

Workforce Innovation Board of Ramsey County

Equity Committee Meeting Minutes

Monday, November 18, 2024

3:00 – 4:00pm

Zoom Video Conference

Present:

Michelle Belitz
Becky Degendorfer
Yolanda McIntosh
Lauren Reynolds
Tracy Wilson

Absent:

Mohamed Alfash
Jonathan Banks
Karen Gerdin-EA
Bryan Kuzel-EA
Mary Russell-EA
Tanya Velishek

Staff/Guests:

Mariann Macalus, Workforce Solutions
Rebecca Milbrandt, Workforce Solutions

Call to Order & Land Acknowledgement

Reynolds called the meeting to order at 3:03pm. Degendorfer read the land acknowledgement aloud.

Approve September Minutes

Motion (Degendorfer/McIntosh) to approve the September 16, 2024, minutes as presented. Motion carried unanimously by chat vote.

2025 Committee Meeting Schedule

Milbrandt shared the proposed 2025 meeting dates, stating it follows the same cadence as 2024, with meetings on the third Monday of odd-numbered months from 3-4pm. Anyone with concerns on the schedule should contact Milbrandt. Meeting invites will be sent in the next few days.

Motion (McIntosh/Degendorfer) to approve the 2025 Committee meeting schedule as presented. Motion carried unanimously by chat votes.

Committee Work Plan/Project Updates

Milbrandt and Russell provided updates on the following:

2024 Action Plan Review: The work plan was written in 2022 and has been revised annually since then. Four priorities have been carried forward with progress being made on each. The hope in 2025 is to dive in deeper, with a lot of alignment and support with the other WIB committees.

Inclusive Workplaces Cohort:

- **Current Cohort:** Nine organizations will complete this year's cohort. The general takeaways from participants have been positive noting that some sessions are not long enough and that conflict vs bias topics appear to be duplicative.
- **Recognition Lunch:** The Inclusive Workplace Cohort luncheon is being held in conjunction with the December 5 WIB meeting at the Minnesota Humanities Center from 11:30am-1pm. Milbrandt reminded members to RSVP using the Eventbrite link. The link will be sent in the follow-up email.
- **2025 Cohort Planning:** Russell and Milbrandt have been in discussion with ADR Consulting regarding the duration and timing for planning/recruitment, selection/orientation and having six 2-hour in-person sessions for the next cohort. Having each organization complete a capstone goal project is also being considered. This will offer participants a practical way to apply their learning to an individualized goal tied to a real DEI challenge or need within their own organization.

Staff Updates

CareerForce Relocation: Milbrandt provided an update on the relocation effort, stating that construction started last week in the Metro Square building. Several elements of the project are happening simultaneously around space planning and building out, Memorandum of Understanding/Infrastructure Funding Agreement negotiations with the partners, and drafting the legal agreements with the state.

Milbrandt shared the floor plan and timeline. The plan is to have the new location open to the public in February 2025.

Upcoming Events: Milbrandt shared the following:

- MN Skills Based Hiring: Monthly workshops are being offered around the metro area. There are upcoming sessions planned for November, January, and February. Through September, 113 people have attended the half-day workshops.
- Inclusive Hiring Connection Summit: The name of this event has been changed to the Inclusive Workforce Summit to expand people’s thinking beyond just hiring. The event will be on January 29, 2025, at the Science Museum of Minnesota. It is an opportunity for HR professionals to connect with inclusive hiring resources and community-based training providers. All WIB members are asked to help in a variety of ways, such as being greeters, hosting breakout rooms or staffing the WIB’s resources table. Any members interested in volunteering should let Milbrandt know the times that would work with your schedule. Support from this committee is very much appreciated.
- Creative Arts & Culture Job Fair: This event will be on February 27 at Springboard for the Arts in Saint Paul. It is intended for job seekers looking for work in the arts and culture industry.
- Ramsey Green Expo: This event is taking place on March 19 at the Minnehaha Rec Center. This is the second Expo intended for community members, job seekers, and employers/vendors to participate and share environmentally focused resources, job opportunities, etc.

Other

No further items discussed.

Adjourn

Upon completion of the agenda, the meeting was adjourned at 3:48pm.

Next Meeting: Monday, January 27, 2025, 3-4pm via Zoom (tentative)