



WORKFORCE STRATEGY CONSULTANTS

WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers

We Will Begin Shortly

Join the Workforce Strategy Consultant Team!

Your 2024 Workforce Wednesday Schedule!!

2024 Workforce Wednesday Schedule

- **January 3:** Demographics are Destiny: Utilizing Labor Market Data as a Business Strategy
- **February 7:** DEIAB: More Than Just an Acronym
- **March 6:** Supporting the New American Workforce
- **April 3:** Top 5 employee benefits to offer experienced job seekers and your best employees
- **May 1:** Improved Employee Engagement through Authentic Leadership
- **June 5:** Fair Chance 101: How to Recruit & Retain a Justice-Involved Workforce
- **August 7:** Navigating the Workforce System - An Employer's Guide
- **September 4:** What's Does Your Strategy Say About You: Engaging, Attracting, & Retaining Your Workforce
- **October 2:** Build Your Own Future Workforce- Training & Upskilling Your Workforce for Tomorrow's Needs
- **November 6:** The Evolving Native American Workforce and Indigenous Economy
- **December 4:** 2024 In Review: Regional Employer Best Practices

Register at: <https://www.careerforcemn.com/WorkforceWednesday>

Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry



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Director, Workforce Strategy

m EMPLOYMENT AND
ECONOMIC DEVELOPMENT

Leading
CareerForce

WORKFORCE STRATEGY CONSULTANTS

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DEIAB: More Than Just An Acronym

Wednesday, February 7th

11:00 a.m. – Noon

(Noon-12:30 p.m. Unplugged Audience Q&A)

Agenda

- Welcome
- Menti Poll #1
- Navigating DEIAB in 2024 – Are We Just Checking Boxes?
- Allyship – Is it Performative or Effective?
- Panel Discussion
- Menti Poll #2
- Poll Results
- Conclude
- Workforce Wednesday Unplugged!

WHAT WORD COMES TO MIND WHEN YOU THINK OF DEIAB?

<https://www.menti.com/>

Code: 94 44 44 6

Navigating DEIAB in 2024

Diversity

Equity

Inclusion

Accessibility

Belonging



*“Pledges and statements are nice. But data lights the path to accountability and change”
Executive - Visier*

Checking Boxes

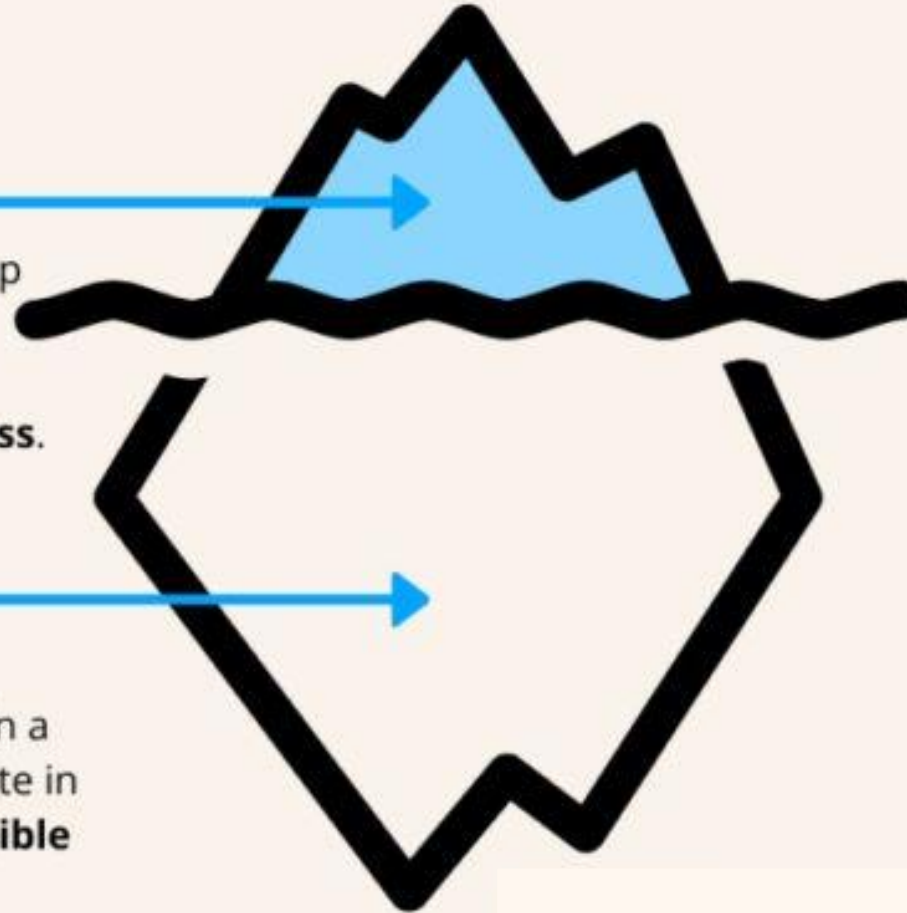
- Avoid stale and superficial approaches to DEIAB
- Encourage conversations beyond checking boxes or making pledges
- Welcome the complexity of diversity
- Design a process that works for the targeted group, not only the organization
- Understand the challenge is exactly what is desirable

We checked the diversity box, we're good right?



The Allyship Iceberg

- **Performative Allyship**
When someone from a non-marginalized group professes support and solidarity with a marginalized group in a way that isn't helpful. **This is also known as performative wokeness.**
- **Allyship**
An active, consistent, and lifelong practice of unlearning and re-learning in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group. **Not a visible practice you'll see on social media.**



What does Performative Allyship look like?

- Your education stops with social media
- You're quick to tweet but slow to speak
- You're looking at external actions only
- You're centering your voice or are profiting from your "allyship"
- You're expecting a pat on the back or a thank you from those you seek to ally yourself with
- You quit as soon as it get hard

PANEL DISCUSSION

Panelists



James Houston
Xcel Energy
Houston Resources LLC



Sonja Simpson
Legislative Coordinating Commission
IONIS Solution



Jamar Hardy
Edina Realty

**WHAT WORD NOW COMES TO MIND WHEN YOU
THINK OF DEIAB?**

<https://www.menti.com/>

Code: 9386 7114

Menti Poll Results

What words come to mind when you think of DEIAB?

96 responses



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Next Session:

Navigating the New American Workforce

Wednesday, March 6th

11:00 a.m. – Noon

(Noon-12:30 p.m. Unplugged Audience Q&A)

MINNESOTA WORKFORCE STRATEGY CONSULTANTS

MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

THE VALUE WE BRING

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce-development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



WORKFORCE STRATEGY CONSULTANTS



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METRO

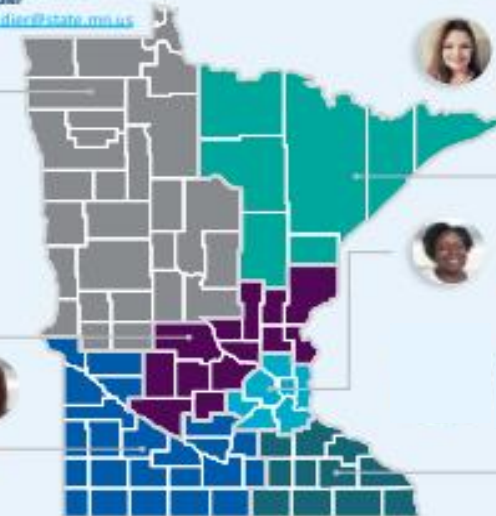
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SOUTHEAST



Thank You!

[DEED Workforce Strategy Consultants](#)

UNPLUGGED – Q AND A

