

Position Statement

For 2022 Session

Equity

Proposal

Issue:

Racial and Ethnic disparities, including disproportional Human Service program participation rates, are significant in Minnesota Human Service systems and organizations. These systems and organizations have collectively struggled to find solutions to advance equity and eliminate racial and ethnic disparities to meet the needs of all Minnesotans.

The proposal's equity impact would be a multi- pronged approach; to create awareness and provide education on systemic structural racism and eliminate and/or reduce racial and ethnic disparities in Human Service delivery systems. The state and counties' institutional bias, awareness and cultural competency education would improve the delivery of services and reduce disparities. The framework used would improve cultural competency on an individual, team and organizational level for those who provide services to Minnesota constituents.

MACSSA supports funding from the legislature to promote equity education to decrease the significant disparities statewide in a balanced partnership with the state.

Implementation Strategy: Three year plan

- **Develop key strategies and action steps**
 - Conduct research and lead the creation of a strategic plan
 - Build the capacity of the equity partnership
- Create a Minnesota Blueprint for equity
 - Assess and build the capacity of county agencies
 - Management the development of county plans to improve culture of equity
- Establish support programs to assist counties
 - Support counties in assessing and implementing action plans
 - Implement a grant program to provide resources to county agencies to implement action plans
 - Community Integration Pilot expansion
 - Policy process and Procedures

Sup

- **Equity**
- **Integrated Services**
- **Fiscal Framework**

From the GARE Toolkit (See www.racialequityalliance.org): What are the racial equity impacts of this particular decision? Who will benefit from or be burdened by it? Are there strategies to mitigate unintended consequences?

Comments:

**Relevant Committee
(highlight all that apply and explain why)**

- **Adult Services**
- **Behavioral Health**
- **Children's Services**
- **Modernization**
- **Policy**
- **Self-Sufficiency**

Why:

Rationale/Background:



MACSSA
Minnesota Association of County
Social Service Administrators

Submitted by:

Approved on: