

**Criminal Justice Coordinating Council
Community Outreach & Diversity Committee
February 16, 2022 at noon
Via ZOOM**

Present: Karin Sonneman, Kalene Engel, Deb McClellan, Fatima Said, Chris Meyer, Justin Green, Phil Huerta, Amelia Winkelman, Carin Hyter, Kelly Wooden, Veena Iyer (Immigrational Law Center), Rebecca

Minutes by: Kalene Engel

Welcome & Call to Order: 12:05 p.m.

Committee Charge: *To educate the public about initiatives, programs and services supported by the CJCC; to build an atmosphere of respect and inclusion toward the criminal justice system regardless of culture or background; to identify community concerns that are related to the responsibilities of the CJCC and to prepare a detailed, proactive public relations plan to address those concerns.*

Resources to Review: Karin distributed the following resources with the meeting invitation:

- Project Fine's Equity Toolkit-A Resource Guide: https://www.projectfine.org/uploads/4/4/6/4/44647129/equity_toolkit.pdf
- Government Alliance on Race and Equity Toolkit: https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf
- Growth & Justice Website: <https://www.growthandjustice.org/>, specifically the House Report on Racial Justice and "the Minnesota Paradox" as well as the Rural Equity Action Guide and the Minnesota Blueprint.

Discussion: Discussion centered around the "respect and inclusion" portion of the committee charge. Carin noted that Treatment Court recently completed a survey as part of an operational tuneup and the survey identified the need to work on inclusion and equity. Fatima stated that the Project Fine Equity Toolkit was a good resource, but recommended that a good starting point for groups looking to increase their cultural competency would be to take the Intracultural Development Inventory (see attached flyer on IDI). The IDI allows groups to determine "where they are now" in order to decide "where they want to go." Project FINE invested a lot of money and time in order to get three staff members trained as IDI administrators. Several Winona area businesses and organizations are currently undergoing the IDI processes, which includes an individual assessment of each group member (which takes approximately 15 minutes), individual and group analysis and a debrief and action planning for next steps.

Justin suggested that the group discuss a vision what each person hopes to accomplish for the group. Chris recounted her experiences with equity and community engagements with a University of Minnesota organization based in the Extension Office, as well as presentations she has attended about some exemplary programs in Rochester. Per Chris, Rochester started with the intercultural assessment which was more "digestible" than other racial equity assessments and provided reasons about its importance as participants were completing the questionnaire. Deb has completed the IDI twice and found it to be very beneficial. She noted that it was important to

keep the group assessment available and visible as the group makes changes on the continuum. In other words, the assessment is not a one-time tool, it fosters a change of mindset to make people more culturally aware.

Kalene raised a question about which group would undergo the IDI and who would fund the project, as CJCC does not have funding available for such a project. Karin offered to fund the project through the County Attorney's forfeiture funds. Fatima noted that the IDI could be administered to 30 people in one group. A group larger than 30 makes it difficult to facilitate meaningful conversation. After discussion, the group agreed that the core group for IDI should be members of the CJCC Council plus committee chairpersons (if not members of the council). If seats remain, members of the Community Outreach & Diversity Committee should fill out the remaining slots.

Thinking ahead to actions that might be recommended from IDI, Phil asked whether the group would consider regular structured opportunities, such as trainings, for continued growth. He also suggested more involvement with local government, youth and the community. Justin asked whether Engage Winona had done surveys or other work relevant to equity and inclusion. Others noted that Engage Winona may have done some relevant work in the area, but it may not have been made public.

Based upon the discussion, Karin will bring forth a proposal, on behalf of the Community Outreach & Diversity Committee, that Project FINE be engaged to administer the IDI to the CJCC Council, committee chairs and, if spaces remain, members of the Community Outreach & Diversity Committee.

Adjourn: 12:50 p.m.

Next Meeting: March 16 at noon