

# Cultural and Ethnic Communities Leadership Council

## MINUTES

JULY 15, 2016

11:30 – 2:00PM

WILDER FOUNDATION

<b>COUNCIL CHAIR</b>	Vayong Moua
<b>ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE</b>	
<b>TYPE OF MEETING</b>	Regular monthly
<b>NOTE TAKER</b>	Dawn Duffy
<b>ATTENDEES</b>	Titilayo Bediako, Annastacia Belladonna-Carrera, Tikki Brown, LaRone Greer, Ann Hill, Anjuli Mishra, Brendabell Njee, Adesola Oni, Louis Porter, Nyagatare Valens, Pahoua Yang
<b>NOT IN ATTENDANCE</b>	Anna Ashby, Sen. Michelle Benson, Michael Birchard, Patricia Brady, Beverly Bushyhead, Rayna Churchill, Mitchell Davis Jr., Rep. Matt Dean, Jill Kehaulani Esch, Melanie Franks, Muriel Gubasta, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Babette Jamison, Henry Jimenez, Rev. Dr. Janet Johnson, Rep. Tina Liebling, Rep. Diane Loeffler, Pa H. Lor, Sen. Tony Lourey, Rep. Tara Mack, Chelsea Magadance, Anna Mazig, Rep. Rena Moran, Rep. Joe Mullery, Marilyn (Susie) Nanney, Bauz Nengchu, Sen. Julie Rosen, Maria Sarabia, Saciido Shaie, Sen. Kathy Sheran, Aaron Wittnebel, Steve Yang
<b>DHS STAFF</b>	Brian Ambuel, Jay Colond, Jean Lee, Wendy Underwood, Antonia Wilcoxon, Long Xiong
<b>SPECIAL GUEST PRESENTERS:</b>	Lauren Hunter, Nancy Johnston, Jennifer McNertney, Bob Meyer, Alice Nichols, Jeff Schiff
<b>PUBLIC:</b>	Andrea Imhoff

## Agenda topics

**1 MINUTE**

**WELCOME**

**VAYONG MOUA**

<b>DISCUSSION</b>		
	The meeting opened at 12:03 p.m.	
<b>ACTION ITEMS (CHANGES TO MINUTES)</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

**8 MINUTES**

**ANNOUNCEMENTS**

**VAYONG MOUA**

<b>DISCUSSION</b>	
	<p>Jay Colond will send out an email this afternoon regarding an HDH survey on community engagement in the upcoming year.</p> <p>Antonia Wilcoxon said that, at the last meeting, council members were asked to sign up for a CFS event. CFS is bringing several divisions together for a session to learn about the council. The July date has since been changed to Aug. 25, at 11 a.m.-12 noon, at the DHS building at 444 Lafayette. Antonia will send the list around again so council members can confirm if they are still available to participate.</p> <p>Anastacia Belladonna said there is a table of \$35M in grants that are under the equity package. She will send information to Antonia to share with the council. There are a lot of opportunities to engage.</p> <p>Wendy Underwood, new DHS Director of County Relations (replacing Kate Lerner), introduced herself. A round of introductions was conducted.</p>

ACTION ITEMS (CHANGES TO MINUTES)	PERSON RESPONSIBLE	DEADLINE

**1 MINUTE**

**APPROVAL OF MINUTES**

**VAYONG MOUA**

DISCUSSION		
	The June 17, 2016, meeting minutes were approved.	
<b>MOTION TO APPROVE:</b>	Annastacia Belladonna	
<b>MOTION 2<sup>ND</sup>:</b>	Nyagatare Valens	
ACTION ITEMS (CHANGES TO MINUTES)	PERSON RESPONSIBLE	DEADLINE

**1 MINUTE**

**APPROVAL OF AGENDA**

**VAYONG MOUA**

DISCUSSION		
	The July 15, 2016, meeting agenda was approved.	
<b>MOTION TO APPROVE:</b>	Pahoua Yang	
<b>MOTION 2<sup>ND</sup>:</b>	LaRone Greer	
ACTION ITEMS (CHANGES TO AGENDA)	PERSON RESPONSIBLE	DEADLINE

**24 MINUTES**

**OPENING REMARKS**

**VAYONG MOUA**

DISCUSSION		
	<p>Vayong Moua brought up what's been in the news about Falcon Heights, Dallas and Baton Rouge. He said that Gov. Dayton and commissioners have said the shooting in Falcon Heights isn't an isolated incident and that race was involved. It takes strong leaders to say that.</p> <p>Vayong recently re-read three books – Invisible Man by Ralph Ellison, The Fire Next Time by James Baldwin and Strangers From a Different Shore by Ronald Takaki. These reminded him that even our silence and complacency affect things. And, as he wrote a letter to DHS Commissioner Emily Piper, he heard voices in his head that told him to both come out fighting and to heal/renew. Admittedly, however, he doesn't have a reconciling point of view.</p> <p>Vayong read the letter he wrote to the Commissioner. It included information that the Council was a legislative creation, as well as requests for information on Anne Barry's dismissal, an update on the equity policy, a reason why the Community and Partner Relations Administration (CPR) was dissolved, how equitable leadership will be conducted, and the status of the legislative report recommendations (a dashboard was requested). He then asked that the council members sign the letter.</p>	

Annastacia Belladonna said brown-on-black tensions also need to be acknowledged, not just white-on-black racial tensions, especially with our youth. She welcomes the council to add this in their own discussions of racism.

Louis Porter agreed with Annastacia and brings up the book *Airing Dirty Laundry* by Ishmael Reed.

Annastacia says that we need to acknowledge that all racism needs to be discussed and uncovered (FYI, the officer in the Falcon Heights shooting was Latino).

Andrea Imhoff, a community member, said she is a white woman who works on equity data issues. This makes her uncomfortable. What would she do if she could do whatever she wanted to do? Teach? No, because there are too many compromises (i.e., that involve childhood hunger). She is thankful for being invited into this meeting.

Titilayo Bediako said that if you are willing to tell your truth, we all are teachers, even if we aren't in a classroom. It was a system that taught the officer to shoot Philando Castile. Young people have reached out to her, including someone from Unicorn Riot (a channel for alternative media, art and culture), and they want to know how to bring all these groups together. Mainstream media broadcasts different stories than what she sees in the community (i.e., the Hwy 94 protest). Those of us who are grounded in our communities need to stop asking for permission. We need to make things happen. Don't just put things on paper so others can say "no." Council members need to be held accountable to do this kind of work.

<b>CONCLUSIONS</b>	
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

**20 MINUTES**

**DHS HEALTHCARE**

**JEFF SCHIFF AND BOB MEYER**

<b>DISCUSSION</b>	
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DHS Assistant Commissioner Santo Cruz is out of town and unable to attend today's monthly meeting. Instead, Jeff Schiff, a medical director on the policy side, and Bob Meyer made a presentation on health care data and measures.

Jeff said that racism and classism are built up over time. He works with Medicaid and healthcare benefits and the "golden package" in healthcare policy is when there is a story that is linked to the data. He wants to talk about data backing up the narrative (or, in other words, data that works). Jeff also wants to come to council early and often re: the data story.

In looking at what data does for individuals and communities (not what it does for DHS programs), the DHS infrastructure's goal for an equity dashboard is to create a group that lives on, data that is trustworthy and work that we can advance the agenda. We want to come to the council with measurements (i.e., what can we measure now and what do we need to measure/build mechanisms for that?).

Bob added that they want to bring information to the council to help open up understandings and dialogues, what is going on behind these results, and what they are doing to change policy.

Jeff said that they developed a charter for a sub-group of the equity initiative with goals including a common understanding of services and outcomes, refined data structures, integration activities, data gap identification, communities work and results reporting.

DHS' Diversity Recruiter, Lauren Hunter said the Star of the North is year-long, statewide fellowship program that begins in July for its graduate students. They get hands-on public service experience.

Brian Ambuel, a fellow, added that it helps students with any advanced degree get a "foot in the door."

Brendabell Njee asked what degrees are considered for this program and Lauren said it depends on what the agencies need. Vayong Moua asked if DHS has a way to integrate equity into this process. Brendabell added that there is nothing related to cultural equity on the web site, only accounting and financial-related needs. Bob and Jeff said they would send information to Vayong.

Tiki Brown let the council know that her Star of the North fellow was in attendance at today's meeting.

<b>CONCLUSIONS</b>	
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

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**21 MINUTES**

**DHS MENTAL HEALTH**

**ALICE NICHOLS, DIRECTOR**

<b>DISCUSSION</b>		
<p>Alice Nichols recognizes and shares in the grief our communities are experiencing, and she hopes this is the beginning of a relationship with the council. She said racism is real in our society and our programs, but she doesn't know in what degree and she doesn't know how to fix it, so she needs feedback on ways DHS can address it in our agency.</p> <p>In the past two days, she learned recent statistics on individuals served in Minnesota are less satisfied with the cultural sensitivities of their mental health service providers than in any other state. 77 percent said they are satisfied, but that doesn't tell the whole story – 23% are not satisfied. The national average is 93 percent satisfaction.</p> <p>Also, diverse providers are dramatically under-represented in groups that receive DHS funding. Only 5 percent of grantees are providers of color and that isn't acceptable.</p> <p>Vayong Moua asked how Minnesota compares to other states and Anastacia Belladonna asked about the demographics of the satisfied 77 percent? Alice said it is not broken down, but it is something that DHS should drill down into further. Anastacia asked if the data needs to be disaggregated or is it not collected. DHS staff will look into this.</p> <p>Adesola Oni asked how cultural sensitivity is defined in the survey. Vayong said the council should formalize recommendations to disaggregate the data. Alice said she will send the survey to the council.</p> <p>Alice said that some of the equity efforts her division is working on includes expanding services with tribes, providing cultural grants, targeting recruitment of diverse providers.</p>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

**5 MINUTES**

**DHS DIRECT CARE AND TREATMENT**

**NANCY JOHNSTON, DEPUTY COMMISSIONER**

<b>DISCUSSION</b>		
<p>Nancy addressed the council earlier this year when DHS talked about legislative issues. Due to lack of time, she will be invited to address the council again.</p> <p>She mentioned that, on Tuesday, Vayong, Chuck Johnson and she will meet with Commissioner Emily Piper. This is the first meeting that the council will have with the Commissioner.</p> <p>Anastacia Belladonna would like them to find out the status of the council's recommendations (since Anne Barry was going to provide this information).</p>		
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

**25 MINUTES**

**DHS DIVERSITY RECRUITMENT UPDATE**

**LAUREN HUNTER**

<b>DISCUSSION</b>		
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Lauren Hunter provided an update: she addressed the council last January and the council gave her feedback.

Last time, when presenting the DHS diversity recruitment program, she shared that she had a budget of \$5,000. Since then, this has increased to \$25,000.

Also launched is the first-ever Pathways program – Project for Pride in Living, which is 95 percent comprised of under-represented communities. Once a person finishes the program, they will have a DHS job. The goal is to hire five positions every year. Previously, students weren't targeted and the Star of the North fellows used to be just 1 percent diverse. Now, 100 percent of those hired are diverse.

The recruitment program wants to build stronger relationships in communities and the council provided helpful feedback. An example of this work includes Bemidji, Moose Lake and St. Peter areas being targeting the American Indian communities with Project for Pride in Living and DHS jobs.

The program also is looking at branding. Currently, an outside company is being looked at to target their materials.

Retention of employees of color still is a problem and there are 35 people on a committee from several business sectors to work on this. So far, this team has launched focus groups to find out what is needed to keep people of color in their positions and emerging reasons are professional connections, communication (a central hub to get information) and organizational support (for onboarding, advancement and education).

LaRone Greer said that the "look" of the DHS senior management team needs to change.

Annastacia Belladonna said that we need to look beyond entry level positions and into upper management and other promotion opportunities. What is DHS' practice of counting women of color in Affirmative Action (i.e., are they counted as women or as being of color)?

Adesola Oni added that the overall culture of DHS affects how and what is accepted.

Vayong Moua wants to know how DHS takes Governor Dayton's initiative into consideration regarding having 20 percent employees of color. He hopes this goal is directed at managerial positions and above because this is where you change culture.

Lauren said she is the only state employee on this 35-person team.

Ann Hill said there was research done on this much earlier.

Brendabell Njee mentioned the importance of building relationships w communities and added that the Nigerian community has not heard of any of these DHS initiatives. She will share Nigerian leadership names with Lauren.

Tikki Brown offers a word of caution about survey results (i.e., if just done with state employees, the results would be different).

Antonia Wilcoxon added that DHS has a large contingent of retirees, including Greg Gray and Constance Tuck. Ann Hill said that this is a concern of the council and an opportunity for DHS, because the talent is there.

CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

**12 MINUTES**

**DHS MENTAL HEALTH GRANTS**

**JENNIFER MCNERTNEY**

DISCUSSION
<p>Jennifer McNertney announced that mental health grants are available for supportive services for persons with serious mental health issues. DHS has money from the legislature to give to providers that work with those who have mental illness and homelessness issues. This includes for both families and single people.</p> <p>Jennifer also said she is looking for RFP reviewers, to read the proposals and come to an afternoon meeting. There will be an orientation. She will send more information to the council.</p> <p>Vayong Moua would like the council to have a couple of seats on this review team.</p> <p>Ann Hill said that she doesn't want just CECLC members to be the only participants of color. Ann also said that she wants to see greater detail in Jennifer's information (i.e., not "39 percent of African Americans" but the actual count in the population).</p>

Titi Bediako asked about how many grants are available and if it is based on culture (or if an Eurocentric lens was used). She said that the council needs to be at the table at the planning state, not at the implementation stage. Also, \$3 million is not a “real” financial commitment to address this issue.

Vayong would like to see equity built in to the process. Jennifer said she is not sure how much re-vision can be done, but she does want to work with council and get responses.

Adesola Oni asked about the number of grants. Jennifer said that it is possible to have five to six grants, depending on the size of the amounts. The cap may be set at \$500,000.

LaRone Greer says that it is complicated when we have to work on this across the state (both metro and Greater Minnesota). It takes a leader to use this where the most help is needed and where the greatest return on investment can be found,

<b>CONCLUSIENS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

**1 MINUTE**

**ADJOURNMENT**

**VAYONG MOUA**

<b>MOTION TO ADJOURN:</b>	Adesola Oni
<b>MOTION 2<sup>ND</sup>:</b>	Tikki Brown
The meeting adjourned at 2:11 p.m.	