



Equity Committee
September 16, 2020
9:00 – 10:00 AM
GoToMeeting

Attendees: Tammy Biery, Barb Chaffee, Nicole Swanson, Ben Baglio, Diane Halvorson, Carrie Bendix, Kristin Yeager, Anisa Hajimumin, Deb Bahr-Helgen, Ling Becker, Kate Probert Fagundes, Maureen Ramirez, Beth Peterson, Elena Foshay

COVID-19 Disparity Data

- Ling Becker shared some data on COVID-19 disparities from a recent presentation by Cameron Macht from DEED's LMI office.
- Gains in reducing workforce disparities have been set back again because of COVID-19.
- Keep in mind that there is no dataset which presents a full and exact portrayal of the situation. Continue to ask who the data includes and who it excludes, and for what reasons.
- People of color, young people, and women have been disproportionately negatively impacted by the effects of COVID-19.
 - Cameron Macht will present on a similar topic at the October 1 DEED Community Call. Email Becky Accettura (baccettura@mncounties.org) for the calendar invitation.

Past Committee Work Overview

- Tammy Biery provided a brief overview of the work done by the previous MAWB Racial Equity committee: diversifying boards, asset mapping, training opportunities, equity grants, etc.

Committee Next Steps

- There was interest from the committee members in creating a matrix of projects and priorities. There may be intersections with other groups. Each item should indicate whether this MAWB committee is a *driver* of the issue or a *supporter*.
- Invite guest speakers to future meetings to hear from experts on important issues
- Other ideas included:
 - Methods to reduce barriers to services
 - Provide services with cultural competence
 - Connections to national events and issues
 - Sort the matrix by key categories: best practices on business engagement, service delivery, etc.
 - Identify tasks which can be done immediately
 - Take a leadership role on digital literacy and make legislative recommendations
 - Create collective messaging and find speaking opportunities about digital literacy. What is MAWB's role in this issue?
 - Language barriers are a major problem with digital literacy. Some skills cannot be taught by handing someone a translated document. Identify methods to engage with people who are non-English speakers.
 - Increase funding flexibility to provide services when needed
 - Develop metrics to measure progress
 - Retain and include greater Minnesota perspective
 - Employer training needed to eliminate hiring biases against people with non-white sounding names and accents.
 - Perception of CareerForce as a place for people looking for low-paying jobs. The system is not reaching people who are highly educated and have degrees from other countries.
- NEXT STEPS: Matrix will be developed, notes from prior meeting will be sent.

Committee Membership

- NEXT STEPS: Reach out to DHS to include committee members who can speak connect with MFIP, SNAP and other programs