



Board Workshop / Discussion Agenda

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

May 16, 2023 - 10 a.m.

Council Chamber-Courthouse Room 300

WORKSHOP

**Joint Committee of the Whole: Health and Wellness, Safety and Justice,
and Strategic Teams -- Centering Community and Wellness Strategic
Priority**

[2023-188](#)

Sponsors: Strategic Team



Board of Commissioners

Request for Board Action

15 West Kellogg Blvd.
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651-266-9200

Item Number: 2023-188

Meeting Date: 5/16/2023

Sponsor: Strategic Team

Title

Joint Committee of the Whole: Health and Wellness, Safety and Justice, and Strategic Teams -- Centering Community and Wellness Strategic Priority

Attachment

1. Presentation

**Joint Committee of the Whole
Health and Wellness, Safety and Justice, and Strategic
Teams**

Centering Community and Wellness Strategic Priority

Agenda

- **Introductions**
 - Kathy Hedin, Deputy County Manager, Health and Wellness Service Team
 - Elizabeth Tolzmann, Chief of Staff and Director of Policy and Planning
 - Scott Williams, Deputy County Manager, Safety and Justice Service Team
 - Sophia Thompson, Deputy Director, Social Services
 - Monica Long, Director, Community Corrections
 - Jenn Hamrick, Integrated Health and Justice Administrative, Policy and Planning
 - Nikki Miller, Manager, Social Services
 - Danny Givens, Director, Transforming Systems Together
 - Elijah Norris Holiday, Coordinator Youth Justice Transformation, Transforming Systems Together
 - Mark Campbell, Program Supervisor, Healing Streets
 - Rich Stevens, Planning Specialist, Office of Safety and Justice

- **Overview of Strategic Priority, Goals and Initiatives**
 - Pre Charge Support Pilot
 - Pay for Peace
 - Social Services Strategy
 - Rule 20
 - Justice Involved Girls

- **Questions and Discussion –All**

Goals

- Deep dive into the strategic priority: Putting Well-being & Community at the Center of Justice System Transformation.
- Share about the work that has been achieved and the initiatives being implemented.
- Discuss future plans.

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, and community to compound impact

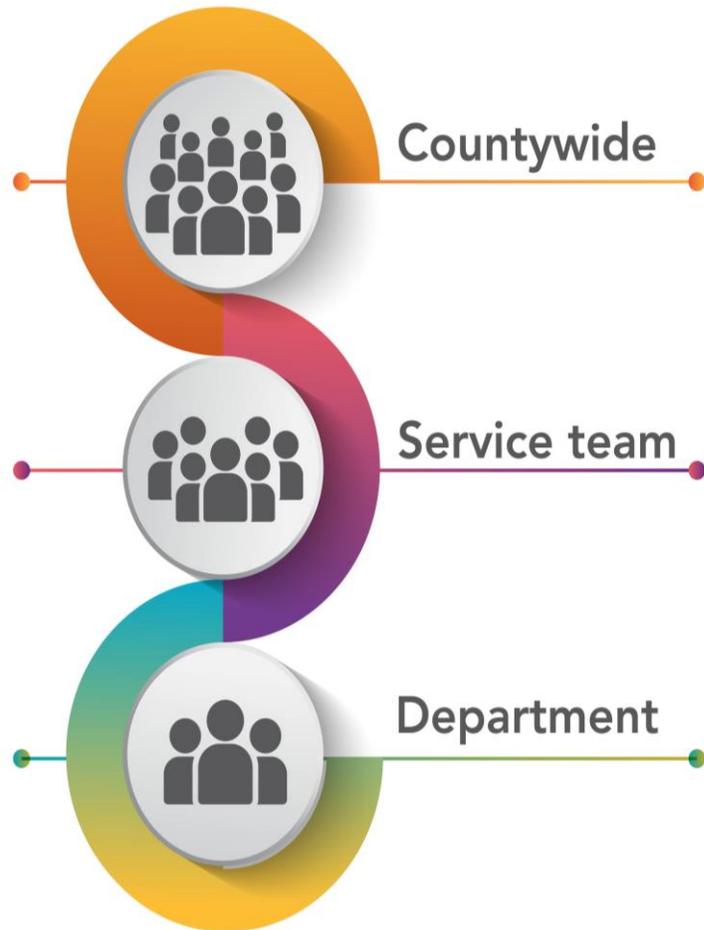
Connecting to high level performance measures, outcomes and community indicators

Represents innovation, risk and courageous leadership through investing in new programs, projects and initiatives 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

Long Term should be at least 5 years

Deeper Dive of Strategic Priorities



Strategic Priority Board Workshops

Deep Dive on each of the seven strategic priorities will be scheduled throughout the year



Service Team Onboardings and Committee of the Wholes

Service Teams may reference their work and connectivity to one or more strategic priority as part of Commissioner onboarding and/or Service Team Committee of the Whole board workshops



Performance Measures

Performance Measurement cycle of biennial budget, dashboard, and open data stories by service team and departments



Open Data Portal

Community indicators set the long-term direction for the county's strategic planning and budget

Putting Well-being & Community at the Center of Justice System Transformation

This strategic priority demonstrates Ramsey County’s commitment that the most effective method to create safer and healthier communities for all is through the increase the **well-being** of our most impacted and structurally barriered populations, particularly within our **Black and American Indian communities**. It recognizes an accountability for the harm caused to our communities by our current system and takes responsibility for **eliminating that harm through structural reinvestment.**

Key Outcomes and Measures

1. **Less Black and American Indian people impacted by the justice system.**
 - a. Total number of arrests in Ramsey County (race disaggregated)

2. **Less Black and American Indian people incarcerated.**
 - a. Adult Detention Center average daily population (race disaggregated)
 - b. Juvenile Detention Center average daily population (race disaggregated)
 - c. Ramsey County Correctional Facility average daily population (race disaggregated)

3. **Less Black and American Indian people financially obligated to the justice system.**
 - a. Total criminal fines and fees (race disaggregated)
 - b. Bail (race disaggregated)

4. **Reduce Justice System Involvement and Reduce Crime.**
 - a. Crime rate

2023 Plans

01

Investing seed money into 5 initiatives to test out new interventions to current challenges. Amplify work in key transformation efforts including Appropriate Responses Initiative, Healing Streets, and Transforming Systems Together.

02

Engage community at the level of strategic planning for how best to align community and county values.

03

Communicate with communities across the county our commitment to justice system transformation and the work occurring in key areas.

Stakeholders



Key leaders from across the county came together to talk through existing issues, and plan for ways to address through transformative, community centered work.

Process for Creating Transformation Standards

- Facilitated conversation about what transformation means and how to prioritize this work.
- Developed transformation expectations and standards.
- Brainstormed potential initiatives.
- Conversations with leads in each program area.
- Reached consensus on funding and support.

Standards and Expectations of Transformation

- A process which is comprehensive and inclusive of entire system.
- Engages the most disparately harmed communities to cooperatively reimagine purpose.
- Challenges expectations and mandates to deconstruct and reconstruct institutions.
- Addresses assumptions and confronts past and present harms.
- Recognizes system and community interconnectivity to eliminate harm and increase well-being investments in the most marginalized communities.
- Results in new definitions of structures and institutions, new and different operations and outcomes, as well as a converging proximity across system and community.

Community

Codesign prioritizes collaboration between community members and system stakeholders to jointly create, improve, implement, and evaluate policies, practices, and service delivery.

Transformative initiatives will:

- Co-Design with community including using shared decision-making models
- Empower community members
- Elevate the voices of local community members

Partnerships Sustainability

Transforming systems requires partnering across departments and with community and ensuring that the work being done is sustainable and able to last.

Transformative initiatives will:

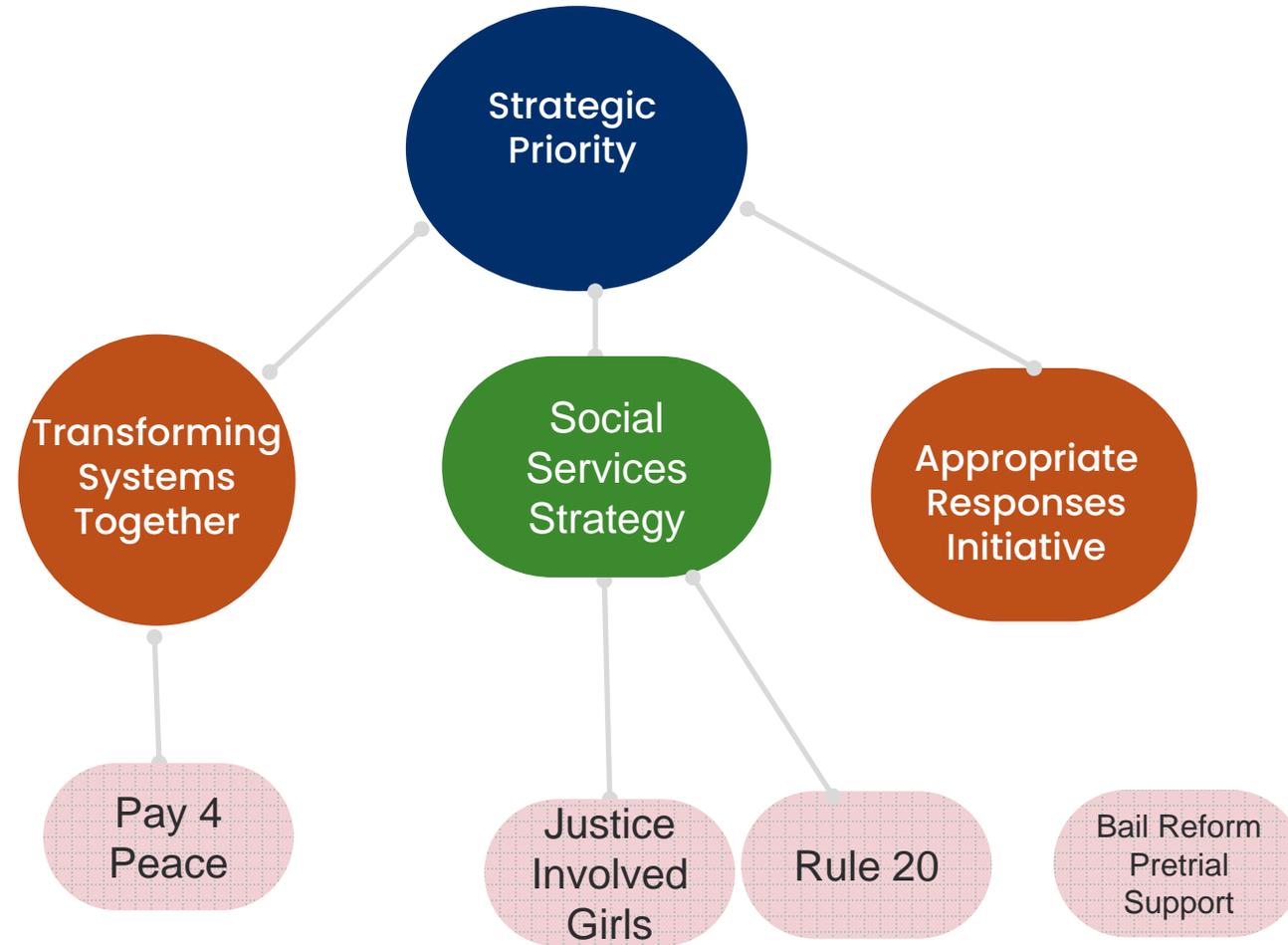
- Partner across Ramsey County, with external systems and with community
- Ensure longevity of the work by focusing on financial sustainability, and strategic relationship management.

Accountability

Taking responsibility for actions, outcomes, and process. Centering community voices and delivering on commitments made.

Transformative initiatives will:

- Be clear and transparent about plans and be open to critical conversations about feedback regarding progress.



Pre-Charge Support Pilot Project Goals

- Goal:
 - Improve our pretrial system by prioritizing community well-being and safety and reducing reliance on cash bail.
- Providing trusted community support to individuals after arrest.
- Identifying barriers to understanding and participating in the pretrial process.
- Connecting people with resources.

Pre-Charge Support

Scope

People booked into the jail and released without charges because they cannot be held more than 36 or 48 hours without being charged (“time out”).

Process

- Connect individual to trusted community organization
- Peer Support
- Community Resources

Outcomes Quantitative

- Increased court appearance rates
- Increased pre-charge diversion participation
- Decreased time in custody
- Decreased future arrests

Outcomes Qualitative

- Improved understanding of the process
- Improved experience
- Build relationships
- Improved outcomes – for individuals and cases

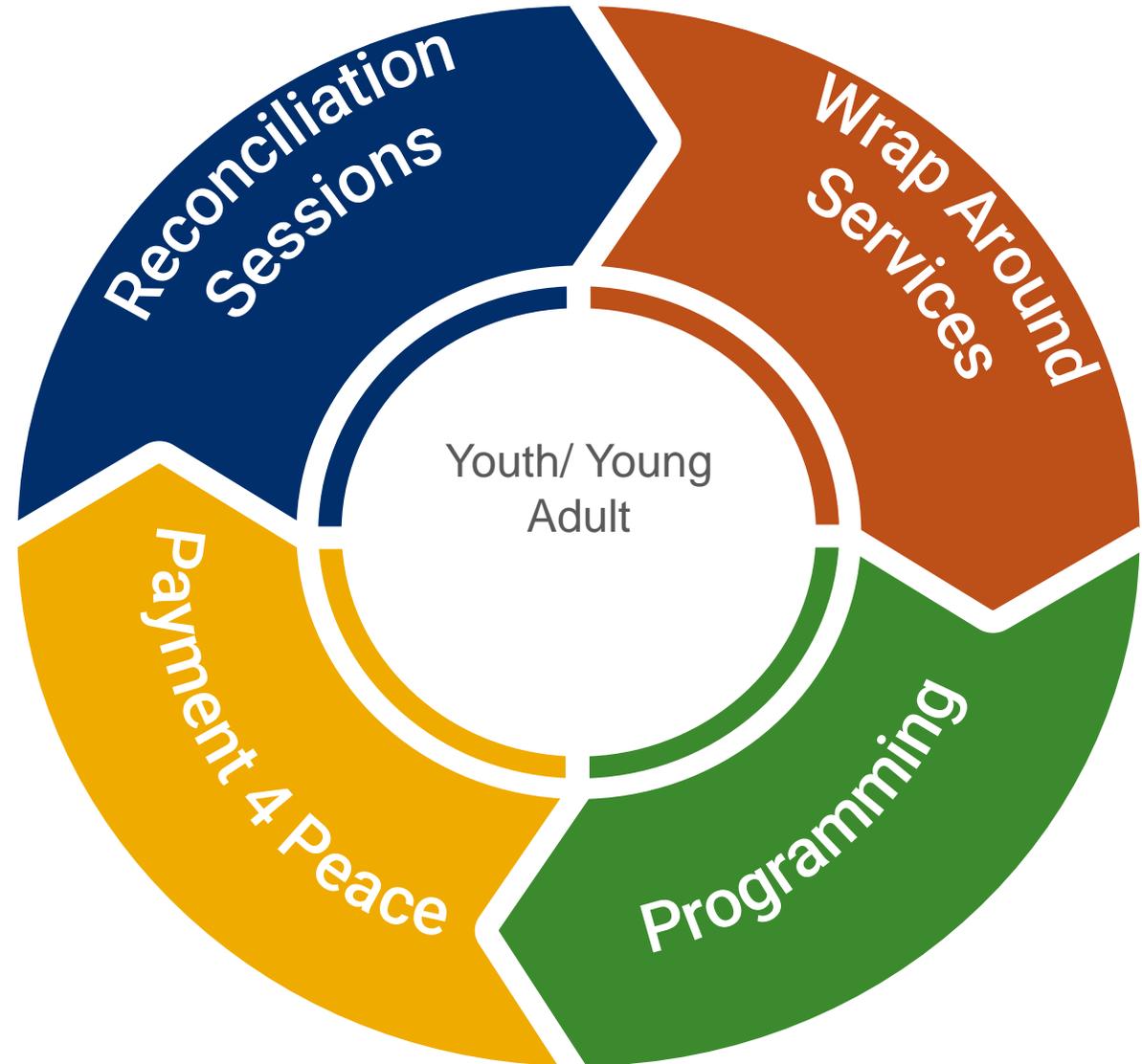
Pay 4 Peace

- A collaborative effort between Ramsey County Youth Justice Transformation and Ramsey County Healing Streets project.
- Will offer youth engaging in group and gun violence a courageous place to reconcile their differences and receive peace stipends to uphold peace treaties in the community.

Objectives:

1. Reconciliation sessions for youth to reconcile conflicts before a violent/or criminal activity occurs.
2. Provide client-specific programming and wrap-around support for youth enrolled in the Cohort.
3. Offer monthly stipends for youth who sign onto the peace agreement, attend programming, and remain peaceful in the community.

Multi Faceted Approach



Individual Outcomes

Short Term- 2 months	Intermediate Term 4-6 months	Long Term 1 year
<ul style="list-style-type: none"> 15 participants undergo the five healing and reconciliation sessions, agree to work toward resolving their interpersonal conflicts, and sign the peace treaty. 	<ul style="list-style-type: none"> Completing all Pay 4 Peace programming, establishing personal/academic goals, developing a positive digital footprint, connecting with a peer mentor, and expanding their skill set in conflict resolution, communication, and personal and professional development. 	<ul style="list-style-type: none"> No reincarceration. Acquiring a job. Obtaining a driver's license/drivers permit. High school diploma or GED. Post-Secondary college enrollment. Ability to have a sustainable lifestyle. Remaining peaceful in the community.

Social Services Justice Involved Individuals Strategy

- Goal is to have a comprehensive strategy for Social Services justice involved services for the changes they are working to advance.
- Leaders at all levels of the Mental Health team.
- Spent six sessions together to discuss current challenges, opportunities, and develop a shared vision.
- Outcomes and measures are currently being finalized.

Rule 20 Multi Pronged Approach

01

Internal

Ramsey County, Social Services,
Community Corrections

02

Partners

Judges, Community

03

MACSSA

(Minnesota Association of
County Social Service Administrators)

Collaboration and information sharing across MN counties

04

State

Legislation , Department of Human Services

Internal- Social Services

Community Provider Training and Housing Expansion

Creating increased access to transitional levels of care by creating training opportunities for community residential providers and case managers who lack the knowledge on how to engage with the growing Rule 20 population. These trainings will provide education on how to serve and support this population.

American Indian and African American Capacity Builders

Assisting to be a bridge between Ramsey County and specific communities, including helping to reduce stigma related to receiving mental health support



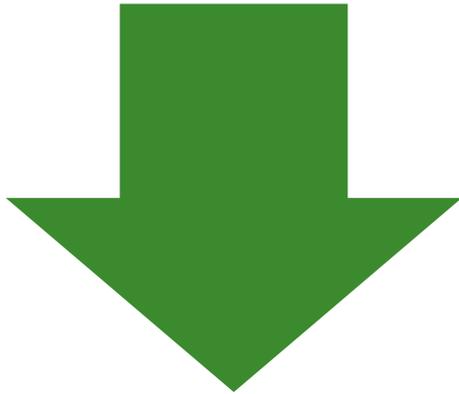
Competency Restoration

The purpose of this RFP is to fill a GAP in service for individuals who have mental health needs and have intersected with the criminal justice system and as a result are being evaluated for their ability to stand trial through a pending Rule 20 or have been found incompetent to stand trial by a mental health professional and need to be restored to competency.

Community Education Training on Forensic Studies and Rule 20 Individuals

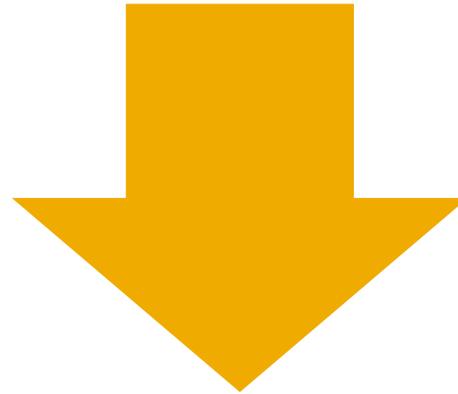
Ramsey County contracted to complete a training series for community members, providers and internal staff on working with the Rule 20 population

Areas to still be grappled with



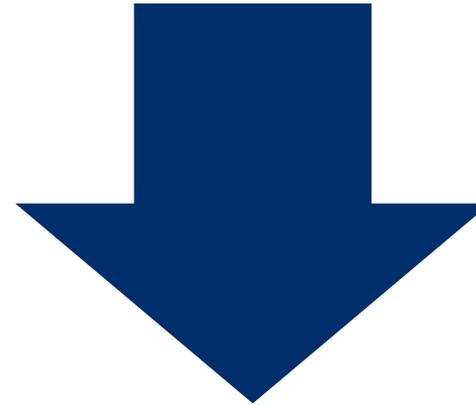
What is our role as Ramsey County to this issue?

Which departments and areas should be engaged? Who should be leading in this space?



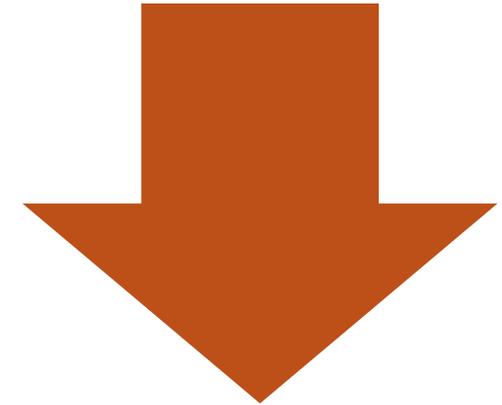
Who is responsible for which areas?

If this is a county wide response effort what is the role of social services? What is the role of other departments?



Incentives for individuals

How do we create incentives for individuals to become competent?



Incentives for Community Organizations

What can we do to engage more community-based placements and make it worth it for them? How do we tackle the pending workforce challenges within social work?

Justice Involved Girls

- Girls comprise 20% of the overall juvenile justice probation population in Ramsey County.
- In 2021 there were 85 girls on juvenile probation in Ramsey County.
 - 57% identified as Black/ African American
- Black girls comprise 20% of the youthful population (age 10-17) in Ramsey County, but account for nearly 60% of the girls in the probation system.

Justice Involved Girls

- 2019 Ramsey County Social Service, Public Health and Community Corrections recognized the stark racial disparities that exist for girls in our systems, specifically Black and American Indian girls.
- 2021 started a partnership with National Crittenton to write a comprehensive Girls Report to describe the needs of girls and their families impacted by the justice system.
- 2023 recommendation provided from the Girls Report and begin implementation.
- Goal: reduce the risk factors and promote protective factors for girls who come into contact with the juvenile justice system.

Justice Involved Girls

Current Research Questions

- Who are the cis and trans girls, gender expansive young people and families involved in the Ramsey County child welfare and juvenile system and how did they get there?
- Do disparities exist at the various decision points? If so, for whom?
- What supports and strengthens system-involved young people and their families? What does not?
- What is needed to reduce and improve outcomes of system involved cis and trans girls, gender expansive youth and families?

Next Steps

- Continued conversations about enhanced ways to partner and to focus on initiatives that move forward long term outcomes.
- Measuring each initiative looking at both quantitative and qualitative data.
- Moving each of these initiatives to full implementation.
- Continued Co-Design with communities.

Key Takeaways

- In 2023 over \$400,000 is being invested in developing and enhancing justice system transformation.
- Key leaders from across the county are collaborating to jointly work towards developing strategies and initiatives to transform our current justice system.
- Ramsey County is prioritizing and investing in centering community and wellbeing in our criminal justice system.

Questions and Discussion