

Ramsey County Racial Equity and Community Engagement Response Team

**Updated Service Delivery Documents Submitted for Approval:
4/25/20**

**County Manager Approved Service Delivery Period:
4/27/20 – 5/4/20**

**Next Submission Date for Updated Service Delivery Documents:
5/1/20**

Thank you!
[Signature]

County Manager Comments

Overall Weekly Progress Report

- Excellent start to the work and getting everything framed and planned.
- Please make sure the new email address (racialequity@ramseycounty.us) features prominently on the new webpage that now exists for this work.
- It is great to see a staff team has been assembled. Partnerships and networks across the organization will be key moving forward and I look forward to helping ensure those connections are being created if/when challenges arise.
- After the 5/1/20 weekly update submission, this process will shift from weekly to every other week. This will ensure plenty of time for developments to occur that can be documented and for planning to have a slightly longer horizon that allows for additional deliberation and engagement during the process.

Focus Area 1 - Communication

- There are clear areas of overlap with communications with were identified by the team in this workplan. Please continue to keep me posted on the trusted messengers effort so that we quickly can move from planning into implementation in the coming days.

Focus Area 2 – Program Areas

- While I appreciate the mapping effort and agree it will be important, please make sure that you first think about topics of most importance so that the work of the Incident Management Team and the overall organization can also make sure that it then adapts to fit the racial equity and community engagement needs of the organization. It is important to therefore look at this work from both the perspective of how to influence efforts already underway so that they are being looked at through a race and engagement perspective, while also defining where systems, structures, policies and other dynamics are most in need of addressing during the COVID emergency so that efforts that are not underway can get started.
- Follow-up from last week as this conversation started but was not addressed specifically on the form and remains a place where Ramsey County will need a specific approach: This is admittedly not a racial equity specific issue, but individuals with disabilities are also being impacted in ways that are leading to other equity issues during COVID-19. I'd ask for RECERT to think about if that area of programmatic focus can be addressed at all through this group or if Ramsey County needs to take more specific steps outside of RECERT to ensure an effective and equitable response.

Focus Area 3 - Data

- I look forward to seeing the racial equity tool as it moves into draft form and to better understand how, if at all, the COVID emergency impacts the application or dynamics of a tool that would be used under non-emergency situations

Focus Area 4 - Engagement

- The launch of the Community Advisory Committee is a significant step forward for this important work and will have a lasting impact on Ramsey County's response and efforts to built accountability and transparency into its work.

CHECK-IN REPORT TO COUNTY MANAGER

Focus Area 2: Program designs and implementation during the public health emergency response that ensures effective service to racial and ethnic communities that may otherwise see significant disparities in outcomes.

- Begin to map where within the IMT and across the entire organization where there will need to be focused work and a network of leaders working in concert to address the policy, systems and environmental factors. This map will change as the work changes each week.
- Initially identify specific issues that can be brought to the county’s Policy Action Group for action beyond Ramsey County.
- Continue to consult with departments on racial equity component of service delivery redesign forms.

Focus Area 3: Data collection and sharing that is focused on the measurement of race and ethnic based disparities historically and during the public health and economic crises.

- Continue the development of COVID Racial Equity Impact tool and get feedback from the RECERT and community.
- Continue developing a plan to expand the race and ethnicity data measurement efforts statewide with MDH.
- Work with Public Health ICS and the Public Health Department Director on specific partnership opportunities on data collection, monitoring and actions towards addressing the outcomes during the COVID-19 response.

Focus Area 4: Work with, engage and empower community to develop a unified response to COVID-19 that meets the needs of community and priorities our most vulnerable communities

- Collect notice of interests from community members and organization who would like to be a member of the Racial Equity Community Advisory Committee.
- Start reviewing inquiries for Community Advisory Committee with RECERT and select up to 15 members for the committee by week 3rd.
- Continue to provide TA to the food and basic needs and sheltering community engagement work ensuring community needs and voices are heard and that the operations sees that through.

4. Other Key Team Updates

- None currently.
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County Manager Comments

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CHECK-IN REPORT TO COUNTY MANAGER

Week of [April 19-25]

1. Key Accomplishments and Progress this Week

- Confirmed all RECERT core team members.
- Convened two web-based RECERT core team meetings to orient the team to the work, clarify duties and roles, and discuss the recruitment process comfort the Community Advisory Committee. Started the development of a comprehensive list of community-based organizations and trusted messengers that will be able to amplify and more effectively deliver Ramsey County’s messages into racial and ethnic communities.
- Continue to update and develop the RECERT action plan and timeline with the RECERT.
- Developed the process and framework for recruitment and selection for the Community Advisory Committee.
- Consulted with Communications on the development of a COVID-19 Racial Equity and Community Engagement webpage that is resident facing.
- Started the development of racial equity impact assessment tool that will identify vulnerable racially and ethnically diverse neighborhoods.
- Obtained e-mail address (racialequity@co.ramsey.mn.us) where e-mail communication can be sent, and easily monitored and responded to by the Racial and Health Equity Administrators and staff.
- Developed a COVID-19 Racial Equity and Community Engagement financial plan (see attachment).
- Continued to consult with Service Teams on the improvement of the service delivery redesign forms.
- Discussed the idea of hosting service team Racial Equity and Community Engagement Town Halls. Health and Wellness Service Team would like each department to host a town hall with community.
- Set-up a RECERT Microsoft Teams site for constant collaboration and communication with our team.
- Continued to transition from the Food and Basic Needs and Sheltering community engagement workgroup responsibilities.
- HWST discussed the idea of hosting topic area COVID-19 community town halls soon to learn from community how HWST departments can further meet the needs of diverse communities during this time.

2. Identified Challenges and/or Areas of Needed Support

- Work to identify and map out how service teams have been engaging community and how outreach has occurred during the COVID-19 response to avoid duplication, find synergy within our work with community, and increase efficiency and effective into our community engagement and outreach work.
- RECERT will continue to need engaging staff at all levels to be involved in the race equity and community engagement COVID-19 response.

3. Focus Areas of work for upcoming week

Focus Area 1: Effective and focused communication into racial and ethnic communities that otherwise may be missed during a COVID-19 response.

- Communications to community encouraging residents and community organizations to submit a notice of interest to join the Community Advisory Committee.
- Work with Communications on content to be added to Ramsey County COVID Racial Equity page.
- Work with Communications through the IMT structure to determine ways to partner with Trusted Messengers in community and culturally specific outreach and awareness.
- Review the draft list of community-based organizations and trusted messengers that will be able to amplify and more effectively deliver Ramsey County’s messages into racial and ethnic communities.