

VIRTUAL



COMMUNITY

TOWN HALL

Racial Equity Virtual Town Hall

Disclaimer

As a government agency, we do not support or oppose any political party, candidate, or piece of legislation.

However, to support a culture of learning for equity and inclusion in our organization, it is important that we understand how incidents of racism and other oppression that take place in our City, County, region or nation impact our agency's participants and employees.

This town hall is being recorded.

We are recording for documentation and language/translation purposes.

We cannot get into specifics about client cases or discuss private and confidential information about residents we serve on this town hall.

Virtual Agreements

- Be open-minded.
- Listen actively/respectfully when others are speaking.
- Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you").
- Respectfully ask challenging questions and refrain from personal attacks.
- Be engaged and provide feedback.
- The goal is not to always agree -- it is to gain a deeper understanding.
- Be aware of your facial expressions --they can be perceived as disrespectful as words.
- Do not dominate the discussion, allow others to be heard.
- "Step Up and Step Back!"

Facilitators and Presenters



Sara Hollie,
HWST Racial and Health Equity
Administrator



Mee Cheng,
EGCI & ST Racial and Health Equity
Administrator

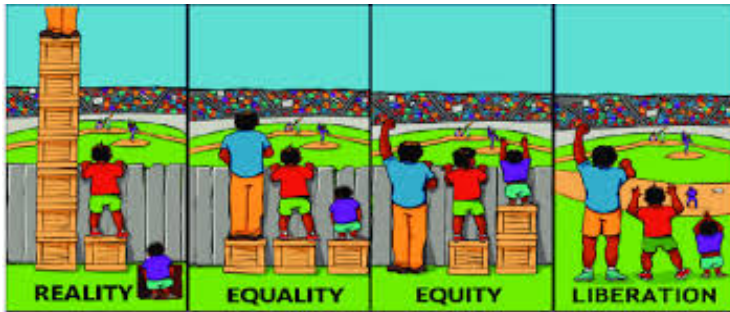


Prince Corbett,
IPR & S&J Racial and Health Equity
Administrator

Agenda

- I. Welcome
- II. Land Acknowledgement and Moment of Silence
- III. Opening Remarks
- IV. Race Equity Work To-Date
- V. Community Dialogue

Purpose



Race Equity – Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all are improved.

1. To come together as a community for the National Day of Racial Healing.
2. To learn more about the County's Racial Equity work to-date.
3. To engagement in a community discussion on the work ahead to advance racial equity, shared power, and engagement.

2021 Ramsey County

National Day of Racial Healing Proclamation on January 19, 2021

Proclamation

WHEREAS, We have all witnessed racial divisiveness rising in America's urban, rural, suburban, and tribal communities today that threatens the very core of this great country's unified front; and

WHEREAS, Divisions along racial and other lines have created an increasingly polarized society in need of healing; and

WHEREAS, We understand and recognize that there is a racial divide in our country and all must work earnestly to heal the wounds created by racial, ethnic and religious bias and build an equitable and just society in which all people can thrive; and

WHEREAS, Nonprofit organizations are uniquely positioned to bridge these divides, bring together communities, and work to change longstanding systems and policies that benefit some groups while marginalizing, excluding, or harming others; and

WHEREAS, Government organizations are better able to fulfill their missions, understand and embrace the full diversity of their communities and social realities that affect us all, when they are led by boards that are intentionally diverse in composition, inclusive in culture, and equity-focused in development of strategies and solutions to deepen the impact on, and the relevance and advancement of the public good; and

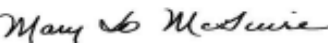
WHEREAS, If we dedicate ourselves to the principles of truth, racial healing and transformation, we can bring about the necessary changes in thinking and behavior that will propel this great country forward as a unified force where racial biases will become a thing of the past; and

WHEREAS, Racial healing is a vital and crucial commitment to the educational, physical, social and mental well-being of all people; Now, Therefore, Be It

PROCLAIMED, The Ramsey County Board of Commissioners declares January 19, 2021 as Day of Racial Healing in Ramsey County; and Be It Further

PROCLAIMED, The Ramsey County Board of Commissioners, in conjunction with others throughout the United States of America, urges all residents to commit to racial healing and transformation in the ways best suited for them individually and as a community, as a means to work together to ensure the greatest quality of life for every resident.



Toni Carter, Board Chair, District 4


Mary Jo McGuire, Commissioner, District 2


Rafael E. Ortega, Commissioner, District 5


Victoria Reinhardt, Commissioner, District 7


Nicole Frethem, Commissioner, District 1


Trista Matas-Castillo, Commissioner, District 3


Jian McDonough, Commissioner, District 6


Ryan T. O'Connor, County Manager

Land Acknowledgement

Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land since time immemorial. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference.

We are standing on the ancestral lands of the Dakota People. We want to acknowledge the Ojibwe, the Ho Chunk and the other nations of people who also called this place home. We pay respects to their elders past and present. Please take a moment to consider the treaties made by the tribal nations that entitle non-Native people to live and work on traditional Native lands. Consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. And please join us in uncovering such truths at any and all public events.

The acknowledgment given in the USDAC Honor Native Land Guide - edited to reflect Minnesota tribes. In review with SIA and endorsed by Shannon Geshick, Executive Director Minnesota Indian Affairs Council

MOMENT OF SILENCE



Opening Remarks



Ryan O'Connor
County Manager

Reconnect: *Racial Equity Work to Date*

2017 - 2020

Ramsey County Values

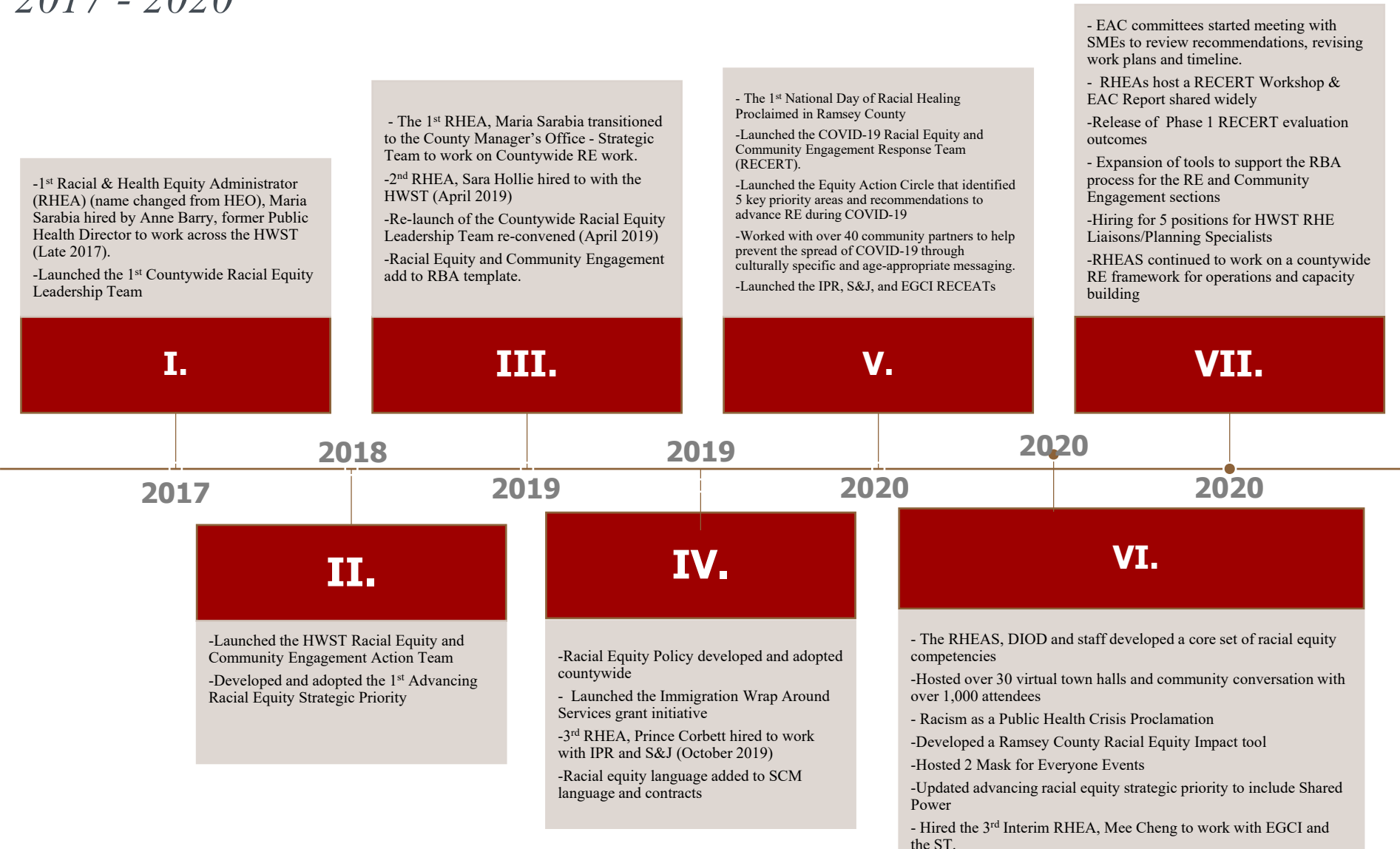
Ramsey County is a welcoming, accessible and inclusive organization. Our core values define our culture. They guide who we are as a county, our individual behaviors and operational decision-making.



Ramsey County Advancing Racial Equity

Work to Date

2017 - 2020



- COVID-19 Racial Equity and Community Engagement Response Team (RECERT)
- *Trusted Messenger and Media Messaging Initiative (Phase 1)*

In July 2020, Ramsey County's COVID-19 Racial Equity and Community Engagement Response Team (RECERT) awarded \$300,000 to 27 contractors for a first round of two separate culturally specific and focused media and messaging -related funding opportunities for trusted messengers, community and local media agencies.

- This funding was made possible by the appropriation to Ramsey County under the federal Coronavirus Aid, Relief and Economic Security (CARES) Act.
 - The selected contractors worked in partnership with RECERT and the County's Incident Management Communications.
 - The county provided COVID-19 media and communication resources, including public health messages, resources and technical assistance contacts that could be utilized, replicated and/or redesigned by contractors to be culturally specific, relevant, linguistically appropriate and accurate for the community reached.
 - Primary audience(s) must include one or more of the following populations: African American/American Descendants of Slavery (ADOS), African Born, Latino/a, Asian/Pacific Islander and American Indian residents in Ramsey County.
 - The contracts ran from July 2020 – September 2020.
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RECERT Trusted Messenger and Media Messaging Initiative Evaluation Findings

- This funding met a critical need in culturally and ethnically diverse communities during the COVID-19 outbreak. Partners were successful in reaching their target audiences and their messaging was well-received.
- Collaboration across community organizations and grassroots efforts is key to the success of these projects. Lack of collaboration creates risk for gaps in messaging coverage and duplication of efforts.
- RECERT leadership, in collaboration with Ramsey County Contracting and Procurement were able to significantly simplify and speed up the solicitation and contracting process for these projects.
- RECERT leadership quickly modified Round 2 funding based on lessons learned from Round 1.
- Some contractors, especially those who are new to working with Ramsey County could benefit from additional support and education around contracting practices, such as reimbursement-based contracts, general ledgers, and invoicing.
- Further recommendations for both replication and expansion of similar partnerships and for all Ramsey County Contracting and Procurement are discussed in the report.

Full Report available at: <https://www.ramseycounty.us/covid-19-info/county-services-initiatives/cares-program-evaluation-research>

Connect: *Community Dialogue*

The Importance of Critical Conversations about Race

The National Day of Racial Healing centers around experiences rooted in truth-telling, offering people, organizations and communities a day set aside for racial healing, bringing people together to take collective action for a more just and equitable world.

We believe it is essential to pursue racial healing prior to making change in a community.

Because, before you can transform systems and structures, you must start with people first.

Racial healing requires:

- Respectful truth-telling and dialogue
- Recognition and affirmation of people and their experiences
- Connectedness to individual cultures, histories, and practices
- The sense of agency, nurtured through racial justice activism

Community Discussion

How can the County best implement racial and health equity into decision making, policies, practices, programs and budgets?

Call to Action

- Engage Your Inner Circle
- Spark Conversation Among Children
- Activate Your Social Network
- Get Your Town Talking

<https://healourcommunities.org/wp-content/uploads/2020/12/Individuals-Action-Kit.pdf>

NDORH Resources

- **Take Action**

<https://healourcommunities.org/day-of-racial-healing/#take-action>

- **Action Kit**

<https://healourcommunities.org/wp-content/uploads/2020/12/Individuals-Action-Kit.pdf>

- **Conversation Guide**

<https://healourcommunities.org/wp-content/uploads/2020/12/Conversation-Guide.pdf>

COVID-19 Info

Racial Equity & Community Engagement

- > About RECERT
- > RECERT Equity Action Circle
- > A Mask for Everyone Initiative
- > COVID-19 Town Halls
- > COVID-19 Trusted Messengers & Community Partners

COVID-19 Racial Equity & Community Engagement

Advancing racial and health equity and effective community engagement is an integral part of Ramsey County's COVID-19 response. The Racial Equity and Community Engagement Response Team (RECERT) was formed in April 2020 to help inform the county's response and provide critical links between county operations and the residents we serve.

[Learn about the team's rationale, focus areas, structure and membership](#)

A Mask for Everyone initiative

A Mask for Everyone is an initiative to ensure that individuals and families, specifically racially, ethnically and culturally diverse communities, have access to a homemade mask and accurate information about masks and how to use them to slow the spread of COVID-19.

More than 135,000 masks have been distributed through the program so far.

[Learn more about the initiative](#)

Contact Us

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[Contact us](#)

<https://www.ramseycounty.us/covid-19-info/covid-19-racial-equity-community-engagement>

2021 NDORH Virtual Event Online



<https://healourcommunities.org/watch/>



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

Thank you!

Contact Information:

racialequity@ramseycounty.us

Questions & Comments?