



**EQUITY IN SIGHT** *Tuesday, April 9, 2013*

## **Presenters & Partners**

**Patricia Brady** is the Director of the Ramsey County Workforce Investment Board and Workforce Solutions, the administrative entity of the City of Saint Paul and Ramsey County workforce development programs. She has been staff lead of the development and implementation of Everybody In, a regional collaborative of 40 entities working to end racial employment disparities in the Twin Cities. Prior to working with Ramsey County, Patricia has 20 years of private sector experience in fortune 500 companies as manager of recruitment, staffing, and retention at the international level.

Patricia Brady has served as in leadership positions with Rotary Club, Minnesota Workforce Council Association, Great Lakes Employment and Training Association and MN Society for Human Resource Management (SHRM). Patricia is the first African American to serve as a department head for Ramsey County government.



Elected by the voters of Ramsey County District 4 on March 15, 2005, **Commissioner Toni Carter** currently serves as chair of the Association of Minnesota Counties Human Services Policy Committee, and of Ramsey County's Legislative, Human Services and Workforce, and Juvenile Detention Alternatives Stakeholder Committee. Commissioner Carter also serves on the leadership teams of Ramsey County's Workforce Investment Board, the Saint Paul Children's Collaborative and the Ramsey County Children's Mental Health Collaborative. She has been an active leader on youth development, workforce, and transit issues during her tenure on the Ramsey County Board of Commissioners.

Prior to her election to the Ramsey County Board of Commissioners, Toni Carter served as a member and chair of the Saint Paul Board of Education and also on numerous community boards, including the Saint Paul Planning Commission, the Metropolitan Area Library Service Agency (MELSA), the Walker West Music Academy, the West Side Community Health Center, the Saint Paul YWCA, and the Jeremiah Program. Professionally, she has been a public school teacher, communications and arts consultant, and systems engineer in the information technology industry. Commissioner Toni Carter is the first African-American ever to serve on a county board in Minnesota.



**Andrea Ferstan**, is Director of Income Strategies at Greater Twin Cities United Way. Andrea has held progressive leadership positions within United Way since 2005. She has managed a multi-million dollar portfolio of grants, helped to build a strong framework for accountability and measurement of impact across several United Way programs, and provided leadership on several initiatives focused on employment and poverty reduction. Andrea serves in a leadership position with Skills@Work, a joint project of the Greater Twin Cities United Way and the MN Governor's Workforce Council. She currently provides leadership to a select number of community efforts and organizations as well. Andrea earned her MSW in Policy, Planning and Administration from Western Michigan University and her BA from the University of Wisconsin-Madison.



**Karen Francois** is the Director of Employment Equity for the City of Minneapolis responsible for leading the ongoing efforts of the City to mitigate racial disparities in employment. In this role she directs Urban Scholars, a leadership development program for college students from diverse backgrounds, is part of the development team for the City's Digital Equity program and is leading a multi-departmental effort to develop the City's Racial Equity Assessment Toolkit. Karen represents the City of Minneapolis in the Everybody In regional collaboration to reduce employment disparities and Skills@Work, a statewide campaign to ensure Minnesota has the skilled workforce it needs to compete in the global economy. Before joining the City of Minneapolis Karen spent 5 years in India as director of a community development project focused on anti-human trafficking. Karen is a YWCA of Minneapolis Circle of Women committee member and a member of the Twin Cities LISC Community Investment Committee.

**Councilmember Cam Gordon** has represented the Second Ward and a City Council Member since 2006. He is the Council's sole Green Party member. His key values include ecological sustainability, nonviolence, grassroots democracy and social and economic justice. Cam chairs the Council's Elections committee and vice chairs the Council's Regulatory Energy and Environment and Public Safety, Civil Rights and Health committees and serves on several other City Council committees including the Executive, Community Development, and Zoning and Planning Committees. In addition, he serves on the Minneapolis Food Council, Red Rock Corridor Commission, Cedar Riverside Partnership, Joint City County Lead Task Force, University Stadium Area Advisory Group (SAAG), University District Partnership Alliance, Youth Coordinating Board and Youth Violence Prevention Executive Committee. He has served on the Civilian Review Authority Task Force, Free Speech Work Group, and Homegrown Minneapolis Implementation Task Force.

Cam's legislative accomplishments include several actions related to production, sale, and distribution of safe and healthy foods; land use for transportation, housing, and business growth; and statutes related to fair employment and racial equity goals, notably the Equity in Employment Resolution (2012): declaring institutional racism a real problem in Minneapolis, establishing a staff team to implement recommendations, and approving the City joining a regional steering committee formed to end racial employment disparities.

Cam was born and raised in Minneapolis and has lived in or near the second ward since 1977 in the Cedar-Riverside, Longfellow and Seward neighborhoods. He currently lives in Seward with his wife, Sarah, and 4 of their children. Cam graduated from West High School in Minneapolis in 1973 and from the University of Minnesota in 1977 with a Bachelor of Science degree in education. Cam helped found the Minnesota Green Party, and has served on the boards of FairVote Minnesota, Common Cause Minnesota, and Minneapolis Center for Neighborhoods. He served as board chair for the Seward Neighborhood for several years in the 1990s, helping to lead the neighborhood's NRP process.



**Mark Haase**, currently serves as Vice-President at the Council on Crime and Justice. The Council on Crime and Justice has built community capacity to address the causes and consequences of crime since 1957. Mark supervises operations of the Council's programs – 24 hour general crime victim assistance, services to strengthen the family relationships of prisoners reentering the community, criminal justice research and program evaluation, public education and outreach, and legislative advocacy. Mark has developed and provided numerous trainings and presentations on safely increasing opportunities for people with criminal records to attorneys, policy-makers, business leaders, and the general public. He has successfully lobbied for passage of several Minnesota laws that create safer, stronger, and more just communities by increasing opportunities for adults and juveniles with criminal records. Prior to joining the Council Mark was a U.S. Coast Guard Officer, a student leadership development director with the University YMCA, and sole proprietor of a law practice. Mark received his B.A. from the University of Minnesota, and completed his J.D. (cum laude) and M.A. at the University of Saint Thomas.



**Craig Helmstetter** is a senior research manager at Wilder Research. Craig's two major responsibilities are Minnesota's Homeless Management Information System (HMIS), a database in use by more than 200 organizations serving people experiencing homelessness in Minnesota, and the Minnesota Compass quality-of-life initiative, where he oversees information presented on an array of topics relating to well-being in our state and its regions. Craig joined Wilder Research in 2001 after working as a program evaluator for Minnesota's Office of the Legislative Auditor. Prior to that Craig worked as a project director for a survey research center, and an intake worker at a homeless shelter. He holds a master's degree in community and regional planning and a Ph.D. in Sociology from the University of Oregon. He has taught university-level seminars on quantitative research methods and homelessness, and is a frequent speaker at local and national conferences. Most recently, Craig has led a project focused on the unequal distribution of health in the Twin Cities.

**Velma Korbel** serves as Director of the Minneapolis Department of Civil Rights. Nominated by Mayor R.T. Rybak and approved by the Minneapolis City Council in April 2010, Korbel joined the City from the State of Minnesota Department of Human Rights, where she had served as commissioner since 2003, where she has led the department through several improvements in case management, quality control, alternative-dispute resolution and outreach. Previously, she served in staff and leadership roles at the Metropolitan Council and in private sector positions related to affirmative action and human rights. Korbel holds an M.B.A. from American Intercontinental University in Atlanta, and a B.B.A. from National University in San Diego. She is a veteran of the United States Navy, where she served for six years.



Professor **Nekima Levy-Pounds**, Esq., associate professor of law at University of St. Thomas School of Law is the director of the Community Justice Project (CJP), an award-winning civil rights legal clinic. The CJP is a part of the Interprofessional Center for Counseling and Legal Services. Levy-Pounds teaches and supervises law students as they use the law as a tool to advance the cause of social justice in poor communities of color through problem-solving, legal research and writing, community engagement and legislative advocacy. Levy-Pounds' goal in founding the CJP was to take a more holistic approach to addressing complex issues affecting the poor and working poor.

In addition to her work in the CJP, Levy-Pounds is an active contributor to the field of civil rights and criminal justice by serving as an adviser to Senator Al Franken, a consultant to local civil rights organizations and community groups, a commentator in local media, and a lecturer and speaker in national and international forums. Her scholarly interests include African-Americans and the law, the impact of the war on drugs on African-American children and families, the treatment of women in prisons, and intersecting issues of race, class, and the criminal justice system. Levy-Pounds also focuses on juvenile justice issues, police and community relations, and the school to prison pipeline facing children of color. She holds a JD from the University of Illinois College of Law and a BA from the University of Southern California



**Joel Luedtke** is Senior Program Officer at the Jay & Rose Phillips Family Foundation of Minnesota. Since joining the Foundation in 2007, he has designed and managed several of the Foundation's grantmaking initiatives, particularly the Sectoral Employment Initiative (SEI) and related employment and education efforts. Prior to his work at the Foundation, he served as the director of the Minnesota Council of Churches' Refugee Services program. Joel earned a Bachelor of Arts degree from Gustavus Adolphus College and a master's degree in public administration from the University of Pittsburgh. He presently serves on the board of directors for The Family Partnership (formerly Family and Children's Service).



**Bill McKinney** is Vice-president of Talent and Long Term Development at Thrivent Financial for Lutherans, an \$80+ billion dollar fraternal benefit society that offers a wide range of financial products and services to over two million members throughout the United States. Bill has been at Thrivent for ten years and has led a wide variety of internal groups, most recently including talent and change management. He serves as a member of Thrivent's Senior Leadership Team and is responsible for ensuring that Thrivent is effectively leveraging market and company insights to identify and develop critical strategic and human resource capabilities that Thrivent will need over the next 3-5 years.

Bill grew up in Eastern Kentucky, earned his bachelor's degree in history from Carleton College and an MBA from the University of Minnesota. Prior to joining Thrivent, Bill worked at McKinsey & Company where he led strategic consulting engagements with global 500 financial services organizations for 4.5 years. Bill is a member of the Board of Directors for the Minnesota Children's Museum, MinnPost, CaringBridge, the American Fraternal Alliance, and is also a member of the Intelligence Committee for the International Co-operative and Mutual Insurance Federation.

**Toni Randolph** is Editor for New Audiences at Minnesota Public Radio News. Randolph, an award-winning journalist, has been with Minnesota Public Radio since 2003. Prior to her current assignment, she was a reporter covering a variety of subjects, including homelessness and immigration. Before moving to Minnesota, Randolph worked at WBUR-FM in Boston for more than seven years. She covered Massachusetts politics, airport security and the clergy sex abuse scandal. Randolph began her public broadcasting career as news director at one of her hometown public radio stations in Buffalo, NY, shortly after earning her M.S. from Columbia University's Graduate School of Journalism.



**Philomena Morrissey Satre** is vice president for Diversity and Inclusion for Wells Fargo's 15-state Mountain Midwest region. She works with 72 Diversity and Inclusion networks and five diversity councils within the region, focusing on initiatives for recruitment, retention, return on investment and reputation. More than 12,000 Mountain Midwest region team members participate in Diversity and Inclusion activities. Satre also leads work life and wellness initiatives for team members within the region. Satre previously served as community outreach coordinator for Wells Fargo in the Twin Cities with responsibilities for developing recruitment relationships with Twins Cities high schools, colleges and community nonprofits. She also managed the Wells Fargo Summer Internship Program and served as a human resources consultant for team member network groups. Satre joined Wells Fargo in 1988 as a human resources trainee.

Philomena serves on advisory boards for Goodwill Easter Seals and the Working Family Resource Center, and serves on the board of directors for SHIFT and Honoring Women World Wide. She is also a member of the Twin Cities Diversity Roundtable and the Work Life Think Tank. Satre holds a degree in public administration and political science from the University of Wisconsin - La Crosse and a master of arts degree in organizational leadership from St. Catherine University in St. Paul, Minn. She has been recognized by the Minneapolis-St. Paul Business Journal as a Woman Change Maker and Minority Advocate.



**Avi Viswanathan** joined the Alliance for Metropolitan Stability in April 2011 as the HIRE Minnesota coalition organizer. Avi brings a wealth of political knowledge and legal expertise to the Alliance as a graduate of Suffolk University Law School with a Juris Doctorate. Avi has worked for legal aid in disability advocacy and low-income housing issues, which provided him the opportunity to work with people who experienced housing discrimination. He has also provided legal consultation for domestic violence and child custody issues. Prior to the Alliance, Avi worked for Senator Al Franken's office, and was a candidate for the MN Legislature.

Avi strongly believes in movement building, viewing it as the only means to make a lasting change in society, and particularly so for people of color. As a coalition organizer for HIRE Minnesota, he advances the racial justice movement by making sure that the coalition stays engaged in creating family-sustaining employment opportunities for communities of color and low-income communities.



**Ellen Watters** is a principal and co-founder of the consulting firm, Civic Source. She has a broad background in community development, civic engagement and public policy. She is one of the lead project managers on the Central Corridor Anchor Partnership and is also assisting in the project management of the Jobs Central/Corridors 2 Careers initiative through Ramsey County. Prior to Civic Source, Ellen served as Senior Vice President of Economic Development for the Saint Paul Area Chamber of Commerce and as President of the Midway Chamber of Commerce. Ellen serves as Chair of the Board of Directors of Northern Clay Center, Immediate Past Chair of the Board of Trustees of Episcopal Homes of Minnesota and on the board of directors of the High Winds Fund at Macalester College. Ellen has a BA in Economics and Business from Macalester College.



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