Council on Black Minnesotans

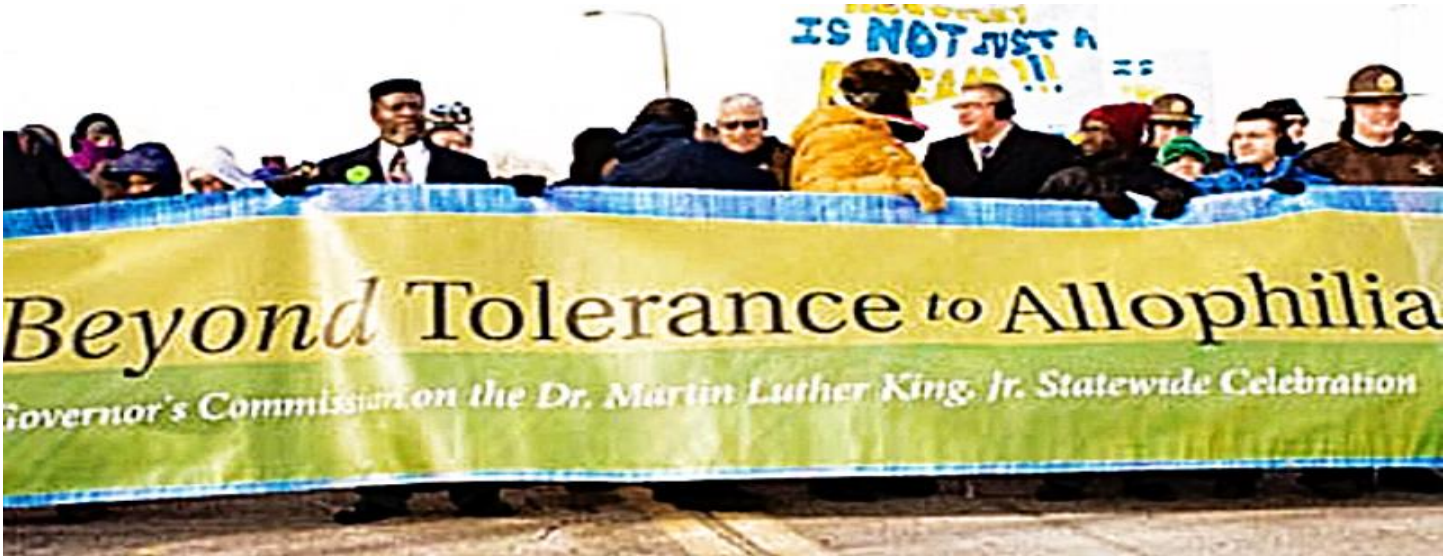
Moving Beyond Tolerance to Allophilia

2014 ANNUAL REPORT

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.

Find Out How to Get Involved Now!

cobm@state.mn.us



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Council on Black Minnesotans Overview

The Minnesota Legislature created the Council on Black Minnesotans (Council) 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 in the Appendix 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.

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 uses community forums, web based surveys and focus group discussions to hear from its constituents on issues within the Council's scope. The Council, pursuant to its obligations under Minnesota law, submits this 2013 annual 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 the 2013 legislative session.

About Minnesotans of African Heritage

The following data describe the approximately 320,000 Minnesotans who indicated their race was Black alone or Black along with another race or races in U.S. Census Bureau surveys conducted between 2007 and 2011.[1] These Black Minnesotans represent six percent of Minnesota's total population.

Age Distribution

The Black population in Minnesota, with a median age of 23 years, is considerably younger than the overall population, with a median age of 37. About 40 percent of all Black Minnesotans are under age 18, compared to 24 percent of the overall population. At the higher ages, far fewer Black Minnesotans are represented. Only 3 percent of the Black population is 65 years or older, compared to 13 percent of the total population.

Figure 1: Age Distribution of Black Minnesotan and All Minnesotans, 2007-2011

	Black Minnesotans		All Minnesotans	
Age Group	Approximate Number	Approximate Share of Total	Approximate Number	Approximate Share of Total
Under 5	40,700	13%	353,000	7%
5-11	48,400	15%	489,900	9%
12-17	39,000	12%	437,600	8%
18-24	38,400	12%	505,400	10%
25-34	49,900	16%	704,700	13%
35-44	43,100	14%	702,400	13%
45-54	29,500	9%	803,000	15%
55-64	16,500	5%	611,100	12%
65-74	7,200	2%	344,300	7%
75+	3,400	1%	326,900	6%
Total	316,000	100%	5,278,200	100%

Place of Birth

Among Minnesotans of all races, 7 percent were born outside of the U.S. However, among Black Minnesotans, the rate is far higher, at 24 percent foreign-born. This represents about 76,400 Black immigrants who live in Minnesota. The countries of birth representing the greatest numbers of foreign-born Black Minnesotans include:

- Somalia (accounting for about 26 percent of foreign-born Black Minnesotans)
- Ethiopia (about 17 percent)
- Liberia (about 16 percent)
- Kenya (about 8 percent)
- Nigeria (about 6 percent)
- Sudan (about 4 percent)
- Cameroon, Eritrea, and Ghana each accounted for about 2 percent of the Black foreign-born population in MN.

[1] Five years of data were necessary to get the most reliable estimates about this population and its subgroups. All data result from surveys and therefore should be considered approximate estimates. See source and notes at the end of this document for more information.

Together, these nine countries of birth comprise more than 80 percent of the Black immigrant population. The remaining foreign-born Black populations living in Minnesota indicated they were born in other African countries (1 percent or less within each country), Africa or a region of Africa (about 7 percent with country unspecified), or in a very small number of cases, other countries or continents around the globe. See Figure 2 below for additional information.

Among U.S.-born Black Minnesotans, about 56 percent were born in Minnesota, while 44 percent were born in other U.S. states or territories. Illinois is the most common state of birth after Minnesota, accounting for about 14 percent of the U.S.-born Black population, roughly 33,200 residents. Minnesota has also seen sizable domestic migration from Black residents whose birth states were Indiana (3 percent, or about 6,000 residents), Missouri (2 percent, about 4,500 residents), and Wisconsin (2 percent, about 4,000 residents), among others.

Ancestry

"Ancestry," or one's first identified ethnic origin, is a broader term than birthplace, as U.S.-born children of immigrants will likely also claim Somali or Ethiopian ancestry, for example, if their foreign-born parents hail from those countries. For this reason, the remainder of the information describing the characteristics of Black Minnesotans is presented by the ancestry designated by survey respondents, regardless whether foreign- or U.S.-born. Due to survey sample limitations, however, data are only robust enough to present for the following ancestry groups: Somali, Ethiopian, Liberian, African-American[2], and all other Black Minnesotans (including those who did not claim any ancestry). Using ancestry as a lens, we find that there are about 31,400 Black Minnesotans who claim Somali ancestry; 13,400 who claim Ethiopian ancestry; 9,100 who claim Liberian ancestry; 160,300 who claim African-American ancestry, and about 101,000 who claim other ethnic origins or no ancestry in the survey. (See Figure 3) These figures, however, are likely underestimating the true size of these groups, given that many of Minnesota's Black residents did not claim any ancestry in the survey.

Figure 3: Minnesota's Black population in Minnesota by ancestry, 2007-2011

Ancestry of Minnesota's Black Population	Approximate Numbers	Approximate Share of Total
African-American	160,300	51%
Somali	31,400	10%
Ethiopian	13,300	4%
Liberian	9,100	3%
All other groups/ancestries (including unspecified)	101,800	32%
All Black Minnesotans	316,000	100%

[2] "African-American" includes those respondents who self-identified as a Black race who also indicated their ancestry was African-American, Afro-American, United States, Black or similar.

Minnesota of African Heritage Capital Contributions

The Council "Black Capital" report documents the multiple contributions of people of African descent to Minnesota: as consumers, entrepreneurs, human capital, workers, global networks, cultural assets, taxpayers and civic assets. (See http://mn.gov/cobm/research-publications.html for full report) In Minnesota people of African descent represent:

- $3 billion in consumer power
- 287, 165 people of African descent
- Over 12,000 firms with almost a billion in sales employing over 10,000 people with an annual payroll of $258 million.
- Ranked as a group, Black firms would the 21st largest employer in Minnesota.
- Top occupations are Management, Service and Sales with close to 80 percent of the workforce in those occupations.
- African immigrants make up 25 percent of the Black population and 18 percent of all immigrants in Minnesota
- People of African descent pay almost half a billion in state and local taxes annually in Minnesota.
- Minnesota exported almost $200 million to African countries in 2012.
- Lifetime earnings of people of African descent are an estimated $388 billion with projected total tax payments in Minnesota of $28 billion over their lifetime.
- People of African descent make up at least 10 percent of the 22 House and 10 Senate districts. In 4 House and 2 Senate districts they make up more than 30 percent of the population

Council Operations and Policy Board Structure

Meet the Board

Sina Black
St. Paul, MN - Term expires 01/04/2016

Jeanne Cooper
St. Paul, MN - Term expires 01/05/2015

Corey Day
Minneapolis, MN - Term expires 01/04/2016

Patwin Lawrence, Board Chair
Minneapolis, MN - Term expires 01/05/2015

Edna McKenzie
Brooklyn Park, MN - Term expires 01/04/2015

Fatima Tanni Lawson, Ph.D., Vice Chair & West African Representative
Little Canada, MN - Term expires 01/04/2016

Benjamin Mchie
Minneapolis, MN - Term expires 01/05/2019

Nasibu Sareva, East African Representative
Minneapolis, MN - Term expires 01/04/2016

Darryl Scarborough, Treasurer
Chaska, MN - Term expires 01/05/2019

Nakiesha (Nicque) M. Schaff
St. Paul, MN - Term expires 01/05/2015

Adrece Thighman-Nabe, Secretary
St. Cloud, MN - Term expires 01/05/2019

Chuol Yat
Mankato, MN - Term expires 01/05/2015

Legislative Board Members
Senator Foung Hawj (DFL)
Representative Rena Moran (DFL)
Representative Joe Mullery (DFL)

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 promoting and developing the assets of Minnesotans of African descendent and resolving socioeconomic problems impacting their quality of life so to expand Minnesota's great quality of life. 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 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 our constituency and handles the daily work of serving as a link between constituency and federal, state and local governments, and private and nonprofit entities policy processes, and administrative operations. The Council's committee structure is fluent and is driven by an assessment of needs identified through community forums and research, and opportunities that develop outside of the information gathering process of the Council. Each year the Council's newly established priorities provide the opportunity for the board to establish new committees that provides the guidance with the development of service referrals, programmatic activities and public policy initiatives. The Council employs an annual strategic doing plan (see http://mn.gov/cobm/research-publications.html for plan) and a shared leadership approach with corresponding assigned responsibilities and committee infrastructure to achieve annual organizational goals and compliance with its statutory mandates.

Meet our Staff

Deborah Brown, Community Outreach Specialist

Contact Information
651-757-1752
deborah.brown@state.mn.us

Deborah Brown is a long time resident of Minnesota who has dedicated years of service to the community. Deborah holds a Master's degree in Public Administration from the School of Business at Hamline University with a certificate in Public Affairs Management and focus in conflict resolution-negotiations and mediation. Her Bachelor's degree is in Social Work from Metropolitan State University. Deborah's background has been working in family social services, education, and community outreach and she has a wide variety of experience working in the nonprofit, public, and private sectors. She has recently worked at Emma Norton Services, as a small business owner, and the YWCA, just to name a few. She brings with her skills and experience in nonprofit leadership and organizational development, strategic planning, development, policy research and analysis, program assessment and evaluation, community organizing/outreach, and event planning. Deborah is passionate about helping families achieve self-sufficiency. She is also passionate in the areas of history; education and youth service learning; workforce and economic development; small business entrepreneurship; philanthropy; and political social justice.

Edward McDonald, Executive Director

Contact Information
651-757-1751
edward.mcdonald@state.mn.us

Edward McDonald joined the State Council on Black Minnesotans as its executive Director in October 2012. He has over 30 years of professional experience as 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. Prior to being employed by the State Council, Edward worked for Milwaukee County UW-Extension Office as the Community, Natural Resources and Economic Development (CNRED) Educator from 2009 - 2012. Since 1997 Edward served as owner and president of EMC Consulting Services of Oakdale, Minnesota, which provides capacity - building and technical assistance to nonprofit organizations and community organizing groups. He also served as Director and Administrative Coordinator for the Office of Affirmative Action and Department of Planning and Economic Development for the City of Saint Paul, MN, and Manager of Community Leadership and Development for Family & Children's Service, Minneapolis, MN. Edward earned a Paralegal Certification from the Minnesota Legal Assistance Institute, Bachelor 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.

Mohamed H. Mohamed, Assistant Director

Contact Information
651-757-1753
mohamed.h.mohamed@state.mn.us

Mohamed H. Mohamed has over 12 years of experience in the nonprofit sector focused primarily on leadership, digital strategy and capacity building. He was formerly a Data Manager with TakeAction Minnesota and a Community Organizer with Minnesotans for a Fair Economy. Mohamed was also a Principal at Black Star Media Group, a technology-consulting group that worked primarily with small minority owned businesses and nonprofits. He is most passionate about harnessing technology to empower communities of color. Mohamed is actively involved with several local community organizations and serves on the boards of the Neighborhoods Organizing for Change and Hayaan. He earned his BA in History from the University of Minnesota-Twin Cities.

Kolloh W. Nimley, Community Program Specialist

Contact Information
507-536-5627
kolloh.nimley@state.mn.us

Kolloh came to the United States through the Evangelical Lutheran Church of America as a Lutheran Leader scholar. She graduated from the University of North Dakota, Grand Forks with a Bachelor of Science in Nursing in 1998. She holds a Masters of International Relations with focus in health care policy degree from the University of Oklahoma, Norman OK, she is currently working toward a Ph.D in Health care Administration at North Central University. Most recently Ms. Nimley served as the owner and founder of Healthcare Discharge Planning Resources, a care coordination company to reduce hospital readmission through empowerment and strategic planning. IN her role as the founder of this company Ms. Nimley worked with hospitals and community care providers to streamline discharge-planning efforts that empowered the patients and their families to be active participants in the aftercare planning.

Comments from the Board Chair, Patwin Lawrence

Since the first Minnesotans of African heritage arrived in Minnesota with essentially nothing, they have made great contributions to Minnesota's quality of life. The African heritage community continues to stride to improve upon these contributions to Minnesota's quality of life.

We can do better and want to do better with contributing to this great state. Over the last twelve months the Council engaged in intensive qualitative and quantitative information gathering with our community to learn what is needed from a policy standpoint to help grow our assets and contribute more to the great state of Minnesota. These engagements have led to the development of community driven proposals for legislation that we believe move our community forward with new ideas, innovation and energy that provide a direction to address the socioeconomic and sociopolitical challenges that Minnesotan's face. These proposals take our community beyond constructs, simple tolerance, and appreciating diversity to practicing ALLOPHILIA.

To continue our efforts in this regard, the Council during this fiscal year deployed some of the best and brightest in our community to evolve additional innovative policies and programs to address the socioeconomic and sociopolitical challenges facing African heritage Minnesotans. The Council, through policy and program recommendations, requested our state move beyond constructs, tolerance and disparities to creating a community that practices Allophilia.

The Council recognizes 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.

We dug into the information we collected from our constituency and allies, and involved them with helping us frame the details of our legislative and programmatic agendas for the governor and legislature.

- To use Minnesota innovation history to eradicate disparities,
- To make equal access to opportunities a practice, and
- To move beyond constructs and simple tolerance to creating a community that practices Allophilia.

We supported the efforts of the governor and legislature to address our community's concerns and reached out to local governments, organizations and private corporations, and our community to try and bring relief to community concerns. We asked that our state make equal access to opportunities a practice. We brought forth innovative socioeconomic policy recommendations that would set us on course to eradicate all forms of disparities. We requested a discussion on the floor of the senate and house, and in the governor's office and a vote on constitutionalizing *Human/Civil Rights Enforcement and expanding the role of the Department of Human Rights in the market place*.

Moving forward we will continue to forge collaborations with all Minnesotans to maintain and expand Minnesota's role as a national leader in socioeconomic and sociopolitical innovation. The Council on Black Minnesotans stands with Governor Dayton's call for "Unity of Purpose." We will lead with a Minnesotan of African Heritage agenda and meld it with others' efforts to achieve greatness for our collective communities in Minnesota.

Council on Black Minnesotans' 2014 Activities

Patwin Lawrence was reelected to lead the council board in June 2014 and with the onset of his leadership and the appointment of highly professional board members in 2012 the council began a tour of high population centers for African heritage residents to build a permanent base of relationships and gather information on community concerns. He also ushered in a comprehensive top to bottom assessment of the council operations. The community information and operations assessment served as the foundation for strategic planning that incorporates "a doing approach" so the plan would not collect dust and all council affiliates could participate in the planning and be assigned a place in the plan to help with its implementation.

Statewide Outcome

The Council on Black Minnesotans supports the state of Minnesota's statewide outcome to build Strong and stable families and communities. The Council on Black Minnesotans (COBM) achieves its mission by employing an overall strategic doing framework which involves planning, action and assessment. COBM has found this framework is very suitable for the work it undertakes because it provides a clear direction for the period of time it covers along with clear lines of action aimed at fulfilling its mandates.

Council on Black Minnesotans Mandates/Duties in Minnesota Statue 3.9225 and Outcome Highlights					
Advise the governor and the legislature on issues confronting Black people and on statutes or rules that Benefit Black people	Recommend to the governor and the legislature any revisions in the state's affirmative action program	Serve as a conduit and referral agency to state government for organizations of Black people	Perform studies in the areas of education, employment, human rights, health, housing, social welfare, and implement programs	Provide the commissioner of human services recommendations on the out-of-home placement of Black children	Publicize the accomplishments of Black people and their contributions to this state

Strategies

The Council on Black Minnesotans (COBM) achieves its mission by utilizing community driven research, decision-making and engagement to develop and employ a strategic action plan to fulfil our mandates outlined in M.S. 3.9225. Those mandates are:

Outcome Highlights

COBM employed its strategic action plan to achieve the following highlights during the reporting period:

- Conducted 2 studies on the socioeconomic state of Minnesotans of African heritage, published 1 report on minimum wage impact, wrote 1 white paper on education, 2 Op-eds on human rights enforcement, and 12 disparity eradication policy recommendations for the governor and legislature, and 3 program proposals to expand COBM's activities,

- Introduced 12- legislative bills to address disparities in economic development, criminal justice, education, healthcare, urban agriculture, affordable housing, arts and culture, and to address violence and expand human rights enforcement and COBM duties

- Worked with Department of Human Services (DHS) to create the Rally of Adoption and Foster Care project to recruit more Minnesotans of African Heritage to certify as adoptive and foster care parents for African Heritage children under the guardianship of the Commissioner of DHS, and

- Served on the Department of Human Services (DHS) TANF Federal Waiver Taskforce, DHS Cultural Committee to End Disparities, and the Department of Corrections Federal Grant to Reduce Recidivism, the Minnesota Department of Health-Health Equity Taskforce, and the Commissioner of Human Resources Affirmative Action Access Committee, which advises on policy, and Department of Housing Finance Taskforce to Prevent & End Homelessness.

Key Civic Engagement, Targeted Home Mortgages and Counseling Initiative, and Art Funding

Type of Measure	*Name of Measure*	*Previous*	*Current*	*Dates*
Quantity	Increase the level of Minnesotans of African heritage (MAH) civic engage	No organized civic engagement activity	COBM held 6 community forums, a day at the Capitol involving 1000 MAH, a Cultural Relations and Economic Development Summit involving 550 MAH, and 14 focus group discussions in 8 different communities including Duluth, Rochester, Faribault, Mankato and St. Cloud in Greater Minnesota. This led to the introduction of 12-community driven legislative bills to eradicate disparities.	2013-2014
Quantity	Increase the amount of funds for mortgage loans targeted to MAH	No targeted loans or capacity building funds	COBM and others introduced a bill to address disparities in home ownership but in lieu of the bill passage we worked with Minnesota Housing Finance to create a $10 million home mortgage fund and $750 thousand home counseling capacity building fund targeted to communities of color.	2013-2014
Quantity	Increase the level of funding awarded to Minnesota's artist of African heritage and their venues.	No needs study or targeted grant funds	COBM developed legislation to study the needs of artists of African heritage and to remove barriers to funding. A partnership was facilitated by COBM between the Minnesota State Arts Board and African Heritage arts groups to conduct a study that would lead to more state funding for these groups.	2013-2014

Rally for Foster Care and Adoption Initiative

COBM worked with the Department of Human Services and others to develop a project called "the Rally for Foster Care and Adoption" project. The goal of the Rally is to increase the number of African heritage foster and adoptive homes. The Department of Human Services provided $100,000 to support implementation of the project. The Rallies will be held throughout the Twin Cities area initially and hopefully statewide as the project approach is perfected. The Rally is modeled after a proven, grassroots approach that was successful in mobilizing the African American community around affordable health care.

> *"We recognize that children of color are overrepresented in our foster care system. We believe this partnership with the Council on Black Minnesotans will help find foster and permanent families for those who are waiting."*
> Minnesota Department of Human Services Commissioner Lucinda Jesson

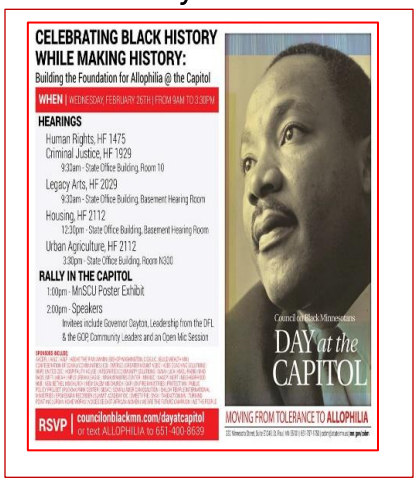
This approach utilizes the identified infrastructure within the African American community: faith-based organizations, community organizations such as human services agencies and professional organizations to coordinate the rallies and mobilize potential adoptees and foster care providers. The project plans on holding 13 rallies during an 12 month period with the recruitment goal of 20% of all attendees deciding to begin the licensing process to become a foster/adoptive home. "We recognize that children of color are overrepresented in our foster care system," said Human Services Commissioner Lucinda Jesson. "We believe this partnership with the Council on Black Minnesotans will help find foster and permanent families for those who are waiting."

Appendices

Click on a document below to view contents. More documents can be found at http://mn.gov/cobm/

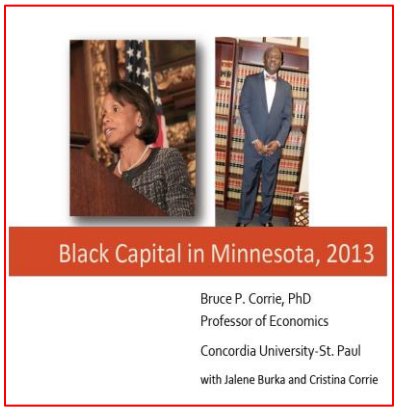
Education Op-ed

COBM Day on the Hill



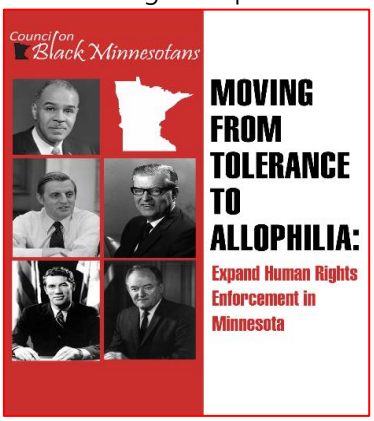
Economic Summit

COBM Black Capital Report

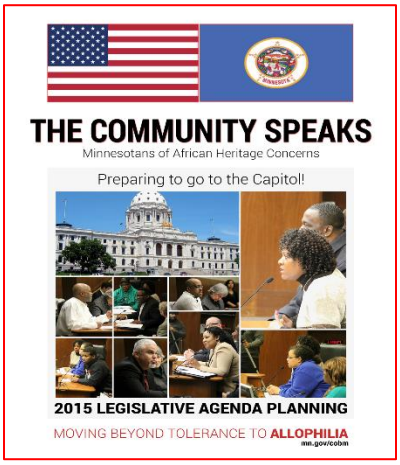


Minimum Wage White Paper

Human Rights Op-Ed

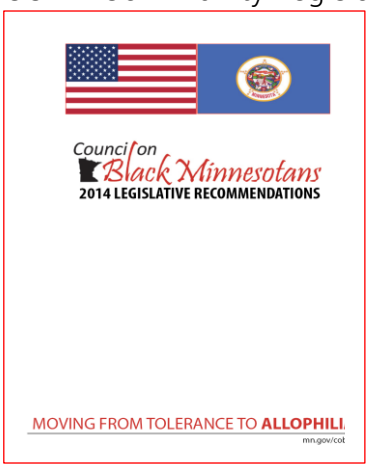


COBM Community Research



COBM Legislative Discussion

COBM Community Legislation

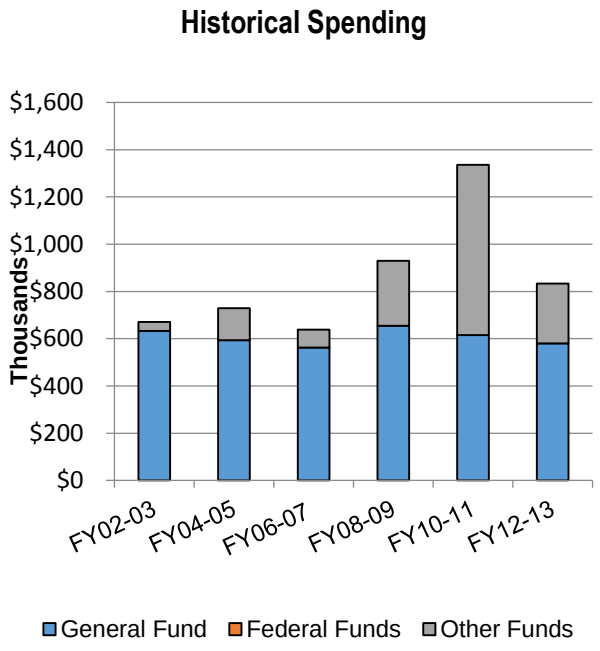


Contact the Council's office for COBM's Strategic Doing Plan 2013-2014, MMB Internal Control Review, and Social Media Strategic Plan.

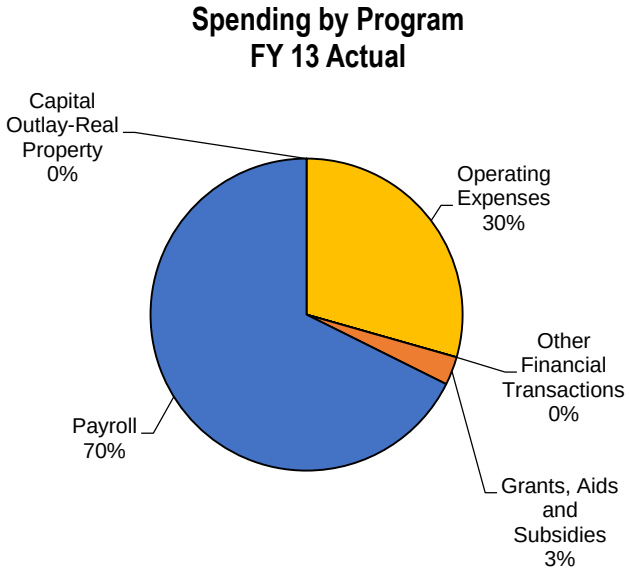
Revenue/Expenditures FY 2013-2014

COBM's funding comes primarily from general fund appropriations provided by the Office of the Governor and Legislature and foundation grant opportunities. The receipts and expenditure data for the FY 2012-2013 annuals 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 required under Minn. Stats. Section - 3.9225, subd. 5.

Budget



Source: Consolidated Fund Statement



Source: SWIFT

Revenue/Expenditures FY 2013-2014

Council on Black Minnesotans	FY14
Budgeted Balance Forward In	0
RFWIN - Actual Balance Forward In	0
Appropriation (Source)	392,000
Transfers Out	
RFWOUT - Balance Forward Out	58,000
CNL - Cancellations	
Available Resources	334,000
FULL TIME - SALARY	166,000
PART-TIME-SEASONAL-LABOR SERV	27,000
OVERTIME AND PREMIUM PAY	1,000
OTHER EMPLOYEE COST	12,000
Prof-Tech Serv-Outside Vend	33,000
Space Rental and Utilities	24,000
Printing and Advertising	4,000
Computer and System Services	1,000
Communications	8,000
Trav-Sub-Instate-Border Comm	8,000
Employee Development	1,000
State Agcy-Prov Prof-Tech Serv	12,000
IT St Agcy Prof/Tech Svc	0
IT Centralized Services	0
Supplies	3,000
Equipment	6,000
Repairs-Maintenance	1,000
Statewide Indirect Costs	0
Attorney General Costs	0
Other Operating Costs	23,000
DISTRIB OF AMOUNTS COLLECTED	0
EQUIPMENT-NON CAPITAL	4,000
Expenditures	334,000

DHS - Rally for Foster Care and Adoption	FY 2014
PART-TIME-SEASONAL-LABOR SERV	24,900
Expense Budget Closing - PAYROLL	-24,900
Space Rental and Utilities	2,000
Printing and Advertising	500
Computer and System Services	500
Communications	500
Trav-Sub-Instate-Border Comm	4,000
Supplies	600
EQUIPMENT-NON CAPITAL	0
Expense Budget Closing - NonPay	-6,438
Total	$1,662
Expenditures	2,208.46

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;
(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 neither 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.

MOVING FROM TOLERANCE TO **ALLOPHILIA**

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