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Ramsey County, MN

Anti-Racism Leadership Team Strategic Plan

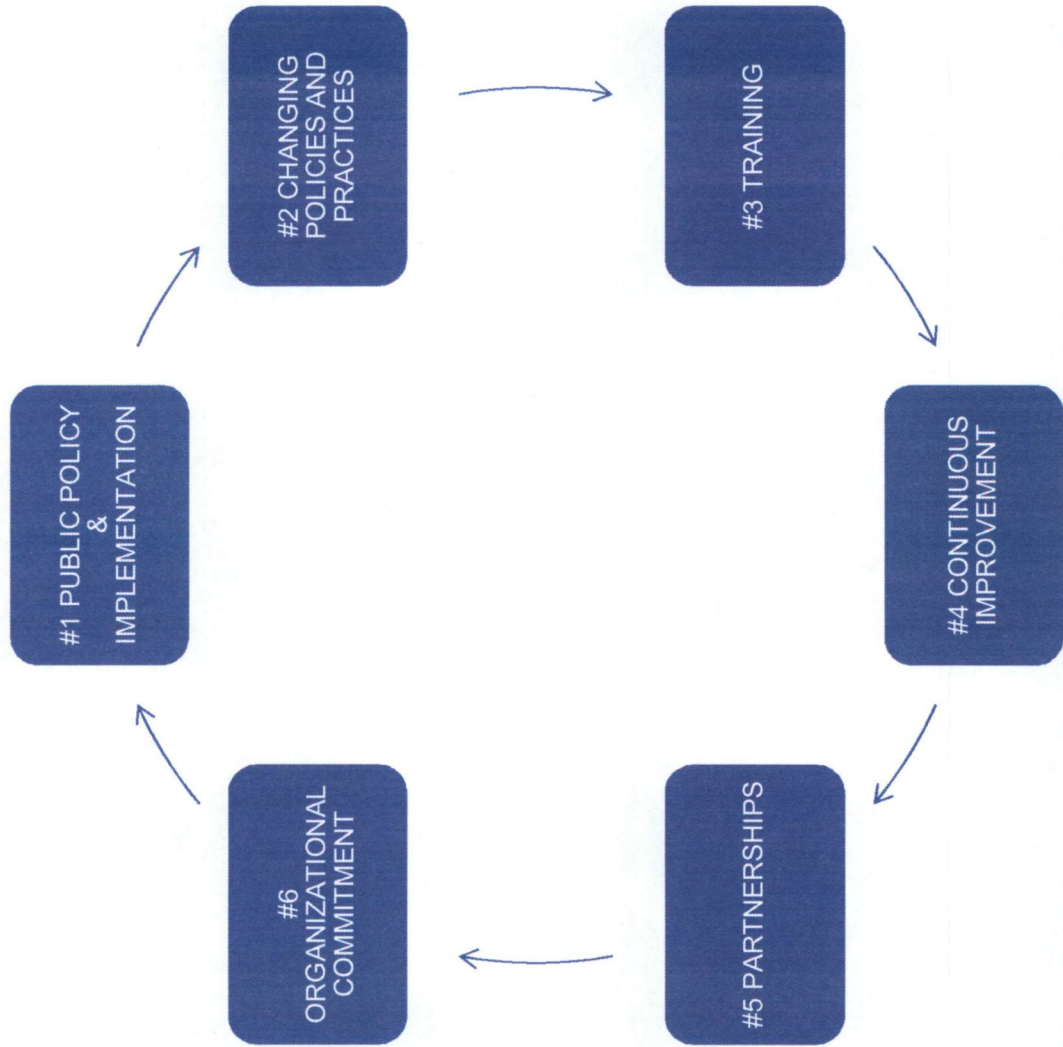


ARLT Strategic Plan

Purpose: Implement a strategic plan for Ramsey County's Community Human Services (CHS) aimed at creating racial equity in:

- Institutional policies
- Practices
- Procedures across key structural areas such as:
 - Hiring
 - Retention
 - Contracting
 - Training
 - Leadership

Building Blocks of Change for Long Term Goal



1. Public Policy & Implementation

- At the state and local level, public policy and legislation supporting racial equity policy is supported by DHS, Minnesota Counties, Ramsey County Board, and CHS Leadership.
- Stakeholders are educated on racial equity and promote it proactively.
- All stakeholders actively dialogue about racial equity policy and its implementation.
- CHS uses its voice internally and externally to promote racial equity at the state and local level, and to hold the state and CHS accountable for racially equitable outcomes.

2. Changing Policies and Practices

- Policies and practices reflect racial equity.
- Long-term racial equity goal is consistently reflected in all policy and practice models.
- Policy and practice models specify actions to assure that the effects of programs do not give advantage to whites over people of color.
- Programs, services, and procedures are evaluated to assure access, service delivery and outcomes.

3. Training

- Focused on institutional and structural change, as well as individual and interpersonal development.
- Teaches culturally competent practice and/or sensitivity to difference, awareness of one's own culture and the dominant culture.
- Provides opportunities to emotionally explore racism and internalized racial oppression and superiority.
- Supports the development of skills and strategies for building racial equity.
- Provides opportunities to develop skills in collective leadership for community and policy change.

4. Continuous Improvement

- CHS and community stakeholders are accountable for racially equitable outcomes.
- Changes in client outcomes and staff make-up are measured and tracked for different racial/ethnic groups over the long-term.
- As barriers to successful client and staff outcomes are identified, strategies to combat barriers are identified and implemented.
- Accountability mechanisms are in place to share information on progress internally and with community.

5. Partnerships

- CHS is actively partnering with the community, DHS, the legislature and other stakeholders to build strong public policy and accountability.
- The organization practices transparent communication with partners and engages in collaborative forms of leadership.
- Ramsey County and other stakeholders value interdependence and building connections.

6. Organizational Commitment

- All levels in the organization (the County Board and its departments, staff, and leaders) are committed to racial justice.
- A committed CHS sees the racial impact of programs and policies and uses racial equity tools as part of day- to-day planning and decision-making in community with other Ramsey County departments.

- CHS is challenged to create these building blocks of change leading to racial equity in outcomes in the next twenty years.
- To build and support the development and implementation of each building block and to address barriers, the ARLT and Managers identified the key areas of work.
- Hand out materials will detail the key areas of work.

The End