



# Early Outcomes from the MFIP Racial Equity Projects

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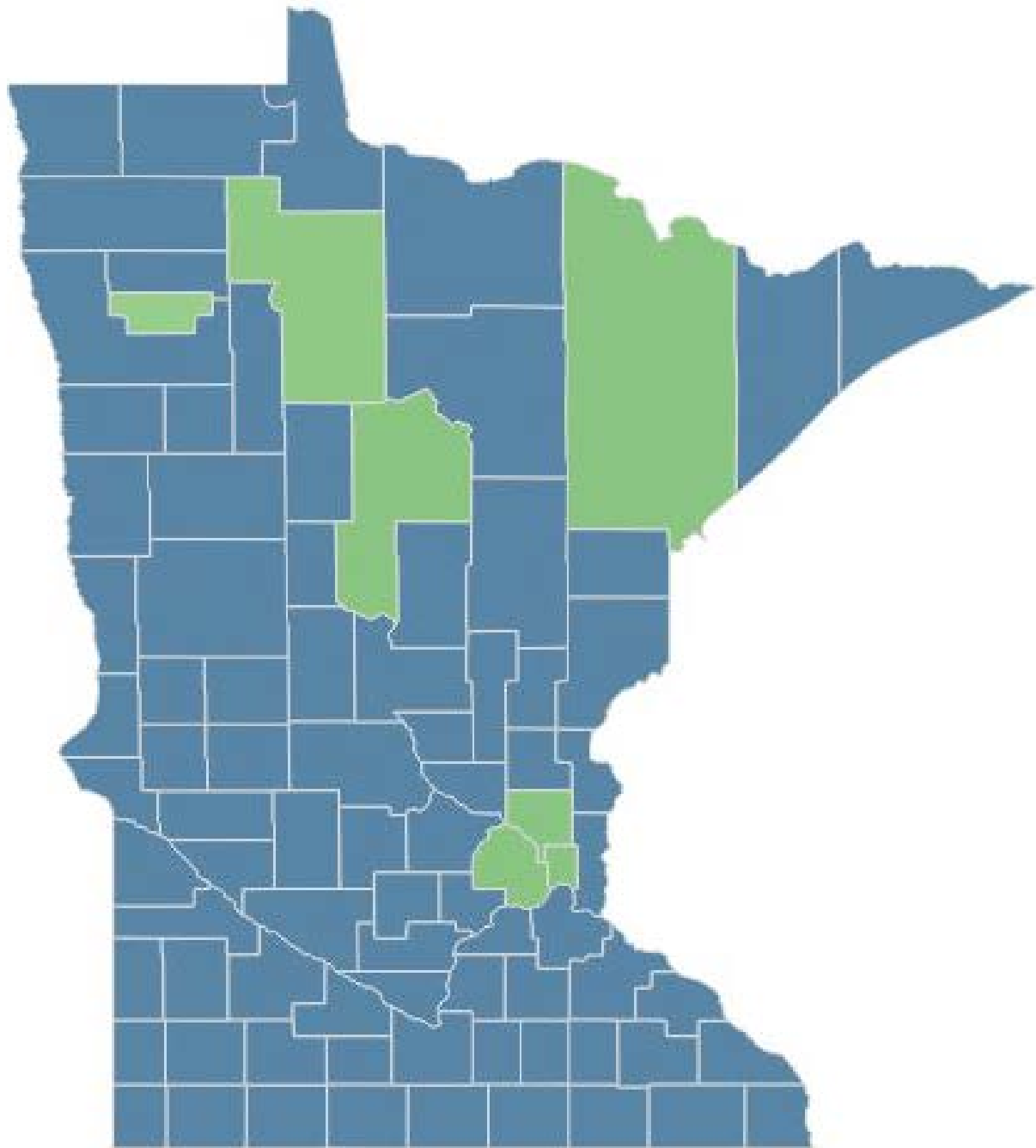




# Why focus on Racial Equity?

Injustice anywhere is a threat  
to justice everywhere  
Dr. Martin Luther King





Where were the  
MFIP Equity  
Projects located?

**754**  
Participants



**82 % Female, 18% Male**  
**Age - 29.96**



**Family Size - 3.37**  
**TANF Months - 67**



**African American – 60%**  
**American Indian – 30%**  
**Other – 10%**

**Who participated in the Equity projects?**



**What were the key components of the MFIP Equity Projects?**





Traditional  
Recipe Friendly!

# White & Wild Rice

Premium Long Grain  
and Wild Rice



Indian Grown  
Indian Harvested

NET WT 12 OZ (340G)

Industry specific  
training and  
education

- 
- Canoe building •
  - Construction •
  - Customer service •
  - Human services
  - Welding • Wild ricing





# Supports for Self-Sufficiency

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Financial literacy classes • Job clubs and workshops • Job development and individual placement support



# Inclusion of key partners

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Adult Basic Education · Culturally specific institutions · Cultural navigators · Postsecondary institutions



WANT  
BIRCH BARK  
CANOE MAKING

TRADITIONAL BIRCH BARK  
CANOE MAKING CLASS

SEPTEMBER 16-18, 2016  
8:00 AM - 8:00 PM

*Lunch & dinner provided*

LOCATION: OSHKIIMAAJITAHDAH  
INSTRUCTOR: WAYNE VALLIERE  
LAC DU FLAMBEAU OJIBWE

OSHKIIMAAJITAHDAH

FOR MORE INFORMATION CONTACT DARWIN SUMNER  
218-679-3350 OR DARWIN.SUMNER@REDLAKENATION.ORG

# Culturally specific programming

Historical trauma classes • Culturally  
informed job training & placement  
assistance • Cultural activities

- To what extent does equity programming differ from traditional MFIP case management services?
- How do MFIP outcomes for equity participants compare to the outcomes for non-participating African American and American Indian participants?
- What did participants and staff find to be the most effective and important aspects of the service delivery model?

**What were the main research questions?**





Administrative  
data

Participant  
Questionnaire

Participant  
interviews

Site visits/  
staff  
interviews

## Methods of inquiry



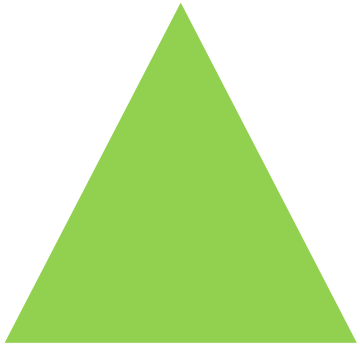
RESULTS





**90%**

**Participants were satisfied with the project.**

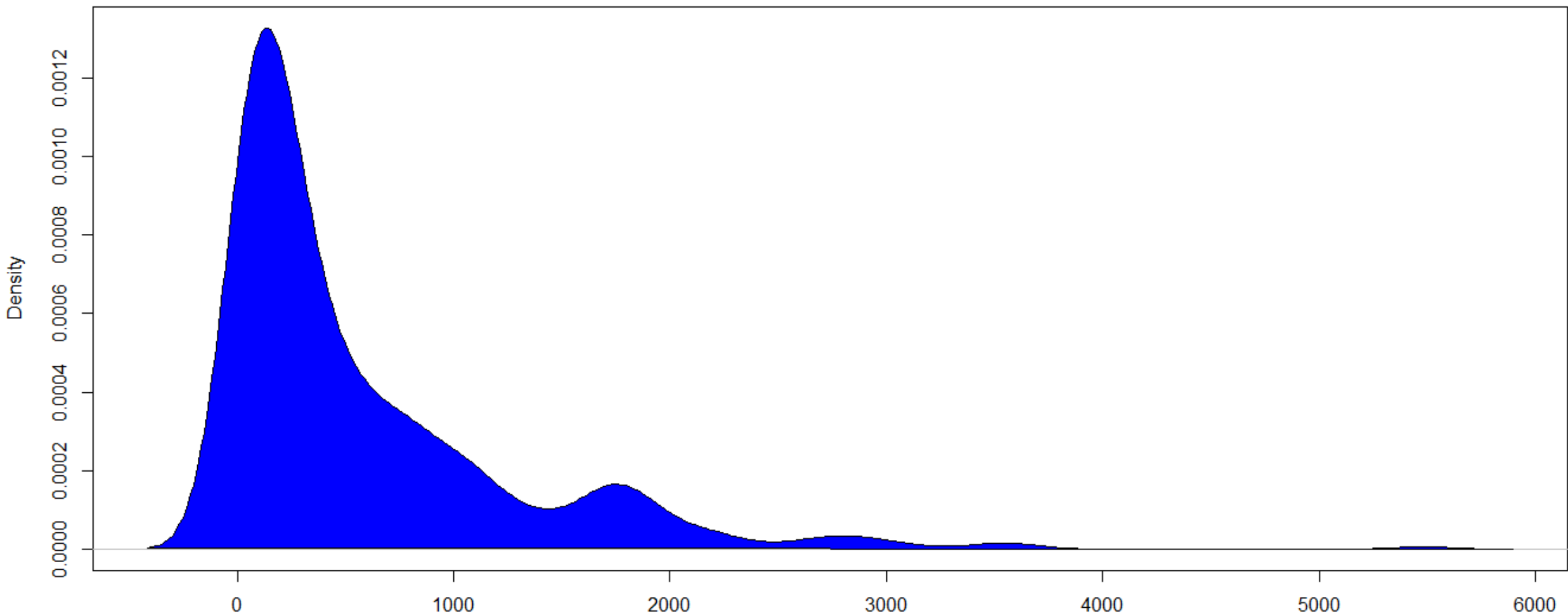


**60%**

**Connected with their Equity counselor more than once a month.**

**How did participants respond?**

### Kernel Density of Participant Incentives and Support Services



N = 464 Bandwidth = 137.9



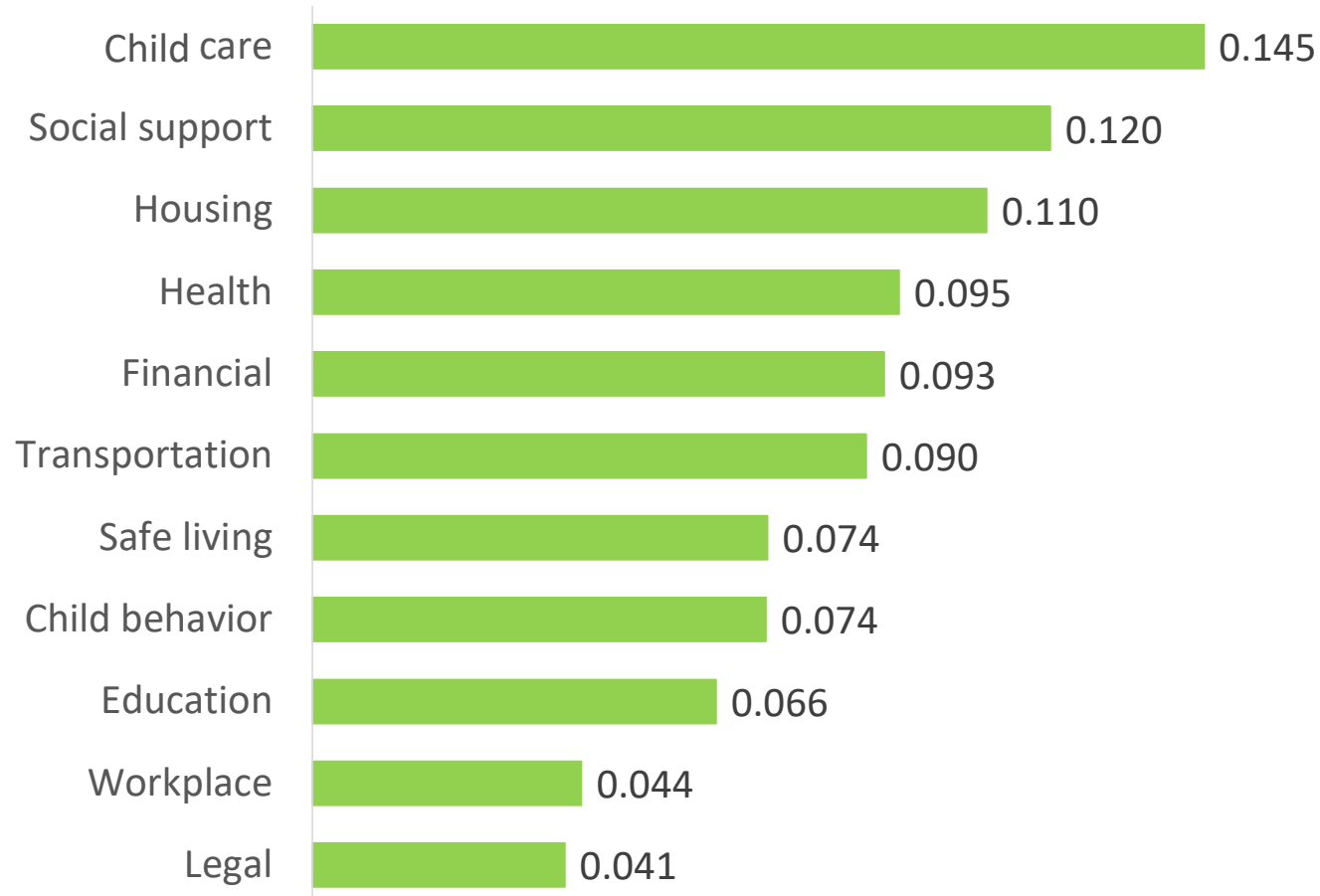
*This is more about real life situations and problems that a minority might face in the workplaces. I felt open, I could talk about what I wanted without being judged.*

*Before this I wasn't really culturally active. I now burn sage in the morning. I bead at night, I'm more in tune with our thoughts, and spiritually, it just paints me all around. I am learning more about the past and what we've been through – it changed the way I look at certain things.*



*Involving my family is important, family comes first. On my plan - I'm asked to study with my kids: math and reading – 90 minutes a day.*

# In what ways did the Equity projects help to stabilize MFIP participants?





Equity participants



Matched comparison  
group

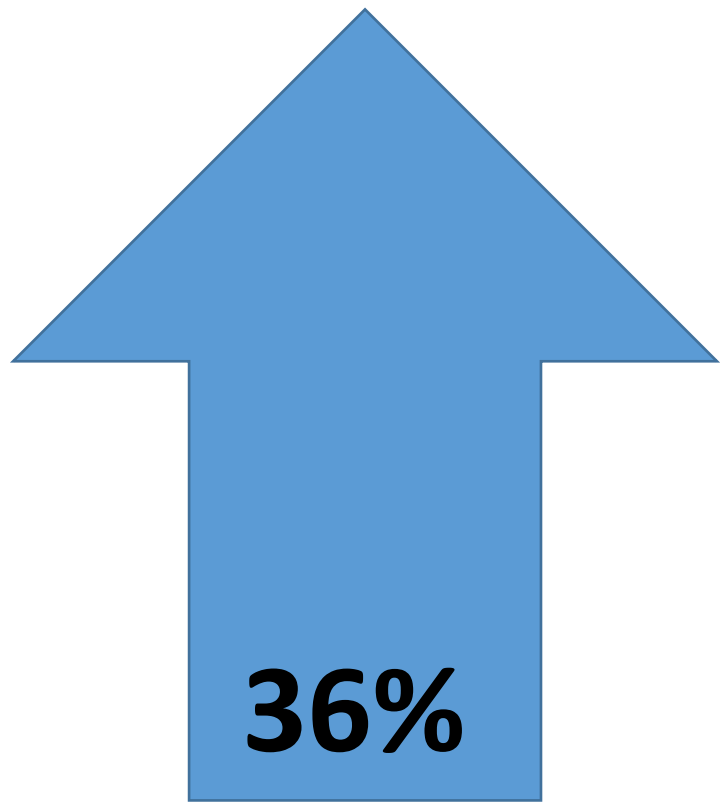


All eligible  
non-participants

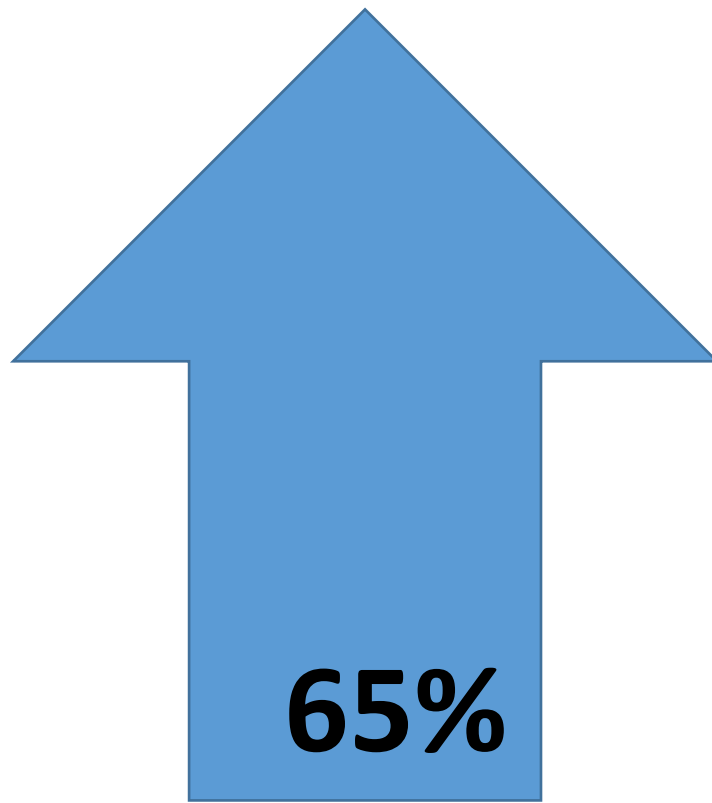
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What were the **employment outcomes** for MFIP  
Equity participants?

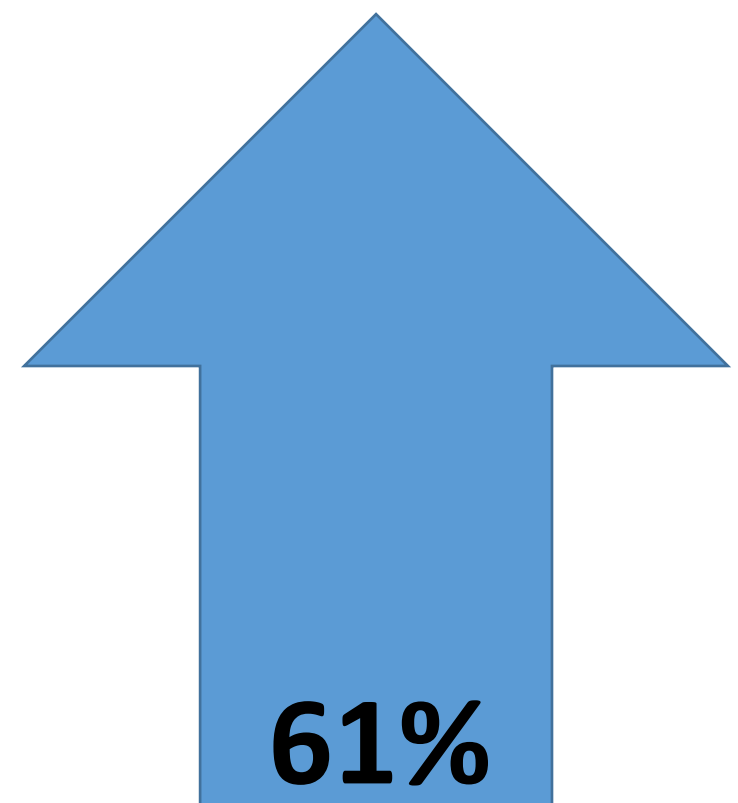




Equity participants



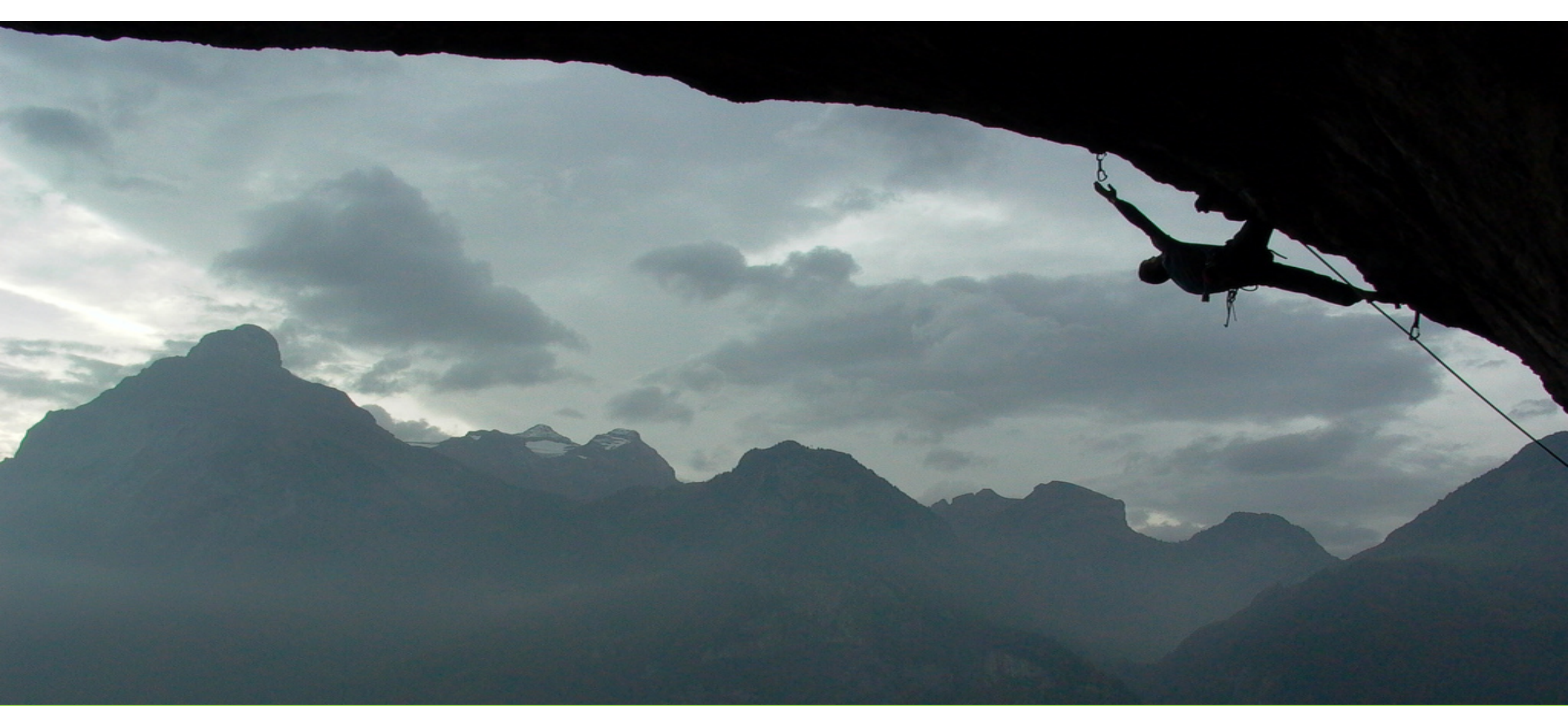
Matched  
comparison group



All eligible non-  
participants

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What were the **exit** rates for MFIP Equity participants?



**Limitations and challenges?**



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**mn** DEPARTMENT OF  
HUMAN SERVICES

