



Inclusive Workplace Cohort Info Session

Workforce
Innovation Board
of Ramsey County

 RAMSEY COUNTY

February 4, 2025

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 & 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.

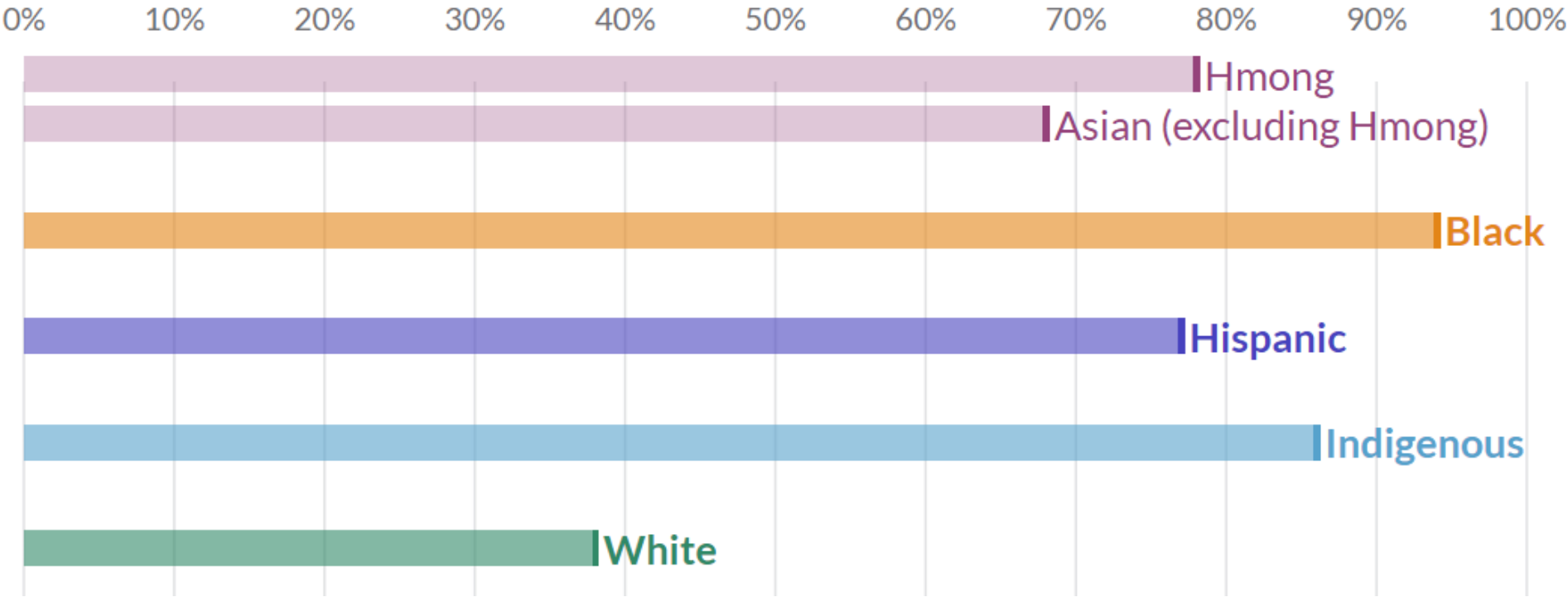
21.9% of residents aged five years and older live in homes where a language other than English is spoken.

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>

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.



Program Overview

- This is our fourth Cohort. The first cohort launched in 2021.
- 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 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.



Inclusive Workplace Cohort Partners

Workforce
Innovation Board
of Ramsey County



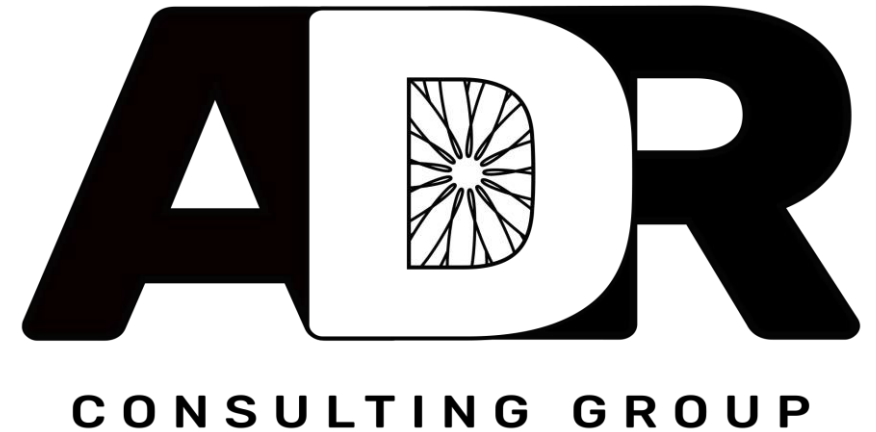
RAMSEY
COUNTY



CONSULTING GROUP

ADR Introduction

ADR Consulting Group is a workplace culture strategy firm. We offer services in executive coaching, strategic planning alignment consulting, people analytics and capacity building workshop trainings to help our clients create workplaces that boost retention, employee productivity and engagement. Our firm's mission is to help businesses adopt "people first business strategies" to create workplaces where the humanity and dignity of all employees are prioritized.



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!



Taylor Thomas
She/ Her
Associate Consultant



Hallie Moberg Brauer
Project Manager

Cohort Details

- 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 2 hours over the course of six months beginning in May through October 2025. In person sessions are expected to be held at the Wilder Foundation in Saint Paul.
- All cohort participants are invited to a recognition lunch hosted by the WIB on December 4, 2025, at the MN Humanities Center in Saint Paul.

Cohort Curriculum

Cohort Session Dates	Session Title
April 8, virtual, 3-4 p.m.	Cohort Welcome and Orientation
Tuesday, May 20 - in-person, 3-5 p.m.	Exploring inclusivity in the Workplace
Tuesday, June 17 - in-person, 3-5 p.m.	Social Identities and Positionality
Tuesday, July 22 - in-person, 3-5 p.m.	Practicing Inclusive Leadership
Tuesday, August 19 - in-person , 3-5 p.m.	Challenging Bias and Dominant Narratives
Tuesday, September 23 - in-person, 3-5 p.m.	Creating Space for Dialogue and Conflict
Tuesday, October 21 - in-person, 3-5 p.m.	Strategies for Sustaining Inclusivity Efforts
Thursday, December 4, 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 a capstone goal project as a practical way to apply learnings to an individualized goal tied to a real DEI 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, February 21, 2025.
- 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 in March and notified before the end of the month.
- Selected employers will be asked to attend a welcome orientation on April 8 at 3 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