### Cultural and Ethnic Communities Leadership Council

#### MINUTES

**MARCH 17, 2017**  
**11:30 A.M. – 2:00 P.M.**  
**WILDER FOUNDATION**

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<thead>
<tr>
<th>COUNCIL CHAIR</th>
<th>Vayong Moua</th>
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<tr>
<td>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</td>
<td>Dawn Duffy</td>
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<tr>
<td>TYPE OF MEETING</td>
<td>Regular monthly</td>
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<td>NOTE TAKER</td>
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<td>ATTENDEES</td>
<td>Titilayo Bediako, Patricia Brady, Tikki Brown (phone), Beverly Bushyhead, Anjuli Mishra, Vayong Moua, Brendabell Njee, Adesola Oni, Rosa Tock, Nyagatare Valens, Antonia Wilcoxon, Kevin Murray</td>
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<td>SPECIAL GUEST PRESENTERS:</td>
<td>L4 Leadership Development team (Tara Holt, Jessica Rochester, Paul Rothermel, Thomas Wilkins), Sarah Augenhaub, Yvonne Barrett, Dawn Duffy, Ken Parsons</td>
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<td>PUBLIC:</td>
<td>Jean Lee</td>
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### Agenda topics

#### 7 MINUTES  
**MEETING START**  
**VAYONG MOUA**

**DISCUSSION**

The meeting was opened at 12:00 p.m. and introductions were made.

There was not a quorum, so the minutes and agenda were not approved.

### ACTION ITEMS

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#### 6 MINUTES  
**OPENING REMARKS**  
**VAYONG MOUA**

**DISCUSSION**

Vayong Moua will continue to talk about the DHS Equity Policy and encourages everyone here to lift up the policy so other community members know what we have in place. This will help equity get more attention and normalize it. As an update, he’s talked about the policy with BlueCross/Blue Met Council and Ramsey County.

Vayong also wants to encourage Council members to join him at an equity event at Blue Cross Blue Shield in Eagan on Mon. morning, April 10.

Finally, if you see another organization and you think our approach / work / policy can be helpful to their cause, please let him know.

Vayong already is seeing how the Equity Policy is affecting DHS. As example in yesterday’s news, DHS questioned Mayo Clinic about the president’s statement in an internal meeting that they gave priority to care to those who have
commercial health insurance, and the publicly funded insurance after. DHS Commissioner Emily Piper was quoted on the newspaper questioning that practice as a matter of civil rights.

DHS Update

Nikki Farago

Discussion

DHS Assistant Commissioner Santo Cruz was not able to attend today’s meeting, so Children and Family Services Deputy Assistant Commissioner Nikki Farago addressed the Council.

Nikki said the Equity Policy continues to be worked on at DHS. As example, Katie Bauer (who has addressed the Council previously) is creating a communications plan and will share this with the Council soon.

Vayong commented that he looks forward to see the communication plan and suggested that the CECLC would like to do a joint press release or press conference with DHS.

In the state legislature, the Policy committees will be done today. Governor Dayton is supposed to send his supplemental budget this afternoon. House and Senate should release their information soon, too.

Vayong updated the Council that there is a Meet-and-Greet / Open House with CECLC and legislators on Thurs., April 27, 1-3 p.m., in the Cass Gilbert Library (Room 317A) at the State Capitol.

Action Items

Person Responsible

Deadline

Leadership Development L4 Team

Presentation

L-4 Team

Discussion

L4 is a leadership development program at DHS. Teams had to create an action learning project on a topic of their choosing. This team chose Equity Analysis and asked Antonia Wilcoxon to be the sponsor of this serving a role of helping point out resources and guidance.

The projects had four parameter requirements – connect to DHS strategy, support DHS mission/values, cut across administrations and outcome focused.

This L-4 team produced three documents for their action learning project:

- Equity Analysis Tool – This can be used to analyze a project’s equity impact. It has questions to describe the project and assess the project. This is a broad application for the whole agency, not with legislative work.
- Equity Analysis Guide – Based on research did in GARE and other works/practices.
- Equity Analysis Workbook

All three of these documents still are in draft form, and are attempt for DHS staff to utilize the new Equity Policy. Examples include the hiring protocol in Human Resources (re: a shift in minimum qualifications necessary) and contracting/procurement).

The L4 team wants the Council’s feedback. They will then take this feedback to DHS senior management for their feedback. The team also is looking to get a web site for this information and a staff/department to continue the work they’ve created/started.
At the conclusion of their presentation, the team asked members of the Council for their comments, with the question: “How are we doing?”

- Nyagatare Valens – Good work so far.
- Brendabelle Njee – You have a good understanding of equity and you are ahead of us (the Council) with the tools needed to help hold people accountable.
- Beverly Bushyhead – If responsibilities and benchmarks aren’t met, how will it be handled? This is the first time they are getting feedback. Antonia says they’ve had community input from past groups. Marissa Hinnenkamp is involved with GARE and would like to connect to this group, too. Jean Lee said a group named Mosaic should be contacted, too.
- Jean Lee likes the template idea, but people continue disparities by only being interested in their own interests. This has been talked about so much. What will move us forward: system changes?
- Vayong – Remarkable tools for different learning styles. He encourages them to make consequence or benefits for accountability. Look at creating a trigger to work with community and council so it’s not just an analytical tool, but actual tool that can help colleagues. How do you embed this so it doesn’t just become someone’s betterment program?
- Ken Parsons – This is operationalizing equity. Have you considered organizational obstacles to equity? People sometimes focus on what they want to do, but don’t think about what can push back on them. Also, you have an opportunity for continuity. There are other L4 groups that may have worked on this. L4 should work on this year after year, grow it, get metrics, evaluate it, and not just keep it in one class/group.
- Tikki Brown – She has a stake in this since one of the members is on her team.
- Nyagatare – How are you going to start this project? You created it, now where do you go from here? What is your baseline? Four months is not a lot of time, just enough time to get the ball rolling.
- Titi Bediako – Not having too many pages in the documents is a good thing. Your group is done in April. But, if you want buy-in, the Council could work on this, too. In bureaucracies, there always is a lot of paper work. The Council could be the tool that moves this forward.
- Vayong gives high-level support to this project. What the group created and proposes will help the DHS Equity Policy. He suggests that they write a letter of endorsement of this project to the commissioner and ask that she communicate to DHS agency wide to utilize the tool in support of implementation of the Equity Policy.

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<td><strong>30 MINUTES</strong></td>
<td><strong>TARGETTED RESPONSE TO THE OPIOID EPIDEMIC</strong></td>
<td><strong>BRIAN ZIRBES, DAVE ROMPA, ELLIE GARRETT</strong></td>
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### DISCUSSION

In Dec., $1 billion ($10.6 million for a targeted repose in Minnesota) starting being used in a 1.25 year program to combat opioid addition. How can we do in Minnesota / at DHS to maximum these dollars? How do we develop sustainability?

There are five categories that are funded:

1. To address deaths due to opioid overdose
2. Improve access to treatment
3. Medication treatment
4. Primary prevention
5. Statewide media campaign

American Indians have the highest population affected by opioid addiction.

Minnesota will use the money in the following ways:

1. Expand existing contracts
2. Sole source contracts / intergovernmental agreement
3. Request for proposals / competitive process

The RFP opens Monday, March 20, 2017. There is a short window of opportunity for the RFP, so please share within your communities.
We should have funding available by middle of May 2017.

Nyagtare Valens asked if this is infusion money. Brian said there will be annual meetings with all the grantees, to meet and possibly work together/connect/link.

Titi Bediako asked if teens are included in this (i.e., the prevention piece)? Brian said that there is a SAMHSA requirement (treatment vs prevention). Treatment services wouldn’t necessarily have to be diagnosis. With prevention, they want to also use a five-year grant that they also have and build upon additional works and additional communities.

Vayong Moua encouraged that they apply racial/ethnic analysis and an equity impact.

In closing, they said there is a GovDelivery system that you can sign up for more information.

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25 MINUTES COMMITTEE DISCUSSIONS COUNCIL MEMBERS AND OTHERS

DISCUSSION

Antonia Wilcoxon highlighted the following:
- April 27 at 1-3 p.m., there is a CECLC meet-and-greet with legislators at the State Capitol (Cass Gilbert Library / Room 317A. DHS Communications is working on a handout.
- The city of Rochester sent Antonia a resolution. Would members like a council meeting down there?
- The Council supports the Cultural and Linguistic Appropriate Services (CLAS) standards.
- A sheet was passed around by Antonia re: projects her interns worked on.
- Training worksheets were passed around.
- On Feb. 27-28, Antonia attended the Opportunity Conference Advancing LGBTQ Health at the U of MN.
- At the January planning meeting, Sarah Myott talked about this equity review which is a section of the legislative report. To date, we have not been able to meet all of the requirements stated on the language of the bill creating the CECLC. We continue to work on improving the quality of the data reported.

Vayong Moua asked Antonia where she would like us to focus. Antonia asked if we can hold additional meetings for the committees (in addition to the monthly meetings) to discuss the items above? Vayong said yes. Antonia will follow up with this and schedule meetings for:
- Advocacy ad hoc
- Awareness
- Leadership
- CLAS
- Health and health systems
- Research and evaluation

Vayong asked for a dashboard of the racial makeup of DHS leadership and the people that they help. Marisa Hinnenkamp leads the Human Services Performance Management area and may be able to look into this.

Beverly Bushyhead said a snapshot of particular communities can be helpful. Antonia said developed a dashboard for Native American Indian communities. Marissa said that they are trying to get information that currently is in silos, and are working to get it integrated to see a bigger, more detailed picture.

Jean Lee says seniors are finding they rely on family friends for care and that the elderly aren’t getting the level of healthcare they need (like what a PCA would provide). She is trying to spread the same information that a PCA has to give to families.
**DISCUSSION**

Titi Bediako – On April 4 at 6-8 p.m., there will be a We Win parent summit at UROC. She will forward the flyer to Antonia Wilcoxon. Child care will be provided (and food for children) and there will be light refreshments for attendees.

Jean Lee – St Thomas puts on an annual diversity forum for the business community. This year, on March 28-30 it will be at the Convention Center. Vayong added that Van Jones is a speaker.

Marissa Hinnenkamp – She and her team will be at the Council’s April re: county performance services. Also, DHS partnered with the Children’s Cabinet on a grant which was funded written using a two generational approach to poverty.

Jean Lee – Governor Dayton has a Diversity and Inclusion Council. They are working on an implementation but we haven’t heard anything. How can we access information? Also the Department of Human Rights (DHR) is supposed to help with works on the supplemental budget. She thinks we should get some input into that. Vayong said DHR Commissioner Kevin Lindsey has been asked to speak at one of our Council meetings.

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**1 MINUTE**

**ADJOURN**

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The meeting closed at 2:00 p.m.

**MOTION TO APPROVE:**

- No quorum

**MOTION 2ND:**

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