



Minnesota African American Family Preservation and Child Welfare Disproportionality Act (MAAFPCWDA) | Phase-in Implementation at Ramsey County

Presentation to the Minnesota Legislative Task Force on Child Protection

August 13th, 2025

Our North Star: What Guides us in Implementation

- Focus on implementing MAAFPCWDA by strengthening community partnerships and workforce stabilization
- Whole-division effort: child protection, ICWA, licensing, early intervention, and more
- Embedded MAAFPCWDA into everyday practice—not just forms or checklists
- Centered on family connection, not system control
- One Ramsey: focusing on breaking down siloes and serve families holistically





Building Stronger Community Partnerships

- Power sharing with community is essential for successful implementation of MAAFPCWDA
- Expanding current and building new partnerships with disproportionately represented communities
- Ramsey County Advisory Committee guiding direction—identifying service gaps and breaking down siloes
- Sustained funding and resources for community agencies to ensure long-term partnerships



Workforce Stabilization

- High turnover and workforce strain due to high caseloads and documentation demands.
- Stabilization through training:
 - Active Efforts: Collaborative safety planning, motivational interviewing, safety vs. risk.
 - Development of a comprehensive onboarding for new Child Protection Workers.
- Need for more staff to reduce caseloads to ensure sufficient time for relationship and trust building with families and their communities as well as thorough documentation.



Looking Forward: Overcoming Obstacles in Support of MAAFPCWDA

- MAAFPCWDA aligns with Ramsey County's Mission, Vision, and Goals
- Acknowledging infrastructure challenges—building capacity takes time and resources.
- Committed to preserving families, promoting child and family safety while sharing power with the community.
- Focus on community partnerships, internal systems, and workforce investment.

Thank you!

