

## TRANS EQUITY SUMMIT, TUESDAY, SEPTEMBER 14, 2020

### Career Fair Panel:

Headcount: 18

Welcome and thank you for being here at the 7<sup>th</sup> annual Trans Equity Summit from Zoe B.

#### Sex Workers Outreach

Andi Snow- Organize with the sex workers outreach. We have a niche opportunity, please ask questions, looking for particularly, BIPOC sex workers to do some campaign work- 4 month long position.

#### City of St. Paul

Nou Chang- Recruiter for city of St. Paul, has been with city over 14 years.

One thing that resonates with me is the City's mission, to create a St. Paul for everyone, meeting folks where they're at. COVID has changed the game, don't have as many opportunities as there are usually, but there are some however, come to our channel to check out our opportunities.

Anita Vue – The City of St. Paul was my first employer, worked in rec centers, graduated from U of M, had a lot of opportunities to grow professional and personally. Please stop by table, we will be going over tips and best practices for applying to government jobs.

#### Andersen Windows and Doors

Jenn Swenson– To give you a little bit of history about Andersen Windows and Doors, we were founded 117 years ago, on the premise of really working altogether and our products being different and better.

That really carries into our culture now as well. As we talk about being orange and being you. That means bringing people into Andersen welcoming everyone's whole self into our organization, and doing our work together to be a part of not only work, but being a part of everyone's community and our customers and our vendors and really partnering together with everyone as a whole.

We have a number of different opportunities available in both our production space as well as our office and professional space here in Minnesota, as well as across the country, we have 11 manufacturing locations across the United States and Europe.

And so an opportunity to talk with all of you about those today on behalf of Andersen windows as well as renewal by Anderson. To talk a little bit more about our culture and employee resource networks, I want to pass it over to Kelsey, one of our other talent acquisition managers.

Kelsey – At Andersen we have several employee resource networks. Culture is so important to us. ERNs – a group everyone can belong to, build community partnerships. When you work at Andersen you can be authentic, respected and bring your whole self. A fully equitable community by providing awareness, share learnings... there are several opportunities to join ERNs and give back to the community. We have a powerpoint that we can send out after this presentation that goes into the different groups we have, include Asian Pacific Islanders, Military, Pride Plus, African American, etc...

#### Allianz

Robert – Represent Allianz company which is 130 years old. Allianz is a global fortune 500 company, with a wide range insurance and financial products. Locally we are known as Allianz Life.

Soccer stadium in St. Paul, we sponsor that.

We are also on the Star Tribune's list of great places to work. We provide life insurance and annuities, help folks prepare for future and retirement. Variety of positions including IT, positions in finance, marketing, our operations area, customer service, sales, the list goes on. Our website is [allianzlife.com](http://allianzlife.com).

I serve on the Allianz pride ERG, Allianz have loads of them, for women, people of color, military, we are proud to have a very inclusive culture. There are several positions listed on our website. Still hiring, 75 different positions open right now. Variety of things available.  
Look forward to any questions!

### CenterPoint Energy

Dave – While we are headquartered in TX, we are the utility for many states including Minnesota. We also have home service plus, provide technicians who do repairs, installation in Minneapolis. Generally hire folks in 3 different areas – the bulk of which are in gas/utilities (hooking up service, digging up, installing) and our Home Service Plus (HSP) program which employs 400 technicians to install heating/air conditioning. There are also openings in the contact center – which supports customers by phone and email – respond to emergency calls on how to stay safe, and how to take care of ER (gas small, etc...) also helps folks get new service, move service, or enrolled in HSP and need help with an appliance, etc... billing questions.

There are a few marketing, community relations, government relations, and HR folks, but mostly HSP, and technicians. Visit website and explore opportunities to join us!

### Hennepin County

Jessica – Hennepin county is the largest county in MN and the 32<sup>nd</sup> largest in the nation. There are 400 different types of jobs across 30 different departments and currently we are hiring 15 different types of jobs – elections, pharmacy, accounting/real estate, public safety, case management assistants, hotels to housing, positions in different medical areas.

Everything right now from elections, we have lots of positions still to fill to help out with the 2020 election, that's the absentee ballot in downtown Minneapolis, pharmacy positions, we have some positions related to accounting and real estate, we have lots of public safety positions and social work positions.

We are currently recruiting case management assistants to help us with our homeless or housing area doing some hotels to housing movement for folks impacted with housing challenges, and then we have some other positions in different medical areas.

Right now we have a big emphasis on the disparities reduction in the county. At the beginning of 200, though that feels so long ago, instituted disparities reduction as its own line of business. Previously we had five lines of business across the entire county. We now have six, one of those particularly focused on disparities reduction in seven key domains, their main purpose as a department or line business is to bridge departments and lines of business to get more collaboration happening to focus on disparities reduction work faster and in a more efficient way than trying to focus in specific teams. All of our work right now and for the future is focused some way in disparities reduction, working somehow with that line of business, but then of course within your own line of business as well.

### Springboard for the Arts

Andy Sturdevant– artists resource director at Springboard for the Arts.

We are an artist and economic development organization. A smaller org, have a couple of services and programs that may be of interest to folx here.

Offices in St. Paul and Fergus Falls. Work with arts orgs, individual artists, anyone making a living or a life in the creative fields in the upper Midwest and primarily in Minnesota and the Twin Cities.

Artist job board updated every day, post positions for the upper Midwest for artists and/or creative professions. Salary postings required with the postings and there are generally 40-70 positions on there at any one time.

While we don't hire all the time, but what may be most valuable is the roster of artists/career consultants, if you want to get resume polished, or talk about businesses you want to open, etc... Career consultants- sliding scale , from 0 to \$75

### Claire Housing

Jamie- Claire housing, a non-profit low barrier affordable housing with supportive permanent housing for folx with HIV/AIDS. Housing is a human right and a critical pathway to ending the AIDS epidemic.

We are currently hiring multiple positions in two roles, providing direct services to our clients that both of those take place in two different settings. We have larger apartment buildings where we serve people of kind of lower medical needs and it's kind of a more social service.

And then we also have group homes where we provide -- a higher level of support needs, especially medical support needs. So it's kind of PCA type work in those settings.

We are a fairly small organization. We have four apartment buildings and three group homes, employ about 900 people currently. We have been an organization for about 30 years now, and we have seen kind of substantial growth in the last ten years.

### JustUs Health

Wendy- I work with JustUs Health a non-profit working with HIV communities on a wide range of services. As an organization, we work for health care access and outcomes for folks that experience injustice at the intersection of health access identity.

We have a variety of positions open, ranging from marketing specialists to an aging service advocate. Housing specialist and a few more positions as well.

### Q&A

Q- different between case manager and case manager assistant positions

A-Case Manager is more of a social worker, so you would need a license, but CMA is a more limited position, came about with COVID, helping folx move out of hotels into housing. Process of trying to move folx into a more permanent housing. Multi-disciplinary team, so you don't need to come in with loads of experience. Good if looking to get into a more social services type of position.

Q – If someone doesn't get a job, can they apply for other positions?

A- Yes, if background matches, please do; if interest matches please apply for as many positions as you are interested in.

A- If you see more than one position, and meet the requirements, if you are interested, apply for all the positions you are interested in – St. Paul

A - Same at Andersen. Have some remote work, encourage you to apply to as many positions as you are interested in.

A - Allianz – Same here! At some larger employers, there are multiple recruiters on talent acquisition team, only means that one or two folx have seen your resume, doesn't hurt to apply for several jobs, you get more eyes on your resume.

Thank you.