

Cultural and Ethnic Communities Leadership Council

MINUTES

JANUARY 27, 2017

8:30 A.M. – 3:00 P.M.

METROPOLITAN MOSQUITO
CONTROL DISTRICT

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Dawn Duffy
ATTENDEES	Titilayo Bediako, Tikki Brown, Beverly Bushyhead, Vayong Moua, Brendabell Njee, Adesola Oni, Antonia Wilcoxon, Pahoua Yang, Rosa Tock
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna, Sen. Michelle Benson, Michael Birchard, Patricia Brady, Santo Cruz, Rep. Matt Dean, Jill Kehaulani Esch, Melanie Franks, LaRone Greer, Muriel Gubasta, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rev. Dr. Janet Johnson Rep. Tina Liebling, Rep. Diane Loeffler, Pa Lor, Sen. Tony Lourey, Rep. Tara Mack, Anjuli Mishra, Rep. Rena Moran, Vayong Moua, Rep. Joe Mullery, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Louis Porter, Sen. Julie Rosen, Saciido Shaie, Sen. Kathy Sheran, Rep. Joe Shomacker, Nyagatare Valens, Antonia Wilcoxon, Aaron Wittnebel, Steve Yang
DHS STAFF	Dawn Duffy, Sarah Thompson (intern)
SPECIAL GUEST PRESENTERS:	Sarah Myott, Claire Wilson
PUBLIC:	

Agenda topics

60 MINUTES

COFFEE AND NETWORKING / OPENING CIRCLE

VAYONG MOUA

DISCUSSION		
Following practices of the Art of Participatory Leadership, Beverly Bushyhead led a meeting with an opening Circle.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

30 MINUTES

WELCOME AND UPDATE

VAYONG MOUA

DISCUSSION		
Vayong Moua discussed the DHS Equity Policy and December 2016's Council meeting at the Minnesota Science Museum.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

DHS UPDATE

ANTONIA WILCOXON

DISCUSSION		
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- Antonia Wilcoxon provided names of Council candidates / new applications to DHs leadership. The process has been going on for several months with Commissioner Emily Piper and Assistant Commissioner Santo Cruz, and they haven't had a chance to review them yet. Antonia was hoping to have new Council members at today's meeting.
- In past year, Jay Colond has left DHS and, more recently now, Brian Ambuel. Antonia soon will hire two new project managers. Antonia also is working on building of community relations.
- Antonia gave an update on the grant from the Bush Foundation. The focus of proposal is to help DHS employees participate in authentic community engagement. This must be collaborative, inclusive and resourceful per the Bush Foundation guidelines. In 2015, a three-day Art of Hosting training was taken by several employees (and some non-employees). Technology of Participation training was also taken. Participants then practiced what they learned by holding meetings. As recent examples, Cecil White hat coordinated two American Indian community meetings and an African American community event was held at Hallie Q. Brown Community Center. In all, there have been six events.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

**THANK YOU TO ANTONIA WILCOXON AND
UPDATE ON VOICES FOR RACIAL JUSTICE**

VAYONG MOUA

DISCUSSION		
	<ul style="list-style-type: none"> • Vayong Moua said that people who have resilience are relied upon because they can handle challenges and difficulties. He relies on Antonia Wilcoxon because of her dedication and persistence. The wait for the new Council members has been a challenge, and it has affected both the Council's work and its community impact. He thanked Antonia for her work. • Vayong doesn't want to dilute the Council's and DHS's work by pointing out that equity is bigger than what is done at DHS and/or through the Council. At the Voices for Racial Justice event at the Capital, Vayong noticed there were a lot of youth. Vayong said that one reason to keep DHS accountable with their Equity Policy is that the efforts need to be sustained for years to come. And there needs to be follow-up. We all are in this fight for so many different reasons. We need to be deliberate to connect the dots so that we don't get pulled away from our core agendas. We need to do a better job than just thinking one year ahead. We need to build equity within structures, like what the DHS Equity Policy work is doing. He recommends three relationships in our work – 1. Work closer with DHS to get into the heart of the department, 2. Build among one another in the Council, and 3. Bring the story of the Council to other coalitions. All three are needed to embed our work into governance. 	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

60 MINUTES

**DHS COMMUNITY SUPPORTS ADMINSTRATION
UPDATE**

CLAIRE WILSON

DISCUSSION		
	<ul style="list-style-type: none"> • Assistant Commissioner Claire Wilson started out by sharing that the Governor's Task Force of Mental Health had an equity element. • Minnesota's mental health system is strong and we have a strong set of services; however, addiction services are not as strong. • Last fall, the governor had an Opioid Summit, where stakeholders came together to discuss this addiction problem. Nine recommendations were made. Some of these included: <ol style="list-style-type: none"> 1. Have to have strong continuum of care. Put services equitably in place. 2. How do we fund equitably? It is administrated on the county level. We need to have stronger responsibility that this is handled equitably. 3. Build up cultural providers and recognize we have different modalities of what works. (i.e., cultural healers). 4. Parity re: insurance coverage of mental health and addiction therapy. 5. Housing to achieve recovery and support to live independently. 	

6. Short term crisis (i.e., not enough beds) and a crisis response system.

- These recommendations were presented to the legislature and the Governor.
- The Governor’s budget removes the Rule 25 Process and calls for direct assessment and appropriate level of care.
- We don’t have a workforce that looks like the communities we serve.
- Vayong Moua asked about the burden of systemizing equity. Are Claire’s comments about what has been recommended to the legislature in the language? Can we lift up some of the DHS comments and leverage the report? Pahoua Yang and Claire said yes.
- Adesola Oni asked about studies? Claire said that a proposal in the Governor’s budget is a contracted study to see what kinds of treatments we have that can keep people out of treatment. If this is passed, we can work with the community to form the study.
- Vayong asked how Minnesota compares with other states regarding mental health. Pahoua said that Minnesota is ahead of a lot of states, but there still is work to be done.
- Beverly Bushyhead asked about first responders and the opportunities to work across agencies. Claire said the full report addresses police, first responders and mental health workers, as well as recommendations for training. Vayong said housing and transportation agencies also could benefit from this overlap, and could do without the direction or approval of the legislature. Claire supported this. She encouraged letters to the Commissioner or to her, and said that she can share when hearings are held.
- Vayong said we would welcome DHS equity champions to give recommendations to the Council. Claire said that she will do this.
- Adesola asked how we hold systems accountable. Claire agreed that this is lacking. If you are moving through legislation, make sure that you ask for updates. Public programs should have public oversight. This is a living, changing document, a framework. Adesola said that in the corrections bill, there clearly were people who refused to provide information. Brendabell Njee said that training can help keep people accountable.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

30 MINUTES

DHS EQUITY POLICY SURVEY UPDATE (FOR THE 2017 LEGISLATIVE REPORT)

SARAH MYOTT

DISCUSSION		
<ul style="list-style-type: none"> • The survey found that service providers are the ones who provide information. • Community engagement has been limited. • Evaluation – some rely on participation rates, but don’t look if service is helpful or a disparity is being reduced. • Barriers found including building up a workforce that looks like the communities we serve. Also funding (i.e., short term grants, funding runs out before long-term work can be evaluated, etc.). • The bill asked for statistically valid measurements about disparities and reductions. For the most part, we have not come to a place where we can do this. • Those who work for disparities reduction are requesting tools and resources. Also, measurements of outcomes weren’t built into the planning (at the beginning of the planning). A lot of people don’t understand measuring outcomes. • Intern Sarah Thompson said the lack of evaluation is because of lack of understanding. The definition of equity also is different across different business areas. 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

40 MINUTES

LUNCH

N/A

DISCUSSION		

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

120 MINUTES

DISCUSSION AND PLANNING

COUNCIL MEMBERS

DISCUSSION
<ul style="list-style-type: none"> • What's the larger picture this gathering is happening in? <ul style="list-style-type: none"> ○ Brendabell Njee – This retreat is a time to purge. People all feel equal. Go over everything that's been happening. Identify some of areas that need change in order to move forward. Determine priorities. This is a time of retrospect ○ Titilayo Bediako – Identify our goals of this legislative session and what our strategy is to reach those goals. Strengthening our role, since we are legislatively mandated, ○ Beverly Bushyhead – Looking back and looking forward. Seeing what's been accomplished and what's left to do. ○ Vayong Moua – Minnesota has structural racism in our policy making. The shift in the national landscape has put racism in the center of public discourse. It is mainstream racism, with hatred. People in power are not being held accountable for it. In fact, just the opposite is happening - they are getting points for it. It is front and center. ○ Beverly – It has inspired action from those on the fringe. The work of the Council is precious ○ Rosa Tock – We still have support in this administration. How do we advance our priorities with them? We need to leverage those relationships ○ Brendabell – It takes courage and dedication to do this work. It can be draining. The support we get from each other is needed. ○ Beverly – Will there be any negative impact from President Trump's funding/lack of funding that affects the Counsel? ○ Pahoua Yang – Repeal of ACA will see further criminalization of medical care. ○ Vayong Moua – Advocacy from coalitions (i.e., food justice, transportation) are seeing legislative pathways that are not very feasible. Our approach and experiences can be good for other advocacy and equity groups. ○ Pahoua – People of color started attacking her and each other in this time of change. We must make sure we don't participate in this destructive behavior. ○ Vayong – Behavior of large corporations re: for and against racial justice. • What is the context in which our council operates? • What's on sand? What's on stone? • What are the needs? <ul style="list-style-type: none"> ○ Identify our allies. ○ Be informed. ○ Decipher what scarcity, challenge and change means in the real world. For our resources, make information clear. ○ Be explicit. ○ Be prepared to know how to work in collaboration with our allies and know how to collaborate in times of crisis. ○ Need strategy so we don't fight with each other. Come to each other's events. If you care about my issues, I'll tend to care about yours. Be in the community. Act as Council in the world. ○ Make a commitment and show up. ○ Identify strategies and steps to equally hold DHS and ourselves accountable. Have a clear vision. ○ Be educated and have a clear vision of evaluation. ○ Don't take on so much. ○ Get organized (re: our sphere of influence) and be activated. ○ Be an advocate, not just an educator. ○ What is the next thing this council is willing to do?

- Beverly and Vayong – There are three needs – 1. Lead/measurements effort on benchmarks, 2. Inform/ share clear info, 3. Proactively influence and create accountability. Also, allies, collaborations, showing up, community presence that is visible/recognized, purpose and create durable lasting systematic equity response.
- Adesola and Brendabell – Purpose. Bring in more voices to a common goal to promote equity. There is power in strength. Increase public awareness. Need human connection and experiences. Increase assertiveness/advocacy. Support specific bills in legislature. Align with power. Support and protect people working within systems.
- Rosa and Tikki – Need to inform, organize and measure (a tiered system).
- Pahoua and Titi – Identify clear steps and strategies. Identify what we want from the Commissioner and strategize how to make that happen with clear outcomes/objectives. DHS to come talk about what we can leverage (rule vs legislation). Request written reports monthly from Santo, with updates on where DHS is with our recommendations and other items (status of Council appointments). Identify our legislative allies and work with them. Identify, engage and get commitment from at least two cultural groups we work with.
- What's the purpose? Why are we here? How does the purpose meet our understanding of the need it is intended to address? Clear-deep conviction? Binding human services and community together as worthy of pursuit.
- Divergent thinking
 - Brainstorm
 - Learn
 - Discover
- Emergence
- Convergence

Meetings

- At We WIN Institute
- Commissioner Carter has asked for Human Services performance management report
- Rotate meeting locations
- HELM – mentoring program for post graduates at the UofM
- Greater Minnesota
- Have both monthly Council meetings and committee meetings
- More participation from legislators (engage them more)
- Hold a meeting at the Capital (Dawn Duffy to get information on this)
- Can the Council support non-DHS legislative? Yes as a Council, but not as a DHS employee.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

20 MINUTES

CLOSING CIRCLE

BEVERLY BUSHYHEAD

DISCUSSION		
Following practices of the Art of Participatory Leadership, Beverly Bushyhead led a closing Circle.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

Cultural and Ethnic Communities Leadership Council

MINUTES

FEBRUARY 17, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Dawn Duffy, Sarah Thompson
ATTENDEES	Titilayo Bediako, Michael Birchard, Beverly Bushyhead, Dave Haley, Anjuli Mishra, Vayong Moua, Brendabell Njee, Adesola Oni, Rosa Tock, Antonia Wilcoxon, Aaron Wittnebel (phone), Pahoua Yang, Steve Yang
NOT IN ATTENDANCE	Annastacia Belladonna-Carrerra, J.D., Sen. Michelle Benson, Patricia Brady, Tikki Brown, Rep. Matt Dean, Jill Kehaulani Esch, Franks Melanie, LaRone Greer, Muriel Gubasta, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rev. Dr. Janet Johnson, Rep. Tina Liebling, Rep. Diane Loeffler, Pa Lor, Sen. Tony Lourey, Rep. Tara Mack, Rep. Rena Moran, Rep. Joe Mullery, Marilyn (Susie) Nanney, Bauz Nengchu, Louis Porter, Sen. Julie Rosen, Saciido Shaie, Sen. Kathy Sheran, Rep. Joe Schomacker, Nyagatare Valens
DHS STAFF	Santo Cruz, Dawn Duffy, Sarah Thompson
SPECIAL GUEST PRESENTERS:	Elizabeth Rusinak Mowers
PUBLIC:	Lisa Larges (DEED), Jean Lee, Gaonou Vang

Agenda topics

4 MINUTES

MEETING OPENED

VAYONG MOUA

DISCUSSION		
	Meeting was opened and attendees were welcomed	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

24 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
	<p>Vayong shared that, on the day after the election, Antonia and he were at the Advancing Racial Equity: The Role of Government conference in Atlanta and the two of them went to Dr. Martin Luther King, Jr.'s home and grave site. It was a place of great healing and celebration. Antonia brought back a series of quotes on sticky notes and these were passed around, read and feelings/thoughts shared.</p> <p>Vayong and the Council discussed President Trump's recent comment to a female African American journalist/White House correspondent for American Urban Radio April Ryan about the Black Caucus – "Do you want to set up the meeting? Are they friends of yours?"</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

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7 MINUTES

DHS EQUITY POLICY

VAYONG MOUA

DISCUSSION		
<p>Vayong updated the Council that the DHS Equity Policy has been ratified and that we need to now make sure that it has teeth and accountability. He added that Ramsey County (Public Health and the city of St. Paul are working towards strong works like this, too.</p>		
ACTION ITEMS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

12 MINUTES

DHS UPDATE

SANTO CRUZ

DISCUSSION		
<p>Like Vayong just said, DHS instituted the Equity Policy. Santo worked with Brian Ambuel and, at the time, he didn't realize the full importance of bringing it to the Council. That process helped. The Equity Policy was rolled out at the Council's December 2016 meeting at the Science Museum.</p> <p>Assistant Commissioner Santo Cruz stated that this is no time for DHS to take the words on the page for granted. He said that it is for every employee, top to bottom. With an agency as big as DHS, there can be hostilities, but the policy is a tool to be used to start conversations and forge change.</p> <p>He agrees with Vayong that getting the policy perfect isn't as important as getting it propagated. Antonia is an engine at DHS to getting this work done. Santo is open to having conversations with other agencies about equity and our policy. He doesn't want to tell other agencies what to do, but he wants to share with them how to take equity seriously and keep the conversation ongoing and open.</p> <p>Vayong asked if Santo had any thoughts about which agencies would be open to these discussions. Santo says it is a discussion of strategy, starting with those agencies in which we are friendly. He highlighted the DNR as an example.</p>		
ACTION ITEMS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

24 MINUTES

**UPDATE AND REVIEW OF PLANNING SESSION
2017**

ANTONIA WILCOXON

DISCUSSION		
<p>Antonia was appointed to the Region 5 Health Equity Council, part of the national Office of Minority Health. She learned today, in the first orientation, that they have resources the Council could use. So, that brings up the question – "Where do we want to expand?"</p> <p>She received a call and email from Minnesota Department of Health. They are looking to make a Council like our CECLC. They are looking for ideas and Antonia is in discussions with them. She has suggested to them to hold meetings both with the Council and with the community.</p> <p>She also updated that the DHS Human Services Performance Measures will talk about equity outcomes for counties in April.</p> <p>In today's hand-outs is a rough draft of a business card. Please direct any feedback to Dawn or Antonia.</p>		

Notes from the January planning meeting have been summarized in a table. This will help us determine our schedule for the rest of the year. Let Antonia know if there are specific areas in DHS that we should work on in the next few months.

Titi Bediako asked Santo if the Council could work with DHS and help strategize work for the legislative session? Santo shared that Rep. Rod Hamilton is an ally and went to the rally against President Trump's travel ban. Santo talked with him yesterday about a woman who has had challenges with DHS's child protection system and White Privilege. Santo said that Rep. Hamilton should be our first and best ally. Deadlines on when bills are heard are coming up quickly. Look at the bills and see what we can do to influence DHS.

Antonia mentioned that a handout of the DHS current proposals were available at today's meeting.

Dawn Duffy and DHS Legislative Liaison Chris Orr are setting up an open house/Meet and Greet with the Council members and legislators.

CECLC is set to expire in 2020. Titi asked if there are things we could do and work strategically with the legislators now to be in constant conversation with them? Dave Haley said when we are engaging in conversations re: renewal or expansion, we should also include how the legislature also can have a Council for their own work and how equity measures can be in place for their policy making work.

Vayong said that this is for the long run and says that we need to organize outside of our meetings, like with an ad hoc committee. Let's talk more offline about this. Antonia sent around a sign-up sheet for this ad hoc group

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

45 MINUTES

CHILD SUPPORT TASK FORCE

ELIZABETH RUSINAK MOWERS

DISCUSSION
<ul style="list-style-type: none"> • DHS Administrator, Elizabeth Rusinak Mowers, shared the development of the Child Support Task Force for the Department of Human Services beginning in 2016, and stemming from the Parenting Expense Adjustment Work Group. The Task Force was mandated during the 2016 legislative session and held its first meeting in September. • Minnesota Statute 518A.79 Subd. 6 mandates annual consultation with the CECLC. Elizabeth expressed the task force is interested in developing an ongoing relationship with the CECLC. The task force is also committed to incorporating various perspectives from the communities they serve into the task force and guidelines. • The Task Force is interested in evaluating all costs of raising a child. Over the next several months, the Task Force will be reviewing various economists in order to contract on an evaluation on costs. This expertise will support the task force updating recommendations and changing guidelines in child support. • Beverly Bushyhead asked about more demographic information on clients. Who receives services? What is the return of everyone in the system? How are these demographics reflected on the task force? Elizabeth directed council members to the annual report and fact sheet published online. Antonia requested that Elizabeth send her the information for distribution to the council membership. • Beverly also mentioned that what is mandated does not always align with how it is viewed culturally. The sharing of resources in different communities influences child support and does not always match mandates. Elizabeth agreed with this. • Michael Birchard inquired on the development of the task force. How is the makeup determined? Who develops the rules for membership? Vayong recommended an equity analysis be completed on the task force and how it is set up. Vayong also suggested defining what feedback and consultation with the council looks like, through use of a liaison, Council member serving on the task force, or continuous relationship. Elizabeth expressed interest in developing an ongoing relationship and invited council members to upcoming task force meetings. • Titilayo Bediako expressed concern that council members must be seen as an expert in relation to their community. • Council members inquired what advice to the Commissioner looks like. Elizabeth said that the task force is an advisory body; they do not have a decision making role at this time. • Guest, Marisa Hinnenkamp, of DHS County Performance said race and ethnicity data is not tracked in a way to analyze by county. Only aggregate data is available; she said it is critical to evaluate these data by county.

- Pahoua Yang asked how the task force approaches communities in relation to the big picture. What needs to be done for the children? What stake would everyone bring to the task force? Elizabeth agreed the task force does not want to be dominated by one perspective. Every story is worthy to be heard by the task force.
- Vayong asked for more context of the task force - more context on authors or legislators, membership profile of the task force, baseline racial and equity analysis of families supported by programs.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

PUBLIC COMMENT AND NEWS FROM THE COMMUNITY

XX

DISCUSSION		
<ul style="list-style-type: none"> • Guest, Lisa Larges of State Services for the Blind, reports the variety of services available for anyone with vision loss. She wants more people to become aware of the services offered and continue building a network across the state. Lisa said outreach to different populations is important. It is important for people to have a level playing field – anyone can use services with the goal of allowing people to stay in their communities. • Michael Birchard noted there is a community forum and job fair on Tuesday, February 21, at North Hennepin Community College. The discussion will focus on inequity during hiring and increasing the number of teachers of color in the Minnesota state system. • Rosa Tock reported Latino Day at the capitol will be on March 6. 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

Cultural and Ethnic Communities Leadership Council

MINUTES

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SPECIAL GUEST PRESENTERS:	L4 Leadership Development team (Tara Holt, Jessica Rochester, Paul Rothermel, Thomas Wilkins), Sarah Aughenbaugh, Yvonne Barrett, Dawn Duffy, Ken Parsons Nikki Farago, Ellie Garrett, Dave Rompa, Brian Zirbes
PUBLIC:	Jean Lee

Agenda topics

7 MINUTES

MEETING START

VAYONG MOUA

DISCUSSION		
	<p>The meeting was opened at 12:00 p.m. and introductions were made.</p> <p>There was not a quorum, so the minutes and agenda were not approved.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

6 MINUTES

OPENING REMARKS

VAYONG MOUA

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

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.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

5 MINUTES

DHS UPDATE

NIKKI FARAGO

DISCUSSION		
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

39 MINUTES

DHS LEADERSHIP DEVELOPMENT L4 TEAM PRESENTATION

L-4 TEAM

DISCUSSION		
<p>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.</p> <p>The projects had four parameter requirements – connect to DHS strategy, support DHS mission/values, cut across administrations and outcome focused.</p> <p>This L-4 team produced three documents for their action learning project:</p> <ul style="list-style-type: none"> • 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 <p>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).</p> <p>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.</p>		

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 re: 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.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

30 MINUTES

TARGETTED RESPONSE TO THE OPIOID EPIDEMIC

BRIAN ZIRBES, DAVE ROMPA, ELLIE GARRETT

DISCUSSION
<p>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?</p> <p>There are five categories that are funded:</p> <ol style="list-style-type: none"> 1. To address deaths due to opioid overdose 2. Improve access to treatment 3. Medication treatment 4. Primary prevention 5. Statewide media campaign <p>American Indians have the highest population affected by opioid addiction.</p> <p>Minnesota will use the money in the following ways:</p> <ol style="list-style-type: none"> 1. Expand existing contracts 2. Sole source contracts / intergovernmental agreement 3. Request for proposals / competitive process <p>The RFP opens Monday, March 20, 2017. There is a short window of opportunity for the RFP, so please share within your communities.</p>

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.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

25 MINUTES

COMMITTEE DISCUSSIONS

COUNCIL MEMBERS AND OTHERS

DISCUSSION		
<p>Antonia Wilcoxon highlighted the following:</p> <ul style="list-style-type: none"> • 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. <p>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:</p> <ul style="list-style-type: none"> • Advocacy ad hoc • Awareness • Leadership • CLAS • Health and health systems • Research and evaluation <p>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.</p> <p>Beverly Bushyhead said a snap shot 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.</p> <p>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.</p>		
<p>ACTION ITEMS</p>	<p>PERSON RESPONSIBLE</p>	<p>DEADLINE</p>

8 MINUTES

COUNCIL ANNOUNCEMENTS

COUNCIL MEMBERS

DISCUSSION		
<p>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.</p> <p>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.</p> <p>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.</p> <p>Jean Lee – Governor Dayton has a Diversity and Inclusion Council. They are working on an implementation but we having' 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.</p>		
ACTION ITEMS		
	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION		
<p>The meeting closed at 2:00 p.m.</p>		
MOTION TO APPROVE:		
No quorum		
MOTION 2ND:		

Cultural and Ethnic Communities Leadership Council

MINUTES

APRIL 21, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Dawn Duffy
ATTENDEES	Titilayo Bediako, Patricia Brady, Muriel Gubasta, Vayong Moua, Brendabell Njee, Nyagatare Valens
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna-Carrera, J.D., Sen. Michelle Benson, Michael Birchard, Tikki Brown, Beverly Bushyhead, Santo Cruz, Rep. Matt Dean, Jill Kehaulani Esch Melanie Franks, LaRone Greer, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rev. Dr. Janet Johnson, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Anjuli Mishra, Rep. Rena Moran, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Dennis Olson, Jr., Adesola Oni, Louis Porter, Saciido Shaie, Rep. Joe Schomacker, Rosa Tock, Aaron Wittnebel, Pahoua Yang, Steve Yang
DHS STAFF	Dawn Duffy, Nicole Juan, Kevin Murray, Makeda Norris, Sarah Thompson, Antonia Wilcoxon
SPECIAL GUEST PRESENTERS:	Charity Friederichs, Marisa Hinnenkamp, Gary Mortensen
PUBLIC:	Jean Lee

Agenda topics

5 MINUTES

WELCOME

VAYONG MOUA

DISCUSSION		
<p>The meeting was opened at 12:00 p.m. and introductions were made.</p> <p>There was no quorum, so today's agenda and last month's minutes were not approved</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

19 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>Legislative session is underway, and instances involving tensions around racism have arisen, and is symbolic of what people of color face on a daily basis. Vayong Moua explained the recent example of Minnesota House Minority Leader Rep. Melissa Hortman calling out some of her white male colleagues who had left the House floor and were playing a card game in the retiring room while women of color were speaking to provisions in a bill. Rep. Hortman's remarks were referred to by some as being racist and she was asked to apologize, but she has refused and has stood by her statement that women of color's voices are too often ignored. Vayong called attention to the fallacy of reverse racism and opened a brief discussion on backlash, hurdles, and micro-aggressions.</p> <p>Patricia Brady about the possibility of a presentation or the CECLC's ability take a position on this matter. Vayong explained that taking a position is within the Council's ability. Antonia Wilcoxon provided context that the Council has done similar support messaging in the past (i.e., against the Dakota Access Pipeline).</p>		

In other legislative news, Vayong pointed out that we have the most diverse legislature in Minnesota history. Currently, 15 people reporting as Black, Hispanic/Latino/Spanish, Hmong, Native American or Somali.
<https://www.leg.state.mn.us/legdb/minority>

Also, the Council will hold an open house / meet-and-greet with the Minnesota Legislature on April 27 at the Cass Gilbert Library at the State Capitol.

Our Council sunsets in 2020. It is important to work with our leaders to continue our equity work so it can continue on after us.

There was an invitation a few months ago from U of MN and BCBS re: quantifying the cost of health inequities in Minnesota. The intent is to get a comprehensive equity argument out there. If one isn't swayed by inequity itself, one might be swayed by the monetary costs. A formal group is being formed at the U of MN. If any are interested in joining, let Antonia or Vayong know. Dr. Sam Myers is the lead economist on this study. It will not only look at the costs of the disparities experienced by cultural and ethnic populations (i.e., their disease burden), but also the costs of being out of work due to illness, etc.

Vayong updated the Council on ad hoc committee. Several Council members visited BCBS for a panel discussion on the DHS Equity Policy. The following Monday after the meeting, the SVP who oversees external relations, contacted Vayong to help draft some equity policy work that will be modeled after the DHS approach.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

14 MINUTES

DHS UPDATE

SANTO CRUZ

DISCUSSION		
<p>Santo has recently been thinking back on the work that the Council has accomplished. He has seen much bigger committees do a lot less work than what our small Council has accomplished, and it is continuing to charge forward with its work. Santo also provided an updated on the BCBS panel meeting and the importance of vendors and partners to DHS being as fair and equitable as we are trying to be.</p> <p>Dr. Martin Luther King, Jr., Mahatma Gandhi and Cesar Chavez all painted pictures in their speeches and writings of what can be. They gave action steps that could be made right away, like “don’t buy Coca-Cola or Wonder Bread (King), “sew your own clothing” (Gandhi) and “stop buying grapes” (Chavez). We all can do this today. Step up and follow through.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

50 MINUTES

DHS PERFORMANCE MEASUREMENT

MARISA HINNENKAMP, GARY MORTENSEN, CHARITY FRIEDERICHS

DISCUSSION		
<p>In 2013, DHS became legislatively responsible and required to provide performance measurements. The assessment must include racial and cultural disparities information.</p> <p>First, DHS had to define “disparities” and research the disproportionality. Child welfare was identified as a good place to start the process. However, the database systems don’t show differences with application timeliness, etc., so there were no patterns immediately available. They started questioning how to pick what the percentage point is and how to justify where the problem is. The measures didn’t get at the heart of what the problem was and needed to dig into where the bias is and how they negatively affect the families DHS serves.</p>		

Last year, DHS visited some counties that already had initiatives in place to look at disparities and equity re: which populations they served AND the staff they employed. DHS heard from counties about lack of dedicated resources and lack of support from the top leadership. The counties said that, if there was some mandates from the state, it would help them advance and leverage their work.

Gary Mortensen talked about developing new measurements by using an equity lens. DHS is discussing who should be at the table in the creation of this program and plan to first pilot with a few counties. They met with Dr. Sam Myers, Wilder Foundation and MACSSA (county social service directors) to discuss this and they now reach out to the Council for additional recommendations on who to reach out to.

The plan is three-fold: create measures, report to counties on how they are doing, and help counties with improvements.

Marissa said there are capacity challenges, like unfunded mandates.

Kevin Murray asked how long it takes to administer the test. Charity Friederichs said only 15-20 minutes online.

Jean Lee said county workers influence court, tax and housing systems. What extent can training be used to reach out to these and other areas? Gary replied that it is a capacity issue. DHS can't train everyone in a county, but included that areas that aren't in human services also can be affected (i.e., lawyers).

Patricia Brady asked if there is intervention at the highest level re: getting train-the-trainer training, so they can be "seeds" to help the rest of the county workers, because we need stronger inroads.

Vayong Moua said he is not sure if this is contractual. Santo Cruz said DHS can provide funding, as the state can control our revenue streams to counties, but counties have different funding streams.

Vayong says don't rest on the IDI, it has a western design. It is valuable but has limits. Also look at structural metrics. What is the leadership composition? As for the unfunded mandate, this is a typical push back and a false premise that equity is expensive or an add-on.

Marisa said she will be back at next month's meeting with Health Care Administration Medical Director Dr. Jeff Schiff

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

34 MINUTES

COMMITTEES: PLANNING DISCUSSIONS

ANTONIA WILCOXON

DISCUSSION	
	<p>Kevin Murray and Dawn Duffy are working on applications for more Council members.</p> <p>Antonia Wilcoxon will not be at the May meeting, as she will be in Brazil with Dr. Sam Myers planning for a Sept 26-29 international conference.</p> <p>Great Lakes RHEC had a two-day strategic planning meeting recently and came up with three priorities for the upcoming year. They have access to a number of resources that the CECLC could use. Antonia hopes Council members are able to see some of the work they do and absorb it into the work place.</p> <p>Kevin Murray presented on what he has been working to follow up on the CECLC planning request: In the theme of "action", the work of the CECLC made a decision to move forward and create collaborations. That is what he is doing right now, in setting up meetings with potential partners for the council members to consider.</p> <p>For example, Voices for Racial Justice works statewide. Because communities of color and American Indian communities live throughout Minnesota, there needs to be a breakdown of the systemic barriers that limit their access to opportunities and equitable outcomes. Kevin will send the presentation out to everyone following the meeting.</p>

Nicole Juan is working on tracking equity-related legislation as it moves through the legislature. Additionally, Voices for Racial Justice just published a “Racial Equity Bill Watch” page on their website to track legislation and its impact on racial disparities: <http://voicesforracialjustice.org/httpvoicesforracialjustice-orgwp-content/uploads/2014/10/2016/racial-equity-bill-watch-050316-pdf/>

Antonia reported that the Council’s legislative report as required by the bill to be submitted to legislators, is in final review and will move to obtain approvals within DHS before submission.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION		
The meeting closed at 2:02 p.m. There was not a quorum.		
MOTION TO APPROVE:	n/a	
MOTION 2ND:	n/a	

Cultural and Ethnic Communities Leadership Council

MINUTES

MAY 19, 2017

11:30 A.M. – 2:00 P.M.

WE WIN INSTITUTE INC.

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Nicole Juan
ATTENDEES	Titilayo Bediako, Vayong Moua, Michael Birchard, Ann Hill, Rosa Tock, Pahoua Yang, Steve Yang, Adesola Oni, Jean Lee
NOT IN ATTENDANCE	Sen. Jim Abeler, Anastacia Belladonna-Carrera, J.D., Sen. Michelle Benson, Tikki Brown, Beverly Bushyhead, Santo Cruz, Rep. Matt Dean, Jill Kehaulani, Esch Melanie Franks, LaRone Greer, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Henry Jimenez, Rev. Dr. Janet Johnson, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Anjuli Mishra, Rep. Rena Moran, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Dennis Olson, Jr., Adesola Oni, Louis Porter, Saciido Shaie, Rep. Joe Schomacker, Aaron Wittnebel
DHS STAFF	Nicole Juan, Kevin Murray
SPECIAL GUEST PRESENTERS:	Jeff Schiff, Justine Nelson (DHS, Health Care Administration)
PUBLIC:	Carrie Krueger (DHS)

Agenda topics

5 MINUTES

WELCOME

VAYONG MOUA & TITILAYO BEDIAKO

DISCUSSION		
<p>The meeting was opened at 12:00 p.m. and introductions were made.</p> <p>There was no quorum, so today's agenda and last month's minutes were not approved.</p> <p>The WE WIN Institute hosted this meeting of the CECLC, and Titilayo Bediako welcomed all to their space. WE WIN is a nonprofit, community-based organization in Minneapolis dedicated to the mission of creating academic and social success for all children. They provide a safe and nurturing environment for young people and work to increase parental involvement in the lives of their children in their child's schools. Their programs are focused on giving youth and families tools to create long-term and systemic change in their lives and communities.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>Vayong introduced the letter he sent to Commissioner Piper regarding the DHS Equity Policy as well as the letter he received in response. In the letter, he asked to create accountability for the equity policy, to have a communications plan, endorsed the L4 equity analysis tool, and asked for a timeline for implementation.</p>		

Q: A question was raised as to if there was any additional time or funds allocated to the Community Relations Division for activities related to the implementation of the Equity Policy re: the response letter.

A: At this point, it seems like the implementation of the equity policy will be undertaken within the limits of current funding and balanced with current duties and workload. It is important to note that having a response letter is appreciated, and shows signs of moving forward, but having a timeline and more concrete plans are preferred.

Q: DHS now has this policy – how much influence does DHS have on others/counties, etc. with money if they don't also have policies? Can there be a carrot/stick approach to have other implement similar policies?

A: A good place to look for those thoughts would be the contracting /procurement section in the equity policy. There is a need to build equity into the language of contracts so that its systematic; changes the way that money is allocated.

Jeff S: How one would infuse equity into an agency depends in part on the project – it may not have a financial component, it might t have an oversight component; some may be in competitive grants.

Vayong Moua: It is important to dig deep to where money flows and how – procurement and contracts - and make sure equity component is involved whether a bid for 1 copy machine or 87 counties.

Vayong updated the Council on a recent legislative meeting: CECLC members and DHS Community Relations staff met with People of Color and Indigenous (POCI) caucus of the MN Legislature. The meeting went well. It was meant as an introduction of the CECLC to the caucus. In the meeting, they floated some issues including the extension of the life of the Council, expanding the scope of the council and replication of council's work in other agencies, and building equity notes into legislative process and administrative processes. The POCI caucus has many new/newer legislative members in it and they're interested in learning about the CECLC and working together on equity issues.

There was a request for timeline on appointments for CECLC members to better understand the process

- Kevin explained the timeline that the application process has been under way, applications are under review and appointments are hoping to be made within the next month.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

5 MINUTES

DHS UPDATE

NICOLE JUAN & KEVIN MURRAY

DISCUSSION		
<p>Vayong asked to use this time to have Kevin Murray and Nicole Juan, the DHS Community Relations Project Managers, discuss their current projects and activities and discuss how best the Council can work with them as the work moves forward.</p> <p>Examples of ongoing projects include: Implementation planning for Equity Policy Bush Foundation Grant evaluation, sustainability planning CECLC appointment process Trainings Outreach to community partners Working with DHS administrations to plan for community engagement</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

DISCUSSION	
<p>Dr. Jeff Schiff and Dr. Justine Nelson presented an update to the Research and Evaluation project at DHS.</p> <ul style="list-style-type: none"> • Importance of equity as a stand-alone effort as well as embedded within the work of the agency • Quality Assurance Leadership Team, led by Chuck Johnson • Tied to goal from CECLC on research and evaluation • Using data to inform policy, can be powerful to change the conversation • This project seen as a proof of concept <ul style="list-style-type: none"> ○ First want to identify individuals by culture and ethnicity, support with sufficient granularity. Initially, using 5 major groups ○ As DHS builds new systems, will incorporate those into dashboard • A discussion arose over the availability and granularity of data and what the root cause of the data issue within state agencies was. Why is there an issue with data? Is it money? Trust? Fear of discrimination? Is there a system or policy solution here? <ul style="list-style-type: none"> ○ Data Architect Domain Team – this group decides what questions get asked and may be a point of influence on how information is collected and used. Might be something for the CECLC to further discuss ○ Justine noted that even more detailed lists (like the census) doesn't necessarily match up with the needs of Minnesota, so if the CECLC has any recommendations for what racial groups to include, that information would be welcome ○ An important note to combat trust issues: if providing socio-demographic data is voluntary, make sure to explain why it matters and how it will be used; this may help increase responses • Jeff Schiff: Data sets included in this project are across different programs at DHS, but it is recognized that there are instances where the same people come to different programs and interact with DHS in different ways. There is a need to look at the whole person and build structures to do that. Building a warehouse to accomplish that is a good step. • Question: how are individuals identified throughout the programs? A: by recipient ID • Justine provided an overview of the measures and the outcome areas (provided handout) <ul style="list-style-type: none"> ○ Question: Is insurance coverage used as an indicator A: It's a question of getting to that answer with the data we have. Can look at gaps in enrollment or use of emergency medical assistance. ○ Note: race/ethnicity not something to be controlled for (institutional bias) ○ Question: look into phrasing under the way 'people are economically secure' is framed • The focus is to first get this populated and see what it looks like, then take it back to the CECLC to this group and see what is missing A) that DHS has and B) that DHS needs a new structure to get at • Questions and discussions to keep in mind in this work: what does well-being mean? Look at outcomes vs. processes. This includes efforts to incorporate community-based participatory research; these ongoing efforts will continue with this project to get to the questions of well-being. <p>Responses and Recommendations from the CECLC:</p> <ul style="list-style-type: none"> • What is the oversight and utilization of this information; how will it get used? How meaningful will it be? Will there be a committee? What is the ongoing role/continuity for oversight? These are questions the Council is interested in hearing more about as the project continues • What are the long-term goals of this project? This needs to be happening in every state agency and between agencies. It would be beneficial to think about how this could be scaled up to cover a statewide model. 	

DISCUSSION	
<p>The meeting closed at 2:00 p.m. There was not a quorum.</p>	

Cultural and Ethnic Communities Leadership Council

MINUTES

JUNE 16, 2017

11:30 A.M. – 2:00 P.M.

WILDER

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Nicole Juan
ATTENDEES	Brendabell, Njee, Vayong Moua, Pahoua Yang, Michael Birchard, Ajuli Mishra, Patricia Brady
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna-Carrerra, J.D., Sen. Michelle Benson, Tikki Brown, Beverly Bushyhead, Santo Cruz, Rep. Matt Dean, Jill Kehaulani, Esch Melanie Franks, LaRone Greer, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Henry Jimenez, Rev. Dr. Janet Johnson, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Anjuli Mishra, Rep. Rena Moran, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Dennis Olson, Jr., Adesola Oni, Louis Porter, Saciido Shaie, Rep. Joe Schomacker, Aaron Wittnebel, Titilayo Bediako, Ann Hill, Rosa Tock, Steve Yang,
DHS STAFF	Antonia Wilcoxon, Nicole Juan, Kevin Murray, Sophia Long, Roberta Downing, Sue Koch, Nikki Farago
SPECIAL GUEST PRESENTERS:	Julie Pearson (DHS), Jane King (DHS), [Julie Duncan, Ramsey County]
PUBLIC:	Michaela Norris

Agenda topics

5 MINUTES

WELCOME

VAYONG MOUA

DISCUSSION		
<p>The meeting was opened at 12:10 p.m. and introductions were made.</p> <p>There was no quorum, so today's agenda and last month's minutes were not approved.</p> <p>Round of introductions.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>An update was requested on the status and progress of the DHS Diversity and Inclusion Plan. Oftentimes diversity, equity, and inclusion get lumped together and are seen as synonymous.</p> <p>Chair Moua described equity as structural policy change, diversity as composition change, and inclusion as cultural change within an organization. It is important for the CECLC to see and understand the plan and discuss ways that the Council can share support. Forwarding an Equity Policy will not be effective toward the change the Council is seeking if it is not paired with a robust Diversity and Inclusion plan.</p>		

Michael Birchard discussed the differences between active and passive oppressions; the need to be vigilant and active in addressing and combatting macroaggressions and other forms that oppressions take shape rather than only having an equity policy. The Council needs to be mindful of the policy as a foundation, and the Council's role in building off of that policy. It is also important to look at how each person and organization plays a role; need to look at own departments, own areas, and on the personal level. If oppressions are not confronted, then they will continue to exist in both active and passive ways.

Position the Council's work in equity as changing hearts, minds, and structures. This includes a call for DHS to engage in long-term work of education and consciousness.

REQUEST FOR FUTURE AGENDA ITEM: The Council has requested a presentation on the DHS Diversity and Inclusion Plan. The Council would like to have a better understanding of what is going on since its role is to keep an eye on these initiatives for DHS and help out where possible. The Council is especially interested in the integration of metrics and accountability within this plan, and how these initiatives can be strengthened and supported by the Council.

Note to advocacy ad hoc committee: A meeting with the Met Council has been set up to share the Equity Policy as well as learnings, interest, and approach. Those with interest are invited to join in that meeting. More details and logistics are forthcoming.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
REQUEST FOR FUTURE AGENDA ITEM (DETAILED ABOVE)	ANTONIA WILL FOLLOW UP ON THIS ITEM	JULY 2017

25 MINUTES

DHS UPDATE

NIKKI FARAGO, ANTONIA WILCOXON

DISCUSSION
<p>CECLC Questions for DHS leadership:</p> <p>Status check: When are council members being appointed? What is the process to these appointments? What is the rationale behind both the timeline and the process?</p> <p>Status check: CECLC Annual Legislative Report – has it been finalized? What is the anticipated timeline for publication?</p> <p>Status check: Communications Plan for Equity Policy. The Council was understanding of the rigorous legislative session and the many priorities of DHS leadership in being able to focus on creating and implementing a communications roll-out of the Equity Plan. However, now that the legislative session has come to a close, the Council wants to make sure that this is a priority and a communications plan is produced and implemented in a timely fashion.</p> <p>Legislative Session: What are the equity impacts of the 2017 legislative session?</p> <p>—</p> <p>Nikki Farago: Deputy Assistant Commissioner, Children and Family Services</p> <p>Legislative Session: Overall, disappointing session. \$463 million in cuts to programs. DHS was able to fend off some cuts, but some were unavoidable. Also, DHS is watching the federal budget and concerned about potential cuts in health care, SNAP, etc.</p> <p>Q Now that dust has settled, do you have an idea of what programs are underfunded/what cuts are coming? A: Can bring back more information to the Council; she is well-versed in her program area, but for a better picture of all DHS programs, will need to come back</p> <p>Council members discussed the need to look at the impact on diverse cultural and ethnic communities regarding the outcomes of legislative session. How do these cuts impact these groups?</p> <p>CECLC FORMAL REQUEST: Comprehensive Legislative report-back on equity impacts of 2017 legislative session.</p> <p>Antonia Wilcoxon:</p> <p>Introduced Roberta Downing (Federal Relations) and Sophia Long (Community Relations Summer Intern)</p>

Provided the Council with a brief overview of recent travel and work in Brazil. Originally from Brazil, Antonia has been working with Dr. Sam Meyers and the Roy Wilkins Center for Human Relations and Social Justice to organize the 5th World Conference on Remedies to Racial and Ethnic Economic Inequality in her hometown.

Antonia would like to explore avenues for engaging CECLC members to participate in the sharing of tools, ideas, and discussions through this conference. Acquiring funding for the training will be difficult through DHS, but there is potential to look at outside funders for this project. It would be particularly interesting to present on how the CECLC's work is aimed at really influencing a large bureaucracy and furthering equity work. CECLC members would benefit from this exchange, as would local participants. The conference will be held September 26-29, 2018. There will also be days of convening community leaders for engagement conversations and efforts.

For an update on the CECLC appointments, there have been over 40 applications. Volunteers (internal and external) have reviewed and made recommendations; the recommendations are with Santo Cruz.

Council Member Comment: If there is a delay or process hold-up on appointments to council members, the Council needs to know what the situation is, and why it is. That way, we can highlight the urgency in filling these positions.

Equity Policy Response: Last week, senior leadership met to discuss implementation of the Equity Policy. Antonia presented one pager on each topic area of policy. A Senior Management Team (SMT) Charter will be created to guide the implementation work.

The annual CECLC Legislative report was completed and submitted about a month ago. Due to the legislative session, it was held up. Antonia met with Legislative Director Amy Dellwo to discuss.

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Vayong reiterated that the Council would appreciate routine updates from Kevin and Nicole at these meetings.

Kevin Murray:

Kevin attended a GARE event with Voices for Racial Justice, Nexus Community Partners.

Nicole Juan: In the interest of time to the guest speakers, Nicole yielded time

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Request for Legislative report-back on equity impacts of legislative session		July 2017

60 MINUTES

DHS

JULIE PEARSON, JANE KING

DISCUSSION
<p>Presentation from DHS: Certified Community Behavioral Health Clinics</p> <p>Minnesota was one of 8 states chosen for the demonstration (see handout), passed through the Excellence in Mental Health Act (U.S. Congress)</p> <ul style="list-style-type: none"> • Worked with NAMI, Governor's Task Force on Mental Health • Working with six clinics throughout the state – each have individual goals focused on the specific needs of the community in that area • Unique to this model: billing fee-for-service, wrap-around payment of a per diem rate; this seeks to understand what the true costs are of providing a full array of services <p>Two main goals:</p> <ul style="list-style-type: none"> • Expand peer services • Expand access to communities of color/non-native English speakers <p>The project is looking at retention rates (by race and other demographics), how telemedicine is used, how quickly people get initial evaluations, etc.</p>

Council Comment: This is an interesting opportunity to reorganize situation around people who seek these services and think about going about building them around people instead of fitting people into what you already have set up

Q: Are community health workers (CHWs) a part of this plan?

A: Some of the clinics are choosing to work with CHWs as a part of this demonstration

Q: Were people of color a part of developing the needs assessment for the project since they are impacted disproportionately?

A: Representatives in the room were not directly aware of the composition of the group developing the assessment

Council Comment: This helps to highlight a previous point about passive and active oppressions; when projects are being created, planned, etc., it is important to have folks who are directly impacted be a part of the process, including being involved in doing the assessments. It is also important that the clinics involved have staff that are reflective of the people they are serving, and have a culturally-centered approach.

Council Comment/Q: Overall, it is racist if people one is servicing aren't included up front, and instead a project or program is done *to* them and not *with* them. Looking at culturally sensitive intake procedures, it is important to have people of color be central and visible. With this project being a two-year pilot, there is a concern about a community disruption in 2019. What is the plan post-pilot? If sustainability is not built in, a lot of damage can be done. If community members are accustomed to getting a treatment in a certain place or a certain way and there is a disruption, this can be detrimental in many ways. This is something important to make sure to note.

Q: What is the makeup of the advisory board for this project? Is there a requirement that there is a certain percentage represented by people of color, or by individuals served by the clinics?

A: Good question. Right now, the Board needs to be over 50% people served by the clinic. Many members currently on the Board are placed there more as consumers of services, and not as much attention has been paid to race, ethnicity, language, etc. This is an important point to take back and reexamine.

Council Comment: These projects should be careful to build in ongoing community engagement. This discussion is a quick audit at a high level – there should be some group established at the individual clinic setting or reviewing the overall program on a regular basis to ask these questions and make sure that the project is mindful of equity. The Council would like to hear more about this project as it plays out; please update us as it moves forward.

DHS Response: Thank you for the discussion, the comments, and suggestions today. There is an advisory council for CCBHC, and this discussion prompts a rethinking of the makeup of that council. If anyone feels passionate about this issue, or this council, we would love to have more participation. The advisory council meet quarterly.

Council Comment: Please pass more information on to the Council about the charge of the advisory board/council so that we can learn how we can best support it.

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION		
The meeting closed at 1:58 p.m. There was not a quorum.		
MOTION TO APPROVE:	n/a	
MOTION 2ND:	n/a	

Cultural and Ethnic Communities Leadership Council

MINUTES

JULY 21, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Kevin Murray
ATTENDEES	Titilayo Bediako, Vayong Moua, Brendabell Njee, Sharon Lim, Emory Dively, Dr. Nkem Chirpich, Jean Lee, Maria Bitanga, Kia Moua, Steve Yang (phone), Michael Birchard, David Suel, Steve Yang (on telephone)
NOT IN ATTENDANCE	Sen. Jim Abeler , Anastacia Belladonna-Carrera, J.D., Sen. Michelle Benson, Tikki Brown, Beverly Bushyhead, Rep. Matt Dean, Jill Kehaulani Esch Melanie Franks, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, , Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Anjuli Mishra, Rep. Rena Moran, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Dennis Olson, Jr., Adesola Oni, Saciido Shaie, Rep. Joe Schomacker, Rosa Tock, Aaron Wittnebel, Pahoua Yang, Nyagatare Valens,
DHS STAFF	Santo Cruz , Kevin Murray, Antonia Wilcoxon, Roberta Downing, Amal Abdi (DHS intern), Siana Johnson (DHS intern),
SPECIAL GUEST PRESENTERS:	Carissa Glatt, Kim Klose, Anne Barry, Kathy Hedin – Ramsey County Public Health
PUBLIC:	Susan Koch (DHS), Christine Smith (Dept. of Health), Ann Kinny (Dept. of Health),,Kari Umanzor,(Ramsey County Public Health)

Agenda topics

15 MINUTES

WELCOME

VAYONG MOUA

DISCUSSION		
<p>The meeting was opened at 12:11 p.m. and introductions were made. Vayong welcomed everyone and mentioned how happy he is to see a full room.</p> <p>There was a quorum, so the agendas and minutes for months January 2017 through June 2017 (with the exception of March and May of 2017), were presented for review. Vayong Moua asked for a motion to accept the agenda and minutes presented. Kia Moua moved and Dr. Nkem Chirpich seconded the motion, and the motion passed.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>Vayong Moua described a meeting he and Rosa Tock had with the Minnesota Department of Human Rights' Commissioner Kevin Lindsey and his Deputy Commissioner Rowzat Schiphandler, to discuss the DHS policy on equity and how to expand its reach to other state agencies. Commissioner Lindsey pointed to the importance of advocacy outside of state government, such as, in civic engagement.</p>		

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

18 MINUTES

DHS UPDATE

SANTO CRUZ

DISCUSSION
<p>Santo mentioned there was very little around equity at the last legislative session, despite prominence by Voices for Racial Justice, Black Lives Matter, etc., at the capitol during the session, there was little effect on the decisions. He then described the Bonding Bill which provided funding for transportation, higher education, water infrastructure, human services, and also for economic development. He mentioned that most of what was funded has been around for a number of years, so it wasn't exactly a good year for it. July begins a 2-yr funding cycle, and there is \$2 billion in the queue.</p> <p>For DHS, working on an implementation plan for the Equity Policy. He commended the work of our interns and recognized Antonia's work on getting the plan to where it is now. He also spoke about Hennepin County Sheriff Richard Stanek sending a letter to the Governor's office about his intent to declare a state of emergency regarding the use of opioids. The Tribal Chair of the Red Lake Reservation is also considering declaring a state of emergency in his community as he considers it to be in crisis mode. Roberta Downing asked what state of emergency meant for us in Minnesota. Santo stated that there may be funding to help address the issue.</p> <p>Dr. Chirpich requested a copy of the DHS Equity Policy.</p>
ACTION ITEMS
PERSON RESPONSIBLE
DEADLINE

55 MINUTES

**HEALTH EQUITY DATA ANALYSIS (HEDA)
PILOT PROJECT**

CARISSA GLATT AND KIM KLOSE

DISCUSSION
<p>Vayong Moua introduced Anne Barry and her team. Anne briefly spoke about the Health Equity Data Analysis, (HEDA) project, which is a qualitative tool that was funded by Minnesota Department of Health (MDH). https://www.ramseycounty.us/sites/default/files/Health%20and%20Medical/Public%20Health%20Initiatives/FINAL%20HEDA%2007_20_17%20.pdf (Handouts were provided)</p> <p>Ramsey County Public Health (SPRCPH) was selected as a pilot site to conduct a HEDA using data and community input to help identify health inequities. U.S.-born African Americans living in Saint Paul were chosen as the population for this project.</p> <p>Anne Barry explained how the data can help with the actual needs in the community, and mentioned how it usually takes a structure to take on another structure in moving systems.</p> <p>Carissa and Kim presented HEDA. The timeline was from June to November of 2016 Steps of the HEDA process – Social Determinants of Health</p> <p>Q: Titi Bediako How do you define Racism? Q. Michael Birchard: Who did you determine was the cause for the racism? A: from Carissa – We did not define the term. Focus population was African Americans living in St. Paul – African American planning committee members were provided a stipend to participate in this project (qualitative component). Dr. Chirpich mentioned the focus of African Americans, but later in the report, it mentions 'students of color'. She wondered if this would skew numbers depending on who is being counted, and wondered how this was measured and what tool was used.</p> <p>Employment – The presenters stated that the issue of Huffington Post rated the Twin Cities as the 3rd worst place in America to be black Brendabell Njee was part of the cohort initially, and later mentioned that African-born was not included –</p>

Titi Bediako's name was listed without her consent.

Michael B. asked if people of color were the ones collecting the data. Information was collected from secondary data

Carissa spoke about an activity they did during the project called the Problem Tree Analysis. Trunk is problem, causes are the roots, and the leaves and branches are the effects. Examples of causes: food access, physical environment, medical, economic, personal/social. Next Steps: Working with Rondo Community. Learning how to work through an equity lens.

Michael B. was direct in wanting to know who it was that caused racist movement...asking for the root cause. He mentioned it being the European Americans.

Kia Moua asked, "Now that they have done this research, what is going to be done about it?"

Anne Barry mentioned using it in the county to get everyone in the same place.

Jean Lee: Disparities in equities, who makes information available to the general public to assist with 'equality'?

Education is key, but looked at differently. Insurance companies, when it comes to providing services, the person with the coverage would be treated and the other person who may not have coverage would not be treated.

Titi: time constraints can't be more important than the end product. Carissa: mentioned that when doing the research, the word racism was welcomed, but would have rather used diversity. Brendabell wondered why her name wasn't on the list of participants, and figured that since her name was omitted, there wasn't a concern about what she had to say.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

DISCUSSION		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION		
	Vayong Moua asked for a motion to adjourn the meeting at 2:11pm.	
MOTION TO APPROVE:	Dr. Chirpich	
MOTION 2 ND :	Sharon Lim, the motion passed.	

Cultural and Ethnic Communities Leadership Council

MINUTES

AUGUST 18, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Kevin Murray, Zabiya Shalita
ATTENDEES	Titilayo Bediako, Patricia Brady, Anjuli Mishra Cameron, Vayong Moua, Adesola Oni, Rosa Tock, Rev. Dr. Jean Lee, Dr. Nkem Chirpich, Pastor Emory Dively, Saciido Shaie, Pahoua Yang, Michael Birchard, Rep. Matt Dean
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna-Carrerra, J.D., Sen. Michelle Benson, Tikki Brown, Beverly Bushyhead, Jill Kehaulani Esch, Melanie Franks, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Rep. Rena Moran, Rep. Erin Murphy, Marilyn (Susie) Nanney, Bauz Nengchu, Dennis Olson, Jr., Rep. Joe Schomacker, Aaron Wittnebel, Nyagatare Valens, Santo Cruz, Brendabell Njee, Sharon Lim, Kia Moua, Steve Yang, David Suel, Pastor Brian Herron,
DHS STAFF	Antonia Wilcoxon, Kevin Murray, Zabiya Shalita, Roberta Downing, Siana Johnson (DHS intern), Christopher Orr, Maria Bitanga
SPECIAL GUEST PRESENTERS:	Zecharias Hailu
PUBLIC:	Tyler Collins (intern with ASL interpreters)

Agenda topics

12 MINUTES

**WELCOME – NETWORKING –
REVIEW/APPROVE AGENDA/MINUTES**

VAYONG MOUA

DISCUSSION		
<p>The meeting was opened at 12:05 p.m. and introductions were made. Vayong welcomed everyone</p> <p>There was no quorum, so today's agenda and last month's minutes were not approved</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

20 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>Vayong Moua spoke about how stressful of a week it has been in reference to the events in Charlottesville, VA. He mentioned the need to make time during the meeting for members to talk about the event that took place. He also had to reshuffle the agenda as Rep. Matt Dean was presented and Vayong offered him time on the agenda to share his thoughts on the last legislative session and speak on the priorities as Ann McGeary Snowden was unable to attend.</p> <p>Vayong shared a quote by James Baldwin, who is a hero of his. "It is certain in any case that ignorance, allied with power, is the most ferocious enemy justice can have."</p>		

Vayong said the U.S. has caused media and political platforms to be mainstream. The difference is the normalization of racism in response to the incidents. We should call out extremists, but keep an eye on the prize on the underlying policies and procedures and practices that are damaging that are less visible. Make sure we call out and pay attention to the horror that took place, but keep an eye on the slow bleeding of the white supremacy. This is where the council can come in. The council doing damage control, preemptive approach, and seeing equity accountability and change be put in place and be proactive and count on perspectives and practices. Vayong mentioned going through a form of mourning and grieving and also rejuvenation in solidarity with his friends and family. He asked that Christopher Orr (in place of Nikki Farago – who was proxy for Santo Cruz) provide an agency leadership perspective update to progress on equity policy implementation.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

DHS UPDATE

CHRISTOPHER ORR

DISCUSSION		
<p>In the absence of Deputy Commissioner Santo Cruz and Deputy Assistant Commissioner Nikki Farago, Christopher Orr, attended the meeting and said that he was happy to take questions and comments back to DHS. He provided high level updates in reference to the last legislative session. They came out of session with opportunities for reform and investments from legislation and governor’s proposal. Deep in process of implementing those policies that passed communicating changes that happened through session with stakeholders. Looking forward to work to come, and we have an administration that is coming to its end. Looking at our priorities as the Governor isn’t sure if DHS will lead within that, but preparing to be supportive and responsive of legislation. Significant federal activity is happening and we’re preparing to be responsive to the needs that come up. The notice is going to legislation and staff informing them of note to speak of completion of Cultural and Ethnic Communities Leadership Council (CECLC) legislative report (in print) early next week.</p> <p>Vayong stated that there is an outstanding request for a communications plan regarding the legislative report and its dissemination. He wants to make sure it’s not just being forwarded to a network, but that there is a deliberate plan in how to equip ourselves and community allies in leveraging the report and learning from it. He asked that this feedback be returned to Santo Cruz by Christopher Orr.</p> <p>Antonia Wilcoxon said that the Equity Policy and its implementation continues to be developed, and she mentioned that Santo has reviewed a copy and is asking senior leadership to review it and we will provide the CECLC with a draft copy. But right now it’s not ready.</p> <p>Vayong explained the core functions of the equity policy, i.e., agency wide equity, hiring, career advancement, budgeting, policy analysis, community engagement, pretty much all of the core functions. Provisions of annual review is embedded. He said that it is a great provision, and spoke about how Zecharias will speak more on this later in the meeting. He asked Christopher Orr if he had anything else to add before moving on to next segment of the meeting.</p> <p>Christopher Orr said not at that time</p> <p>Dr. Nkem Chirpich asked Christopher if there is something that passed that was positive that happened in the last session and be explained in a broader manner as he is staff to External Relations, and she said she was lost in the ‘broadness’. What is the one thing that was good during the session?</p> <p>Christopher Orr said there are a number of things were good such as childcare development block grant, childcare industry being moved forward. Accessing dollars at federal level and putting in regulatory standards, changes in investment side and support of families and programs.</p> <p>Vayong asked what kind of policies are being proposed, passed, or eliminated with regard to impact on ethnic and cultural communities. He mentioned sharing policy on equity with other agencies. He also mentioned that Eileen Shamoua is meeting with the council on health plans in mid-September, and the MMB. If anyone wants to be more involved, they should let Vayong know post meeting.</p>		
<p>ACTION ITEMS</p>	<p>PERSON RESPONSIBLE</p>	<p>DEADLINE</p>

DISCUSSION

In the absence of speaker Ann McGeary Snowden who was unable to attend the meeting, Vayong transitioned to open space (discussion), and referenced the events in Charlottesville, VA. He mentioned that this has taken the nation and communities with great concern and frustration. Doesn't want to approach this meeting just as a business as usual meeting, but to be more intentional. He opened it up for comments.

Michael Birchard spoke about 1997 as an activist, the Minnesota Militia and Klansmen would call and follow and harass him. He worked an overnight shift one night and his spouse and newborn baby were at home, and the Klan clipped the phone line and shot at the house. No one was harmed. He still has tapes of when they were called and harassed. Many times he had to leave through the back of restaurants to avoid being bothered or harassed. He wishes we would have made more progress. What happened to his family is in a way kind of a sexy story..Klan and Nazis bothering him. In a lot of ways the bigger structural systems of racism are worse than the guy following him. System failed him too and the others into thinking this way. He said that he is disappointed in our leadership. All of us would say we'd protest where they can sit on a school bus or at a lunch counter. We don't have the same sense of disgust, same sense of repugnance, same sense of wanting to make change as our forefathers when it comes to us having the largest education gap in the nation. We don't have the sense of urgency. He wishes leadership in Minnesota would take a stronger stance. He wishes the presidents of colleges and other schools would say that white supremacy is not ok. At school we care about all of our students, but we're not talking about all of our students. Let's be real about it, and we never get to that point.

Zecharias mentioned that he received an email from his daughter two days after the events in Charlottesville. It bothers him at how it's affecting the kids, and that she doesn't understand why people are hated because of their differences. Never thought how much this affects kids, and kids who are born here. When these things linger on, we can see how damaging this can be.

Dr. Chirpich said that it affected her differently, her line of work, even if volunteering. This stays with us 24 hours a day 7 days a week. Pretty much for all of us. Doesn't see why we should take on so much of the pain. You don't do anything when the pain comes. Didn't see kids doing all of the damage, she saw policies screaming. She has to pick her battles, and had to turn off the television. Hear enough kids' stories and then come here from other countries and have other kids be so nasty to them. It screamed there is more legislatively, laws and policies that must happen.

Dr. Jean Lee mentioned that she switched to nonprofit and has suffered from assault. She used to be in Fortune 500 corporate auditing, and switched to auditing government and auditing policies. Things were hidden back then and not as apparent. Because it's so visible in the community, kids with no consequences, more stuff is happening. We can affect policies, and can lay ground work and strategy into the work.

Dr. Nkem Chirpich said we're all fighting for the same thing. She was an attendee at a Met Council training meeting that was led by a white woman. They talked about equity. She sat at a table with HR folks who were there to get info on biases. The table was overwhelmed. When this happens, they won't do anything. Make a difference wherever you are. Everyone has their spot. She mentioned the main word being 'white fragility'. Must not cry when speaking to someone who is diverse or ethnic when having a conversation about race. Must educate in a manner that isn't offensive. How can you tell someone to shut down their tears when you're asking them to be authentic? How are you going to do damage control? They need them because they're in the circle.

Patricia Brady thanked Vayong for opening up the space to talk about what's going on and being authentic. Not cerebral, so intensely personal. She feels this every moment, and had tears in her eyes, feels this in her organization and feels it everywhere. Felt as a teenager and thought folks would rise up to their best self. When you see the opposite happening, it's demoralizing. Feels a level of privilege that a middle class black person would have. People are walking around like zombies or dead people and won't acknowledge what's going on in society. We have a role in this. She said that she has been crying at work. There are macroaggressions at work. We have to address this. We can't keep doing day to day stuff while people are killing and being killed. Hate kills. Where this is headed is just horrible.

Vayong asked for other comments

Rosa Tock said that coming from a country (Guatemala) that is under military regime, what bothers her is that she is afraid that if we as a community cannot influence policy, and we as people let the erosion of values go all over the place, it will be very dangerous. Make sure these situations are addressed and acknowledged. These things cannot spiral and continue. This is a very critical time for all of us.

Vayong said the occupations of many of the protestors were revealed – guidance counselors, teachers, and business owners. He asked can you imagine a guidance counselor being a white supremacist. What kind of guidance would they provide? They go on to influence budgets, staffing planning, services, and the long term ripple effects of what took place. We need to strengthen policies, we can design and strengthen policies to stop the bleeding and work toward a common good.

Adesola Oni mentioned not being shocked at what happened, and that it would have happen sooner or later. How do you respond? Where is the responsibility? There are systemic pieces. There is a need to create a space for people to talk about this. We have come a long way...not really. There are conversations happening. Educate yourself. There is a humanity piece where people are learning. She doesn't know where she's at. It changes quite frequently. Need to have a balanced approach for the sake of sanity. Can you be woke and sane at the same time? It's a complicated time.

Christopher Orr said this raises a question he struggles with a lot at how to do it well. He's black, his father is black, his son is black and his mother is Swedish and his child has blond hair. How do you explain what all is happening? How can you own a heritage that has to be justified?

Titilayo Bediako mentioned that she was in a meeting where someone talked about how councils in general are a waste of time. The person was a white foundation person. She said it can be true in general but not the CECLC. Fortunate to be a part of this group since the beginning. She spoke of Antonia Wilcoxon's commitment to be focused on diversity and equity. Titi then said there is a problem when people say they understand about people who experience certain things. Only people who have experienced certain things can truly understand it. Their experiences qualify them to speak on their experience. Her time is valuable, but makes time to attend the monthly meetings. Wants to see more people step up to the plate. Said it took the extreme actions in Charlottesville, VA for white America to see what's really going on. African Americans have seen this all of our lives. Charlottesville, VA is part of the south but they don't consider themselves 'the south'...very liberal. Liberal Minnesota loves its colored people and we put them in certain position and have just the right numbers. She mentioned having a friend who has a slave cabin in Virginia and wanted Titi to see it. They turned it into a prayer room, and you could feel the presence and energy of our ancestors inside of it. Even though her friend did that, she still can't feel what we experienced personally. She mentioned that it is time to spend less time asking and start demanding and putting timelines to requests to DHS. It's our money. With our collective voices, it's time to move things to another level. She took a group of girls to Chicago – people only think that the only thing that happens there is the killing of our people. She shared the culture of Chicago (provided council with a short report – handout) with them – step our game up regarding policies within DHS and within the community.

Vayong stated that this is a time of urgency, he has a formal request for Commissioner Piper to attend a council meeting to share a real time update on the implementation of the equity policy as well as the communication plan. Requested that we 'fast track' this request!

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

25 MINUTES

REP. MATT DEAN

REP. MATT DEAN

DISCUSSION	Vayong asked Rep. Dean if he could provide an update on the legislative session
<p>Rep. Dean said that he is from Minnesota and met his wife in kindergarten. His wife is a physician, and has delivered 3,000 babies. He talked about health equity and health disparities. 1 million people, which equals 1 in 5 Minnesotans are on Medicaid. Ethnic disparities are looked at closely. We all want a health Minnesota and for our kids and parents. We have to measure and see how we're doing. We have to be honest and health outcomes aren't all that good. We like to think we're doing a better job than we actually are. He's been looking at kids and their health. Not just ethnic. In northern Minnesota, there is a condition known as Mountain Dew mouth where teeth are rotted out, due to the lack of access to dental care. Cities like Hibbing and Chisolm, kids don't have access to dental care. What are the drivers? How do kids age and what happens to them? Small changes in mothers can affect the child. Impacts health outcomes of the children. How are kids accessing care? Medicaid? It's okay to measure, but what are you going to do with the</p>	

information? If you are not going to do more than measure, why are you there? Wants to create better access to healthcare. He is focused on it. \$14 billion dollars was spent to provide access to health care for children. The biennium budget began on July 1st. 2017. The budget passed and goes for 24 months. They are looking closely at how dollars are being spent. Measure how we spend money. There are two ways of measuring. What did you spend last year and what will you spend this year? What was the effect of doing it this way? In regards to equity, he mentioned the importance of listening to one another. Race issues are very difficult. In 2010, he was in a summer fellowship and a third of the participants were African American. On the last day, race was discussed which was very instructive, very raw experience. The Mayor of Tallahassee, FL engaged folks on the race issue. He would have neighborhood discussions at a dining room table and made it longer until it couldn't extend any further. Long overdue approach which he appreciated. He said that he is running for Governor in 2018, and he thanked us for the comments and mentioned it being impossible to offend him as he learned that he needs thick skin to perform his job.

Dr. Chirpich asked for the number of the bill

Rep. Dean said it's the Omnibus spending bill, senate file 800.

Dr. Chirpich asked the question that as a black republican, she wanted to hear his comments on what happened in Charlottesville

Rep. Dean said it is heartbreaking, asked how is this happening. From a Minnesota perspective, it's easy to say it's not us, it's them. Easy to say things that are hurtful around things that are raw. As his grandfather would say, drive up slow.

Titi congratulated Rep Dean for running and asked what policies he will bring forth in terms of equity so that it exists throughout government. How will he help to move these forward? Can we as a community depend on him to push important policies forward regarding equity?

Rep. Dean said that he has learned to show up and shut up and listen. Asks what does delivering mean to you? What is the situation? The hardest question...what does delivering mean to you? Whether you're in Chisolm or first generation Somali, showing up and listening is first. He mentioned not wanting to turn this into a campaign.

Anjuli commented that it's important to note that data to communities is very important, and that she appreciated Rep. Dean bringing that up.

Rep Dean mentioned the importance of measuring the outcomes.

Antonia informed Rep Dean that the legislative report will go to his committee, the house of representatives, as well as the senate. The important part of the report is equity review, where we try to ask pointed questions. What communities are we serving? What are the outcomes? Question from policy will be inserted. Council receives a draft of the report that includes disparities reduction. They have had an opportunity to review the draft.

Rep. Dean said that equity is a major component of their focus. He said that if we're asked to do dumb stuff, please let him know as they don't want to waste anyone's time.

Saciido said that it's an honor to see him at the meeting, as it's not easy to get a state representative at a council meeting. Time is valid and important. She traveled to Somalia 2 months ago with two Caucasian friends, and people asked her who she is. She debated that she is 100% American or 100% Somali. The moment she arrived at home (Somalia) they could tell she is different. She was asked what country she was from despite her wearing traditional clothing. When arriving back in Minnesota she was asked what country she is from, and she began asking herself who am I? What does equity look like when you're trying to figure out who you are? If she's a minority trying to figure this out, do we come together to learn about each other's culture? She struggles with that as she thought she knew who she was.

Vayong thanked Rep Dean and transitioned to Zecharias' presentation

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE HOW ARE

DISCUSSION		
<p>Zecharias began by mentioning that it's bad timing for the presentation after Charlottesville, VA incidents. He said he wasn't there to lecture about what DHS is doing, but he's there to learn from us. Before going into the data, he talked about what his unit does. They work in 6 major areas: 1. Civil Rights – How does DHS provide service to clients with discrimination? How are clients treated? 2. Limited English Proficiency – manage document translation. Hundreds of documents produced by DHS, and are provided in 16 languages. Manage multi-lingual referral lines. EAP coordinator trains other counties. Disposition investigates discrimination and evaluates county plans. 3. American with Disabilities Act – This is to provide reasonable accommodations for employees. Candidates are provided reasonable accommodations during interviews 4. Equal Opportunities – they collaborate with HR, review hiring and retention 5. Diversity and Inclusion Coordinator – diverse and inclusive work environment, create welcoming environment in DHS, guide agency wide trainings, assist in other areas, advocate for other business areas before policies are passed. 6. Merit County – assist in EEOC plans</p> <p>The Affirmative Action Plan – every 2 years, and has been in place since 1981. He also mentioned the reason for the Affirmative Action Plan is because the agency wants to reflect the community it serves. For each job category, there is a separate goal.</p> <p>He shared the Metro Affirmative Action Plan Goals Chart (1-31-16 data). Data is received via census. Zecharias mentioned Governor Dayton's initiative goal of 20% minorities is an inspirational goal.</p> <p>Pastor Emory Dively asked what the 7% goal is for people with disabilities. Asked if it is included or is there a separate goal?</p> <p>Zecharias said the goal is for minorities only. Yes there is a separate category for people with disabilities.</p> <p>Dr. Chirpich mentioned that she looks forward to Zecharias coming back because even more questions will come up</p> <p>Vayong suggested that the presentation be shared throughout the council. He asked if there is a question for the council from Zecharias. Were there any thoughts or requests from the council? He wants to make sure we're strengthening diversity and inclusion work throughout the agency. Due to time constraints, he recommended that Zecharias come back to complete his presentation.</p> <p>Zecharias mentioned that the major thing is that no one by themselves can resolve the issue of equity. This is a compliance issue regarding the report. The more culture needs to be changed throughout DHS, and this was a small part of the issue</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

DISCUSSION	By end of meeting, we reached a quorum	
<p>Vayong requested a motion.</p> <p>The meeting was adjourned at 2:03 p.m.</p>		
MOTION TO APPROVE:	Anjuli Mishra Cameron	
MOTION 2ND:	Dr. Nkem Chirpich	

Cultural and Ethnic Communities Leadership Council

MINUTES

SEPTEMBER 15, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Kevin Murray, Zabiya Shalita
ATTENDEES	Titilayo Bediako, Patricia Brady, Anjali Mishra Cameron, Vayong Moua, Adesola Oni, Rosa Tock, Rev. Dr. Jean Lee, Dr. Nkem Chirpich, Pastor Emory Dively, Sacido Shaie, Pahoua Yang, Michael Birchard, Pastor Brian Herron, Santo Cruz, Beverly Bushyhead, Brendabell Njee, Nyagatare Valens, Sharon Lim, Dr. Susie Nanney, Tikki Brown, Kia Moua, Muriel Gubasta
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna-Carrerra, J.D., Sen. Michelle Benson, Jill Kehaulani Esch, Melanie Franks, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Rep. Rena Moran, Rep. Erin Murphy, Bauz Nengchu, Dennis Olson, Jr., Rep. Joe Schomacker, Aaron Wittnebel, Steve Yang, David Suel
DHS STAFF	Antonia Wilcoxon, Kevin Murray, Zabiya Shalita, Nicole Juan
SPECIAL GUEST PRESENTERS:	Child Support Task Force: Jodie Metcalf, Pamela Waggoner, Jimmy Loyd, Lisa Kontz, Sonya Smith, Shaneen Moore
PUBLIC:	

Agenda topics

20 MINUTES **WELCOME – NETWORKING – REVIEW/APPROVE AGENDA/MINUTES** **VAYONG MOUA**

DISCUSSION		
<p>The meeting was opened at 12:06 p.m. and introductions were made. Vayong welcomed everyone</p> <p>There was a quorum. Vayong asked for a motion to approve minutes and agenda. The motion made by Dr. Susie Nanney and was seconded by Beverly Bushyhead. This month's agenda and last month's minutes were approved and the motion was passed at 12:07 p.m.</p>		
ACTION ITEMS		
	PERSON RESPONSIBLE	DEADLINE

40 MINUTES **OPENING REMARKS** **VAYONG MOUA**

DISCUSSION		
<p>Vayong Moua - I have a few scattered remarks so I'm going to begin kind of inside out and create some kind of form to it. Speaking of the agenda and since we have newer faces and names to the table, I wanted to just re-anchor us in the potential of this table and make sure that this agenda setting process is really seen as an advocacy action. So it's not lost on me that things are teed up and presented, but I want to make sure and make it very clear and explicit that if there are priorities, DHS mechanisms or department or practices or services that you want to call attention to, I really encourage you to name it, put it in the agenda so that we can have a rigorous conversation. There may be something you want to dismantle, or something you want to lift up and praise, or you just feel needs more attention. This may be</p>		

profoundly obvious to some, and that's why you've joined this council. I don't want to take it for granted that this agenda is ours, and we're trusting that what we present to you is relevant and important. But if anything is off or too far down the queue for you, please voice that, nominate that and push for it. This is our table and the agenda here is not a list of to do items for us. It really is our platform. This was just a refresher on that in terms of our agenda items. The other internal remark I want to share is that many of you come to this table with your organizational or your sector interests while holding the connection to the other sectors and communities. There's a good blend of being very ethnocentric if you will. And also prioritizing intersectionality. That's kind of why we're here. I just want to make sure that in that recognition, there's a place at this table to go off the confines of our official charge. Already we have an advocacy committees. In the past, we had a research and evaluation committee. There have been a lot of ad hoc committees. I just want to refresh our memory and renew that offering if there is something that the legislative charge isn't meeting, we have the opportunity to evolve that, to challenge that, and to grow that. So if you feel like, hey, we're not doing enough organizing greater Minnesota, or, we're not meeting faith-based communities enough, refugees are not represented or heard enough, or these are things we can shape and create challenges. My internal remarks is a renewed attention to our agenda and also our function. How do we work together? How do we want to work together? And there are certain legislative and official parameters for that. We're all organizers. We all care deeply about our communities. I want to respect the parameters, but I also want to transcend them as well. So on the advocacy front, I want to re-announce for those who have been here of some upcoming meetings to really disseminate and imprint our blueprint on equity with other agencies and other jurisdictions. We have a meeting with the Met Council.

Vayong Moua – It's just around the corner and it's with the new chair of the Met Council Aileen Shurma. My vibe is that she's an equity champion. She is kind of spread thin right now with many heated political battles namely the southwest line making sure that things are on budget and also on time and done in an equitable way as well.

Vayong Moua – we will resend that to our non-legislative members of the council just because this meeting I think is a good opportunity to share with the Met Council how we approach equity here. I think we're on to something fairly special and unique. I don't think we cracked the code on solving inequities but we're distinct in trying to imbed it into core operations and put it into policy. It's not at the discretion of hiring managers or just a gatekeeper. We're trying to institutionalize it. So the portion we feel is relevant to the policy making body that covers half of the state's population and adds billions of dollars and shapes the fiscal and social climate so vastly. We also have an upcoming meeting with Minnesota Management & Budget. I think that one is still happening.

Vayong Moua - We'll reconfirm the dates and locations and times so that if it works for a member's schedule. The agenda is pretty similar for all of these, but we'll tailor. The sharing of our origin, our impact, and our approach and offering healthy agitation to them to institutionalize their own version of equity. So, maybe the flip side of that I'm kind of going back and forth here. I don't want to give the impression that we're not focused on DHS. I don't want to treat it so linearly (is that a word?) I just don't want us to wait until we have a perfect plan to begin influencing all the other sectors and policy making bodies that hinder or help create equity. So reapplying that to DHS, we've been staunch in asking for a communications plan, an implementation plan, and I know you Antonia, you have recently submitted follow-ups to the Commissioner, and I don't know if you were included in that Santo, but I wanted to give you some space to share with us the internal steps to continue. And maybe you can cover that in your remarks.

Vayong Moua – That's a tee up for your part Santo. I just want to make sure our members know that we're keeping our eyes on the prize here and that we're not going to sit back from the important investments in budget, people, and political capital. We are pushing that. Maybe before we pivot to you Santo, we take this as one opportunity to identify potential agenda items for the future. Surely if you have a preferred route offline or through email, or just talking, we're welcome to the challenge. Anything that comes top of mind. How come we haven't talked about this yet? Or this is really relevant and urgent, let's tee this up.

Dr. Susie Nanney – the fellowship I just returned from Washington DC with the Robert Wood Johnson Foundation and working with the Minnesota Congressional Delegation.

Antonia Wilcoxon – Dr. Susie Nanney told me that she made a presentation yesterday to her colleagues at the University of Minnesota, and I serve on the board of her program. I missed it because I didn't have the time. I said 'How about making a presentation?' If that is of interest to you, let me know and then Susie and I will work together to make sure she gets on our agenda.

Dr. Jean Lee – At an event at Wilder with the Lt. Governor, some legislators, leaders, and many "who's who", Art Rolnick spoke of racism and discrimination as poverty instead of naming things as racism or discrimination. Since not all people of color come from poverty, they can make situations worse with misclassifications (distortions). They're talking about broader outreach to people in their network with the information. Because of the backlash that will happen from this, the Council can address the issues and through their channels.

Antonia Wilcoxon – So two things, Art Rolnick and Marcie Jeffries who used to be with the Children's Defense Fund. There is a new report on poverty in Minnesota for those not familiar with early childhood. Art Rolnick is the economist from the Federal Reserve Bank and Rob Grunnewald, who developed that report, says there is a significant return on

investment, which is what legislators and investment people understand when investing in early childhood. A young person becoming incarcerated or causing harm in the community or other things are far more expensive than the investment that you put in during the early years. And then it goes into brain research during the first three years of life. He was invited again because he became famous. Marcie Jeffries and a number of researchers were the ones who published this paper and the picture is not pretty. We continue to struggle in our children of color and Native children, and we continue to be first in a lot of ugly things. So I sent a card to Marcie Jeffries to see if she could come here to talk about this report. I brought handouts, but I don't have the report yet. Once I get the link I will send it to all of you. I think it is something we want to look at and see if it's part of a future legislative agenda topic that this council wants to support. I hope that it is connected to what you're saying Jean. It was a focus on poverty

Dr. Jean Lee – Yes in part, but it's easy for people to pigeonhole people of color. There was a time when they thought all people of color were poor and we had all these problems, but it wasn't true. With certain people yes, but it wasn't true of everybody.

Vayong Moua – Jean is there an action you want this council to take? You're naming a longstanding dominant narrative around our work. It's a color blind approach to events that have been happening. Here's some good scientific and community wisdom that counters that. I don't know if you want us to share that with that group or weave that into our own messaging.

Dr. Jean Lee – How do we bridge that, and help those who need help?

Patricia Brady – I would love to have the conversation of collecting data about people's roots in such a way that you don't know what those people's gifts are. Immigrants have a very different lived experience in terms of demographics, American born African Americans who have had some lived experiences of being enslaved in this country. And I brought that up as a conversation in a mixed meeting and was astounded that Hmong persons in the room said they absolutely resent being called people of color. I don't know what we do with that. We should have a conversation around the pros and cons of that, and it would be a heavy lift to try to get some changes made around that. One of the discussions that came up was that if you were from South Africa you were still considered African American. I just think that we need to pick this apart so that we have the shared language on how to talk about certain things.

Vayong Moua– Kevin please capture this for a future agenda item so that we can give it the rigor it deserves. Muriel? Muriel Gubasta– With respect to Marcie Jeffries and Art Rolnick, were they a part of the group that Melvin Carter is heading, The Children's Cabinet? Are both Marcie and Art members of the Children's Cabinet?

Antonia Wilcoxon – Art brought together a bunch of executives from Cargill, General Mills, and created MELF, which is basically leaders in the Twin Cities who could fundraise, and they raised \$20 million to bring together research. We have an organization called Mini Minds, a pre-k organization, and the executive director Todd Otis, an older man came and made a presentation and gave his perspective. The question that Art from the Federal Reserve Bank at the time said, you need to quantify. There is a moral argument to take care of the most vulnerable in our community but people are going to be asking what the value is. What is the financial value? They came back to him and asked "Can you do this research?" and that is why he needed the money because he didn't measure lit review and different studies. He did a national study, and that's how he produced a report of a return on investment. He said we still have a problem and he talked about the Parent Aware program which is part of early ideas regarding children receiving quality child care. He didn't mention the Governor as they are part of an earlier group.

Muriel Gubasta – So they're not a part of it?

Antonia Wilcoxon – No. This presentation was called An Ounce of Prevention. I'll send you the link. I'm sorry I didn't mean to take up so much time.

. Link here: <http://www.amnwithoutpoverty.org/>
A Minnesota Without Poverty, See An Ounce of Prevention

Vayong Moua – Rosa, you had a comment?

Rosa Tock – I'd like to ask all of the board people managing MNsure and the navigators, we received a couple of suggestions, and there were some concerns from the Latino community and those who wrote plans regarding access to their applications and language barriers, and they would like to be able to apply in the language that they speak Spanish in the beginning, but then, when they are communicating back to them about their application, the communication is only in English. It takes a long time for them to go back and fill out the paperwork, up to six months to be processed. With all of the technology and systems available on the website, so that people with language barriers can complete the applications.

Beverly Bushyhead – I understand I don't have all the information yet, but funding is threatened for community clinics, and it will affect more than sixteen clinics throughout the metro area. It will impact all of the people we represent, and so there's a number, but I don't have that final number yet but that's the trickledown effect of the federal funding level.

Dr. Jean Lee - Thank you. So the issue is they wanted to do is outreach into the community and organizations and not all of the organizations have time to give the feedback needed that will help make the changes? They don't have a good system to do that yet, so we'd like to be a part of that.

Vayong Moua – I'll ask if Kevin and I can reach back to those agenda item nominations to figure out best timing and where to place you on the calendar. Santo, I know we went over time, but I want to give you space to share thoughts with the council. We mentioned your comments and the update on the operations within the agency.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

DHS UPDATE

SANTO CRUZ

DISCUSSION	
	<p>Santo Cruz- Thank you all and thank you for having me back again. I am Deputy Commissioner Santo Cruz. A meeting was organized in Red Lake last week, and it gave a 360 degree view of the situation. They never bought into their land being sold. I would love to have a CECLC meeting held on their reservation. Red Lake is not regulated under federal law. Red Lake is close to a sovereign union in Minnesota and in the United States. On the reservation, there is the opioid crisis, and it is hard to regulate drugs, which makes it difficult to stay off of them. There are many homemade billboards about staying off drugs. There were phrases like, 'meth means death'. There were hypodermic needles on sidewalks. The President's rescinding of DACA halts DACA applicants because Minnesota Care is part of the application process. Moving into more of what's going on, and I am addressing the newer CECLC members. There's a constant tension between clear definitions of consensus. This group has been effective in not letting things slow down the movement. To the new members, don't lose that. We have adopted the equity policy. The policy is not perfect, but don't let that get in the way of implementation. We're trying to make sure we have the complete buy in from all of leadership, so when the Commissioner gets it, it will have been completely vetted. Everyone is viewing and vetting this so that when it comes to implementation, you will not have only viewed it, but you will be recommending it. The Commissioner hasn't completely viewed the policy. I never want this to sound like a victory lap.</p> <p>Vayong Moua – I have always appreciated you Santo for taking the hit for your colleagues so to speak. How can we get face to face with other decision makers?</p> <p>Santo – I'll tell you who the targets are. Manager's meetings would be a great place to express opinions or frustrations. They have to obtain a certain number of hours every 6 months.</p> <p>Tikki Brown – There is also a supervisors meeting at the Children and Family Services Administration. It would be more helpful if the trainers who train, are also trained in equity policy.</p> <p>Vayong Moua – We want to create a statement in regards to DACA. I would like to have a volunteer to draft a resolution.</p> <p>Santo Cruz – In regard to DACA, a fair amount of individuals at the capitol, Rod Hamilton was out there speaking against DACA. We should leverage our relationship with him in regards to DACA.</p> <p>Vayong Moua – I was remiss in not mentioning the October 2017 orientation, and mentioned individuals offering ideas on what they would like to cover during orientation.</p> <p>Dr. Jean Lee – It's okay to talk to the Assistant Commissioners after a comment period ends. On Council topics, can things be tweaked or changed related to hiring?</p> <p>Santo Cruz – Hiring practices and data is all public information. The workplace goal is to increase hiring people of color by 20% by the year 2020. We are currently at 16.5%</p>

Dr. Nkem Chirpich - asked a question about the training hours and how they are compliant with the number of hours needed for equity. She would like to talk more about the retention piece.

Muriel Gubasta - mentioned asked if criteria has been set regarding retention as a part of their performance review

Patricia Brady – Retention begins prior to hiring.

Dr. Nkem Chirpich - asked who is training the trainers. Find out who is training them.

Vayong Moua - thanked Santo for naming the targets. He asked how we can put a Patricia Brady at the table. We can't depend on our superstars only.

Dr. Nkem Chirpich - mentioned pulling diverse vendors from a pool, but not soliciting vendors who actually do that particular job. It begins with the training.

Titi Bediako – There is an assumption that if you are from an ethnic background, that you are the 'be all to end all'. I want to hire you because you are good, and not just because you are black.

Santo Cruz - recommended a presentation from DHS Human Resources

Tikki Brown - recommended Alice Robert-Davis (Minnesota Department of Administration) to speak at a council meeting.

Brendabell Njee – There should be a cultural assessment done on every patient. We should find out who is doing this training

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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45 MINUTES

DHS CHILD SUPPORT TASK FORCE

COUNCIL

DISCUSSION	
	<p>Antonia Wilcoxon introduced the Child Support Task Force (handouts were provided).</p> <p>The Task Force members were:</p> <ul style="list-style-type: none">▪ Jimmy Lloyd (chair of the Task Force). He wanted to create dialogue around solutions, and he thanked us for having them.▪ Lisa Kontz is a member of the Task Force and is an Assistant County Attorney▪ Pam Wagoner is a member and practices private family law▪ Jody Metcalf is a Task Force member and is a Representative for the courts and a child support magistrate▪ Shaneen Moore is a DHS Deputy Director in the Division for the State Child Support Program (DHS staff)▪ Sonya Smith, Human Services Program Representative (DHS Staff) <p>The Task Force must meet three times a year.</p> <p>The meetings have been mostly one-sided. The people who pay support are present, but rarely do they get people who are receiving support.</p> <p>Sonya Smith - mentioned the different mediums in which the meeting information is marketed (radio – KMOJ 89.9, etc.)</p> <p>Sharon Lim - asked if there was any idea why only the payers have been attending the meetings and not the recipients</p> <p>Michael Birchard - mentioned that perhaps they should have separate meeting for the payers and the payees.</p> <p>Dr. Jean Lee was shocked at the information they received as to how many children were in the system. She also mentioned how much money that is going to litigation (lawyers) than to the actual children</p>

Due to time constraints, the Task Force returned to their presentation titled Examples of Feedback (refer to handout)

Task Force said that you do not have to self-identify on demographics questions. When the new system is active, this is something they would like to capture. The new system will be coming in 'years'. There is a possibility it could come at this time next year.

Dr. Nkem Chirpich - asked that they please separate African and African American

Adesola Oni - asked what certain communities do who aren't necessarily 'in the system'.

Pastor Brian Herron - said he is very glad that we are talking about this because the child support process has been very dehumanizing for many individuals in his community.

Adesola Oni - asked if there are support systems for those who don't want to go through the traditional system, and if so, what are those resources.

Dr. Susie Nanney asked what are the upstream determinants, and if there is room for advocacy for changes in the laws.

Dr. Nkem Chirpich asked what is the cultural understanding of the clients

Task Force – 87 counties, 300-325 district court judges

Vayong Moua thanked the task force for coming and asked that I note their contact information.

Child Support Task force website <https://mn.gov/dhs/general-public/about-dhs/advisory-councils-task-forces/child-support-task-force.jsp>

Jodie Metcalf – Jodie.metcalf@courts.state.mn.us

Pamela Waggoner – pjwaggoner@pjwaggonerlaw.com

Jimmy Loyd – jloyd127@gmail.com

Lisa Kontz – lisa.kontz@co.dakota.mn.us

Sonya Smith – sonya.smith@state.mn.us

Shaneen Moore – Shaneen.moore@state.mn.us

Titi Bediako - thanked Pastor Brian Herron for being a part of the council, and said he is a welcomed and needed addition. She said that he spoke at the event Beyond Charlottesville at the Guthrie Theater. She also welcomed Dr. Susie Nanney back from DC.

Saciido Shaie mentioned that she appreciated hearing from the task force and the work they're doing. She is looking for more information about their work. On September 22nd, there is a big event where the Somali Prime Minister is here for a U.S. Assembly. He is here to meet with Somali Americans

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

DISCUSSION		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE HOW ARE

DISCUSSION		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION		
<p>Vayong requested a motion to adjourn</p> <p>The meeting was adjourned at 2:07 p.m.</p>		
MOTION TO APPROVE:	Dr. Nkem Chirpich	
MOTION 2ND:	Michael Birchard	

Cultural and Ethnic Communities Leadership Council

MINUTES

OCTOBER 20, 2017

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Kevin Murray, Zabiya Shalita
ATTENDEES	Vayong Moua, Titilayo Bediako, Patricia Brady, Rev. Dr. Jean Lee, Brendabell Njee, Adesola Oni, Saciido Shaie, Rosa Tock, Nyagatare Valens, Pahoua Yang, Kia, Moua, Amanda Calmbachelors, Sarah Myott
NOT IN ATTENDANCE	Sen. Jim Abeler, Annastacia Belladonna-Carrerra, J.D., Sen. Michelle Benson, Jill Kehaulani Esch, Melanie Franks, Dave Haley, Kamaludin Hassan, Sen. Jeff Hayden, Sia Her, Ann Hill, Henry Jimenez, Rep. Tina Liebling, Pa H. Lor, Sen. Tony Lourey, Rep. Rena Moran, Rep. Erin Murphy, Bauz Nengchu, Dennis Olson, Jr., Rep. Joe Schomacker, Aaron Wittnebel, Steve Yang, David Suel
DHS STAFF	Antonia Wilcoxon, Kevin Murray, Zabiya Shalita, Nicole Juan
SPECIAL GUEST PRESENTERS:	Luis Ortega and Dr. Michelle Allen, Marissa Hinnenkamp and Bina Nikrin
PUBLIC:	None

Agenda topics

20 MINUTES

**WELCOME – NETWORKING –
REVIEW/APPROVE AGENDA/MINUTES**

VAYONG MOUA

DISCUSSION		
<p>The CECLC meeting opened at 12:02 and introductions were made. Vayong welcomed everyone. Vayong had a quorum to approve the agenda and the minutes. The agenda was approved, but the minutes were not.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
APPROVE OCTOBER MINUTES AT 11/17 MEETING	DR. JEAN LEE	11/17/2017

25 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION		
<p>Vayong Moua- On this fine autumn day, 30 feet to the left from the courtyard, you'd be very distracted, but we have to have the meeting. I know it's really tempting. I'm going to move onto the business items later into the agenda and jump into some quick remarks. Kevin, let me know if I overlook anything. There is going to be a calendar passed around for the proposed 2018 meetings. I don't know if this warrants an action item, but this is for your perusal. We wanted to get this to you far in advance. If there are any schedule conflicts, let us know.</p> <p>Antonia Wilcoxon- Do we have any copies?</p> <p>Kevin Murray- I didn't make extra copies but I'd be happy to pass it around.</p> <p>Vayong Moua- As you may recall Rosa is preparing a letter to the board of MNSure. The letter is calling out a lack of continuity and follow through in terms of cultural competence supporting limited English proficient communities. I will</p>		

differ to Rosa to explain the nature of the challenge. We are going to sign the letter for support as a full council, and I would encourage you as individuals to sign as well.

Rosa Tock- Thank you Vayong. I don't know if the council members have the letter with them. The importance of language navigators is to help those who cannot understand the applications that are distributed in English. The challenge is that once they submit their proposal, the rest of the materials and other paperwork they need to fill out doesn't come in their language of preference. At this time the process is delayed for many of the consumers. When we were visiting some health care providers in greater Minnesota, one of the navigators in this health care said that many times counties have to contact them to help them translate for the consumer. This letter will go to the MNsure board to ask them to include the translation of the Minnesota Care program, and that applications aren't written in anything other than English. So this is what we have put into consideration.

Vayong Moua- I understand the gravity of the situation. Even when asked for your preferred language and you say Hmong for example, the follow up correspondence is in English only. In addition, if it is a non-English language preference, there are more delays. So it's a timing issue. Don't know if you know this, but I'm trying to understand the inter-agency connections between DHS and MNsure. I just want to make sure that if we have statutes, what can we do with DHS or what can we do directly with MNsure? What are our channels?

Santo Cruz – Particularly with METS (Minnesota Eligibility Technology System) there used to be an IT part of it. It's a new system that was built when the ACA was passed on the federal level when Minnesota adopted it. And it is the website or the portal where both our public eligibility programs with health care, as well as the individual market with MNsure, has interaction with the counties as well. People are getting pushed from that site to others. It used to be the case that the priority list for the next IT projects were at the discretion of a council, and Marissa probably knows better than me as to who was on the council. We (DHS), had a seat on the council. What ended up happening was the legislature that passed a law that now it's subject to open meeting law and now has to follow kind of a Robert's Rule. Before, you could have taken the influence that the council has in advising the Commissioner, and she sits on the MNsure board. You could have sent the letter to the MNsure board, and it would have gotten to the Commissioner, and internally we could have looked at it. Now, there's a new public body that the legislature created where those priorities are set in a meeting similar to this. So that's my understanding of how the process goes. I think sending a letter to the MNsure board would be within your sphere of influence as far as the Commissioner goes. I would use the fact that the Commissioner sits on the MNsure board. Signing the letter as individuals may carry a little more weight, saying not just the CECLC, but the CECLC and also its individual community members. I'm not a voting member of this council (CECLC).

Pahoua Yang– More people falling off of insurance was with a client on the phone with a client for 3 hours, and still didn't come to a resolution. Over the past year, I've been hearing more about this from our case managers. Is this part of the same thing?

15 MINUTES

DHS UPDATE

SANTO CRUZ

Santo Cruz- I wouldn't think so. I think Nathan Moracco would be the better person to speak to this. I think he plans on being here later today. He'd know if there is a glitch in the process. DHS uses MNsure as its portal. People aren't falling off of coverage, and it tends to carry over until the issues are resolved.

Vayong Moua- Myself and some CECLC members would be willing to join you and Nathan Moracco for a meeting.

Santo Cruz- My wife is friends with the CEO of MNsure, Allison O'Toole. There might be a possibility for a meeting with MNsure.

Vayong Moua- Myself and some CECLC members met with Edwin Hudson at MMB. He described the fiscal note (price tag of a proposed bill). Very significant bill. There will probably be a series of meetings with MMB. He asked if there were any other follow-ups.

Vayong Moua- I asked for support to dismantle a proposed legislative bill in St. Cloud regarding refugees. There are state legislators who have actually campaigned for the legislative bill. We have an opportunity in influencing how DHS is prioritizing, quantifying, and framing their own legislative priorities. So I say that with some caveats they don't process, but nonetheless have the ability to influence, the assistant commissioners and the legislature.

Santo Cruz- Particularly with METS, the IT part of MNsure, which stands for Minnesota Eligibility Technology System. It was a new system that was built when the ACA was passed at the Federal level, and Minnesota adopted it. With public healthcare programs as well as the individual market MNsure. Marissa probably knows better who's on the health council. Is that right Marissa?

Marissa Hinnenkamp- As far as I know

Santo Cruz- Our advocacy committee met with Deputy Commissioner Edwin Hudson at the MMB meeting a couple weeks ago. Dave Haley was also in attendance. The heart of that conversation was to examine how MMB could invent equity criteria to help the fiscal note and generate, design clear statutory requirements of a fiscal note. We also received some clarity on discussions on what can be done to strengthen the impact despite change in sequence of information. A more presentable response Deputy Commissioner Hudson had resources and a practical template meaningful to know that there's some promise there. Given I want to highlight the significance of the fiscal note. MMB is the assignor of these, so they feel like a legislative bill would impact each landing zone, and there is a certain title. But then each agency is responsible for generating a call to them. They will have the ability to filter every proposed legislative bill, which can also include financial significance that may affect many agencies as well as the election process. Deputy Commissioner Hudson was managing this up to the governor's office while sharing this with other agencies. I was one of the four commissioners making sure there was exposure and influence with other Assistant Commissioners within DHS.

Antonia Wilcoxon- Are any CECLC members interested in providing input with the element in the legislative report from CECLC to legislators due Feb 2018? The Equity Review is an opportunity for DHS to report on its progress in disparities reduction. We would like assistance from some council members to participate in the discussion. A sheet was circulated for people to sign up.

Brendabell Njee- Will there be an orientation?

Antonia Wilcoxon - Yes, there will be an orientation.

Santo Cruz- He has great respect for what the council does, and he spoke of Antonia's hard work. Wonderful to see a number of folks at the October 14th Career Fair. He thinks they can update their name and branding. He mentioned the State of MN booth was consistently crowded. He looks forward to the meeting with us, as well as a future meeting with MMB.

30 MINUTES

DHS INTEGRATED SERVICES BIZ MODEL

MARISSA HINNENKAMP

Antonia Wilcoxon- Introduced Marissa Hinnenkamp (DHS) and Bina Nikrim (Hennepin County) who made an update presentation on the progress of the system modernization at DHS. How do we work differently? How do we move toward a person-centered system?

Marissa Hinnenkamp– They were impressed with White Earth Nations technology – private info is kept in a centralized and confidential place. We want to hear feedback from the CECLC members on how to better improve those programs. There has been little participation from communities served by this system.

Nyagatare Valens – in terms of timing, how long are we thinking? 1 year, two years?

Marissa Hinnenkamp– About 6-8 years.

Bina Nikrin – they are from 6 counties participating.

Pahoua Yang– What would it look like for me as a guest/client?

Bina Nikrin- You would be asked who you are and to describe what is needed.

Vayong Moua- I want to step in in order to manage the time of the CECLC, and to make sure that the other presenters have time to share their materials.

Dr. Jean Lee- Going beyond data protection, cyber security, as well as who is accessing the data is important.

Marissa Hinnenkamp- we want the principles shared here today to better serve people, but also want to keep security in mind as a priority.

20 MINUTES

U of MN/PHDR GOLD STANDARD CBPR

Dr. Michele Allen, MD & Luis E. Ortega

Vayong Moua- Introduced Dr. Michele Allen and Luis Ortega.

Dr. Michele Allen- Works for the University of Minnesota.

Luis Ortega- Has been in the education sector for 30 plus years.

Titilayo Bediako- Commended Luis Ortega's work and his credibility. She also mentioned Dr. Allen's "look" is a welcome to her colleagues.

Vayong Moua- The CECLC is looking for credibility, and understands that this is only an introduction to the technological issues.

Sarah Myott- Community engagement is falling short and the gap of community engagement needs acknowledgement.

Antonia Wilcoxon- Serves on the board that Dr. Allen reports her findings to.

Vayong Moua- A quorum at (1:24pm) and asked for motion to approve agenda. Kia Moua approved and Saciido Shaie seconded the motion to approve agenda.

Dr. Jean Lee- will send her proposed changes for the September 2017 minutes in an email (page #2 & #5) to Kevin Murray.

Vayong Moua- We will approve **the September 15, 2017** minutes, during **November 17, 2017** meeting.

Santo Cruz- Once the equity implementation plan is completed, the process of implementation will begin.

Vayong Moua- can you talk about DHS' budgeting and policy agenda setting process?

Santo Cruz- The governor has executive privilege over his budget, the governor decides what will be included in his budget.

Vayong Moua- This is the opportune time to influence the governor's budget.

10 MINUTES LEGISLATIVE SESSION PRELIMINARY CONSIDERATIONS CLAIR WILSON

Claire Wilson – introduced herself as the assistant commissioner of community supports administration, which includes (housing, disability service, drug and alcohol, mental health, deaf and hard of hearing administration). As well as being the interim assistant commissioner for Children and Family Services. An equity impact is considered when determining these administrations. Looking at fewer proposals this year. Focusing on implementing recommendations this year. Mental health services are county administered & state funded. Task force looking at mental health services through an equity lens. Alcohol and Drug – addiction treatment – redesign of the treatment system. Opioid addiction disproportionately affecting communities of color and American-Indian population. Disability Services – really at the moment of their 2nd civil rights moment. Unintended impact on the forecasting of disability services. Mental health services is about having access to it. There is my high level rundown.

Claire Wilson- We have to continue to raise the voice of the youth. More emphasis has been put on the youth population because they are the most vulnerable.

Santo Cruz- The legislative bonding bill proposal also includes language that discusses children that were removed from hospitals they were staying in and transferred elsewhere. Children's Acute Mental Health Hospital in Wilmar, MN is an example of where they transfer to. This hospital in Wilmar is where those children go when no one will take them.

Titilayo Bediako – Why Wilmar? What is the equity lens?

Santo Cruz- Majority of children in Wilmar are American-Indian.

Titilayo Bediako- This reminds me of prisons as to how people of color are shipped out to different locations. Equity must be a primary concern.

Santo Cruz- The parents were vocal about the hospitals needing to stay open so that they are close to their child.

Vayong Moua- Where are you facing the most regarding opposition? I want to focus on what has the least support, but would have the most equitable impact? (For Claire Wilson)

Claire Wilson- I would say in the mental health. Whenever you question a foundational system, there is a fair amount of pushback. One of the key indicators is the health of the entire state.

Santo Cruz- In rural MN, there is a feeling that whenever traveling outside of the Metro area, people can sometimes be hesitant to do so.

Rosa Tock- Is there a coordination of different needs in regards to workforce shortages? (For Claire Wilson)

Claire Wilson- Workforce shortages are a work in progress and it is ongoing.

Vayong Moua- A formal way to support and prioritize these ongoing issues it will be discussed to help resolve the ones that can be resolved with ease.

1 MINUTE

ADJOURN

VAYONG MOUA

DISCUSSION	
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Vayong requested a motion to adjourn

The meeting was adjourned at 2:07 p.m.

MOTION TO APPROVE:	Kia Moua
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MOTION 2ND:	Saciido Shaie
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