

Strategic Work Session with County Board Agenda:

- 11:00 – 12:00 **Strategic Plan Update**, Elizabeth Tolzmann, Director of Policy and Planning
- 12:00 – 1:00 **BREAK: Lunch on your own**
- 1:00 -- 2:00 **Deep Dive on Strategic Priority: Climate Mitigation and Community Resilience.** Chair Matascastillo and County Manager Ryan O'Connor
- 2:00 -- 2:30 **Reaffirm Vision, Mission and Goals**, Chair Matascastillo
- 3:00 pm **Adjourn**

Vision for 2022 Strategic Priorities

January 25, 2022

Strategic Priorities are...

- **Demonstrative of long-term* strategic investments for the county to achieve its stated goals.**
 - The strategic priorities represent what we have determined as critical to reaching our mission, vision, goals and values
- **A coordination of key leaders, service teams, departments, stakeholders and community to compound impact**
 - Connecting to high level measurable outcomes and impacts indicators
- **Represents innovation, risk and courageous leadership through investing in new projects which achieve outcomes in transformational ways**
 - Showing what works and what doesn't and creating spaces to learn how best to improve impacts on our community

Past Ramsey County Strategic Priorities – 2016 and 2017

The Ramsey County 2016 Strategic Plan: Countywide Priorities

Countywide Priorities for 2016: An Overview.....

Talent Attraction, Retention and Promotion.....

Procurement as a Tool to Strengthen the Community.....

Inclusive, Effective and Meaningful Community Engagement.....

Accessible and Welcoming Service Delivery.....

New Opportunities through Service Teams.....

The Ramsey County 2017 Strategic Plan:

Overview.....

Inclusive, Effective and Meaningful Community Engagement.....

Talent Attraction, Retention and Promotion.....

Procurement as a Tool to Strengthen the Community.....

Proactive and Comprehensive Risk Management.....

Placing Health and Well-being at the Center of Decision-making.....

Enhance the Continuum of Care for Youth.....

Stability Starts with a Place to Call Home.....

Comprehensive Economic Development to Build Prosperity.....

Accessible Service Delivery and Facilities.....

Data Integration to Promote Successful Outcomes for Young People.....

Integrated Approach to Behavioral Health and Justice.....

Open and Accessible Public Data.....

Enhance Countywide Communication Strategies and Resources.....

Past Ramsey County Strategic Priorities – 2018 and 2019

The Ramsey County 2018 Strategic Plan:

Overview.....

Inclusive, Effective and Meaningful Community Engagement.....

Talent Attraction, Retention and Promotion.....

Expand Contract Opportunities for Diverse Businesses

Advancing Racial and Health Equity in All Decision-making

Enhance the Continuum of Care for Youth.....

Stability Starts with a Place to Call Home.....

Comprehensive Economic Development to Build Prosperity.....

Accessible Service Delivery and Facilities.....

Enhance Data Sharing and Integration to Improve Decision-making.....

Integrated Approach to Health and Justice.....

Effective and Efficient Operations that Put Residents First.....

[The Ramsey County 2019 Strategic Plan:](#)

Overview.....

Residents First: Effective, Efficient, and Accessible Operations.....

Advancing Racial and Health Equity in All Decision-making.....

Inclusive, Effective and Meaningful Community Engagement.....

Integrated Approach to Health, Wellness and Justice.....

Advancing a Holistic Approach to Strengthen Youth and Families

Comprehensive Economic Development to Build Prosperity.....

Stability Starts with a Place to Call Home.....

Talent Attraction, Retention and Promotion.....



2020 and 2021 Strategic Priorities

1. Resilience: Building Capacity to Respond, Adapt and Thrive Under Changing Conditions
 2. Residents First: Effective, Efficient and Accessible Operations
 3. Advancing Racial and Health Equity and Shared Community Power
 4. Aligning Justice System Outcomes with Community Values
 5. Advancing a Holistic Approach to Strengthen Families
 6. Economic Competitiveness and Inclusion
 7. Stability Starts with a Place to Call Home
 8. Talent Attraction, Retention and Promotion
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2022 Proposed Strategic Priorities

Operationalized – significant investments and implementation have been made to sustain its ongoing work. No longer needs to be appear as a strategic priority.

1. Economic Competitiveness and Inclusion
2. Stability Starts with a Place to Call Home

Implement and Monitor – investments made but requires implementation and monitoring to advance its ongoing work:

1. Residents First: Effective, Efficient and Accessible Operations
 2. Advancing Racial and Health Equity and Shared Community Power
 3. Talent Attraction, Retention and Promotion
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2022 Proposed Strategic Priorities

Foundational – existing, reframed or new strategic priorities that require investments and strategies to launch its work

1. Aligning Justice System Outcomes with Community Values
 2. Advancing a Holistic Approach to Strengthen Families
 3. Resilience: Building Capacity to Respond, Adapt and Thrive Under Changing Conditions --> Building Capacity for Climate Mitigation and Promote Community Resilience
 4. New! Intergenerational Community Wealth for Racial and Economic Inclusion
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2022 Proposed Strategic Priorities

Strategic Priority	Phase	Lead Executive Sponsor(s)	Key Senior Leaders and Depts
<u>Residents First: Effective, Efficient and Accessible Operations</u>	Implement and Monitor	Karen Francois, Johanna, Kathy	R1 Team, IS, Property Mgmt, Digital Equity Team
<u>Advancing Racial and Health Equity and Shared Community Power</u>	Implement and Monitor	Elizabeth Tolzmann Kathy Hedin	Racial and Health Equity Administrators and Liaisons
<u>Talent Attraction, Retention and Promotion</u>	Implement and Monitor	Alex Kotze Elizabeth, HR Director	HR Deputies, Prior TARP sponsors
<u>Aligning Justice System Outcomes with Community Values</u>	Foundational	Scott Williams, Kathy Hedin, Elizabeth	TST, Violence Prevention, Systems Transformation
<u>Advancing a Holistic Approach to Strengthen Families</u>	Foundational	Kathy Hedin, Elizabeth Tolzmann	Early Childhood, Care and Education, Food/Basic Needs
<u>Climate Mitigation and Community Resilience</u>	Foundational (Reframed)	Kathy Hedin, Elizabeth Tolzmann	Energy Governance Team and Environmental Health
<u>Intergenerational Prosperity for Racial and Economic Inclusion</u>	Foundational (New)	Johanna Berg Alex	CED, Housing Stability, and Finance and Procurement

Strategic Plan Narrative Sections

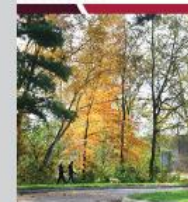
1. Why this is a priority and building on previous work
2. Ensure racial equity and shared power with community is applied
3. Key Actions/Strategies or Projects or Programs to Implement in 2022
4. Outcomes or measures of success we hope to achieve in 2022

Page Pull Example

Resilience: Building Capacity to Respond, Adapt and Thrive Under Changing Conditions

Ramsey County will examine and adjust operations, service delivery and facilities to ensure that it is resilient to changing environmental, economic and social conditions. Why this is a priority

Ramsey County and its residents face increased physical, social, health and financial risks when challenged with environmental, economic and social change such as the recent Coronavirus pandemic and the death of Mr. George Floyd. During economic recessions, county services become financially constrained, again affecting vulnerable people and businesses. Emerging societal trends, such as political polarization or growing mistrust of institutions can affect delivery of services as well. The economy and society are becoming increasingly intertwined as today's issues grow more complex. Ramsey County's 2040 Comprehensive Plan defines resilience as "the capacity to respond, adapt and thrive under changing conditions" and identifies resilience as a priority. Ramsey County must leverage a strategic approach to use resilience as a tool to ensure it can withstand events that will shock or stress its systems. Events that disrupt the ability of the county to provide necessary services can impede progress in achieving the county's vision, mission and goals. Building resilience through a process for anticipating, responding to and recovering from such events can be used by the county to prevent such downturns.



Building on previous work and lessons learned

Ramsey County is well prepared to respond at a community level to certain events, such as disasters, through its emergency planning. Internal resilience—in which departments are prepared for disruptive events—has not been as ready. The Comprehensive Plan's chapter on resilience focuses on effects of a changing climate, but the COVID-19 pandemic shows that other events can be just as disruptive if we do not prepare or plan for them. By participating in the University of Minnesota's Resilient Communities Project last year, and by learning from the county's response to COVID-19, the county can learn about opportunities to grow more resilient. Resilience is a dynamic process of anticipation and preparation. Ramsey County will focus its efforts across service teams on strategies to assess risk, learn, adapt, expect and respond to disruptions.

Ensure racial equity and shared power with community is applied

Significant and persistent racial disparities exist among Ramsey County residents; residents of color make considerably less than their white neighbors. Vulnerability assessments demonstrate that access to housing, income, race and health are significant determinants in whether residents are more liable to be affected by disruptive events. Increasing the county's resilience by strengthening internal capacity can help reduce that vulnerability ensuring that services and resources are available to support residents when they need it most. In developing its resilience strategy, Ramsey County will engage with community, especially

Website Headers



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Rack Card: Front Options



Vision: A vibrant community where all are valued and thrive.

Mission: A county of excellence working with you to enhance our quality of life.

Goals



WELL-BEING

Strengthen individual, family and community health, safety and wellbeing through effective safety-net services, innovative programming, prevention and early intervention, and environmental stewardship.



PROSPERITY

Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty through proactive leadership and inclusive initiatives that engage all communities in decisions about our future.



OPPORTUNITY

Enhance access to opportunity and mobility for all residents and businesses through connections to education, employment and economic development throughout our region



ACCOUNTABILITY

Model fiscal accountability, transparency and strategic investments through professional operations and financial management.