



May 20, 2025

Advancing Racial & Health Equity & Shared Community Power

Strategic Priority Board Workshop



Agenda

Strategic Priority Overview

Lidiya Girma, Director of Policy and Planning (interim)

Maria Sarabia, Chief of Staff

Kristen Shultz, Chief Human Resources Officer (interim)

Ramsey County's Racial Equity Journey

Countywide Racial Equity Action Plan and Policy

Racial Equity in Action (REiA)

William Moore, Racial and Health Equity Administrator

Aaronica Jackson, Racial and Health Equity Administrator

Angie Guenther, Racial and Health Equity Administrator

WITH the People

Elder Alfreda Flowers

Elder Gevonee Ford

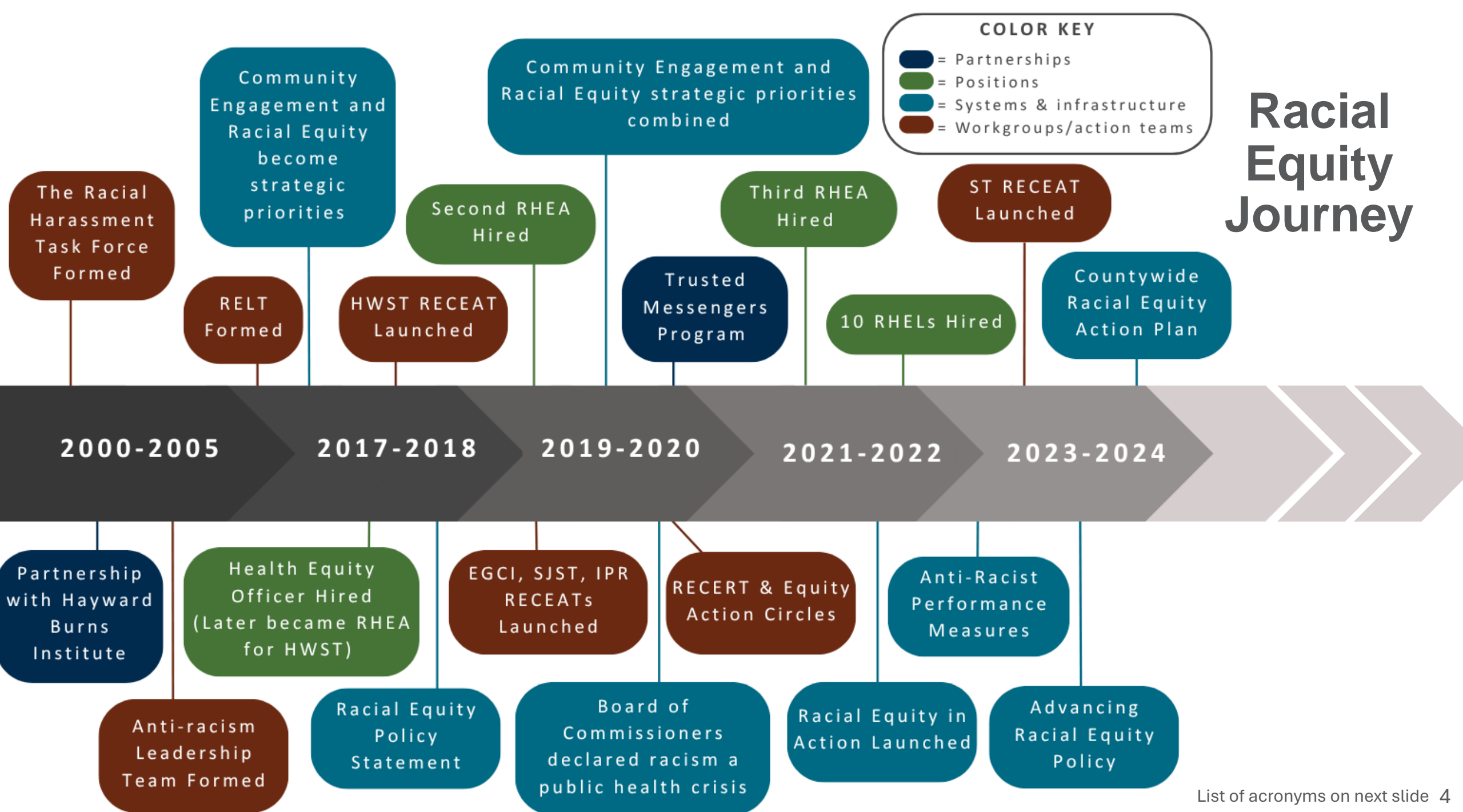
Elder Mary Kay Boyd

Nicole Beane, American Indian Community Coordinator

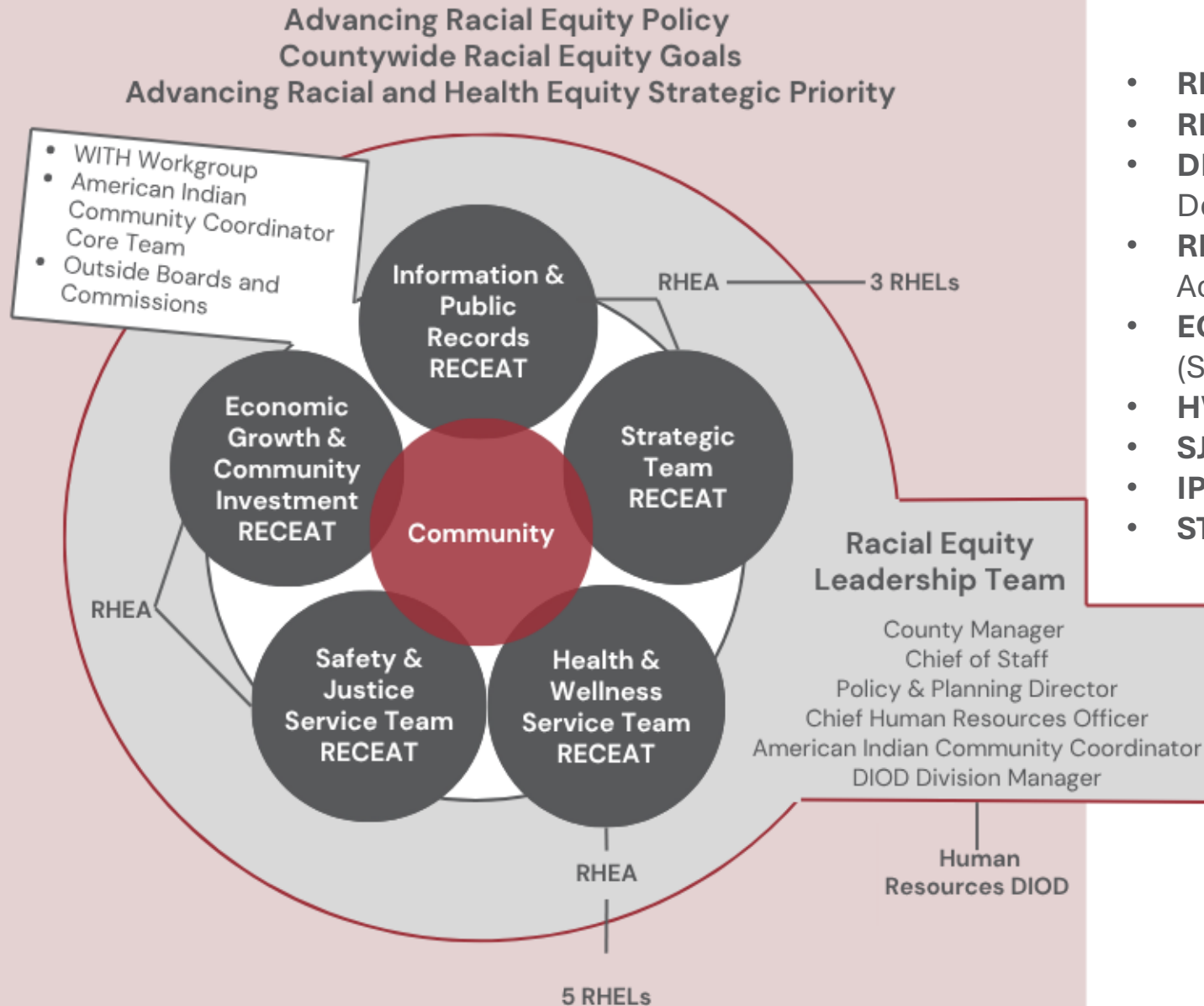
Advancing Racial & Health Equity & Shared Community Power

- **Racial equity** is the intentional practice of addressing historical and systemic inequalities that have disproportionately affected certain racial and ethnic groups.
- Advancing Racial Equity and Shared Community Power is embedded throughout all of Ramsey County's strategic priorities.
- In partnership with community, racial equity and shared community power will be operationalized through countywide tools, policies, planning and decision-making processes.
- Ramsey County will meet the specific needs of our diverse population, reduce unintended consequences, and improve life outcomes for all residents.

Racial Equity Journey



Racial Equity Ecosystem



Acronyms

- **RHEA:** Racial and Health Equity Administrator
- **RHEL:** Racial and Health Equity Liaison
- **DIOD:** Diversity, Inclusion and Organizational Development
- **RECEAT:** Racial Equity and Community Engagement Action Team
- **EGCI:** Economic Growth and Community Investment (Service Team)
- **HWST:** Health and Wellness Service Team
- **SJST:** Safety and Justice Service Team
- **IPR:** Information and Public Records (Service Team)
- **ST:** Strategic Team

Countywide Racial Equity Action Plan (REAP)

- Tool that will be vital to operationalizing Racial Equity at all levels in Ramsey County
- Countywide REAP guides racial and health equity work across the county
 - Strategies and actions advance 5 racial equity goals
 - Departments will develop their own REAP to align with countywide
- Each action plan must:
 - ✓ Have specific goals and measurable objectives that align with relevant performance measures and countywide racial equity goals.
 - ✓ Identify targeted strategies to achieve goals.
 - ✓ Include a plan that outlines metrics and ways to measure progress towards goals.
 - ✓ Be evaluated and updated as needed.



Equitable workplace culture

Inclusive and Respectful Workplace Policy



Workforce and leaders will reflect the demographics

Workforce statistics disaggregation by race and ethnicity



Employees will understand core racial equity terminology and practices

Racial Equity in Action (REiA) as part of New Employee Orientation



Planning and decision-making processes will center racial equity and sharing power

Countywide Advancing Racial Equity Policy



Operationalize racial equity and eliminate inequities in service quality and outcomes

Racial Equity and Community Engagement Action Teams (RECEATs)
WITH the People Community Engagement Framework

Advancing Racial Equity Policy

Racial equity is the intentional and continued practice of addressing historical and systemic inequalities that have disproportionately affected racially and ethnically diverse groups, especially our Black and American Indian communities.

Race and racial equity matter at Ramsey County because race is a major factor that impacts life outcomes, and because government plays a role in creating and perpetuating these systemic inequities.

As public servants, it is the county's responsibility to ensure that race no longer predicts life outcomes for our residents.

Advancing Racial Equity Policy

Purpose & Scope	Goals
<p>Establish and formalize countywide racial equity goals and expectations.</p> <p>Offer support, guidance, and accountability measures for the implementation and alignment of racial equity efforts.</p> <p>Different from the Inclusive and Respectful workplace policy.</p>	<p>Achieving racial equity in Ramsey County.</p> <ul style="list-style-type: none">- All people who need access to the opportunities and services we provide receive them.- Race can no longer be used to predict life outcomes for any resident.

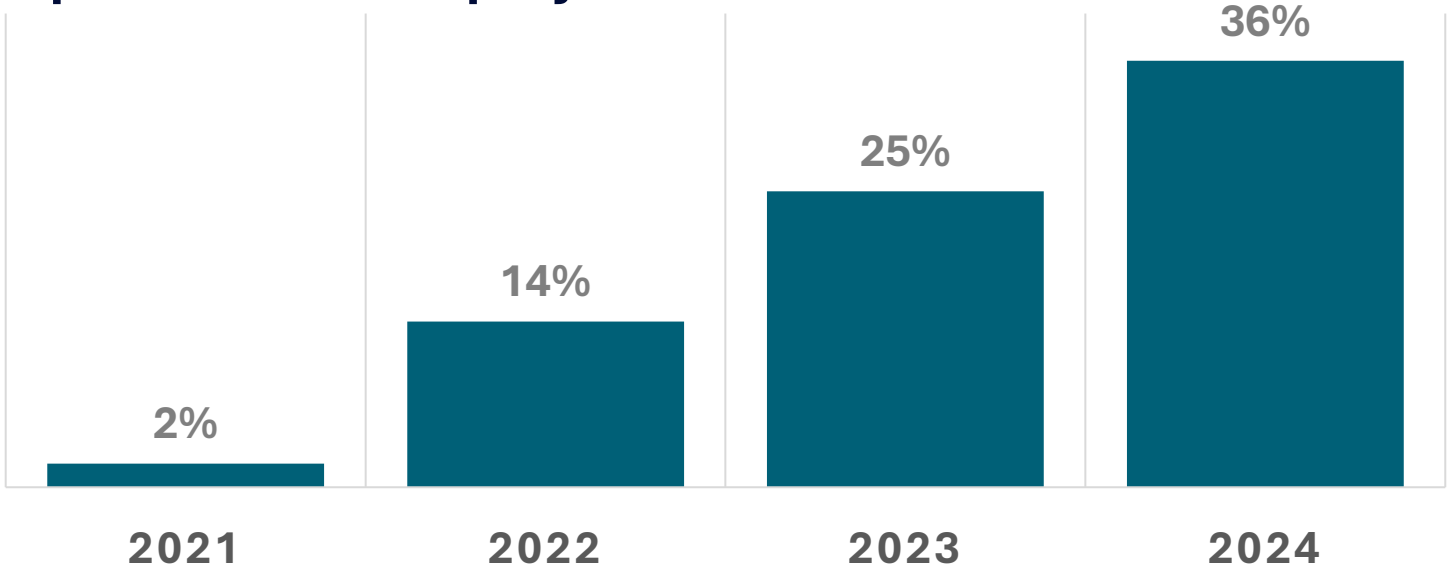
This policy applies to all employees of the county

Racial Equity in Action (REiA)

Purpose

Learning and development course that outlines and elevates the foundational expectations that all county employees increase awareness about the social contract of race and the power of systemic and structural racism.

Percentage of county employees who completed Racial Equity in Action



2025 year-end goal: 60%
2027 year-end goal: 85%

WITH the People

“The best way to work for the people
is to work WITH the people”

History

- Community-initiated.
- Started in 2020.
- Changing county mindset to see community as active participants.
- Not any one action but how we move through our work.



WITH the People Approach



- No set framework or best practices
- Find organic balance between spiritual and structural
- Radical imagination, experimentation and innovation



Mindset Shift

- Language that centers dignity and respect
- Different way of thinking and working
- Identify ourselves in community

Journey

Reciprocity

Power Dynamics

- Centering community voice
- From passive consumers to active participants
- Power WITH means ceding power over



Deliberative Decision Making

- Constant collective learning
- Do choice work
- Disrupt the status quo



WITH the People – Value and Impact

- **Value add:**

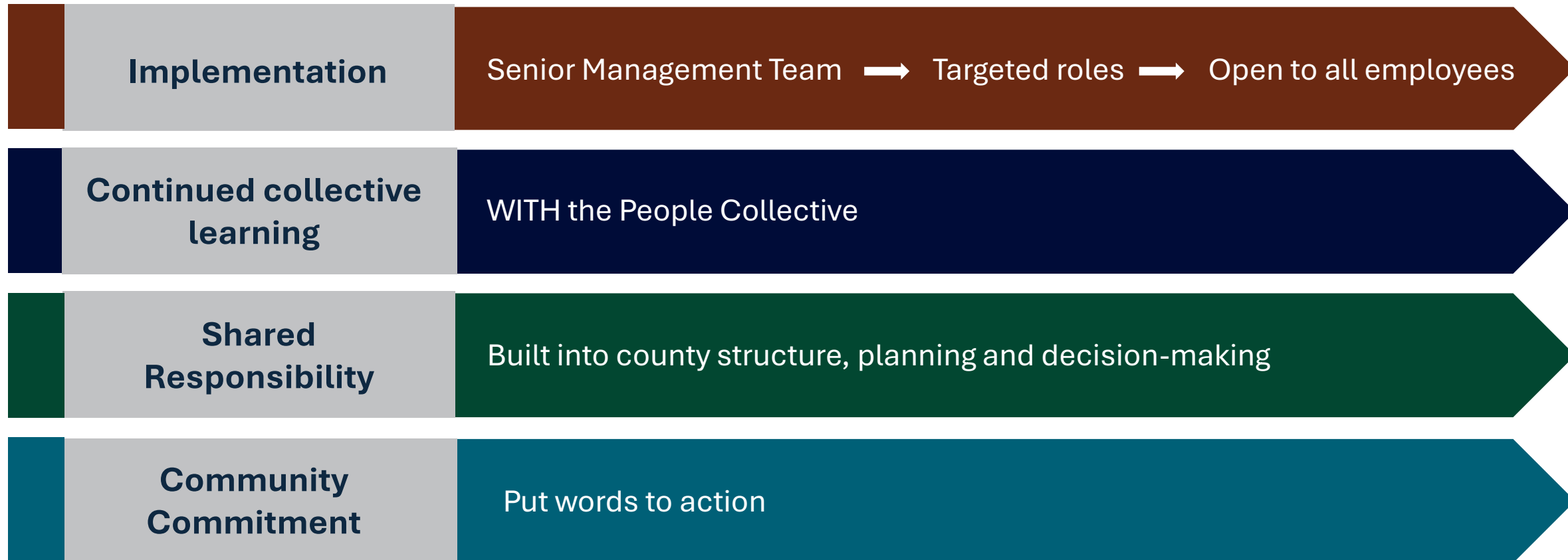
- Improve relationships and increase engagement in our services.
- Opens the door for innovation and creativity - can't come from government alone.
- People are more likely to participate in and take ownership.
- Moves away from transactional to transformative ways of working.

- **WITH the people pilot**

- County impact
- Community impact



WITH the People Future Vision >>>



Racial Equity as a Strategic Priority

Advancing Racial Equity and Shared Community Power is embedded throughout all of Ramsey County's strategic priorities and operations

- To ensure this is possible and successful, investments are made in
 - Ecosystem and structural supports to aid in implementation of tools and strategies
- Strategies and tools in the form of
 - Learning and Development Racial Equity In Action
 - Advancing Racial Equity Policy, Racial Equity Action Plans
- Sharing Power with Community
 - In planning and decision-making processes
 - WITH and RECEATs

