

SE MN Regional Luncheon on Diversity and Inclusion

August 4th, 2016, 11:30 AM

Woodlake Meeting Center
Rochester, Minnesota

Minutes

Guy Finne called the meeting to order and welcomed all in attendance. Today's luncheon is being held in conjunction with our regional partners from the Winona County Workforce Development Board.

Welcome – Guy Finne *(Mayo Clinic/SE MN SE MN Workforce Development Board (WDB))*

Guy introduced himself. He stated that there have been many conversations on improving diversity and inclusion in the workplace. Specifically, Mayo Clinic has been an active partner in the Bridges to Healthcare Program, in collaboration with the Hawthorne Education Center, Workforce Development, Inc., Rochester Community and Technical College (RCTC), and the United Way of Olmsted County. Since 2013, Mayo Clinic has hired 84 of Hawthorne's Bridges to Healthcare graduates. 72% of the graduates hired by Mayo Clinic are minorities, helping to diversify the workforce. Guy also serves on the WDB's MaxAbility Employment Taskforce and Southern MN Disability Employment Network, the Nursing Shortage Solutions Committee, as well as Salute Southern MN Committee (developing pipelines for Veterans in SE Minnesota). Guy encouraged Board members and others in attendance to join the journey and become involved in strengthening partnerships in the region.

Opening Remarks – Guy Finne/Karen Francois *(Assistant Commissioner of the Office of Career and Business Opportunity, Department of Employment and Economic Development (DEED))*

Guy Finne introduced and welcomed the guest speaker, Karen Francois. Karen comes to DEED from the Minneapolis Department of Civil Rights. She founded the nationally recognized Urban Scholars program for college students from diverse racial and ethnic communities to address employment disparities in the region. Karen has served in key leadership roles and has extensive experience in addressing employment disparities.

Karen expressed that she values the opportunity to talk about diversity and economic equity in the workforce. She believes that these are exciting times in Minnesota. We finally have the opportunity to make a difference in the workforce, and we need to make sure we add action to the conversation. She communicated that in the months to come, DEED is going to focus on breaking down barriers that have kept certain demographics of people out of the workplace.

Karen discussed that it is important that we have a basis of understanding of equity in Minnesota. She defined equity as fair and just inclusion into a society where all people can reach their full potential. Diversity is about getting different groups of people together ("being invited to the party"). Inclusion is getting people to focus on the needs of every individual and ensuring that every person has fair access to the workforce ("being asked to dance"). As we make decisions, we need to have people from communities of color at the table as partners in order to achieve economic equity.

Karen joined DEED in May of 2016 as Assistant Commissioner of the Office of Career and Business Opportunity. The office will focus on four main goals: 1) ensuring workers in communities of color have access to the training and resources to find good jobs; 2) getting minority business owners better access to resources and opportunities; 3) helping businesses in general in practices that expand the opportunity for minority workers and businesses; 4) helping the Governor's Diversity and Inclusion Council identify and break down barriers to opportunities for workers and businesses of color. While the unemployment rate in Minnesota has been on the decline, economic disparities between the state as a whole and communities of color have been growing. Karen gave several examples. One specific example she gave was from the U.S. Census Data. She states, "this information received a lot of attention last year, and I really believe that it was the impetus for the straw that broke the camel's back that made the governor say we need a position specifically focused on economic equity," within DEED. Those figures showed that from 2013 to 2014, the median household income for African-American families in Minnesota dropped 14% to just \$27,000 annually. During that time, there was a fairly robust growth in the Minnesota economy. At the least, Karen states that the economic status of black Minnesotans should have been improving during that period.

In closing, Karen concluded that economic inequity exists in Minnesota and needs to be addressed. She stated that “when we focus on the worst inequities, specifically those based on race, the gaps close and everyone benefits. When we lose focus on race and the worst inequities, the majority population benefits and the gaps widen.” Karen asked, “Where do we go from here?” She indicated that a very important thing did happen during the last Minnesota legislative session. The legislature took a positive step in approving a \$35 million spending package for programs and services to improve economic opportunities for women, youth, and people of color in Minnesota. She states that these kinds of programs can change lives and have a positive effect on the economy. However, she believes we also need to understand the root causes for economic inequities in Minnesota. Programs cannot do it alone. Karen reports that discrimination and bias, often unintentional, are the root causes of these inequities. We all have to do our part in having conversations about these inequities. Karen noted, “what you do here today, will be a building block for creating a better Minnesota.”

Questions:

- Dani Heiny – Do you feel that Governor Dayton’s spending package is going to be enough?
A: Karen Francois – No, but it is definitely going to be a catalyst and an amazing first step. I know for a fact that a lot of you and a lot of people around the state have been doing a lot of work around workforce and business inclusion and a lot of racial equity work. It’s not that these conversations are just starting. We have been having these conversations for too long without action. We have a lot of good programming that’s been going on. Why do we still have these gaps and why do we still have some of the worst disparities in the country? I really think that we need to look at those practices, policies, and those things that we are doing on a daily basis. We may not even be aware of the fact that they are perpetuating systems that allow these disparities to persist. We are working on looking at opportunities to train staff on bias so that they are able to recognize the biases that we have and those practices that are impacted by those biases that allow the disparities to persist.
- Dee Sabol commented that there are a lot of organizations doing this work throughout the state. It will be nice to connect some of that and to make sure that while we’re doing the work; that we’re all speaking the same language. A: Karen Francois – We’re definitely moving in that direction, especially with this equity package. DEED had an information session for anyone in the state who was interested in applying for these grants. Over two hundred people attended from all over the state. DEED also held a webinar where an additional two hundred people registered. We’re looking at leveraging all of the work that everyone is doing so that we can see a collective impact, progress, and outcomes. We’re also looking at opportunities to convene groups that are doing similar types of work so that you can continue to work together to achieve racial equity.
- Rebeca Sedarski – I was very happy to hear that \$1.5 million of the equity package was given to CLUES (Comunidades Latinas Unidas En Servicio), and I was excited that half of that money had to be spent in Southern Minnesota. I am slowly seeing that the conversation at the legislature is going to include Southern Minnesota in their laws and conversations. I want to encourage you to keep the conversation going. A: Karen Francois – We have been all over the state, and we will absolutely keep that conversation going.
- Dr. Adenuga Atewologun (Dr. Nuga) – I represent post-secondary education. In the community colleges, we have what we call “customized training.” WDI is also doing training. Is there a way for all of these agencies to be connected to the training part of this equity package to give opportunities to persons of color? A: Karen Francois – Absolutely. That certainly is a model that we need to follow if we are going to achieve equity. Some of that has been happening, but I believe we need to be thinking innovatively, creatively, and look outside the box to get other outcomes and solutions that make a difference.

Regional Demographic Presentation – Randy Johnson

Randy stated that the federal government knows us as Workforce Development Boards. That’s different than set ups for most. The funding that comes from the federal government comes through those Boards. They are represented by local elected officials (county commissioners) and employers. Randy noted that we are not here today to admire the problem. There has been too much of that. He stated that we have people here today that have the charge and the resources to make things happen. Being that we are business led, we need to look at data. You can’t manage what you can’t measure. Randy shared a regional

data PowerPoint presentation. (Attachment A) He communicated that there is extra work that needs to happen because it comes down to basic economics; “you are running out of workers.” Randy stated that we need to use our biggest assets, which are people. If we align our efforts, we can make things happen to improve diversity and inclusion in the workplace.

Break Out Session – Work Plans of Regional Work Groups – Randy Johnson

Randy shared that the WDB already has two work groups meeting: the MaxAbility Employment Taskforce which includes the Southern MN Disability Employment Network, as well as Salute Southern MN (developing pipelines for Veterans in SE Minnesota). Randy asked today’s Work Groups to come up with projects or solutions. The following Work Plans were compiled by each group.

Out-of-School Youth – Jeff Custer

| | |
|---|--|
| <u>Recruitment</u> – ALC’s; friends/referrals; employers; addressing multiple barriers such as mental health, chemical dependency, youth with disabilities; connecting with agencies serving OSY. | <u>Engaging employers</u> – Tours; connect employers with students; apprenticeships. How to connect with employers who can only employ 18+? Educate educators Peer referral program for OSY |
| <u>Best Practices</u> – 1) Need to increase participation in post-secondary and/or additional training; 2) “Certificate” for soft skills; 3) Combine education/employment programs. | <u>Goals (To Do)</u> – 1) Focus on youth with low educational attainment – how do we try to move the bar; 2) Help employers focus on employment with education (work experience programs, incentives, supports, wage increases, coordinate with Chamber’s); 3) Find out what sparks interest in youth in school. |

Minority Employment and Income Disparities – Dr. Dorothy Duran

| | |
|---|---|
| Programming – Days and times adjusted | <u>Action Steps:</u> |
| Allow undocumented workers to legally work in the state | * <u>Job postings</u> – bring in new staff, provide mentoring |
| Credit for prior knowledge at colleges | * <u>Educate employers</u> (recruitment, policies, practices, etc.) |
| Address discrimination in healthcare | * <u>Listen to each other</u> |
| Networking | * <u>Change traditional education</u> (times, delivery, resources) |
| Take personal responsibility | * <u>Invite those we want to serve to the table to ask what they need</u> —develop strategies |
| Offer paid interns | * <u>Replicate Bridges to Healthcare Model in industry</u> |

Offenders – Brandon Dansie

| | |
|--|-----------------------------------|
| Educate Employers (current federal and state laws) | Training in jail prior to release |
| Communication between employers and agencies | |

Women in Non-Traditional Career Paths – Craig Porter

| | |
|---|---|
| Educating employers about different needs of female employees – single parents (flexible work schedules/reduced hours). | Start early: STEM Schools when younger, but then nothing in high school to encourage young women. |
| Employer champions – best practices for flexible/shared schedules. | Mentoring and promotion of women who are successful in those areas. |
| Educating women about what the jobs are and not what the stigma presents them as. | Funding for training to increase the number of women in training together. |
| Change job descriptions – make them realistic as opposed to generalized (i.e. must lift 50 lbs. – no one does that without assistance). | |

In closing, Randy stated, "What's next?" Randy recommended that we make plans to have an event this winter where we invite employers to an informational meeting to generate interest and to get employers interested in getting involved. WDI staff can assist with planning this event.

Next Meetings

WDB – September 1st

Joint Powers Board (JPB) – September 8th

Mike Haney thanked everyone for attending and moved to adjourn the meeting.

Respectfully submitted,

Jill Miller

Workforce Development, Inc.

ATTACHMENT A



Workforce
DEVELOPMENT BOARD
The Workforce Development Board
of Southeast Minnesota



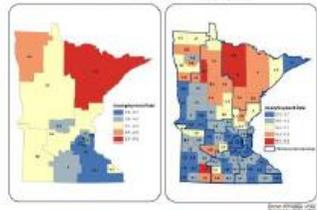
**Diversity and Inclusion in
Southeast Minnesota**

**Randy Johnson
Executive Director
Workforce Development, Inc.**

August 4, 2016

Unemployment Heat Map

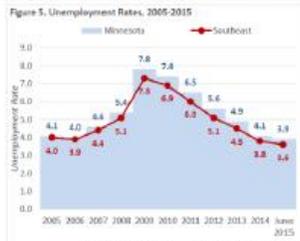
Unemployment Rates in Workforce Service Areas and Counties, Jun 2016
(Rate of Minnesota = 4.3% and seasonally adjusted)



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Unemployment Rates 2005-2015

Figure 5. Unemployment Rates, 2005-2015



| Year | Minnesota | Southeast |
|------|-----------|-----------|
| 2005 | 4.1 | 4.0 |
| 2006 | 4.0 | 3.9 |
| 2007 | 4.4 | 4.4 |
| 2008 | 5.1 | 5.1 |
| 2009 | 7.8 | 7.5 |
| 2010 | 7.8 | 6.9 |
| 2011 | 6.5 | 6.2 |
| 2012 | 5.6 | 5.1 |
| 2013 | 4.9 | 4.5 |
| 2014 | 4.1 | 3.8 |
| 2015 | 3.8 | 3.6 |

Source: DSEP Local Area Unemployment Statistics (LAUS)

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Employment by Race and Origin

| Employment Characteristics by Race & Hispanic Origin | Count | % of Total | % of White | % of Black |
|--|---------|------------|------------|------------|
| White alone | 256,563 | 70.3% | 5.5% | 70.5% |
| Black or African American | 4,958 | 56.7% | 17.2% | 67.6% |
| American Indian & Alaska Native | 602 | 55.5% | 11.3% | 60.1% |
| Asian | 6,726 | 72.5% | 5.2% | 69.8% |
| Some Other Race | 2,912 | 79.0% | 9.4% | 77.6% |
| Two or More Races | 2,862 | 69.5% | 12.6% | 69.0% |
| Hispanic or Latino | 11,158 | 71.7% | 12.2% | 75.1% |

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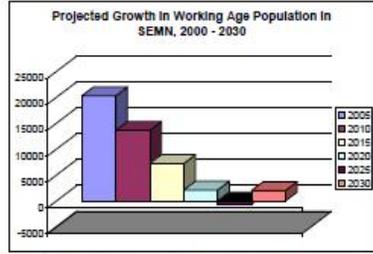
Employment Characteristics

| Employment Characteristics by Veteran Status | | | | | |
|--|---------|-------|-------|-------|-------|
| Veterans, 18 to 64 years | 14,469 | 80.4% | 5.3% | 68.0% | 8.5% |
| Employment Characteristics by Disability | | | | | |
| With Any Disability | 11,939 | 56.8% | 12.2% | 51.6% | 14.6% |
| Employment Characteristics by Educational Attainment | | | | | |
| Population 25 to 64 years | 217,437 | 85.4% | 4.7% | 84.2% | 5.9% |
| Less than H.S. Diploma | 11,002 | 69.2% | 15.9% | 66.9% | 14.6% |
| H.S. Diploma or Equivalent | 56,919 | 83.3% | 6.2% | 79.4% | 8.0% |
| Some College or Assoc. Degree | 80,434 | 86.4% | 4.3% | 85.6% | 6.1% |
| Bachelor's Degree or Higher | 69,062 | 89.4% | 2.1% | 89.1% | 3.4% |

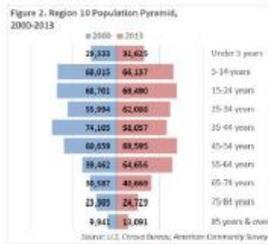
Source: 2009-2013 American Community Survey, 5-Year Estimates



We Are Running Out of People



Population Pyramid



Population by Race

| Table 2. Race and Hispanic Origin, 2013 | Region 10 - Southeast | | | Minnesota | |
|---|-----------------------|---------------|-----------------------|---------------|-----------------------|
| | Number | Percent | Change from 2000-2013 | Percent | Change from 2000-2013 |
| Total | 496,621 | 100.0% | +7.9% | 100.0% | +8.7% |
| White | 435,925 | 91.8% | +5.0% | 85.6% | +4.0% |
| Black or African American | 12,672 | 2.6% | +127.3% | 5.2% | +63.0% |
| American Indian & Alaska Native | 1,460 | 0.3% | +3.9% | 1.1% | +4.6% |
| Asian & Other Pac. Islander | 12,193 | 2.5% | +38.6% | 4.2% | +56.9% |
| Some Other Race | 5,403 | 1.1% | -3.4% | 1.4% | +17.4% |
| Two or More Races | 8,968 | 1.8% | +89.0% | 2.5% | +59.6% |
| Hispanic or Latino | 25,350 | 5.1% | +90.3% | 4.8% | +79.3% |

Source: U.S. Census Bureau, American Community Survey



ATTACHMENT A

SE Workforce Minority Enrollment

- 13.3% minority in general population
- 19.7% minority walk-ins at WFC's
- 37.1% minority enrollment in programs



SE Workforce Gender Enrollment

- 71.8% of enrollees are female
- Male/female placements approx. equal
- Female wages only 79.6% of males
- Female hours nearly 5 hours less per week
- Female total earnings only 69.1% of male



SE MN Offender Statistics

- 489 prison parolees released in SE MN /year
- Est. nearly 5,000 jailed and released /year
- Majority of offenses are drug-related, DWI, and property offenses
- 7% re-offense rate for those on probation
- 22% re-offense rate for those on supervised release



All Hands On Deck

- We cannot afford a "wasted workforce."
- There are significant programs and resources already in play.
- We need to align our efforts and measure their impact.



ATTACHMENT A

Regional Work Groups

- Veterans (meet separately as Salute So. MN)
- Disabilities (meet separately as MaxAbility)
- Minorities and Income Disparities
- Women in Non-Traditional Jobs
- Ex-offender Employment
- Out-of-School Youth



Today's Tasks

Outline Project(s) and Strategies for:

- Outreach and Recruitment
- Employer Education and Engagement
- Skill Building
- Employment

