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**BIPOC
LEADERSHIP TEAM
NEWSLETTER
APRIL 2024**



Updates:

1. OUR NEXT BIPOC MEETING WILL BE ON 4/17 FROM 12PM-1:30PM AT THE GOVERNMENT SERVICES CENTER, ST. LOUIS RIVER ROOM. IT WILL BE A POTLUCK, MEET-AND-GREET BETWEEN THE BIPOC TEAM AND CARL CRAWFORD.

**[Click Here for the
Potluck Sign Up](#)** 

2. CARL'S WELCOME POSTER IS CURRENTLY IN THE DULUTH COURTHOUSE ON THE TABLE IN THE HR CONFERENCE ROOM. PLEASE SIGN!



TEAM MEMBER OF THE MONTH

HELLO,
I'M MIA SOLIZ



Title: Indian Child Welfare Social Worker
Time at St. Louis County: 2.5 years



NORA IS JUST NOW OVER A YEAR AND SUCH A HAPPY, FUNNY GIRL.

Recently we took Nora to California to meet my side of the family. While we were there, we visited Yosemite! We hope to travel more as a family as Nora grows up.

I MARRIED MY HUSBAND, ZACH, IN 2021 AND WE WELCOMED OUR DAUGHTER, NORA, TWO YEARS LATER IN 2023.



ABOUT ME



I WAS BORN IN FRESNO, CALIFORNIA. I MOVED TO NEW HOPE, MINNESOTA WHEN I WAS 3 YEARS OLD WITH MY MOM, SISTER, AND STEPFATHER. I AM ABOUT HALF MEXICAN AND HALF NATIVE AMERICAN. I HAVE RECENTLY LEARNED MOST OF MY HERITAGE IS THROUGH THE PASCUA YAQUI TRIBE IN ARIZONA. I UNFORTUNATELY DO NOT KNOW MUCH ABOUT MY NATIVE AMERICAN SIDE BUT HOPE TO LEARN MORE FROM MY BIOLOGICAL FATHER'S FAMILY. I AM VERY CLOSE TO MY MOM'S SIDE OF THE FAMILY, WHO HAVE TAUGHT ME ABOUT MY MEXICAN AMERICAN HERITAGE. I GREW UP COOKING TAMALES, TORTILLAS, AND ALL KINDS OF MEXICAN CUISINE WITH MY GRANDMA. SHE DID HER BEST TO TEACH ALL HER GRANDCHILDREN SPANISH, BUT MOST OF US DO NOT SPEAK IT FLUENTLY. I DO HOPE TO LEARN MORE SPANISH AND BE ABLE TO TEACH AND LEARN ALONGSIDE MY DAUGHTER. . I GOT MY BACHELOR'S DEGREE IN SOCIAL WORK FROM UMD IN 2020. I WAS IN THE CHILD WELFARE SCHOLARSHIP PROGRAM, AS I KNEW I WANTED TO WORK IN CHILD WELFARE IN SOME CAPACITY AFTER GRADUATION. I WAS HIRED AS AN INDIAN CHILD WELFARE SOCIAL WORKER IN JUNE OF 2021. SINCE THEN, I HAVE ENJOYED COLLABORATING WITH OUR TRIBAL PARTNERS, BUILDING RELATIONSHIPS, AND SUPPORTING NATIVE AMERICAN FAMILIES

We also have a cat named Frankie who is quickly becoming Nora's best friend.

FUN FACT



I ENJOY COOKING, BAKING, CREATING ART OF ANY KIND, AND SPENDING TIME WITH FAMILY IN MY FREE TIME.

PROMOTION



Closing
The
Gaps



BELONGING



HIRING PRACTICES

2024

BIPOC TEAM VISION
BOARD



Equal Pay

See break
downs and
more
information
on next
page.




EMPLOYEE
RETENTION

Equity in all
Departments

2024 BIPOC TEAM PRIORITIES

CLOSING DISPARITIES FOR BIPOC EMPLOYEES AROUND HIRING, RETENTION, PROMOTION, RETIREMENT, AND POTENTIALLY, PAY



As discussed at our last meeting: Below are the main themes that we plan to bring up to Carl and prioritize based on group feedback. If you have elements to add, please send to Tawney and/or Tim to be added to April Agenda.

Employee Retention - Closing the gap for BIPOC employees

Improving promotional opportunities for diverse candidates

Working on closing hiring/promotion diversity gaps for specific departments where disparities are more apparent.

Learning more about potential pay gaps for BIPOC employees

AN AGENDA BASED ON THESE IDENTIFIED PRIORITIES WILL BE SENT OUT FOR REVIEW BEFORE OUR MEETING WITH CARL IN APRIL.

**APR
17**

**NEXT BIPOC
MEETING: CARL
MEET AND GREET**

**NOON-1:30 AT DULUTH GSC,
ST. LOUIS RIVER ROOM**

WHAT'S UP?

LET TAWNEY KNOW IF YOU ARE INTERESTED IN ANY OF THE FOLLOWING:

- THE GROUP VOTED TO POST THE NEWSLETTER ON OUR PUBLIC WEBSITE. PLEASE FEEL FREE TO DISCUSS PUBLIC VS. INTERNAL CONTENT WITH TAWNEY AT ANY TIME.
- WE NEED A FEW VOLUNTEERS TO HELP RESEARCH COUNTY PAY POSITIONS FROM THE CEI RECOMMENDATIONS AND PUBLIC ONLINE INFORMATION.
- I SENT OUT AN EMAIL ABOUT MEETING WITH HDC AND A POSSIBILITY TO RECOMMEND DEI TRAINERS TO OUR COMMUNITY. LET ME KNOW IF YOU WANT TO BE A PART OF THIS WORKGROUP.
- DO WE WANT TO BE IN THE PHHS CONFERENCE? DO WE WANT TO TABLE AND/OR HOST A SEMINAR?
- JUNETEENTH OPPORTUNITIES:
 - FAMILY RISE TOGETHER: JUNE 15TH AT 12PM-6PM AT HARRISON COMMUNITY CENTER. COST: \$150 AND EACH ORGANIZATION GETS A TABLE, 2 CHAIRS, FOOD AND BEVERAGES
 - I COULD NOT FIND INFORMATION ON OTHER JUNETEENTH EVENTS IN SLC YET. DOES ANYONE HAVE ANY INFORMATION ON OTHER EVENTS/INTEREST IN THE BIPOC GROUP TO PARTICIPATE?
- ANY SHOUT OUTS OR THINGS YOU WANT TO INCLUDE FOR THE MAY NEWSLETTER?

