



Workforce Innovation Board of Ramsey County

Equity Committee Meeting Minutes
Monday, May 15, 2023, 12:00-1:00 p.m.
CareerForce Saint Paul
540 Fairview Avenue N, Saint Paul

Present:

Mohamed Mourssi-Alfash
Shym Cook
Becky Degendorfer
Karen Gerdin
Yolanda McIntosh
Mary Russell
Tracy Wilson

Absent:

Lauren Hunter-EA
Aalayha Robb
Tanya Velishek-EA
Ramona Wilson

Staff/Guests:

Mariann Macalus, Workforce Solutions
Rebecca Milbrandt, Workforce Solutions

Call to Order & Land Acknowledgement

Milbrandt called the meeting to order at 12:15p.m. as everyone enjoyed lunch. McIntosh read the land acknowledgement aloud. All in attendance introduced themselves.

Approve March Minutes

Motion (Degendorfer/McIntosh) to approve the March 20, 2023, minutes as presented. Motion carried unanimously by voice vote.

Committee Work Plan/Project Updates

Milbrandt provided updates on the following:

Untapped - Data De-aggregation Effort: Discussions have been taking place with RealTime Talent and a community advisory group of representatives serving culturally specific populations. There is agreement among that group that simply providing community with numbers isn't helpful and there is a need for context and disaggregation to tell the full story. To continue to move forward, an in-person strategy session with the advisory group will be held in June which will inform an event in the fall that will include decisionmakers in government, nonprofits, and foundations. If any committee members are interested in being part of this advisory group, please let Milbrandt know.

Inclusive Workplaces Cohort: With the cohort session taking place just a few days ago, no post-session survey results have yet been received yet. Russell provided a summary of the session. There is a good mix of community organizations and employers. She feels the sessions are going well and it is clear what participants want. More information will be sent in the follow up.

Fair Opportunities Advisory Group: This group of community members has been meeting monthly. The primary focus has been on raising employer awareness around second chance hiring. Milbrandt shared an overview of some past and upcoming events. There is a new partnership with Selby Jazz Fest to have a similar "Welcome Home Party" as last year. In June, Repowered will lead a fair chance event intended to help businesses understand the benefits of hiring individuals re-entering the workforce from incarceration. Suggestions were to include legal advice to break perceived risks versus actual risks and tax credits.

Inclusive Employer Toolkit: Work is underway to finalize the hiring guide content. Since the document appears to be link heavy, Milbrandt is working with County Communications to ensure it will be easy to navigate when it is released in mid-summer.

DEI Consultant RFP – Scope of Services: The current contract with CEI will expire with the completion of the current Inclusive Workplaces Cohort. This committee and the WIB will be asked to give input into the scope of services being sought before a Request for Proposals (RFP) is released. A summary of three possible components of the RFP was shared. Funding will be split between the WIB and the county. The hope is that the RFP will have some flexibility. If any committee members are interested in reviewing or providing input for the scope of the contract, please let Milbrandt know.

Director's Updates

Milbrandt provided brief updates on the following:

Supervisory Training: This training is in partnership with World Youth Connect. The purpose of this training is to get the voice of young people at the table to help employers ensure their supervisors know how to effectively supervise young people. The first training will be launched in June and then offered monthly.

Connectivity Blueprint: Becker continues to work with SDK Communications on this digital equity effort.

Other

No further items were discussed.

Adjourn

Upon completion of the agenda, the meeting was adjourned at 1:05p.m.

Next Meeting: Tuesday, July 17, 2023, 3:00-4:00p.m. via Zoom