



**MINNESOTA ASSOCIATION  
OF WORKFORCE BOARDS**

# *Leading with Equity*

# Update Items

- Q2-Q3 Leading with Equity Report
- Leading with Equity Matrix and Snapshots
- LWE Summary Statement

# Leading with Equity

- Opportunity to align and showcase work that has been done.
- Focus on common areas of effort around Leading with Equity

# Leading with Equity Matrix

	Cultural competency training for staff	Cultural competency training for workforce board members	Track diversity of board members	Partnerships with culturally specific providers	Translated materials	Staff with different language capabilities	DEI Employer initiatives
WDA							
Northwest							
CEP							
Northeast							
Duluth							
CMJTS							
Southwest MN							
South Central							
Southeast							
Hennepin/Carver							
Minneapolis							
Anoka County							
Dakota/Scott County							
Ramsey County							
Washington							
Stearns/Benton							
Winona County							

# WDA LWE Snapshots

- Common one page template that has localized elements
- Create by January 2022
- Focus on area specific Leading with Equity initiatives
- Highlight success story/innovation
- Employer quote
- Photos of equity in action if possible

# Summary Statement

## We Believe

- MAWB believes that workforce development is the key economic development issue in our economy.

## We Represent

- MAWB represents the cooperative efforts of 16 area Workforce Development Boards across the state, whose programs are tailored to meet the specific needs of their communities.

## We Provide

- MAWB provides Minnesota with a skilled and competitive workforce through engaged and proactive local elected officials, workforce boards, and staff.

## We Execute

- MAWB executes employment and training services in an inclusive manner resulting in equitable employment outcomes for all.

# We Do This By...

## We Do This By:

- Having our boards and staff reflect the communities we serve.
- Implement professional development strategies on equity, inclusion, and cultural competency for staff, board members and employers.
- Measuring and evaluating service levels and outcomes for populations experiencing employment disparities.
- Engaging diverse communities in the planning and implementation of services.
- Promoting digital literacy through providing access and training in partnership with other community base organizations.
- Creating career exploration opportunities where individuals can gain a greater understanding of the high-wage, high-demand occupations, and their job requirements.
- Increasing skills training and industry-recognized credential attainment in historically marginalize communities.
- Facilitating work-based learning opportunities in partnership with local employers to build marketable skills and expand the social networks.
- Promote successful employer models for upskilling, reskilling, and internal promotion that result in career advancement for people of color.

# Next Steps

- Strategic planning on Dec. 3<sup>rd</sup> to focus on next 12 months of the efforts.
- Adopt Summary Document.
- Focus on metrics.
- Sharing a statewide story.