



Inclusive Workplace Cohort Info Session

Workforce
Innovation Board
of Ramsey County

 RAMSEY COUNTY

January 10, 2024

Recording Notice

We will be recording this orientation to share with others who are unable to attend. The slides and recording will be made available after the meeting.

Inclusive Workplaces Cohort

Advance **equity & inclusion** within your organization. Build a more **sustainable workforce.**



Agenda

- Introductions and Program Background.
- Meet the ADR Team.
- Program Overview.
- Application Process.
- Past Participant Feedback.
- Questions.

The Imperative and Charting a More Inclusive Future

Ramsey County has the most diverse population of any county in Minnesota. Black, Asian, Latinx, Indigenous, and multiracial populations of color comprise roughly 40% of the county's current population.

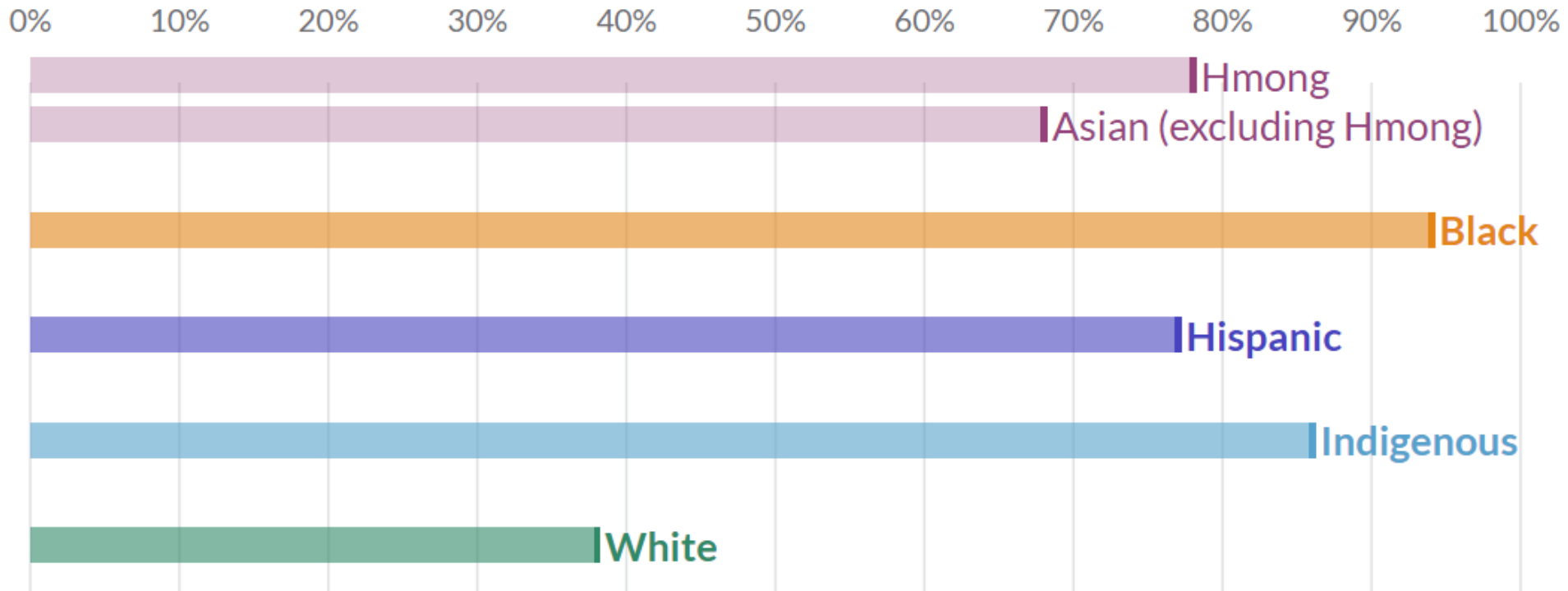
21.9% of residents aged five years and older live in homes where a language other than English is spoken.

In 1960, about 98% of the state population was white, whereas in 2020 about 18% identified as Black or African American, Asian, mixed race or Native American.

By 2038, 30% the population will be non-white; over the next few years the majority of births will be persons of color.

The secret to Ramsey County's growth is the thing that makes its economy unique: **A place as rich in cultural vitality as it is rich in economic opportunity.**

Percent of Minnesotans who report having experienced employment discrimination, State of Minnesota, 2021



Access At:
<https://indicators.centerforeconomicinclusion.org>



SOURCE: American Public Media, visualized by Center for Economic Inclusion. <https://indicators.centerforeconomicinclusion.org/indicators/sb1>

Inclusive Workplace Cohort Partners

Workforce
Innovation Board
of Ramsey County


RAMSEY
COUNTY

ADR
CONSULTING GROUP

What is the Workforce Innovation Board?

- The WIB is a catalyst in Ramsey County that helps meet the needs of employers and job seekers.
- Committed to:
 - building meaningful partnerships.
 - identifying emerging workforce needs.
 - maintaining economic health in our county.
- Working in partnership with the City of Saint Paul, the WIB harnesses the collaborative power of business, government, economic development, education and the community to develop strategic solutions for workforce challenges in Ramsey County.

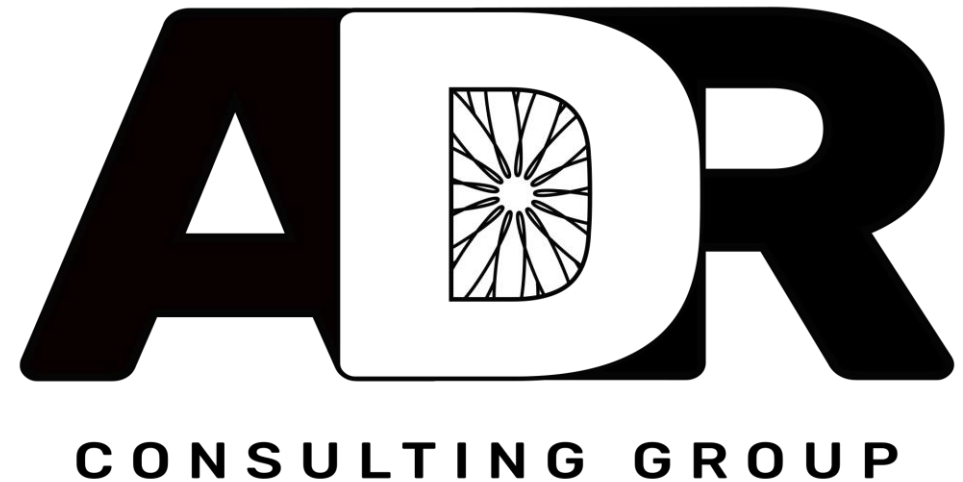


Program Overview

- Launched in 2021.
- Alignment with Ramsey County's Economic Competitiveness and Inclusion Plan advancing workforce inclusion to ensure as a community we are amplifying the diversity of our community as a tool for economic growth.
- Accelerate employers' ability to advance racial equity, diversity and inclusion within their organizations and to support businesses that aim to leverage and sustain a more inclusive and sustainable workforce that supports better bottom-line results.
- Intentionality to support particularly small and mid-sized employers.
- There is no cost to participating employers.

ADR Introduction

ADR Consulting Group is a workplace culture consulting firm dedicated to teaching strategies to promote an inclusive workplace for all employees. We focus on leadership coaching, learning and development, data and assessment, DEI, strategic planning and executive coaching.



Meet the ADR Team!



Alyscia Raines

She/ Her

Founder/CEO
Lead Strategist



Qiu Fogarty

They/She

Head of Learning and Development



Karina Karbo-Wright

She/ They

Associate Consultant + Onsite
Coordinator

Meet the ADR Team!

Facilitators



Soteria Reid

She/Her

Associate Consultant



Laxmi Shastry

She/ Her

Associate Consultant



Melissa Charles

She/ Her

Associate Consultant



Taylor Thomas

She/ Her

Associate Consultant

Cohort Details

- ADR Consulting is the learning partner providing content and facilitation.
- Create a learning environment fostering a forum for discussing and sharing of ideas, while encouraging accountability through safe and brave spaces for confidentiality.
- The cohort will meet monthly for 90 minutes over the course of nine months beginning in March through December 2024. In person sessions will be held at the Wilder Foundation - 451 Lexington Pkwy N., St Paul 55104.

Cohort Curriculum

Cohort Session Dates	Session Title
Thursday, February 27, 3:30-4:30 p.m. - Virtual	Cohort Welcome and Orientation
Tuesday, March 26, 3:30-5 p.m.	Foundations of DEI: Defining Terms and Exploring Social Identities
Tuesday, April 30, 3:30-5 p.m.	Inclusive Leadership
Tuesday, May 28, 3:30-5 p.m.	Bias Part 1: Unpacking Unconscious Bias
Tuesday, June 25, 3:30-5 p.m. - Virtual	Bias Part 2: Addressing Bias in Hiring Practices
Tuesday, August 27, 3:30-5 p.m. - Virtual	Creating an Inclusive Workplace Culture that Builds Retention
Tuesday, September 24, 3:30-5 p.m.	Navigating Conflict Across Differences
Tuesday, October 29, 3:30-5 p.m.	Racial Equity in the Workplace
Tuesday, November 19, 3:30-5 p.m.	Sustaining Inclusive Leadership
Tuesday, December 5, 11:30 a.m.-1 p.m.	Cohort Recognition Event with the Ramsey County WIB

Program Eligibility

Eligible businesses must:

- have a presence in Ramsey County.
- designate two participants who have decision making power or can facilitate organizational change.
- commit to attending all nine 90-minute sessions. In-person sessions will be at the Wilder Foundation. June and August sessions will be virtual.
- agree to have their participation in the cohort shared out by Ramsey County and the WIB.
- Up to 20 businesses will be selected to participate and influence the advancement of racial equity, diversity and inclusion throughout their organization. Preference will be given to businesses with 10-250 employees (including all locations).

Application Process

- Applications are due by close of business on January 31, 2024.
- Can be completed online at www.ramseycounty.us/inclusiveworkplaces.
- Focus on opportunity and intentionality to learn and grow rather than accomplishments to date as an employer.
- The 20 employers will be selected by mid-February.
- Selected employers will be asked to attend a welcome orientation on February 27 at 3:30 p.m.

Past Participants' Feedback

*“I am grateful to have been invited and accepted into the first Inclusive Employers Cohort. It was an exciting opportunity to learn about what diversity and inclusion mean and all the facets that organizations have to look at when considering **making improvements for their employees, their culture and their community.**”*

*“It was great to be a part of a cohort that had **many different types of small and medium organizations**, some for profit and many that were not. It was interesting to learn where everyone was on their journey with diversity and inclusion. Thank you again for the opportunity!!”*

*“Participating in the cohort was significant in helping us **understand how far we need to go**, and to note that we are **not alone** in the amount of work that needs to be done to change and create equitable systems, structures and environments.”*

Past Inclusive Workplaces Cohorts



Questions and Discussion