

Race Equity Advisory Council

Date: Thursday, July 18, 2024

Time: 6-8 p.m.

Location: NorthPoint Conference Center

Council members present: Raquel Jarabek, Samba Fall, Erikka Ryan, Cedric Dildy, Tai Giwa, Catherine Bouie, Adjoa Kusi-Appiah, Stacy Wells, April Salchert, Jigar Mistry, Kandis York

Council members not present: Josephine Thao, Ralph Yehle, Bill Tipping, Paola Ehrmantraut, Tamyka Carr, Susan McPherson, Ashaki Brown

County Staff: Shawn Sorrell, Alison Weiler, Lisa Bayley, Dr. Tamara Mattison

Notes

Approved current month agenda

Motion: Jigar Second: Samba
All in favor – motion passes

Approved April meeting notes

Motion: Samba Second: Adjoa
All in favor – motion passes

Welcome and updates

- On June 27 the Chair and Ashaki attended the housing board briefing at the Hennepin County Government Center. Materials and briefing video are posted online.
 - The housing committee discussed the presentation and decided to not provide recommendations in this year's report. The group will continue to work and meet to prepare for 2025.
- Leadership met with Hennepin County Communications. The outline will be given to them as a preview for guidance and feedback.
- On August 1 there will be an economic development, workforce development board briefing.

Safe communities

- Director Lisa Bayley and Dr. Tamara Mattison attended the council meeting to provide a high-level update since their last presentation to REAC.
 - Materials were provided.
- Since Lisa spoke with the group the department has held a Cities United Summit and completed one year with the contracted organizations in the community.
- Question and answer discussion:
 - After school programming and organizations (i.e. Cultured Barbershop, Youth Group Violence Intervention) have been successful in violence prevention, job skills training, and relationship building.
 - Schools are not typically involved due to time limits, privacy concerns, and parental consent. Partners often work with the youth and their family.
 - Funding for this department has come from the American Rescue Plan Act (ARPA) which runs out at the end of 2024. This is going to be presented in the Commissioners budget for approval in 2025.
 - Measuring effectiveness will take time and continuing conversations with community and providers. The department will gather data and have created a logic model to support the work.
 - This includes providing youth with consistent role models, support, and accountability that leads to safety and lower crime.
 - It was noted that connecting organizations and communities collaboratively in evaluations has helped significantly.
 - Youth will feel seen and heard when given economic opportunities with skill development. This shifts focus to dream and hope again.
 - There are groups that work with youth in the justice system out of the Adult Representation Services (ARS) area.

Committee mission statements review and report outs

- Each group presented their proposed statement and the council provided feedback for final statements.
- Employment: The Employment Committee within the Race Equity Advisory Council (REAC) of Hennepin County is dedicated to fostering economic stability

and growth by creating equitable employment opportunities. Our primary focus is to support the Minnesota Family Investment Program (MFIP) participants by transitioning them into county employees. This initiative aims to provide stable jobs, comprehensive benefits, and career advancement paths, thereby promoting economic mobility and enhancing the well-being of our community. We are committed to ensuring our strategies reflect the diverse needs of Hennepin County residents, leveraging our collective expertise to build a more inclusive workforce.

- Mental health and wellbeing: Our purpose is to bring awareness to mental health issues from an intersectional perspective. We will address issues of gender identity, substance use, and maternal wellbeing, through a culturally competent lens. We will support our recommendations with data to provide an updated context to the racial disparities that emerge in this area.
- Income: The Income Committee within the Hennepin County Race Equity Advisory Council aims to address income disparities, promote wealth building, and advocate for economic equity among residents. By focusing on income-related challenges faced by historically marginalized communities, the committee will collaborate with partners to develop strategies, recommend policies, and support community outreach. Through its work, the committee seeks to reduce income inequality and advance racial equity throughout Hennepin County.
- Juvenile justice: This committee will be reviewing and researching racial disparities in the Hennepin County juvenile justice system and youth offending. This committee will be used to identify data and persistent barriers, to provide potential recommendations to help disrupt and break cycles of BIPOC youth violence in Hennepin County.
- Progress and review: This committee will be reviewing prior recommendations made by REAC, with an eye towards reformulating, or reenergizing certain prior recommendations in light of any changes that may have occurred since the recommendation was originally made.

Adjourn

Motion: Stacy Second: Tai
All in favor – motion passes