

# Cultural and Ethnic Communities Leadership Council

Minutes

January 19, 2018

11:30-2:00

<b>COUNCIL CHAIR</b>	Chair Vayong Moua
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	Michael Brichard
<b>TYPE OF MEETING</b>	Regular Monthly Meeting
<b>NOTE TAKER</b>	Nicolas Demm (DHS)
<b>MEMBER ATTENDEES</b>	Michael Brichard, Rosa Tock, Dr. Pahoua Yang, Dave Haley, Pastor Brian Herron, Dr. Susie Nanney, Titilayo Bediako, Dr. Nkem Chirpich, Dave Sakharian , , Deputy Commissioner Santo Cruz, Kia Moua
<b>NOT IN ATTENDANCE</b>	Vayong Moua, Brendabell Njee
<b>DHS STAFF</b>	Kevin Murray, Nicole Juan, Antonia Wilcoxon, Roberta Downing, Charles Dixon, Jennifer Blanchard, Nicolas Demm
<b>SPECIAL GUEST PRESENTERS</b>	Lisa Cariveau and Rebeca Sedarski
<b>PUBLIC</b>	

Item	Notes	Action Needed
<b>Welcome/approval of Minutes from previous meeting</b>	-Michael welcomed everyone to the meeting and the group went around the room for introductions. -Reflecting on the recent Martin Luther King Jr. Holiday, Michael noted to the group how important it is for us to also recognize the many people involved in the civil rights movement and other movements for social justice. Michael said that the activist and educator Ericka Huggins, who was staying at his house for her recent visit to North Hennepin Community College where Michael works, and also at MCTC, is one of those people who we need to remember and learn from. The Black Panthers are frequently portrayed as militant, gun-wielding activists, but we forget how innovative they were in providing community education, after-school activities, and other programs. Michael noted how large institutions like DHS could learn a lot	

Item	Notes	Action Needed
	<p>from advocacy organizations and leaders like Ms. Huggins, and that it was the CECLC's role to draw inspiration from these groups and push state agencies to do better and have more accountability. The CECLC exists to ask the hard questions and resist superficial forms of equity and diversity.</p> <p>-The group reviewed the meeting minutes from the December 8<sup>th</sup> meeting.</p> <p>Kia offered the first motion to approve the minutes.  Dr. Nanney offered the second motion to approve the minutes.  The minutes for the December 8<sup>th</sup> CECLC Monthly Meeting were approved by unanimous consent.</p>	
<b>Review and approval proposed agenda</b>	<p>The group reviewed the proposed agenda for the January 19<sup>th</sup> CECLC Monthly Meeting. Antonia said that neither Vayong nor Nelly were able to attend, so they would be taken off the agenda for meeting.</p> <p>Dr. Chirpich offered the first motion to approve the proposed agenda.  Dr. Nanney offered the second motion to approve the proposed agenda.  The agenda for the January 19<sup>th</sup> CECLC Monthly Meeting was approved by unanimous consent.</p>	
<b>DHS Updates, Deputy Commissioner Santo Cruz</b>	<p>-Santo told the group the state agencies were down in Shakopee the previous week to celebrate the Tribal State Relations Training 5-year anniversary. Back in 2012, Governor Dayton signed an executive order creating a protocol for how state agencies should be working with the tribal governments of Minnesota. Santo said he and Commissioner Piper went to the first training in Duluth as employees of the Department of Commerce; since then, about 8,000 state employees have gone through the training. Santo noted that since the training is not enshrined in state statute, it could potentially go away with an executive order from a new administration, which shows how important it is for organizations, like the CECLC, to build power at the Capitol in order to solidify their place in state law.</p> <p>-Deputy Commissioner Santo Cruz informed the group of a recent meeting he and RosaTock attended regarding MNsure's preferred language options on forms. A few CECLC meetings ago, concern had been raised about language obstacles for MNsure enrollees, and the limitations that exist for preferred language forms at MNsure. Santo helped convene and facilitate the meeting, which included MNsure CEO Allison O'Toole and a number of senior employees. Tock noted that the lack of forms in preferred languages is a symptom of larger cultural and linguistic inequities, but that the meeting was generally positive and MNsure was very receptive to the suggestions offered. Rosa Tock also noted that the group would like to push MNsure to adopt a model similar to DHS' CECLC and policy on equity. Antonia noted that one of the</p>	<p>Dr. Chirpich:  Send translation agency information to Kevin</p>

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	<p>meeting’s participants from MNSure, Jessica Kennedy, used to work for DHS and understands the agency well. Antonia noted that Vajong will be requesting a written response regarding the CECLC’s concerns. Michael asked what some of the possible objections might be to have forms in additional languages. Rosa replied that MNSure didn’t necessarily have any objections, but she said that this is an example of something that should have been a priority from the beginning of the design process rather than an after-thought. Santo highlighted the fact that there is a vacancy on the MNSure board which might provide an opportunity for change, and that the CEO expressed support for making sure that the seat is filled by someone from a diverse background. Titi brought up the idea of requesting the Governor to slot the seat for a member of the CECLC, and that they should push for this to be in statute.</p> <p>-Santo gave the group updates on how DHS might be affected by the impending federal government shutdown. As of the meeting, the only agency that would need to send out layoff notices as early as Monday was the Department of Veterans Affairs. State agencies have been informed by the federal government that they will be receiving instructions on what measures they will need to take in the event of a shutdown. A government shutdown could have severe implications for DHS, since about half of its budget comes from the federal government. Labor contracts also complicate what agencies are able to do in the event of a shutdown, since they provide protections and stipulate how layoffs must occur. In addition to the danger of having to layoff staff, funds for CHIP and MinnesotaCare are at risk, including the funds that DACA recipients rely on.</p> <p>-Santo introduced Roberta, DHS’ Director of Federal Relations, to the group, and said that she is here to be a resource for the CECLC. Roberta invited the group to see her as a resource on the federal issues and noted that she would be happy to speak to their community groups and organizations about things happening at the federal level. Roberta noted that it looked like there would be a shutdown, and that another major spending impasse could occur in mid-February as Congress tries to agree on another major spending bill.</p> <p>-Santo reminded CECLC members that they would be meeting with Commissioner Piper for coffee in the coming week, and said the event would be more of a meet-and-greet style meeting. Antonia asked everyone to submit a short bio and, if possible, a photo, so that the commissioner could be prepared to meet with them.</p>	

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	<p><b>Conclusion:</b> As a follow up to the MNsure discussion, Santo contacted the Chief of Staff at the Governor’s Office asking for a meeting to discuss the vacancy on the MNSure board. As a result of today’s discussion, CECLC members are in agreement that they should push for a permanent seat on the MNsure board to be filled by the CECLC, and would set a goal of putting the seat in statute.</p>	
<p><b>DHS Case Management Redesign Plan: Lisa Cariveau and Rebeca Sedarski</b></p>	<p>-Lisa provided an overview of DHS’ case management redesign effort and explained what the project was working toward. Lisa said that a focus of the project was to provide a comprehensive assessment of what services are being provided, what infrastructure and staffing are used to provide them, and how they are funded. The redesign project includes a variety of different case management services provided, including mental health services, child welfare, disability services, etc. The project is focused on providing an assessment of two main types of case management: MA-funded case management, and waiver case management. Over the years, reform efforts have looked at pieces of case management, but the redesign project is really seeking to look at the services and funding streams being provided as a whole, and is drawing on legislative changes and reform efforts over the past 25 years. The effort is built on four key pillars: (1) Planning infrastructure; (2) Documentation; (3) Solidifying a universal definition of case management and a core set of services; and (4) community and civic engagement. The project is also built on the Governor’s strategic plan for civic engagement, and collaborations between the Department of Human Rights, Antonia’s team, community organizations, county governments, and tribal governments. The project has also hired a community engagement coordinator to lead community inclusion efforts and secured some funds for community meetings.</p> <p>-Rebeca introduced herself as the project’s community engagement coordinator and discussed the department’s community-engagement goals for the project. Rebeca noted that a big focus of the redesign effort was to connect with communities that have experienced gaps in service, particularly native communities. The redesign effort also wants to connect with communities not currently utilizing case management services. The community engagement effort is built on DHS’ policy on equity and seeks to engage case management partners, stakeholders, counties, and community members.</p> <p>-Michael raised concern about DHS’ selection of a national vendor for the project, and encouraged DHS staff to be intentional about recruiting MBE vendors from the beginning of the project to the end. Michael also noted that community engagement efforts need to be authentic. It’s not enough to just hold a meeting to get feedback; state agency staff need to build genuine connections to the communities they serve.</p>	

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	<p>-Dr. Chirpich suggested that the group look into procurement policies, and also advised the project team to get feedback from other agencies that have already done this work and tried to engage with different communities regarding their projects.</p> <p>-Titi asked if there's a particular number of people in each cultural or ethnic community that would allow the department to reach its goal, and how the department was establishing metrics for success.</p> <p>-Antonia noted that it's difficult to quantify engagement and equity efforts, and that much of the research and outreach efforts of her office are curtailed by resource and staff limitations. Minnesota's population is also predominantly white, and the services DHS provides are primarily utilized by white Minnesotans, so diversity and equity initiatives must keep this reality in mind when assessing how DHS chooses to market its services and engage with Minnesotans. DHS' equity policy, for example, was built on years and years of going out into the community, and in order to continue and further this kind of work at DHS, more resources are needed.</p> <p>-Titi said that given the limitations of Antonia's staff and resources, additional funding should be the mantra of the council. Titi asked if Santo would be willing to put this request under the consideration of the commissioner. If DHS really wants the CECLC to provide the agency with a link to the community, then additional resources are needed to do the work the council is currently asked to do with so few resources.</p> <p>-Santo didn't think more funding for Antonia's work was an unreasonable request, but suggested that garnering funding for the CECLC, as a separate entity with its own budget, would be a different, and perhaps easier, process than trying to redirect more funding to Antonia's office within DHS. The group decided that this would be a topic for conversation at a future meeting and that the idea of seeking funding for the CECLC should be explored in more depth.</p> <p><b>Conclusion:</b> The group decided that the CECLC budget discussion would be a topic for conversation at a future meeting and that the idea of seeking annual budgetary funding for the CECLC should be explored in more depth, and with the goal of seeking a statutory funding obligation from the state.</p>	

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<p><b>Public comment and community news</b></p>	<p>-Antonia and Dr. Nanney informed the group of an upcoming panel discussion during the Power of Partnerships event being held at the Wilder Foundation on February 5<sup>th</sup>. The event is being hosted by the University of Minnesota’s Program in Health Disparities Research. Antonia and Dr. Nanney both serve on the department’s advisory board, and have been asked to extend an invitation to CECLC members who would like to speak on the panel. Dr. Chirpich and Santo both volunteered to speak at the event.</p> <p>-Antonia said that Community Relations staff had recently hired two interns to help with the legislative report, and also noted that her office was currently in the process of interviewing for a full-time administrative position. The Community Relations Office has also submitted a job description for the hiring of a project manager to oversee the Policy on Equity Implementation Plan. The Office will also be presenting the Long-Term Sustainability Plan for community engagement to Deputy Commissioner Chuck Johnson in February.</p> <p>-Nicole informed the group of an upcoming conference called “Beyond Resistance”, which will be held on January 28 and is focused on bringing together activists from around the state to focus on issues affecting Minnesotans. The Girls Rock! The Capitol event is coming up on February 19. Nicole also provided hand outs for resources CECLC members might be interested in, including the Voices for Racial Justice website and the Voices and Choices Coalition.</p> <p>-Dave let the group know that the Council on Asian Pacific Minnesotans would have their Day at the Capitol on April 2<sup>nd</sup>, and that people could contact him for more information about his organization.</p> <p>-Carolyn Ham, DHS’ Inspector General, introduced herself and the work of DHS’ Office of the Inspector General. Carolyn addressed CECLC members’ questions about the recent news of elder abuse in Minnesota’s nursing homes, and noted that while DHS does not have jurisdiction over the state’s nursing facilities, her office has been working with MDH, at the request of the Governor, in order to improve their system and reduce the backlog of pending or uninvestigated cases of abuse and maltreatment.</p> <p>-Michael said that the next CECLC meeting would be on February 16, and that it would be an orientation for new members.</p>	

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<b>Adjourn</b>	Dr. Chirpich offered the first motion to adjourn. Rosa offered the second motion to adjourn.  The CECLC Monthly Meeting on January 19 was adjourned with unanimous consent.	

# Cultural and Ethnic Communities Leadership Council

Minutes

February 16, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	Regular Monthly Meeting
<b>NOTE TAKER</b>	Nicolas Demm (DHS)
<b>MEMBER ATTENDEES</b>	Vayong Moua, Rosa Tock, Rev. Dr. Jean Lee, Titilayo Bediako, Dave Haley, Michael Birchard, Nyagatare Valens, Dr. Pahoua Yang, Dr. Nkem Chirpich, Brendabell Njee, Beverly Bushyhead, Saciido Shaie, Santo Cruz
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Nathan Moracco, Claire Wilson, Jim Koppel, Chuck Johnson, Nikki Farago, Lucas Peterson, Carolyn Ham, Roberta Downing, Nicolas Demm, Kevin Murray, Nicole Yuan, Wendy Underwood, Antonia Wilcoxon
<b>SPECIAL GUEST PRESENTERS</b>	
<b>PUBLIC</b>	Melvin Giles

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Welcome/approval of Minutes from previous meeting</b>	Vayong welcomed the group and he started the meeting with an acknowledgement of Rosa's work initiating the conversation with MnSure regarding its language options for forms. Vayong noted that what began as a discussion about inequitable translation practices at MnSure became a much broader discussion about systemic inequalities within MNSure leadership and its Board. Vayong said that the meeting at the Governor's Office with Chief Inclusion Officer James Burroughs and Chief of Staff Joanna Dornfeld was very positive and that they were very receptive to ensuring that the Governor's appointments include equity criteria and that equity is a part of the process from the beginning, rather than an afterthought or a sentiment reliant upon the Governor's personal interest in advancing equity in	

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	<p>his appointments. Vayong noted that the work that had started to reserve a seat on MnSure’s board for a person endorsed by the CECLC should serve as a roadmap for how the Council approaches seats on other boards in the state.</p> <p>Vayong said that today’s meeting would be focused on hearing from a number of staff from DHS leadership, who would be giving brief presentations on the work of their administrations and how it pertains to CECLC and the equity goals the Council is pursuing.</p> <p>Vayong asked for a motion to approve the minutes from the January 19, 2018 CECLC Monthly Meeting.</p> <p>Dr. Chirpich provided the 1<sup>st</sup> motion to approve the minutes. Dr. Lee provided the 2<sup>nd</sup> motion to approve the minutes.</p> <p>The minutes for the January 19<sup>th</sup>, 2018 CECLC Monthly Meeting were approved by unanimous consent.</p>	
<p><b>Review and approval proposed agenda</b></p>	<p>Vayong asked for a motion to approve the agenda for the February 16, 2018, CECLC Monthly Meeting.</p> <p>Dr. Chirpich offered the first motion to approve the proposed agenda. Dr. Lee offered the second motion to approve the proposed agenda.</p> <p>The agenda for the February 16, 2018 CECLC Monthly Meeting were approved by unanimous consent.</p>	
<p><b>HCA: Medical Assistance and MinnesotaCare Overview: Assistant Commissioner Nathan Moracco</b></p>	<p>Assistant Commissioner Nathan Moracco provided an overview of the Medical Assistance and MinnesotaCare programs. Nathan explained how the programs work, and who they serve within the state. Nathan said that 1 in 5 Minnesotans are on MA, and most of them live in the Twin Cities since that is where most people in the state are located. Nathan said that MinnesotaCare, which is a program that serves people who make too much for MA but not enough for private insurance, serves more people in Greater Minnesota. Nathan said that between Minnesota’s public health care programs, the majority of the beneficiaries are children. Nevertheless, seniors and people with disabilities form the majority of the programs’ expenditures, despite only being 17% of the enrollees. Nathan noted that the services that MA pays for are broad; for example, MA covers 54% of the state’s nursing home costs and 48% of the costs for people who are in need of treatment for substance abuse. Regarding inequity implications for the programs, Nathan noted that American Indians and Alaska Natives enrollees have lower rates of breast</p>	<p>Kevin Murray/Nathan Moracco: How can CECLC assist with other communities examining data about disparities?</p>

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	<p>cancer screenings than other groups and that American Indians and African Americans have lower rates of childhood immunizations than other groups.</p> <p>Titilayo asked Nathan if his administration was working to bring these communities to the table to use their expertise in order to address these disparities. She noted that we have heard of these disparities so frequently that we have become too comfortable with them, and that we need to create actionable solutions with the communities rather than simply acknowledging the statistics.</p> <p>Beverly asked what the tribal communities had to say about these statistics, and whether or not it was shared with them how the statistics are collected.</p> <p>Nathan said that he and staff from HCA had met with tribal communities to discuss the disparities and had formed a working group to create ways to address them. He also said that HCA staff is cognizant of how careful we need to be about reporting statistics because they create narratives that can be harmful to communities. He said he and the working group were trying to work through these issues and that awareness of the use of data was something that his staff are constantly aware of.</p> <p>Vayong noted that the statistics don't need to be glossed over; we need to hear what the disparities are. But statistics must be confronted with community action and wisdom. Vayong asked that Nathan think of 1-2 things that the CECLC can help with in addressing equity concerns within his administration.</p>	
<p><b>Update from Acting DHS Commissioner Chuck Johnson</b></p>	<p>Chuck Johnson welcomed new members to the committee and expressed how DHS is constantly learning from the CECLC and trying to incorporate its perspectives and experiences into its work, including bringing more people from different backgrounds into the agency. Chuck also told the group about an inclusive leadership training he and other state agency leaders had attended at the Governor's Office, which focused on fostering equity and diversity within state government.</p>	

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<p><b>CSA and CCOA: Overview of Equity Initiatives: Assistant Commissioner Claire Wilson</b></p>	<p>Claire Wilson presented to the group and gave an overview of her work as Assistant Commissioner of the Community Supports and Continuing Care for Older Adults administrations. Claire noted that the Community Supports administration has had an equity committee for over a decade, and that the administration is constantly looking for ways to make equity a part of its work rather than simply a way to bring in more people of color. Claire said that the administration has now established equity liaisons, and that equity is not just a side-interest for these staff but has actually been incorporated into their job descriptions. Claire also said that CSA would be hiring an equity coordinator to further its equity work, and that procurement and grants processes were something they were working on in order to incorporate equity criteria. The administration has also required that every staff member take the Intercultural Development Inventory (IDI) assessment, and was working to incorporate equity into its recruitment and retention policies. The administration has also started to hold equity conversations, and the work was being informed by the intersectionality of its large staff base. Claire also noted that the administration re-wrote part of its strategic planning process to include community-centeredness alongside people-centeredness priorities. Claire said that she would like consultation help from the CECLC to CSA's leadership in order to further the administration's equity work.</p> <p>Dr. Chirpich noted that DHS' equity initiatives need to move beyond awareness and toward tangible progress on equity.</p> <p>Beverly and Sacido both said that while tangible solutions are needed, awareness is in fact needed in their specific communities.</p> <p>Vayong noted that the DHS policy on equity is supposed to serve as a framework for DHS staff, and that while CECLC can bring in community members to act as consultants, the work cannot be outsourced and that DHS must build that capacity internally within its staff, policies, and processes.</p> <p>Dr. Lee pointed out that the CECLC should be utilized to develop equity policy along the way, instead of trying to fix problems or disparities after they occur.</p>	

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<p><b>CFS Overview: Assistant Commissioner Jim Koppel</b></p>	<p>Assistant Commissioner Jim Koppel provided an overview of the Children and Family Services (CFS) administration and the various divisions he oversees. The administration has five divisions, including Economic Assistance and Employment Supports; Child Support; Child Safety and Permanency; Child Care (CCAP, Parent Aware, etc.); and Business Solutions. Regarding equity, Jim noted that when he arrived at DHS, there were no people of color in leadership positions within CFS, but now 7 out of 10 leadership positions have been filled by people of color, and that the majority are female. Jim also said that he was hiring an equity coordinator to further his administration's work on equity.</p> <p>Dr. Chirpich asked about the administration's work with the Child Support Task Force and if the meetings included both payers and recipients.</p> <p>Jim said that the task force included both payers and recipients and that both are included in community meetings.</p> <p>Vayong asked how CFS has handled the recent and growing threats from the federal government over many of the programs it oversees.</p> <p>Jim said that his administration does not have any control over what kinds of threats are made at the federal level, and that his staff must continue to do their work regardless of what is happening in Washington D.C.</p> <p>Jim also noted the disparities in child protection cases, and said that his administration was working with organizations like the NAACP in order to address them. Nevertheless, Jim said that his administration was largely in a reactive position with regard to child maltreatment, and that their role as a state agency was not necessarily prevention but to address cases that had already occurred and to work toward safe and protective solutions.</p> <p>Michael Birchard expressed his displeasure with the fact that many staff from DHS leadership had already left the meeting, and that this was a recurring theme for the CECLC. He noted that coming to a meeting for a few minutes and then leaving was not genuine community engagement, and that the CECLC needs to be taken seriously as a legislatively-established body if DHS really wants to address equity.</p>	

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	<p>Vayong echoed Michael’s comments, saying that the CECLC needs to be taken seriously by leadership and that the relationship can’t be transactional or symbolic.</p> <p>Jim said that he had attended today’s meeting under the impression that he would be giving an overview of his administration’s work, and had not anticipated that he would be expected to hold an in-depth conversation over community-engagement.</p> <p>Nathan stressed that he didn’t want DHS and the CECLC to lose sight of the progress that the committee had made over the past five years, and the accomplishments that have already been made</p>	
<p><b>External Relations and OIG Overview:</b>  <b>Assistant Commissioner Wendy Underwood and Inspector General Carolyn Ham</b></p>	<p>Assistant Commissioner Wendy Underwood introduced herself in her new role and gave an overview of the External Relations administration. She noted that it was the only administration that had all of its directors in the department’s senior management team, and that this gave the CECLC a lot of leverage at the leadership table.</p> <p>Carolyn Ham gave an overview of her department’s work in the areas of licensing, background studies, and maltreatment investigations. Carolyn said that she had incorporated a number of equity considerations into the OIG, including banning pictures when conducting background studies to address implicit bias and not allowing DHS to consider arrest history when assessing providers. Carolyn noted that her department conducts investigations of all DHS-licensed facilities, and said that all instances of fraud that were detected last year occurred with Somali providers. She said that this has generated concern for her department and that she was working with members of the Somali community to address the issue of fraud and to work toward solutions so that fraud does not continue to occur among Somali providers.</p> <p>Saciido said that she was offended about hearing about the instances of fraud among Somali providers, and was interested in working with Carolyn and her staff in order to address this issue.</p> <p>Vayong noted that both Wendy and Carolyn’s areas hold a number of equity considerations and that they should both look toward working with the CECLC to address them.</p> <p>Vayong concluded the meeting by saying that the CECLC needs to hold a symbolic, material, and relational capacity for DHS in order for its work to be taken seriously.</p>	

Item	Notes	Action Needed
<b>Adjourn</b>	Dr. Chirpich offered the first motion to adjourn. Dr. Lee offered the second motion to adjourn.  The February 16, 2018 CECLC Monthly Meeting was adjourned by unanimous consent.	

# Cultural and Ethnic Communities Leadership Council

Minutes

March 16, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	Regular Monthly Meeting
<b>NOTE TAKER</b>	Sophie Bentson (Intern-DHS)
<b>MEMBER ATTENDEES</b>	Vayong Moua, Rosa Tock, Rev. Dr. Jean Lee, Titi Layo Bediako, Dr. Pahoua Yang, Dr. Nkem Chirpich, Beverly Bushyhead, Adesola Oni, Anjuli Mishra Cameron, Kia Moua, Brendabell Njee, Pastor Emory Dively, Justin Terrell
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Lucas Peterson, Roberta Downing, Kevin Murray, Nicole Juan, Wendy Underwood, Antonia Wilcoxon, Santo Cruz, Marisa Hinnenkamp; Interns: Sophie Bentson, Hani Ahmed
<b>SPECIAL GUEST PRESENTERS</b>	Roberta Downing, DHS Federal Relation Director Maisha Giles, DHS Behavioral Health Director Kelis Houston, Minneapolis Branch NAACP
<b>PUBLIC</b>	Melvin Giles, Kelis Houston

Item	Notes	Action Needed
<b>Welcome/approval of Minutes from previous meeting</b>	Vayong Moua welcomed the group, and started the meeting by sharing executive recommendations he has proposed to the Dayton administration in regards to equity. Chair Moua noted that “no other government prior to Dayton gave as much attention to racial equity.” Therefore, he wanted to make sure Gov. Dayton addresses the importance of racial equity in his last State of the State address. Chair Moua did read an extract of his equity recommendations, and gave a copy of these recommendations to each member present at the meeting. He calls all members to sign the form, provide support, and encourage	 CECLC Equity Intregation Recomr

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	<p>our network to do the same. He will later provide more structural information on how to support the recommendations.</p> <p>Antonia Wilcoxon thanked Sophie Bentson for volunteering to take minutes during this meeting.</p> <p>Chair Moua asked for a motion to approve the minutes from the February 16, 2018 CECLC Monthly Meeting.</p> <ol style="list-style-type: none"> <li>1. Dr. Lee provided moved to approve the minutes.</li> <li>2. Rosa Tock seconded the motion to approve the minutes.</li> </ol> <p>The minutes for the February 16, 2018 CECLC Monthly Meeting were approved by unanimous consent at 12:08 pm CST</p>	
<p><b>Review and approval proposed agenda</b></p>	<p>Vayong asked for a motion to approve the agenda for the March 16, 2018, CECLC Monthly Meeting.</p> <p>Dr. Lee moved to approve the agenda. Kia Moua seconded the motion to approve the agenda.</p> <p>The agenda for the March 16, 2018 CECLC Monthly Meeting were approved by unanimous consent.</p>	
<p><b>Robert Downing, Federal Relations Director, DHS</b></p>	<p>Roberta Downing provided an overview of pertinent Federal Relations items in regards to equity. She also stated that the CECLC is very energetic, and invited the Council to be a resource to the work she does.</p> <p>In addition, Roberta talked about legislative issues and changes at the federal level, as well as their implications on equity at the State level. For instance, she mentioned that efforts to repeal ACA pose a threat to the MinnesotaCare program.</p> <p>Antonia Wilcoxon asserted that what happens at the federal level will eventually impact the work we do here in Minnesota.</p> <p>Vayong Moua raised the question of biases and racism in the medical field. He gave as example the fact that doctors do not give pain medications to black people at the same rates as other groups (namely white patients). He also noted that Minnesota is ranked as the #4 healthiest state, however there are still disparities in Minnesota related to mental health, etc. for populations of color.</p>	 <p>CECLC Federal Update-3-16-18.ppt:</p>

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	<p>Dr. Chirpich stated that Opioid epidemic does not only have racial undertones, but it is also has economic ones as well.</p> <p>Dr. Lee suggested that medical professionals should think about the patient first instead of labeling the person.</p> <p>Roberta Downing offered to be the resource person for federal issues around equity and regularly update the Council.</p>	
<p><b>Maisha Giles: DHS BEHAVIORAL HEALTH DIRECTOR</b></p>	<p>Maisha has been in her current role at DHS for about six months. She talked about the integration of the Mental Health and Alcohol and Drug Abuse Divisions at DHS. She noted that this family-centered model enables her area to serve communities through an equity lens, as it focuses on a comprehensive approach. As a result, DHS emphasizes the analysis of the social determinants of health. She also pointed out that although the integration is effective, there have been some challenges and fears. In addition, Maisha shared the new integrated model is in the process of choosing a name that can reflect the new model's goals and objectives. Her Division came up with a few names to pick from, and Maisha invited all CECLC members to vote for a name.</p> <p>Beverly Bushyhead asked Maisha what her Division has in place to solve challenges and biases experienced by the American Indian community. She added that the system is tricky, biased, and not equitable across populations. She also stated that the American Indian community is greatly impacted by the gaps in behavioral health assessments and services, and as a result, this community experiences high misdiagnosis and mistreatment. Maisha responded by stating that the new model is integrating culture and linguistic competencies.</p> <p>Brendabell raised the question around cultural integration in treatment. She stated that Caucasians often have their culture integrated in treatment, which is not the case for patients from minority populations. For example, she said many patients from the African community would love to have a family member present during behavioral health treatments. She also suggested a more collaborative model, which includes providers in direct contact with patients, to be involved in the decision-making process.</p>	<p>Each CECLC member to send name option(s) vote to Maisha</p> <p> CECLC Stakeholder Engagement PPT.pp</p>

Item	Notes	Action Needed
	<p>Dr. Lee expressed concerns about label and criminalization issues for people with mental health that the integration might produce.</p> <p>According to Maisha, the integration will minimize the risks for inefficiencies through community engagement and participation. In addition, program implementation will always have an evaluation phase, which will include a follow up with the community.</p> <p>Titilayo Bediako had concerns about the amount of drugs given to African American boys. She also asked if county-based organizations would be involved in conversations related to alternative preventive solutions.</p> <p>Vayong Moua anticipates that a direct representation form community members would greatly help.</p>	
<p><b>Community Announcements</b></p>	<p><b>Announcements:</b></p> <p>Dr. Lee introduced the HOME bill, and requested support of the bill. A copy of the bill was given to Antonia Wilcoxon. The bill and other supporting materials were scanned to members.</p> <p>Anjuli Mishra Cameron introduced Ms. Kelis Houston from NAACP Minneapolis spoke to a bill at the MN Legislature for CECLC support regarding the racial disparities in the child protection services and the disproportionate removal of black children from their families. Ms. Houston is concerned that problems impacting families go on for years. She also stated that the NAACP Minneapolis, Child Protection Committee wants to bring about awareness to the issues black children face, and to have the opportunity to work with DHS and the state of Minnesota on reform on behalf of black children.</p> <p>Adesola Oni announced that the Hennepin County Correction Division is seeking to build a local assessment exclusively based on facts and the local population. She invited all CECLC members to send her any facts they might have in relation to the work she does. She also provided a handout about an upcoming event in her division.</p> <p>Dr. Chirpich announced that Antonia was given the International Social Justice Citizen Award from the International Leadership Institute.</p>	<p> Black Inventors Night.pdf</p> <p> Living Initiatives For Equity Program bill.;</p> <p> DOC032018-032020 18125328.pdf</p>

Item	Notes	Action Needed
	<p>Titilayo Bediako talked about the March 27, 2018 Black Inventors Night event. She provide handouts, and invited all to attend.</p> <p>Vayong Moua invited all members to review handouts prepared by Nicole Juan about the Advocacy Updates at DHS.</p>	
<p><b>Santo Cruz, Deputy Commissioner, DHS</b></p>	<p>Today was Santos' last meeting with the CECLC, as he has accepted a position at CentraCare in St Cloud, MN. He reflected on his time at the CECLC, and thanked the council for the opportunity to serve. He also touched on ideas about what the 5-10 years challenges for the CECLC would look like:</p> <ul style="list-style-type: none"> <li>-identifying the harms,</li> <li>-acknowledging them, and</li> <li>-administrating healing</li> </ul>	
<p><b>Chair Vayong Moua</b></p>	<p>Closing/Final Thoughts:</p> <p>Vayong concluded the meeting by saying that the CECLC needs to hold a symbolic, material, and relational capacity for DHS in order for its work to be taken seriously.</p>	
<p><b>Adjourn</b></p>	<p>The March 16, 2018 CECLC Monthly Meeting was adjourned by unanimous consent at 2:08 pm CST</p>	

# Cultural and Ethnic Communities Leadership Council

Minutes

April 20, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	N/A
<b>TYPE OF MEETING</b>	CECLC Meeting at the Capitol
<b>NOTE TAKER</b>	Beth Dansie
<b>MEMBER ATTENDEES</b>	Vayong Moua, Rosa Tock, Rev, Dr. Jean Lee, Dr. Nkem Chirpich, Kia Moua, Njee Brendabell, Sharon Lim, Anjuli Mishra Cameron, Adesola Oni, Saciido Shaie, Patrice Bailey, Representative Tina Liebling,
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Lucas Peterson, Roberta Downing, Nicole Juan, Maria Bitanga
<b>SPECIAL GUEST PRESENTERS</b>	Monica Hurtado
<b>PUBLIC</b>	Keri Pinna, Melvin Giles, Representative Lee, Jaavaid Kelechi

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	Minutes were not approved due to being at the Capitol with a full agenda	
<b>Review and approval proposed agenda</b>	Floating agenda today.	
<b>Welcome and introductions</b>	<p>Vayong asked the committee for their extra flexibility and understanding for today's meeting. This meeting will have a flowing agenda with legislators swinging by to share perspective and support on racial and economic equity issues but not exclusively on that topic but that would be the frame.</p> <p>Vayong recognize Antonia Wilcoxon for achieving her Doctorate degree. Vayong modified the agenda to accommodate for Monica Hurtado. She has to leave for another commitment.</p> <p>Before jumping into the agenda Vayong recognized the legislators that are already here for this meeting. Vayong introduced Rep. Tina Liebling. She has been a champion for this council in physical and legislative presence. Vayong mentioned that one of the big</p>	

Item	Notes	Action Needed
	<p>issues in the equity movement has been around food insecurity regarding the threat towards the SNAP program with addition to work requirements for assistance, making it more difficult to receive the benefits of SNAP. Vayong turned the time over to Rep. Liebling. (See below)</p> <p>Vayong introduced Rep. Lee then turned the time over to him for remarks. (see below) Vayong also mentioned that Rep. Lee is from the POCI Caucus.</p> <p>Vagong made the comment that this is the most culturally and ethnic diverse legislature in the history of Minnesota. In 2018 there are only 14 legislators of color and indigenous out of 201.</p>	
<b>Rep. Tina Liebling</b>	<p>Rep. Liebling thanked everyone for letting her have time during this meeting. Also stating that she wishes that she could be to this council more but she does follow the work that the council is doing. Rep. Liebling stated that it's so important what the council is doing by bringing your voices to the table and sacrificing your time to be here. Rep. Liebling stated that she works on the Health and Human Services committee stating that she is a democrat and is in the minority. Rep. Liebling is in her seventh term in the legislature and has been in the minority and the majority. She stated that she is in the minority with no control of the agenda. Rep Liebling stated that the way things are going in our country are reflecting in our state, unfortunately. We have huge concentration of wealth and power with everyone else feeling the effects as wages don't rise but the cost of living rises. Communities of color feel this most of all. In the legislation they are seeing a national movement come to Minnesota with a cynical divisiveness around "somebody is getting something that they shouldn't get" is kind of the narrative. Not everybody who is working to put in the work requirement for Medicaid or SNAP are looking at it through a racist lens but there is a racist move behind it regarding the work requirement for Medicaid and SNAP. When you hear the real information you realize the new eligibility is a waste of time and money. These programs help people stand up and move on at very difficult times in their lives. Rep. Liebling stated that she is here to listen to the council and unless we hear from each other's perspectives, the problems cannot be solved.</p>	
<b>Rep. Fue Lee</b>	<p>Vayong asked a question for Rep. Lee "What equity issues are you working on and how this council best can support these issues." Rep. Lee thanked everyone for being at the meeting and the work that they are doing. Rep. Lee stated that he wants to work on gun violence in our communities. Rep. Lee stated that he is mostly here to listen to the work that the council is doing and how we as legislators can help with the work that you are doing in your communities.</p> <p>Rep Lee described the POCI Caucus. This caucus was formed last spring to look at legislation through a race equity lens. Last session they came up with a packet that was introduced by the POCI on how they can advance equity in the state of Minnesota. This year the POCI is switching their focus on what they can do right now to defend proposals that they are seeing coming to the legislators specifically the anti-protest bill and some of the gun bills such as "Stand Your Ground."</p> <p>If the council has any legislation that they would like have pushed through or legislators to be aware of, please reach out to anyone of the POCI members or Kevin Landenz.</p>	
<b>Racial Justice and Health Equity- Monica Hurtado</b>	<p>Vayong introduced Monica stating if you are unfamiliar with "Voices for Racial Justice" you are missing out. They are a powerful advocacy group who champions equity groups across sectors and across disciplines. Vayong stated that he has known Monica for years and would run strong into battle with her.</p> <p>Monica stated that she is from Colombia and came to the Political States for 1 year but stayed for 16 years. In Colombia Monica was a doctor but because of the issues in Colombia she came to the United States. She is unable to practice as a doctor here because of her background so she started working in the health care system.</p>	

Item	Notes	Action Needed
	<p>EHDI stands for Eliminating Health Disparities Initiative which is funded through MDH focusing on eliminating health disparities and is housed through the Department of Health. The community was organized in 2000 and seeing that the disparities were becoming worse, money was allocated for this purpose.</p> <p>Monica was becoming frustrated with what was happening in her community. She had 1 to 1's with people in the community to talk about disparities. A meeting was called in 2009 clarifying that all know about the disparities in the community and all are doing the best that they can but the systems are not supporting the work that they are doing. Speaking of data, the more data that is collected the more of a case that you can present for grants and other things that would help the community but the data wasn't being collected that makes any sense to their situation. Monica commented, "So what if they go to the legislator and pass something that would help them collect data properly and to help with priorities." A decision was made to have the Department of Health, DHS and the community come together in hopes to make change happen. They produced a report but maybe lack of experience or being too hopeful, they didn't realize that the report wasn't being implemented and the report is sitting on a shelf. What they want to do is change the mold and put the community at the center and collect their voices on what they would like to implement by having these</p> <p>1 to 1's with the community. "Voices for Racial Justice" are willing to do the work on this community based research if DHS will allow them to pay the community for doing the work but the community did have distrust regarding the collecting of data. This started the journey and in 2014 and the first report was completed. You can see this report on their website. <a href="#">Voices for Racial Justice Website</a></p> <p>Monica stated that they are very concerned about the census and for the first time they are going to ask for the individual immigration status. It was stated that Minnesota has joined a lawsuit against this item on the census.</p>	
<b>Discussion</b>	<p>A question was asked of how this data would effect HEDA report. Why collect the data?</p> <p>Answer: Rep Lee stated the discussion around data collection regarding education to determine what needs to happen. This data that Monica is presenting seems to be along this line. We are finding out about education issues that potentially he would like to look into the data that has been collected to see what needs are being met and what needs to happen in the future.</p> <p>Question: How do we reach the distrust from the community to collect data?</p> <p>Answer: Monica answered that the how is as important as the what. When the work started we began to see "how I can see the difference" and "how it can be a turning point for me." When we realized this the work seemed to move forward. If we keep doing what we are doing and don't challenge the way we deal with things and the community is not part of the table where decisions are made situation of mistrust won't change.</p> <p>Rep Lee commented that the elective officials could help work with the state agencies to help resolve the issue. Going forward that they are here as the elected representative to connect with our state agencies.</p> <p>Question: What practical outcomes have actually happened for communities of color and what practical things that this committee can do in terms of moving the work forward?</p>	

Item	Notes	Action Needed
	<p>Answer: In the past when meeting with the organization and they were the ones dictating how data should be collected it wasn't working. The way we collect the data now, after all these years of work, the data seems to be very scientific.</p> <p>Vayong asked Rep Lee being that he is going to meet with the Governor and sharing the Posy Caucus agenda, do you have a policy recommendation for the administration to require this data. Stating that you need the right people with the right skills, cultural and language skills to be able to accomplish this task.</p> <p>Answer: You should reach out to Rep Liebling. She will be the one leading the caucus.</p> <p>Rep Liebling stated her remarks regarding the question. We have a long way to go. Things like knowing what the data are is just the very beginning. A lot of things need to happen like sitting around the table and being there to share your experiences is just one piece. The other piece is that to make change it takes a lot of pushing from the grass roots. The Dayton administration is coming to an end and to increase this momentum it will take working on many fronts by working in our communities. With new legislators and a new governor we will need to reteach them and hoping that this movement will not go backwards because we have a long way to go.</p> <p>Rep. Lee suggested to look at the conversation around education data collection and what that would mean for collecting health data her in Minnesota.</p>	
<p><b>Announcements - Vayong Moua</b></p>	<p>Vayong discussed SNAP regarding a billionaire who entered the SNAP program by being an imposter applicant and was able to get SNAP benefits. His agenda was to show fraud and abuse in the system with loop holes. This billionaire did accomplish this goal and did receive benefits. He did donate all he received to charity.</p> <p>Another major threat is the Department of Human Rights. They are facing a 30% reduction in their budget. A 30% reduction is devastating due to the fact that they are already under funded and under staffed.</p> <p>Governor Dayton has appointed a new Supreme Court Justice. Rep Thiessen. Vayong stated that he is trying to embed equity criteria on how the governor appointments his cabinet and his bench.</p>	<p>Forward Department of Human Rights information to the council-Nicole Juan</p>
<p><b>Monitoring Federal Policy and Regulations-Roberta Downing</b></p>	<p>Roberta reported that she just came back from Washington DC meeting with congressional delegation. There are three issues that she would like to talk about:</p> <p>1. SNAP was the focus at DC. The House Agriculture Committee marked up the farm bill. The bill would cut SNAP by \$17 billion dollars and about 2 million people would have their benefits reduced or cut off. Most people think that the farm bill is just for agriculture and farming but actually 80% goes to low income nutrition programs predominately SNAP. Rep Liebling stated that just last night here at the Capitol, the Health and Humans Services Finance Committee in the House was marking up their omnibus bill and there was an amendment from the Chair to impose asset requirements on SNAP. SNAP is 100% funded by the federal government but eligibility for SNAP is determined by the counties.</p> <p>Roberta mentioned the Broadbase Categorical Eligibility. This is an option that states can take to weigh the asset test. It also lets them raise the gross income limit for people to receive SNAP. The House Farm bill gets rid of that option for the State. What this means is that the county workers would have to go through an extremely complicated process of assessing how many assets</p>	

Item	Notes	Action Needed
	<p>someone has, what is their car worth, how much savings they have...etc. Also the other big cut on the bill is to impose work requirements on those who have a child over the age of 6.</p> <p>2. There is a lot of movement to move legislation to address the opiate epidemic across the country. Minnesota has a disadvantage with federal funding because our opiate epidemic is not as severe as other states. When you look at the racial and ethnic disparities in Minnesota we have one of the worst in the country.</p> <p>3. There has been a draft leaked to the press that a lot of people think that will move quickly that has to do with immigrant receiving low income benefits. If you are applying for a green card there's an assessment made as to whether you are going to be a "public charge." If you have had any kind of income maintenance like SSI or TANIF you are considered a "public charge" and cannot get a green card.</p> <p>It was stated that it would be appropriate for this council to submit a letter to the legislators regarding SNAP and Medicaid.</p>	
<p><b>Funding and Violence - Saciido Shaie</b></p>	<p>Saciido wanted to share 2 things with the council: 1. This is to do with a project that she has been working on. The project was called Somali/American Leaders and Mediators. This project is to train youth to be mediators and working with families. This project was to help educate Somalis in schools, police etc. This project was very successful. This project was funded by "Youth Price" Now in the 2<sup>nd</sup> term organizations are pulling out with funding. In order for this project to continue other means of funding need to be found. 2. Saciido stated that there has been an increase in violence toward her and her community. Moving forward what can this council do to help.</p> <p>Vayong stated that he would like to have Commissioner Lindsey come and share the increase of hate crimes The Diversion Program was mentioned. This information about the Diversion Program needs to get out for people to utilize this program</p>	<p>Invite Commissioner Lindsey to CECLC Meeting (Kevin Murray)</p>
<p><b>Conclusion</b></p>	<p>Vayong announced the Health Equity Leadership Institute is Friday April 27, 2018.</p> <p>Rev. Dr. Jean Lee stated that the health care professionals are not giving the right kind of care to minorities and some have been misdiagnosed. The Department of Health doesn't want to bring up on how you fix the problem when they're being done by health care professionals. Proper training needs to happen. Also being that we know there will be a shortage of workers any free training that can be given to patients, family, friends etc. to help with medications or getting their loved ones to the hospital would be beneficial.</p> <p>One thing that was good is that high school students are being trained in CPR on immediate intervention until paramedics show up.</p> <p>Jean attended an event and that was put on by the government. Jean stated that it was a waste of money and time and that if the government is going to spend money for events that those spending the money are doing it wisely.</p> <p>Rep Liebling gave closing remarks by saying that in the New York Times it was written that African American babies have a higher mortality rate and smaller babies being born is not due to poverty but is due to stress which is a health issue. She stated to add your voices directly to the legislators or to the agencies to keep reminding them to put the equity lens in everything that they do.</p> <p>Melvin stated that on the 3<sup>rd</sup> Wednesday of every month he has an online radio show. Contact him if you would like to be on this radio show.</p>	

Item	Notes	Action Needed
Adjourn	Vayong adjourned the meeting at 2:07pm	

# Cultural and Ethnic Communities Leadership Council

Minutes

May 18, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	CECLC Meeting
<b>NOTE TAKER</b>	Beth Dansie
<b>MEMBER ATTENDEES</b>	Patrice Bailey, Titlayo Bediako, Michael Birchard, Beverly Bushyhead, Dr. Nkem Chirpich, Pastor Emory Dively, Rev..Dr. Jean Lee, Dave Haley, Kia Moua, Vayong Moua, Dr. Susie Nanney, Adesola Oni, Janice Barbee, Brendabell Njee,
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Roberta Downing, Wendy Underwood, Nicole Juan
<b>SPECIAL GUEST PRESENTERS</b>	Dr. Susie Nanney, Gary Mortensen, Roberta Downing
<b>PUBLIC</b>	Carrie Krueger, Megan Dorr

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	Quorum not present.	
<b>Review proposed agenda</b>	Quorum not present.	

Item	Notes	Action Needed
<p><b>ANNOUNCEMENTS- VAYONG MOUA</b></p>	<p>Vayong started the discussion regarding the recent news broadcast that is relevant to DHS with the child care fraud. Unfortunately some of our greatest concerns have actually come to fruition despite great efforts from child care and DHS to making clear of what the investigation was centered around. The news reported that there were 13 child care facilities that were closed that were operated by Somalis. There were 6 prosecutions and a loss of 4.6 million dollars over the course of 3 years with false accusation coming through the media stating that is was 100 million of which this money was going to help fund terror groups. Those of you who have been with the council for a year know that we have been tracking this for a while and trying to anticipate how this story will manifest itself in the media. The concern was that they are all Somali owned day care centers and there could be great potential for exploitation. We need to build in equity for when these situations arise.</p> <p>Wendy Underwood stated that she appreciated that this topic was presented to the council and it has been a very hard week with this issue. Wendy stated that Commissioner Chuck Johnson has been out front in responding to these accusations along with Carolyn Ham our Inspector General who has fought for the Somali Community. Carolyn has leveraged the CECLC and its members to help her and her team to connect, self-train, educate and work with the Somali community to help with these challenges. Vayong stated that when the Commissioners or Legislators meet with the media that they should be careful not to blame the entire community.</p> <ol style="list-style-type: none"> <li>1. This is the last week of this session for passing bills at the Capitol. Vayong shared a couple of highlights stating that Governor Dayton has only vetoed two bills this session. One of the bills is to have lower quality of water for wild rice which is a strong stance on equity especially for the prosperity for our indigenous communities. The second one is the tax bill that didn't have any funding for emergency school safety and education support.</li> <li>2. Since our last CECLC meeting Vayong has met again in Governor Dayton's office with the Chief of Staff. A commitment was made from the recommendations that was brought forward in the last meeting, to implement these foundations by embedding equity criterion by the way the governor makes appointments, the way they assess policy and the way they design their own office. The government is making a transitional manual for the next administration and our goal is to make sure that equity is infused throughout this manual regardless of who the next governor will be.</li> <li>3. Right now there poses significant cuts to Farmer's School, Urban Agriculture and the Good Food Act. These are all funding initiatives designed to address food insecurities and food for low income areas.</li> </ol>	<p>Vayong has asked for volunteers to support this council by drafting a budget. Budget Volunteers: Dr. Nkem Chirpich, Re. Dr. Jean Lee, Titalayo Bediako, Kia Moua, Michael Birchard</p>

Item	Notes	Action Needed
	<p>Also cuts to Human Rights Agency of 30% which is already grossly under resourced and is a serious threat to diversity and equity.</p> <ol style="list-style-type: none"> <li>4. There is an upcoming event where the ethnic councils will be doing a session debrief. Patrice Baily explained: He handed out a flyer containing the agenda will go over what passed and what didn't pass during this last session. Many legislators will be at this meeting with breakout sessions. The idea is to bring the community together and legislative is to share the message of unity and equity. This will also be an opportunity to share with the community what happened during the legislative session and have a call to action to get more involved with the legislators.</li> <li>5. MNSure has appointed a new board member Suyapa Miranda who was one of this council's nomination. Vayong state that he, Rosa and Beverly sat on a very intense and long review session of MNSure funding that has carved out 4.2 million dollars in grants for Navigator Outreach and Navigator Effort. Our council was able to influence this decision.</li> </ol> <p>It's time to set the agenda and budget. Wendy Underwood has offered a series of ongoing conversations to begin crafting a budget for 2019.</p>	
<p><b>FELLOWSHIP EXPERIENCE-DR. SUSIE NANNEY</b></p>	<p><b>PowerPoint/Slide presentation:</b></p> <p>Susie started off by asking if anyone has read or seen "The Lion, the Witch and the Wardrobe" by C.S.Lewis. If you haven't read this book or seen the movie it's a story about an ordinary wardrobe full of old coats. This young girl wades through these old coats and towards the back of the closet she discovers an amazingly different world. Washington DC is that land beyond the wardrobe for her.</p> <p>Susie stated that she wanted to share her experience that she had in Washington DC during her fellowship noting that disparities and health equity weren't common topics during her fellowship with Senator Klobuchar.</p> <p>January 2017 was a historical month for her. She attended the inauguration and then the next day she attended the Women's March which turned out to be the most moving experience that she has ever been a part of in her life.</p> <p>Susie had spent 15 years dedicating her life to hunger issues, food insecurities and health equity which brought her to her new job. She was frustrated with the slow pace of change and wanted to have something shake her up and make her think differently.</p>	<p>Seek help from Roberta Downing as she works with the MN delegation in Washington DC</p>

Item	Notes	Action Needed
	<p>Referring to PowerPoint/Slide presentation:</p> <p>What she has learned from being in Washington DC:</p> <ul style="list-style-type: none"> <li>• It took her about a year to realize that Washington DC was 60% Politics, 35% Procedure and 5% Policy.</li> <li>• Trying to help save the Affordable Care Act that was on Amy Klobachar’s agenda.</li> <li>• Procedural Maneuvering: This is using rules of congress to move legislation: For example the majority changing the rules to nominate or to secure a Supreme Justice. All administrations change the rules so they can advance legislation.</li> <li>• Using Procedure: What she experienced most was when multiple agenda items would get packaged into one bill. An example was having the hurricane flood relief, raising the debt ceiling limit and border wall. In a typical year around 8 thousand bills get introduced for each session and less than 200 make it into law.</li> <li>• Health care policy jobs drive the economy into debt. It’s the biggest driver of economic insecurities among the middleclass and below and will always be a hot topic, highly debated and needs our full attention.</li> </ul> <p>There are two items that are going on in the Federal Government in terms of health care policy:</p> <ol style="list-style-type: none"> <li>1. In the last 5 to 10 years the public is saying that it’s a right to have healthcare.</li> <li>2. On the Federal level of healthcare are pushing everything to the state level. The Governors are against this because the states are not equipped to handle the budget. A perfect example is that Medicaid dollars take away from the education dollars.</li> </ol> <p>During her year at the Capitol she had an intense orientation period with the fellowship where she was drinking from the firehose every day. Many people were coming in to orientation briefing them on how to get prepared for their assignments on the hill. The pinnacle of her experience was January –May when she worked in the office of Senator Amy Klobuchar. After her time with Senator Klobuchar she started working in the Executive Branch with the National Park Service of the Office of Public Health.</p> <p>Her time with Amy Klobuchar is where she worked primarily with her Health Legislative Aide also stating that she worked on Senator Klobuchar’s agenda which was difficult to do sometimes. Another hard lesson</p>	

Item	Notes	Action Needed
	<p>for her to learn was that Senators cannot stand for everything or they stand for nothing or that's how it's portrayed at the Capitol.</p> <p>Susie explained how she communicated with Senator Klobuchar with a recommendation format. (refer to PowerPoint) The Senator would get a binder every Friday with recommendations and Senator Klobuchar would review them over the weekend and on Monday the binder would return with comments on whether to move forward or not. Senator Klobuchar had 4 criterion when reviewing these recommendation:</p> <ol style="list-style-type: none"> <li>1. How will it impact Minnesota?</li> <li>2. Who will it hurt?</li> <li>3. Who's opposing or who is in support?</li> <li>4. What's the cost?</li> </ol> <p>Being that Senator Klobuchar doesn't have a focus on health equity then it would be up to this council and Minnesotans to make health equity one of her focuses. It was suggested that one of these meeting should be dedicated to work on what can this council do to have Senator Klobuchar make health equity one of her focuses.</p>	
<p><b>Disparities Reduction within Counties-Gary Mortensen</b></p>	<p>Gary stated that he will focus on the dipartites that are in the PowerPoint</p> <p>The Human services performance Management Team was created by legislation and would focus on three general tasks:</p> <ol style="list-style-type: none"> <li>1. Measure development-The team is required, by legislation, to work with the counties to create measure across 11 essential service areas.</li> <li>2. Performance reports- This is to identify what the counties need to do better and to work with a higher standard.</li> </ol> <p>Performance improvement-work directly with the counties to assist them to increase their performance.</p> <p>There is another component to the project (refer to slide 8 of PowerPoint) "Statute Language" This is the second attempt at this language. Initially when legislation was put in place the language was much more specific stating if the county was below the threshold for three measures in the system then they would have to do a Performance Improvement Plan which is defined as a racial or ethnic disparities. The first year that they went out and actually pulled the data and looked at the performances of Minnesota as a human services entity in the counties there wasn't one county that identified as having a racial disparities.</p>	

Item	Notes	Action Needed
	<p>Gary stated that his group went back and changed the language to lay out a way to measure for disparities. Since updating the language this group has been trying to come up with how to identify racial disparities. “What we have learned.” (refer to slide 9) When looking at a broader level of categories, race and ethnicity sometime get hidden within those broader numbers. Going through the process and learning more about how the system is set up and the structures that we have in place with information and knowledge that we need as individuals the process is going to be much longer and harder to process. “Guiding Principles” (Refer to slide 10) There is a distinct difference between the metro counties, the twin city counties and the 10 regional areas versus the rest of the counties in the state. A system needs to be created that looks at all counties who may or may not have a significant number of racial or ethnic members.</p> <ul style="list-style-type: none"> <li>• Michael Birchard: It’s been 9 years and we are still collecting this data to tell us that there are disparities but there have not been any solutions. How much more time does DHS need in order to say that there is parody?</li> <li>• Brendabell Njee stated that she is a front line staff and stated that she understands Michael’s frustration. She stated that a lot of work is being done and to see the results it cannot happen overnight. From experience she can testify that for the first time that she has seen changes at DHS on how to provide services to minority population. Recently she had a patient who was from the Somali population and as soon as this woman walked into the building for her opioid problem her needs were met right away.</li> <li>• Rev. Dr. Jean Lee stated that there are members in this council that participated in drafting legislation and it’s up to us to say that we see the problem and we don’t want it to affect our future generation. Members of this council can help write these issues and present it to legislation.</li> </ul> <p>Questions Asked by Vayong:</p> <ol style="list-style-type: none"> <li>1. What is the cultural and abilities of your staff?</li> <li>2. How much money are you dedicating toward this project?</li> <li>3. Changing the way that DHS is set up to match the needs of equity..</li> <li>4. What is the design of your council are they set up to have meaningful input and influence?</li> </ol> <p>Gary stated that he would like to come back to this meeting in the future and give a full overview of his council also stating that his team is very diverse.</p>	

Item	Notes	Action Needed
	<p>Gary finished up the PowerPoint (refer to slide 11 and 12)</p> <p>Vayong stated that there is an imbalance at DHS with negative press. We never hear of the promotion and celebrations of equity work from DHS which is shaking political narratives and that is a danger to CECLC agenda.</p> <p>Gary stated that his team has hired someone to come in and do a cultural competency assessment with his team.</p>	
<p><b>FEDERAL RELATIONS UPDATE-ROBERTA DOWNING</b></p>	<p>Update:</p> <ol style="list-style-type: none"> <li>1. The Farm Bill that was on the House floor that was to cut 23 billion dollars, failed on the House Floor today.</li> <li>2. There were 34 bills considered in the House Energy Commerce Committee on the opioid epidemic yesterday. They're looking to do a big opioid package after Memorial Day.</li> <li>3. At the National level Minnesota looks healthy compared to other states like West Virginia or Ohio but when you look at our disparities they are the worst in the country</li> </ol> <p>Roberta wants to be a resource for those who would want to engage in anything that she is working on and would welcome this committee's help on all issues.</p> <p>Roberta stated that we as citizens need to develop a longer and ongoing relationship with Congress.</p> <p>Jean suggested to invite representatives from the congressional district to come and speak.</p> <p>How to get involved: Roberta stated that she holds a Federal Human Services Work Group every month for anyone that wants to hear the updates on what she is working on. One frustration that she has is that people come to listen, get the updates and take notes but she doesn't hear if anyone has done anything. Roberta has done presentations for 4 months with no action from the workgroup. The meeting is held the first Monday of every month at 9:30 am at DHS</p>	<p>Vayong asked for volunteers to represent this council at the workgroup.</p> <p><b>Volunteers:</b> Re. Dr. Jean Lee, Roberta Downing, Dr. Susie Nanney, Dave Haley</p>
<p><b>Adjourn</b></p>	<p>Meeting adjourned at 2:10 PM</p>	

# Cultural and Ethnic Communities Leadership Council

Minutes

June 18, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	CECLC Monthly Meeting
<b>NOTE TAKER</b>	Nicole Juan, Antonia Wilcoxon
<b>MEMBER ATTENDEES</b>	Patrice Bailey, Beverly Bushyhead, Dr. Nkem Chirpich, Pastor Emory Dively, Rev. Dr. Jean Lee, Kia Moua, Vayong Moua, Dr. Susie Nanney, Brendabell Njee, Rep. Rena Moran, Dr. Pahoua Yang
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Antonia Wilcoxon, Roberta Downing, Nicole Juan, Beth Dansie, Mariana Tuttle
<b>SPECIAL GUEST PRESENTERS</b>	L4 Group: Christina Samion, Nancy Schultz, Allan Warrior, and XX Bush Cohort/Core Team Presentation: Rebeca Sedarski, Vimbai Madzura, Dave Haley, Haregewoin Tsegaye, Nancy Lee, Rosh Dahal, Lucas Peterson, Nicole Juan DHS HR: Zecharias Hailu, Affirmative Action Officer
<b>PUBLIC</b>	Lucas Peterson (DHS), Dave Haley, Verona Mitchell, Sumzz Lee, Messah Combey-Adamah, Melvin Giles, Sydney Chang, Rebeca Sedarski, Allison Strand, Haregewoin Tsegaye, Nancy Lee, Roshani Dahal

Item	Notes	Action Needed
<b>Review minutes from previous meeting</b>	Quorum not present.	
<b>Review proposed agenda</b>	Quorum not present.	

Item	Notes	Action Needed
<p><b>Chair Comments</b> <b>VAYONG MOUA</b></p>	<p>Chair Moua acknowledged that we are in the midst of a very political time. There are increasing numbers in candidates of color across many offices in Minnesota and nationally. CECLC is watching the developments and will continue to push forward equity matters with emerging leaders.</p> <p>Chair Moua took time to recognize Dr. Antonia Wilcoxon on the completion of her doctorate degree. He, on behalf of CECLC members, offered her a gift of bracelets made from bomb fragments in Laos. This symbolizes change making, and how tragedy can be transformed into triumph. Wilcoxon thanked for the gift and recognition. She shared that this completion of her degree has important meaning to her extended family and her ancestors: she is the oldest granddaughter and first college graduate and now first to complete her doctorate.</p>	
<p><b>Zecharias Hailu, DHS</b> <b>Affirmative Action</b> <b>Officer</b></p>	<p>The presentation covered statistics and metrics for the Affirmative Action goals. Numbers were broken out into: people with disabilities, female, minorities. Actions taken to bridge the gap in groups to hit targets as well as what type of position folks hold was discussed. The trend has been an increase in each of the categories and position levels, although there is still work to do. Progress is attributed to a combination of internal changes at DHS, updating preferred qualifications in hiring, as well as having a diversity recruiter position at the agency.</p> <p>Beverly Bushyhead asked how the goals per category were set, and if there are also goals for retention.</p> <p>Dr. Chirpich discussed the need to address the barriers within the mechanics for applying to DHS (and all state) positions; the computer system is outdated and difficult to manage.</p> <p>Dr. Lee asked if a person identifies as more than one category, are they counted more than once. Answer: Yes, that individual would be counted in each bucket that they identify</p> <p>Dr. Nanney noted that it is important to look at lower/higher wage jobs and look within categories to truly see how underrepresented groups are distributed in the agency.</p>	<p>Develop legislative priorities for 2019 legislative session</p>

Item	Notes	Action Needed
	<p>Guest Sydney Chang added that there is a difference between recognizing “mainstream qualifications” amongst candidates and cultural qualifications that might make the candidate more suited for the position.</p> <p>Dr. Chirpich asked that position descriptions include a level of cultural awareness; that should be in all job descriptions because each staff member works with others at DHS</p> <p>Chair Moua noted that there is a tension between compliance with the law and executive orders, and pushing for equity. The Council pushes for cultural competence as a core competency.</p> <p>Guest/DHS staff Haregewoin Tsegaye underscored the importance of having power to make decisions; trainings should be developed and leaders positioned to make decisions so that folks who are hired have the power to make change.</p> <p>Dr. Lee discussed the need to develop cultural competency standards for the state: CECLC could get involved to better define it, and understand complexities involved within. Important to keep families whole.</p> <p>Brendabell Njee was interested in the stories around retention of staff of color; there should be focus groups or individual interviews to get the stories of why people are leaving and that will help us assess those reasons and the culture of DHS.</p> <p>Chair Moua summarized the discussion and said:</p> <ul style="list-style-type: none"> <li>• Change is not only to move forward but to transform the entire house</li> <li>• Employees have culture to support them</li> <li>• Important for CECLC to leverage power to advocate for retaining the Governor’s executive order through the transition</li> <li>• Money, clout, positional power – the CECLC/DHS needs the resources to do what needs to be done</li> <li>• This needs to be an internal priority issue as well as a broader societal issue.</li> </ul> <p>Representative Rena Moran commented on this discussion:</p>	

Item	Notes	Action Needed
	<ul style="list-style-type: none"> <li>• Brings experience for equitable outcomes</li> <li>• It is all about relationship with the Commissioner, and the CECLC brings forth a vision around equity</li> <li>• There is a need to see disaggregated data within each category to gain a better perspective</li> <li>• There is a difference between compliance and equity. Exit interviews are needed for those leaving state service/DHS</li> <li>• At the legislature, Rep. Moran sits on the House Health and Human Services committee where many things happen: out of home placement for African American and American Indian children is at a disproportionately high rate. The government is having too much overreach into families. White families with similar issues receive support and services to keep the kids in the home.</li> <li>• The CECLC was created for a needed purpose; to help elevate the value in a racial equity lens</li> <li>• The POCL caucus at the legislature looks at issues from a racial, social, economic, and environmental justice lens</li> <li>• Purpose of CECLC is to show the legislature and the Commissioner of DHS what needs to be done and prioritized to meet the needs of our communities</li> <li>• 2019 is a budget year for the legislature. Policy as well as budgetary items will be discussed and voted on. The CECLC should think about what that could look like, for policies or funding that you identify a need for. Have a policy agenda and take it to the Capitol. Expand/extend the resources of the CECLC. Also, have a voice and testify on bills that you are interested in. There is a need for the POCL perspective on legislation at the Capitol.</li> </ul>	
<b>L4 Presentation: DHS Policy on Equity</b>	<p>L4 Group presented on their project which entailed group discussions on the DHS Policy on Equity.</p> <ul style="list-style-type: none"> <li>• Used open space technology to discuss equity policy at DHS</li> <li>• Question asked was: What does equity look like in my daily work</li> <li>• Four sessions were held, almost 200 total participants</li> <li>• Goal was not to have a research project but rather to get people talking about the policy, and expand those conversations beyond the silos of their everyday work</li> </ul> <p>Discussion:</p> <p>Representative Moran discussed the need to have a consistent definition of what equity is. She offered the definition as: fair and just outcomes for all people.</p>	

Item	Notes	Action Needed
	<p>Equality in outcomes; Equity is the process CECLC can continue to help in defining this issue</p> <p>Dr. Chirpich pointed out the importance of feedback – those participants who did not respond in follow up, and thinking about if there is another way to gain that important feedback.</p>	
<b>Bush Grant Cohort/Core Team Update</b>	<p>Members of the Bush Cohort/Core Team presented on the sustainability plan for community engagement throughout DHS. There are four strategic directions. There was also a list of requests made for CECLC participation.</p>	<p>CECLC members should review the asks made by Bush Cohort and participate in any items they are interested in</p>
<b>Adjourn</b>	<p>Meeting adjourned at 2:15PM</p>	

# Cultural and Ethnic Communities Leadership Council

Minutes

July 20, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	CECLC Monthly Meeting
<b>NOTE TAKER</b>	Nicole Juan, Elizabeth Stein
<b>MEMBER ATTENDEES</b>	Beverly Bushyhead, Kia Moua, Vayong Moua, Brendabell Njee, Dr. Pahoua Yang, Titilayo Bediako, Michael Birchard, Dave Haley, Adesola Oni, Dave Haley
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Antonia Wilcoxon, Wendy Underwood, Nicole Juan, Beth Dansie, Mariana Tuttle, Elizabeth Stein, Malcom Lawson
<b>SPECIAL GUEST PRESENTERS</b>	QMEP Representatives: Maiyia Yang, Dr. Pahoua Yang, and Michael Scandrett,
<b>PUBLIC</b>	Sophie Burnevik (DHS), Melvin Giles, Darrin Helt (DHS), Fartun Ahmed

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	Quorum not present.	
<b>Review proposed agenda</b>	Quorum not present.	

Item	Notes	Action Needed
<p><b>Chair Comments</b> <b>VAYONG MOUA</b></p>	<p>Vayong Moua began the meeting with a tribute to Dr. Susie Nanney, a Council member and researcher at the University of Minnesota who was killed in a motor accident after last month's meeting. Council members and attendees shared stories and memories of her vast accomplishments and her and her husband's ongoing legacy. Council member Beverly Bushyhead offered a spirit plate of food at the center of the group, encouraging other offerings or prayers to welcome and join her spirit and memory. Council members and attendees discussed the possibility of a day of recognition to Dr. Susie Nanney and Steve Nanney in coordination with the Governor's office. Vayong Moua remarked that this is a rallying call for the Council to never get complacent or slow down in advancing equity; we need to carry her message and energy forward.</p> <p>Vayong Moua updated the Council on his meeting with Representative Rena Moran where they discussed the longevity of the Council and the possibility of dedicated funding.</p> <p>Vayong Moua updated the council on an upcoming event in coordination with the Change Network and DHS which will focus on equity in policy change. The event will be held at the Wilder Foundation on September 13<sup>th</sup>, from 4:30-7:30pm. Ongoing discussions needed in coordinating logistics and event messaging.</p>	<ul style="list-style-type: none"> <li>• Look into process of creating a day of recognition for Dr. Susie Nanney and Steve Nanney. (Vayong Moua, Beverly Bushyhead, Dave Haley)</li> <li>• Save the dates and formal invitations for Vayong Moua's event in September to be distributed.</li> </ul>  <p>For Susie.docx</p>
<p><b>Statewide Quality Reporting and Measurement Systems:</b> <b>Michael Scandrett, Maiyia Yang, Pahoua Yang</b></p>	<p>Michael Scandrett, Maiyia Yang, and Pahoua Yang gave a presentation on a research project they completed which examined what quality health care means to people in the communities they service. This information was shared with MDH as they create their new framework for the Statewide Quality Reporting and Measurement System, which measures health care quality. In coordination with SoLaHmo, they met with community leaders for various listening sessions using community based participatory principles to better understand how underserved or underrepresented cultural and ethnic communities define health and health care quality. The group developed five major themes of quality health care and made recommendations which moved away from the current quality measure systems, and instead would take equity into account and address the way in which communities with the greatest barriers often receive the least funding for their health clinics and systems. The group is hopeful this will be received and</p>	<p>Look for areas where CECLC can support this project and incorporate it into institutional practice before changes happen due to transitions.</p>  <p>Teens_Final_July2015.pdf</p>

Item	Notes	Action Needed
	<p>championed by both current and future DHS and MDH Commissioners, and are hoping to extend this project to receive more input from the community.</p> <p>Beverly Bushyhead commented that there was a study she worked on, published with Ramsey County looking at barriers (outside of cost) to health care. (Study attached below).</p>	 <p>QMEP.Community.Report.FINAL.2018.pdf</p>  <p>QMEP_Community Leader Findings.Pre:</p>
<p><b>PUBLIC COMMENT/COMMUNITY NEWS</b></p>	<p>Assistant Commissioner Wendy Underwood gave an update on the implementation of DHS’s policy on equity, DHS’s strategic plan, and transition planning. She has attended meetings along with Antonia Wilcoxon with senior leadership to gauge the hiring of equity coordinators or the establishment of equity committees in various departments, as outlined in the policy on equity. The strategic plan also includes the implementation of the policy on equity, Antonia Wilcoxon is the strategy lead for that initiative. As DHS plans for transitions due to a new incoming administration, Senior Leadership will plan to update the Council on transition planning and status at a CECLC meeting later this fall.</p> <p>Inspector General Carolyn Ham updated the council on fraud investigations within the child care assistance program. Her office is working with members of the Somali community and Somali child care providers, as well as with the Minnesota Minority Child Care Association, and Kids Count to address this issue and its consequences for political agendas. Council members and attendees discussed how the CECLC should be used as an early resource for community engagement and support, as well as to offer input on strategies for DHS to consider in this situation or other situations which may target cultural and ethnic populations.</p> <p>Members commented on the need to shift the dominant narrative as many immigrants and refugees need to send cash assistance to their families. Additionally, these issues underline the importance of working with the CECLC to get ahead of a negative narrative about the people we serve; shift to a proactive approach and build relationships to move equity forward.</p>	<p>Ongoing implementation of policy on equity and strategic plan (Antonia Wilcoxon)</p>
<p><b>Adjourn</b></p>	<p>Meeting adjourned at 2:00PM</p>	

# Cultural and Ethnic Communities Leadership Council

Minutes

August 17, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	N/A
<b>TYPE OF MEETING</b>	CECLC Monthly Meeting
<b>NOTE TAKER</b>	Beth Dansie
<b>MEMBER ATTENDEES</b>	Patrice Bailey, Titilayo Bediako, Michael Birchard, Beverly Bushyhead, Pastor Emory Dively, Rev. Dr. Jean Lee, Dave Haley, Vayong Moua, Adesola Oni, Rosa Tock, Nyagatare Valens, Dr. Pahoua Yang, Kia Moua
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Antonia Wilcoxon, Roberta Downing, Carolyn Ham, Elizabeth Stein, Beth Dansie, Sophie Burnevik
<b>SPECIAL GUEST PRESENTERS</b>	Maria Sarabia, Amanda Calmbacher, Darrin Helt, Dr. Susan O'Neil, Ahiee Xiong, Sia Xiong,
<b>PUBLIC</b>	Shor Salkas (MDH), Melvin Giles

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	Chair Vayong Moua presented the July meeting minutes for approval 1 <sup>st</sup> motion: Kia Moua 2 <sup>nd</sup> motion: Rosa Tock Motion passed.	
<b>Review proposed agenda</b>	Chair Vayong Moua presented the August agenda for approval. 1. Rev. Dr. Jean Lee 2. Beverly Bushyhead Motion passed.	

Item	Notes	Action Needed
<p><b>Chair Comments</b> <b>VAYONG MOUA</b></p>	<p>Chair Vayong Moua discussed the forecast for the remainder of the year. A sign-up sheet was passed around to ask for volunteers to help inform the state of equity address. There will be a time for the DHS leaders to give their assessment of status as well as needs to fully move equity forward.</p> <ul style="list-style-type: none"> <li>• At the end of the year a joint meeting with MDH Health Equity Advisory Leadership Council will be held with the CECLC.</li> <li>• Chair Vayong Moua announced the upcoming event the Equity Descendants Summit which he is co-hosting. Be one of the first 25 people and you will receive a t-shirt. This event is built on an understanding that we are a part of the continued effort that our ancestors started for equity. These ancestors are not just those that you are related to but also those who took a stand for equity.</li> </ul>	<p>If you can't be at the next SMT planning meeting, please forward questions to those who have volunteered to attend. Also a conference call can be arranged. (Nicole Juan)</p>
<p><b>Upcoming elections</b></p>	<p>Chair Vayong Moua stated that no matter what your political preferences are he would like to open the conversation to the Council regarding the recent primary election that took place Aug 14. What are the Council's observations, concerns or hopes?</p> <ul style="list-style-type: none"> <li>• Members commented we need to support whoever the new Governor is and let them know we exist. Also we need to continue making sure this group (CECLC) is diverse.</li> <li>• Rev. Dr. Jean Lee commented that Congressman Walz has been the only one to address the issues of indigenous children. Peggy Flannigan created the POCI (people of color and indigenous) caucus.</li> <li>• Rosa Tock wanted to have an opportunity to talk with the GOP candidates to connect with them to discuss equity and to let them know what this Council is doing as well as to help government officials understand equity and how important it is.</li> <li>• Beverly Bushyhead comment that one thing that could help would be some literature about the CECLC.</li> <li>• Chair Vayong Moua stated that this Council should be thinking of who they want to be the next Commissioner of DHS and suggest those who they would like for the entire cabinet.</li> </ul>	

Item	Notes	Action Needed
<p><b>Innovation Project in Mental Health: Susan O’Neill, Darrin Helt; DHS</b></p>	<p>Susan O’Neill went over the attached PowerPoint presentation. O’Neill stated that the mental health system is underfunded, people fall through the cracks very easily, it is very fragmented, huge equity issues and it’s a challenge but there are also good things that are happening as well.</p> <p>A question was asked regarding where in the process of mental health would chemical health recovery services exist.</p> <p>Answer: The emphasis for this PowerPoint was on mental health and co-occurring. Mental health and chemical health have their own separate cultures on how they think about treatment and support for people which is an issue but those who struggle with substance use likely have a mental health condition. Susan stated that they incorporated the ideas that people brought to help with this issue</p> <ul style="list-style-type: none"> <li>• Rev. Dr. Jean Lee made a comment stating that veterans call mental health issues PTSD. There is also stigma in the communities around mental illness and making sure cultural competency piece related to mental health is implemented.</li> <li>• Something that might be helpful for trainings would be to include diverse trainers.</li> <li>• Has there been any feedback with “cultural humility”? People prefer “cultural humility” and there is some new language that is “culture reverence”.</li> <li>• Trainlink can be available to anyone and not sure if you receive a certificate after completing the course.</li> <li>• Chair Vayong Moua asked how will this training survive the new administration? Answer: Part of the training is to help people understand what they have learned from the community. There is some skill building and there is some reflection on one as an individual practitioner, one’s organization and the system and community as a whole making this a responsibility for everyone.</li> <li>• The equity analysis has yet to be completed, but will try to infuse what is known into the curriculum.</li> <li>• Equity has been a part in the strategic planning at DHS. Equity is a big focus of what the mental health department is implementing at DHS regarding decision-making for mental health.</li> </ul> <p>Chair Vayong Moua emphasized that the Behavioral Health Director at DHS has a responsibility to help infuse equity in all their decision making.</p>	 <p>application_for_co-facilitator_only.docx</p>

Item	Notes	Action Needed
<p><b>Advancing Racial and Health Equity in all Decision-Making: Maria Sarabia</b></p>	<p>Maria presented on the progress that Ramsey County is making to insure that equity is built and implemented in their systems. (See PowerPoint)</p>	<p>Maria passed around a sign-up sheet for those that would like to help her with this work on a county level.</p>  <p>CECLC Presentation 8_17_18_share.pdf</p>
<p><b>Federal Relations Update: Roberta Downing</b></p>	<p>Roberta reported that things are moving slowly right now in Congress.</p> <p>Roberta reported that the farm bill has many provisions that would lower the amount of benefits that people receive or cut them off all together.</p> <p>The senate version of the farm bill that passed with a bipartisan majority included no SNAP cuts. The senate bill is unlikely to pass the House and little is known about how it will be resolved at this point.</p> <p>A positive note is that Congress has to pass an appropriations bill to fund the federal government by Sept 30 (end of federal fiscal year). The Senate has been embarking on a highly bipartisan process which hasn't happened in over a decade. Last year the federal government had five different extensions, for example. This week the federal government considered the Labor Health and Human Services Appropriations Bill. This bill holds most of the funding for DHS' programs in it and they have combined it with the Defense Appropriations Bill. The Labor Health and Human Services bill has not been considered for over 10 years.</p> <p>Opioid package will probably wait until after the election.</p> <p>Public Charge rule change is probably imminent but the timeline is uncertain. The National Immigration Law Center has a document outlining each program and what's in federal status,</p>	

Item	Notes	Action Needed
	<p>what are the states' obligations to share data or information with the federal government, etc. Most of these programs have no obligation to share information with the federal government unless it's related to eligibility.</p>	
<p><b>DHS Inspector General: Carolyn Ham</b></p>	<p>Carolyn reported an update on the immigrant fraud news that has been taking place. She also noted that the office has only one additional protest since the last CECLC meeting.</p>	
<p><b>Closing</b></p>	<p>Chair Vayong Moua concluded the meeting by asking:</p> <ul style="list-style-type: none"> <li>• What can DHS do to strengthen equity that doesn't require legislation?</li> <li>• How can we strengthen the personnel and state government structure?</li> <li>• What are our priorities?</li> </ul> <p>Criterion:  Does it advance health and racial equity?  Does it control/ overlap with DHS scope of work?  Is there community readiness and backing?</p> <p>Community Relations Intern Mariana Tuttle completed a document of potential issue areas that will help with these questions.</p>	
<p><b>Adjourn</b></p>	<p>Meeting adjourned at 2:00PM</p>	

# Cultural and Ethnic Communities Leadership Council

Minutes

September 21, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Chair Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	N/A
<b>TYPE OF MEETING</b>	CECLC Monthly Meeting
<b>NOTE TAKER</b>	Beth Dansie
<b>MEMBER ATTENDEES</b>	Patrice Bailey, Michael Birchard, Dr. Nkem Chirpich, Pastor Emory Dively, Rev. Dr. Jean Lee, Anjuli Mishra Cameron, Kia Moua, Adesola Oni, Rosa Tock, Nyagatare Valens, Vayong Moua
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Nicole Juan, Wendy Underwood, Roberta Downing, Beth Dansie
<b>SPECIAL GUEST PRESENTERS</b>	DHS Employee Resource Group (ERG) Chairs – Jana Prasek, Marcia Bierschenk, Mary Meredith, Kia Moua; De Anna Conover (ERG Coordinator)
<b>PUBLIC</b>	Jasmine Carey, Nasro Abshir, Camille Roberts from organization: Kids Count on Us

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	Chair Vayong Moua presented August minutes for approval. 1 <sup>st</sup> motion: Rev. Dr. Jean Lee 2 <sup>nd</sup> motion: Dr. Nkem Chirpich Motion passed.	
<b>Review proposed agenda</b>	Chair Vayong Moua presented the September agenda for approval. 1. Rev. Dr. Jean Lee 2. Dr. Nkem Chirpich Motion passed.	

Item	Notes	Action Needed
<p><b>Chair Comments</b> <b>VAYONG MOUA</b></p>	<p>Chair Vayong Moua made an announcement that there are still t-shirts in honor of Steve and Dr. Susie Nanny who passed away this summer. This t-shirt is available to purchase for \$15 dollars with donations going to support Special Olympics. If you would like to order this t-shirt please contact Nicole Juan with shirt size.</p> <p>Antonia Wilcoxon will be absent from CECLC meetings for the next couple of months. She will be attending a Senior Leadership Training that DHS is supporting.</p> <p>The Council reviewed a draft schedule for 2019 CECLC meetings. Chair Vayong Moua stated that this agenda is for this Council and if any members would like to contribute with topics or presentations that are important to them and their community, please make it known for future meetings. A CECLC gathering will be held at the Capitol again in 2019.</p> <p>Chair Vayong Moua stated that last week the Council was a co-sponsor for the Equity Descendants Summit which focused on supporting people of color and indigenous leaders within policy making roles. Vayong wanted to thank DHS for their participation and help especially to Liz Stein for her help in organizing the event, Nicole Juan for the powerful slide presentation and Antonia for all her many efforts as well. Also thanks to all those at the Council who attended and for Michael Birchard and Titi Bediako for their help. Vayong opened up the conversation to the Council on their reflections on the Summit:</p> <p>Wendy Underwood stated that Vayong needed to be recognized for the time and effort that he put into this Summit and for the wonderful job and tone he portrayed. Also those on the panels, especially the existing elected officials, left knowing what the Council stands for. It was also exciting to see young people running for office. It seems that they are strong and committed.</p> <p>Rev. Dr. Jean Lee commented that is was well put together</p> <p>*Chair Vayong Moua decided to interject the agenda with a community comment due to the pressing need and their presence at the meeting.</p>	<p>Council members will meet with “Kids Count on Us” to help them decide who they need to come to this meeting to help them get the meaningful conversation that they need and to be future presenters at this meeting (Vayong Moua, Dr. Chirpich)</p>

Item	Notes	Action Needed
	<p>The Council held a conversation with community guests from “Kids Count on Us”, a group of child care center providers who are working with DHS for a more collaborative relationship. The conversation with DHS and “Kids Count on Us,” is focusing on increasing diverse staff in child care and DHS asked the organization to help with recruitment for these positions.</p> <p>Wendy Underwood stated that Carolyn Ham, the DHS Inspector General, was called to the Senate today and was unable to attend this meeting. Recently the Human Resources department at DHS was reorganized to include a director and team to help with recruitment of diverse staff. It may be beneficial to have this team attend a CECLC meeting to hear what they are doing in diversity recruitment and what challenges and success that they are experiencing as well as to provide the Council with information to encourage their networks to look at the openings for these critical jobs.</p> <p>“Kids Count on Us” reported on citations and training.</p> <p>Rev. Dr. Jean Lee suggested for these guests to prepare a presentation in one of the future CECLC meetings for clarification for those folks that do not work in the area of childcare/daycare. This will better help them move forward with solutions.</p>	
<p><b>Employee Resource Groups (ERGs)</b></p>	<p>Employee resource groups started around 2013 at DHS and these groups are designed to impact the way they do business internally and externally and connect folks with a common bond. The reason these groups were formed is to impact how DHS recruits, retains staff, engages staff, and develops and sustains staff. They also serve as a business resource for the agency.</p> <p>(A handout with the ERG’s information was distributed. Please note that the meetings on the second page have already happened and new date/times for future meetings will be available for anyone who would want to attend any group.) (see attached)</p> <p>ERG Chairs Described their groups’ history and purpose:</p> <ul style="list-style-type: none"> <li>• <b>People of Color</b> – (Chair: Kia Moua). Kia stated this group and named it People of Color ERG because she had a variety of diverse folks who wanted to be part of an ERG that</li> </ul>	 <p>BW-ERG Charter.pdf</p>

Item	Notes	Action Needed
	<p>didn't have a specific group of their own to join. Kia stated that there are about 25 members in this ERG.</p> <ul style="list-style-type: none"> <li data-bbox="604 380 1703 691">• <b>LGBTQ</b> – (Co-Chair: Mary Meredith) Mary stated that she started the group about a year ago because she didn't know anyone in her community at DHS. THE LGBTQ community is not a protected class and they do not have the civil rights protection that other groups do. Since the LGBTQ community is under fire and facing discrimination they wanted to work with their allies to address those concerns. The LGBTQ ERG had a panel of "How to be an Ally" at DHS and it had a great response. They will repeat this panel in October. Another project going on at DHS is System Modernization and one of the things that DHS is trying to capture is information of gender identity and sexuality by changing the way data is collected. This ERG has about 55 members and have a strong ally support.</li> <li data-bbox="604 737 1703 1049">• <b>Black Women's ERG</b>– (Chair: Marcia Bierschenk) This ERG has been around for almost 2 years and have 98 members. Other counties and agencies also participate. Marcia reported on past events including their macro/micro aggressions training. Marcia reported that they have all different employee levels who participate in different ways in this ERG. Marcia went over their Charter. (see attached) This ERG did a backpack drive sponsoring Hazel Park Elementary School by partnering with "The National Systems of Black Police Officers" and local businesses to supply backpacks, free haircuts, free copies of keys for their homes and collected feminine hygiene products for young women. This ERG has many allies and anyone can participate.</li> <li data-bbox="604 1094 1703 1367">• <b>American Indian and Alaska Native</b> – (Chair: Yvonne Barrett, Alicia Smith, Jana Prasek) Jana reported that this ERG began by noticing that there was a need to train folks that work with American Indian people by learning the culture and how to communicate with them. Jana reported that they have done training on "How to be an ally" of which they have done 2 panels on this topic. The first was American Indians that work at DHS and how they work with American Indian communities. The second panel included non-Natives and how they learned to work and communicate with American Indian communities. This year they wanted to have a youth day at DHS but never came to</li> </ul>	

Item	Notes	Action Needed
	<p>fruition. They are trying to plan one for next year. The focus for the coming year is more training for staff.</p> <ul style="list-style-type: none"> <li>• <b>Employees with Disabilities</b> – (Chairs: Peter Beiewaltes and Linda Wolford who were unable to attend this meeting. De Anna reported on their behalf). This ERG started just a year ago. This group recently celebrated the anniversary of “The American with Disabilities Act” by partnering with the Science Museum; this event was a huge success.</li> <li>• <b>Veterans</b> – (Chair: Shantia Hutchinson and Bob Cajune were unable to attend this meeting, De Anna reported on their behalf). This ERG did a great deal of research regarding the disconnect between veterans not receiving benefits that they should be. They hosted a summit to talk with folks that are veterans and this year for Veterans’ Day were able to celebrate with an event with MDOT to recognize all veterans.</li> <li>• <b>Men of African Heritage</b> – (Devon Gilchirst) This group is just getting started.</li> </ul> <p>At this time there is not a Latino/a/x ERG (ERGs begin when an employee steps up to create it and lead the group) There are Latino/a/x members involved in the People of Color ERG. All ERGs meet together once a month to share updates. At this time DHS is hiring a Diversity and Inclusion Consultant to help coordinate and support these groups.</p> <p>A discussion regarding challenges that occur for these meetings such as supervisors possibly not allowing ERG members to attend their meetings, taking vacation to attend events/meetings and trying to explain the importance of each ERG to other folks or non-allies.</p>	
<p><b>Federal Relations Update: Roberta Downing</b></p>	<p>Roberta stated that the items that she has been reporting on in past CECLC meetings are coming to fruition. Most of this movement is due to the 2018 midterm elections and Congress not having many more legislative days until the election. October seems to slow down because members want to be in their districts rather than being in Washington DC.</p> <ul style="list-style-type: none"> <li>• The Senate passed a massive opioids package. The House passed its bill and they are expected to vote next week on a full package that will be sent to President Trump.</li> </ul>	

Item	Notes	Action Needed
	<ul style="list-style-type: none"> <li>• As reported before last meeting, for the first time in many years Congress is operating under regular order when it comes to government funding bills which means that they are considering individual bills and spending like they are suppose too. This is something that hasn't happened in 10 to 20 years. . The Appropriations Committee came up with a bipartisan pact to work together to get Appropriation Bills passed.</li> <li>• Still not sure what is going on with the Farm Bill. Those programs expire on September 30 and will probably have an extension. One of the sticking points are work requirements for SNAP that are attached to this bill. If the extension expires, agriculture will suffer losses but SNAP would continue at current funding levels.</li> <li>• Roberta reported that President Trump has put a lower cap on the number of refugees allowed into the country for 2019. This is a historic low from 100,000 in 2016 to 30,000 for 2019. Minnesota has seen a drastic drop accordingly.</li> <li>• About 40% of Medicare beneficiaries have to find a new plan this fall because Medicare Cost Plans were discontinued by the Federal government and Congress. There are about 400,000 people that are going to need to find new Medicare plans in Minnesota alone. The Senior Linkage Line with the Board on Aging has partnered with DHS to significantly staff these areas to help answer questions about these changes. This is the main resource for people with Medicare to contact when they need help.</li> <li>• USDA Sonny Perdu was asked about the public charge rule. There have been many reports of people dropping off WIC and SNAP enrollment fearing if they are receiving benefits it will affect their immigration status. Sonny made a comment that the US doesn't want undocumented immigrants accessing these programs. Roberta reported that undocumented people are not eligible for these programs anyway. We should find out more in the coming weeks about the public charge rule and any proposed changes.</li> </ul>	

Item	Notes	Action Needed
<b>Working session/potential policy direction: Vayong Moua</b>	The Council discussed Minnesota's upcoming legislative and administrative changes for 2019	
<b>Adjourn</b>	Meeting adjourned at 2:00PM	

# Cultural and Ethnic Communities Leadership Council

Minutes

October 19, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Chair Vayong Moua</b>
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	n/a
<b>TYPE OF MEETING</b>	CECLC
<b>NOTE TAKER</b>	Beth Dansie
<b>MEMBER ATTENDEES</b>	Patrice Bailey, Titylayo Bediako, Dr. Nkem Chirpich, Rev. Dr. Jean Lee, Beverly Bushyhead, Rosa Tock, Kia Moua, Brendabell Njee
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Chuck Johnson, Amy Dellwo, Nathan Moracco, Claire Wilson, Nikki Farago, Nicole Juan, Elizabeth Stein, Lauren Hunter, Lucas Peterson, Rosalva Hernandez, Rebeca Sedarski
<b>SPECIAL GUEST PRESENTERS</b>	Chuck Johnson, Nathan Moracco, Claire Wilson, Nikki Farago
<b>PUBLIC</b>	Maria Sarabia, Sharon Elann, Dave Haley, Roberter Gillespe, Melvin Giles

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review minutes from previous meeting</b>	There was not a quorum – September meeting minutes were not approved.	
<b>Review proposed agenda</b>	There was not a quorum – agenda was not approved.	

Item	Notes	Action Needed
<p><b>Announcements: Chair Vayong Moua</b></p>	<p>Chair Vayong Moua opened up to the council to share any announcements that they might want to share.</p> <ul style="list-style-type: none"> <li>• <b>Kia Moua</b> announced that The Overcoming Racism Conference is scheduled for November 2-3<sup>rd</sup>. This conference is at capacity but if you would like to attend you can sign up to be a presenter or a volunteer.</li> <li>• <b>Melvin Giles</b> announced that on November 3<sup>rd</sup> at SPNN there will be a screening of the world premiere of “Beyond the Pavement.” This is also sold out. There is wait list of 3000 folks. More opportunities for screenings TBA.</li> <li>• <b>Lauren Hunter</b> announced that the State of Minnesota will be holding their State Career Fair on November 3<sup>rd</sup> at RiverCentre from 10:00 am 3:00pm. This is the first time that state is partnered with the City of St. Paul. There will be representatives from all state agencies.</li> <li>• <b>Chair Vayong Moua</b> stated that there are still t-shirts available to purchase in remembrance of Dr. Susie Nanney and her husband, Steve Nanney. Funds will be donated to Special Olympics.</li> <li>• <b>Maria Sarabia</b> - announced that Ramsey County launched a Racial Equity Action Team in the Health and Wellness Service Unit. They are building off of some of the framework of the CECLC. There was an invitation sent out for their next meeting that will be held October 30.</li> <li>• <b>Titilayo Bediako</b> announced that on November 8<sup>th</sup> from 6:00pm to 8:00pm at WE WIN Institute there will be a community parent circle with men of distinction that is specifically for African American boys from the ages of 3<sup>rd</sup> to 6<sup>th</sup> grade. This is to help these boys to grow into strong and successful men.</li> <li>• <b>Chair Vayong Moua</b> announced that on October 24<sup>th</sup> from 4:00 pm to 5:00 pm at HAFA.(the Hmong American Farmers Association) is hosting an event to discuss food, farming, and community wealth building.</li> </ul>	<p>Deadline to submit public comments for the Public Charge is December 5, 2018</p> <p>Titilayo Bediako will send out a flyer for WE WIN event</p> <p>Vayong Moua to forward flyer to Nicole Juan to distribute for the event on October 24<sup>th</sup></p>

Item	Notes	Action Needed
	<ul style="list-style-type: none"> <li>• <b>Chair Vayong Moua</b> announced October 22 from 1 – 2:30 pm at the Wilder Foundation there will be a community convening to discuss the public charge rule change at the federal level. A suggestion to get involved in this matter is to submit comments to the federal government to let them know of the devastation that this would cause. Comment period closes in early December.</li> <li>• <b>Chuck Johnson</b> wanted to recognize Roberta Downing for elevating the public charge rule change forward and making this an issue throughout the country.</li> </ul> <p>Chair Vayong Moua stated that he has been reflecting on the legacy of the CECLC on how we ensure it has the depth of impact that this Council seeks and has the longevity that this Council wants beyond those Council members that will move on and the new ones arrive. What can we set into place to ensure that this work moves on?</p> <p>Chair Vayong Moua discussed a letter that was sent out to the Council from Rep. Rena Moran that was sent to Governor Dayton. This letter outlines concerns regarding accusations against DHS's Community Relations Director. Recognizing policies DHS has in place that restrict this conversation, there are some things in the letter that the Council would like DHS to address and clarify.</p>	
<p><b>DHS Senior Leadership Updates: Chuck Johnson, Nikki Farago, Nathan Moracco, Claire Wilson, Amy Dellwo</b></p>	<p><b>Chuck Johnson</b></p> <ul style="list-style-type: none"> <li>• Chuck stated that Antonia Wilcoxon was selected to attend a Senior Leadership Institute.</li> <li>• Chuck stated that when complaints come to DHS that there is an obligation to act appropriately and beyond this he is unable to make further comments.</li> <li>• Chuck stated that he wanted to start off by letting the Council know where DHS is with implementing equity. There has been some progress and a lot of challenges with more work to be done.</li> <li>• There are some things that DHS has made quite a bit of progress in implementation of the policy on equity. For instance, DHS has moved forward with hiring equity coordinators within the major programs as well as establishing equity committees across the agency. DHS is trying to take the equity work and expand it beyond what the public</li> </ul>	

Item	Notes	Action Needed
	<p>might see by embedding it into the organization and have folks working on equity on a day-to-day basis.</p> <ul style="list-style-type: none"> <li>• Some progress has been made in hiring practices.</li> <li>• Places improvement is needed include training DHS employees to help them understand what equity work means, the society that we live in and an appreciation that other folks can bring to life experiences in America. Also, more work needs to be done in community engagement.</li> <li>• Decision making and where funding goes is one of the most difficult parts in this work. Using our influence and decision making power to try and see where resources are going within the state government and to see where the disparities are the worst continues to be a challenge.</li> </ul> <p><b>Claire Wilson</b></p> <ul style="list-style-type: none"> <li>• DHS and the CECLC need to have a healthy and productive relationship. This will take personal risk and community risk. Those at DHS are putting a great deal of effort into moving equity forward.</li> <li>• There are amazing people at DHS that are actively working every day to make changes.</li> <li>• The equity policy is being implemented with integrity but with difficulties. Many resets happen to ensure that the policy is correct.</li> </ul> <p><b>Nikki Farago</b></p> <ul style="list-style-type: none"> <li>• Nikki stated that she has an incredible team and the conversations that her team are having is working to create culture change.</li> <li>• An equity coordinator was brought on in May for CFS and staff have been coming to her and actively bringing in different policy discussions.</li> <li>• Nikki stated that they have been doing IDI work and making sure that everyone serving on an equity team within the administration has also completed the IDI.</li> <li>• As she has been in this position for 6 months she has been looking into the organization and identifying a way that we can all recognize the power we hold as a state agency and empowering those who don't feel that way so that equity can move forward.</li> <li>• Having a broader vision will help break down the silos.</li> </ul>	

Item	Notes	Action Needed
	<p><b>Nathan Moracco</b></p> <ul style="list-style-type: none"> <li>• Nathan stated that his area is so large and impacts so many different lives.</li> <li>• The perspective of the Strategic Planning Team is to stay internally to build momentum and passion within DHS before going externally.</li> </ul> <p>What Nathan is focusing on at this point is to see if there is a model or some general direction that DHS can successfully work toward to help in the community.</p> <p><b>Comments from the council to the DHS guest:</b></p> <ul style="list-style-type: none"> <li>• Wanting to have access to data to help find solutions. <ul style="list-style-type: none"> <li>○ Chuck stated that DHS has some good data on some programs and not so good data on other programs regarding disparities. The data that DHS has that is good can be shared with the CECLC.</li> </ul> </li> <li>• A member reiterated a need for funding for the CECLC, including providing stipends for Council members for the time and work they offer.</li> <li>• There needs to be some kind of measure that makes sure that everyone at DHS is on board with the policy on equity. Some people at DHS might not be following the direction she has given.</li> </ul> <p>A DHS staff member stated that his work team puts a considerable effort for an increase in training and discussions regarding equity. This is something that he has noticed that is positive and something that he didn't not see when he first started at DHS two years ago. The key is really the different levels of leadership and how they have personally looked at themselves and acknowledged that equity is an issue and how much they are moving forward.</p>	
<b>Closing Remarks</b>	<p>Chair Vayong Moua mentioned the equity policy at DHS and identified a gap regarding conflict resolution or dealing with complaints or allegations. Vayong suggested reexamining the policy to include these important pieces.</p> <p>Chair Moua reflected on the great potential and strong relationship that can be between CECLC and DHS as well as potential to work more with the POCl caucus to push equity issues forward. The trust between the Council and DHS as a whole is being tested right now. As we evaluate this conflict we look at the material/policies and the relationship between DHS and CECLC.</p>	

Item	Notes	Action Needed
	<p>Melvin Giles stated that change moves at the speed of trust. Melvin stated that he enjoys coming to this meeting each month because he feels that people are ready to struggle together and wanted to thank everyone in this room for all of the good work that they are doing. Also, Melvin stated to please use this Council to help move equity forward in the communities.</p> <p>Chuck Johnson thanked everyone for their honesty that was given today due to the difficult situation at hand within Community Relations. He stated that this Council has been remarkably effective for DHS and leadership wants to continue the partnership and rebuild the trust so that DHS can have the relationship with CECLC going forward. DHS needs the CECLC to help keep moving forward as well as through the new transition that will take place with the new governor</p>	
<b>Adjourn</b>	Meeting adjourned at 2:30PM	

# Cultural and Ethnic Communities Leadership Council

Minutes

November 16, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Chair Vayong Moua</b>
<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>	Titilayo Bediako, Michael Birchard, Beverly Bushyhead, Rev. Dr. Jean Lee, Anjuli Mishra Cameron, Kia Moua, Vayong Moua, Brendabell Njee, Adesola Oni, Rosa Tock, Dr. Pahoua Yang
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Roberta Downing, Nicole Juan, Elizabeth Stein, Dr. Jeff Schiff, Carolyn Ham, Lucas Peterson
<b>SPECIAL GUEST PRESENTERS</b>	Jennifer Blanchard, Lisa Cariveau, Rebeca Sedarski – DHS CSA/HCA
<b>PUBLIC</b>	Julia Wolfe, Melvin Giles

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review/approve minutes from previous meetings</b>	<p>Quorum present</p> <p>1<sup>st</sup> motion: Brendabell Njee</p> <p>2<sup>nd</sup> : Beverly Bushyhead</p> <p>Motion approved</p>	
<b>Approve agenda</b>	<p>Quorum present</p> <p>1<sup>st</sup> motion: Dr. Jean Lee</p> <p>2<sup>nd</sup>: Michael Birchard</p> <p>Motion approved</p>	

Item	Notes	Action Needed
<p><b>Comments from Chair, Vayong Moua</b></p>	<p>Chair Vayong Moua began the meeting talking about the many recent and upcoming changes within the council, DHS, and MN politics. Vayong talked about how we often have to be comfortable with non-closure, but that a path forward for this council would be to conduct a review of the DHS Strategic Plan and Policy on Equity, particularly in making sure there is an equity analysis in the complaints process.</p> <p>Chair Moua commented on the recent midterm elections in Minnesota, and stated the importance of elevating the issue of health equity to the newly elected legislature. He has asked for a meeting with Governor-elect Walz’s transition team to discuss matters related to the council and equity in MN, such as the strengthening of the Chief Inclusion Officer, funding the CECLC, and creating more equity criteria in cabinet and council positions.</p> <p>The council recognized the passing of council member Beverly Bushyhead’s younger sister. Donations are being accepted by Vayong for a floral arrangement.</p> <p>Attached: presentation on 5 problems everyone has with white allies and how to solve them; useful resource for equity work.</p>	 <p>5 Problems Everyone Has With \</p>
<p><b>Federal Relations Update, Roberta Downing</b></p>	<p>Roberta Downing has recently moved into the position of Assistant Commissioner in the External Relations division at DHS, becoming the first Chicana to serve in this role. Roberta talked about her experience championing health equity throughout her career.</p> <p>Members of the council explained their concern in lack of perceived champions from DHS on equity and council issues, and asked if Roberta would be willing to be that champion for the council. Roberta commented on the instability of this with the transition of new leadership, but will continue to be a strong supporter of equity in in her time at DHS.</p>	

Item	Notes	Action Needed
<b>Case Management Redesign, Jennifer Blanchard, Lisa Cariveau, Rebeca Sedarski</b>	<p>The Case Management Redesign project is working to create a new structure in how case management operates throughout the state, in accordance with the DHS Policy on Equity and using increased community engagement. The team working on this project is currently holding community sessions all around Minnesota and listening to what they say is or is not working with the current case management system. Recommendations can be found in presentation.</p> <p>Next Steps: They will be drafting a proposal with changes and going back to the community groups for further feedback. Their timeline includes creating legislative language to introduce in the 2020 session, with implementation starting in 2021.</p> <p>Members of the council asked for more information on how providers and systems will be held accountable to make sure there are not gaps between the policy and practice. Also wanted to know more options for implementing parts of this redesign before 2021, and how the council can access some of the data and information related to this project. Project team members said they would welcome the opportunity to work closely with this council moving forward.</p>	 <p>CM Redesign - Presentation to the</p>
<b>Quality Medical Interpreting Legislation, Rosa Tock, Anjali Cameron</b>	<p>There are a high number of Minnesotans with Limited English Proficiency (LEP) who require medical interpretation services. MDH has a roster for interpreters, but no qualifications for these interpreters on their skills/competencies. The Council of Latino Affairs and Asian and Pacific Islander Council are working to create a bill: Spoken Language Health Care Interpreting Bill, which will create minimum standards, complaint procedures, and advisory councils in making sure interpreters comply with state and federal mandates. There will also be opportunities for training interpreters who may not meet minimum qualifications. The bill is still awaiting an author, though it has been introduced in previous sessions.</p>	<p>Council will be sent more information/bill text for review. Once session is underway, council can contribute through advocacy work in support of bill.</p>
<b>2019 Legislative Session Discussion &amp; CECLC Calendar</b>	<p>More feedback requested in what council and community members would like to see on next year's calendar. Comments or suggestions can be sent to Nicole.</p> <p>What are the council's legislative priorities for this upcoming session?</p> <ul style="list-style-type: none"> <li>Public Charge rule changes, open comment period ending soon (12/10)</li> </ul>	

Item	Notes	Action Needed
	<ul style="list-style-type: none"> <li>○ Beverly Bushyhead, Dr. Jean Lee will work on draft, and see where our efforts can be combined or echo other initiatives through Wilder, DHS, etc.</li> <li>● Need to think of how to create a broad agenda of topics, and in what sequence actions would be most powerful.</li> </ul>	
<b>Announcements</b>	<p>Michael Birchard: Letter of support in recommending Antonia Wilcoxon for the next Commissioner of DHS will be circulated, asks for support from the council.</p> <p>Melvin: Greens Cook-Off on 12/1/18</p> <p>Kia: Volunteering as St. Paul Almanac editor, looking for more pieces to add that deal with our current times. Accepting written and visual submissions, can be sent to Kia by 12/1.</p> <p>End of year meeting is December 7<sup>th</sup>, 12:30-3:30, Auditorium A.</p>	
<b>Adjourn</b>	Meeting adjourned 2:10pm.	

# Cultural and Ethnic Communities Leadership Council

Minutes

December 7, 2018

11:30am-2:00pm

<b>COUNCIL CHAIR</b>	<b>Chair Vayong Moua</b>
<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, Nyagatare Valens, Adesola Oni
<b>NOT IN ATTENDANCE</b>	
<b>DHS STAFF</b>	Roberta Downing, Nicole Juan, Elizabeth Stein, Dr. Schiff, Matt Freeman, Beth Dansie, Rebeca Sedarski, Sophie Burnevik, Stacey Wells, Crystal Fairchild, Katie Bauer, Rosalva Hernandez
<b>SPECIAL GUEST PRESENTERS</b>	
<b>PUBLIC</b>	Melvin Giles, Sida Ly-Xiong, Megan Phinney, Madison Olmsted

<b>Item</b>	<b>Notes</b>	<b>Action Needed</b>
<b>Review/approve minutes from previous meetings</b>	Quorum not present	
<b>Approve agenda</b>	Quorum not present	

Item	Notes	Action Needed
<p><b>Comments from Chair, Vayong Moua</b></p>	<p>Chair Vayong Moua welcomed those attending today's and mentioned that as chairs from MDH's Health Equity Advisory Leadership (HEAL) Council were unable to attend this meeting, they would be rescheduled for early 2019. Vayong stated that this council has been dialoging with the Walz/Flannagan transition team.</p> <ul style="list-style-type: none"> <li>• Titiyayo Bediako: Members of this council are recommending Antonia Wilcoxon for Commissioner of DHS. A letter on behalf of the council has been circulated in communities for support and will be passed around the meeting for those who also recommend Antonia for this position. Titi emphasized the importance of communities getting a voice in who they want for their leadership.</li> <li>• Michael Birchard: Council members are asked to sign on to their recommendation if they'd like to support Antonia. They've already received support from many community members and public servants, including members of the POCI Caucus in the MN Legislature.</li> </ul> <p>Vayong praised the growing POCI caucus. He also encourages council members to apply for positions within the Walz/Flannagan administration and reach out to the council for support. Vayong stated this council should prepare for a meeting on recommendations for the Walz/Flannagan "One Minnesota" campaign.</p> <p>The council is preparing a set of comments for changes to the public charge qualifications. DHS has released letter opposing public charge rule. Other state agencies are weighing in, deadline is Monday, 12/10. Rev. Dr. Jean Lee and Beverly Bushyhead are working to draft letter from the CECLC, supporting the letter DHS has shared with them. Roberta Downing mentioned those working with data at DHS are looking at changes in enrollment to better understand how this may impact Medicaid</p> <div style="text-align: center;">  <p>Comments from CECLC-121018.rtf</p> </div> <p>and SNAP.</p>	

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	<p>Vayong invited the council to begin thinking of who they may want to champion as a potential new Chair of this council, as the position is appointed by Commissioner of DHS.</p>	
<p><b>2018 reflection</b></p>	<p>Chair Vayong Moua first wanted to reflect on the implementation and lack of implementation of the DHS Equity Policy. While it has begun to saturate into the structure of DHS and create a platform for equity, there is still a long way to go. Members of this council are interested in looking at how funding can be allocated into this plan.</p> <ul style="list-style-type: none"> <li>• Roberta: Carolyn Ham is hiring for an Equity Coordinator in the Office of the Inspector General and would like recommendations from council and help sharing and recruiting.</li> <li>• L4 helpful in dispersing equity policy into everyday practice.</li> <li>• Titi: Is there an update on the Bush Cohort's training plans? <ul style="list-style-type: none"> <li>○ Nicole Juan: Right now they are looking into sustainability for the work they are doing as the grant is up. Members of the cohort are working with DHS Strategic Plan efforts in developing an agency-wide community engagement plan as well as developing trainings for DHS.</li> </ul> </li> <li>• Vayong asked about the status of IDI trainings at DHS. Stacy Wells mentioned that in CSA, all directors, managers, and supervisors have been required to take it.</li> </ul> <p>Vayong commented on how this has been a year of transition, noting the internal impact and ripple effects of these changes on the council. It's important to look at both the reasons and the impact of transitions to move forward. Roberta mentioned it's not uncommon to have a certain level of turnover in the year before changes in administration.</p> <ul style="list-style-type: none"> <li>• Six new council members will be joining once the new Commissioner is able to approve the appointments.</li> </ul>	<p>Carolyn Ham to send PD to council for recommendations</p> <p>Nicole to send term/appointment dates</p> <div style="text-align: center;">  <p>Cost_Inequities FINAL.PDF</p> </div> <p>Review/update communications &amp; marketing for CECLC</p>

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	<ul style="list-style-type: none"> <li>• Michael talked about how trust must be rebuilt between this council and DHS. This is why Antonia as a leader would foster more trust. The Council often feels out of the loop which builds mistrust. As the voice for the greater community, they need to feel represented.</li> </ul> <p>Question from the Council to DHS and other state agencies: How has this policy impacted your work and your relationships with peers? Are you hearing about it at meetings, in internal communications?</p> <ul style="list-style-type: none"> <li>• Nyagatare Valens: Effort sometimes needs to come from the top down. Trainings and awareness without policy and structure are not always effective. Until we can openly talk about the issues we're facing, change won't be made. Need to name racism and racial inequalities.</li> <li>• This council can help expand the Equity Policy by taking it to new commissioners in other state agencies and encouraging them to implement something similar.</li> <li>• Dr. Jeff Schiff: CECLC and Equity Policy has opened up space at DHS. Projects impacting equity are thought of more centrally. To change culture, we need people to say this is important. Having Equity Coordinators brings the policy to the table. When there's resistance, how do you change the culture faster?</li> <li>• Rebeca Sedarski: Leadership in her division pushes them to do the work in equitable, meaningful way. She is impressed with the work and effort of leadership in making sure that they're giving a voice to the people they serve.</li> <li>• Roberta: A lot of conversations are happening throughout the department around equity. Senior management recently had presentation on Blue Cross Blue Shield's "Cost of Health Inequities" report (attached) and at directors meetings, there have been topics surrounding equity. Roberta mentioned it might be helpful for these things to get recorded so that the council has a better idea of what equity-rooted activities employees at DHS are doing.</li> </ul> <div style="text-align: center;">  <p>Cost_Inequities FINAL.PDF</p> </div>	

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	<ul style="list-style-type: none"> <li>• Pahoua Yang talked about how there is a need for people who can work from inside systems to change, who can look at long-term systems of change, and those who can work in an urgent, grass-roots perspective. How can this be done in a coordinated manner to address change at every level? <ul style="list-style-type: none"> <li>○ Michael: A mix of people can help make an organization shift. Mix of radical minds and pragmatic strategies. These may not be at odds with each other.</li> </ul> </li> <li>• Vayong commented on how council members are always coming from a place of love and support of their communities. DHS staff here often represent an institution. We know that there are those who champion equity every single day at DHS. The goal is not to only target individual behaviors of staff and leaders but change structures that allow these behaviors to exist.</li> <li>• Rebeca: Can updates from CECLC be put on DHSToday, or newsletters be created to increase communication around the council?</li> </ul>	
<p><b>Discussion: CECLC Key Priorities for 2019: Walz transition/2019 legislative session</b></p>	<p>The Council was asked about what topics may be of interest to them this legislative session.</p> <ul style="list-style-type: none"> <li>• First priority is to institute CECLC in perpetuity and establish a budget. As the council currently is set to sunset in 2020, we need the governor's office and DHS leadership to support. The council mentioned it would be a good idea to see if this point exists in DHS's current legislative proposals or see how it may be added. <ul style="list-style-type: none"> <li>○ Jean mentioned food insecurity and affordable housing being topics that this council could support. There are opportunities to partner with other bodies such as the Civic Engagement Practitioners Group on their food policy agenda or working with MDH and MDE.</li> <li>○ Update on Farm Bill: Roberta said the vote on the Farm Bill was pushed to next week. No bill language has been released yet, but she has heard that there are no SNAP cuts in the bill.</li> </ul> </li> </ul>	<p>Check to see if Council extension exists in current proposals.</p> <p>Send Nicole any comments on what updates would be helpful this legislative session.</p>

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	<ul style="list-style-type: none"> <li>○ Michael: Food insecurity is a huge problem in higher education, as seen in his work in community and technical education. He mentioned models exist where food vendors at colleges are required to accept EBT, which could be a topic to explore.</li> <li>● Adesola Oni is interested in criminal justice reform efforts. As this work is not set squarely in human services, there are opportunities to partner with other bodies such as the ACLU, Second Change Coalition, Justice for All, Hamline Mitchell School of Law, etc. who are championing this issue.</li> <li>● Titi mentioned education being a topic of interest. There needs to be more intentional training, such as requirements for CEUs/CECs where teachers must participate in the communities they're teaching.</li> <li>● The council mentioned that we should be cautious in steering away from creating explicit solutions, and allow space for communities to define problems and create solutions.</li> <li>● EHDI (MDH) is funded at \$3m from state and \$2m federally. There is a potential to partner with MDH and advocate for more funding. MDH is involving the community in reviewing grants but mentioned that there are often more applications than funds available.</li> <li>● Walz: Healthcare, Education, Transportation are priorities. Transportation is a large equity issue (car ownership, ridership on public transit). Zero dedicated funding for biking, walking, and transit. NIMBY attitude=structural racism. Conversation centered on raising gas tax. Make sure funding is not solely for roads/bridges. (MNDOT, Met Council) <ul style="list-style-type: none"> <li>○ Senator Hayden and Senator Champion led an equity committee in the Senate Finance Committee which looks at how bills with a price tag are reviewed. One legislative proposal could be to create an equity committee in the House so all policies undergo equity analysis.</li> </ul> </li> <li>● Another possible legislative priority could be to create a Chief Equity Officer position to support the entire cabinet.</li> <li>● Nicole: What updates would you like to hear from legislative session?</li> </ul>	

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	<ul style="list-style-type: none"> <li>○ Several members mentioned it would be helpful to receive updates on what bills are being introduced throughout the session that surround equity.</li> </ul>	
<b>Announcements</b>	<p>We Win Institute's Kwanza celebration on Thursday, 12/20.</p> <p>Next meeting January 18, 2019</p>	
<b>Adjourn</b>	Meeting adjourned 3:30	