



Goodhue County

Minnesota

COMMITTEE OF THE WHOLE AGENDA

COUNTY BOARD ROOM
GOVERNMENT CENTER
RED WING, MN

AUGUST 15, 2023
10:00 A.M.

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 266 673 214 074
Passcode: wknxqK

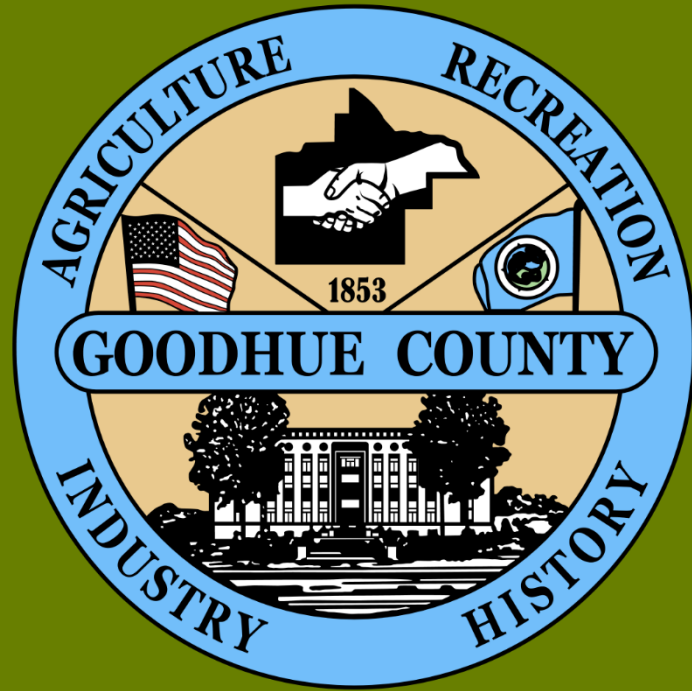
OR CALL IN
[+1 872-240-8960](tel:+18722408960), 925976225#

PHONE CONFERENCE ID: 925 976 225#

10:00 A.M. Equity Committee

Documents:

[GC Equity Committee Board Pres Aug 15 23 FINAL.pdf](#)



Goodhue County Equity Committee

Presentation to Goodhue County Board
August 15, 2023



CURRENT EQUITY COMMITTEE MEMBERS

➤ Administration

- Scott Arneson
- Andrea Benck
- Briggs Tople

➤ Attorney's Office

- Kathy Hendrickson

➤ County Board

- Commissioner Anderson
- Commissioner Betcher

➤ Court Services

- Rhonda VanSchoonhoven
- Andrea Emery

➤ Facilities Management

- Pat Foster
- Tim Redepenning

➤ Finance

- Nicole Dahlstrom

➤ Health & Human Services

- Kris Johnson
- Jessica Seide

➤ Human Resources

- Jessica Ahlbrecht

➤ Information Technology

- Dan Schmidt

➤ Sheriff's Office

- Jenny Jannett

Hopeful Additions

➤ Public Works

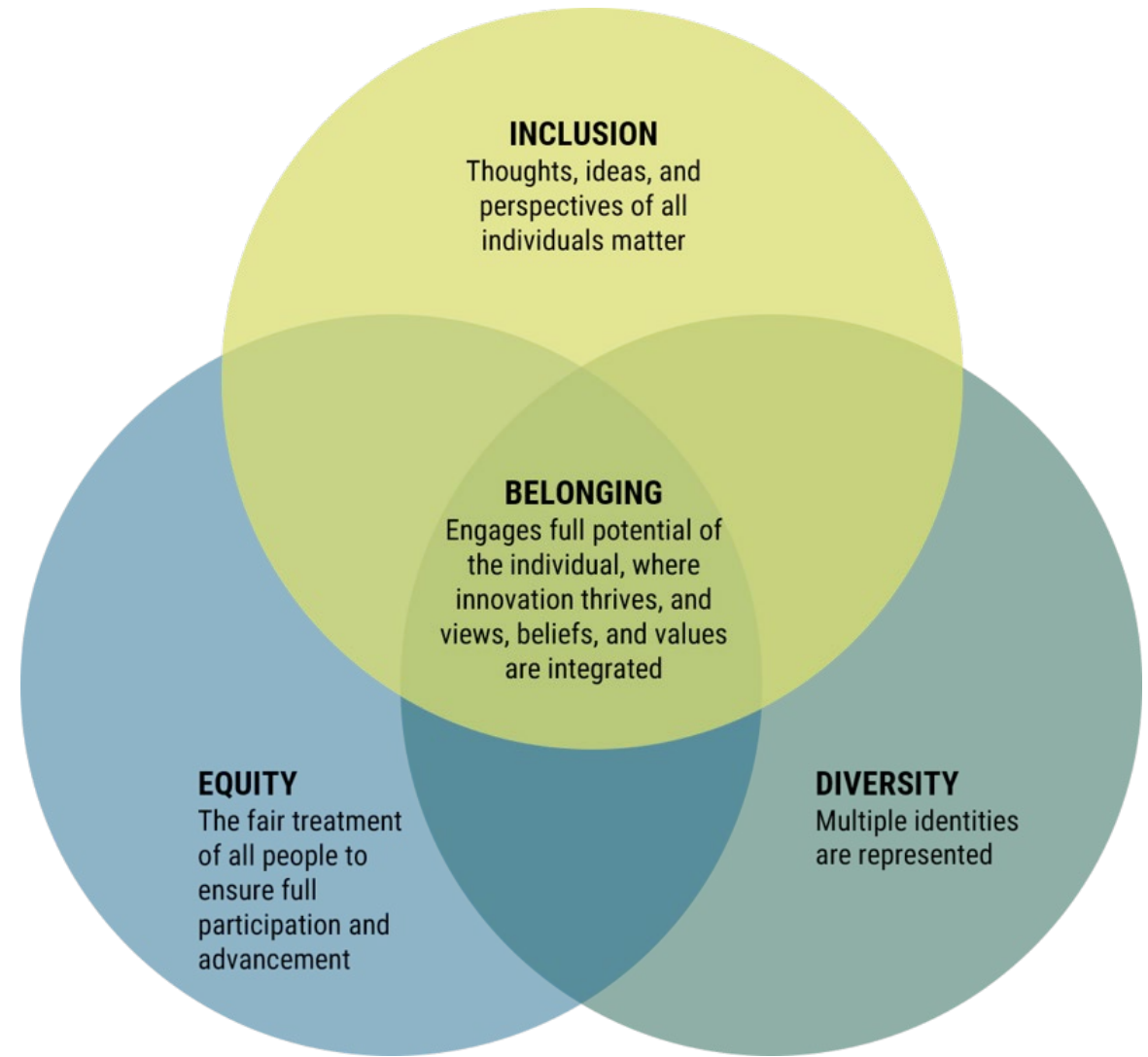
➤ Veterans Office

➤ Land Use

What is equity?

*Equity is fair treatment,
access, opportunity, and
advancement for all
people*

Diversity is a Fact.
Equity is a Choice.
Inclusion is an Action.
Belonging is an Outcome.



How is equity different from equality?

Inequality
Unequal access to opportunities

An illustration of an orange tree with two people. One person is standing on the ground and reaching up to pick a fruit. The other person is also standing on the ground but is much shorter and has a question mark above their head, indicating they cannot reach the fruit.

Equality?
Evenly distributed tools and assistance

An illustration of the same orange tree. Both people now have ladders. They are both standing on their ladders and reaching up to pick fruit. A question mark is above the shorter person's head, suggesting that while they have the same tools, the shorter person still cannot reach the fruit.

Equity
Custom tools that identify and address inequality

An illustration of the orange tree. The shorter person's ladder is tilted away from the tree, allowing them to reach the fruit. The taller person's ladder is straight against the tree. Both are now able to pick fruit.

Justice
Fixing the system to offer equal access to both tools and opportunities

An illustration of the orange tree. The tree has been cut down, and the fruit is scattered on the ground. Both people are standing on their ladders, which are now on the ground. This represents a system where the source of the opportunity is removed.

Dimensions of Diversity

Understanding, accepting, including and valuing differences between people

Primary dimensions

(how we define ourselves)

Physical Ability

Race

Sexual Orientation

Gender Identity

National Origin

Age

Mental Ability

Ethnicity

Language/Accent

Spiritual Beliefs

Military Experience

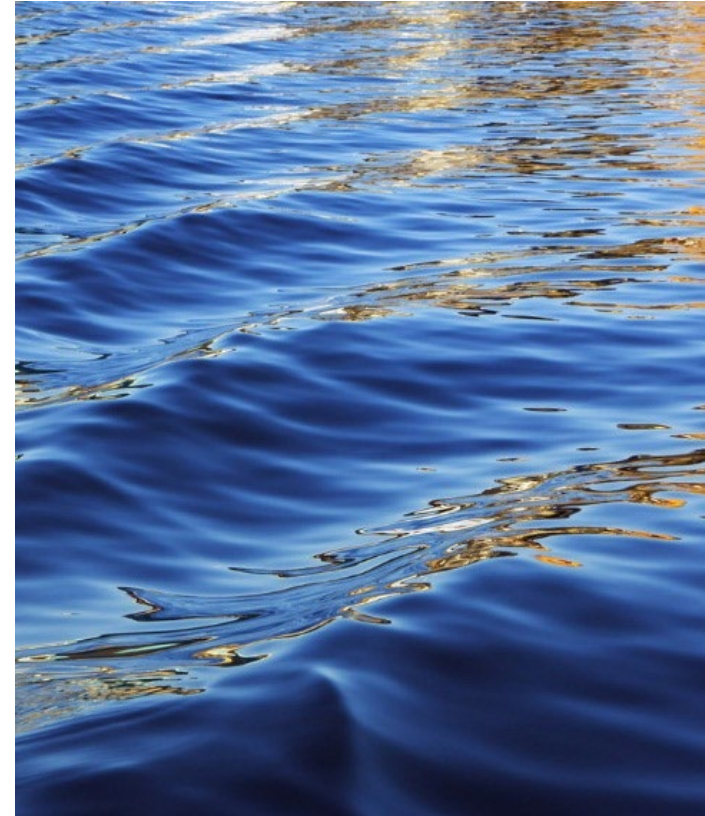
Physical Appearance

Organizational role

Socio-economic status

Political beliefs

Marital Status



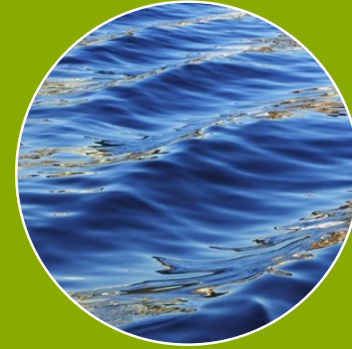
Why is Equity important?



Legal



Business



Moral



The Case for Equity

Legal Reason

State and Federal Laws

Equal Employment Opportunity Commission

The laws enforced prohibit discrimination against a job applicant or an employee because of the person's race, color, national origin, sex (including pregnancy), age (40 or older), religion, disability, or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

- Equal Pay Act of 1963
- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act of 1967
- The Rehabilitation Act of 1973
- The Vietnam Era Veterans Readjustment Assistance Act of 1974
- The Americans with Disabilities Act of 1990 and amendments in 2008
- The Civil Rights Act of 1991
- Executive Order 12898 in 1994
- Executive Order 13166, 65 Fed Reg. 50121 of in 2000
- The Genetic Information Nondiscrimination Act of 2008 Title II
- The Equality Act of 2019
- CROWN Act – Feb 2023



U.S. Equal Employment Opportunity Commission (EEOC)

Fiscal Year 2012

- **99,412** Charges brought forward
- **33,512** (33.7%) due to Race
- **31,208** (31.4%) due to Retaliation- All Statutes
- **30,356** (30.5%) due to Sex
- **22,857** (23%) due to Age
- **3,811** (3.8%) due to Religion

Fiscal Year 2022

- **73,485** Charges brought forward
- **37,898** (51.6%) due to Retaliation– All Statutes
- **20,992** (28.6%) due to Race
- **19,805** (27%) due to Sex
- **13,814** (18.8%) due to Religion
- **11,500** (15.6%) due to Age

According to clarkemploymentlaw.com, The EEOC has a very high success rate when it comes to court decisions, reaching **outcomes in favor of the defendant in nearly 96% of all district court cases** stemming from EEOC complaints.

Legal Reason

Goodhue County Comprehensive Civil Rights Plan

All eligible individuals receive equal access to program services and information in a nondiscriminatory way which protects people from discrimination.

Civil Rights Plan applies to all operations of Goodhue County, including its contractors and anyone who acts on behalf of Goodhue County.

It is the policy of Goodhue County that no person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any operation of Goodhue County as provided by Title VI of the Civil Rights Act of 1964 and related statutes.



Goodhue County Comprehensive Civil Rights Plan (CCRP)

509 W 5th St
Red Wing, MN 55066
Goodhue County
Phone: (651) 385-3000

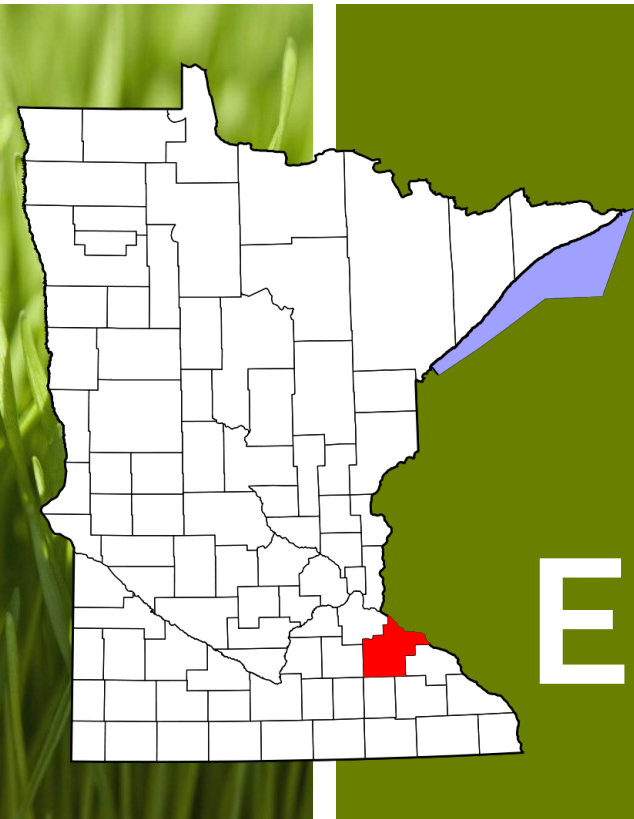
Legal Reason- Accessibility



- **Physical access** (specific off-street parking, level access)
- **Reasonable Modifications** to Policies, Procedures or Practice
- **Effective Communication and Auxiliary Aids and Services**
- **Ensure that people with disabilities can use County programs and services.**
- **Ensure that the County's communications with individuals with disabilities are effective**
- **Assist individuals with disabilities** to apply and qualify for services, programs and benefits based on their eligibility

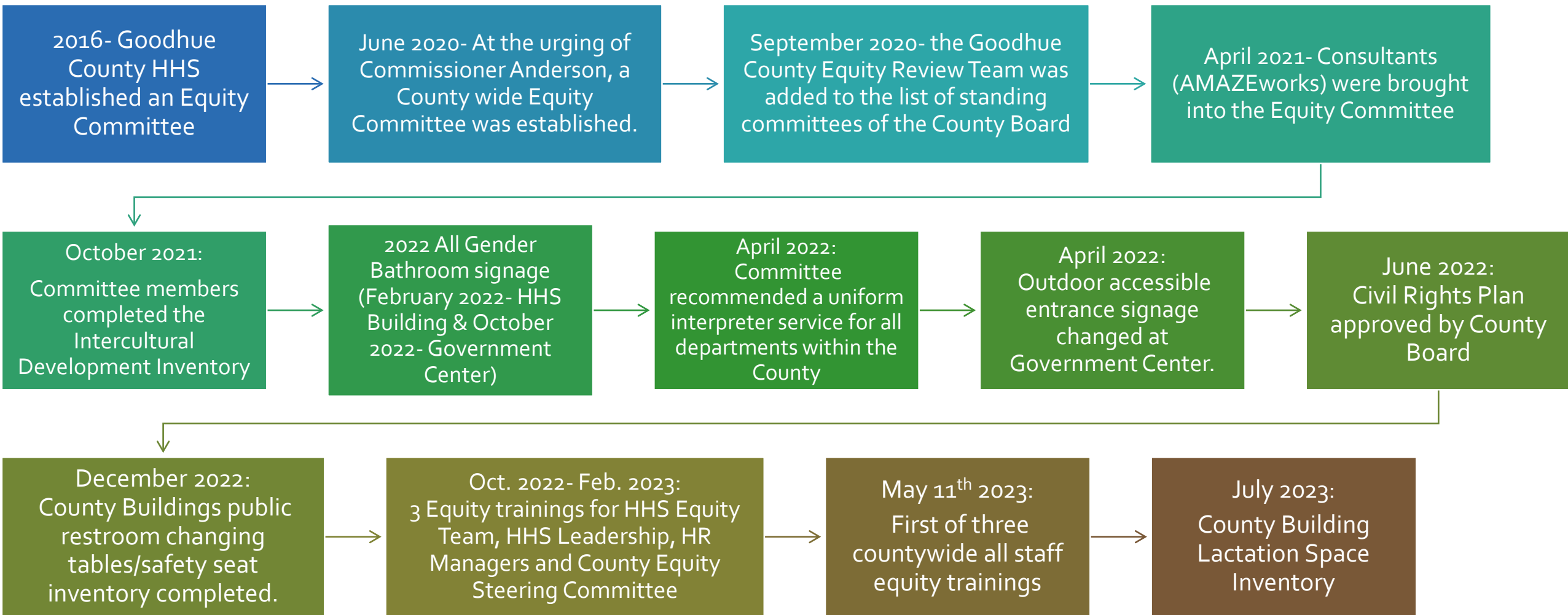
Business Reason

- **CHANGING DEMOGRAPHICS-** Minnesota's demographics are changing. The state is becoming more diverse with high levels of retirement impacting every sector. A focus on diversity, equity and inclusion (DEI) has the capacity to connect companies to a broader applicant base of potential new employees. With an ongoing competition for talent, capitalizing on the competitive advantage of an expanded applicant base is a savvy business move.
- **% of employees who feel they are meaningfully informed and engaged in organizational decision-making-** When leaders offer employees an outlet to express their ideas and opinions, they are able to take advantage of the diverse perspectives, creativity, innovation, and experiences their team has to offer. Additionally, "employee participation is a basic ingredient of workplace innovation, allowing companies to profit fully from workers' capabilities and their knowledge of production processes" (Duran and Corral, 2016). Asking for employee input on processes, products, and policies fosters the creation of new ideas using the resources an organization already has, without having to hire outside help.
- **Diversity in recruitment-** serves a very immediate need for public service organizations in that it expands the pool of potential job candidates. In the 2021 State and Local Government Workforce Survey, more than 50% of respondents identified various health care, public safety, skilled trades, and engineering positions as being hard to fill, with information technology and maintenance workers also in high demand.
 - **Veterans can qualify for military retirement after 20 years of service.** This means many of those ready to start an encore career may be in their 40s or younger and bring both relevant experience and a long period of continued working years to their next employer — a significant benefit to those public service organizations that are facing succession-planning challenges as key staff of the baby boom generation retire. As of 2021, more than 3 million veterans are 44 years old or younger, representing 33% of male veterans and 47% of female veterans
- **With a more representative workforce, the organization can also better engage the public through effective targeted outreach methods.** In addition to utilizing newspaper legal notices, they can conduct outreach to faith groups, neighborhood associations, community liaisons, large-print senior-focused publications, non-English language news outlets or other specialty media, social media groups, and direct peer-to-peer contacts.
- **Fostering positive outcomes for the public** offers an ethical justification for increasing equity in service delivery in areas like maternal health, where Black and Native American women are 2-3 times as likely to die in childbirth as White women.



Goodhue County Equity Timeline





Equity Goals

- 1. Goodhue County will be in compliance with federal laws, state laws, rules, regulations and policies which prohibit discrimination and harassment.**
 - a. Promote, support and build capacity for compliance with civil rights laws, ordinances and regulations, including/such as the Americans with Disabilities Act and language access.

- 2. Leadership has the tools, knowledge and understanding of DEI to provide guidance, education and assistance to all departments as they develop sustainable methods to build capacity in achieving equitable outcomes and services.**
 - a. Intercultural Development Inventory (IDI) for leadership staff
 - b. Equity trainings

Equity Goals cont.

3. **Purposeful Goodhue County Staff outreach and engagement to promote equity and inclusion, producing measurable improvements and disparity reductions**
 - a. New employee equity orientation
 - b. Annual performance review process
 - c. Employee survey

4. **Robust equity committee with active participation from each county department that will develop strategic approach's that ensure Goodhue County achieves an accessible, equitable and inclusive workplace culture**
 - a. Foster a culture of diversity, equity, inclusion and a feeling of belonging by explaining, promoting, and encouraging equity, to ultimately ensure everyone within our organization feels included, respected, and supported
 - b. To be diverse, equitable and inclusive in all we do, including our service delivery, decision-making, policies, and community engagement, for all in our community now and in the future.

Why Equity?

(Quotes from Goodhue County Staff)

- “We live in an ever-changing world, therefore there is always something more to learn. I need to be open minded to these changes and be given the time needed to recognize and process them.”
- “Learning the terminology for implicit biased. I've raised my kids saying equal is not always fair. Now I have a broader understanding about implicit bias and tactics to identify and reduce implicit bias. Introspection, perspective, individuation and learn to slow down.”
- “I liked that this training started all of us thinking about bias and using the same words to talk about it. I especially appreciated the "schemas" piece - such a helpful and non-judgmental way of thinking about how bias forms.”
- “I truly enjoy learning about people's stories and where they come from - learning about their cultures, beliefs, identities, etc.”
- “I would like to continue to learn more of how I could implement all of these lessons in my day at work and at home.”
- “Would love to see additional opportunities to talk about implicit bias with coworker's county leadership and see additional resources shared with staff about how to recognize and change personal biases.”

