
Sponsor: Social Services

Meeting Date: 10/21/2025

Title: Amendment to the Agreement with Alia Innovations for Implementation of Minnesota African American Family Preservation and Child Welfare Disproportionality Act

File Number: 2025-272

Background and Rationale:

Ramsey County is a Phase-In County for the implementation of the Minnesota African American Family Preservation and Child Welfare Disproportionality Act of (MAAFPCWDA). This statute requires active efforts in child protection cases involving African American families as defined by the act. By January 2027, it is projected that approximately 85% of families entering the child protection system will meet the criteria requiring these enhanced efforts. Current workforce challenges, including high staff turnover, inadequate training, and erosion of core child welfare practices, pose significant barriers to compliance and effective implementation. Children and Family Services is in need of project management leadership and workforce capacity-building support to Ramsey County Children and Family Services, ensuring full and sustainable implementation of MAAFPCWDA. The project manager will play a critical role in: strengthening foundational child welfare practices (particularly safety assessments), supporting leadership and staff mindset shifts, ensuring robust training and onboarding, developing infrastructure to sustain Active Efforts practice, and co-designing with community the rollout of MAAFPCWDA.

Ramsey County Children & Family Services (CFS) has been partnering with Alia Innovations as part of its ongoing efforts to align with the values and requirements of MAAFPCWDA. This collaboration is focused on strengthening organizational culture, enhancing leadership capacity, and promoting staff wellness. Through a series of facilitated sessions with supervisors and leaders, Alia is supporting the department in creating a more equitable, reflective, and supportive workplace-grounded in the principles of family preservation and racial equity.

The partnership with Alia on this project began in December 2024, when Ramsey County Social Services and the Children & Family Services Team initiated this work to begin preparing for MAAFPCWDA implementation. Initial contract funding supported a comprehensive needs assessment and the early stages of implementation planning.

This current request seeks approval to operationalize the next phase of that work and continue building the infrastructure necessary to fully implement the MAAFPCWDA framework.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

1. Approve an amendment to the agreement with Alia Innovations for professional services to implement Minnesota African American Family Preservation and Child Welfare Disproportionality Act to increase the not to exceed amount of the contract to \$560,750.
2. Authorize the Chair and Chief Clerk to execute the amendment.
3. Authorize the County Manager to enter into agreement and execute amendments to agreements with the county's procurement policies and procedures, provided the amounts are within the limits of grant funding.

A motion to approve was made by Commissioner Miller, seconded by Commissioner McGuire.

Motion passed.

Aye: - 6: Jebens-Singh, McGuire, McMurtrey, Miller, Ortega, and Xiong

Excused: - 1: Moran

By: 

Jason Yang, Chief Clerk - County Board