residents for the COVID-19 response; to prevent exacerbated racial and ethnic disparities and improve County operations, service delivery, and program administration.
- Actively co-lead, advise, contribute and provide subject matter expertise in Ramsey County decision planning and making to deconstruct racialized power constructs and center community voice. The proposed Equity Action Circle focus areas sub-groups are: Communications, Program administration, Service Delivery, and Operations; Data and Evaluation, and Community Engagement.
- Serve as Systems Navigators and Brokers to Advance guidance and feedback from the Equity Action Circle on initiatives to strengthen the Ramsey County COVID-19 response.
- Share knowledge, experiences, and thinking with RECERT and the Equity Action Circle.
- Act as a RECERT liaison and representative in respective service team/departments to provide briefings and influence planning and decisions in service delivery, operations and program administration to advance racial equity in areas of health and wellness, safety and justice, information and public records, human resources, public health, data and evaluation, and policy and planning.

- Co-develop strategies and prioritize community identified focus areas to meet the unmet needs of racially and ethnically diverse Ramsey County residents with the Equity Action Circle for the COVID-19 response.
- Assist in the development, guidance and feedback on RECERT initiatives/projects during the COVID-19 response.
- Co-lead focus area work as needed with the Equity Action Circle.

TIME AND OTHER THINGS TO CONSIDER

- Up to an 8-month time commitment is required from response team staff and up to 25% to 50% time.
- Attend meetings weekly RECERT meetings, bi-weekly check-ins with the County Manager and bi-weekly check-ins with the Equity Action Circle.
- Call-in or remote access will be required.
- Meetings will be action-based, and work outside of meetings is to be expected.
- Focus area sub-groups meeting may meet outside of the core team and equity action circle meetings.

CONTACT FOR MORE INFORMATION

HWST Racial and Health Equity Administrator
Sara Hollie, MPH
sara.hollie@ramseycounty.us

S&J, ECGI, IPR Racial and Health Equity Administrator
Prince Corbett, MPA
prince.corbett@ramseycounty.us