



# Inclusive Workplace Cohort Info Session

**W**orkforce  
Innovation Board  
*of Ramsey County*

 RAMSEY COUNTY

February 12, 2026

## 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 online after the meeting.



# Inclusive Workplaces Cohort

Advance **equity** within your organization. Build a more **welcoming** and **sustainable** workforce.

Apply now to join the  
**Inclusive Workplaces Cohort!**



# Agenda

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

# What is the Workforce Innovation Board of Ramsey County?

- 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.



# 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.

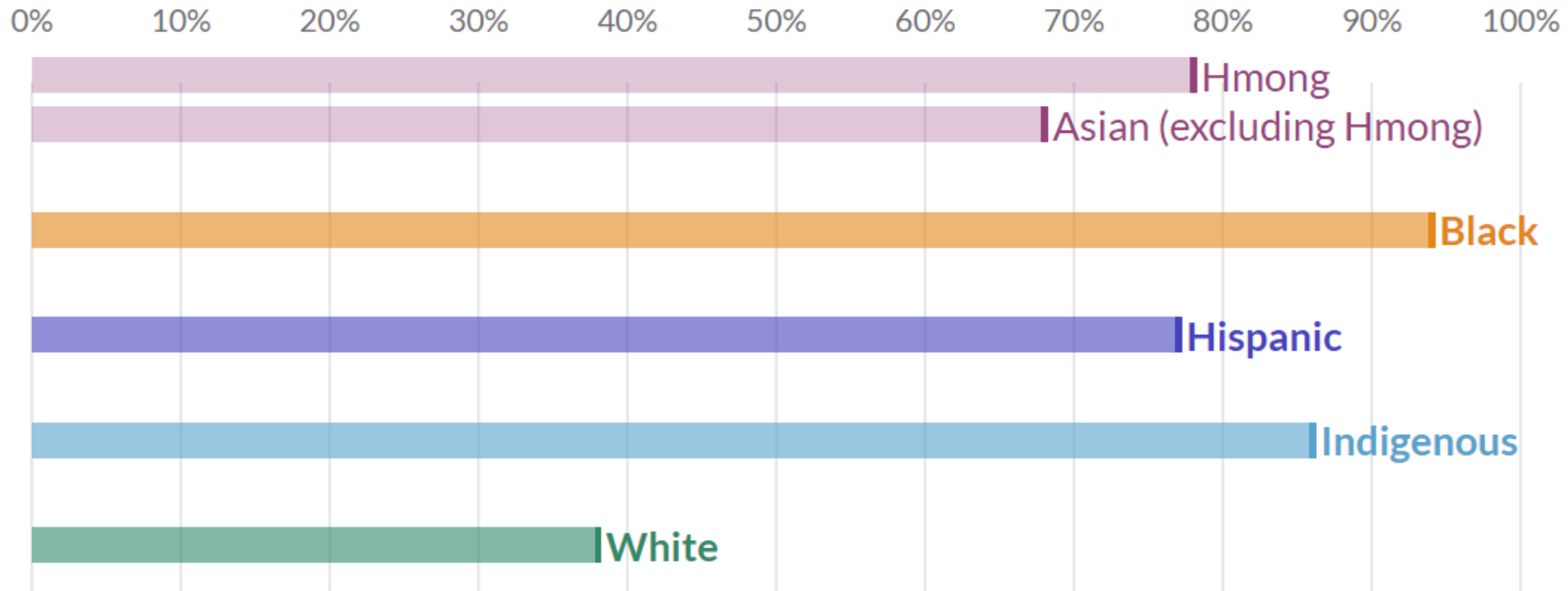
21.9% of residents aged five years and older live in homes where a language other than English is spoken.

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, over 30% of Minnesota's 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>

# Program Overview

- This is our fifth Cohort. Since the program launched in 2021, 56 organizations representing more than 13,500 employees have participated.
- Alignment with Ramsey County's Economic Competitiveness and Inclusion Plan advancing workforce inclusion to ensure we are amplifying the diversity of our community as a tool for economic growth and strengthening economic competitiveness for all.
- Accelerate employers' ability to advance inclusion within their organizations and to support businesses that aim to employ a more welcoming work culture and sustainable workforce that supports a greater sense of belonging and better bottom-line results.
- Intentionality to support particularly small and mid-sized employers.
- There is no cost to participating employers.

## Inclusive Workplace Cohort Partners

**W**orkforce  
Innovation Board  
*of Ramsey County*

  
RAMSEY  
COUNTY

  
Altara Heights

# Altara Heights Introduction

Altara Heights is a leadership alignment firm for mid-size organizations navigating transitions—whether that's a restructure, rapid growth, leadership change, or strategic pivot. In times of constant change, teams need structure, strategy, and alignment to sustain momentum and grow. We deliver that through intensive Alignment Retreats and Leadership Development Programs.



# Meet the Altara Heights Team!



Alysia Raines (she/ her)  
CEO and Lead Strategist



Angela Cain (she/ her)  
Operations & Program Manager

# Meet the Altara Heights Team!



Keshia Neal (she/ her)  
Data Analyst



Taylor Thomas (she/ her)  
Facilitator



Karina Karbo-Wright (she/they)  
Facilitator

# Cohort Details

- A learning community designed to foster open dialogue, idea-sharing, and mutual accountability within safe and brave spaces built on trust and confidentiality.
- Six monthly sessions, each two hours, held in-person from May through October 2026 at the Wilder Foundation in Saint Paul. A virtual orientation will be held in April.
- Each organization designates two participants with decision-making power or the ability to facilitate organizational change.
- Participants commit to attending all sessions and completing an Impact Project focused on an inclusive workplace initiative within their organization.
- All participants are invited to a recognition lunch hosted by the Workforce Innovation Board on December 3, 2026, at the MN Humanities Center in Saint Paul.

# Cohort Curriculum

Cohort Session Dates	Session Title
Thursday, April 16, virtual, 3-4 p.m.	Cohort Welcome and Orientation
Thursday, May 14 - in-person, 3-5 p.m.	Exploring Inclusivity in the Workplace
Thursday, June 18 - in-person, 3-5 p.m.	Social Identities and Positionality
Thursday, July 16 - in-person, 3-5 p.m.	Practicing Inclusive Leadership
Thursday, August 20 - in-person , 3-5 p.m.	Challenging Bias and Dominant Narratives
Thursday, September 17 - in-person, 3-5 p.m.	Creating Space for Dialogue and Conflict
Thursday, October 22 - in-person, 3-5 p.m.	Strategies for Sustaining Inclusivity Efforts
Thursday, December 3, 11:30 a.m.-1 p.m.	Cohort Recognition Event with the Ramsey County WIB at the MN Humanities Center

# 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 in-person sessions.
- agree to have their participation in the cohort shared out by Ramsey County and the WIB.
- Complete an impact project as a practical way to apply learnings to an individualized goal tied to a real challenge or need within their own organization.

*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 Friday, March 6, 2026.
- Can be completed online at [www.ramseycounty.us/inclusiveworkplaces](http://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 in March and notified before the end of the month.
- Selected employers will be asked to attend a welcome orientation on April 16 at 3 p.m.

# Past Participants' Feedback

"The Inclusive Workplaces Cohort was a great opportunity to refresh inclusion and equity principles and **collaborate with peers** across Ramsey County on DEI-related efforts. This cohort challenged some of my thinking patterns, **opened my eyes to new possible solutions**, and **gave me tools to help move my organization toward being a more inclusive workplace!** If inclusion is important to you as a leader at your company, I would definitely recommend giving this 6-month program a try!"

"Participating in the Ramsey County Inclusive Workplace Cohort was a valuable experience. The opportunity to connect with and **learn from other community organizations**, along with the **time to develop our accessibility checklist to guide the development of training materials and content**, were the most beneficial aspects. We look forward to putting our learning into practice every day!"

"Participating in the cohort **gave me space and time to reflect and keep fighting** the right fight for a more diverse, equitable, and inclusive world."

# Past Inclusive Workplaces Cohorts



# Questions and Discussion