

# Advancing Racial Equity Policy

The policy was co-created with community members and Ramsey County staff. This policy is a continuation and alignment of past agency wide racial equity work.

## Policy Statement

This policy is to advance racial equity by reducing racial and ethnic-based disparities. The county will do this by being equitable, inclusive, transparent, respectful, and impactful in how we serve and engage with residents, as well as the people who work for Ramsey County. We recognize and acknowledge this requires deconstructing barriers and changing systems, structures, policies, and outcomes.

We will have meaningful and authentic engagement of community and employees to strengthen the administration, development, and implementation of policies, procedures, contracts, budgets, service delivery, and new initiatives.

Advancing racial equity ensures all people who need access to the opportunities and services we provide will receive them—not only through county services, but also through contracted goods and services. Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all are improved.

## Who does this apply to? Who does this apply to?

This policy applies to all Ramsey County appointed officials, employees, customers, residents, volunteers, clients and providers of contracted services.

## Why a policy statement? Why a policy statement?

Ramsey County aims to fully understand and appreciate the richness and diversity of who we are as a community, while recognizing the history of racial inequities. This policy demonstrates an organization-wide commitment to putting equity in action, as reflected in our county-wide vision, goals, budgets, strategic priorities, performance management, and resident-first approach.

Ramsey County will operationalize its commitment to advancing racial equity. We will implement high-impact and organization-wide strategies that addresses day-to-day

organizational culture, builds institutional capacity, leverages our workforce, applies community engagement practices, and focuses on internal processes and procedures.

Ramsey County will advance racial equity by taking on the following actions:

- Create all policies with a racial equity lens and conduct regular reviews to assess impacts.
- Grow an organizational culture of shared power and shared accountability that respects all people, regardless of positional titles.
- Use and track measures to show and grow organizational culture change.
- Apply an equity lens in all county programs, services, and decisions with an emphasis on transparency and inclusivity.
- Elevate racial equity in our legislative initiatives and priorities.
- Diversify and enhance citizen advisory committees, boards, and commissions.
- Include voices of historically underrepresented communities in policy and program decisions.
- Increase contracting opportunities with community-based organizations and vendors who reflect the communities we serve.
- Provide on-going regular racial equity trainings to increase awareness.
- Adopt “Racial Equity Action Teams” comprised of community experts, county staff and leadership who are subject matter experts from across service teams and departments, to deconstruct and reconstruct policies, practices, and operations to advance racial equity.
- Require all Requests for Board Action to go through a racial equity and community impact assessment to be presented to the Board.
- Value and commit to diversify workforce, modernize job classifications and career pathways, and enhance hiring processes.
- Address reports of racist behavior and practices when they are made, internally and with the public. Be supportive and welcoming, and stop conditions that create inequities.

## Who is responsible for advancing racial equity? Who is responsible for advancing racial equity?

All county leaders, department managers, supervisors, and staff are responsible for adopting and applying this policy to the core functions and essential services of each unit. Partnership with community groups and representatives are to occur regularly and with consistent reporting. Progress reports and performance measurements on racial equity and community

engagement advancements to the County Manager, Racial Equity Leadership Team, and the Service Team Leadership are required.

## How is racial equity progress measured? How is racial equity progress measured?

The County Manager's Office of Equity and Engagement, the Policy and Planning Division, Human Resources Department, Department Directors, and Racial and Health Equity Administrators will monitor and review racial equity progress reports and policy advancements, so race can no longer be used to predict life outcomes, and outcomes for all are improved. The County Manager and all department directors will provide a biennial progress report to the County Board as they present budgets for review and approval.