

# Cultural and Ethnic Communities Leadership Council

Minutes

January 18, 2019

11:30-2:00

<b>COUNCIL CHAIR</b>	Chair Vayong Moua
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	N/A
<b>TYPE OF MEETING</b>	CECLC Monthly Meeting
<b>NOTE TAKER</b>	Elizabeth Stein, Nicole Juan
<b>MEMBER ATTENDEES</b>	Vayong Moua, Kia Moua, Michael Birchard, Titilayo Bediako, Dr. Pahoua Yang, Rev. Dr. Jean Lee, Adesola Oni, Beverly Bushyhead, Pastor Emory Dively, Ann Hill, Anjuli Mishra Cameron, Brendabell Njee, Rosa Tock
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Nicole Juan, Verona Mitchell, Dr. Jeff Schiff, Rebeca Sedarski, Elizabeth Stein, Beth Dansie, Sophie Burnevik, Robby Sanders, Wendy Plager, Charles Lawler, Ama Boumi, Stacy Wells
<b>SPECIAL GUEST PRESENTERS</b>	
<b>PUBLIC</b>	Melvin Giles, Megan Phinney, Rosalva Hernandez, Maria Sarabia

Item	Notes	Action Needed
<b>Review/approve minutes from previous meetings</b>	<p>Motion to approve slate of remaining minutes from 2018:</p> <p>Jean: 1<sup>st</sup> motion Kia: 2<sup>nd</sup> motion</p> <p>None opposed. Motion passes.</p>	

Item	Notes	Action Needed
<p><b>Approve agenda</b></p>	<p>Motion to approve slate of remaining agendas from 2018 and today’s agenda:</p> <p>Jean: 1<sup>st</sup> motion Kia: 2<sup>nd</sup> motion</p> <p>None opposed. Motion passes.</p>	
<p><b>Comments from Chair, Vayong Moua</b></p>	<p>Chair Vayong Moua began the meeting asking the group to reflect on Martin Luther King Jr. day and share a quote, reaction, or thought on this day or MLK’s legacy. Vayong shared the quote: “Lukewarm acceptance is more bewildering than outright rejection” and its relation to the state of Minnesota in regard to its extreme inequities and false sense of immunity to racism. Below are quotes and responses by committee members and meeting attendees.</p> <p>“True peace is not merely the absence of tension: it is the presence of justice.”  “The arc of the moral universe is long, but it bends toward justice.”  “I come as one, but stand as 10,000.”-Maya Angelou  “In the end, we will remember not the words of our enemies, but the silence of our friends.”  “Injustice anywhere is a thread to justice everywhere.”  “I believe that unarmed truth and unconditional love will have the final word in reality. This is why right temporarily defeated is stronger than evil triumphant.”  “The time is always right to do what is right.”  “Life’s most persistent and urgent question is, ‘What are you doing for others?’”  “Take the first step in faith. You don’t have to see the whole staircase, just take the first step.”  “A right delayed is a right denied.”  “Morality cannot be legislated, but behavior can be regulated.”  “If you want to say that I was a drum major, say that I was a drum major for justice. Say that I was a drum major for peace. I was a drum major for righteousness.”</p>	<p>New Executive Order:</p>  <p>2019_01_09_EO-19-01_(FINAL)_tcm1055-</p>

Item	Notes	Action Needed
	<p>Members of the council also reflected on his actions as an activist for social and racial justice. While radical for his time, his work and the work of those around him have is often romanticized in the present day. Council members reflected on what it means to be bold, to be committed to doing the work, and how we can use MLK’s influence to create communities that are just and equitable.</p> <p>Vayong talked about the new DHS Commissioner- Tony Lourey. He is unable to make it to February meeting, but will be asked to join at the Council’s open house at the Capitol-February 6<sup>th</sup>. Commissioner Lourey was an early and genuine supporter of this council, willing to learn without being stuck on technical or ideological thresholds. While serving as a senator he called for equity analysis on bills he had oversight.</p> <p>Vayong shared some information with Commissioner Lourey via email such as the analysis of the DHS Policy on Equity, letters from the council in support of Antonia Wilcoxon, equity integration recommendations for Governor Walz, and the cost of inequities report. He also affirmed the council’s top priority to set CECLC in perpetuity and included in DHS legislative proposals. Vayong mentions that while an investment of staff and funding is important, the council must be prepared to fight for these requests as equity initiatives with fiscal notes are often targets during the legislative session. The new executive order outlining the One Minnesota Council is an evolution of Governor Dayton’s Executive Order, and includes stronger stakeholder engagement and more input in the policy process. This new order can offer the council more alignment and leverage.</p> <p>Council member Titilayo Bediako spoke on the need for the council to define its role and strategy moving forward. We need to reflect on what was learned in 2018, particularly regarding treatment of racial equity champions at DHS over the years. Both Titi and council member Beverly Bushyhead stressed meeting with Commissioner Lourey as soon as possible to better understand how he will take on equity in all its forms, as well as his vision and plan for the DHS Policy on Equity implementation. Beverly suggested making a strategic planning subcommittee to organize the path forward and define the priorities of the council for this legislative session. Rev. Dr. Jean Lee agreed and joined will help this committee. Any other council members interested in supporting this subcommittee should contact Beverly or Jean.</p>	

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<p><b>DHS Agency-wide Updates &amp; Discussion</b></p>	<p>Nicole shared information on the new leadership appointments in DHS under Commissioner Lourey. Titi suggested connecting with Claire Wilson, a longtime supporter of equity and the CECLC who will now be a deputy commissioner at DHS. Dr. Jeff Schiff mentioned this appointment is an opportunity to have the infrastructure of policy at the agency rooted in equity.</p> <p>The council welcomed Wendy Plager the new Diversity and Inclusion consultant at DHS. In her role, Wendy plans to collaborate with Employee Resource Groups to create educational opportunities at DHS and have workshops at DHS to talk about equity, diversity, intersectionality, allyship, how oppression can manifest itself at individual, interpersonal and institutional levels, etc.</p> <p>Vayong asked the equity coordinators to give an update regarding equity work in their administrations and if there were any barriers to doing work.</p> <p>Stacy Wells (Community Supports) noted that one barrier is how the equity coordinators' role is positioned at DHS. The roles appeared to be isolated. There are meetings of managers, supervisors and directors where the equity coordinators should be involved. Because of the hierarchical structure, Equity Coordinators are not included in the meetings to give guidance and feedback to programming.</p> <p>Vayong asked about the repositioning and reclassifying of the positions.</p> <p>Verona Mitchell (Children &amp; Family Services) has been working within her administration to develop a common language around equity. She also commented on the limitations of her position as a coordinator, as the original position was meant to be at a director level.</p> <p>Stacy Wells (Community Supports) says that these positions and the work is often under-resourced. There is more work to be done internally within existing equity committees as well as with external facing programs. Many people at DHS still do not see or acknowledge the disparities in access, treatment and outcomes experienced by populations we serve.</p> <p>Charlie Lawler (Direct Care &amp; Treatment) shared that it was recently written into his position as special projects coordinator to serve as equity coordinator. DCT is the largest administration at DHS.</p>	<p>DHS Organizational Chart Overview:</p>  <p>DHS Overview Graphical Organizat</p>

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	<p>While Charlie has pushed the need for a full time equity coordinator within DCT, there is an implementation plan of action regarding the DHS Policy on Equity with a focus on sustainability.</p>	
<p><b>Legislative Discussion:</b>  <b>Women's Agenda:</b>  <b>Kabo Yang,</b>  <b>Executive Director,</b>  <b>MWC</b></p>	<p>Minnesota Women's Consortium (MWC) is a non-partisan non-profit. They are currently seeking more community input on their legislative priorities, primarily Women's Economic Security Act (WESA) 2.0. Doing more targeted outreach, MWC is looking for ways to engage community and hear from more women of color as they work on their legislative priorities. Kabo mentioned that there is the potential to integrate WESA with the Women of Color Opportunity Act, introduced by Rep. Moran. MWC will also be looking for recommendations on the Office of Economic Status of Women, which was defunded in 2017 but they hope will be reinstated this session. This office conducts research that reveals gaps in government staffing by gender, though MWC is interested in community input on what people may like to see from this office and what it will look like.</p> <p>While it's unclear at the moment which legislative pieces will be under DHS scope, Kabo asks that this council look over her materials in hopes of partnering with the council and other community spaces to better inform their work.</p>	<p>MWC Website:  <a href="http://www.mnwomen.org">www.mnwomen.org</a></p>
<p><b>Community Input &amp; Concerns</b></p>	<p>N/A</p>	
<p><b>Announcements</b></p>	<p>N/A</p>	
<p><b>Adjourn</b></p>	<p>Meeting adjourned at 2:10</p>	