



Board Workshop / Discussion Agenda

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

June 11, 2024 - 10:30 a.m.

Courthouse Room 220

WORKSHOP

1. **Economic Mobility Hub for American Indians in Ramsey County**

[2024-068](#)

Sponsors: Workforce Solutions



Board of Commissioners

Request for Board Action

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

Item Number: 2024-068

Meeting Date: 6/11/2024

Sponsor: Workforce Solutions

Title

Economic Mobility Hub for American Indians in Ramsey County

Attachment

1. Presentation



Economic Mobility Hub for American Indians in Ramsey County

June 11, 2024



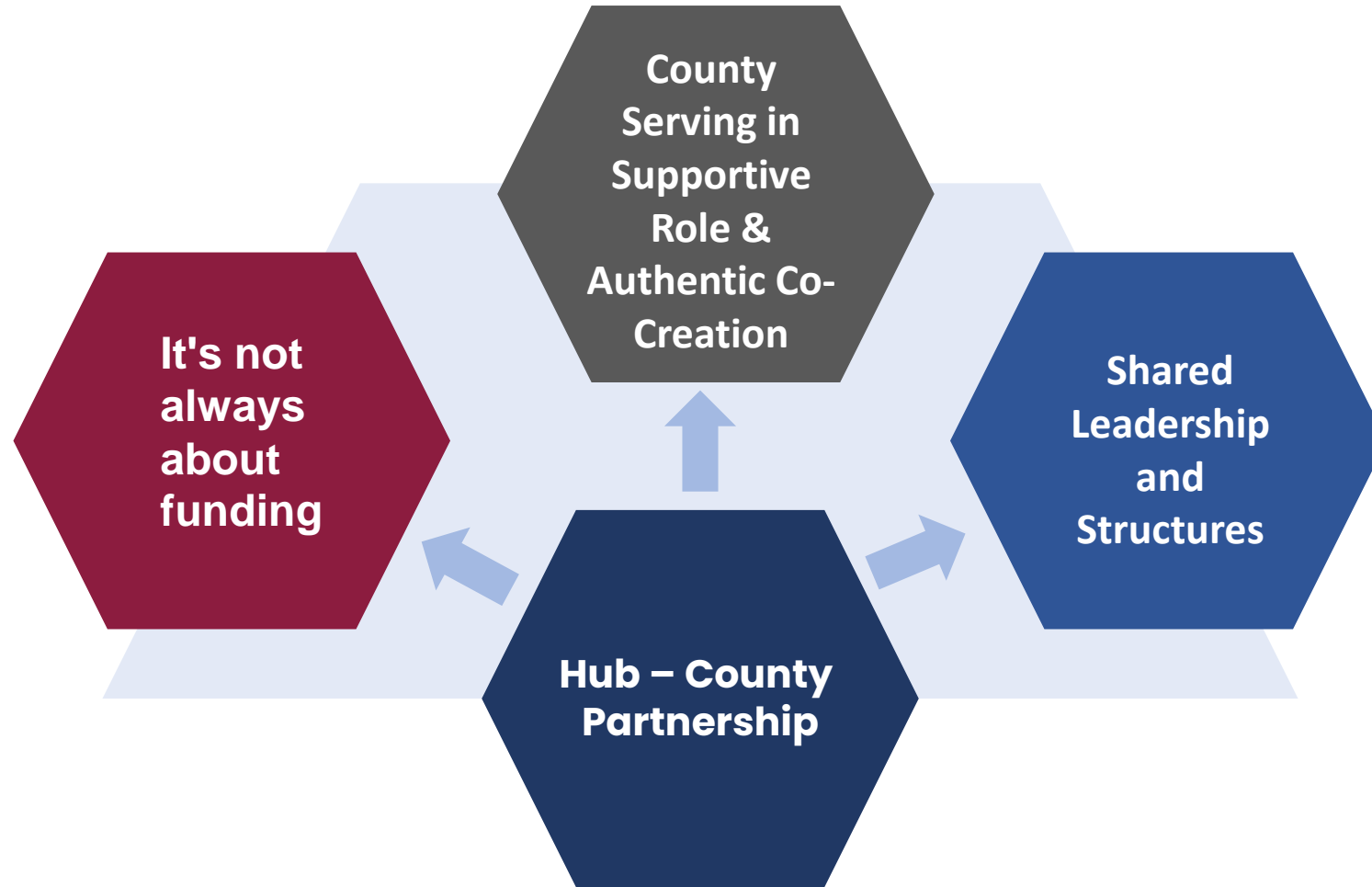
Agenda

- Introduction, County Manager Johanna Berg
- County and American Indian Economic Mobility Hub Partnership,
 - Workforce Solutions Director Ling Becker
 - Kelly Miller, Department of Indian Work
- American Indian Coordinator Role
 - Michelle Belitz, Workforce Solutions Integrated Planning Manager
 - Nicole Beane Tibikigiizisookwe, American Indian Community Coordinator
- Economic Mobility Hub for American Indians in Ramsey County
 - Nicole MartinRogers, Advance Consulting
 - Kelly Miller and Lasha Tilsen, Department of Indian Work
 - Janice LaFloe and Rachel Smith, Montessori American Indian Childcare Center
 - Ralph Gildehaus, MDC

Goals for Today

- Update on American Indian Coordinator role and work plan
- Deep dive: Economic Mobility Hub for American Indians in Ramsey County
- Next steps and discussion

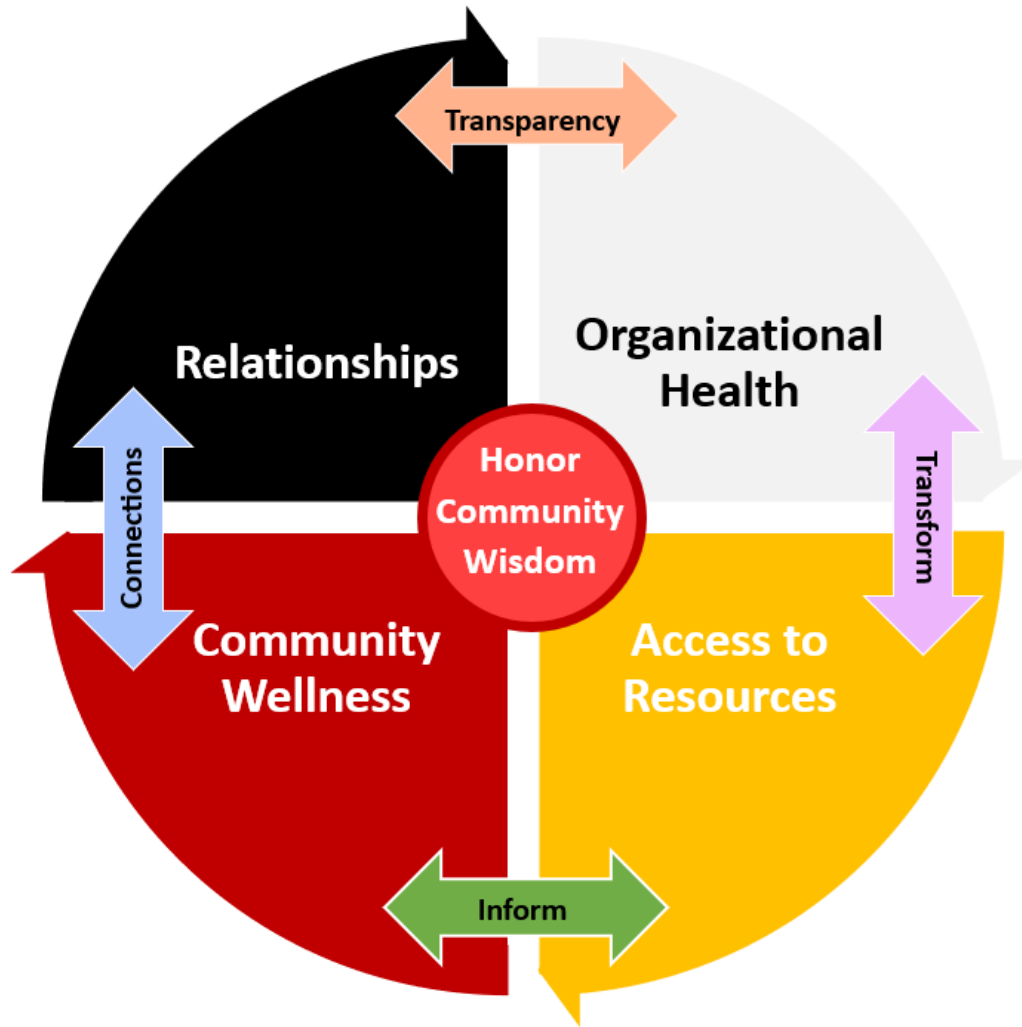
Partnership with the Economic Mobility Hub for American Indians



Ramsey County Investments

- Saint Paul Indians In Action (SIA) engagement
 - Learning cohorts
 - Memorandum of Understanding
- Equity Action Committee
- Family Coach model and extensions
 - Training by The Prosperity Agenda
 - Funding one family coach and a part-time outreach position plus family stabilization funds
 - Intergenerational prosperity for racial and economic inclusion
- American Indian Community Coordinator Role (Public Pathways funding)
- Alignment with Intergenerational prosperity for racial and economic inclusion strategic priority: *Invest in families and residents by implementing income and wealth building strategies identified in the Economic Competitiveness and Inclusion Plan and from community engagement feedback*

Ramsey County American Indian Community Coordinator Role



Organizational Health

- Training & Development
- Program Performance Measures
- Government Relations & Landscape

Access to Resources

- Programs & Eligibility
- Funding Resources
- Policies & Procedures

Community Wellness

- Strategic Plans
- Community Indicators
- Data Work

Relationships

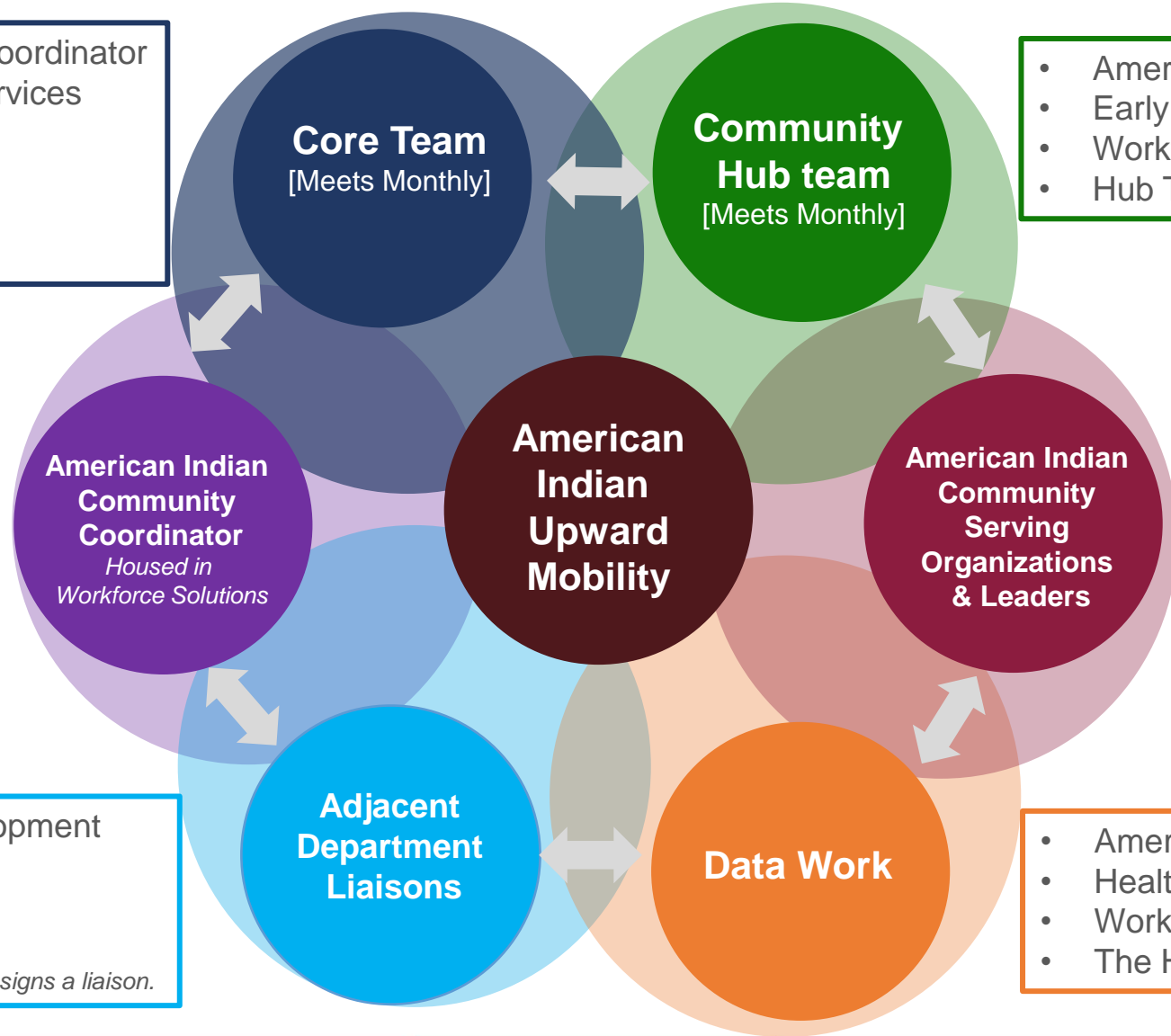
- Community Engagement & Events
- Communication
- Committees & Taskforces

American Indian Community Coordinator

- American Indian Community Coordinator
- Enterprise & Administrative Services
- Financial Assistance Services
- Policy & Planning
- Social Services
- Workforce Solutions

- American Indian Community Coordinator
- Early Childhood Coordinator
- Workforce Solutions
- Hub Team (DIW & MAICC)

Ramsey County Strategic Plans



Accountability & Measures

- Community & Economic Development
 - Housing Stability
 - Public Health
 - Others
- Meets as needed with Coordinator. Each area assigns a liaison.*

- American Indian Community Coordinator
- Health & Wellness
- Workforce Solutions
- The Hub Consultant

Core Team

- **Nicole Beane**, *American Indian Community Coordinator*
- **Michelle Belitz**, Workforce Solutions
- **Wameng Vang**, Enterprise & Administrative Services
- **Jenny Neto**, Financial Assistance Services
- **Bobbi Jo Potter**, Social Services
- **Race and Health Equity Administrator (TBA)**, Policy & Planning

Department Liaisons

- **Max Holdhusen**, Community & Economic Development
- **Maurice Ward**, Housing Stability
- **Sia Xiong**, Public Health

Data Work Team

- **Nicole Beane**, *American Indian Community Coordinator*
- **Michelle Belitz**, Workforce Solutions
- **Mark Herzfeld**, Health & Wellness
- **Dana DeMaster**, Health & Wellness
- **Nicole MartinRogers**, The Hub Consultant

Ramsey County, Upward Mobility & Opportunities Crosswalk

Aligning Systems Efforts



Health, work and income supports



Career training and education



Financial management and intergenerational wealth building



Community connections and cultural supports

UPWARD MOBILITY ACTION PLAN

- Improve affordability and ability for residents to meet basic needs
- Expand wealth building opportunities such as homeownership
- Increase access to early childcare and related services
- Expand access to preventative health care and prenatal care
- Eliminate racially disparate impacts of the public safety system

ECONOMIC COMPETITIVENESS & INCLUSION PLAN

- Equitable access to quality housing
- Economic development
- Living wage jobs
- Workforce development

RAMSEY COUNTY STRATEGIC PLANS

- Residents First: effective, efficient and accessible operations
- Advancing racial and health equity and shared community power
- Aligning talent attraction, retention and promotion
- Putting well-being and community at the center of Justice System Transformation
- Advancing a holistic approach to strengthen individuals and families
- Responding to climate change and increasing community resilience
- Intergenerational prosperity for racial and economic inclusion

COMMUNITY INDICATORS

- Affordability
- Wealth Creation
- Early Childhood
- Health
- Public Safety



Economic Mobility Hub for American Indians in Ramsey County

An initiative of the Department of Indian Work and
the Montessori American Indian Childcare Center



INTERFAITH
ACTION OF GREATER
SAINT PAUL
DEPARTMENT OF INDIAN WORK



Montessori
American Indian
Childcare Center

Department of Indian Work

Partners with American Indian families to revitalize culture, education, and wellness.

- **Emergency Services:** food shelf with healthy and culturally based foods; clothing closet; referrals for crisis-based needs
- **American Indian Youth Enrichment:** after-school and summer programs
- **Diabetes Prevention Services:** family education, food demonstrations, community consultation



Montessori American Indian Childcare Center

- Only culturally specific early learning provider in Ramsey County
- Indigenized Montessori environment that provides a holistic, child-centered, experiential based early learning experience
- Starting with our youngest children is the most effective and compassionate way to help an entire family reconnect to their culture and find their pathway to success

Vision: To be the premier early learning model in the American Indian community

Mission: To address the early childhood needs and academic achievement gap of American Indian children



Contents

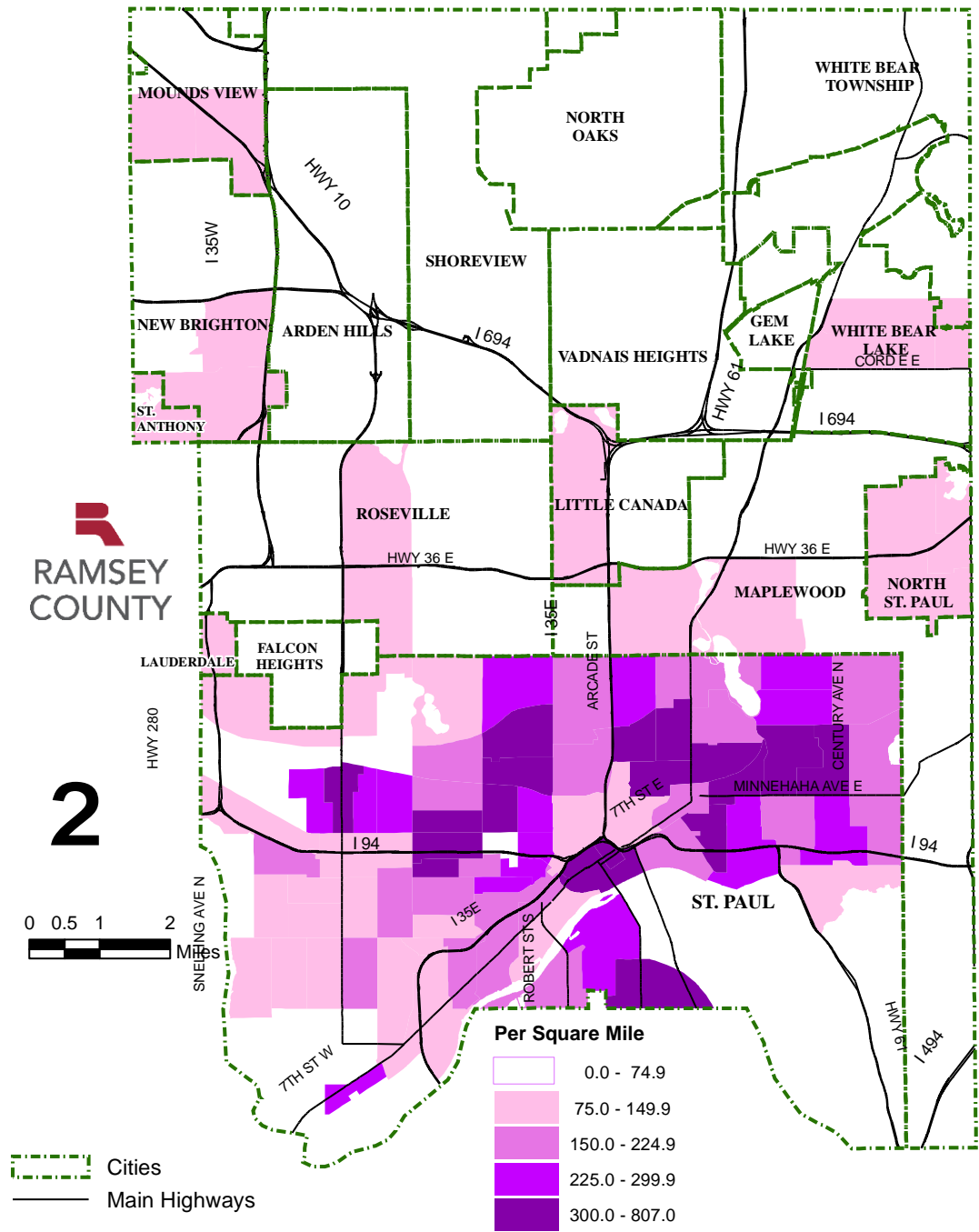


- Why do we need more resources to support the stability and economic mobility of American Indians in Ramsey County?
- What is the Economic Mobility Hub for American Indians?
- What is the Hub's current status?
- What is the experience of Hub families?
- What's next for the Hub?
- How can the County continue to support the Hub?

Why do we need more resources to support the stability and economic mobility of American Indians in Ramsey County?



American Indians Residential Density Per Square Mile, 2020 US Census.

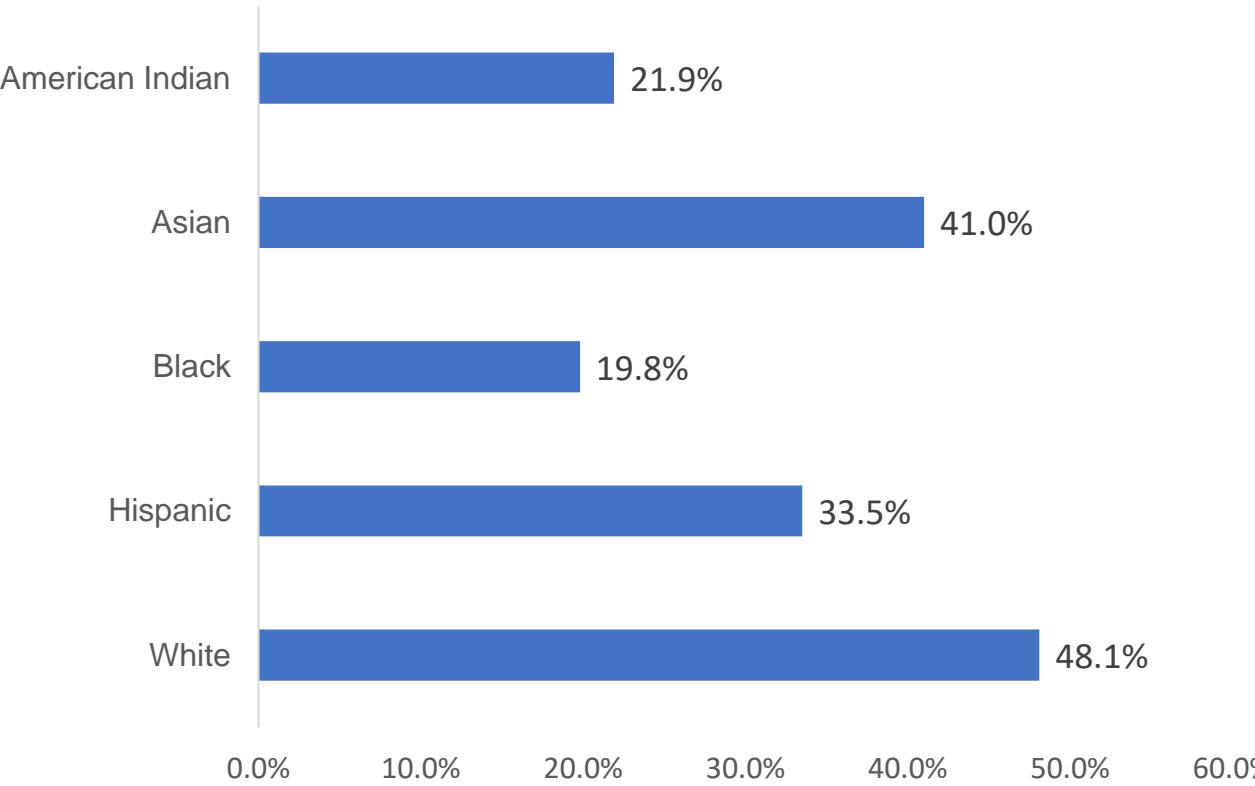


Source: US Census, 2020
 The map includes those who chose additional races. 18

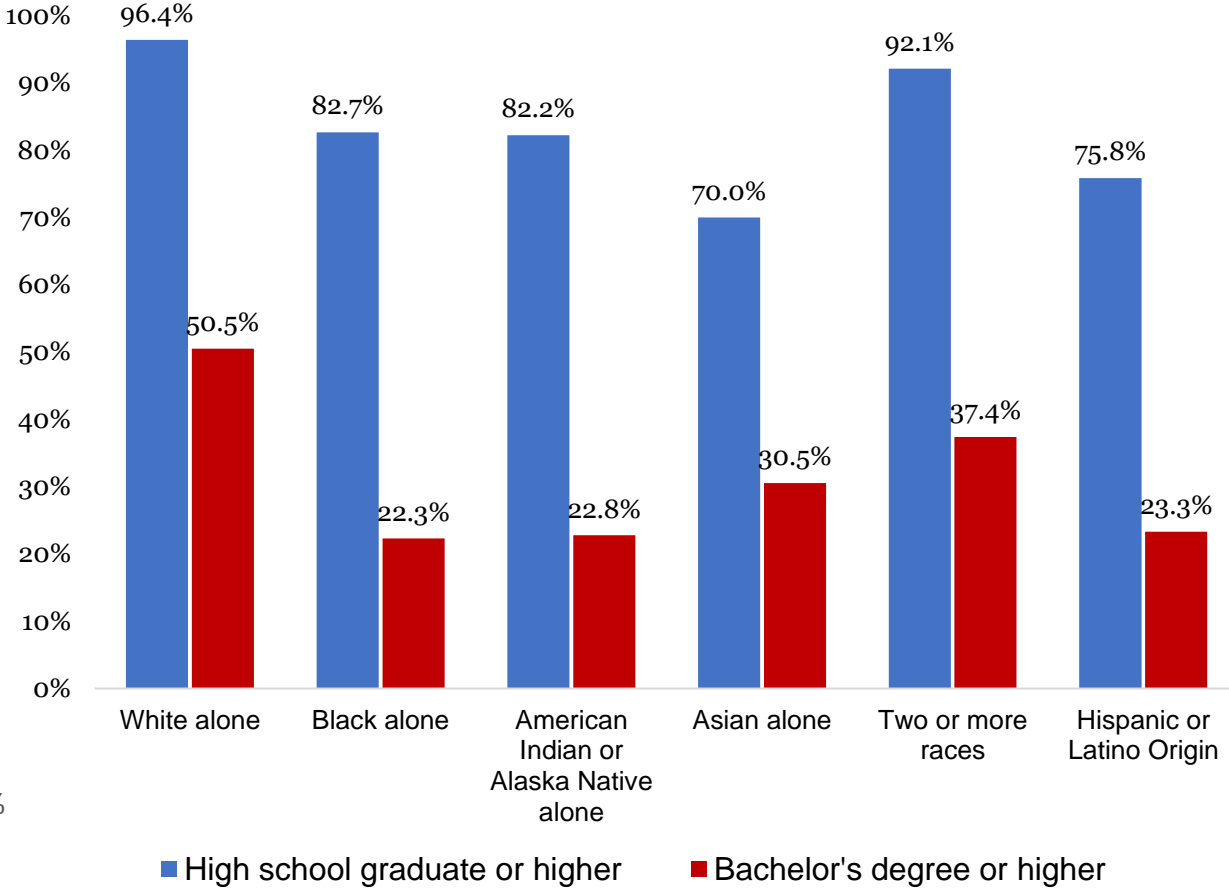
Education Measures for Ramsey County

American Indian Population

Share of 3 and 4 year olds in Ramsey County enrolled in nursery school or preschool, by race/ethnicity



Educational Attainment, Age 25+



Source: 2017-2021, American Community Survey

Work and Income Measures for Ramsey County

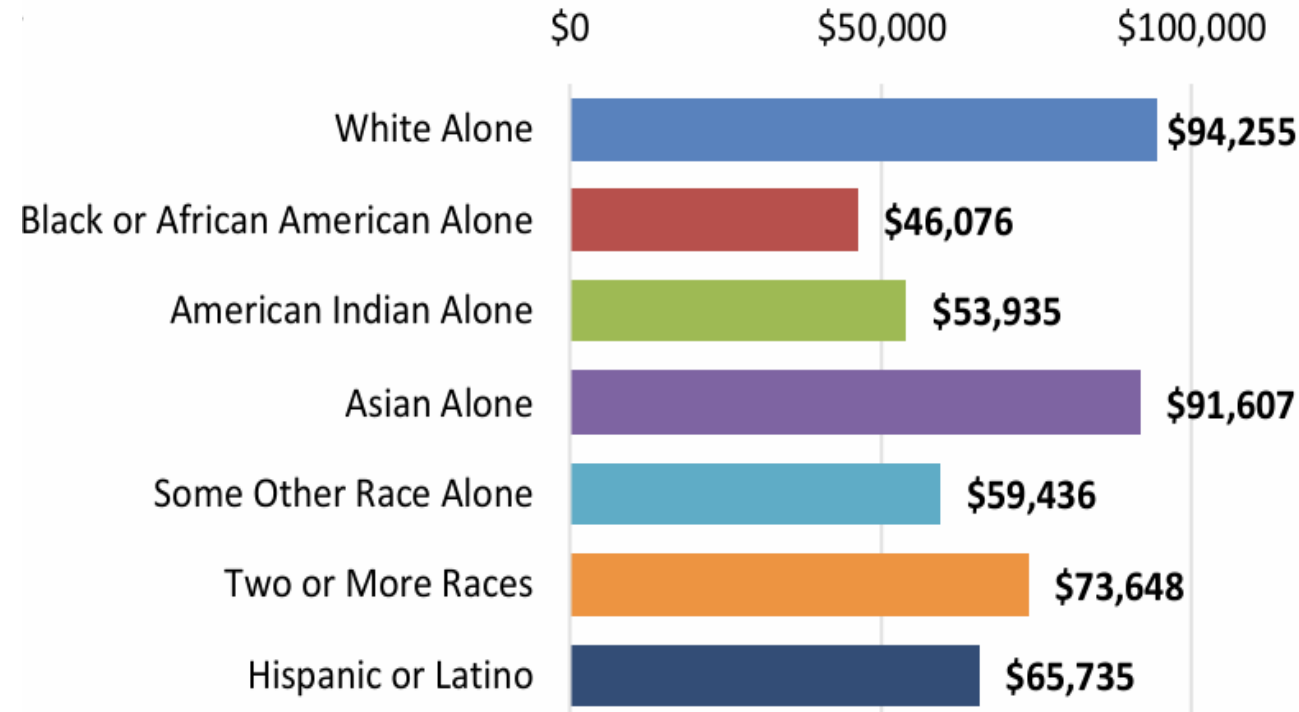
American Indian Population

Labor Force Participation for 7-County Metro Area (2023)

	In labor force	Labor force participation rate	Unemployment rate
Total in metro area	1,777,042	71.6%	4.1%
White alone	77,028	71.0%	3.4%
Black or African American	156,784	73.1%	8.2%
American Indian and Alaska Native	7,508	59.7%	8.4%
Asian or other Pacific Islanders	133,630	73.1%	4.0%
Some other race	45,109	77.1%	6.6%
Two or more races	73,000	76.5%	7.3%
Hispanic or Latino	108,544	78.3%	6.0%

Source: DEED Regional Profile, Region 11 Twin Cities, September 2023

Metro Area Median Household Income by Race (2021)

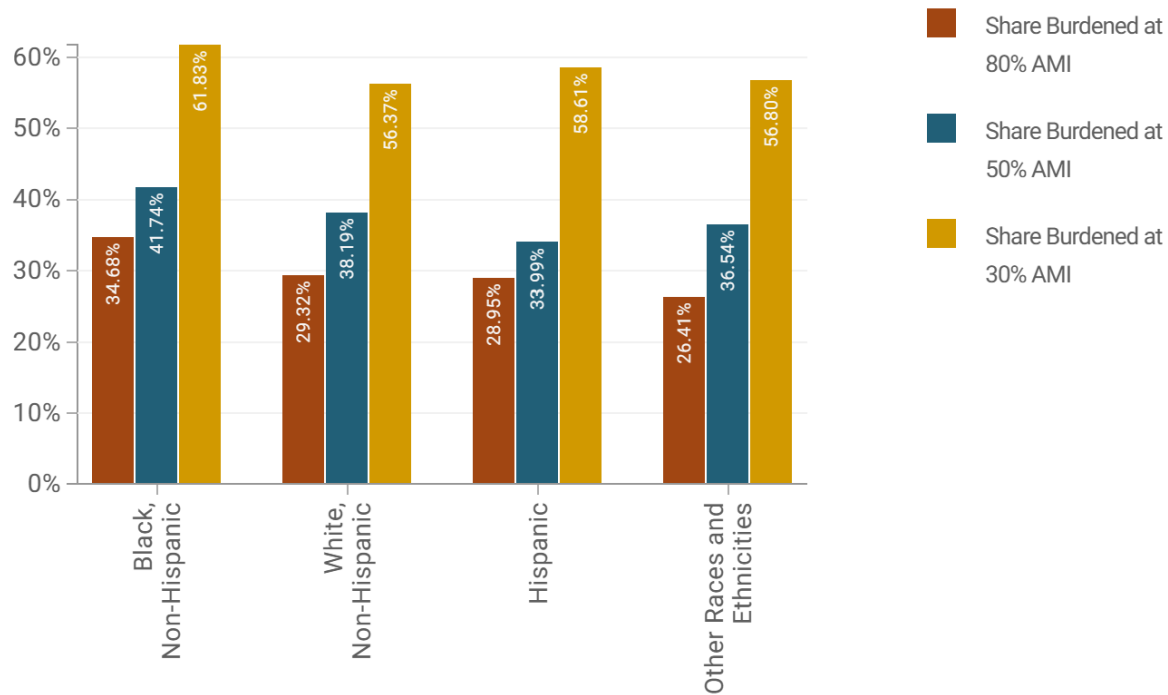


Source: 2017-2021 American Community Survey Note: American Indian for Minneapolis-St. Paul Area

Intergenerational Wealth Measures for Ramsey County

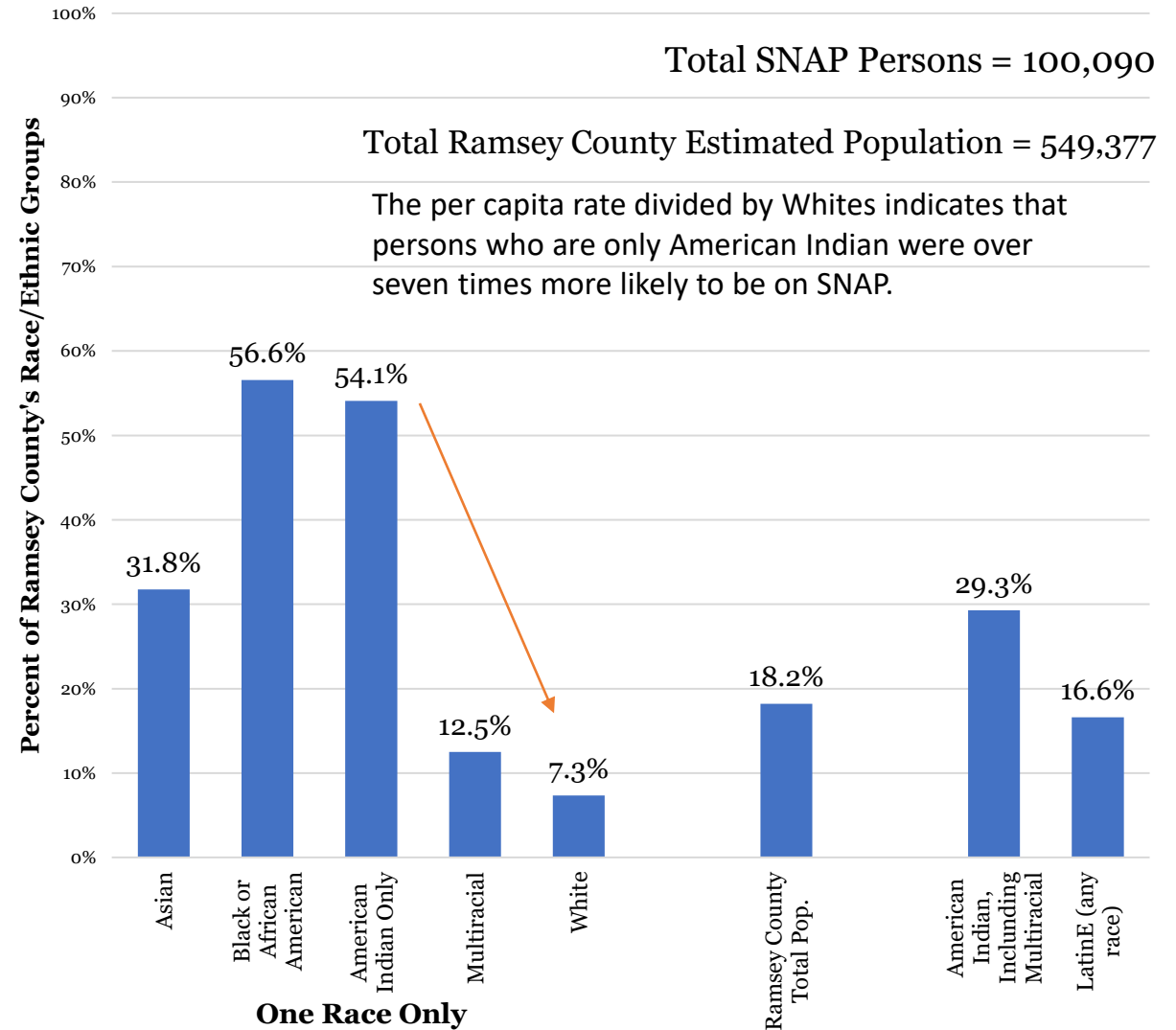
American Indian Population

Cost burdened households by race and ethnicity (2021)



Source: [Community Indicators | Ramsey County](#)

Ramsey County Per Capita Participants in SNAP by Race and Ethnicity, 2023



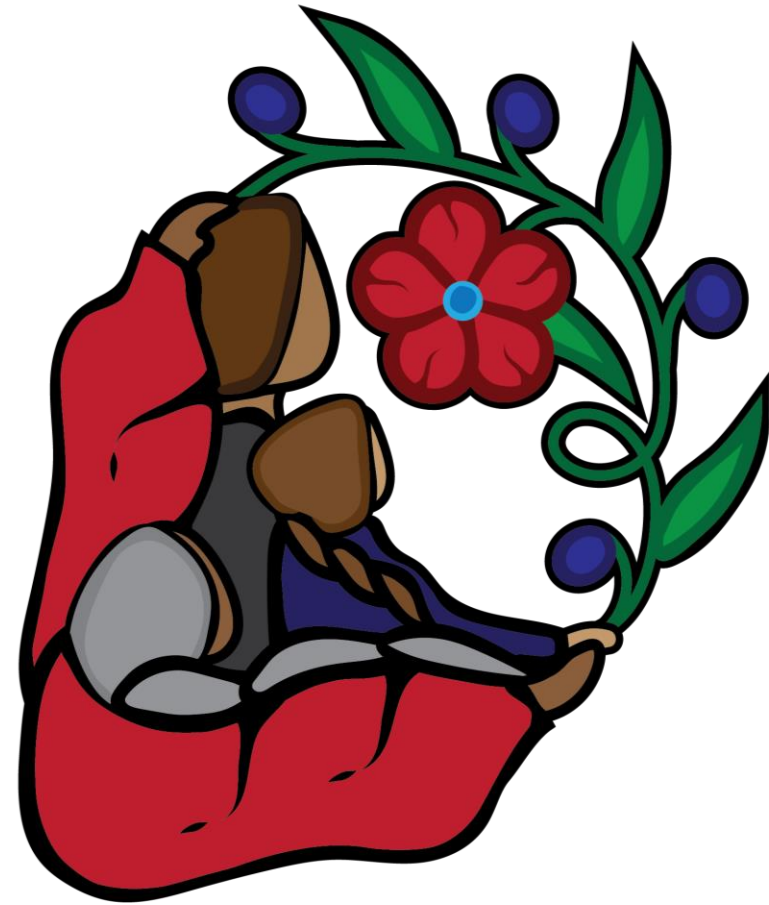
Source: DHS MAXIS Data Warehouse and US Census Bureau, American Community Survey, 2017-2021

Why is the Hub needed?

- Current approaches epitomize a *colonial mindset* under which economic insecurity is blamed on the families experiencing it rather than the systems that have created and perpetuated it
- The system creates barriers for families who want to increase their economic mobility
- American Indian families in Ramsey County may not be connected to their cultural communities and traditions, which compounds historical trauma
- American Indian families in Ramsey County may not be connected to or contributing to the thriving local economy and vibrant community opportunities
- Families who are dependent on the social safety net for generations lead to huge costs for government and healthcare systems



What is the
Economic
Mobility Hub for
American
Indians?

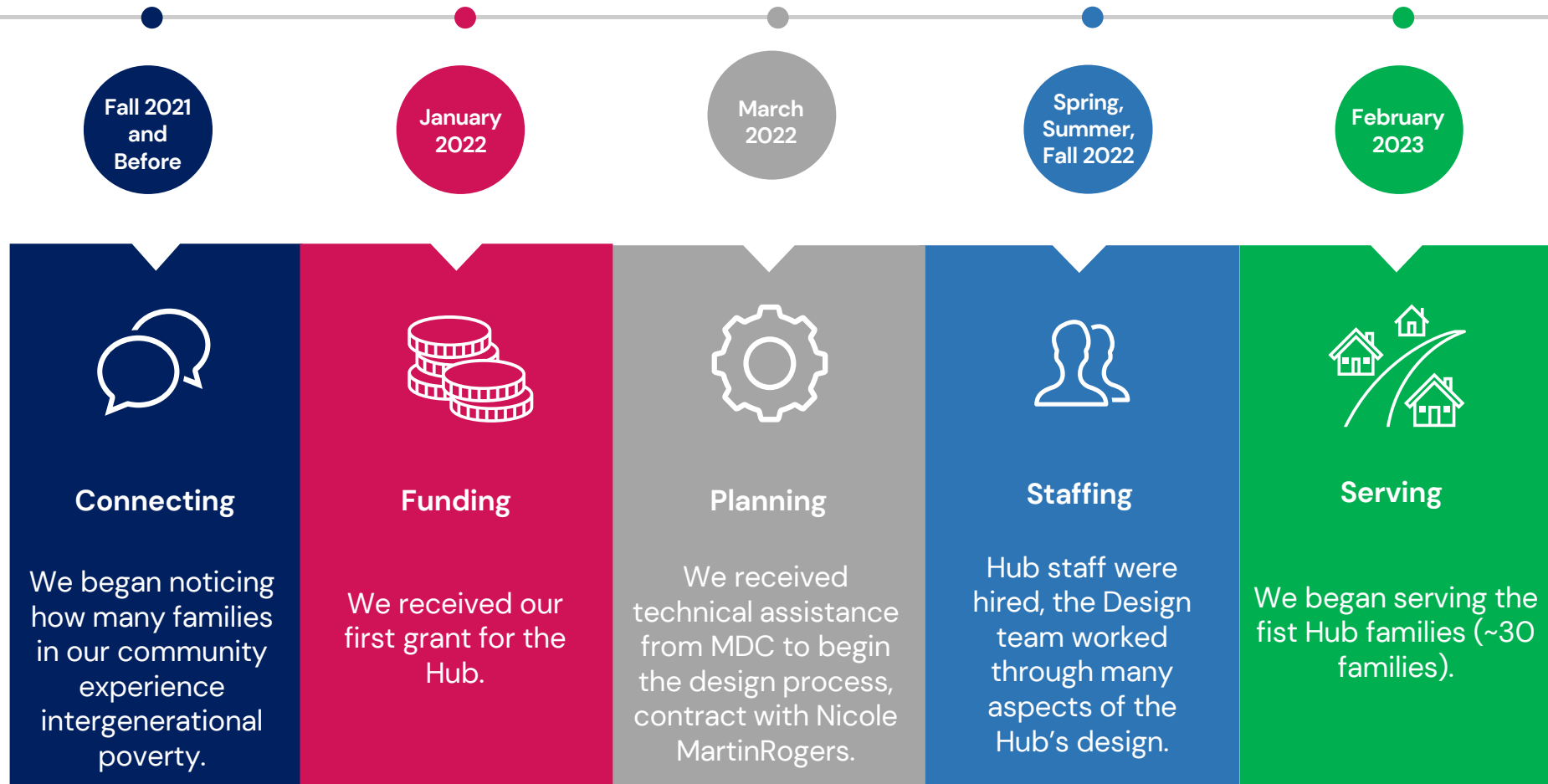




The Economic Mobility Hub for American Indians

- A community-wide effort to increase **stability** and **economic mobility** for low-income American Indian families in Ramsey County
- **Family-centered coaching**, using our 7 Generations Family Plan to help families set and work toward goals that are important to them
- **Culturally responsive resources and services, using an Integrated Services Delivery Network** with a focus on:
 - Health, work, and income supports
 - Career training and education
 - Financial management and intergenerational wealth building
 - Cultural connections and community support
- **Family stabilization** and **family incentive** funds and **Guaranteed Basic Income**
 - \$500/mo. for 24 months for 26 families
- **Systems partners** (Ramsey County, City of Saint Paul, HealthPartners) and **systems change efforts** (Urban Institute Mobility Action Learning Network)

Beginnings of the Hub



Spring 2023- Present

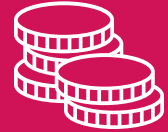


Hub families complete financial wellness programming and one-on-one coaching with Mni Sota Fund.

Spring 2023

February 2023

The Hub starts servicing ~30 families.



Guaranteed Basic Income Program starts for 26 Hub families.

Summer 2023

August 2023

Integrated Services Delivery Network facilitated planning session with MDC.

Hub Staff complete family centered coaching training with The Prosperity Agenda.




Several Hub families complete Circle of Security parenting class.

Fall 2023

October 2023

Apricot data system is customized and user testing begins.




Hub families participate in survey and Mobility Matrix (Nov. '23, Feb. & May '24).

Winter 2024

January 2024

Kick off Urban Institute Mobility Action Learning Network 12-month program.



Several Hub families complete Circle of Security parenting class.

Spring 2024

March 2024

Data sharing agreement signed between the Hub and Ramsey County.

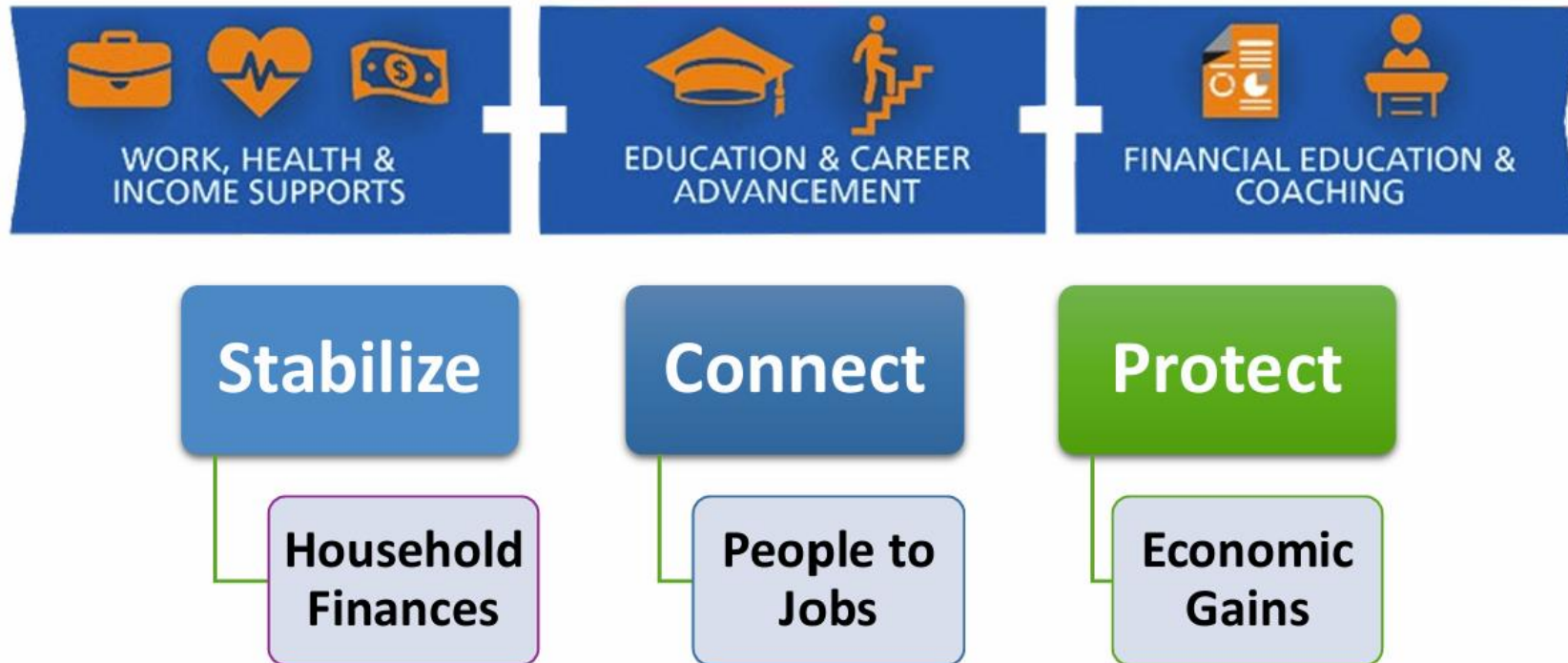
Inequitable Barriers to Accessing Supports and Services

“Current approaches epitomize a *colonial mindset* under which economic insecurity is blamed on the families experiencing it rather than the systems that have created and perpetuated it.”
Economic Mobility Hub
for American Indians

- Complicated and time-consuming to apply
- Trauma and distrust of systems
- Lack of information about what's available
- Uncoordinated between providers and for households

Integrated Services Delivery (ISD)

Triple to quadruple the odds that households achieve major economic outcomes: increased levels of education, employment, income, financial stability



Implementing Integrated Services Delivery (ISD)

Demonstrating in:

- Durham
- Greensboro
- Saint Paul

1. **Structure:** Building capacity within organizations, coalitions, and networks
2. **Practices:** Using ISD and person-centered care and coaching to “flip” the traditional model by centering the needs of people and their families
3. **Technology:** Deploy online “front door” customized for developing households’ success plans and enabling wraparound services to support those plans

Outcomes for Households

Expected results based upon similar ISD and ISD-like efforts

Basic Needs



40%

Increased access to basic needs

Education



60%

Increased job training or education

Employment



80%

Increased employment opportunities

Income



70%

Increased income

Financial Stability



60%

Increased financial well-being score

Health

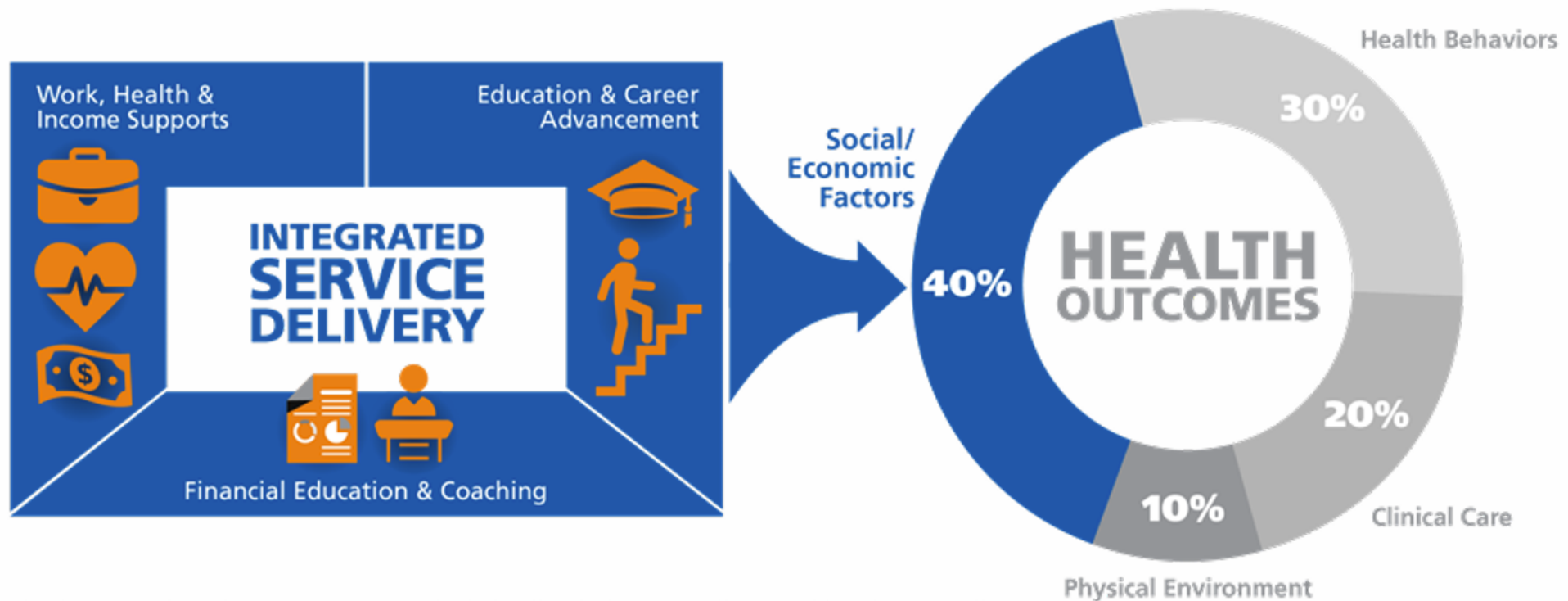


40%

Improved healthcare access

Integrated Services Delivery

Improving Social Determinants of Health



Health outcomes determinant percentages based on University of Wisconsin Population Health Institute research

How do we define success?

Short-term outcomes for families (attitude, knowledge, skills)

- Increased
 - self-confidence
 - readiness to make changes
 - understanding of health and finances
 - awareness of resources and willingness to seek help
 - access to and understanding of cultural teachings
 - access to positive social supports
- Improved employment “soft skills” and readiness
- Improved parenting skills

Intermediate outcomes for families (behavior change)

- Increased planning and healthy behaviors
- Participating in community and cultural activities
- Seeking help when needed
- Working on a career pathway
- Increased income, savings
- Improved relationships

Ultimate impact

- Families experience stability and positive outcomes in all areas of life
- Families achieve their own goals and dreams, and meet their own definition of success
- Multigenerational cycle of poverty is broken
- Society gets increased tax revenue, reduced health care costs

What is the Hub's current status?



Hub Participant Breakdown



34 Households, of those 26 are participating in Guaranteed Basic Income (GBI)

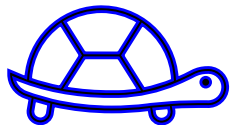


The Hub is serving 136 individuals;

- 35 Adults
- 91 Children



Most families are American Indian; multiracial household too



Representation from at least 10 different Tribal nations

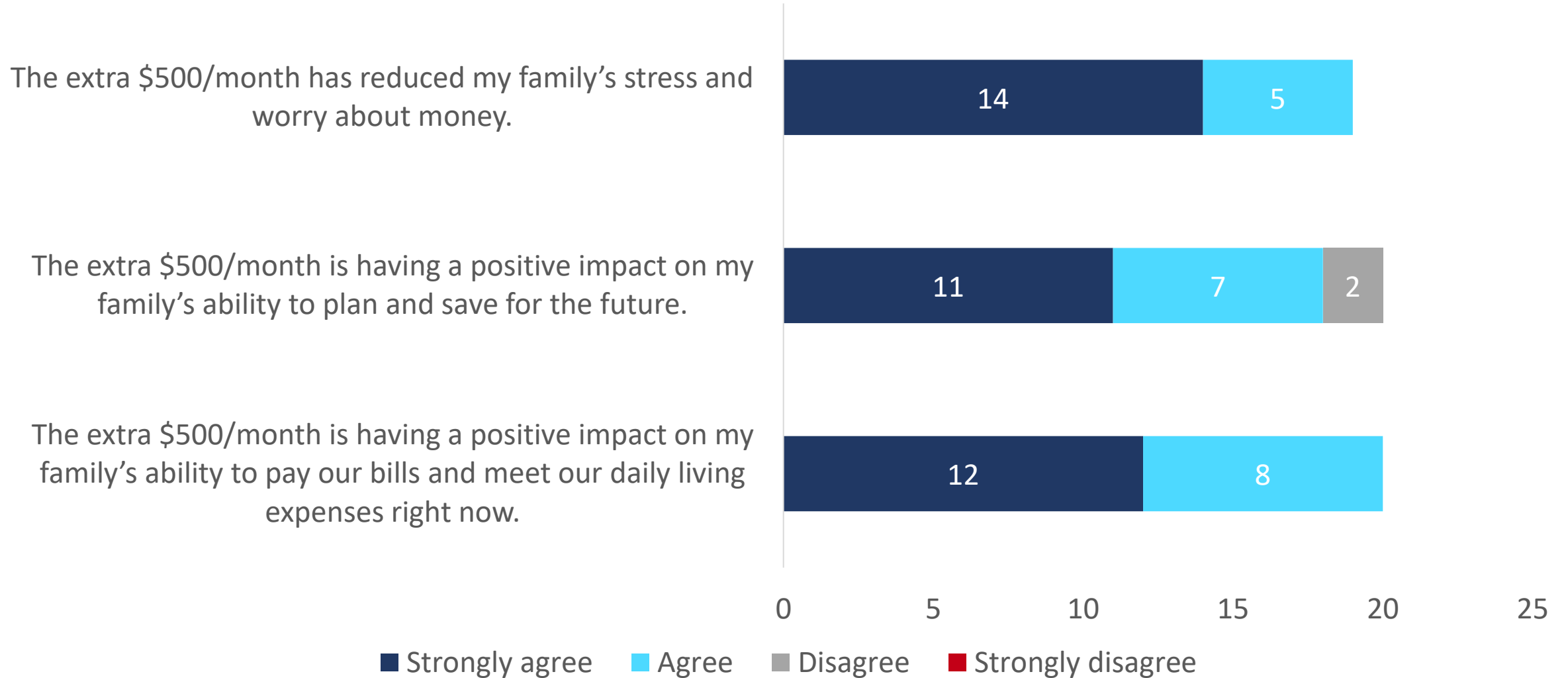
Guaranteed Basic Income (GBI)

Most common uses of the GBI

- Groceries
- Household supplies
- Housing costs
- Savings
- Transportation costs



Guaranteed Basic Income Impacts



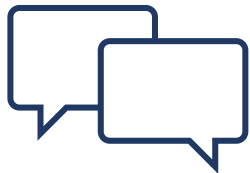
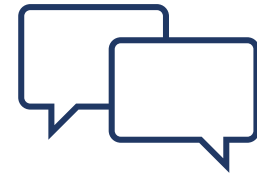
Guaranteed Basic Income

Family Feedback



“I was in unpaid maternity leave until 10/23 so the extra \$500 helped a lot while I was out of work!”

“This extra money has helped tremendously. I feel secure knowing the money will be there for help with the house bills and I always try to spend money on my children for their activities/needs each month.”



“I’ve been saving \$100 a month, and one month I saved \$200 all in an account until the program is finished, so it’s self-discipline.”

What are the experiences of Hub families?



Economic Mobility Hub Documentary



What's next for the Hub?



Next steps for the Hub

- We're getting closer to full implementation of the model!
- Increase our capacity to be able to serve ~50 families at one time
- Robust research and demonstration
- Sustainable funding
- Systems improvements



Continued Partnerships & Looking Ahead



Thank you for continuing to;

- Align and monitor Ramsey County's efforts around economic mobility and equity through strategic plans
 - *Intergenerational prosperity for racial and economic inclusion*
 - *Advancing a holistic approach to strengthen individuals and families*
- Support the American Indian Community Coordinator position and support silo-busting work
- Partner with the Hub on demonstration research and evaluation for ongoing improvement of the Hub and informing systems change work

Emerging opportunities with The Hub;

- Focus systems improvement strategies to help American Indian families in Ramsey County increase their stability and economic mobility
- Identifying sustainable funding together with the Hub



Chi'Miigwech!

Wopila tanka!

Thank you for your partnership!

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