

HENNEPIN COUNTY
MINNESOTA



Race Equity Advisory Council
Annual Report
2023-2024

Hennepin County Race Equity Advisory Council
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Contents

Introduction and Membership	1
Executive Summary	3
Recommendations, Income	7
Recommendations, Juvenile Justice	14
Recommendations, Mental Health and Wellness	16
Recommendations, Progress and Review	18
Future work	21
Sources	22

Introduction and Membership

Introduction

The mission of the Race Equity Advisory Council is to strengthen the county's goal of disparity reduction and to advise the county board and county administration on the county's vision and strategy focused on reducing racial disparities and advancing racial equity throughout Hennepin County.

Leadership

Chair	Catherine Bouie
Vice Chair	Josephine Thao
Secretary	April Salchert

Membership

Member	District	Commissioner Appointed/At-Large
Bouie, Catherine	2	At-Large
Brown, Ashaki	4	Commissioner Appointed
Carr, Tamyka	1	At-Large
Cuellar, Angela	4	At-Large
Dildy, Cedric	3	At-Large
Ehrmantraut, Paola	2	Commissioner Appointed
Fall, Mame "Samba"	7	At-Large
Giwa, Taiwo "Tai"	4	At-Large
Jarabek, Raquel	5	Commissioner Appointed
Kusi-Appiah, Adjoa	4	At-Large
McPherson, Susan	7	At-Large
Mistry, Jigar	6	At-Large
Ryan, Erikka	2	At-Large

Salchert, April	4	At-Large
Thao, Josephine "Josie"	1	Commissioner Appointed
Tipping, William "Bill"	2	At-Large
Wells, Stacy	5	At-Large
Yehle, Ralph	3	Commissioner Appointed
York, Kandis	3	At-Large

Executive Summary

In 2024, REAC addressed critical priorities, including income inequality, homeownership, reparations, Indigenous support, juvenile justice, mental health and wellness, child welfare inequity. These areas, vital to advancing racial equity across Hennepin County, were spearheaded by dedicated chairs for the following areas:

Committee Chairs	
Employment	Samba Fall
Housing	Tai Giwa
Income	Raquel Jarabek
Juvenile Justice	Cedric Dildy and Erika Ryan
Mental Health and Wellness	Adjoa Kusi-Appiah
Progress and Review	Bill Tipping

Each committee was crucial in shaping recommendations and fostering partnerships to guide Hennepin County toward meaningful and sustainable structural improvements.

We made organizational advancements in 2024 by restarting several committees in critical areas for Hennepin County:

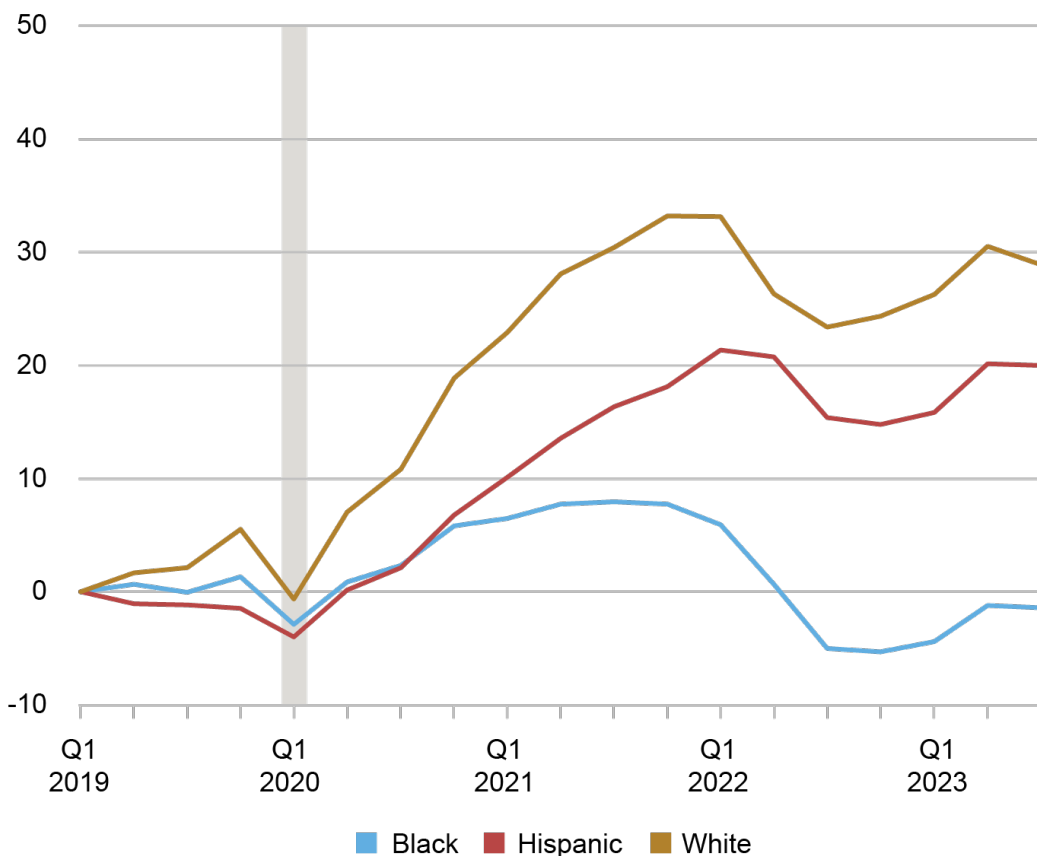
- **The Juvenile Justice Committee** was reinstated to examine and address racial disparities in youth offending within Hennepin County. With young Black, Indigenous, and People of Color disproportionately represented in crime statistics, particularly in violent offenses, this committee aims to identify data-driven insights and barriers. It will recommend strategies to break cycles of violence and reduce disparities for BIPOC youth.
- **The Housing Committee** was revived to gather and analyze a wide range of housing-related data. By doing so, it seeks to identify and propose actionable solutions to the Hennepin County Board of Commissioners, focusing on reducing housing disparities and improving access to affordable housing for all communities.
- **The Employment Committee** was restarted to champion an inclusive and equitable workforce in Hennepin County. Its mission is to eliminate employment disparities by advocating for fair hiring practices and supporting career advancement opportunities for residents, ensuring that everyone has the chance to thrive in the workforce.

Summary of REAC work and findings

Racial and ethnic wealth inequalities have only deepened since the pandemic ended. Minnesota continues to grapple with a significant racial wealth gap, ranking among the top states in terms of income inequality.

Racial and Ethnic Wealth Inequalities Have Deepened since the Pandemic

Cumulative growth in net worth, percent



Source [Racial and Ethnic Wealth Inequality in the Post-Pandemic Era \(libertystreeteconomics.org\)](https://libertystreeteconomics.org)

Black and Hispanic workers have historically been concentrated in lower-paying jobs. However, post-pandemic, there's been some evidence of "occupational upskilling," where a larger share of Black workers transitioned to higher-wage industries like information technology and healthcare. While this shift has helped reduce the wage gap, disparities and systemic barriers to entry in these industries

remain. While Minnesota’s overall rank has improved since 2023, there is still work to do to improve the disparities seen in income, homeownership, and poverty.

Overall Rank*	State	Total Score	Biggest Median Household Income Gap (most disadvantaged group)	Biggest Homeownership Rate Gap (most disadvantaged group)	Biggest Poverty Rate Gap** (most disadvantaged group)
1	District of Columbia	70.96	65.75% (Black People)	28.47% (Hispanics)	359.26% (Black People)
2	North Dakota	61.43	41.95% (Black People)	86.10% (Black People)	208.33% (Black People)
3	Wisconsin	61.41	50.12% (Black People)	64.09% (Black People)	243.53% (Black People)
4	Iowa	57.28	43.98% (Black People)	64.81% (Black People)	209.38% (Black People)
5	Nebraska	57.09	40.67% (Black People)	57.79% (Black People)	154.55% (Black People)
6	Minnesota	57.01	45.08% (Black People)	64.62% (Black People)	252.11% (Black People)

Source [States with the Biggest and Smallest Wealth Gaps by Race/Ethnicity \(2024\) \(wallethub.com\)](https://www.wallethub.com/insights/states-with-the-biggest-and-smallest-wealth-gaps-by-race-ethnicity-2024)

One of our central focuses this year was the continued improvement of the Hennepin County Pathways Program, which offers critical training, job placement, and promotion opportunities to historically marginalized groups. Since its inception, the program has successfully hired over 403 participants and promoted 165 individuals, with significant increases in 2023. However, the program needs enhanced transparency and consistent annual data collection to gauge its impact accurately. Our findings underscore the need for sustained support and clearer reporting from both county partners and community organizations to ensure the program’s ongoing success.

In addition, REAC supports the continuation of the Guaranteed Income and Benefits Cliff Pilot programs, which aim to empower families and reduce the disincentive to increase income due to the potential loss of public assistance. These programs, which have served over 1,145 individuals, require ongoing evaluation and data collection to identify barriers to participation and ensure equitable access across different communities.

The Juvenile Justice Committee focused on the critical issue of youth violence, particularly in communities of color, by supporting initiatives like Safe Communities and YGVI. Though successful during their pilot stages, these programs require sustainable, long-term funding to continue reducing violence and supporting youth development.

Lastly, REAC addressed the growing racial disparities in substance abuse treatment. The Mental Health and Wellness Committee called for increased funding for culturally relevant recovery programs, explicitly targeting African American and Indigenous American populations, who face disproportionately high rates of overdose but lower access to treatment.

Closing statement

As we conclude this year's report, we are profoundly grateful for the continued support and collaboration of Hennepin County staff and leadership. We want to thank Commissioners, county officials, and community partners who have dedicated their time to addressing racial disparities. Their commitment has been vital to our progress.

REAC remains united in its goal of eliminating racial disparities across Hennepin County. While structural change is slow, we believe that our recommendations will help pave the way for a more equitable future. We urge the County Board to continue funding the critical programs initiated in response to the pandemic and ensure that our most vulnerable communities receive the support they need. Together, we can drive the political action required to dismantle racial disparities and create a more just and inclusive county for all residents.

Recommendations, Income

Income Committee

The Income Committee within the Hennepin County Race Equity Advisory Council aims to address income disparities, promote wealth building, and advocate for economic equity among residents. By focusing on income-related challenges faced by historically marginalized communities, the committee will collaborate with partners to develop strategies, recommend policies, and support community outreach. Through its work, the committee seeks to reduce income inequality and advance racial equity throughout Hennepin County.

Members: Raquel Jarabek, April Salchert, Samba Fall, Ralph Yehle, William Tipping, Josephine Thao, Stacy Wells, Angela Cuellar

REAC provides income domain recommendations across 5 areas:

- 1.) Reparations Research Committee
- 2.) Homeownership Equity Initiatives
- 3.) County Actions in Support of Indigenous People
- 4.) Pathways Program Improvements
- 5.) Guaranteed Income and Benefits Cliff Pilot Programs

1.) Reparations Research Committee

In Hennepin County, Black Americans who are descendants of enslaved Africans have historically and persistently experienced significant disparities in education, employment, healthcare and health outcomes, homeownership, and wealth.

Reparations, in the context of Hennepin County, refer to compensation and initiatives aimed at addressing the historical and systemic inequities that have hindered wealth-building opportunities for marginalized communities, particularly communities of color. While the county is not solely responsible for these past wrongs, it is being called upon to set a precedent for correcting these injustices. The goal is to acknowledge these inequities' lasting impact and create pathways for economic justice and sustainable wealth-building, with Hennepin County serving as a leader in the movement to address these systemic issues.

It is estimated that discriminatory housing practices alone have resulted in a debt of 1.239 quintillion dollars owed to Black individuals. (Kim, 2019).

Expanding opportunities to build wealth for all families could create greater economic equity and better outcomes in other social determinants of health.

Recommendations

- Fund and form a Reparation Research Committee: This task committee would explore reparatory justice initiatives to address disparities, restore and repair the harmful practices of the past, and solve the racial wealth gap in Hennepin County. Additionally, this committee will develop a blueprint to serve as a model for future reparations assessments for other racial groups.

2.) Homeownership Equity Initiatives

Homeownership Equity Initiatives are essential to address the long-standing injustices rooted in discriminatory housing practices that have systematically diminished the wealth of communities of color. Hennepin County should play a crucial role in rectifying these historical injustices by offering financial and housing support to those disproportionately affected. These initiatives would enhance access to quality housing, foster economic stability, and create pathways to generational wealth.

Recommendations

- Increase funding to the Homebuyer Assistance Program: Hennepin County launched the Homebuyer Assistance Program on March 4, 2024, in collaboration with NeighborWorks Home Partners. This program aims to reduce racial disparities in homeownership throughout the county. Funds are estimated to be available through 2025.
 - Develop additional housing programs aimed explicitly at communities historically affected by discriminatory housing practices.
 - Increase the quantity of the down payment grants based on the housing market in different areas of Hennepin County to ensure these grants are sufficient to have a meaningful impact.
 - Broaden the criteria for grant eligibility to include more individuals affected by systemic racism.
- Expand Eligibility of Housing Rehabilitation Grants
 - Focus on historically disadvantaged areas by prioritizing grants for revitalizing homes in neighborhoods that have suffered from systemic disinvestment.
 - Involve residents in decision-making on how revitalization funds are allocated, ensuring that the investments reflect the community's needs and desires.
- Issue Formal Apologies for Historical Injustices
- Support Government-Subsidized Mortgages
 - Create government-backed mortgage programs with low-interest rates and little to no down payment requirements, specifically for those affected by redlining, racial covenants, and other discriminatory housing policies.
 - Develop alternative credit evaluation methods that recognize non-traditional forms of financial responsibility, such as consistent payment of rent, utilities, and other bills.
 - Work with financial institutions to implement these subsidized mortgage programs, ensuring that they are accessible and easy to apply for.

3.) County Actions in Support of Indigenous People

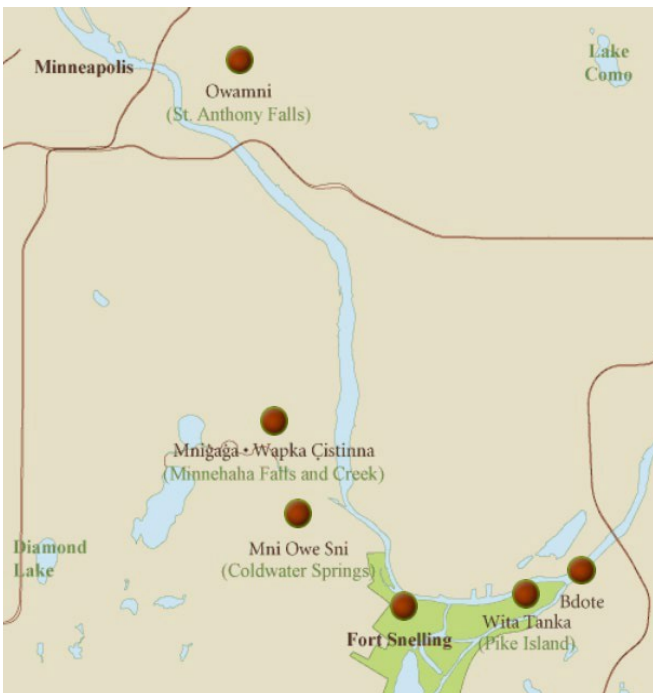
Hennepin County adopted a Land and Water Acknowledgement Statement in 2022. This statement includes the following:

"As part of our commitment to address the unresolved legacy of genocide, dispossession, and settler colonialism, Hennepin County acknowledges that the land and waterways from which our institutions benefit, are located upon the cultural, spiritual, and indigenous homeland of the Dakota people and other First People.

County institutions have benefited from unfavorable treaties, military campaigns, and settler colonialism, which encouraged white newcomers to settle and colonize the First Peoples territory.

Hennepin County recognizes the need for its institutions and personnel to work more closely with the Dakota people and all First Peoples in transformative partnerships, conversations, projects, engagement and consultation, events and workshops on Indigenous history, culture, and contemporary issues."

Within Hennepin County, there are at least four significant sites to the Dakota People and other First People. These four sites include Owamni (St. Anthony Falls), Mni gaga Wapka Cistinna (Minnehaha Falls and Creek), Mni Owe Sni (Coldwater Spring), and Fort Snelling. These sites are shown below from the Bdote Memory Map sourced from the Minnesota Humanities Center. Because Hennepin County represents areas of spiritual importance and significance to the Dakota People and other First People, this Land and Water Acknowledgement Statement is needed.



Source Bdote Memory Map, Minnesota Humanities Center

Recommendations

REAC recommends the following county action based on the Hennepin County Land and Water Acknowledgement, ensuring that the Hennepin County government works “more closely with the Dakota People and all First Peoples.”

We recommend the county:

- Create an advisory group or council to advise Hennepin County on actions related to improving the relationship with Indigenous Peoples and prioritizing issues that impact their communities.
- Develop and execute a comprehensive, ongoing communication strategy to consistently update the public on how Hennepin County is actively fostering “transformative partnerships, dialogues, projects, and community engagement” related to Indigenous history, culture, and contemporary issues.
 - Communication should include:
 - Regular updates on the County’s current and future actions aimed at addressing and restoring historical harm.
 - A dedicated report or webpage that outlines the County’s efforts in these areas, featuring annual updates. This resource should highlight key activities, including summaries of the County’s engagement with the Dakota People and other related tribes, ensuring transparency and public awareness of progress.

4.) Pathways Program Improvements

The Hennepin County Pathways Program offers individuals a way to receive training, get promoted, find employment, and secure higher-level employment than without the program. The program includes job training and helps employers build diverse groups of high-potential candidates. It is a special partnership involving regional employers, educators, community partners, and Hennepin County.

Current data includes the following:

- Graduates: From 2014 to 2023, Hennepin County has hired more than 403 graduates from the Pathways Program.
 - The data for Pathways from 2014 to 2022 shows 367 graduates, which means 36 additional adults graduated from the Pathways Program over the last year.
- Promotions: From 2014 to 2023, Hennepin County has promoted 165 participants as part of this program.

- Using the data reported on the website one year ago, 111 people were promoted from 2014 to 2022, denoting that 54 additional adults were promoted over the last year.

The 2024 county budget includes over \$10 million designated for the Pathways Program and the countywide internship programs as part of the Workforce Development division.

With this budget, the Pathways Program should be required to show results displaying how many individuals they are helping both inside the county and with associated nonprofit organizations.

The latest Pandemic Response Annual Report for 2024 does include some numbers and an update on Workforce Development but appears to be focused on people exiting homelessness.

Additionally, a significant portion of Hennepin County's population—over 10% of its adults, or approximately 100,000 individuals according to 2020 census and county data—utilizes the Minnesota Family Investment Program, rent assistance, cash assistance, and Supplemental Nutrition Assistance Program. Conversely, the Pathways Program is helping approximately a few hundred people, with an unknown number getting placed in jobs overall.

Recommendations

- REAC recommends consistently gathering, analyzing, and assessing annual data. Instead of reporting data from the beginning of the program up to the current year, Hennepin County should report program data annually. Total program data may not accurately portray the program's effectiveness over time, making it challenging to gauge the program's success accurately.
 - Report annual numbers. Disaggregate the data to show the annual number of individuals hired through the Pathways Program and compare year-by-year data from the county and the community partners.

- Report community partners' data. Community partners are provided with funding to take part in this program and are therefore expected to fulfill their obligation to provide data, including:
 - Number of adults starting the program
 - Program completion rate
 - Post-program hiring rate
 - One-year employment retention rate
- Consistent data collection and reporting. Pathways should consistently report the same information each year to ensure transparency and track progress.
- Provide program results and key performance indicators to show the average amount of money spent per person receiving services through this program.
- Hennepin County Workforce Development to implement strategic engagement initiatives to increase participation beyond those experiencing homelessness.
 - Hennepin County Workforce Development is focused on helping people exit homelessness. This group should also reach out to individuals in poverty and those experiencing low income. The majority of individuals experiencing poverty and low income may not experience homelessness, and many have some income, but they need better access to consistent income and employment with higher wage potential.
 - Implement a goal of helping 1% of the adults receiving county assistance to see a greater impact to people on the lower-income section of the county population. The impact of helping 1000 new individuals each year would grow the impact of this program. The more people who experience success through the Pathways Program, the more the program will spread the word and expand its reach to people who need this help.

5.) Guaranteed Income and Benefits Cliff Pilot Programs Improvements

Hennepin County engaged in two pilot programs in 2023:

- Raise the Baseline: Empowering Families with Guaranteed Income
- Benefits Cliff Pilot

1. Raise the Baseline – Empowering Families with Guaranteed Income has reached its midpoint, completing data collection for Round 1, or the first cohort of the participating 174 families. Round 2 is currently within its participation period and will, at its conclusion, provide an additional source of data collection and evaluation.

Recommendations

- Continue to gather and analyze data to address the following questions:
 - Which specific communities are targeted and engaged with this program?
 - Which communities are benefitting or being challenged to entry into the program?
 - What types of barriers relating to racial equity keep a potential participant from fully benefiting from the program offerings?
- Participate in the State Legislative efforts to increase existing support for a statewide guaranteed income program, of which Hennepin County would be a participant.

2. The Benefits Cliff Pilot partners with 13 community partner organizations to collaboratively provide and evaluate solutions for the benefits cliff facing recipients of increased income—income that creates a disincentive due to the possible denial of public assistance, ultimately resulting in a net loss, even at the higher rate of income. The first-year data of this program shows the participation of 1,145 individuals.

Recommendations

- Continue to gather and analyze data to address the following questions:
 - Which specific communities are targeted and engaged with this program?
 - Which communities are benefitting or being challenged to entry into the program?
 - What types of barriers relating to racial equity keep a potential participant from fully benefiting from the program offerings?
- Synthesize insights from the 13 community partners into a strategy to address the benefits cliff and guide state lawmakers in removing barriers, ensuring public assistance encourages economic mobility.

Recommendations, Juvenile Justice

Juvenile Justice Committee

This committee will be reviewing and researching racial disparities in the Hennepin County juvenile justice system and youth offending. This committee will be used to identify data and persistent barriers, to provide potential recommendations to help disrupt and break cycles of BIPOC youth violence in Hennepin County.

Members: Cedric Dildy, Erikka Ryan, and Susan McPherson, and Raquel Jarabek

REAC provides recommendations in the domain of Juvenile Justice for 2 areas:

- 1.) Safe Communities
- 2.) Youth Group Violence Intervention (YGVI) Pilot Program

1. Safe Communities

Safe Communities works to break cycles of violence in neighborhoods and families. This group is guided by the conviction that disparities and community violence are inextricably linked, and you can't solve for one without solving for the other. To support a violence-free community, they are working with community partners on a multilayered approach that recognizes that young people, particularly young people of color, are the most harmed by community violence.

The Community Youth Violence Prevention program is focused on improving outcomes for young people (i.e., individuals between 10 and 24 years old) who are at risk of experiencing community violence. This work is done through a collaborative summer cohort with community providers to offer various services to the community. In summer 2024, there were 46 community providers, and they hope to continue this cohort model for summer of 2025. Summer opportunities included street outreach, cope trauma response, community events in each 9 cities, youth outdoor activities, mentoring, workforce development and conflict resolution.

Safe Communities originally received \$5,000,000 in funding for this program in emergency response funds around the Covid pandemic.

Safe Communities has successfully been built out but is now unsustainable to continue without dedicated support.

Assets-based programs such as this takes long-term dedication of resources to see growth and positive data trends, and irregular funding and support would be detrimental for youth in the process of utilizing community programs as they progress in age and through the school system.

Recommendations

- Provide dedicated funding and budget to continue the Community Violence Prevention program.
- Gather additional data on program performance, including participant numbers, demographics, geographical reach, and violence reduction.

2. Hennepin County Youth Group Pilot Program

The Youth Group Violence Intervention (YGVI) Expansion Pilot initiative has begun work in Hennepin County. In partnership with Hennepin County Safe Communities, the goal of this new initiative is to intervene and provide support and resources for young people and families, helping them take a path away from group-involved violence and preventing future violence.

The program's process involves four steps: law enforcement, custom notification review meeting, custom notification, and provider support. YGVI is designed to reduce group-involved homicide and gun violence associated with those groups. YGVI is rooted in research and evidence. Evaluations of the Youth Group Violence Intervention model have shown success from peer-reviewed findings.

Recommendations

- Collect comprehensive program data that addresses the following questions:
 - Which specific communities are being engaged with this program?
 - How are each of those communities benefitting or being challenged by this program?
 - What barriers prevent participants from fully benefiting from the program offerings?
 - How are efforts to reduce instances of group shooting behavior in Hennepin County compared to the success of the GVI model in other cities?

Recommendations, Mental Health and Wellness

Mental Health and Wellness Committee

Our purpose is to bring awareness to mental health issues from an intersectional perspective. We will address issues of gender identity, substance use, and maternal wellbeing, through a culturally competent lens. We will support our recommendations with data to provide an updated context to the racial disparities that emerge in this area.

Members: Paola Ehrmantraut, Adjoa Kusi-Appiah

REAC provides recommendations in the domain of Mental Health and Wellness for one area:

- 1.) Substance Use Disorder

Substance Use Disorder

Substance Use Disorder remains an epidemic in Hennepin County; while there are efforts to address this epidemic, the racial disparity in opioid overdoses continues to increase. African American and American Indian individuals are far more likely to die of drug overdose.¹ Studies have shown that African Americans and Indigenous Americans are less likely to receive medication-assisted treatment, the standard for treating OUD and preventing overdose.^{2, 3}

Recommendations

- Increase in contracts/funding with target community organizations that support culturally relevant substance use recovery, including medication-assisted treatment for Black populations. Continue funding for Indigenous American-specific organizations.
- Initiate an education campaign aimed at educating the public on recognizing opioid use disorder (signs, symptoms, and OUD as a chronic disease), detailing medication-assisted treatment (including its efficacy, side effects, informing the public of medication-assisted treatment, Medicaid insurance coverage), and the importance of psychosocial support in substance use recovery.
 - The opioid epidemic has been portrayed socially as a white, young, suburban issue, and this has left minoritized individuals in the shadows and often criminalized instead

of treated. These campaigns must be culturally responsive and through a lens of eliminating stigma. African American and Indigenous input for these campaigns may be most helpful.

- Track the gaps and success rates of medication-assisted treatment within the county to better inform the county's treatment capacity and deploy appropriate resources.
- Continue funding for opioid use disorder treatment support in jails/prisons and wrap-around and reentry services, including bridging to primary care provider.
- Increase the number of medication-assisted treatment providers of color.

Recommendations, Progress and Review

Progress and Review Committee

This committee will review prior recommendations made by REAC, with an eye towards reformulating or reenergizing certain prior recommendations considering any changes that may have occurred since the recommendation was originally made.

Members: William Tipping, Susan McPherson, Ralph Yehle, Tamyka Carr

REAC Progress and Review recommendations address 2 areas:

- 2.) Preventative Health Initiative
- 3.) Child Welfare Inequity Initiative

Preventative Health Initiative

In its 2020-2021 Report, REAC cited the following (emphasis added):

*"Minnesota's minority populations have higher poverty rates, which leads to higher odds of having chronic diseases, yet have less access to health care. Minnesota's minority populations have higher poverty rates, which leads to higher odds of having chronic diseases, yet have less access to health care. **Social determinants of health** are factors in the environment where we are born, live, learn, work, play, worship, and age. When these things add stress or pressure to our schools, jobs, or neighborhoods, they can affect our well-being and overall quality of life."*

Created with the support and input of the communities and organizations most impacted by these diseases, Minnesota's Action Plan to Address Cardiovascular Disease, Stroke, and Diabetes 2035 (MN 2035 Plan) is a road map and call to action for communities, health care organizations, community and organizational leaders, and individuals to collaborate to prevent, treat, and manage cardiovascular disease, stroke, and diabetes through 2035.

Central to the MN 2035 Plan are three overarching goals to better prevent, manage, and treat cardiovascular disease, stroke, and diabetes. Two of the three goals related directly to racial equity:

1. Eliminate racial, geographic, and other health inequities that lead to higher rates of cardiovascular disease, stroke, and diabetes for certain populations in Minnesota.

2. Increase access to affordable and culturally appropriate prevention strategies and clinical services disease self-management options for those who have, or are at risk of experiencing, heart disease, stroke, and diabetes.

Recommendations

- Hennepin County publicly affirm the role of Social Determinants of Health, “SDOH” particularly as that role relates to racial and economic equity in alignment with MN 2035 Plan.
- Continue to provide funding and support to hire workers who bridge the gap between health care and community.
- Continue to gather data directly relating to the effects of SDOH on communities of color.
- Continue to collaborate with the education system (K-12), healthcare systems (hospitals and clinics) and community resources to develop a thorough evaluation strategy that will allocate the significance of preventative care concerning SDOH.
 - Individual’s needs might be assessed to establish their personal needs with healthcare.
 - *“According to the Centers for Disease Control, Health equity is achieved when every person feels they have the opportunity to attain their highest health potential, and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstances.”* (U.S. Department of Health and Service, ASPE, Social Determinants of Health).

Child Welfare Inequity Initiative

Hennepin County has been granted \$2.5 million from the State of Minnesota to establish a phase-in program arising out of the Minnesota African American Family Preservation and Child Welfare Disproportionality Act. This is a recent bill from the State of Minnesota and, therefore, not referenced in prior REAC recommendations.

As one of the two funding recipients chosen to establish this phase-in program, Hennepin County can establish practices that will most likely be adopted around the State.

REAC asks: What will this accountability look like? What additional resources is the County willing to commit to making the phase-in program a success? Our recommendations below are meant to address these questions.

Recommendations

- Actively monitor, gather, and analyze data on Hennepin County's July 2024 phase-in program, which is a result of the Minnesota African American Family Preservation and Child Welfare Disproportionality Act. Consider what additional resources may be needed to establish a learning protocol for the State of Minnesota to follow.
- Publicly affirm the following indicators of success as previously cited by the Department of Children and Family Services (emphasis added):
 - *"All families, **particularly those disproportionately represented in our system**, have access to a wide range of equitable, sustainable, and culturally responsive community-based prevention services.*
 - *All families, **particularly those disproportionately represented in our system**, have a voice in critical decision-making through family-centered meetings (such as critical family response meetings and family group conferences) that bring together wider family groups and community providers to identify strengths and needs using a collaborative and culturally appropriate approach.*
 - *The CFS workforce reflects and understands **the norms and values of the diverse backgrounds** in our community.*
 - *All families, **particularly those disproportionately represented in our system**, consistently receive innovative, culturally responsive, trauma-informed services.*
 - *CFS recognizes all families, **particularly those disproportionately represented in our system**, as full partners to develop solutions together."*

Future work

The committees listed below are not providing recommendations this year. However, REAC looks forward to championing their future insights and contributions.

Employment

Chair(s): Samba Fall

The Employment Committee is committed to fostering an inclusive workforce by eliminating disparities and promoting fair employment practices. We advocate for equitable opportunities and support career advancement for all residents.

Housing

Chair(s): Tai Giwa

The Housing Committee's mission is to collect and analyze housing-related information from diverse sources and propose solutions to the Commissioners to address and alleviate housing disparities.

Sources

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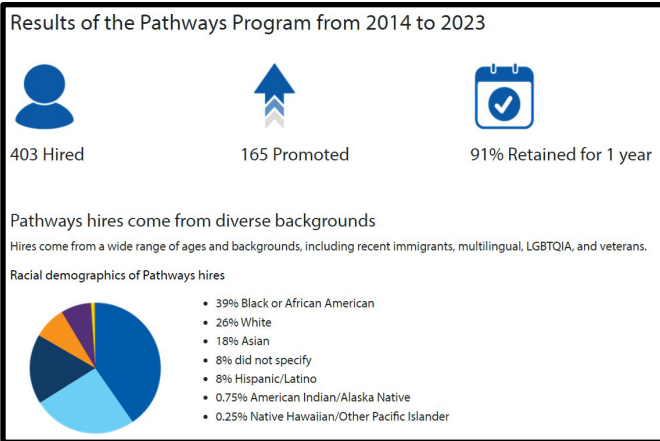
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1. KFF. Opioid overdose deaths by race/ethnicity. May 9, 2022 (<https://www.kff.org/other/state-indicator/opioid-overdose-deaths-by-raceethnicity/>).
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3. Lagisetty PA, Ross R, Bohnert A, Clay M, Maust DT. Buprenorphine Treatment Divide by Race/Ethnicity and Payment. *JAMA Psychiatry.* 2019 Sep 1;76(9):979-981. doi: 10.1001/jamapsychiatry.2019.0876. PMID: 31066881; PMCID: PMC6506898.

Pathways Data

A comparison of Pathways data is shown below of the hired participants into positions by Hennepin County: 2014 to 2023 and 2014 to 2022



Results of the Pathways Program from 2014 to 2022 (below)

