

FAMILY AND YOUTH COMMITTEE**March and April 2021****1. Key Accomplishments and Progress from last two months**

Recommendation 1 – Co-design and implement a function called Family Coach. The Family Coach will be a consistent position supporting families historically oppressed and impacted by socio-economic disparities and who are now disproportionately affected by COVID-19.

- Ramsey County was awarded the Pre-school Development Grant from MN Department of Human Services and the Family Coach will be funded through this grant. The grant agreement is fully executed.
- Ramsey County posted a position for an Early Childhood Coordinator (ECC). Job posting will close end of day Friday, April 30, 2021.
- Ramsey County Financial Assistance Services (FAS) is proposing up to \$150,000 in funding to support the family coach model with direct connection to the FAS department through December 2021.
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2. Identified Challenges and/or Areas of Needed Support

- Ramsey County hiring an ECC will help provide support for all things related to children and families.
- Finalize the timeline for next steps and launch of the model through the PDG and FAS.
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3. Focus Areas of work for upcoming two months

- Select the final model.
- Discuss timeline for implementation for PDG and FAS.
- Determine staff capacity of the new ECC when hired
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4. Other Key Updates

- Family and Youth and Health Care met to review the model and possibility

RECERT Comments

HEALTH CARE COMMITTEE**March and April 2021****1. Key Accomplishments and Progress from last month****Recommendation 1 – Identify and train/educate cultural/community liaisons (CL) or lay health advisors/peer educators (people in the community).**

- There is a funding requirement for this, and we need to determine where the funding will come from.
- Ramsey County is applying for a federal grant from the Office of the Assistant Secretary for Health (OASH) to find this recommendation. If awarded, work could start the end of the summer/early fall.

Recommendation 2 - Provide feedback to the Communications department on materials used to address COVID-19 and provide information to the population.

- Communications Department met with the committee and is reviewing the list of feedback.

Recommendation 3 - Develop campaigns to debunk myths related to mask use, ineffective preventative measures, and safety and effectiveness of vaccine.

- RECERT and Public Health funded community conversations that we held by community partners to obtain feedback from cultural communities to develop communications plan based on feedback has been received.
- Community conversations about COVID-19 are completed and analysis and summary are underway.
- The community conversations about vaccinations are currently underway through April.

2. Identified Challenges and/or Areas of Needed Support

- Identify ongoing fiscal support, the connector program and debunking myths campaign.
- Capacity to implement recommendation 3.
- Identify and finalize sponsors.

3. Focus Areas of work for upcoming month**Recommendation 1 – Identify and train/educate cultural/community liaisons (CL) or lay health advisors/peer educators (people in the community).**

- Identifying fiscal support and program support.

Recommendation 2 - Provide feedback to the Communications department on materials used to address COVID-19 and provide information to the population.

- Work with communications on next steps and resource needs.

Recommendation 3 - Develop campaigns to debunk myths related to mask use, ineffective preventative measures, and safety and effectiveness of vaccine.

- Meet with RECERT and PH outreach to determine next steps.

4. Other Key Updates

RECERT Comments

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HOUSING COMMITTEE

March and April 2021

1. Key Accomplishments and Progress from last month

Recommendation 1 – Provide rent subsidy to property dwellers who were gainfully employed but are now unemployed due to the pandemic.

- Met with FAS director to discuss further policy changes with Emergency Assistance (EA) and Emergency General Assistance (EGA).
- Discussed the role of DHS to further provide resources to single adults and/or expanding funds for EA.
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Recommendation 2 - Leverage the work of FAS staff at Ramsey County Service Centers by amending their scope of work to include increased outreach and community engagement by the recruitment of clients as results of collaborating with culturally specific organizations located Ramsey County.

- Met with FAS director to discuss opportunities to further explore the capacity and responsibilities of FAS staff at service centers. We need to meet with Melinda and Tina to discuss more.
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Recommendation 3 - Leverage procurement guidelines to contract directly with local BIPOC operated community organizations to provide rights and responsibilities/eviction prevention education, restorative justice, mediation services, and connections to county resources such as EA and EGA.

- Met with FAS director about the role of FAS and discussed how Ramsey County could influence and support the clients to be better connected to specific resources that would prevent eviction and build economic stability. Ramsey County needs to better understand who is already doing this work in community and who we are already referring people to that reach BIPOC communities. Housing Office (and Heading Home Ramsey) and Service Centers could be areas to discuss this opportunity.

2. Identified Challenges and/or Areas of Needed Support

- Identify and finalize sponsors.

3. Focus Areas of work for upcoming month

Recommendation 1 – Provide rent subsidy to property dwellers who were gainfully employed but are now unemployed due to the pandemic.

- Check back in with FAS director about possible policy changes that she was going to follow-up, and if DHS would be the next partner to approach.
- Get an update on May 10th from FAS director about the property dweller and owner assistance program.

Recommendation 2 - Leverage the work of FAS staff at Ramsey County Service Centers by amending their scope of work to include increased outreach and community engagement by the recruitment of clients as results of collaborating with culturally specific organizations located Ramsey County.

- RHEAs to meet with Service Center Manager and FAS director, and then have them both attend a meeting to discuss next steps.
- Determine the progress of the navigators and their roles.

EAC COMMITTEE RECOMMENDATIONS MONTHLY CHECK-IN REPORT

Recommendation 3 - Leverage procurement guidelines to contract directly with local BIPOC operated community organizations to provide rights and responsibilities/eviction prevention education, restorative justice, mediation services, and connections to county resources such as EA and EGA.

- RHEAs meet with Housing Stability and Veterans Services departments to get feedback.
- Possible do an environmental scan of the agencies that would be recommended as a resource.

4. Other Key Updates

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RECERT Comments

POLICY AND PRACTICES COMMITTEE

March and April 2021

1. Key Accomplishments and Progress from last month

Recommendation 1 – The county develop an accountability policy to ensure county leaders and its divisions implement and act upon community recommendations.

- We are looking at this recommendation as it applies to Community Advisory Councils (CAC) as established in section 5.10.12 of the Ramsey County Administrative Policy and/or MN statute. There are mechanisms in policy to obtain community-based recommendations through CACs that are under review
- Policy and Planning Director and Chief Compliance and Ethics Officer met with the committee on April 27 to discuss further accountability policy.

Recommendation 2 - The BIPOC community will be included in decision making and developing best practices, including when County plans are in their infancy, whether they are non-COVID-19 or COVID-19 specific.

- There is countywide work on Advisory Board and Councils to streamline process and standards: one application, website, recruitment/onboarding and trainings. This includes standardization of information posted on RamseyCounty.us page regarding each advisory body and meetings. The overall goal is standardization and to diversify the membership of countywide advisory bodies.

Recommendation 3 - The county and RECERT will re-examine and modify the procurement process by examining the current process, including how the community is informed, how funding is distributed, and increasing equitable fund distribution.

- Work is being done on this through the Purchasing and Contracting Action Teams (PCAT) and the Purchasing and Contracting Governance Team (PCGT) to examine procurement process and paths that community can contract with county.
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2. Identified Challenges and/or Areas of Needed Support

- RCECERT needs to identify and secure sponsors for each recommendation. In the next two months, RECERT will secure county/department sponsors for each recommendation. The sponsors will work closely with the EAC and the leadership from each department to advance the recommendation and prioritize work. A Sponsor is authorized to act in a capacity on behalf of a department and is responsible for providing continued commitment and support of the recommendation while championing the implementation of the recommended changes.

3. Focus Areas of work for upcoming months

Recommendation 1 – The county develop an accountability policy to ensure county leaders and its divisions implement and act upon community recommendations.

- Policy & Planning Director and Chief Compliance & Ethics Officer to meet with Committee to discuss possible options including community auditor, website form for complaints, website that bridges community reports, just to name a few
- Work with CAC Coordinator to determine how CACs can better leverage the guidance in Ramsey County policy to provide input on legislative recommendations as well developing annual reports for each CAC

Recommendation 2 - The BIPOC community will be included in decision making and developing best practices, including when County plans are in their infancy, whether they are non-COVID-19 or COVID-19 specific.

EAC COMMITTEE RECOMMENDATIONS MONTHLY CHECK-IN REPORT

- **Recommendation 3 - The county and RECERT will re-examine and modify the procurement process by examining the current process, including how the community is informed, how funding is distributed, and increasing equitable fund distribution.**
- Procurement has made changes to emergency procurement process based on feedback received from community partners. RECERT will invite Procurement Manager to meet with this committee to share updates on new process and obtain feedback.
- RECERT will gain specific feedback

4. Other Key Updates

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RECERT Comments

- One way to implement this Recommendation #1 may not be creating a new policy but enhancing mechanisms put in place that gather community feedback and transparently reporting how community recommendations are being implemented if they can.

WORKFORCE COMMITTEE

March and April 2021

1. Key Accomplishments and Progress from last month

Recommendation 1 – Increase workforce diversity for departments with least diversity (Parks and Recreation & Public Works departments).

- The Director of Parks and Recreation and Director of Public Works have met with the committee to share workforce data along with strategies the departments of used to increase diversity.

Recommendation 2 - To include community members to be part of the new hire interviews.

- The Policy and Planning Division is developing community engagement guidance for departments which includes compensation recommendations by types of engagement activities.

Recommendation 3 - To increase investments in young adult’s public sector career pathways program for young adults impacted by job loss due to COVID-19

- The Public Sector Pathways Coordinator, Deputy Director of Human Resources, and Director of Workforce Solutions met with the committee on April 22 to provide updates and gather feedback.

2. Identified Challenges and/or Areas of Needed Support

- RCECERT needs to identify and secure sponsors for each recommendation. In the next two months, RECERT will secure county/department sponsors for each recommendation. The sponsors will work closely with the EAC and the leadership from each department to advance the recommendation and prioritize work. A Sponsor is authorized to act in a capacity on behalf of a department and is responsible for providing continued commitment and support of the recommendation while championing the implementation of the recommended changes.

3. Focus Areas of work for upcoming two months

Recommendation 1 – Increase workforce diversity for departments with least diversity (Parks and Recreation & Public Works departments).

- Obtain Public Works and Parks & Rec department directors’ sponsorship of this recommendation that would focus on development and implementation of Diversity and Recruitment Plan for both departments that the EAC Workforce Committee will provide feedback on.

Recommendation 2 - To include community members to be part of the new hire interviews.

- Obtain sponsorship of Human Resources (HR) and work with Compliance and Ethics office to determine any potential compliance related issues that may arise because of this recommendation. HR and this Committee work to determine what positions are recommended to have community members on interview panel (supervisors and higher, managers and higher, etc)
- Ramsey County is working on guidance for compensating community members to participate in interview panels. This committee should review and provide feedback on the guidance.

Recommendation 3 - To increase investments in young adult’s public sector career pathways program for young adults impacted by job loss due to COVID-19

EAC COMMITTEE RECOMMENDATIONS MONTHLY CHECK-IN REPORT

- After meeting with the Public Sector Pathways Coordinator, this committee needs to determine if this recommendation is still valid or should it be modified. The Committee learned that ethnic/racial data have not been historically tracked for this group of county employees along with tracking outcomes (temp/permanent interviews offered, hired into temporary position, hired into permanent position, hired into other position, starting salary when hired permanently, etc)

4. Other Key Updates

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RECERT Comments