



Council on *Black Minnesotans*

Minnesota Statute Chapter 10 - Section 38 Report January 15, 2013

The Minnesota Legislature created the Council on Black Minnesotans in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social and economic resources, policies and procedures of the State of Minnesota. This report reflects the policy priorities, functions and activity outcomes of the Council for the reporting period

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COUNCIL ON BLACK MINNESOTANS PUBLIC/LEGISLATIVE MEMBERS AND STAFF

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Donavan Bailey
Term Expires: 01/06/2014

Sina Black, *Secretary*
Term Expires: 01/04/2016

Rosella Collins-Puoch
Term Expires: 01/07/2013

Jeanne Cooper
Term Expires: 01/05/2015

Corey Day
Term Expires: 01/04/2016

Patwin Lawrence, *Chair*
Term Expires: 01/05/2015

Fatima Tanni Lawson, Ph.D.
West African Representative
Term Ends: 01/04/2016

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Kimberly Spates, *Treasurer*
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Rep. Joe Mullery (DFL)

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Council on Black Minnesotans Overview

The Minnesota Legislature created the Council on Black Minnesotans in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social, and economic resources, policies and procedures of the State of Minnesota. The duties of the Council are specifically set forth in Minnesota Statute 3.9225; the statute is included as Appendix 1 to this Report. Generally, the Council is charged with the responsibility of:

- Advising the Governor and the Legislature on issues confronting Black people;
- Advising the Governor and the Legislature on statutes, rules and revisions to programs to ensure that Black people have access to benefits and services provided to people in Minnesota;
- Serving as a conduit to state government and agencies to Black people in the state;
- Serving as a liaison with the federal government, local government units and private organizations on matters relating to Black people in Minnesota;
- Implementing programs designed to solve problems of Black people when authorized by statute, rule or order; and
- Publicizing the accomplishments of Black people and their contributions to the state.

While the purview of the Council is broad, the resources of the Council are unfortunately limited. The Council in carrying out its mission collaborates with other state, county and local governmental agencies to compile information on expenditures, programs and policies that impact Blacks in Minnesota. The Council has worked with organizations in the Black community, experts within the Black community as well as other community stakeholders, and use community forums to hear from its constituents on issues within the Council's scope.

The Council, pursuant to its obligations under Minnesota law, submits the 2012 Biennium Report as part of its responsibility to advise the Governor, the Legislature and all interested individuals concerning the activities of the Council, the status of Blacks in Minnesota, and the goals of the Council for the next reporting period as instructed in Minnesota statute 3.9225 as amended in 2011 legislative session.

COBM Policy Board Structure

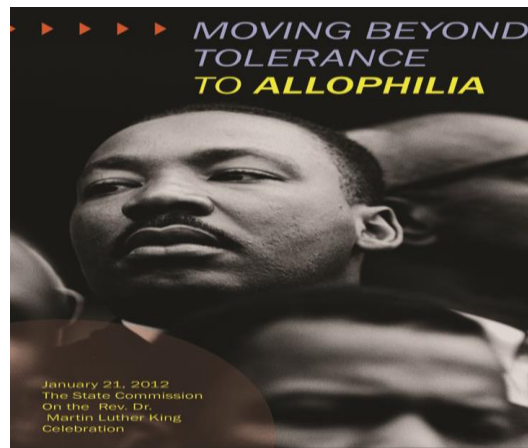
The Council is comprised of thirteen citizen-voting members. One citizen member must be a person of ethnic heritage from West Africa and another citizen member must be a person of ethnic heritage from East Africa. The Governor appoints all citizen-voting members of the Council. Additionally, the Minnesota Legislature appoints four legislative nonvoting members. The membership of the current Board of Directors is dedicated to addressing and resolving those conditions and problems impacting Minnesotans of African descent.

The Council is a working and constituency-based board. This means that in addition to its policy making function, it is expected that Council members actively perform in leadership functions within the organization's committee structure and act as liaisons to agency constituencies.

In general, the Board and staff functions can be divided along the following lines. The Council Board sets broad policy, identifies priorities with constituency input, oversees staff, and engages in strategic issue planning. The Council staff implements and executes Council projects, pursues Council priorities and objectives, informs the Board of opportunities and problems of interest and concern to Black people, and handles the daily work of serving as a link between Black people and state policy processes, and various state departments. The Council's committee structure is fluid and is driven by an assessment of needs identified through community forums and research, and opportunities that develop outside of the information

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gathering process of the Council. Each year the Council's newly established priorities provide the opportunity for the board to establish new committees that provide the guidance with the development of service referral, programmatic and public policy initiatives. The Council has historically put into operations a four-point priorities process, and a corresponding substantive and operations committee infrastructure. However, activities for the biennium were disrupted by 2010 and 2011 investigations of administrative operation and administrators. The Council continued to move forward with its mission and traditional approach, but the attention needed to respond to information request, internal issues with key council leadership and the state work stoppage made it difficult to maintain focus; but much was achieved relating to our legislative mandates despite these things. The Council spent a lot of its time providing volunteer management of internal operations, coordinating listening tours throughout the state to hear from constituencies, recruiting a new director to lead operations, stabilizing the Council member's participation, and ensuring optimum participation in state legislative and service activities to ensure constituency concerns were heard.



COBM Activities

The magnitude of the social, political and economic problems experienced by Black Minnesotans during this reporting period have changed very little over the past decade. And, the Council continues to be faced with addressing issues and making recommendations to address issues confronting the Black community with the ominous presence of racial and ethnic disparities; conditions caused, to a great extent, by individual racism and institutions' poor application of civil rights and equal opportunity laws, rules, and policies.

In this reporting period, the Council made the poor application of civil rights and equal opportunity laws, rules, and policies the single most important recommendation for the Governor and legislature to address. The Council reported that the fact, present housing and economic conditions have further acerbated conditions for Black Minnesotans and perpetuating increase competition for resources, in the face of face of unequal access and opportunity for those resources.

The Council did not make substantial change in plans and goals. The priority areas and goals of the Council remained the same in the reporting period. However, a more systematic and research-based commitment to effectively addressing and resolving the social, political and economic conditions experienced by Black Minnesotans was promoted. The ordering of the Council's priorities came from the Council's community issue identification process initiated during the latter stages of the 2010 biennium.

During the biennium, the Council attempted to work with various departments to conduct a systematic inventory to determine the ethnic and racial composition of state committees, councils, boards, commissions and initiatives. This includes an assessment of selected departmental working committees (e.g. groups from corrections, health, education, public safety, health and human services, and employment and economic development) that have the potential for impacting existing racial disparities. The dynamics and functions of

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these bodies were also to be delineated in an effort to promote choice and volunteerism. The ultimate goal was to increase the knowledge level of populations of color and American Indians and promote civic engagement opportunities for these populations.

The Council proposed to conduct a survey to discern the extent to which selected state governmental departments (e.g. corrections, health, education, public safety, health and human services, and employment and economic development) apply for federal funding and the outcomes for this process. The Council felt an effort of this nature would assist it with facilitating the connection between those resources leveraged by the state and communities of color in need of those resources. However the task of establishing a proposal review schedule and work plan to achieve the aforementioned was met with an opposition of silence.

COBM Organization Goals and Accomplishments in 2012

Even with this opposition, the Council's policy goals continue to be two-fold. First, there is a strong commitment to the principal of equity. That is, continued emphasis is being placed on the reduction and/or elimination of existing racial/ethnic disparities and disproportionalities in selected substantive policy priority areas.

And second, there is a commitment to promote the accountability of policy makers, administrators and practitioners in carrying out their assigned functions. This includes the issues of transparency and inclusion of populations of color, American Indians and the poor in policy making, monitoring and evaluation processes.

Actions taken to address these issues and selected priority areas involved extensive collaboration with other state agencies and non-profit agencies. An emphasis is being placed on both administrative and legislative policy making at all levels. Over the 2011 and 2012 biennium, the Council met its statutory obligations with following accomplishments:

1. Advise the governor and the legislature on the nature of the issues confronting Black people in this state.

COBM developed and submitted several reports that addresses the issues confronting Black people in the state of Minnesota. Those reports can be found in the APPENDIX section of this report.

2. Advise the governor and the legislature on statutes or rules necessary to ensure that Black people have access to benefits and services provided to people in this state, Recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Blacks in the state's work force, and Recommend to the governor and the legislature legislation to improve the economic and social condition of Black people in this state.

The following is a summary presentation of traditional objectives and goals of the Council. The Council expanded these objectives through its proposed 2013 Legislative Recommendations which can be found in the Appendix of this Report.

A. EDUCATION

- Work to create a culturally appropriate system of public education in which all children, youth and adults achieve high academic performance levels, equitable economic opportunities and high civic engagement levels

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- Continue to promote equal educational opportunities and improve achievement/opportunities outcomes with the goal of maximizing the skill levels of students of color and American Indian students
- Work to increase the accountability and transparency of policy makers, administrators and community residents and other stakeholders when addressing issues impacting Minnesotans of African heritage
- Work with the MN Department of Education, Minnesota Department of Human Rights and selected school districts to increase graduation rates among students of color, particularly black students, with the goal of reducing glaring disparities. And, to reduce the disparities associated with school disciplinary practices.
- Work with the MN Legislature and MN Department of Education to modify and increase the transparency regarding the School District Integration Revenue Initiative and to implement changes recommended by the MN State Legislative Auditors Office.
- Work with the Governor's Early Childhood Education Initiative with the goal of promoting systemic accountability and equity, increased school preparedness among children of color and American Indian children and their families and communities.
- Increase the level of academic achievement among children/youth in out-of-home placements and reduce their disparate presence in juvenile and adult correctional facilities.
- Promote civic engagement and leadership development in policy making arenas among Black youth and adults.

B. CRIMINAL JUSTICE ISSUES

- Work on legislation that promotes criminal and juvenile justice reform and would reduce the level of youth of color and American Indian youth in detention facilities through the required use of a Risk Assessment Instrument. In short, to reduce the level of pre-adjudication detention and maintain public safety.
- Create a research design structure to Assess and Expose Decision Making Points and their relationship with disparate contact and treatment.
- Continue to examine the issue regarding the creation and use of juvenile arrest data by law enforcement agencies, private information gatherers and distributors.

C. HEALTH DISPARITIES

- Continue work, in collaboration with the Commissioner of the MN Department of Health, to maintain adequate funding and other resources for the Office of Minority and Multicultural Health (OMMH) and fully support its goal to eliminate racial/ethnic disparities and disproportionalities in healthcare access and treatment. Continue Council's participation on the OMMH Advisory Group.
- Continue being a resource in the Health Care Reform discussion with the goal of promoting a health system that embraces equitable access, affordability, and equitable treatment of populations of color and American Indians.
- Continue working to develop and implement educational opportunities and trainings for healthcare professionals with the goal of meeting the needs of diverse patient groups and increasing cultural competence.

D. COBM participated in the Governor's Economic Development Community Forum in North Minneapolis and worked with Northside groups to respond to the Request for Proposal to build a new Workforce Center in North Minneapolis.

E. COBM coordinated another Black Community Legislative Day on the Hill with over four hundred community participants providing the community an opportunity to see their representatives/senators in person and have an open dialogue about the issues facing our communities.

3. Serve as a conduit to state government for organizations of Black people in the state.

The Council conducted a comprehensive listening tour. The purpose of the Listening Tour was to a) visit black communities in outer Twin Cities areas to help inform and update the cultural landscape, b) to develop and sustain relationships with these communities and c) to listen to success stories and concerns within these communities to help guide the work of the Council. Over the last decade, constraints in human and financial resources limited the ability of the Council to reach out to outlying communities, especially those with relatively new settlements of people of African origin. The funding from the Clean Water Land and Legacy Amendment provided an opportunity to increase the social and cultural capital of Minnesota's black population while providing valuable information to the Council on constituent needs and concerns. See Appendix of the detailed tour results.

COBM's Inventory of Partnerships & Collaborations – 2003 to 2013

A. Multiple Issues Organizations

1. African American Leadership Council of Saint Paul
2. African, Hispanic, Asian & Native American Forum (AHANA)
3. African American Men's Project of Hennepin County
4. Black Minnesota Veterans – Dave Hall with Sam Grant
5. Chicano Latino Affairs Council - Ytmar Santiago/Hector Garcia
6. Council on Asian-Pacific Minnesotans – Ilean Her, Director -
7. Jewish Community Action - Vic Rosenthal, Director
8. Headwaters Foundation
9. League of Minnesota Cities –
10. Martin Luther King/Hallie Q. Brown Center
11. Minneapolis African American Leadership Summit – Bill English,
12. African American Leadership Council

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11. Minneapolis and Saint Paul N.A.A.C.P.
12. Minneapolis Urban League – Minnesota Pipeline (Public Education Program)
13. Dr. Martin Luther King Jr. Commission – Lester Collins
13. Councils of Color & American Indian Council Collaborative – Sen. Torres-Rey
14. Minnesota State Legislators of Color – Ad hoc Organization with no formal structure
15. Minneapolis Black Ministerial Alliance – Rev. Randy Staten -
16. National Black MBA Association - André Thomas
17. Organizing Apprenticeship Program – Legislative Report Card
18. Sabathani Community Center

B. African & Immigrant Issues

1. Consortium of African Community Organizations (Co-sponsored Refugee Day at Capitol)
2. ISIAH & C-Pam (Collaboration of Pan Africans of Minnesota) underemployment issue community forum
3. Organization of Liberians in Minnesota
4. MIND – Minnesota Institute for Nigerian Development
5. New Americans Collaborative – Wilder Foundation,
6. Stand for African – Here and Abroad
7. SEIU (INS/Police Separation Ordinance Work Group) Amy Bodnar
8. Urban Coalition – Immigrant Task Force
9. Center for Families/West African Collaborative
10. Ghanaian Association of Minnesota
11. African Community Outreach Partnership

C. Education Issues

- 1 Minnesota Department of Education
 - Governors Early Childhood Advisory Group, Accountability Committee
 - School District Revenue Initiative Advisory Committee
 - No Child Left Behind Committee
 - Dropouts & Graduation Rates Study Group
 - The Achievement Gap
- 2 Minnesota Higher Education Services
- 3 Minnesota Reparations Group
- 4 Minnesota State Colleges and Universities – MnSCU
- 5 Minnesota Private Colleges
- 6 Minnesota Minority Education Partnership
 - Research Committee
 - African American Males Project
- 7 St. Paul Collaborative on Black Education
- 8 St. Paul Library Board
- 9 St. Paul Public Schools
- 10 Synergy Academy – Minneapolis
- 11 Wilder Foundation – Compass Webpage

D. Health Issues & Disparities

1. African American Diabetes Initiative – Stratis Health
2. African American Teen Pregnancy and STD Prevention Program (Collaborative)
3. African, African American Tobacco Education Network (Collaborative)
4. American Cancer Society

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5. E- JAM -- Environmental Justice Advocates of Minnesota (Rep. Keith Ellison) with about 20 affiliated environmental organizations
6. Minneapolis Health Department
 - Minority and Multicultural Health Evaluation Committee
 - Minneapolis Eliminating Health Disparities Initiative
 - Racial Disparities Data Group
7. Minnesota Association of Black Psychologists
8. Minnesota Take Action Health Committee
9. Minnesota Office of Minority and Multicultural Health – Eliminating Health
10. Disparities Initiative Steering Committee and Evaluation Committee
11. Minnesota Partnership for Action Against Tobacco - “Quit”
12. Minnesota Public Health Association – Environmental Health & Racism/Social
13. Justice
14. University of Minnesota Medical School – Health 2010 Committee

E. Children & Family Issues

1. African American Adoption Agency
2. Alternative Options -Welfare Reform and Poverty
3. Boy Scouts of American – Indian Head Council
4. Children Defense Fund – CDF
5. Commission on Minnesota’s African American Children – COMAAC
6. Girl Scouts of America – Saint Paul
7. Hennepin County Department of Human Services –
8. Minnesota Council on Non-Profits
9. Minnesota Department of Human Services Racial Disparities Task Force – Dr. Bill Allen/Antonia Wilcoxon
10. Minnesota Department of Human Services Race/Ethnic Data Advisory Group
11. Ramsey County Department of Human Services
12. Ramsey County MFIP Task Force
13. Senior Federation of Minnesota
14. Weed and Seed -
15. Welfare Reform - Welfare Rights Committee

F. Criminal and Juvenile Justice

1. Hennepin County Juvenile Detention Alternatives Initiative Advisory Group
2. Minnesota Juvenile Justice Coalition

G. Racism & Cultural Competency/Responsibility

1. Communities United Against Police Brutality
2. Institute on Race and Poverty
3. Mayor of Minneapolis Racial Profiling Research Advisory Group
4. Minnesota Courts Outreach Task Force
5. Minnesota Council on Crime and Justice - Institutional Review Board
6. Minnesota Department of Administration (Michael Watts Assistant
7. Commissioner for Diversity & Affirmative Action)
8. Minnesota Racial Profiling Advisory Group (Created through Racial Profiling Legislation)
9. Saint Paul Human Rights Coalition (Responding to Mayo Kelly’s Proposed
10. Restructuring of Human Rights Dept.)
11. Y.W.C.A. of Minneapolis

H. Community-based Organizations

1. Community Stabilization Project
2. District 7 Planning Council
3. District 8 Planning Council
4. Men of March
5. Mentoring Young Adults

4. Serve as a referral agency to assist Black people to secure access to state agencies and programs, Serve as a liaison with the federal government, local government units, private organizations on matters relating to the Black people of this state, and Perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas, and Publicize the accomplishments of Black people and their contributions to this state. Implement programs designed to solve problems of Black people when authorized by other statute, rule, or order
- COBM provided and briefed the Governor's office and Legislature on our comprehensive 2013 Legislative Recommendations that:
 - ❖ Moves our state beyond constructs, tolerance, respect and diversity to creating a community that practices *Allophilia*.
 - ❖ Makes equal access a practice.
 - ❖ Eradicate all forms of disparities.
 - ❖ Constitutionalize *Human/Civil Rights Enforcement*The detail recommendations are listed in the appendix of this report. See Appendix.
 - COBM continued to support the administration of the 2011 annual Martin Luther King, Jr. Day. Staff and community volunteers worked to implement the annual event that included a commemorative civil rights march and a full program.
 - The Minnesota African/African American Tobacco Education Network worked to achieve a healthier, smoke-free community by engaging adults in developing and implementing evidence-based tobacco control interventions. It also developed partnerships and mobilized targeted African immigrant communities throughout the state. The CBM served as the fiscal agent for the organization. The Key accomplishments were:
 - ❖ Applied for 2 national grants (awarded one)
 - ❖ Worked with Blue Cross Blue Shield, LAAMPP, and ClearWay MN to speak at several legislative hearings and other policy events.
 - ❖ Annual bike give away with Major Taylor – to encourage exercise and safe communities
 - ❖ New partnership for annual winter sports academy with REI and other community partners
 - ❖ Sponsored eleven smoke-free community events
 - ❖ Partnered with Blue Cross Blue Shield Center for Prevention grantees on training and technical assistance
 - ❖ Worked with charities to get fresher, healthier food donated to organizations
 - ❖ Completed African Community Outreach Partnership (ACOP) initiative
 - ❖ Assisted Medica Health Plan in a re-vamp of their Cultural Health brochures
 - ❖ Worked with Afro-Eco on gardens and community education about growing food in the city
 - ❖ Participated in numerous policy maker educational events at local and state level
 - ❖ Hosted healthy eating booths at six large community events.
 - ❖ Hosted LaTanisha Wright for community forum and training on the tobacco industry.

5. The council shall appoint an executive director who is experienced in administrative activities and familiar with the problems and needs of Black people. The council may delegate to the executive director powers and duties which do not require council approval. The executive director serves in the unclassified service and may be removed at any time by the council.

Edward McDonald joins the Council on Black Minnesotans in October 2012 as its new Executive Director under the direction of the Council's Board of Directors. Edward will be responsible for the overall management and implementation of Council's legislative mandates.

Edward was most recently employed with University of Wisconsin Cooperative Extension where he served as an assistant professor and community resource development agent since 2009. McDonald has over 30 years of professional experience as an executive manager for various non-profit community service organizations, branches of government, private corporations and associations throughout the country. He specializes in community socioeconomic development and organization management.

Edward earned a Paralegal Certification from the Minnesota Legal Assistance Institute, bachelor's degree in Social Development from the University of Minnesota – Duluth and a Masters of Public Administration from Harvard University's John F. Kennedy School of Government. Edward has been married to his wife and best friend Sandra McDonald for 31 years. They have two adult age children Naomi and Charles McDonald.

Evaluation

The Council on Black Minnesotans is making great progress after enduring serious challenges. The highlight of this biennium was deploying the legacy listening tours to meet Black Minnesotans where they live in our great state. The listening sessions informed us of the general challenges our state faces and the specific challenges of Minnesotans of African descent. The biennium helps us to recommit to our uniqueness as a formal group established by our state, the only state, to address under- representation of race and ethnic groups in their legislative procedures by advising the Governor and Legislature on the concerns of under-represented groups. The relationship between the Council and various state departments improved and worked with each other to produce great results in terms of Minnesotans of African descent navigating service access. However, while things are improving many have lost confidence that they can receive services from the state.

The Council hired a new director and is poised to move the Council forward and its efforts to a new level. Our community is still struggling after 32 years of council work with national leading poverty rates, disparities in infant mortality, education achievement, housing, healthcare, jobs and economic development, and issues of fairness in the criminal and juvenile justice system. There is still a need to resolve matters related to the temporary protective status and permanent status policy for many recently settled African Immigrants. The Council will continue to partner with Local, State and Federal departments to bring relief in the aforementioned areas.

The Council recognizes in Minnesota, the human stories are singular but we know our destiny is shared - we rise or fall as one state - as one people, and the power of human unity must prevail. The Council in the coming biennium wants to deploy the best and brightest in our community to evolve additional innovation, to address the socioeconomic and sociopolitical challenges we face. We want to move beyond constructs, tolerance and diversity to creating a community that practices *Allophilia*. We want to see our state make equal access to opportunities a practice. We want to bring forth innovative policy decisions and actions that eradicate all forms of disparities. We want a statewide discussion and a vote on constitutionalizing *Human/Civil Rights Enforcement*.

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We will dig into the information we collect on our listening tour. We will invite all participants and others to help us frame a legislative agenda for the governor and the legislature from the information. We will mobilize and join with others with similar agendas. We will support the efforts of the governor and legislature to address our community's concerns. Where policy actions cannot be the answer, we will partner with local, state and federal departments, and corporations to try and bring relief.

To achieve a new level of sociopolitical and socioeconomic innovation, we will forge collaborations for all Minnesotans to maintain and expand our role as a national leader in socioeconomic and sociopolitical innovation. We believe history and our state's future quality of life requires the Council to lead the aforementioned efforts and we stand poised to do so. We pray that all Minnesotans will stand with us to achieve greatness.

Allophilia!

APPENDIX



The following information is the most accurate data available on the issues confronting Black Minnesotans. It starts with the population of African American and Africans living in Minnesota and highlights documented challenges with the enforcement of human/civil rights, and the various resulting disparities still confronting African Americans and Africans in their efforts to make great contribution to Minnesota's quality of life.

African American population historically - African or African American

Minnesota's African and African American Population per decade

Census Year	African American Population	State Population	%
2008*	238,631	5,220,393	4.5
2000	171,731	4,919,479	3.5
1990	94,944	4,375,099	2.1
1980	53,344	4,075,970	1.3
1970	34,868	3,804,971	0.9
1960	22,263	3,413,864	0.6

*2008 annual population estimate U.S. Census Bureau

- Minnesota's percentage of African Americans is roughly one-third the national percentage, which was 12.3 in 2008 (ACS numbers)

The ACS surveys a sample of the population each year about a long list of individual, household and family characteristics. The three-year compilation (2006-2008 being the most recent) provides a broader sample and smaller margin of error than single-year surveys.

Graphic Reproduced by Edward McDonald

Minnesota's Black or African American population has grown steadily throughout the decades, but it still accounts for a small percentage of the population of the state, which is nearly 90 percent white. Information from the U.S. Census Bureau's American Community Survey (ACS) shows a young, urban population that lags behind the state's total population in terms of income, unemployment, poverty and home-ownership. In education, however, African Americans are on par or higher with the state's rates of high school/early college graduation and college enrollment. In the 2006-2008 ACS for Minnesota, 225,648 Minnesotans were identified as "Black or African American." More than 90 percent lived in the metro area (Minneapolis-St. Paul-Bloomington, MN-WI Metropolitan Statistical Area). The Census Bureau's Annual Population Estimate (APE) for 2008, considered a more official count, put the number at 238,631, and another 38,926 described themselves as "Black or African American in combination with one or more other races."

The state's black population measured in the thousands from the 19th century until the 1960 census, when 22,263 African Americans were counted - still just .6 percent of the state's then 3.4 million people. The population has grown each decade, representing a larger and larger (though still small) percentage of the state's population - 4.5 percent in 2008. The census category belies a more complex population that includes the state's large number of ethnic Africans. Of those considered "Black or African American," 61,355 were

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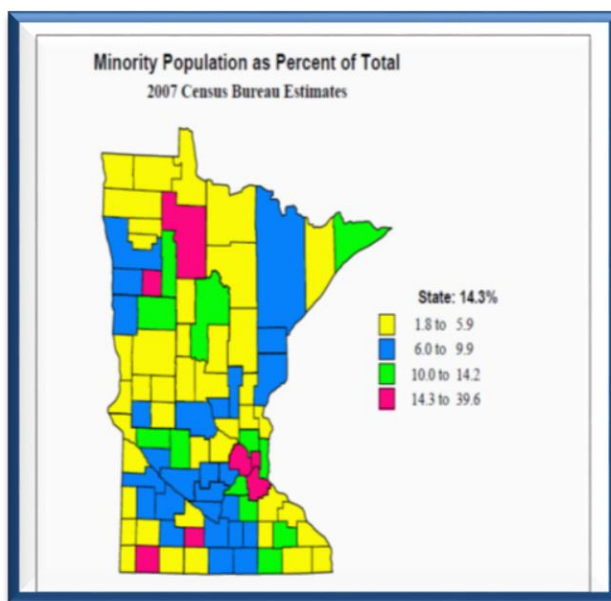
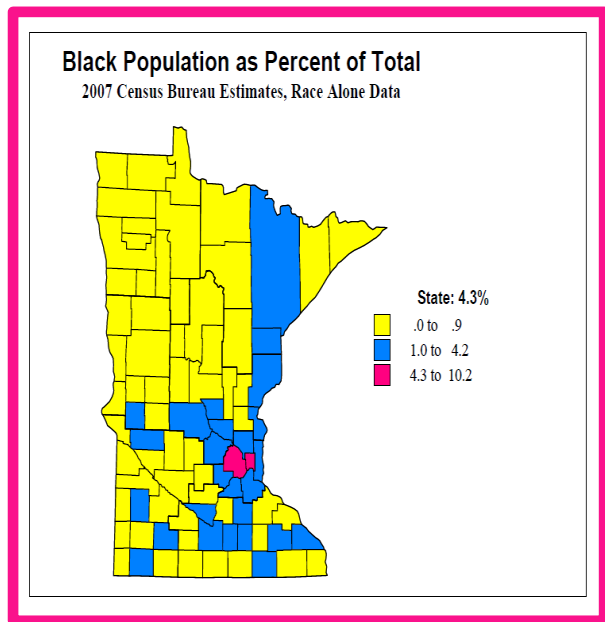
foreign-born (37 percent). The vast majority came to the U.S. in the past 20 years - 55.7 percent since 2000, and another 36.3 percent between 1990 and 1999. In the same surveys, 83,288 people identified themselves as having "Sub-Saharan African" ancestry, 53,426 of whom had been born outside the U.S. Nearly 70 percent of those five years of age or older spoke a language other than English in their homes. Some 62,638 reported their country of birth as being in "Africa." Of these, 37,695 reported their country of birth as the subcategory "Eastern Africa." Only two countries were specified: Ethiopia (11,510) and Kenya (5,704), with more than half (20,481) under the category "other Eastern Africa," presumably including the state's large Somali-born population.

National comparisons

Minnesota's percentage of African Americans is roughly one-third the national percentages, which was 12.3 percent in 2008 (ACS numbers). Statistically, Minnesotan African Americans fared slightly better than the national averages for educational attainment and enrollment, but worse in unemployment (11 percent to the 7.6 national percentages). For African Americans in Minnesota, median household income was \$5,000 lower than the national median, and the poverty rate for families was higher - 29.5 percent, compared to the 21.2 percent national rate.

Age

The percentage of African Americans less than 44 years old is consistently higher than state totals for those age groups. The largest group for African Americans was 5-17 years old (23.6 percent of the population). That's 6.1 percent higher than the state's total school-age minors. By contrast, the percentage of African Americans over the age of 45 dropped steadily for each ten-year age group, compared to state totals. Only 3.5 percent of African Americans were 65 or over, compared to 12.3 percent of all Minnesota seniors.



Status of Human/Civil Rights Enforcement in Minnesota

The U.S. Commission on Civil Rights is an independent, bipartisan agency established by Congress in 1957, reconstituted in 1983, and reauthorized in 1994. It is directed to investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices; study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; appraise federal laws and policies with respect to

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discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin; submit reports, findings, and recommendations to the President and Congress; and issue public service announcements to discourage discrimination or denial of equal protection of the laws.

The State Advisory Committees

By law, the U.S. Commission on Civil Rights has established an advisory committee in each of the 50 states and the District of Columbia. The committees are composed of state citizens who serve without compensation. The committees advise the Commission of civil rights issues in their states that are within the Commission's jurisdiction. More specifically, they are authorized to advise the Commission on matters of their state's concern in the preparation of Commission reports to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public officials, and representatives of public and private organizations to committee inquiries; forward advice and recommendations to the Commission, as requested; and recommendations. However, the Committee believes it useful to publish the statements of the many presenters who discussed the issues at the meeting as well as a summary of the events that took place. Below is a summary of statements made by some citizens at commission hearing in 2011:

Artika Tyner

Ms. Tyner, a clinical law fellow at the University of St. Thomas School of Law and the Community Justice Project, stated that there is work to be done in order to achieve equal justice under the law within the State of Minnesota. She also concluded that since the Minnesota Advisory Committee's 1996 report on the subject, the lack of resources for civil rights enforcement in the state has worsened, leaving Minnesota in a "crisis mode." Specifically, she said that in her discussions with community members and civil rights leaders, civil rights enforcement needs to be strengthened in four areas: criminal justice, education, employment, and housing.

Paul Slack

Reverend Slack is Pastor of New Creation Church in Brooklyn Park, Minnesota, and co-Chair of the Clergy Religious Caucus in Isaiah, which is a collaborative of 100 congregations in Minnesota. After hosting numerous conversations throughout the state with community members and their elected officials, Rev. Slack said Isaiah found great concern with how Minnesota's Department of Transportation used money from the American Reinvestment and Recovery Act ("Stimulus Act"). Specifically, he was concerned that the investments from the Stimulus Act did not go to the areas with the highest poverty or unemployment, which often times is an area with the highest percentage of people of color.

Fredrick Newell

Pastor Newell is a business owner and pastor of a congregation in St. Paul. He said for 15 years St. Paul and minority communities have struggled over contracting. In 1995, St. Paul commissioned the Institute on Race and Poverty at the University of Minnesota to conduct a disparity study, which found that St. Paul was passively discriminating against minority community contractors. St. Paul then implemented the Targeted Vendor Program, later called the Vendor Outreach Program. In 2005, the minority community in St. Paul performed an audit of this program. The audit, known as the Hall Equal Access Audit, was conducted in 2006, and found that Minority Business Enterprises received less than 3 percent of city contracts. The MGT Disparity Study conducted in 2008 found that St. Paul underutilized all minority groups and that the disparity levels from 1995 were little changed.

Kristin Siegesmund

Ms. Siegesmund, managing attorney at the Housing Discrimination Law Project of the Legal Aid Society of Minneapolis, stated that her agency, beside investigating and doing enforcement on its own as a federally-

funded testing enforcement agency, refers cases to the Minnesota Department of Human Rights and HUD. She said that, although the Minneapolis Civil Rights Department will receive housing complaints, her agency does not normally refer cases to them because the Department is in a transitional state, has a backlog of complaints, and has unclear enforcement policies.

Pamela Hoopes

Ms. Hoopes, the Legal Director for the Minnesota Disability Law Center, explained that her organization is a federally-designated protection and advocacy agency for people with disabilities in Minnesota. Her advocacy brings her into contact with civil rights enforcement agencies on the local, state, and federal levels. Federally, Ms. Hoopes explained one of the biggest issues for people with disabilities is to live and receive services in integrated settings, free from isolating institutions. She explained that the U.S. Department of Health and Human Services, Office of Civil Rights (“OCR”) and the Department of Justice (“DOJ”) have responsibility for enforcing the Supreme Court’s *Olmstead* decision, which broadly stands for the proposition that people with disabilities must be allowed to receive services and live in the most integrated setting possible if they so choose and are clinically able to do so. OCR and DOJ required all states to have a formal plan to move disabled people out of isolated settings and into integrated communities. However, Ms. Hoopes stated that because Minnesota and a few other states had such a large and well-developed array of service settings for disabled individuals, OCR and DOJ waived this requirement. Now, because of serious state budget problems, Ms. Hoopes says that the services provided to support the integrated, community-based living have been cut drastically, and the effects of these cuts on the viability of these services in lieu of an *Olmstead* plan are not being considered. Ms. Hoopes recommends that the state develop an *Olmstead* plan, which should be subject to OCR and DOJ review. She also recommended that OCR and DOJ require more interagency discussions and collaboration in regard to oversight to ensure Minnesota does not abdicate its *Olmstead* responsibilities.

Myron Orfield

Mr. Orfield, a professor of law and Director of the Institute on Race and Poverty at the University of Minnesota Law School, discussed the lack of enforcement with regard to intentional racial segregation in education. After reviewing what he considered Minnesota’s positive historical record on racial segregation, Mr. Orfield said it was now sad to realize that in the past 10 years the Twin Cities metropolitan area has gone from having nine racially segregated elementary schools to 109 during a time of growing racial diversification. He said that this growth in segregated schools coincides with the state’s lack of enforcement of civil rights rules as defined by the decision of the U.S. Supreme Court in *Keyes v. Metropolitan Denver School District*.

Judge Donovan Frank

Donovan Frank, a federal judge for the District of Minnesota, said that when governments cut budgets in difficult economic times such as the present, those cuts strike communities of color, immigrant communities, and the disability communities first. He added that if the true measure of a civilized and democratic society is how it takes care of those most in need, specifically how it takes care of minority groups, the disabled members of society, and the poor, he does not think that we as a society are living up to the traditions of the founding fathers. Judge Frank said that when he began on the federal bench in 1998, the General Services Administration was required to contract with nonprofit 501(c) (3) organizations to recruit and hire people with disabilities. The federal court hired 22 full-time maintenance employees who were all developmentally disabled. However, Judge Frank said that when GSA was helping the court move to a new facility, they wanted to layoff the maintenance workers to hire a new maintenance staff. Judge Frank stopped them from doing this. Judge Frank also discussed the problem poor people and oftentimes people of color have in obtaining counsel to defend them when they believe their civil rights have been violated. He said that despite Minnesota having an active pool of pro bono attorneys, legal aid groups are still overburdened. Thus, oftentimes there is no access to counsel for the most vulnerable segments of society. He stated that he oftentimes has to personally ask and “beg” lawyers to take a case, but argued that private attorneys should not have to be overburdened with pro bono cases because they cannot be a substitute for full-time legal aid advocates.

Taneeza Islam

Taneeza Islam, an investigator with the Complaint Investigation Units of the Minneapolis Department of Civil Rights (“department”), described her agency’s mandate. She explained that the department has a contract compliance unit that monitors affirmative action plans, small and under-utilized business programs, and prevailing wage and labor participation. In addition, she explained that the Civilian Review Authority, which investigates police misconduct, was made a part of the department in 2003. She also related how the Multicultural Services Unit was a part of the department until 2009 when it was dismantled. According to Ms. Islam, the dismantling of this unit was a huge loss because the department used this unit “90 percent of the time” during its interactions with Hmong, Latino, Hispanic, and Somali communities.

Ronald Brandon

Mr. Brandon, manager of the complaint investigation unit for the Minneapolis Department of Civil Rights, discussed the political appointment process for the director of the Department. Under the current process, the mayor appoints the Director of the Department to a two-year term. However, Mr. Brandon stated that there have been six different directors since 2003. He argued that this type of turnover makes it difficult for the Department to receive consistent guidance and function as efficiently as possible. Mr. Brandon also discussed the factors related to the growing immigrant communities in Minneapolis. He stated that the Department is dealing with an increase in cases from the Latino, Somali, and Hmong communities, which are proving difficult because of a lack of an interpreter program.

Luz Maria Frias

Ms. Frias, Director of the Department of Human Rights and Equal Economic Opportunity for the City of St. Paul, explained how the Department of Human Rights was an independent agency until approximately one year ago. At that time, Mayor Chris Coleman commissioned a study to determine whether disparities existed in how the city awarded business opportunities to minority-owned, women-owned, and small businesses. The study concluded disparities did exist, and it was decided that a new department should exist. In the new department, human rights is a separate division along with contract and analysis services, contract compliance and business development, river print, and a division for Census 2010. Ms. Frias explained that the purpose of the change was to address the problems holistically and to integrate the work so that the new department could be more strategic and make a more meaningful impact on the city.

Racial disparities grow in Minnesota as poverty increases, household income declines

Earlier this month, we learned the distressing (but not surprising) news that poverty is increasing and median household income is declining in Minnesota. The U.S. Census is out with another report showing even worse news. Minnesota has an unfortunate history of racial disparities, with communities of color experiencing worse economic outcomes than their white counterparts. Thursday’s release of the American Community Survey (ACS) reveals that racial disparities in the state continue to grow. In 2010, 11.6 percent of Minnesotans were living in poverty, up significantly from 9.5 percent in 2007 (just before the last recession). This overall number hides the much deeper levels of poverty within Minnesota’s communities of color.

In 2010, 17.8 percent of Asians were living in poverty, as were 24.4 percent of Latinos and 37.2 percent of blacks. Although poverty among white non-Hispanic Minnesotans increased from 7.1 percent in 2007 to 8.4 percent in 2010, poverty among American Indians increased from 30.7 percent to 39.5 percent. Income disparities also continue to persist in the state. In 2010, the median household income for the Latino, black and American Indian communities fell significantly below the statewide median household income for whites. And those gaps are growing. Among white non-Hispanic households in Minnesota, median income fell by five percent between 2007 and 2010. However, black households experienced a 16 percent drop in median income and American Indian households a 22 percent drop. In 2010, the median household income for both of these communities stood near \$27,000, less than half the statewide median of \$55,459.

Poverty Rates by Race and Ethnicity

	Minnesota 2007	Minnesota 2010	United States 2010
Overall	9.5%	11.6%*	15.3%
White (non-Hispanic)	7.1%	8.4%*	10.6%
Black/African American	33.5%	37.2%	27.1%
Asian	15.3%	17.8%	12.5%
American Indian	30.7%	39.5%*	28.4%
Latino	22.2%	24.4%	24.8%

*The increase in poverty between 2007 and 2010 is statistically significant.

Minnesota tends to come out ahead when we examine national averages, but it is shocking to see how our communities of color are faring compared to other states. The poverty rate among white Minnesotans remains significantly below the national average for whites, while the poverty rate among blacks, Asians and American Indians is significantly higher than the national average for these communities. For example, among blacks and American Indians, Minnesota's poverty rate is at least ten percentage points higher than the national average. The persistent disparities between whites and people of color in Minnesota contradict our most deeply held values. Minnesotans believe that hard work should pay off, that people who work full time should be able to support their families, and that everyone who is willing to work should have the opportunity to succeed. The levels of economic inequality we are facing are not simply the inevitable result of a bad economy. The problem has been compounded by poor policy choices that have increased the challenges facing already-struggling families. The new data again put the pressure on state and national leaders to address racial disparities. - Christina Wessel, Economic Policy Institute

Black Employment in Minnesota (ASC 2006-2008)

While 69.7 percent of African Americans were in the labor force, 11 percent were unemployed on average over 2006-2008, more than twice the state average of 3.7 percent. (That gap remains in the worsened economy, at least nationwide, for which the Bureau of Labor Statistics reported 9 percent unemployment for whites in April 2010, compared to 16.5 percent for blacks.) Of employed blacks, 30.6 percent worked in educational services, and health care and social assistance, higher than the 22.6 percent state level. African Americans, especially females, lagged behind the state averages in management and professional occupations (27.1 percent to 37.2 percent for both sexes), instead holding a higher percentage of service positions (25.9 percent to 15.4 percent).

Minnesota's black unemployment rate was a shocking 27 percent in the third quarter of 2011 – by far the highest level in the 25 states examined in a recent study by the Economic Policy Institute (EPI). The study, *No Relief in 2012 From High Unemployment for African Americans and Latinos*, focused on states where there was a sufficient sample size to calculate estimates for racial subgroups. Minnesota was one of only five states where black unemployment topped 20 percent. In contrast, Minnesota's white unemployment rate was just six percent, ranking 36th lowest in the nation. The data is alarming, but it shouldn't come as a surprise. We have previously noted high levels of racial disparities in unemployment in the Twin Cities. Last year, another EPI report showed the Twin Cities ranked second worst among 29 large metropolitan areas in black-white unemployment disparities in 2010, with black unemployment more than triple the rate for whites. As the state slowly emerges from the recession and overall unemployment rates continue to fall, we cannot afford to overlook the reality that unemployment may continue to remain disturbingly high among people of color. EPI projects unemployment for blacks in Minnesota will remain at 25 percent through the fourth quarter of 2012. Minnesota's troubling racial disparities are not limited to unemployment. In the past, we have highlighted disparities in poverty and income, assets and health outcomes, issues that merit state attention. Strong education, job training and health care programs can help close those gaps. The report points to significant and persistent racial disparities in poverty, education, employment and other key areas. We cannot afford to ignore them, or the impact they will have on the state's future economic and social well-being. People of color are 16 percent of Minnesota's population today, and will grow to 25 percent by 2035. In the Twin Cities metro area, one in three residents will be a person of color by 2035. We must be working to

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reverse disparities if we want to ensure that all Minnesotans are prepared to play an essential role in the community as workers, consumers and contributors to cultural vitality. Minnesota's future success depends on it.

Black Poverty in Minnesota (ASC 2006-2008)

African American income by household was far lower than state median household income - \$30,302 to \$57,795. (The median means that half of the households made more, and half made less, than the number.) The median income for African American families was \$34,146. Mean (average) household income statistics reveal more about African American income: 84.2 percent of the 77,503 African American households had income through "earnings." The mean income by earnings was \$48,203 - \$26,760 lower than the state average for earnings. In non-earnings categories, African American households ranked higher in percentage of income from cash public assistance (15.2 percent versus 3.1 percent statewide) as well as food stamp benefits (26.6 percent versus 5.2 percent statewide). Rates of Social Security and retirement incomes were lower, likely due to the lower percentage of retirement-age African Americans. The bottom line of many of these statistics is reflected in the poverty rate: 29.5 percent of African American families were considered to be in poverty, compared to 6.4 percent of all families statewide. That number jumped to 35 percent for families with children. Half of female householders with children and no husband present were poor - and 54.3 percent whose children were under five years old. Individually, 32.7 percent of Minnesota's African Americans were considered to be in poverty, including 40 percent of African Americans under 18.

Black Housing Issues in Minnesota (ASC 2006-2008)

Only 29.4 percent of Black Minnesotans owned the home they lived in, while the rest rented. This is almost exactly opposite the state totals, 75.3 percent owner-occupied, versus 24.7 percent rented. This fact is reflected in the type of housing - 47.3 percent of African Americans lived in structures with five or more units (compared to 16.6 percent for the state), while 42 percent lived in one-unit structures. For African Americans that did own their houses, the median value was \$222,500 - \$10,000 higher than the state median value but \$20,000 lower than in the metro area, in which the vast majority live. Renters paid a higher percentage of their income for housing - 61.3 percent had paid more than 30 percent of their household income per the previous 12 months.

Housing market decline contributes to increased gap in wealth between groups

The household wealth of Blacks and Hispanics dropped more than that of Whites during the Great Recession, according to a study released this week by the Pew Research Center. Researchers say the decline of the housing market decline is the main influence behind the increasing gap in wealth between White households and their Black and Hispanic counterparts. The Pew study doesn't break down the gap by each state. But there are indications the wealth disparity in Minnesota is comparable to that of the rest of the nation. The Pew Research study found that the wealth of an average White family in the United States is 20 times larger than that of a black family and 18 times larger than of a Hispanic family. Researchers used data from the 2009 Survey of Income and Program Participation conducted by the U.S. Census Bureau -- the most recent information about wealth and ethnicity. Falling real estate prices likely accounts for much of the drop in Black and Hispanic assets. A family's wealth is calculated by subtracting their debts from their assets. In Minnesota, a home is often the biggest asset for a family, said Libby Starling, research manager for the Metropolitan Council. "Certainly there's retirement income or retirement accounts, there are pensions, there are savings," Starling said. "But owning a home is generally the largest single asset that households have." In Minnesota, the 2010 census found that nearly 77 percent of whites owned their homes, compared with 25 percent of African-Americans. Nearly 44 percent of Hispanics owned their homes. But the homeownership gap accounts for only part of the wealth disparity. According to the Pew study, median home values in Minnesota dropped 19 percent between 2005 and 2009. University of Minnesota law professor Myron Orfield

said home values didn't drop equally across the board. He said homes in affluent, largely White neighborhoods were more likely to retain their value. "If you buy in a Black neighborhood or a racially transitioning, inner-ring suburban neighborhood, the odds are you're not going to increase value," Orfield said. "You're going to, in many cases, experience negative value, and you don't build equity with negative value. Segregated and re-segregating markets don't gain value in the same way." Orfield, who heads the university's Institute on Race and Poverty, said home value declines particularly affected families of color in north Minneapolis, Brooklyn Center and east Bloomington. He said families there also were more likely to lose their homes to foreclosure when the interest on their subprime loans soared beyond their reach. A federal mortgage study found that banks were more likely to steer Blacks and Hispanics into subprime loans than White customers, even when minority applicants made more money than the White applicants, Orfield said. "That's a big reason why Black families and Latino families don't accumulate wealth at the same rate that white families of similar education, income and credit history do," he said. Other factors that contribute to the state's wealth gap include employment and income. Census figures show that the unemployment rate for Black Minnesotans is about three times higher than it is for Whites and the median household income for White families in Minnesota is twice that of Black families. Hispanics fare better than African-Americans in terms of employment and income, but still lag behind Whites.

- Nearly 300,000 low-income Minnesota households are currently "cost burdened" or paying more than 30 percent of their incomes for housing costs, according to an independent research study funded by the Family Housing Fund, the Greater Minnesota Housing Fund, and the Minnesota Housing Finance Agency (Next Decade of Housing Study, November, 2003). In the Twin Cities metro area, 171,000 or 46 percent of low-income households are considered cost-burdened. In addition, the study results forecast an unmet need for an additional 33,000 (22,000 in the metro area) affordable housing units for low-income households in Minnesota by 2010. This number is over and above the projected 26,400 housing units the private market and public and philanthropic sectors are expected to provide by 2010, assuming current funding levels continue. This is a conservative estimate because it does not fully take into account homeless households or the loss of existing affordable housing through demolition or market rate conversions.

Education Issues for Black Minnesotan (ASC 2006-2008)

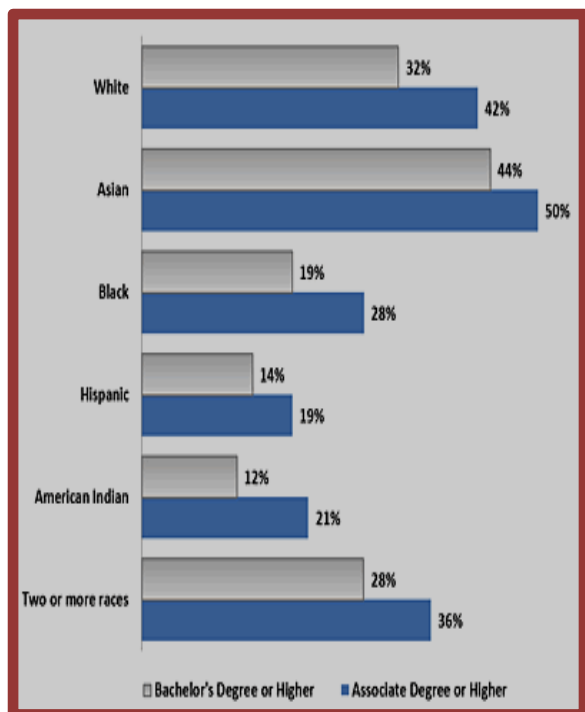
African Americans 25 years and older are on par with, or slightly higher than, the state in holding a high school diploma or equivalency (29.1 percent) as well as "some college or associate's degree" (32.4 percent). While that same group had a lower rate of bachelor's and graduate degrees (13.6 percent and 6.2 percent, respectively), the trend may be changing: 26.4 percent of African Americans were enrolled in college or graduate school in 2006-2008 - slightly higher than the state average for all Minnesotans, thanks to an enrollment rate 3.5 percent higher for African American males than the state total. According to U.S. Census data, 46 percent of Minnesota's population age 25 to 64 attained an associate degree or higher. Nationally, 38 percent of adults have an associate degree or higher. In fall 2010, 21 percent of all enrollments were students of color. The number of students of color more than tripled since 2000, from 25,173 to 102,910 in 2010.

One of the most reliable predictors of student participation and success in college is the academic preparation of students in high school. The effectiveness of the higher education sector depends, in part, on the preparation of new students who enter the state's colleges and universities directly out of high school. Students who complete more rigorous courses in core academic subjects in high school tend to score consistently higher on standardized tests and college entrance assessments. These students are more likely to participate and succeed in college. The challenges facing the Minnesota K-12 system are great, and Minnesota's K-12 outcomes are mixed. Minnesota students who took the ACT posted the highest average score in the country in 2005. However, only 29 percent of students who took the test met national college readiness benchmarks in all four subject areas: English, Reading, Math and Science. Significantly lower average ACT scores were posted for Black, Hispanic and American Indian students than for white and Asian students. The Minnesota Comprehensive Assessments-Series II (MCA-IIIs), are tests that measure student progress toward Minnesota's academic standards and meet federal requirements. Reading and mathematics

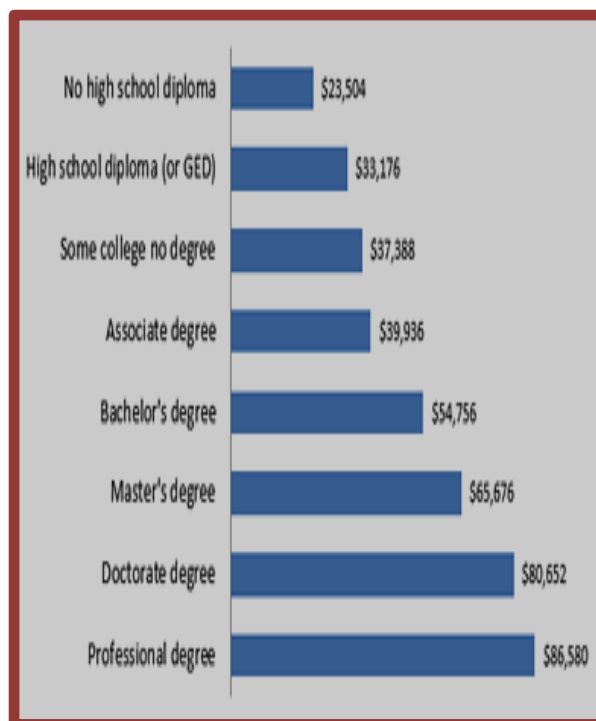
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tests are given to students in grades 3–8, 10 and 11. The 2006 test results for tenth and eleventh-graders indicate that Minnesota high school students lack important knowledge and skills in mathematics and reading. Test results indicate Black, Hispanic and American Indian students were lacking in important knowledge and skills in high school compared with their Asian and white counterparts. Thirty-six percent of public high school graduates entering Minnesota's public colleges and universities required one or more developmental courses. Minnesota's public community and technical colleges, in particular, are geared to help students prepare for college-level work with remedial courses. Colleges and universities with the least selective admissions processes admit students who are generally less prepared than students at more selective colleges and universities. Increasingly, collaborative efforts between the higher education sector and K–12 schools are improving the college-readiness levels of high school graduates.

Minnesota Degree Attainment for Population Age 25 and Over by Race/Ethnicity



Mean Income Increases with Educational



Source: U.S. Census Bureau, American Community Survey 3-Year Estimates, 2007-2010

Health Issues for Black Minnesotans

Many of Minnesota's most vulnerable populations, including the elderly, those with disabilities, and low-income families with children, are being asked to help balance the state's budget through \$1 billion in cuts to health and human services in the final budget approved by Governor Dayton and the Legislature. This is an eight percent cut in FY 2012-13 compared to base funding, which means a reduction from current levels of service. While some of the most troubling proposals, including those that would have caused more than 100,000 Minnesotans to lose their current health care coverage, did not make it into the final legislation, the health and human services bill still contains provisions that will increase barriers for low-income families trying to work, for the elderly and people with disabilities who want to stay in their homes, and for Minnesotans trying to access health care. As a result of the final budget, working parents and other low-income Minnesotans will face challenges in building a more secure economic future. For example:

- Access to quality, affordable child care will become more difficult for working parents. In the budget, provider reimbursement rates are reduced, flexibility for families is limited, and grants supporting system improvements and parental information are cut. The budget agreement also captures \$5 million in child

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care assistance funds that were not spent in calendar year 2010 and transfers them back to the general fund. These resources could have been used to help 500 additional families in 2012.

- Low-income individuals will find it more difficult to obtain post-secondary education, purchase a home or start a new business. The decision to eliminate Family Assets for Independent in Minnesota (FAIM) means they will lose both the state and federal match on their savings.
- Funds intended to support families seeking to stabilize their lives, find employment and become self-sufficient are instead used to help balance the state's budget, including \$20 million from the Minnesota Family Investment Program (MFIP) Consolidated Fund and \$38 million in federal funds for Temporary Assistance for Needy Families (TANF).
- Children and adults facing mental health issues will find some funding to counties for mental health services has dried up. The bill cuts Children and Community Services Act grants by 17 percent. The act is renamed the Vulnerable Children and Adults Act and the remaining funds will be used for child protection and to protect vulnerable adults. It will no longer fund mental health services for adults and children.

Adult Mental Health

Corporate Adult Foster Care

Corporate adult foster care homes, commonly known as group homes, will have an opportunity to obtain a voluntary certificate related to their ability to serve adults with mental illnesses. If they meet the requirements, it will be noted on their license and thus potential residents, their families, counties, hospitals and others will have some assurance that the home will be able to meet the needs of people with mental illnesses.

To meet the certification requirements the home will have to show that staff in the home have at least seven hours of training on mental health diagnoses, mental health crisis response and de-escalation techniques, recovery, treatment options including evidence-based practices, medications and their side effects, co-occurring substance abuse and health conditions, and community resources. In addition, staff must have access to a mental health professional or practitioner for consultation and assistance and each home must have a plan and protocol in place to address a mental health crisis. Each resident's placement agreement must identify who is providing clinical services and their contact information and each resident must have a crisis prevention and management plan.

Homes that meet the certification will not have to close their beds when someone moves out, and for the next year beds in homes won't close when the license holder is a mental health center or clinic, or provides ACT, ARMHS, IRTS. This was a major focus for NAMI this year to improve the quality of these homes and to ensure that homes that are qualified to meet the needs of people with mental illnesses are not closed as would have been the case due to a law that was passed last year in an effort to reduce the overall bed capacity in the state. Chapter 247

The legislature also tried to address the problem created last session, where in order to reduce the number of beds in the state; a bed was to close when someone moved out. This was going to start happening in June and this methodology didn't make sense since it wasn't based on need, etc. Now, the state will conduct a resource need determination process to determine how to reduce the capacity and will seek proposals from providers to change the service type, capacity, etc. to better meet the needs identified in the long term report which is described later in this summary. There will be a very detailed process to review and approve a proposal to close beds by a provider. The state will need to close 128 beds by June 30, 2014 and it will begin the process starting on July 1, 2013. Chapter 247

Children's Mental Health

Adoption and Foster Care

The adoption assistance law was rewritten and a new chapter, 259A, was created. Many of the changes were technical in nature or made to conform to federal law. In addition, changes were made to the laws governing how children are adopted when they are under the guardianship of the Commissioner of Human Services. The new law clarifies who can stay in foster care after they turn 18; the agency's continues responsibility and required procedures for court review. When independent living plans are developed for youth they must include a consumer credit report. Children are to remain in the same school when they are placed in foster care or are moved to another home. Chapter 216

Care Coordination

The Department of Human Services is to develop a care coordination service for children with high-cost medical or psychiatric conditions who are at risk of recurrent hospitalizations or emergency room use. In 2009 the Acute Care Needs Report found that just 10% of the children with mental illnesses under the Medical Assistance program used nearly 50% of the inpatient bed days. This will hopefully add more care coordination services to children and the department is to look at the existing health care home certification and payment structures. Chapter 247

Independent Living Assistance Program

The independent living assistance program serves youth ages 16 to 21 that are in out-of home placements, leaving one, are homeless or at risk of being homeless. There are several restrictions about who cannot be served, including youth who have current drug or alcohol problems or untreated mental illnesses, youth who are not employed or enrolled in school but now the commissioner of human services can grant a variance to these restrictions. Chapter 216

Residential Treatment

Residential treatment providers can currently serve youth ages 18 to 21. They must now, however, assess each person over the age of 18 in terms of their risk of victimizing other residents and implement any necessary measures to minimize these risks. Chapter 216

State of Minnesota Council on Black Minnesotans

Report on Phases I and II of Legacy Listening Tour

Submitted to
State of Minnesota Council on Black Minnesotans, &
Minnesota Humanities Center

Prepared by
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November 20, 2012

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Overview

The State of Minnesota Council on Black Minnesotans (“COBM”, or “the Council”) was appointed by legislation to advise the governor and the legislature on issues related to the State’s Black population. Since its inception, the Council has served populations with people of African descent by serving as a liaison between state agencies, community members, and organizations seeking a voice in state matters and access to the government. The Council, as a point of confluence for many diverse communities, facilitates communications, relationship building, and sharing of resources between these communities. The Council promotes the achievements of Black Minnesotans, and works to increased awareness of the rich diversity of cultures within Minnesota’s African Americana and African Immigrant populations.

The purpose of this Listening Tour, titled “Our Voices, Our Stories” or OVOS, was to

- Reach out to outlying communities to discover, celebrate and preserve the, artistic, historic and cultural heritage of Black Minnesotans
- Build and improve the relationship of the Council with outlying communities
- Listen to the voices of concerns and hope from these communities

The Listening Tours of 2012 were a series of outreach visits to black populations and groups outside of the immediate Twin Cities area. These groups tend to be isolated from the larger populations in the Twin Cities area , and are generally underserved and under-informed about the Council and its mission. The city of Minneapolis was included in the tour as a control city. Minneapolis has a long history of interaction with the Council, and is home to the largest number of people of African heritage.

The cultural outreach model developed by Marnita’s ® Table for the Tours is a participatory methodology of cultural exploration, data collection, and problem solving using informal focus groups. Employing an inclusive, multi-generational, family oriented approach, respondents and investigators participate actively in dialogue on issues. In the process, participants are encouraged to discover each other, develop relationships, and talk about their concerns and vision for themselves and for their communities. The data generated data from these Listening Tours will be used to develop recommendations for further

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work by the Council.

The findings from this tour will inform and broaden the cultural capital of Minnesota's Black population, and of the State of Minnesota.

Executive Summary

Purpose

The purpose of the Listening Tour was to a) visit black communities in outer Twin Cities areas to help inform and update the cultural landscape, b) to develop and sustain relationships with these communities and the Council on Black Minnesotans ("the Council"), and c) to listen to success stories and concerns within these communities to help guide the work of the Council. Over the last decade, constraints in human and financial resources limited the ability of the Council to reach out to outlying communities, especially those with relatively new settlements of people of African origin. The funding from the Clean Water Land and Legacy Amendment provided an opportunity to increase the social and cultural capital of Minnesota's black population while providing valuable information to the Council on constituent needs and concerns.

Method

The Listening Tours were developed by Marnita's® Table. The methodology used was an innovative blend of community gathering in family-type environments, with the use of participatory group techniques and cultural immersion to develop instant relationships, facilitate dialogue, and encourage speaking from the heart. This method of inquiry, validated by replicated use over seven years, was adapted with guidance from Dr. Michael Q. Patton's *developmental evaluation theory of program evaluation* (Patton, 2012). This approach emphasizes the importance of data utility to research for program development. In Patton's developmental evaluation, traditional methodologies are culturally adapted to ensure that data produced is relevant and utile. The tour visited four outlying cities; St. Cloud, Duluth, Faribault, Rochester, and the city of Minneapolis. Minneapolis served as a control city because of its proximity to the Council offices, and its status as the city with the largest black population.

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Key Findings

Each city visit wove a new section into the cultural fabric, revealing new additions to Minnesota's people of African descent, providing stories of perseverance and hope, and developing critical relationships between community, local leaders, and the Council. From the dialogue with the Mayor of St. Cloud to the interaction with the Superintendent of Duluth's school district, and the table visit with State Senator Carla Nelson, the table talks were more than just about the immediate black community. It was about building bridges of understanding, opportunity, and trust in a unique way across community boundaries, accumulating social capital in the process.



A majority of the attendees (over 65%) were making first direct contact with the Council through these tours. The issues of concern were quite consistent across each city. Major themes of concern were *Education*, *Jobs/Economic Independence*, *Criminal Justice System Inequities*, *Community Cohesiveness*, *Housing*, *Health and Wellness*, and *Civil Rights and Human Rights Violations*.

One of the reasons that so many attendees were making first contact was the fact that individuals with a history of attending these meetings, and of fighting battles for equity and justice, were skeptical of the benefits of coming to these events. From pre-visit feedback and comments from community leaders, there was a real concern that the issues raised would not be prosecuted, and that the relationships developed during

the visits would not be sustained. In response to these concerns, the Council explained that resources were a significant challenge, but promised that efforts will be made to follow up with issues and develop additional resources to help the Council improve its capacity to serve the communities.

Recommendations

Following an evaluation of the observations and information, some recommendations were made to the Council for further work. These included:

- Review of the data; include community feedback in the Council's strategic planning
- Follow up on visits with key community leaders
- Establish strategic satellite offices in outlying areas to maintain connections with the communities and improve the Council's services.
- Establish committees to address the thematic concerns expressed during the Listening Tour
- Improve regular communications and connectivity; upgrade and maintain an interactive website ; explore use of social media

LEGACY TOUR - Celebrating Culture and Building Social Capital

The methodology developed by Marnita's® Table (The "Table" or "Marnita") for the Our Voices/Our Stories (OVOS) Legacy Listening Tour project used the Participatory Action Research Method to achieve the three goals required by the Council and the Minnesota Humanities Center. The Table was tasked with developing and applying a community based methodology that would address three key areas:

1. Develop information to enable the COBM to effectively advise the governor and the legislature on the nature of the issues confronting Black people in the state. This can be most effectively accomplished by the Council's presence in the community, actively seeking and fleshing out the issues that are affecting African/African-American communities
2. Provide voice and empowerment to those community members who desire change but do not have access to elected leaders and services.

3. Provide solutions-oriented forums to enable a change in attitudes from defeatism to unlimited possibilities.

One of the key components of the methodology is the use of the Table's proprietary model of Intentional Social Interaction (ISI). ISI acts as a catalyst for the formation of sustainable professional and personal relationships. The relationships formed at the tables provide a safe reference for sharing feelings and ideas. For the Legacy Tour, the ISI processes of interaction were designed to address the three goals, and were adapted to the cultural characters of populations in each of the five cities; Minneapolis and St. Cloud (during Phase One) and Duluth, Faribault, and Rochester (during Phase Two).

Participatory Action Research (PAR)

PAR is a collaborative, iterative approach to inquiry research approach where researchers join members of the community or organization under study to discuss and find solutions for a specific issue or a range of issues with the objective of enabling some transformational change (King & Stevahn, 2013, Patton 2002, Patton 2012). As an approach, a PAR design can be qualitative or quantitative. Marnita's® Table design is a qualitative design adapted for this Listening Tour through prior evaluations based upon Dr. Michael Patton's *Developmental Evaluation* approach to program and investigative evaluation.

Patton's approach focuses upon the utility of the information developed, and not necessarily on arm's length, standard processes of evaluation (Patton, 2010). Fagen et al demonstrate the applicability of Patton's evaluative approach to poorly understood, complex systems such as high profile, tension creating events, or persistent problems affecting a priority population. (Fagen et al, 2011). Akom (2011) incorporated PAR and Critical Race Theory (CTR) in to the race specific Black Emancipatory Action Research (BEAR) model, an ethnographic model of research and evaluation targeted at black populations. Incorporation of Patton's developmental approach enabled iterative action and reflective cycles that generated qualitative information and quantifiable data.

Project Approach and Sampling Process

The Table is designed to be a safe environment for celebrating each other, developing relationships, and sharing concerns. The Table design invokes a family gathering atmosphere, where conversations, with

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some guidance, can be casual but profoundly informative. Epistemological theories in literature encourage a blend of *best practices* with *next practices*. Next practices are forward looking innovations that adapt best practices to achieve useful information. Marnita's® Table methodology is a blend of best and next practices. The food selection was central to the sense of a family table. Choice meals from various parts of the world were served, with sensitivity to cultural and religious restrictions. Table conversations were expertly guided and recorded by Council Board Directors and community leaders who work with the Council. Children were encouraged to be part of the gathering, and encouraged to offer opinions.

The underlying premise of Marnita's® Table is that relationships are the currency of social change. Relationships facilitate dialogue and engender trust, helping to break down barriers and improve social capital. Each call and dialogue with persons contacted was designed to promote awareness of the Council and its mission, along with the promise of new relationships

The first step in inviting people to the Table was an environmental scan to map the assets in the social-cultural infrastructure. These assets include demographic data, small businesses, houses of faith and worship, schools, and safe, family friendly spaces where members of the community can gather. Other community assets included networks and associations, recognized community leaders, and government agencies.

Next, the Table collaborated with the Council's Legacy Committee and members of the African immigrant and African American community to identify additional individuals and networks that would help in contacting and inviting people within the community. People from the following sectors were contacted by phone for assistance and for their attendance:

- State and local government agencies
- Public and private schools from elementary through trade to college
- Public health institutions
- Other public service institutions such as recreation centers and libraries

Each phone call and connection was used to heighten awareness of the Council as well as bring together various communities who were willing to participate. Furthermore, at every public and private

school and government agency contacted, efforts were made to identify a diversity or outreach/inclusion officer or program. Such a person would presumably be helpful in reducing the time and stress involved in obtaining diversity information about the locality from the institution e institution. In many cases, there was no such person or program to provide assistance or access.

Community Accessibility Profiles

Each community profile is a summary of findings, insights, and dialogue responses during the community accessing phase. The results are summarized in the five community profiles below. Each of the five communities was classified for the degree of community service infrastructure along a continuum from emerging on the one end, intermediate in the middle, and well-developed at the other end. A community's position along the continuum was determined according to the degree or scale to which a community had the following:

- accessibility of social services available to community members;
- extent of the community's awareness, relationship and trust of COBM;
- number of community leaders and degree of civic/social interaction among its leaders;
- number of organizations, groups, coalitions which provide services to the African, immigrant, or Black community; and
- depth, breadth, and reliability of community services available to community members.

There was a significant degree of difference between the activities necessary to secure participation in the Minneapolis and St. Cloud communities during Phase One and what was required for Duluth, Faribault, and Rochester in Phase Two. The differences were related directly to the level of infrastructure (as it relates to social assets, including communications networks, within the black communities). Minneapolis and St. Cloud were relatively highly developed in comparison to Duluth, Faribault, and Rochester

In a developed community only one or two people in each realm have to be contacted to produce a number of leads and networks. These individuals could then contact their networks, often resulting in a cascade of names and contacts. In an intermediate community, network reach required contacting anywhere

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from five to ten people in each of the sectors. In an emerging or isolated community such as was found in Faribault, ten or more points of contacts within the sectors were required.

MINNEAPOLIS:

- Large urban center with a mature community service infrastructure,
- organizations collaborate cross culturally,
- strong degree of familiarity with COBM,
- deep knowledge about Black MN,
- Participants expressed varying degrees of interest in participating on a regional committee.
- Highest desire to reestablish trust and use the information.
- Most resistant to participating in the Table.
- Fairly sophisticated community structure with engaged organizations.
- Diverse group of non-profit and community service organizations.
- Community organizations not necessarily supported compared to larger organizations.
- Organizations easy to identify and easy to leverage networks and contacts.
- Community representatives at all levels (social economic, leaders, workers) participated
- Used peer-to-peer, common art, shared food, and common cultural references with this community.
- Opportunities for engagement with council were identified
- More collaboration with existing agencies and organizations collecting stories (NAACP, Urban League)
- Informal translation used, community participants provided translation for dialogue

ST. CLOUD

- Suburban community with intermediate to developed community service infrastructure
- High degree of engagement of people at every level,
- Easy to get people in the room,
- Some funding available for existing structures in black community.
- Ready to collaborate with others in the state about working with immigrant communities.
- A mix of people, new immigrants who have been working together.
- Cultural navigators available in hospitals, schools, public health, housing,
- Public and private sector participation interested and willing to collaborate.
- Visible community foundation.

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- High degree of cultural infrastructure
- More developed systems of networks and community connections.
- Saw Table as an opportunity to build on their strengths
- Significant interest expressed by mayor to build relationship with policy makers and educate on issues of emerging immigrant communities across the state
- Informal translation used, community participants provided translation for dialogue

DULUTH:

- Outlying urban community with limited intermediate community service infrastructure
- Low level of community gathering and cultural infrastructure
- Denial of community of color by dominant population (communities of color only make up 2%)
- Native American and Black community collaborate
- Some sections of community isolated
- Low profile nature of temporary community members who didn't want to "rock the boat".
- Few community resources for Black community.
- Skepticism from community members about outsiders.
- Informal translation used, community participants provided translation for dialogue

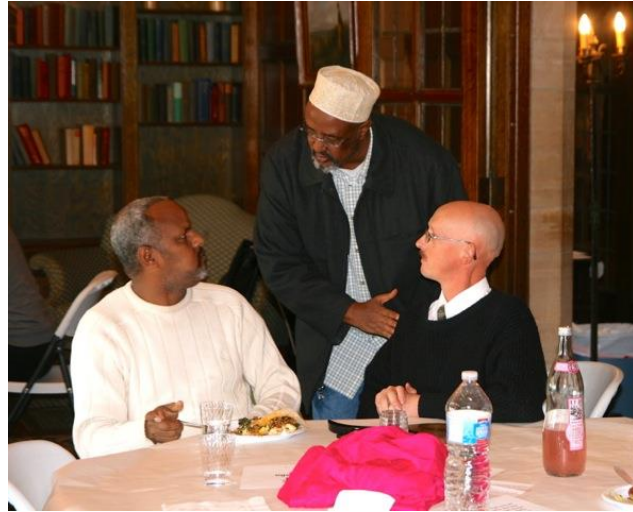
ROCHESTER

- Rural community with an intermediate community service infrastructure.
- Community apparently split into two groups one mostly rural, the other professionals from IBM and Mayo clinic
- Diversity and advocacy organizations somewhat easily identified and accessible.
- Civil rights, workers' rights, and human rights identified as basic issues to address
- Some interest of engagement from government agencies
- Few informal ways to reach community.
- Formal gatekeepers (church, tribal leader, mosque, civil rights organizations, COBM representative) present.
- Formal translators needed.
- Low level of integration between African and African American communities.
- Low collaboration between African and African American communities (neither could name three people or organizations for outside their community to invite).
- Necessary to hire cultural points of contact/translators

FARIBAULT

- Rural community with emerging community service infrastructure
- High interest in advocacy,
- High level of difficulty in securing participation.
- Cultural and language translators required to facilitate dialogue
- Low access to cultural foods and other cultures
- No immigrant infrastructure (restaurant's gathering places, professionals, few advocates, services, businesses.
- Of all five locations, least acceptance by dominant population of immigrants and black groups, or understanding of how black populations came to live in the community
- High resistance by wider/white community to participate in Table
- Experiencing low sharing of information across the state in welcome and acculturation of new immigrants
- Hostile environment facing emerging immigrant community members
- High resentment by dominant population to provide services to immigrants
- Few points of contact among different immigrant communities and dominant population
- Strong isolation felt by immigrant community residents
- Formal translators needed
- Low level of engagement by post-secondary educators,
- Low level of student population.
- Low level of community referrals (only one or two points of entry into the community and those didn't know each other.

The Table was also open to persons of other ethnic persuasions, local elected officials, and community leaders. This inclusive approach produced some immediate benefits in terms of new business relationships, dialogue on civic issues between local leaders and community members who otherwise do not get the opportunity to interact, and providing elected officials a rare opportunity to discuss intimate issues at the grassroots level.



A Rochester Table – October 28, 2012

The changing face of Minnesota

Over the last twenty years, between 1988 and 2010, Minnesota experienced a rapid influx of African immigrants from East and West Africa. Many came to the State as refugees, victims of war that often raged for decades in their country. These refugees and their families tend to stay in communities to be grounded in a new country as they begin a journey of adaptation. Primary refugee groups include Liberians, Sierra Leoneans, Somalis, and victims of civil wars. The civil war in Congo, one of Africa's largest and richest nations, will bring thousands more refugees to the State in the coming years.





City	Major Immigrant Populations
Minneapolis / St Paul	Liberia, Sierra Leone, Nigeria, Somalia, Ghana, Togo, Senegal, Gambia, Cameron, Kenya, Mali, Ethiopia, Eritrea
Brooklyn Park	Liberia, Sierra Leone, Nigeria, Ghana
St Cloud	Guinea, Ethiopia, assorted immigrant students
Faribault	South Sudan, Somalia
Mankato	South Sudan, Somalia, assorted immigrant students
Rochester	Somalia, Sierra Leone, Nigeria, Ghana

Table 1. African refugee concentrations in Minnesota cities

Table 1 shows some Minnesota cities with relatively high numbers of refugee immigrants. These refugees, in addition to non-refugee immigrants, represent one of the fastest growing segments of the Minnesota population. According to the 2010 US Census, Asian, Latino, and African descendant populations in Minnesota each grew by over fifty percent between 2000 and 2010, fueled primarily by refugee and refugee family migration (State of Minnesota Demographer, 2012). For most of the decade, Minnesota ranked second only to California in recorded new immigrants. For every five immigrants to Minnesota, two were from Africa (State of Minnesota, Demographer, 2006). These new populations bring increased diversity in culture with their unique dresses, food, customs, and skills. According to Zafar Siddiqui of the Islamic Resource Center, 70% of Muslims in Minnesotans are from Africa (Siddiqui, 2012). Nationally, Africans make up less than ten percent of the Moslem population.

Key Findings

Diversity outside of the Twin Cities

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Each of the attendee populations in the five cities had some unique socio-cultural components. In Duluth, home of the University of Minnesota Duluth campus, about 75% of the attendees were college students, while in Faribault, about 80% were East African adult refugees.

Ethnic groups, especially refugees and new immigrants, tend to congregate in specific cities, as family members and others follow first wave immigrants. People tended to work in same or similar populations. For example, it is estimated that 35% of recent (past 10 years) Liberian and Sierra Leonean immigrants work in medical service industries as nursing assistants or nurses. In Faribault, many of the South Sudanese and Somalis worked for the same food processing company.

There was significant diversity in the attendee population at each event. In St. Cloud, there was an even mixture of immigrant and African American attendees. St. Cloud is also home to the largest, French-speaking Guinean population in Minnesota. In Duluth, home of the University of Minnesota Duluth campus, 75% of the attendees were college students, while in Faribault, 75% were East African refugees. In Rochester the respondents were a mixture of immigrants, African American professionals, and friends of the African American community. For many, this meeting was the first meeting or interaction with the Council. Every respondent group included a significant number of children.

A common refrain from the older respondents was the yearning for actions following such meetings. Feedback from various sources indicated that a number of people declined to attend these meetings because they did not feel that significant actions would result from the meetings. Rochester attendees, familiar with visits from the Council, were particularly vocal about the lack of follow up following a similar visit in 2010 when the Council came in to help address an apparently racially motivated incidence of violence.

Invariably, each community was energized and delighted to have the Council visit them and ask them their opinion on social matters. Immigrant groups were especially grateful for the show of concern. Many of the refugees and immigrants hail from nations where government services were scarce, and benevolent government agency visits to communities were even scarcer. Some common responses include the following:

"Thank you for coming and being part of us. Why did you come so late"
"What took you so long to come and see us?" (Mohammed, South Sudanese in Faribault)



Children using computers at Faribault Public Library – Oct 27, 2012

Results

The data from this innovative, *developmental evaluation* approach to community outreach provided some qualitative themes and some quantifiable data. Figure 1 shows some culturally relevant characteristics of the total attendees from the five-city visit. A significant percentage of the attendees were immigrants. About half of the respondents had heard about the Council indirectly or had interacted with the Council and other people in the room. Many languages were represented, as were young adults and children.

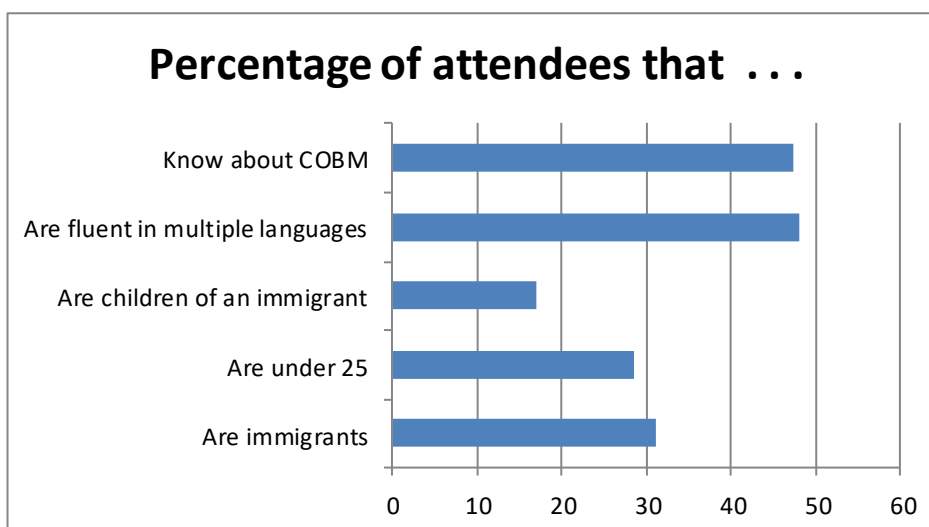


Figure 1. Cultural Characteristics of Respondents. *Total respondents = 356*

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Figure 2 describes responses to issues and concerns in two different ways. The lower part of each bar represents the responses when people were asked about the *most pressing concerns* within their communities. The upper part of each bar represents the responses when people were asked what *issues they would like to solve*. The data showed that the binary responses to each issue or concern were not always equal or similar. Some issues such as child care, housing, and empowering youth had high levels of disparity between the binary responses, probably reflecting a difference between that which is a problem, and the perceived probability of solving that problem satisfactorily.

Access to voting scored relatively high, and was perceived as a problem probably in part due to the close advent of the 2012 election, and the perception that the proposed Constitutional Amendment to require government issues identification for each voter will abridge voter rights and restrict access to voting for many in the community.

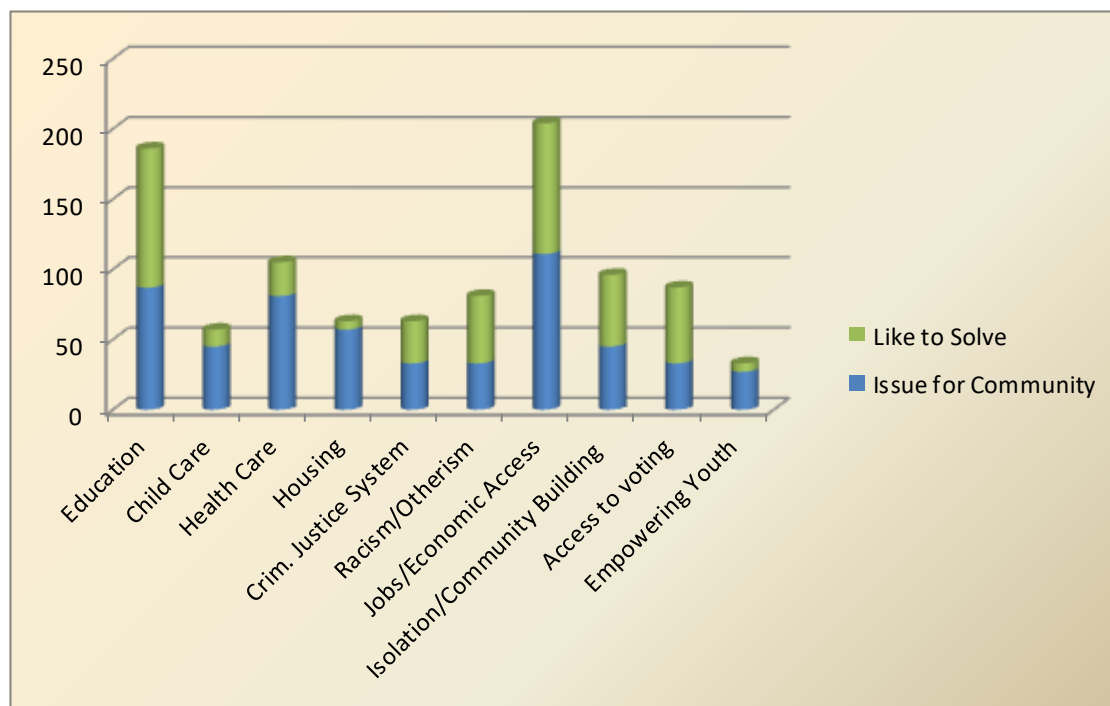


Figure 2: *Binary responses to question on issues: High Concern vs. Like to Solve*

Interpreting the data

Further evaluation of the categories of responses through additional conversations indicated that categories could be consolidated or overlapped. For example, when respondents spoke about the need for and also spoke about economic access, or economic independence, they were



“From a personal standpoint this is the first time, for me, that I felt like young (20-35) Black males left empowered.”

some

Issues that I have been championing for five years now seem to be in the discussion, particularly reducing recidivism, preventing a negative relationship with law enforcement and the devastating effect on families and community when we do neither.”

jobs,



generally speaking about the same concern. This thread of concern was consolidated under ‘Economic Independence’ because economic independence was the ultimate goal. Having access to businesses, loans, and good jobs were means of achieving economic independence. Issues related to racism were more complex. Racism was identified as a factor in the inequitable administration of justice, the high rate of incarceration of black people, poor economic access, education, and access to health care. Racism was cited as a prime cause of civil rights and human rights violations, such as the spitting incidents in Faribault.



Youth showing his priority concern in St. Cloud

Emerged Themes

i. Celebratory Themes

The Council's presence in the communities visited was well received, even among the few that expressed reservation about whether the relationships and dialogue developed would be sustainable. Many expressed delight at being invited, and at being asked to join the Council and others at the dialogue tables. In addition to the mutual discovery of commonness and diversity within the black Diaspora, the sessions established some immediate social and business



relationships. Elected officials were also pleased to attend, and the meetings provided some tangible results in relationship building. In St. Cloud, the mayor sat next to young students, and discussed real opportunities for employment and career development. In Duluth, the school superintendent offered college Students and opportunity to ??? In Rochester, Senator Carla Nelson offered her office in partnership to help with the Council's agenda.

ii Issues and Opportunities

There were some common threads of concerns among all groups in all geographic areas. When asked what the most pressing concerns were, most responded by citing Education, Criminal Justice, Community Relationships, Housing, Connectedness, and Economic Independence.



"That's was a most wonderful day".

"Thank you so much for the words of encouragement you presented during the moment we were here. I will look forward to help this society of mine and you as well in your culture tour, I knew it my people are very excites a lot more will join in the coming months of tour."

Chief Brown Bol. St. Cloud, June 2012

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The following themes were consistently high on the list of issues that people felt were most important to the black community. Most people were torn when requested to choose just one issue. On closer inquiry, most felt that the issues are connected, often with one issue enabling or disabling other issues.

- Economic Independence
- Education
- Criminal Justice System
- Housing
- Connectedness
- Nutrition and Healthy Living
- Civil Rights / Human Rights

Economic Independence

Economic independence was one of the two top themes emerging from the tour. Economic issues and Education generated the highest number of concerns and suggestions. Many felt that having economic independence would alleviate or eliminate other social ills peculiar to communities of color. Economic independence was not just about getting a job; it was defined in various conversations as being in a position of not needing public assistance, being able to provide for the family, providing health care, and having a sense of dignity in the community.

Other related discussions addressed wealth creation, starting small businesses, access to financing, lack of trust from financial lenders, and internships for students to improve their chances of getting a job after graduation. Says Fahid:

If our people have a good job, and can take care of the family, it will cover other issues. A good job will provide health insurance. Working just one job will allow me to spend more time with my children, and teach them more about my culture. (Rochester, MN, Oct 2012)

Discussion threads/statements on Economic Independence

- How to start a credit union in the black community (how to create/build access to legacy)
- How to pass on wealth in the African American community
- Access to economic information
- Economically correct vs. politically correct
- Trust issues with establishment (e.g. credit, banks, employers)
- Investing in black business—how do we invest in these models in a way that makes sense
- Think about what's working
- Get involved, help somebody succeed.

Education

Participants at table chats felt that having a good formal education was required to help achieve economic independence. The community agreed that children should have the opportunity to receive as much education as their ambition demanded. One African immigrant student in Duluth said:

“It is really depressing in UMN that I am the only black person in one of my chemical engineering classes. I need people to encourage more young blacks to get into engineering. Basically, empower youth.”

Discussion threads/statements on Education

- How to go back to school after a period of time? Where are resources?
- As a minority member you often come to the US because there are better educational opportunities
- Not all minority students grow up with the same opportunities (ex. North Minneapolis)
- There seems to be a large gap between what kids are now learning and what they used to learn
- A lack of education stifles a belief that one can live their dreams and enrich their lives
- Child of an immigrant: Mother only went through 7th grade. Parents didn't know how to help. Teachers did not understand and fully appreciate the cultural difference factor in education
- For immigrants, "different" can be interpreted as "stupid" and placement in special classes holds them back
- The problem with education is not the kids but the way they're being instructed
- One man started college in 1975 and was not able to finish until this year because he was taking care of 7 kids
- As a community those who become educated need to return to the minority groups they came from
- "What can we do for each other?"
- For one young woman, parents didn't finish high school which inspired her to reach for her Ph.D. and provide for her parents
- Looking at MN statistic on minority education "people should be rioting in the streets"
- The standards of a school depend on the neighborhood—this is a broken system
- One parents of a 6 year old: Can't advocate for the current public school system and put her child in private school
- Eden Prairie teacher: Left EP to start an education outlet for minority students. Students who immigrate need a foundation before entering the public school system.
- Ex-Normandale Instructor: The biggest issue at Normandale was that public and private school students didn't graduate with the tools to succeed in college
- Students don't learn how to learn, only how to pass tests while in high school
- Metro State instructor: teaches future teachers and feels they are often underprepared to be students. She is not comfortable with many of them teaching future youth in the condition they arrive. They need to be interested in learning. Having also worked at St. Paul Academy and an alternative school, she feels private school kids are encouraged to use resources that are available to everyone.
- Junior in private college: really struggled after attending a public high school because college is so application based. In high school he could cheat the system.
- The current exam-based high school system is driven by how schools are funded.
- When minority students get special resources they're sometimes ashamed
- Putting children in special education causes a self-fulfilling prophecy—teachers need to learn how to teach struggling kids so they can catch up

Discussion threads/statements on Education – 2

- Education runs through our whole lives
- Education is a way to come out of poverty
- Poverty creates a different label
- Students not ready when they get to school—Push them along, into a hole
- Having immigrant parents: Can't help students, their children with homework, etc.
- Warren Buffet and his concept that rich should send children to public and not private schools
- Lack of reading in the home
- Students not ready when they get to school—Push them along, into a hole
- Teachers teach the way they are taught—doesn't work
- Kids want to be connected in the worst way
- Charter schools don't work
- In the inner city schools there is so much chaos and disconnect—students not learning
- Connection to school and community
- Parents had to volunteer 5 hours a week—changes schools, neighborhood and environment
- The poor address different issues, For those in poverty, addressing education alone isn't enough

For adults, retraining, just finding time to go to school, and making connections to know about job opportunities were important factors.

Criminal Justice System (Equity, Overrepresentation of blacks in prison population)

Thus was an area where there were some clear emotions and mindsets. Concerns about the criminal justice system, specifically about the high rate of incarceration of young black men, racial profiling, and inequities in sentencing were high on the list of priorities. However, there was a sense that not much can be done about it, so when participants were asked about what can be done to help black communities, the criminal justice system did not rate in the top six.

It was notable that the issue of “Crime” was differentiated from the “Criminal Justice System”. Except for crimes related to violation of civil or human rights, crime as a category was not perceived as being a major concern for any of the communities visited.

Health Care, Nutrition and Healthy Living

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While respondents were generally concerned with access to health care, specific mention was often made about poor eating habits such as serving pop and chips as steady diets to children. There was concern for the high rate of obesity in their communities and lack of access to affordable, nutritional foods.

Discussion Threads for Health Care

-
- Policy change—changing the environment in order to help the people of the community vs. education and preventative work
- Voting—getting the right people in office
- Lack of access to healthy foods
- Programming in school systems (lack of gym, recess, health education)
- Ability to get health insurance (affordable)
- Access to health coverage

Civil Rights and Human Rights

Many stories abounded related to violations of civil and human rights. In Faribault, the immigrant South Sudanese spoke of being told by the Mayor that they were not wanted there. There were stories of women being harassed and spit upon as they walked by. For nonimmigrant populations, the violations or acts of discrimination were more subtle or indirect, such as the white school superintendent who shared that he was told not to include so many people of color in his special programs for youth.

Discussion threads/comments on Civil Rights & Human Rights

- We do not feel welcome or feel like we are part of the community
- If we had our own place to go, such as
- South Sudanese & Somali: The Mayor told us that “we do not want you here. You should leave”.
- Our women were spit upon as they walked down the street
- Equal access to opportunity is a civil right
- Our young men are systematically taken away from us, put in prison, destroying families, destroying hope. It creates a sense of helplessness

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Recommendations

The consistency of the themes that emerged from the discussions provides an opportunity for the Council to continue building cultural bridges, and addressing cultural, social, and economic concerns.

Nurturing Culture and Connectedness

The dialogue between the Council and its constituents needs to be substantial and sustained. Current resource levels would not permit the Council to continue this city to city tour, but it was clear that these communities desired a sustainable relationship with the Council. A regional representative or satellite office would help bridge the relationship and communications divide currently imposed by geographic distance.

Link to Services and Resources

The Council needs to maintain a vibrant and informative website that would provide information on the Council, its services, and other State and social service organizations. This would help reduce the dependency upon human resources for daily information.

Researched Information & Data Driven Strategic Planning

With the passing of Roger Banks and his unique wellspring of experiences and expertise, the Council is in need of competent research resources within, and/or access to such resources outside of the Council.

Cultural appraisal is required as technology, migration, and time nuance the fabric of cultures and communities. Research competency is also required for the Council to provide updated information and recommendations to the Governor and the Legislature

Addressing the OVOS Themes

The prevailing themes, *Education, Economic Independence, Equity in Criminal Justice, Nutrition and Healthy Living, and Civil Rights / Human Rights*, that emerged from the tour were not new to the Council or to the communities, but the consistency of these concerns requires that substantial review be performed, resulting in recommendations to the Legislature and the Executive branch for correction and intervention.

It is further recommended that the Council appoint committees or leaders to develop data driven and culturally appropriate strategies to address these themes to the benefit of the communities and the State. Population demographics consistently show that the fastest growing populations in the State are communities

of color and immigrant communities. Left unaddressed, the concerns will dim the brightness of the cultural celebration, and will sustain the inequities in opportunities and achievement between black communities and mainstream Minnesota.

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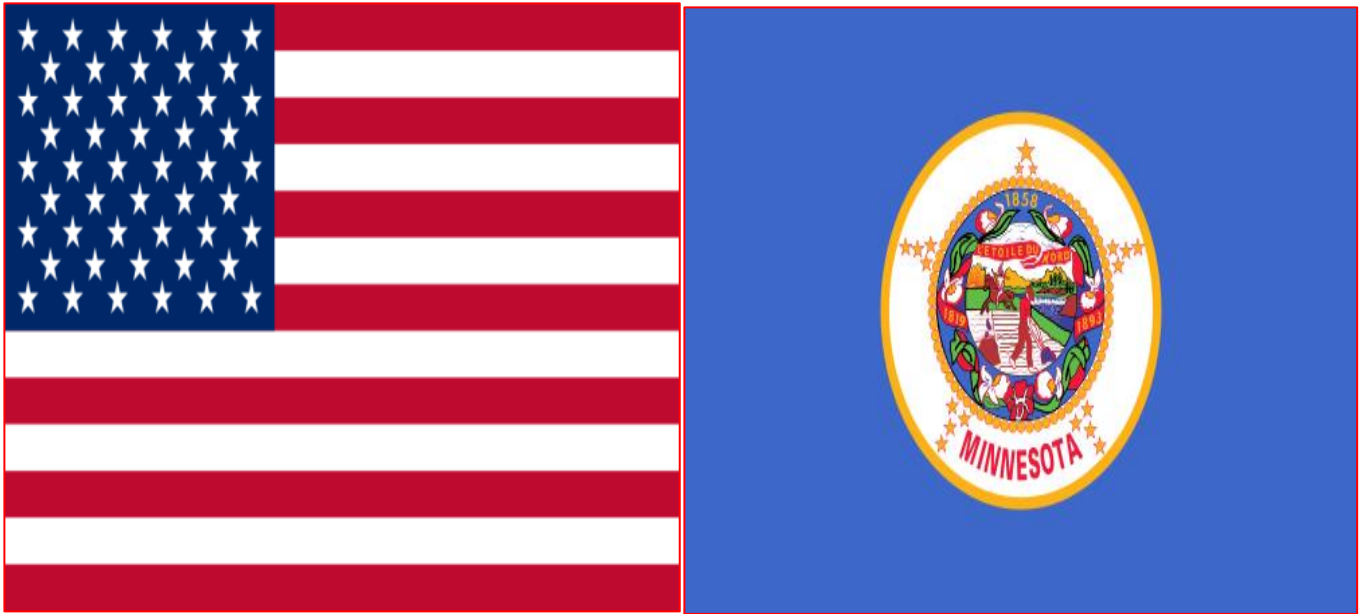
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Council on
 *Black Minnesotans*

Moving Beyond Tolerance to Allophilia
2013 Legislative Recommendations
February 15, 2013

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2013 Legislative Recommendations

Introduction

The themes of **Human/Civil Rights and Fair Housing, Healthcare, Jobs/Economic Development, Education and Criminal Justice** were derived from a series of discussions coordinated by the **Council on Black Minnesotans** throughout the state called the “**2012 Legacy Listening Tour**” and the **Rev. Dr. Martin Luther King Statewide Celebration COBM’s 2013 General Legislative Agenda Discussion**. The tour and discussion involved nearly 700 Minnesota residents.

The general legislative agenda was prepared by a committee of the whole comprised of Council on Black Minnesotans’ board members, staff, consultants and key community stakeholders using information gathered from residents attending the discussion and tour sessions, the analysis on disparity research from various higher education institutions, social scientist, departments within state government and other researchers. In addition, COBM conducted an analysis of existing state statutes to discern the state of Minnesota regulation with regards to exceptions, consideration and requirements for minority communities.

The committee believes through the listening tour we heard Minnesotans tell us our focus should be on the aforementioned themes and there exists a new generation of Minnesotans that want to see our state move **FORWARD** with a **NEW LEVEL** of innovation, energy, ideas, and direction to address the socioeconomic and sociopolitical challenges we face. They informed us that the new level has to move us beyond constructs, tolerance and diversity to practicing **Allophilia**. The new level requires us to make equal access to opportunities a practice. The new level requires innovative policy decisions and actions that eradicate all forms of disparities. The new level may requires us to constitutionalize Human/Civil Rights Enforcement.

The Minnesota Legislature created the Council on Black Minnesotans in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social and economic resources, policies and procedures of the State of Minnesota. The Council on Black Minnesotans is mandated by Minnesota statute 3.9925 to advise the governor and legislature on issues of concern to Black Minnesotans.

Please contact Edward McDonald for additional information at 651-642-0811 or Edward.McDonald@state.mn.us



1. **Human/Civil Rights and Fair Housing** (Committee Chair Dr. Fatima Lawson)

The State of Minnesota Advisory Committee on Civil Rights Report Excerpts

By law, the U.S. Commission on Civil Rights has established an advisory committee in each of the 50 states and the District of Columbia. The committees are composed of state citizens who serve without compensation. The committees advise the Commission of civil rights issues in their states that are within the Commission’s jurisdiction. Below is a summary from the Minnesota commission hearings in 2011:

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- ❑ The lack of resources for civil rights enforcement in the state has worsened, leaving Minnesota in a “crisis mode.”
- ❑ Audits and disparity studies are showing huge underutilization of Minority Groups which indicate noncompliance with the administrative application of civil rights and equal opportunity laws.
- ❑ Many legal advocates and victims of discrimination are refusing to refer complaints to the local and state civil rights enforcement departments because they are in a continuous state of transition, have a backlog of complaints, and have unclear enforcement policies.
- ❑ The enforcement approach for the Department of Human Rights has gotten so bad that a ballot initiative was allowed to come to vote that would constitutionalize prejudice by disallowing people that love each other to marry and make it harder for certain people to participate in the electoral process.

Housing

- ❑ Only 29.4 percent of Black Minnesotans owned the home they lived in, while the rest rented.
- ❑ African Americans renters paid a higher percentage of their income for housing - 61.3 percent had paid more than 30 percent of their household income per the previous 12 months.
- ❑ The household wealth of Blacks dropped more than that of Whites during the Great Recession, according to a study released by the Pew Research Center. Researchers say the decline of the housing market is the main influence behind the increasing gap in wealth between White households and their Black counterparts.

COBM's Proposal is to Constitutionalize Human Rights enforcement and expands the Department of Human Rights duties to include the following:

- 1) Make all the current functions of the Department of Human Rights (DHR) as set forth in Minnesota Statute section 363A.06 a priority,
- 2) Provide DHR authority and resources to establish regional Human Rights satellite offices,
- 3) Provide DHR authority and resources to audit state departments, county governments, cities, school districts, corporations and institutions compliance with civil rights, equal opportunity, fair housing, voting rights and affirmative action laws,
- 4) Provide DHR authority and resources to conduct affirmative action and civil rights impact analysis on executive orders and legislation, and
- 5) Provide DHR authority and resources to administer state contract procurement services as set forth in Minnesota Statutes 16C, and
- 6) Provide DHR authority and resources to submit United Nation's International Covenant to End All Forms of Racial Discrimination (CERD) reports to the United Nations
- 7) Authorize a series of review on various state departments administrative application of civil rights and equal opportunity laws, rules and policies to the extent to which it contributes to socioeconomic disparities affecting African Americans and others protected class groups in Minnesota to include::

- a) A review by the DHR on compliance by the Minnesota Departments of Correction, Health and Human Services, Education, Housing and Economic Development with federal and state equal opportunity requirements in staffing, training, contracting; research studies; accommodation of diverse communities, cultures and beliefs; and the site selection and operation of facilities germane to their duties. **(Study to involve the administrative application of equal opportunity provisions in the Code of Federal Regulations (Titles 24, 28, 29, 34, 45) and provisions MN Statute 363A and 43A germane to each of the aforementioned departments).**
- b) A review by DHR and the Department of Education that review the special education programs in school districts with high concentrations of students assigned to special education program to ensure compliance with nondiscrimination policies germane to special education programs **(study to involve the administrative application of equal opportunity provisions in the Code of Federal Regulations (Title 34), MN Statute 43A and various provisions in the Individuals with Disabilities Education Act (IDEA) germane to special education).**
- c) A review by the DHR of 1) police stops, 2) arrests, 3) prosecution and 4) sentencing in areas of the state where a disproportionate number of minority residents have been involved in these actions to determine if their federal and state civil rights and civil liberties are being violated **(study to involve the administrative application of equal opportunity provision in the Code of Federal Regulations (Title 28) and Minnesota civil rights statutes germane to departments responsible for 1, 2, 3, and 4 above).**
- d) A review by the DHR in partnership with House Research on the evolution of misdemeanors to felony offense statutes in Minnesota and the correlation to minority population growth in the state.
- e) A review by a DHR study committee on implementation of the United Nation's International Covenant to End All Forms of Racial Discrimination (CERD).

The findings of these reviews will be completed and reported to the community, the governor and the legislature by December 31, 2013 with recommendations for administrative and legislative action to resolve noncompliance with equal opportunity.

- 8) Enact H.F. No. 85 and S.F. 182 a foreclosure protection for tenants and homeowners that allow them to stay in their homes, paying a fair market rent (i.e., their current rent) to the financial service entity.



2. **Jobs/Economic Development** (Committee Chair Mr. Ayderus Ali) Based on Minnesota Economic Policy Institute (EPI), 2011 report

- ❑ In 2010, 37.2 percent of Blacks were living in poverty, income disparities also continue to persist in the state. In 2010, the median household income for Black communities fell significantly below the statewide median household income for whites. And those gaps are growing. Black households experienced a 16 percent drop in median income and in 2010, the median household income for Blacks stood near \$27,000, less than half the statewide median of \$55,459.

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COBM's Minnesota Full Employment Initiative in Targeted Labor Surplus Communities which will include the following:

- 1) Establishes and implements redevelopment plans for labor surplus areas in cities with a population of 60,000 residents,
- 2) Establishes a formal Community Council with the City approved authority to oversee the planning, implementation, and enforcement of the initiative,
- 3) Develops a fund to finance the initiative using existing state, county, and city financing and grant programs, and pre-designates them in proportion to the percentage (city, county and state) of housing units in the labor surplus area targeted for the initiative. The remaining funding will come from banks and encouraged with a commitment of city, county, and state deposits in participating banks,
- 4) Designate the State's Targeted Vendor Utilization programs in the labor surplus areas, and
- 5) Establishes and implements community benefit components for use of funds to implement the redevelopment plans and vendor program in the labor surplus areas that requires:
 - Jobs to go to target area (TA) veterans, residents who are participants in Workforce Training Centers, and those who have the skills and experience to perform the work,
 - All development projects should be joint-ventures with a qualified development entity based in the TA,
 - To the greatest extent possible, all development projects use construction contractors (sub and prime) located in the TA,
 - To the greatest extent possible, purchases for development/construction projects should be made from businesses located in the TA,
 - All projects train and hire residents for jobs created from projects (infrastructure, commercial and industrial) in the TA,
 - To the greatest extent possible, new and redeveloped commercial and industrial space should be made available to entrepreneurs from the TA,
 - To the greatest extent possible, all housing types should be made available to residents in the TA, and
 - All projects must include green development principles.
- 6) Implement redevelopment plan production goals that do the following:
 - Creates a quantifiable number of temporary construction and permanent jobs for residents in the TA,
 - Develops a quantifiable number of housing units to be developed (affordable rental, homeownership, permanent supportive),
 - Develops a quantifiable number of commercial space to be developed,
 - Develops a quantifiable number manufacturing/industrial space to be developed, and

- Builds a quantifiable amount of infrastructure including parks and safe agriculture space in the target area.



3. Health Care (Committee Chair Ms. Rosella Collins – Puoch)

Based on EPI, 2011 and EHDI, 2013 reports

- ☐ Many of Minnesota's most vulnerable populations, including the elderly, those with disabilities and low-income families with children, are being asked to help balance the state's budget through \$1 billion in cuts to health and human services in the final 2011 budget,
- ☐ The health and human services bill also contains provisions that will increase barriers for low-income families trying to work, for the elderly and people with disabilities who want to stay in their homes and for Minnesotans trying to access health care, and
- ☐ As a result of the final budget, working parents and other low-income Minnesotans will face challenges in building a more secure economic future.
- ☐ Minnesota was consistently first or second in national health rankings. But in recent years Minnesota has fallen to as low as sixth. Reasons for this include the health differences that exist in Minnesota between white populations and populations of color and American Indians. Minnesota has some of the worst income, employment, and health disparities in the country. Many of Minnesota's populations of color and American Indians lack the same opportunities to be healthy because of factors such as economic instability, unsafe neighborhoods, and inadequate access to health care. These differences ultimately result in poorer health outcomes, shorter life spans, higher health care costs, and lost productivity. Minnesota's populations of color and American Indians have grown from just over 6 percent of the total population in 1990 to almost 17 percent in 2012. The Eliminating Health Disparities Initiative (EHDI) was established by a legislative mandate in 2001. The EHDI investment in 2010 was approximately \$5 per person of color or American Indian in Minnesota, a relatively small amount compared to the \$6,913 spent on health care per Minnesotan in 2009.

COBM's Healthcare Disparity Eradication Initiative which includes the following:

- 1) Establish ombudsman to work within the minority communities to help residents navigate the state insurance exchange,
- 2) Fund medical clinics in minority communities to help residents navigate the state insurance exchange, and
- 3) Authorize the reenactment of the Martin Luther King Non-violent Child Development Act. [H.F. No. 2184, as introduced - 82nd Legislative Session \(2001-2002\)](#)
- 4) Expand funding for the EHDI to support minority run health care professional associations to carry out the following:
 - a) Collaborative mental health services to minorities residents,
 - b) Collaborative, holistic, and culturally competent health care services in communities with high concentrations of minority residents, or
 - c) Collaborative recruitment, training and placement of minorities in the health care service industry.



4. **Criminal Justice** (Committee Chair Mr. Donovan Bailey)

- ☐ **Police Stops** - In Minnesota, the police departments in Minneapolis and St. Paul have voluntarily begun to collect data on the race of the drivers they stop. Minorities make up 35 percent of the population in Minneapolis, but comprised over half of the drivers stopped by police during the six-month study. African Americans account for a significant percentage of the minority stops -- almost 40 percent -- even though African Americans are less than 20 percent of the population in Minneapolis.
- ☐ **Arrests** - In Minneapolis, Blacks are about two and one half times more likely to be arrested and booked than Whites following a traffic stop.
- ☐ **Prosecution** - There is little racial data in Minnesota to determine what happens to cases when they are brought to the prosecutors' offices for charging. While data historically has been kept at the point of sentencing, this misses what happens to cases between arrest and sentencing.
- ☐ **Sentencing** - The Minnesota Sentencing Guidelines Commission keeps extensive data on the race of all offenders who are sentenced at the felony level. From this data, we know Minnesota now has the largest disparity between Black and White imprisonment rates of any state in the nation: a ratio of 19:1. Criminal Justice Disparity Eradication Initiative which includes the following:

COBM's Criminal Justice Disparity Eradication Initiative which includes the following:

1. Authorize county prosecutors and public defenders to gather racial data related to their sentencing recommendations,
2. Authorize the Minnesota Department of Corrections to conduct an evaluation, using the State Auditor or an independent consultant, of the efficacy and access for minority populations of reentry services, the expungement process and culturally competent treatment programs and, based on the findings, propose recommendations for changes aimed at reducing recidivism, and report findings and recommendations to the community, legislature, and governor by December 31, 2013



5. **Education** (Committee Chair Ms. Adrece Thighman-Nabe)
Based on Department Of Education Reports, 2011

Minnesota has long enjoyed a reputation for its high-quality public education, placing at or near the top in many nation-wide rankings and measures. But these encouraging statistics mask growing concerns of a widening achievement gap that is leaving many students unprepared for a successful future. Currently:

- ☐ Seventy-seven percent of the 3rd graders across the state read at grade level in 2011, but only 60 percent of those who transferred schools during the year did.
- ☐ About 49 percent of 11th grade students in Minnesota achieved state standards in math in 2011, up significantly from 30 percent in 2006. High school juniors in the Twin Cities are slightly more likely to be proficient than those in Greater Minnesota.
- ☐ Overall, only about three-quarters of our state's students graduated on time from high school in 2011; but only 55 percent of students of color. There has been little progress improving this rate during the past 6 years.
- ☐ The ratio of guidance counselors to student in Minnesota's Public Schools is 1:800. The national average is 1:450.
- ☐ The growing cost of higher education at all levels is putting it out of reach for students of color.

COBM's proposal for Education Achievement Disparity Eradication Initiative which includes the following:

- 1) Require the Department of Education (DE) to assess school districts guidance counseling services and assist them with developing and implementing a plan of action to bring guidance counseling services in line with the national ratio of students to guidance counselor, and diversify counseling staff to mirror the student diversity of the district, where the need exist,
- 2) Require the DE to assess school districts racial diversity in teaching staff and assist them with developing and implementing a plan of action to bring the racial diversity of the district teaching staff to mirror the student diversity of the district, where the need exist, and
- 3) Require the DE to explore the establishment and operational approach of an endowment that pays the tuition of any public school student that gains admission to a public higher education institution in Minnesota.

The Commissioner of the Department of Education will report to the Community, Legislature and Governor by December 31, 2013 on the aforementioned

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COBM Financial Report for the Biennial EXPENDITURES FY 2011-2012

REVENUE

GENERAL FUND	\$ 573,281
MLK GENERAL FUND	24,777
MLK NON GENERAL FUND	68,394
BLUE CROSS AND BLUE SHIELD GRANT	423,175
CLEARWAY, MINNESOTA GRANT	149,499
NAATPN	<u>5,598</u>
TOTAL REVENUE	1,244,724

EXPENDITURES

General Fund

Payroll	\$346,083
Other Benefits	76,617
Space Rental, Maintenance, Utilities	50,474
Repairs, Alterations, & Maintenance	1,376
Printing and Advertising	4,652
Professional/Technical Services	8,561
IT/Professional/Technical Services OS Vendor	0
Computer and Systems Service	2,314
Communications	13,813
Travel & Substance – In-State	14,736
Travel & Substance – Out-State	0
Supplies	5,266
Equipment	5,740
Employee Development	1,913
Other Operating Costs	38,866
Statewide Indirect Costs	<u>0</u>
TOTAL GENERAL FUND EXPENDITURES	\$570,411

DR. MARTIN LUTHER KING, JR. CELEBRATION

Rent, Maintenance, Utilities	1,014
Communications	5
Printing/Advertising	107
Professional/Technical Services	17,518
Travel & Substance – In-state	1,416
Travel & Substance – Out-state	0
Supplies	324
Equipment	398
Other Operating Costs	10,997
TOTAL EXPENDITURES	\$31,779

MLK ADVERTISING/EXH SPACE ACCOUNT

Printing/Advertising	3,000
Professional & Technical Services	13,175
IT/Prof/Tech. Services O/S Vendors	0
Supplies	357
Equipment	3,384
Other Operating Costs	8,488

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TOTAL EXPENDITURES	\$28,404
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MLK GIFTS ACCOUNT

Printing/Advertising	6,222
Professional & Technical Services	9,159
Supplies	437
Equipment	7,254
Other Operating Costs	<u>9,907</u>
TOTAL EXPENDITURES	\$32,979

MLK POETRY ACCOUNT

Professional & Technical Services	\$ 525
Other Operating Costs	<u>1,850</u>
TOTAL EXPENDITURES	\$2,375

BLUE CROSS AND BLUE SHIELD OF MINNESOTA GRANT

Salaries & Benefits	161,339
Rent, Maintenance, Utilities	6,611
Printing/Advertising	3,088
Professional & Technical Services	199,168
Communications	1,431
Travel & Substance – In State	387
Travel & Substance – Out-State	1,009
Supplies	7,265
Equipment	709
Employee Development	725
Other Operating Costs	30,087
Statewide Indirect Costs	<u>11,356</u>
TOTAL EXPENDITURES	\$423,175

CLEARWAY MINNESOTA

Salaries & Benefits	6,173
Printing/Advertising	1,227
Professional & Technical Services	126,490
Communications	63
Travel & Substance – In State	541
Supplies	753
Equipment	256
Other Operating Costs	10,113
Statewide Indirect Costs	<u>4,387</u>
TOTAL EXPENDITURES	\$150,003

NAATPN ACCOUNT

Salaries & Benefits	5,598
TOTAL EXPENDITURES	5,598
TOTAL EXPENDITURES FOR FY 2011 & 2012	\$1,228,586

Note: The receipts and expenditure data for the 2011-2012 Biennium are based on unaudited figures received from the Office of Fiscal Services of the Department of Administration, which provides administrative services to the Council as provided under Minn. Stats. Section 3.9225, subd. 5.

2011 Minnesota Statutes -3.9225 Council on Black Minnesotans

Subdivision 1 Creation

A State Council on Black Minnesotans consists of 13 members appointed by the governor. The members of the council must be broadly representative of the Black community of the state and include at least five males and at least five females. One member of the council must be a person whose ethnic heritage is from West Africa, and one member of the council must be a person whose ethnic heritage is from East Africa. Membership terms, compensation, removal of members, and filling of vacancies for non-legislative members are as provided in section 15.0575. Because the council performs functions that are not purely advisory, the council is not subject to the expiration date in section 15.059. Two members of the house of representatives appointed by the speaker and two members of the senate appointed by the Subcommittee on Committees of the Committee on Rules and Administration shall serve as nonvoting members of the council. The council shall annually elect from its membership a chair and other officers it deems necessary.

Subd. 2. Definitions.

For the purpose of this section:

- (1) "Black" describes persons who consider themselves as having origin in any of the Black racial groups of Africa
- (2) "East Africa" means the eastern region of the continent of Africa, comprising areas occupied by the countries of Burundi, Kenya, Rwanda, Tanzania, Uganda, and Somalia; and
- (3) "West Africa" means the western region of the continent of Africa comprising areas occupied by the countries of Mauritania, Senegal, The Gambia, Guinea-Bissau, Guinea, Sierra Leone, Liberia, Cote d'Ivoire, Ghana, Togo, Benin, Nigeria, Burkina Faso, and those parts of Mali and Niger south of the Sahara.

Subd. 3. Duties.

The council shall:

- (a) advise the governor and the legislature on the nature of the issues confronting Black people in this state;
- (b) advise the governor and the legislature on statutes or rules necessary to ensure that Black people have access to benefits and services provided to people in this state;
- (c) recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Blacks in the state's work force;
- (d) recommend to the governor and the legislature legislation to improve the economic and social condition of Black people in this state;
- (e) serve as a conduit to state government for organizations of Black people in the state;
- (f) serve as a referral agency to assist Black people to secure access to state agencies and programs;

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- (g) serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Black people of this state;
- (h) perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas;
- (i) implement programs designed to solve problems of Black people when authorized by other statute, rule, or order;
- (j) review data provided by the commissioner of human services under section 260C.215, subdivision 5, and present recommendations on the out-of-home placement of Black children. Recommendations must be presented to the commissioner and the legislature by February 1, 1990; November 1, 1990; and November 1 of each year thereafter; and
- (k) publicize the accomplishments of Black people and their contributions to this state.

Subd. 4. Review of grant applications.

All applications by a state department or agency for the receipt of federal funds which will have their primary effect on Black Minnesotans shall be submitted to the council for review and recommendation at least 30 days before submission to a federal agency.

Subd. 5. Powers.

- (a) The council may contract in its own name, but no money shall be accepted or received as a loan nor indebtedness incurred except as otherwise provided by law. Contracts shall be approved by a majority of the members of the council and executed by the chair and the executive director. The council may apply for, receive, and expend in its own name grants and gifts of money consistent with the power and duties specified in subdivisions 1 to 7.
- (b) The council may solicit and accept payments for advertising, use of exhibition space, or commemorative videos or other items in connection with publications, events, media productions, and informational programs that are sponsored by the council. These revenues must be deposited in an account in the special revenue fund and are appropriated to the council to defray costs of publications, events, media productions, or informational programs consistent with the powers and duties specified in subdivisions 1 to 7. The council may not publish advertising or provide exhibition space for any elected official or candidate for elective office. The council must report by January 15 each year to the chairs and ranking minority members of the house of representatives and senate funding divisions with jurisdiction over the council on the amount and source of each payment received under this paragraph in the prior fiscal year.
- (c) The council shall appoint an executive director who is experienced in administrative activities and familiar with the problems and needs of Black people. The council may delegate to the executive director powers and duties under subdivisions 1 to 7 which do not require council approval. The executive director serves in the unclassified service and may be removed at any time by the council. The executive director shall recommend to the council, and the council

may appoint the appropriate staff necessary to carry out its duties. Staff members serve in the unclassified service. The commissioner of administration shall provide the council with necessary administrative services.

Subd. 6. State agency assistance.

Other state agencies shall supply the council upon request with advisory staff services on matters relating to the jurisdiction of the council. The council shall cooperate and coordinate its activities with other state agencies to the highest possible degree.

Subd. 7. Report.

The council shall prepare and distribute a report to the governor and legislature by November 15 of each even-numbered year. The report shall summarize the activities of the council since its last report, list receipts and expenditures, identify the major problems and issues confronting Black people, and list the specific objectives which the council seeks to attain during the next biennium.