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Council for Minnesotans of African Heritage

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<https://mn.gov/cmah/>

AT A GLANCE

- The Council for Minnesotans of African Heritage (CMAH) was established in 1980. It is one of three Ethnic Councils governed under Minnesota Statute 15.0145. The Council is a representative body charged with advising the Legislature and Governor’s Office on issues that impact the African Heritage population.
- The Council is comprised of 11 Governor appointees and 4 Legislative members. It is staffed by 4 full-time employees.
- The Council hosts four major events a year including the Annual Meeting, African Heritage Day on the Hill, Session Debrief, and Community Policy Summit; the agency also advises on the Governor’s Martin Luther King Jr. Celebration.
- Approximately 483,646 Minnesotans are Black or African American, representing 7% of the state population. (Note that these figures do not represent the full African Heritage population.)

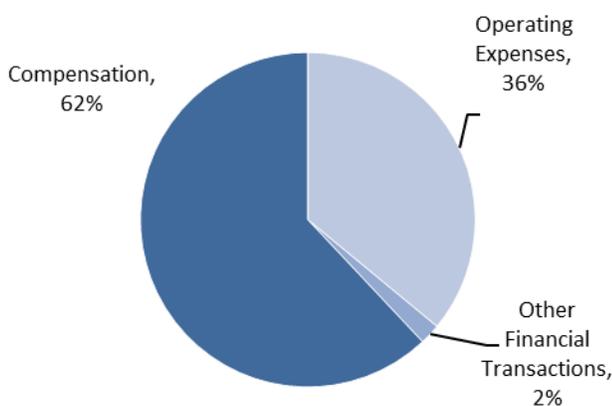
PURPOSE

According to Minnesota Statute 15.0145, a council must work for the implementation of economic, social, legal, and political equality for its constituency. The council shall work with the legislature and governor to carry out this work by performing the following duties in this section:

- Advise the governor and the legislature of administrative and legislative changes needed to improve the economic and social condition of the African Heritage community.
- Advise the governor and the legislature of the implications and effect of proposed administrative and legislative changes on the African Heritage community.
- Serve as liaison between state government and organizations that serve the African Heritage community.
- Facilitate studies designed to suggest solutions to the African Heritage community in the areas of education, employment, human rights, health, housing, social welfare, and other related areas.

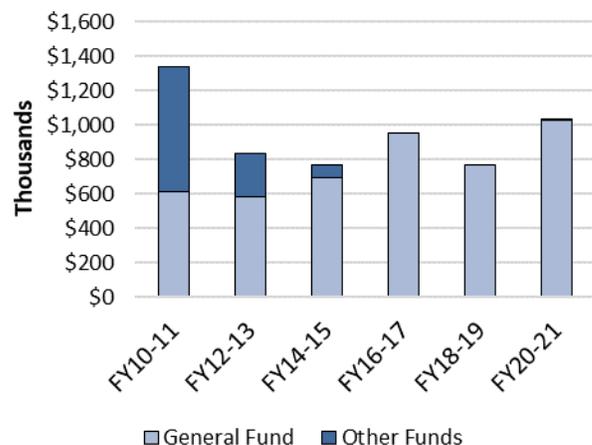
BUDGET

**Spending by Category
FY 2021 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The Council is funded through an appropriation from the general fund, totaling \$1,096,000 over the FY22-23 biennium. Other fund spending in prior years represents grants and external funding the Council received.

STRATEGIES

Legislative Advocacy – The Council works with statewide partners, state departments, legislators, the Governor’s office, local governments, and experts to build and advance a legislative policy and budgetary agenda.

Advisory Role – The Council provides advice to the Governor and legislature on key issues that develop in the African Heritage community. When the Council has a position on a certain issue, we submit our advice in writing to the Governor and legislature with a request for specific action steps. The Council then collaborates with the appropriate partners to advance the agency’s position.

Statewide Outreach – The Council currently targets five regions of the state (Twin Cities, Mankato, Rochester, Saint Cloud, and Duluth) with a goal of developing partnerships with community members and organizations to build and advance a shared legislative agenda.

RESULTS

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Statewide Outreach – Grow statewide outreach list to 5,000 members by June 2022	4,196	5,036	FY19-20, FY21-22
Quantity	Advisory Role - The Council submitted 60 statements and letters of support to the Governor’s office and legislators. The Council will aim to increase the number of submitted statements and letters of support by 10%.	24	60	FY19-20, FY21-22
Result	Legislative Advocacy – The agency advocated for over 70 legislative policies/recommendations with 50% of them being approved, passed, or implemented by the Executive or Legislative Branch. The Council plans to increase this number by 10%.	14	70	FY19-20, FY21-22

M.S. 15.0145 provides the legal authority for the CMAH. <https://www.revisor.mn.gov/statutes/?id=15.0145>

(Dollars in Thousands)

	Actual FY20	Actual FY21	Actual FY22	Estimate FY23	Forecast Base		Governor's Recommendation	
					FY24	FY25	FY24	FY25
<u>Expenditures by Fund</u>								
1000 - General	439	586	404	692	552	552	795	816
2000 - Restrict Misc Special Revenue		5	9	1				
Total	439	591	413	693	552	552	795	816
Biennial Change				75		(2)		505
Biennial % Change				7		(0)		46
Governor's Change from Base								507
Governor's % Change from Base								46
<u>Expenditures by Program</u>								
African Heritage Council	439	591	413	693	552	552	795	816
Total	439	591	413	693	552	552	795	816
<u>Expenditures by Category</u>								
Compensation	295	364	321	423	418	429	636	668
Operating Expenses	137	213	92	270	134	123	159	148
Grants, Aids and Subsidies		0						
Other Financial Transaction	7	14						
Total	439	591	413	693	552	552	795	816
<u>Full-Time Equivalent</u>								
	3.29	3.99	3.89	4.00	4.00	4.00	6.00	6.00

(Dollars in Thousands)

	Actual FY20	Actual FY21	Actual FY22	Estimate FY23	Forecast Base FY24 FY25		Governor's Recommendation FY24 FY25	
1000 - General								
Balance Forward In		100		140				
Direct Appropriation	531	532	544	552	552	552	795	816
Cancellations		46						
Balance Forward Out	92		140					
Expenditures	439	586	404	692	552	552	795	816
Biennial Change in Expenditures				71		8		515
Biennial % Change in Expenditures				7		1		47
Governor's Change from Base								507
Governor's % Change from Base								46
Full-Time Equivalents	3.29	3.99	3.89	4.00	4.00	4.00	6.00	6.00

2000 - Restrict Misc Special Revenue

Balance Forward In			10	1				
Receipts		10						
Balance Forward Out		5	1					
Expenditures		5	9	1				
Biennial Change in Expenditures				5		(10)		(10)
Biennial % Change in Expenditures						(100)		(100)
Governor's Change from Base								0
Governor's % Change from Base								

2403 - Gift

Balance Forward In	1	1	1	1	1	1	1	1
Receipts	0	0	0					
Balance Forward Out	1	1	1	1	1	1	1	1

(Dollars in Thousands)

	FY23	FY24	FY25	Biennium 2024-25
Direct				
Fund: 1000 - General				
FY2023 Appropriations	552	552	552	1,104
Forecast Base	552	552	552	1,104
Change Items				
Maintain Current Service Levels		38	52	90
Additional Staffing		205	212	417
Total Governor's Recommendations	552	795	816	1,611
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Planned Spending	1			
Forecast Base	1			
Total Governor's Recommendations	1			

Council for Minnesotans of African Heritage

FY 2024-25 Biennial Budget Change Item

Change Item Title: Maintain Current Service Levels

Fiscal Impact (\$000s)	FY 2024	FY 2025	FY 2026	FY 2027
General Fund				
Expenditures	38	52	52	52
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	38	52	52	52
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funding of \$38,000 in FY 2024 and \$52,000 in each subsequent year from the general fund to maintain the current level of service delivery at the Council for Minnesotans of African Heritage (CMAH).

Rationale/Background:

Each year, the cost of doing business rises—employer-paid health care contributions, FICA and Medicare, along with other salary and compensation-related costs increase. Other operating costs, like rent and lease, fuel and utilities, and IT and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat from year to year.

Agencies face challenging decisions to manage these costs within existing budgets, while maintaining the services Minnesotans expect. From year to year, agencies find ways to become more efficient with existing resources. For CMAH, the following efficiencies have been implemented to help offset rising operating costs:

- Prioritizing focus of state-wide outreach in higher population areas
- Operating with a small but efficient staffing capacity

However, cost growth typically outstrips efficiencies, and without additional resources added to agency budgets, service delivery erodes.

For CMAH, operating cost pressures exist in multiple categories—increases in compensation and insurance costs at the agency, increasing costs to maintain our current staff compliment in a challenging labor market, and increasing IT costs. If an operational increase is not provided, the services CMAH delivers to Minnesotans will be impacted. Some examples of potential impacts include a decreased capacity to build relationships with the African heritage community and advocate on behalf of the African heritage community in legislative priority areas. CMAH supports public policies that will improve the lives of African heritage children and families in five areas: Economic Security, Education Equity, Health Justice, Public Safety, and Strong Families and Communities. A unifying thread across the five priority areas is the community’s concern about the value of inclusion and participation in effective public policy development.

Proposal:

The Governor recommends increasing agency operating budgets to support maintaining the delivery of current services. For CMAH, this funding will cover the cost of salaries, rent, insurance, IT and travel. CMAH executes its charge by advising the governor and legislature on the status of the African heritage population. In order to do this, we must be in the communities that we serve, building trust and demonstrating respect. Developing authentic, sustainable relationships is critical to understand the communities’ specific needs. This added attention requires additional resources for administrative support.

Impact on Children and Families:

The Council is highly engaged in supporting legislation that provides a positive impact on children and families. Currently, we have been involved in the African American Family Preservation Act, increasing teachers of color, discontinuing suspensions for pre-school students and the reduction of the educational gap amongst others. Any legislation affecting the African heritage community at large will directly affect children and families.

Equity and Inclusion:

The Council represents a statewide constituency of 483,000 African and African American Minnesotans. This community is diverse and is located across the state encompassing not only African Americans but also Africans from the 54 African tribes. While most live in Hennepin and Ramsey County, the number of African and African Americans in Greater Minnesota are growing. Kandiyohi, Stearns and Nobles County have all seen a substantial shift in population. As these changes happen all over our state, the structure of the state’s ethnic councils continues to be an important tool to increase equity and inclusion.

Results:

This proposal is intended to allow the Council to continue to provide current levels of service and information to the public.

Type of Measure	Name of Measure	Previous	Current	Dates
Quantity	Statewide Outreach – Grow statewide outreach list to 5,000 members by June 2022. Increase the current number by 10%	4,196	5,036	FY 19 – 20, FY 21 -22
Quantity	Advisory Role - The Council submitted 60 statements and letters of support to the Governor’s office and legislators. The Council will aim to increase the number of submitted statements and letters of support by 10%.	24	60	FY 19 – 20, FY 21 -22
Result	Legislative Advocacy – The agency advocated for over 70 legislative policies/recommendations with 50% of them being approved, passed, or implemented by the Executive or Legislative Branch. The Council plans to increase this number by 10%.	14	70	FY 19 – 20, FY 21 -22

Council for Minnesotans of African Heritage

FY 2024-25 Biennial Budget Change Item

Change Item Title: Additional Staffing

Fiscal Impact (\$000s)	FY 2024	FY 2025	FY 2026	FY 2027
General Fund				
Expenditures	205	212	212	212
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	205	212	212	212
FTEs	2	2	2	2

Recommendation:

The Governor recommends additional funding of \$205,000 in FY 2024 and \$212,000 in FY 2025 from the general fund for two new FTEs to increase the service level and address the needs of the entire African Heritage community. The first additional FTE will work on community engagement with a specific focus on the African immigrant community. The second FTE will focus on policy work. The African Heritage community is facing adversity in every area. The needs are enormous. It has been difficult to stay current with all the new and existing legislation that impacts the African heritage community.

Rationale/Background:

The Council for Minnesotans of African Heritage (CMAH) is starting to make inroads into the African immigrant community. Although the African immigrant faces many of the same challenges as the African American population, cultural differences create additional issues that must be addressed separately. CMAH executes its charge by advising the Governor and Legislature on the status of the African heritage population. In order to do this, we must be in the communities that we serve, building trust and demonstrating respect. Developing strong, sustainable relationships is a must in order to understand the communities' specific needs. This added attention requires additional resources for both outreach and policy.

The Council's work covers all areas where the African heritage population has been disenfranchised from education and health care inequity, lack of economic security, the creation of strong and healthy families to inadequate public safety. Wherever there is inequity in the African Heritage community, CMAH is there to assist, gather information and help drive policies to positively address the issue.

Proposal:

This proposal is requesting two additional full-time staff to focus on community engagement and policy with a special focus on the African immigrant population. This will ensure that all members of the African heritage community will be able to benefit and participate in all that the state has to offer.

Impact on Children and Families:

The Council is highly engaged in supporting legislation that provides a positive impact on children and families. Currently, we have been involved in the African American Family Preservation Act, increasing teachers of color, discontinuing suspensions for pre-school students and the reduction of the educational gap amongst others. Any legislation affecting the African heritage community at large will directly affect children and families.

Equity and Inclusion:

The Council for Minnesotans of African Heritage represents a statewide constituency of 483,000 African and African American Minnesotans. This community is diverse and is located across the state encompassing not only African Americans but also Africans from the 54 African tribes. While most live in Hennepin and Ramsey County, the number of African and African Americans in Greater Minnesota are growing. Kandiyohi, Sterns and Nobles County have all seen a substantial shift in population. As these changes happen all over our state, the structure of the state's ethnic councils continues to be an important tool to increase equity and inclusion.

Strategies:

The Council for Minnesotans of African Heritage achieves its mission by utilizing three key strategies. Advising the Legislature and Governor, building and advancing a legislative agenda and statewide outreach. This proposal will fully staff the Council's legislative and community engagement strategies and enhance the agency's ability to advise lawmakers using the information gathered from the Council's outreach program and legislative priorities.

Advisory Role – When the Council has a position on a certain issue, we submit our advice in writing to the Governor and Legislature with a request for specific action steps. The Council then partners with the appropriate partners to advance the agency's position.

Legislative Advocacy – The Council works with statewide partners, State departments, Legislators, the Governor's office and local governments and experts to build and advance a legislative policy and budgetary agenda.

Statewide Outreach – We currently target five regions of the state (Twin Cities, Mankato, Rochester, Saint Cloud and Duluth) with a goal of developing partnerships with community members to build and advance a shared legislative agenda.

Legislative Priorities:

CMAH supports public policies that will improve the lives of African heritage children and families in five areas: Economic Security, Education Equity, Health Justice, Public Safety, and Strong Families and Communities. A unifying thread across the five priority areas is the community's concern about the value of inclusion and participation in effective public policy development.

Economic Security – Support legislation and public programs that engender and increase public and private investments in African heritage business, employment, and workforce development.

Education Equity – Advocate for policy innovations that would close opportunity gaps by improving African heritage student access to high-quality academic, mental health, and technology resources.

Health Justice – Track and support legislative and programming initiatives that respond to the unique public health challenges of African heritage constituents.

Public Safety – Support investments in public safety practices that advance human rights, police accountability, and violence prevention in our community and justice systems.

Strong Families and Communities – Advocate for legislative and regulatory changes that strengthen resources for underserved African heritage children and families, including new fiscal and technical investments in child welfare, housing, and system redesign.

Tribal Consultation:

Does this proposal have a substantial direct effect on one or more of the Minnesota Tribal governments?

Yes

No

Results:

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