# Local 2101 Meeting Meeting Minutes

June 9, 2020

Via WebEx

**Welcome – Dylan Adams, Vice President**

**Approval of meeting minutes and agenda**

* Last Month’s [Meeting Minutes](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\May\20200512MAPEMinutes.docx) – Approved
* Meeting [Agenda](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\June\June20202101Agenda.docx) – Approved

**Statewide Political Council and Political Action Committee Update – Nicole Juan**

* Nicole was re-elected to a 2-year term on the Political Council, as was Amanda Hemmingsen-Jaeger. Megan Dayton was elected Statewide President. Megan will stay on the Political Council as an ex-officio member, but there will be an opening soon to fill her spot. Reach out to Nicole ([njuan@mape.org](mailto:njuan@mape.org)) if you’re interested!
* Next meeting is Friday. Topics include economic recovery and state government, gearing up for the summer with likely special sessions and elections. If you are interested in getting involved in campaign work over the summer, let Nicole know.
* MAPE [issued a statement](https://mape.org/news/mapes-comment-senseless-killing-george-floyd) about the killing of George Floyd. MAPE is working to ensure that its legislative platforms and structures are centered around equity. Thank you to the people from this local who helped to make that statement happen.

**Meet and Confer Update – Whitney Terrill, DHS Meet and Confer Chair**

* Meet and Confer has been thinking deeply about what the economic crisis could mean for our agency- MAPE leaders and agency leaders are talking about this and will be meeting soon.
* Holding the state and DHS accountable for our contract during this time- tuition reimbursement, bereavement and COVID leave, etc.
* DCT outreach- Nancy Torres (DCT) and Caitlin Reid (MAPE) are having biweekly meetings to make sure our DCT employees are being well represented and that their equipment and scheduling needs are being met.
* Collaborative Safety Training- Meet and Confer is monitoring and making sure MAPE is a part of that- especially with MAPE leaders like Marcia Bierschenk who work in that area.
* Meet and Confer focuses on the gray space between contracts and operational accountability- seeks to address the consistent and ongoing issues.
* If you have any ideas or topics, grounded in member stories, reach out to Whitney ([whitney.n.terrill@state.mn.us](mailto:whitney.n.terrill@state.mn.us)), or MAPE Business Agents Debbie Prokopf ([dprokopf@mape.org](mailto:dprokopf@mape.org)) or Caitlin Reid ([creid@mape.org](mailto:creid@mape.org))
* Next Meet and Confer meeting is in August
* Meeting minutes are posted: <https://mape.org/committees/meet-and-confer-committees/dhs>
* Likely there will be open seats on Meet and Confer in the near future so stay tuned

**Lunch Donation – Dylan Adams**

* Thank you to everyone who completed the voting for organizations to donate to this month.
* Tie between Hallie Q. Brown Community Center in St. Paul and Loaves and Fishes of MN, and we donated $250 to each.
  + [Hallie Q. Brown](http://www.hallieqbrown.org/site/) is an African-American nonprofit social service agency open to all, whose mission is to improve the quality of life in the community by providing access to critical human services, fostering and promoting personal growth, and developing community leadership. The community center provides early childhood education, youth and senior programming, food, clothing, and small household items.
  + [Loaves and Fishes](https://www.loavesandfishesmn.org/) provides healthy meals to Minnesotans in areas where need is greatest, believing that all people, regardless of socioeconomic, cultural, religious, or ethnic background, deserve to meet their basic needs for food, dignity, and respect. They are the largest open to the public free meal program in the state.

**Donation in honor of George Floyd – Dylan Adams**

* MAPE leadership requested a donation of $300 to NAACP in honor of George Floyd
  + We picked $300 as the amount because we have already spend some of our charitable giving budget, and we may want to make more donations before the year is done- we still have $300 left for the rest of the year
* Our budget year is January to December
* Donation request was approved by the membership

**Dialogue about Equity and Racism – All**

* Guiding questions:
  + What inequities exist and what does racism look like at DHS, in state government, and in our union?
  + What can we be doing as a union- both our local and state-wide- to be anti-racist and address inequities?
* A few common themes/points from the discussion
  + Some people chose to be anonymous with their comments in the discussion or not to even speak at all, because experience has shown that if they point out obvious disparities at DHS they are at best ignored and at worst denigrated and accused of race baiting
  + Maybe DHS does an ok job of hiring BIPOC, but then the way jobs are classified, the ability to get reclassified, being paid less than white counterparts in same/similar positions, being passed over for positions/promotions, our leadership structure, and the lack of diversity in leadership are all problematic and perpetuate inequities. Even when BIPOC are in positions of leadership, there is concern about ability to make real change within current structures.
    - There are also concerns related to ageism and sexism.
  + Do the structures of our union protect white cultural norms? May be hard for white people to see if this is the case. Are nonwhite people being recruited for stewards and officers? We welcome BIPOC to become stewards and run for leadership roles but we need to do a better job of specifically recruiting.
  + For anyone who has shown up today and agrees with an anti-racist society, it means that there will be people who disagree, and there are people who are speaking up within our union. It’s not easy for leaders, and we need to support leaders who are willing to take a stand, and to assist people who are struggling to be anti-racist.
  + Challenge with white people in leadership who do genuinely want to work towards racial equity but maybe don’t know what that means in terms of concrete action steps. On the one hand, BIPOC should not have to educate white people about racism, but on the other hand, white people shouldn’t be the decisionmakers on what concrete action steps need to be taken to fight racism.
  + Feeling safe is a privilege: public safety, employment, education at the forefront.
  + The soul of America is a corrupt history and we need to center others’ stories.
  + Put language into our bylaws that promotes equity and anti-racism.
  + People who really care about anti-racism in unions- might need to give more money so that unions can be bolder with anti-racist culture.
  + What can our local comprised of human services professionals do to get and maintain tools to stand up against racism in DHS and advocate for changes to our programs that create racial justice and equity? This is a time to start bringing ideas forward.
* How do we distinguish our union from the police union? Many unions are calling for the resignation of Bob Kroll, including [MAPE](https://mape.org/news/mape-calls-krolls-resignation):
  + AFGE District 8AFSCME Council 5CWA Minnesota State CouncilEducation MinnesotaIAM Minnesota State CouncilMinnesota Nurses AssociationOPEIU Local 12SEIU Minnesota State CouncilUNITE HERE Local 17

MN AFL-CIO

* This is not a one-time conversation. Racism, white supremacy culture, and inequities exist within the walls of DHS for employees, within the programs DHS oversees, within MAPE as an institution, and in our broader communities. How can we as a local engage in these issues and take action? There is opportunity now to take action as a local and even as statewide MAPE, because the statewide diversity subgroup of the organizing council is currently being formed.
  + Action: Keep having these conversations and collectively take action!
  + Contact: Lauren Siegel ([lsiegel@mape.org](mailto:lsiegel@mape.org))
* Resources for further education and ways to get involved:
  + Union Members for #JusticeforGeorgeFloyd Facebook Group: [https://www.facebook.com/groups/926629131143248/?ref=bookmarks](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.facebook.com%2Fgroups%2F926629131143248%2F%3Fref%3Dbookmarks&data=02%7C01%7Cvanessa.vogl%40state.mn.us%7C35fa1b82b9cb4744d24a08d80ee37c36%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637275717498761379&sdata=b%2FyGAxtsetCIt86SbYUWjvmFH1TeBAkikmqq0LoN6dE%3D&reserved=0)
  + MN Workers United is taking action: <https://www.facebook.com/MNWorkersUnited/>
  + From Wendy Plager, our DHS Diversity and Inclusion Consultant:
    - Suggested Competencies for White Allies & Change Agents ([document](file:///C:\Users\splunkett\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\WRP7M2VY\Suggested-Competencies-for-White-Allies-and-Change-Agents-for-website.pdf))
    - [A daily learning plan](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdocs.google.com%2Fdocument%2Fd%2F1H-Vxs6jEUByXylMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0%2Fpreview%3Fpru%3DAAABcqAHMaQ*UMG0kyoSDK-0vj6mYxIFGg&data=02%7C01%7CDylan.Adams%40state.mn.us%7C27236e167a744828534008d8099915f0%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637269900519960287&sdata=84%2FK%2FACie7aOJfChgzACuZ5jdkI4q4DpF8YDB%2Bx%2Frwc%3D&reserved=0)
    - [A list of resources for learning,](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdocs.google.com%2Fdocument%2Fd%2F1PrAq4iBNb4nVIcTsLcNlW8zjaQXBLkWayL8EaPlh0bc%2Fpreview%3Ffbclid%3DIwAR0V9WWTbPXBNucxsZvIiteBoyoIldZpUHDTlWBv2RAxvixefDC8lnG6BnM%26pru%3DAAABcp72-oc%252AVFTUWSuI_p6ADy1g2UedUg&data=02%7C01%7CDylan.Adams%40state.mn.us%7C27236e167a744828534008d8099915f0%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637269900519960287&sdata=DkcXIVb31d6hELjCrVgwYAk2rixNjujlFsVAKeMs9FE%3D&reserved=0) based on where an individual is in their anti-racism development
  + The HCA Equity Library’s [SharePoint site](https://workplace/hc/equity/Lists/Equity%20Library/AllItems.aspx) has a list of books and materials, which you can also check out from the library (though a little challenging currently while we’re all working from home)

**Other Announcements**

* Gift card winners from May’s meeting: Bridget Fusco, George Hick, Christine Vuicich, Lisa Wilder
* Gift card winners from this month’s meeting: Christine Anderson, Rebecca Johnson, Andrea Lessinger, Brittany Riopelle

## Upcoming meetings

* Next Officers’ meeting: Thursday, June 25, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, July 14, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!