

## Race Equity Advisory Council Meeting

### Meeting notes

Date: December 17, 2020

Time: 6:00 pm to 8:00 pm

Location: MS Teams

#### In attendance:

Council members: Biiftuu Ibrahim Adam, Deran Cadotte, Farhia Mohamed, Johnathon McClellan, Larry Hiscock, Latasha Jennings, Lissa Jones-Lofgren, Mahogany Ellis Crutchfield, Paul Beshah, Sheila Webb, Tekia Jefferson

Not Present: Debjyoti Dwivedy (DD), Mukul

County staff: Amy Schrempp, Chela Guzman, Chester Cooper, Christa Mims, Kelly Tanzer, Mercy Das, Michael Rossman, Pat Zagaros, Randy Larson, Rob Gruba, Sarah Gronewald, Steve Kompelien,

- 1) December Meeting Agenda approved.  
Mahogany Ellis-Crutchfield moved to approve; Tekia Jefferson seconded. 10 ayes, 0 nays, 0 abstain
- 2) Approve meeting notes approved.  
Latasha Jennings November moved to approve; Tekia Jefferson seconded. 9 ayes, 0 nays, 0 abstain
- 3) Education Domain presentation: Chela Guzman, Director Education Supportive Services and Christa Mims, Senior Administrative Manager.  
Questions that were not answered at the meeting. County will bring information at a later date since the answered to there are still not clear.
  - How will you track people/children going out of the county? (especially if they go off services where counties/states no longer have contact with them).
  - Information on incentive program and results.
- 4) Human Resources Information: Michael Rossman, Hennepin County Human Resources Director.  
For follow up by county:
  - I. Summary of Local Equity Pay Act.
  - II. Number of BIPOC women who are managers
  - III. Retention for Pathways is 89% what is the retention rate for BIPOC staff?
  - IV. What is the disparity of satisfaction for BIPOC employees from satisfaction surveys? Could you share employee satisfaction data by gender and race?
  - V. For BIPOC in leadership positions what are their salaries compared to their white colleagues?

- VI. Do pay disparities exist between county employees by race and gender? For leadership positions and for other levels of work?
- VII. Data on men of color and leadership positions.
- VIII. I often question the fidelity and authenticity of pay equity when it comes to diverse groups of women and their experience with very profound gaps in pay; specifically when it pertains to ageism and disabilities. Could you provide data for Hennepin County?

5) Updates from Committees and Announcements

- a. Response to the County's Climate Action Plan by committee members Deran, DD and Johnathon was sent to Rosemary Lavin, Director, Environment and Energy. A copy is in Basecamp.
- b. Racism as a Public Health Crisis: Committee chairs have been appointed based on people's interests.
  - i. Child Protection: Mahogany Ellis Crutchfield
  - ii. Civic Engagement: Sheila Webb
  - iii. Education: Farhia Mohamed
  - iv. Housing: Larry Hiscock
  - v. Public Safety/Justice: Latasha

Committee sites will be created on basecamp and members assigned based on stated interest. Anyone can join any committee.

- c. Attendance is important to the impact of this group's work.
- d. Issak and Marisol have resigned for personal reasons. New members will be appointed by the newly elected Commissioners.

6) Plan for Council's work

- a. In January, members can present ideas they want discussed. Let Latasha and Mercy know by January 14th if you want to discuss any ideas.
- b. How can community experts inform the work of this council—discuss this on basecamp.

7) Meeting Adjourned on motion by Deran Cadotte, seconded by Tekia Jefferson, 10 ayes, 0 nays, 0 abstain