Achieving Racial Equity through Workforce & Organizational Change

Anti-Racism at Ramsey County
Alicia Farrington, Carol Fogarty, Kathy Gilmore, Allan Malkis & Windy Ross

December 7, 2016
Today’s Learning Exchange

• Introduction to Presenters & Topic
• Polling to Learn More about Participants
• Presentation from Ramsey County
  1. Introduction to Ramsey County
  2. Anti Racism Leadership Team (ARLT): Strategic Plan, Goal and 6 Building Blocks
  3. Child Welfare Changes and Outcomes from Anti Racism Efforts
  4. Data & Tools (Decision Point Analysis, Racial Equity Assessment)
  5. Staff Recruitment & Training
  6. ARLT Resources

• Q & A
• Closing & Next Steps
Workforce Development Framework
To Support Staff and Advance Improved Outcomes for Children, Youth & Families

Workforce Development Planning Process

- Analyze Workforce Supply & Demand
- Identify Need: Organizational Assessment
- Gather Data: Environmental Assessment
- Identify Gaps
- Close the Gaps: Implement Workforce Development Components
- Monitor & Evaluate

Continuous Quality Improvement

Workforce Development Components

- Leadership
  - VISION, MISSION, VALUES
  - Community Context
  - Supervision & Performance Management
  - Education & Professional Preparation
  - Recruitment, Screening & Selection
- Organizational Environment
- Professional Development & Training
- Incentives & Work Conditions

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A Service of the Children’s Bureau
Discussion

Send your questions or comments to “All Participants” in the “chat” panel on the right → →

OR

Press *6 or #6 to unmute your telephone line and talk with the panelists and your peers
Polling

Please respond to the poll question by selecting your answer and then clicking “submit” → → →
Learning More About Our Participants
AT A GLANCE

• The Ramsey County Anti-Racism Leadership Team was created in 2005 to coordinate and direct the Community Human Service Department’s efforts in becoming an anti-racist, multicultural organization and eliminate race and culture-based disparities in service offerings.

• The team is also charged with developing a long-range strategic plan (PDF) to dismantle institutional racism within our agency and the community we serve.
• Since its inception in 2005, the Anti-Racism Leadership Team has helped change the racial and cultural make up of our staff and leadership, bringing multicultural views to decision making.

• Additionally, the team has helped address the impacts of race and ethnicity in the delivery of human service programs, improving outcomes for people of color who live in Ramsey County.
OUR MANDATE – Pt 1

• … We commit to ensure justice based on individual and community needs for:
  1. our service recipients and partners, in order to end disparities in services;
  2. our staff, to provide a safe and welcoming environment free of racism and discrimination;
  3. Ramsey County residents as a whole, to root out institutional racism in our work, in order to provide a better quality of life for everybody.
OUR MANDATE – Pt 2

- To this end, we charge the Anti-Racism Leadership Team (ARLT) with leading our efforts in each of these areas. ARLT shall be both a part of, and a mirror to, our efforts to end racism by helping:
  1. Identify disparities in service,
  2. Create strategies for resolution of disparities including, but not limited to, the training of staff and collaboration with community partners;
  3. Provide race-informed consultation to staff and management;
  4. Hold the organization accountable for change; and
  5. Make visible to all the results of our work.
ARLT Mission

The mission of ARLT is to recognize racism in our institution and implement a transformational strategy for change. It is the vision of ARLT that Ramsey County Community Human Services will become a multi-cultural, anti-racist organization.
Preamble Statement and Long Term Goal

• Ramsey County ultimately strives to be a fully inclusive organization, allying with others in combating all forms of social oppression.
• By 2030, CHS will reduce disparities in client outcomes due to institutional racism by 75% so that all individuals and families served by Ramsey County Community Human Services will survive and thrive.
The Six Building Blocks

• BUILDING BLOCK #1 - Public Policy Is In Place Supporting Racial Equity In Human Services
• BUILDING BLOCK # 2 - CHS Policies & Practices Reflect Racial Equity
• BUILDING BLOCK #3 - CHS’s Institutionalized Anti-racism Training Is Focused On Individual And Institutional Change
• BUILDING BLOCK # 4 - A Continuous Improvement Process Is In Place And Assures Accountability For Racially Equitable Outcomes
• BUILDING BLOCK # 5 - CHS Is Actively Partnering With Stakeholders To Build Racial Equity Policy, Accountability, And Public Will
• BUILDING BLOCK #6- CHS And The County Board Are Committed To Racial Justice.
Our Racial Disparities in 2015

Disparities in Child Protection, Ramsey County 2015

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<th>Category</th>
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Diversifying Our Workforce

Staff of color increased from 27% in 2007 to 38% in 2014

SOME SAMPLE STRATEGIES:
1) Recruitment at job fairs in communities of color
2) Advice from agencies serving communities of color
3) Management training in culturally competent hiring
4) “Banding” or expanding the list for hiring
Training Competencies

Competency Category #1: Institutional Racism/Oppression

Competency Category #2: Communication & Interactions with Others

Competency Category #3: Cultural Knowledge and Understanding

Competency Category #4: Racial Equity for Supervisors/Managers/Directors
Training Continuum

Created by the Ramsey CHS Anti-Racism Training Action Team to meet department needs, updated on a regular basis. Leaders, workgroups and individuals are encouraged to begin their Anti-Racism work by choosing several "Other Phase I resources" before moving to Phase II and III resources. For more information and/or for consultation on the best resources for your work group, please contact Carol Fogarty, 651-266-4068.

Phase I: Introductory Pieces (required for all staff)
• New Employee Orientation – Director introduces Department’s Anti-Racism initiative
• Leaders distribute/discuss “Why” document with staff, including new staff as hired
• Staff attend Dismantling Racism training (4 hours) [All new employees attend Understanding Differences Workshop (2 ½ hours) 1st, then Dismantling Racism]
• All formal leaders attend Advanced Dismantling Racism 2.5 Day Training (formerly called MCARI). Also required for new ARLT (Anti-Racism Leadership Team) members as well as Authentic Dialogue Facilitators

Phase II: In-depth Opportunities

Phase III: Taking Action: Leading the Way
ARLT Resources: General

RESOURCES AVAILABLE AT: https://www.ramseycounty.us/your-government/departments/health-and-wellness/social-services/anti-racism-initiative

1. Institutional History (PDF)
2. Why does Ramsey County Community Human Services have an anti-racism initiative? (PDF)
3. Strategic Plan, Mission & Goals 2030 (PDF)
4. Frequently Asked Questions from Employees (PDF)
5. Anti-Racism Continuum Matrix (PDF).
6. Looking Back Moving Forward narrative (PDF)
7. Looking Back Moving Forward timeline (PDF)
8. Accomplishments and lessons learned (PDF)
9. Community Human Services annual report (see pgs 119-130) (PDF)
ARLT Training Resources

Resources and Training Materials:

- Competencies for Anti-racism training: Institutional racism/oppression, communication, knowledge & understanding, and manager leadership (PDF)
- Training levels: Diversity awareness, competence, and anti-racism social justice (PDF)
- Training continuum: Phases I - III resources (PDF)
- Internalized racial oppression and superiority (PDF)
- Discussion questions (PDF)
ARLT Planning Resources

Membership

• Membership and committee structure (PDF)
• Member job description and application (PDF)
• Member guidelines (PDF)
• Recruitment talking points (PDF)

Meeting Resources

• The role of dialogue facilitators (PDF)
• Guiding principles and four agreements (PDF)
• Fist to five consensus building (PDF)
• Racial Identity Caucusing: A Strategy for Building Anti-Racist Collectives (PDF)
ARLT Planning Resources (2)

Strategic Planning

• 120-day strategic plan template (PDF)
• Ramsey County 2013 strategic plan (PDF)
• Ramsey County 2030 strategic plan (PDF)

Guiding Theories

• Systemic power structure and racism (PDF)
• Racism power analysis matrix (PDF)
• Structural racism theory of change framework (PDF)
Contact us:

Alicia.Farrington@co.ramsey.mn.us
Carol.Fogarty@co.ramsey.mn.us
Kathy.Gilmore@co.ramsey.mn.us
Allan.Malkis@co.ramsey.mn.us
Windy.Ross@co.ramsey.mn.us
Mind the Gap
Upcoming Sessions

Winter 2017, Session 10
Worker2Worker: Peer Mentoring, Critical Incident Debrief and Taming Traumatic Stress

Spring 2017, Session 11
Data Fellows/Data-driven Management
Thank You!

Connect with Us

www.NCWWI.org