



Board Workshop / Discussion Agenda

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

November 21, 2023 - 10:30 a.m.

Council Chambers - Courthouse Room 300

WORKSHOP

**Intergenerational Prosperity for Racial and Economic Inclusion Strategic
Priority Update**

[2023-503](#)

Sponsors: Economic Growth and Community Investment



Board Workshop / Discussion

Request for Board Action

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Item Number: 2023-503

Meeting Date: 11/21/2023

Sponsor: Economic Growth and Community Investment

Title

Intergenerational Prosperity for Racial and Economic Inclusion Strategic Priority Update

Attachment

1. Presentation



Intergenerational Prosperity for Racial & Economic Inclusion Strategic Priority Update



Agenda

- Opening and Introductions, Alex Kotze, Chief Financial Officer (CFO)
- Today's Presenters:
 - Alex Kotze, Chief Financial Officer (CFO)
 - Larry Timmerman, Planning Manager
 - Kari Collins, Community and Economic Development Director
 - Ling Becker, Workforce Solutions Director
 - Kelly Miller, Director, Department of Indian Work, Interfaith Action
- Internal Efforts
 - Racial Equity Dividends Index
- External Efforts
 - Groundbreak Coalition
 - Employment Resource Sessions
 - Native American Indian Hub

Goals for Today

- Share update on progress of Intergenerational Prosperity for Racial & Economic Inclusion Strategic Priority Update.
- Demonstrate commitment and progress both with internal and external efforts.
- Have discussion and feedback from the board.

Investment Summary

Sponsors: Johanna Berg and Alex Kotze
2023-2024 Spending Plan

Employment Resource Events	\$	10,000
American Indian Hub	\$	100,000
Youth and Young Adult Entrepreneurship	\$	20,000
Emerging and Diverse Developer Program	\$	150,000
Purchasing and Contracting Transformation	\$	100,000
Public Sector Equity Dividends Index	\$	15,000

Purchasing and Contracting Transformation (PACT)

What is this priority?

- Commitment to address systemic and institutional racism that have created barriers to workforce participation, family sustaining wages and affordable housing by cultivating economic prosperity and investing in neighborhoods that have historically experienced wealth extraction.
- Imperative for Ramsey County work with community to eliminate the racial and ethnic wealth gap and create new prosperity that can be passed down to future generations.
- Build on work of the [Economic Competitiveness and Inclusion Plan](#).

PACT

- PACT is collaborative transformation or reimagining of Procurement's structure, roles/responsibilities, policies, processes, and procedures.
- Focused on Building Intergenerational Wealth in Our Community.
- PACT is built on the following six values:
 1. Transformational
 2. Relational
 3. Equitable
 4. User Friendly
 5. Efficient
 6. Transparent

PACT Pilots

- Working on Professional Services, Expenditure Grant and Single Source Pilots.
- New Processes, Procedures, Policies, Tools and Document Templates.
- Begin early November.
- Collaborative work focused on building wealth in our community.

- **Community**
- **Contractors**
- **Business Partners**

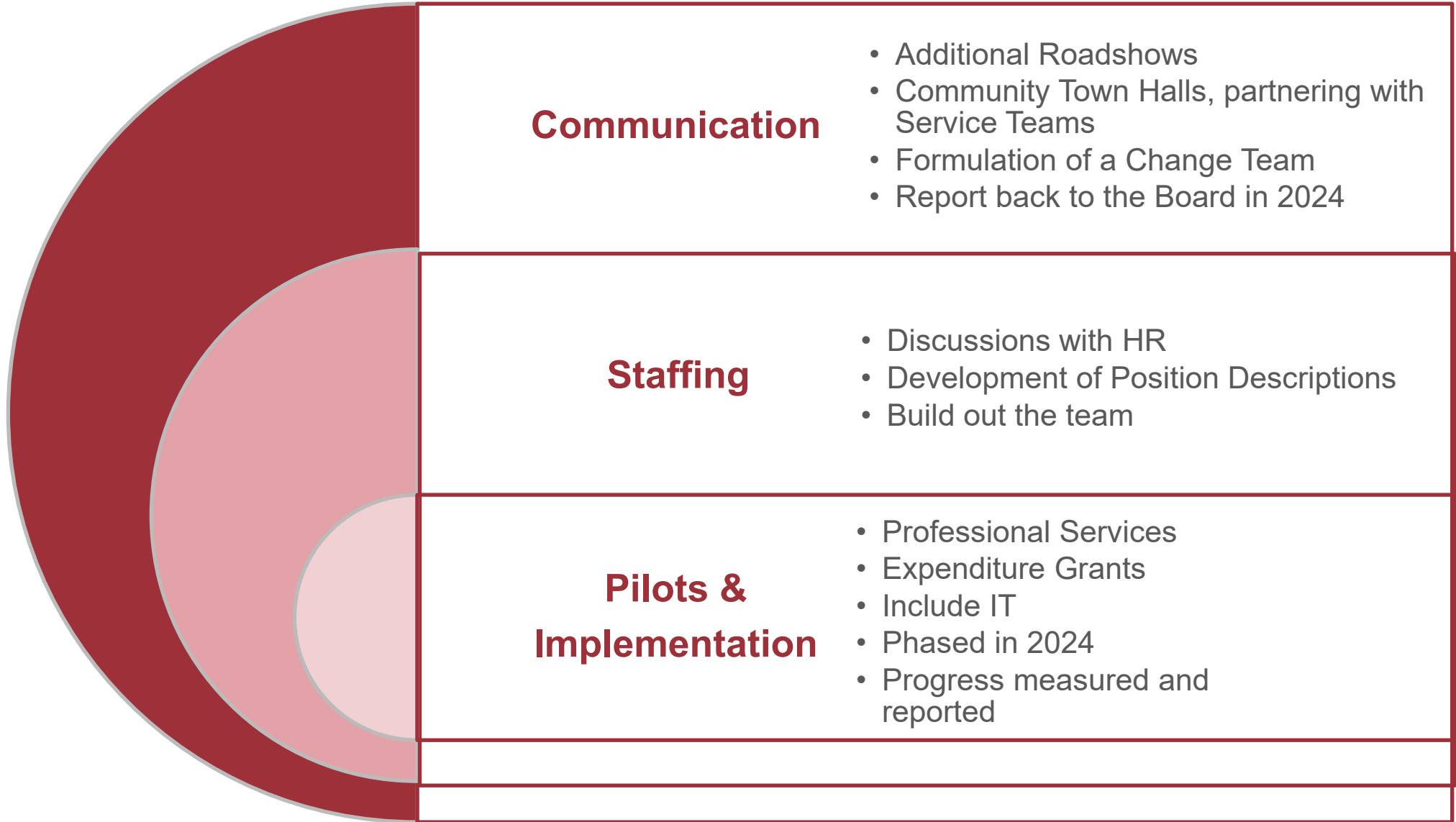


- **Internal Stakeholders**
- **Purchasing & Contracting Coordination Team**
- **Purchasing & Contracting Management Team**
- **Contract Administration Team**
- **County Attorney's Office**

Aligning PACT and Intergenerational Prosperity

- Disparity Study.
- Checking CERT first.
- Quick Hits – making it easier to do business with Ramsey County.
- PIE - Unravels how structural racism was established and currently lives in government purchasing and contracting.
- Measuring our success – 3-year procurement based portfolios, decreasing time, asking for input.
- Single Source Update.

Next Steps - Update



Racial Equity Dividends Index

Ramsey County Anti-Racism and Economic Justice (AREJ) Team:

Procurement Team

People Team



Dana Noffke,
Procurement Manager



Alex Kotze,
Chief Financial Officer



Larry Timmerman,
Planning Manager



Annie Porbeni,
Chief Human Resources Officer



Prince Corbett



Antonio Montez,
Racial and Health Equity
Administrator



Ling Becker,
Director of Workforce Solutions



Dana DeMaster,
Human Services Manager



Elizabeth Tolzmann,
Chief of Staff

What is the Public Sector Racial Equity Dividends Index?

Available to all city and county governments in MN

- Must be completed by a whole organization
- Invited organizations outside MN can participate
- Other government types can complete the survey

Receive a customized Racial Equity Index Dividends Score

- Peer Comparisons
- Recommendations
- Case studies from leading public sector agencies

Value of the Index

- Tangible actions that local governments can take
- Quantitative scoring and peer comparison
- Holistic tool to drive racially inclusive outcomes

Ten Dimensions of Organizational Activity



People

- Leadership
- Hiring
- Culture, Retention, and Advancement

- Procurement
- Finance and Budgets
- Community and Economic Development
- Workforce Development
- Human Services
- Public Safety
- Housing, Transportation, and Land Use



Procurement and Community Investments

Public Sector Index Participation

**Annual reports
including the just
released 2023
inaugural report**

1. Highlight progress that organizations have made toward implementing practices that demonstrate how to build more racially equitable and inclusive communities.
2. Most frequently implemented standards in each index category.
3. Promising practices and case studies from index participants and national leaders.

GroundBreak Coalition

What is the GroundBreak Coalition?

- [GroundBreak Coalition](#) is a group of over 40 corporate, civic, and philanthropic leaders committed to demonstrating that with enough resources, a racially equitable and carbon-neutral future is possible now – first in Minneapolis-St. Paul and then across the country.

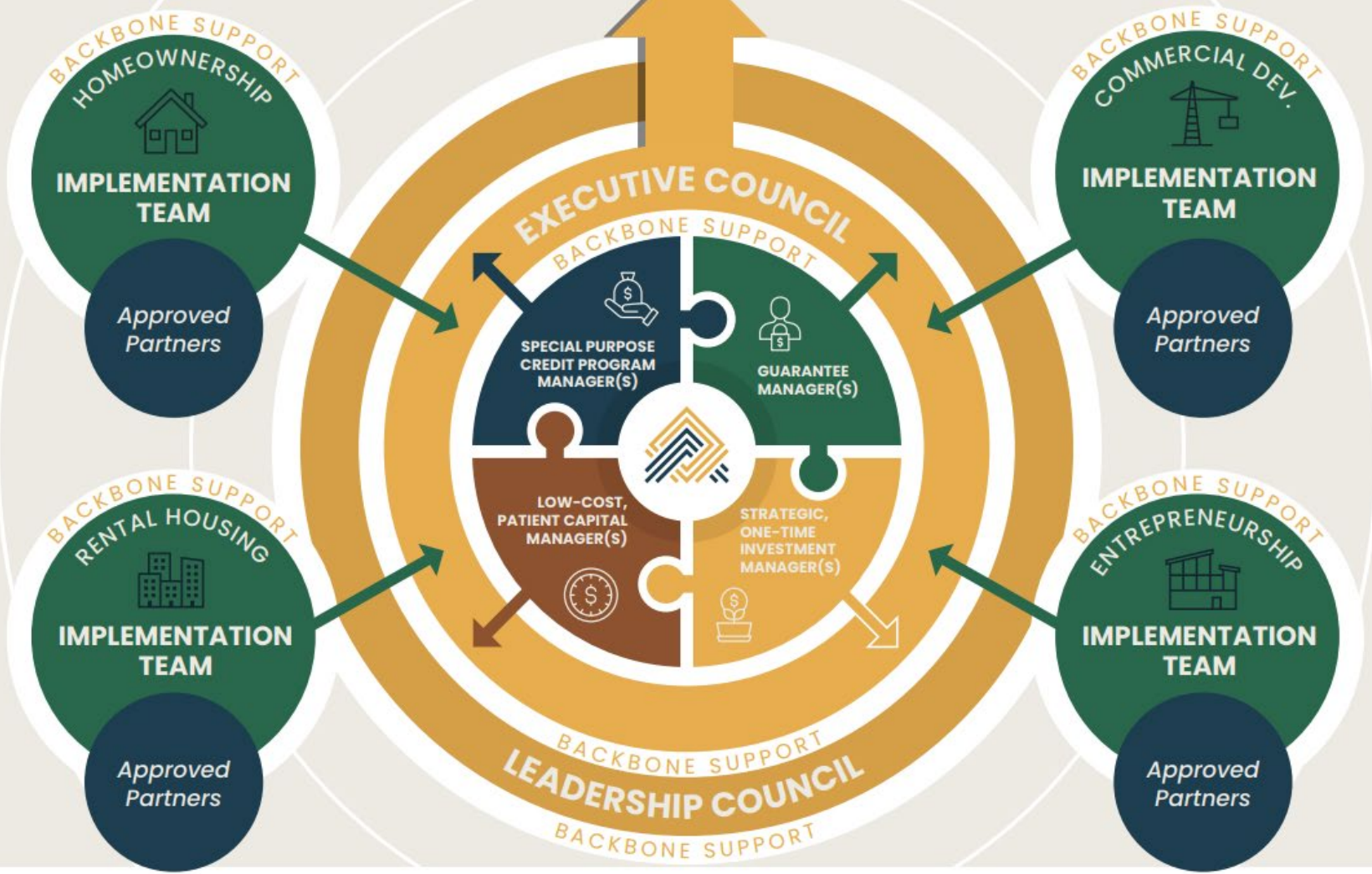
Capital is intended to be deployed in four areas:

- Homeownership
- Rental Housing
- Commercial Development
- BIPOC Entrepreneurship

GroundBreak Next Steps

- GroundBreak is asking for financial commitments to help Black wealth builders gain access to flexible/low to no risk capital across the four areas of intergenerational prosperity.
- Public Sector entities such as Ramsey County may consider a diverse array of commitments to the coalition to include staff time, land, flexible funding, and/or "matches" to the Coalition.
- Many unknowns remain including, Executive Council Representatives (who act as the Board with fiduciary responsibility), as well as the fiscal agent for the coalition.
- Ramsey County leadership and staff remain committed to this coalition and the mission to align capital across these key areas.

RACIAL WEALTH GAPS CLOSED



Emerging and Diverse Developer Pilot Program

Emerging & Diverse Developers (EDD) Program



- **One** Program- **Two** Parts
 - One-on-one technical assistance and cohort group learning to emerging and diverse developers interested in affordable housing development
 - Project Solicitation
 - Exclusive to emerging developers
 - Up to \$500K in funding
 - Eligible in Saint Paul and Ramsey County suburbs
 - Closed October 31, 2023
- [RamseyCounty.us/EDD](https://www.ramseycounty.us/EDD)

Employment Resource Events

Intentionality, Coordination and Alignment

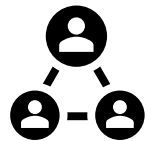
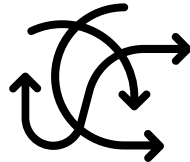
Without Coordination

Young people feel a deep sense of alienation and disconnection from the community

Workforce system is complex and constantly changing making it difficult to know current resources

Program difficulty connecting to opportunity youth and young people.

OR



With Coordination

Young people have agency to determine interests and programs

Ability to direct young people to timely and proven workforce programs and supports

Families and young people most in need of resources can find them.

Unleash Potential – Open Session

Unleash Potential	
Who	Youth and their families (16+)
What	Get connected to jobs, training and education programs. Young adults will connect with providers who can provide paid education and/or workforce opportunities and help remove barriers to employment.
When	Resources Sessions will be held the second Tuesday of each month from 6:00 to 7:30 pm at Arlington Hills Rec Center
Other	Open to all. Food and door prizes are offered.
Website	www.ramseycounty.us/unleash



UNLEASH POTENTIAL

A free employment and resource event for young people and their families.

Oct. 10 and Nov. 14
6-7:30 p.m.
Arlington Hills Community Center
For ages 16 and up.

- Connect with employers.
- Explore training opportunities.
- Learn about wealth building.
- Other support resources.

WFS Staff Contact: Rachael Molenaar
rachael.molenaar@ramseycounty.us

American Indian Hub

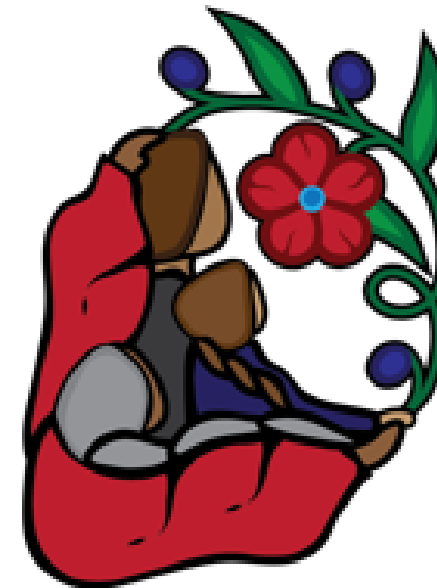
What is the Economic Mobility Hub for American Indians?

- The Economic Mobility Hub for American Indians (the Hub) is a new initiative sponsored through the Interfaith Action's Department of Indian Work (DIW) and the Montessori American Indian Childcare Center (the Montessori)



What is the Economic Mobility Hub?

- A community-wide effort to create **economic opportunity** and **systems change** for the benefit American Indian families who are living in poverty in the East Metro
- **Culturally responsive resources and services, using an Integrated Services Delivery Network** approach developed by MDC in Greensboro, NC, that is proven to create stability and economic mobility through support in 4 key areas:
 - Health, work, and income supports
 - Career training and education
 - Financial management and intergenerational wealth building
 - Cultural connections and community support
- A **shared data system**
- **Family-centered coaching**, using our 7 Generations Family Plan and a consistent approach so that, from a family's perspective, there is "no wrong door"
- Building **Oyate Ota**, a shared community campus, where community can come to get services, build relationships, and connect with cultural traditions and activities



Work to-date

- The Hub has been serving 42 American Indian families in Ramsey County with the goal of supporting 50 families for a demonstration project.
- 26 of the families are participating in a Guaranteed Basic Income pilot.
- All families are receiving family-centered, wraparound support through family coaching.
- Families also receive benefits coaching, financial wellness programming, and elder adviser/community support.
- Referral partners support Hub families in employment training, financial management, wealth building – focusing on the family's goals.
- Families also have access to stabilization and incentive funds.

Ramsey County Support for the Hub

- Systems navigation and program linkages.
- Systems change – addressing systemic barriers such as the benefits cliff and barriers to employment.
 - Working with the City of Saint Paul and HealthPartners in addition to Ramsey County.
- Application and partnership for outside resources and supports – including recent Urban Institute’s Mobility Action Learning Network opportunity.
- Funding one family coach and a part-time outreach position plus family stabilization funds.

Family Coaching Model

- Started through Equity Action Circle recommendation.
- County provides training from The Prosperity Agenda.
- Family coaches provide:
 - Access to resources, education, coaching, and follow-up support to assist families in acquiring skills and increasing community capital necessary for gaining gradual independence from public services.
- Support community agencies/organizations already operating and have a history of trusted relationships with community residents and know how to assist families in connecting resources to meet their needs in a culturally responsive manner.
- Honor community wisdom, family agency, and investing in the social capital needed to comprehensively address families' needs.
- Collaborate with Ramsey County Navigators and Financial Workers, as they are knowledgeable of the County and how to navigate the system.

Ramsey County Hub Investment

- Extend the family coaching support with additional resources (\$100,000) to continue the work that has been happening within the Hub for family coach and outreach worker staff as well as family stabilization funds.
- County will also be making an investment through our Public Pathways funding to create a Native American Fellowship position to work on internal County systems changes efforts in partnership with the Hub to deepen the impact of the strategic priority funding.

Discussion and Questions