

Clarity of Purpose

A Strategic Plan for the Council on Asian-Pacific Minnesotans

August 2004

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Executive Summary

A Sharpened Focus

For the past two years, the Council on Asian-Pacific Minnesotans (CAPM) has been submerged in assessing our previous works and efforts in the hope of building our future. The result of this reflection is this strategic plan which we firmly believe provides a new perspective on our work and a sharpened focus on how and where we should expend valuable and limited resources.

The strategic plan serves as the agency's road map for the next 5 years. Our strategic plan lays out CAPM's three long-term goals and will guide us in establishing the annual goals we will need to meet along the way. It will help us to measure how far we have come towards achieving our goals and to recognize where we need to adjust our approaches or directions to achieve better results. Finally, it will provide a basis from which we can focus on the highest priority issues and ensure that we use taxpayer dollars effectively.

The strategic plan is built around our mission, "To be an advisor to policymakers, advocate for the community, and builder of bridges." This mission represents and is supported by all of the mandated statutory activities defined in our enabling statute. Ultimately, we hope that this mission is a reflection of and an homage to those that worked tirelessly for our creation.

This report is a record of the ideas offered, discussed, and refined by the group. Individual participant ideas were generated as part of an interactive group workshop and were linked to similar ideas from other participants. The resulting list of ideas provided richness and details to support the major consensus areas.

CAPM would like to acknowledge and thank The St. Paul Foundation and The Otto Bremer Foundation for their generous financial contribution which allowed us time and space to think, reflect, and create the strategic plan.

In the upcoming years, we look forward to engaging with all of our stakeholders to help us realize the strategic plan.

Sincerely,

John Q. Doan
Board Chair

K. Ilean Her
Executive Director

Mission

The Mission of the Council on Asian-Pacific Minnesotans is to be an advisor to policymakers, advocate for the community, and a builder of bridges.



Council board member Sotheary Duong talks with State Representative Steve Trimble on a visit with community members to the State Capitol.

Guiding Principles

- ▶ *We are a part of the Minnesota community and can make a difference with our voice*
- ▶ *We value and respect the diverse Asian Pacific ethnic communities; they are our partners and collaborators*
- ▶ *We believe in and will work towards an Asian Pacific American identity*
- ▶ *Our success is dependant on others and we must collaborate and work in tandem with them*
- ▶ *We must ensure our own competence and act as one organization*



Members of the Filipino community at the Annual Asian Pacific American Heritage Month Dinner



Asian American residents are sworn-in as citizens by U.S. District Judge Donovan Frank at a ceremony designed by the Council to commemorate Heritage Month

STRATEGIC THEMES

How the themes emerged

Strategic themes emerged from board retreats, staff meetings, community meetings, and personal interviews. All recommendations and opinions were valuable and helped us to define and refine our themes.

The Council on Asian-Pacific Minnesotans Board and staff met on April 3-4 and June 18-19 of 2004 in a retreat setting to plan for the future. At the first session, board members and staff clarified board values and crafted an adapted version of the Council's mission. In addition, they considered how the Council, communities, and staff related to one another and proposed three board roles.



Board members Lal Liyanapathirana and Evelyn Lee brainstorm ideas at the retreat.

Current strengths and weakness were also listed. The remainder of the time was spent defining vision elements (topics for board planning) and providing strategies and obstacles to those strategies.

The second retreat session began with emphasis on a model representing all of the mandated statutory activities (which were divided into three categories, each section listing current activities that supported the statute) and the model was linked to information from the prior retreat, consultant interviews, and stakeholder meetings held by the executive director.

Teams were formed to address the sections of the model. Each team was asked to answer the following questions:

- 1) Given that the activities listed are currently being done, what ideas do you have to do these activities more effectively or efficiently?
- 2) What, exactly, should be accomplished for each activity three years from now? What do you want to say that you have done?
- 3) Are there activities that fit into this section of the model that the board needs to do? What ideas do you have and how might these activities be done?

The consultant met with key community informants from St. Paul and Minneapolis. The executive director traveled to St. Cloud, Warroad, Baudette, and Rochester to meet with the community and to gather their input. All information gathered was presented to the board members for consideration and action.

Statutory Mandates

As set by the MN State Legislature

CAPM

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graph TD; CAPM((CAPM)) --> Advisor[Advisor to Policymakers]; CAPM --> Advocate[Advocate & Work for the Community]; CAPM --> Bridge[Bridge Between Communities];
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Advisor to Policymakers

- (1) advise the governor and the legislature on issues confronting Asian-Pacific people in this state, including the unique problems of non-English-speaking immigrants and refugees;
- (2) advise the governor and the legislature of administrative and legislative changes necessary to ensure that Asian-Pacific people have access to benefits and services provided to people in this state;
- (3) recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Asian-Pacific people in the state's work force;
- (8) perform or contract for the performance of studies designed to suggest solutions to the problems of Asian-Pacific people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas;
- (4) recommend to the governor and the legislature legislation to improve the economic and social condition of Asian-Pacific people in this state;

Advocate & Work for the Community

- (9) implement programs designed to solve the problems of Asian-Pacific people when authorized by other law;
- (10) publicize the accomplishments of Asian-Pacific people and their contributions to this state;
- (11) work with other state and federal agencies and organizations to develop small business opportunities and promote economic development for Asian-Pacific Minnesotans;
- (12) supervise development of an Asian-Pacific trade primer, outlining Asian and Pacific customs, cultural traditions, and business practices, including language usage, for use by Minnesota's export community
- (13) cooperate with other state and federal agencies and organizations to develop improved state trade relations with Asian and Pacific countries; and
- (14) assist recent immigrants in adaptation into the culture and promote the study of English as a second language.

Bridge Between Communities

- (5) serve as a conduit to state government for organizations of Asian-Pacific people in the state;
- (6) serve as a referral agency to assist Asian-Pacific people to secure access to state agencies and programs;
- (7) serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Asian-Pacific people of this state;

Bringing Issues Forth

- Legislative Agenda
- Testimonies & Public Hearings

Bringing People to Policymakers

- Asian Pacific American Day at the Capitol
- Schedule constituent visits

Research

- Policy Reports
- Policy Briefs
- Community Profiles

Engagement with Policymakers

- Meetings with Policymakers
- Briefings with Policymakers
 - Council Dialogues

Advisor to Policymakers



Empowering Voice

- Advocacy Training
- Community Based Policy Development
- Capacity Building
- Promoting Economic Self-Sufficiency
- Increasing Political Empowerment

Community Promoter

- Heritage Month
- Leadership Awards
- Community Collaborations

Advocate for the Community

Builder of Bridges

Connect Resources to Community

- Financial Resources
- Human Resources
- Government Agencies
- Non-Profit Agencies

First Point of Contact

- Informed Cultural Responses & Referrals
- Database of Cultural and Community Resources
- Speakers' Bureau

Community Convener

- Forums
- Cultural Celebrations
- Leadership Training

Communication

- Legislative Action Alerts
- Exhaustive Mailing Database
- News Archive
- Web page & links

Our mission consists of three strategic areas of service

Goal 1:

ADVISOR TO POLICYMAKERS

Vision Statement:

The Council actively advises policymakers on the issues pertinent to the community and works in tandem with them on addressing those issues.

- A. **Research:** The Council researches and documents the issues that affect the people and make them available to policymakers.

- Policy Reports – Self produced in addition to co-authorship with others
- Policy Briefs – Short and concise briefs on issues
- Community Profiles & Demographical Data

- B. **Bringing Issues forth:** The Council gathers facts and information on issues important to the Asian Pacific community, priorities, and brings them forth to policymakers.

- Annual Legislative Agenda
- Presence and testimonies at Public Hearings
- Forums for information sharing
- Speakers Bureau

- C. **Engagement with Policymakers:** The Council engages policymakers and gives them pertinent information to make good decisions to serve the community.

- Council Dialogues
- Create leadership opportunity for community in policy/political process (i.e. pages, interns, staff & campaigning, policymakers)
- Meetings & briefings with Policymakers

- D. **Bringing People to Policymakers:** The Council connects the people to policymakers. The people are the experts on the issues that confront them.

- Asian Day & Week at the Capitol
- Assistance in scheduling constituent visits
- Use all forms of political organizing (petition, rallies, etc.)



Ilean Her, Senator Satveer Chaudhary, Jasmine Dihn, Governor Tim Pawlenty, Mahadra Nath, Jennie Hsaio celebrate the Governor's Inaugural tour of Asian-owned businesses on St. Paul's University Avenue.

Goal 2: ADVOCATE FOR THE COMMUNITY

Vision Statement:

The Council zealously advocates for and believes in unleashing the internal strength and power of the community.

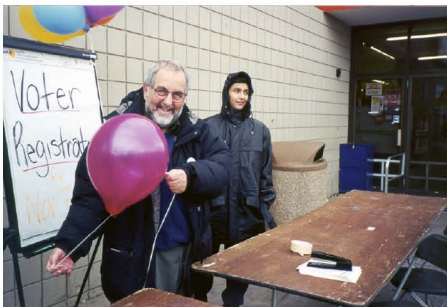
A. Empowering the Community:

The Council works to empower the community through training and development.

- Advocacy Training
- Community Based Policy Development
- Capacity Building
- Promote Economic Self-Sufficiency
- Increasing Political Empowerment

B. Connecting/Linking the Community to Resources: The Council works to connect and create resources for the community.

- Financial resource (through website, send/fax letters)
 - Legislative appropriations & programming
 - bonding bill
 - foundations
 - Federal sources
- Other resources
 - human resource
 - governmental agencies
 - non-governmental organizations



David Zander registering voters for Election 2000



Teacher Steven Powell and members of St. Paul Cleveland Middle School Asian Club helped us to commemorate May as Asian Pacific American Heritage Month at the State Capitol.

C. Community Convener: The Council brings the community together to celebrate and to address community issues

- Forums
- Leadership – Unity
- Cultural celebration (Dragon Festival)
- Heritage dinner/month
- Rural outreach program

Goal 3:

BUILDER OF BRIDGES

Vision statement:

Leveraging assets and linking communities for a common good.

A. **Community Promoter:** The Council takes leadership in highlighting and promoting the successes and contributions of the Asian Pacific community.

- Community Collaborations
 - need to showcase our partnerships & successes more
 - advertise/media exposure (Internship – journalist major)
- Leadership Awards
 - expand pool & actively search
 - expand reach/media
 - expand impact
- Heritage Month

B. **Communication:** The Council disseminates and shares information with the community.

- Legislative Action Alerts
- Email/List Serves
- Web page & links
- Exhaustive mailing list
- News Archive



Members of the Indonesian and Filipinos community perform the Angklung at the Council's Annual Asian Pacific American Month Dinner

C. **Trusted Source:** The Council knows the community and keeps accurate information and data on community groups and organizations.

- Branding – clear image, look & i.d.
- Culturally Competent Responses
- Informed cultural/community resources
- Informal referral services
- Speaker Bureau

ACCOUNTABILITY

Relating Goals to Annual Performance

How will we know we are making progress towards our strategic goals? What are the indicators of successes and accomplishments?

The purpose for creating the Strategic Plan is one of accountability and direction. The Strategic Plan gives us our final destination and lays out the steps in which we need to take to get us there. The map is now available for all to see. We are laying it out for the community and our stakeholders to see.



Intern Terri Thao with staff members: Marc Mersky, Ann Webb and Jovita Bjoraker

The Council's strategic "architecture" – the goals, objectives and sub-objectives that we used to plan our work are designed to help us track our performance. Each of the three long-range strategic goals is broken down into a number of objectives that describe what we plan to accomplish over the next five years in order to maintain our larger goals. In turn, the objectives are supported by a series of sub-objectives, which are focused on more specific results we plan to achieve during the next five years.

The Council will develop annual performance goals and measures to mirror each of our strategic targets, so that we can measure our progress each year and thus, track our progress over time. Annually we will review our goals and objectives and determine whether we have met them.

Appendix

Council on Asian-Pacific Minnesotans



Picture on Left: First Row: Salo Ale, Evelyn Lee, John Doan, Ilean Her, Tin Win; Second Row: Vinny Kutty, David Zander, Lina Jau, Rungthip Langseth, Lal Liyanapathiranage, Marc Mersky & Jovita Bjoraker at the April Retreat

Board Members

Eleasalo Ale
John Doan
Stephan S. Huh
Lina Jau
Vinodh Kutty
Rungthip Langseth
Adeel Z. Lari
Evelyn Lee
Ananda Srilal Liyanapathiranage
Wangyal T. Ritzekura
Jodie Tanaka
Mukhtar Thakur
Tin Win
Yi Li You

Samoan
Vietnamese
Korean
Malaysian
Singaporean
Thai
Pakistani
Indonesian
Sri Lankan
Tibetan
Japanese
Asian Indian
Burmese
Chinese

Ex-Officio Members
The Minnesota Senate

The Minnesota House of Representatives

The Honorable Ellen R. Anderson
The Honorable Pat Pariseau

The Honorable Tim Mahoney
The Honorable Stephanie Olsen



Front row: David Zander, Steven Huh, Jovita Bjoraker, Rungthip Langseth, Adeel Lari
Back Row: John Doan, Ilean Her, Evelyn Lee, Lal Liyanapathiranage, Wangyal Ritzekura at the June Retreat

Enabling Statute

Minnesota Statute 3.9226: Council on Asian-Pacific Minnesotans.

Subdivision 1. Membership. The state council on Asian-Pacific Minnesotans consists of 23 members. Nineteen members are appointed by the governor and must be broadly representative of the Asian-Pacific community of the state. Each Asian-Pacific ethnic community from the area described in subdivision 2 may be represented by no more than one council member. In making appointments, the governor shall consider an appointee's proven dedication and commitment to the Asian-Pacific community and any special skills possessed by the appointee that might be beneficial to the council, including at a minimum experience in public policy, legal affairs, social work, business, management, or economics. Terms, compensation, and filling of vacancies for appointed members are as provided in section 15.0575. Because the council performs functions that are not purely advisory, the council is not subject to the expiration date in section 15.059. Two members of the house of representatives appointed under the rules of the house of representatives and two members of the senate appointed under the rules of the senate shall serve as nonvoting members of the council. In making legislative appointments, the speaker of the house of representatives and the subcommittee on committees of the committee on rules and administration of the senate shall consult with the council in an effort to select appointees knowledgeable and interested in the affairs of the Asian-Pacific community. The council shall annually elect from its membership a chair and other officers it deems necessary. The council shall encourage Asian-Pacific ethnic communities and organizations to designate persons to serve as liaisons with the council. Liaisons may participate in council meetings, but may not vote, and may serve on council committees.

The council shall adopt rules to implement designation of Asian-Pacific ethnic communities to be represented with seats on the council.

Subd. 2. Definition. For the purpose of this section, the term Asian-Pacific means a person whose ethnic heritage is from any of the countries in Asia east of, and including, Afghanistan, or the Pacific Islands.

Subd. 3. Duties. The council shall:

- (1) advise the governor and the legislature on issues confronting Asian-Pacific people in this state, including the unique problems of non-English-speaking immigrants and refugees;
- (2) advise the governor and the legislature of administrative and legislative changes necessary to ensure that Asian-Pacific people have access to benefits and services provided to people in this state;
- (3) recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Asian-Pacific people in the state's work force;
- (4) recommend to the governor and the legislature legislation to improve the economic and social condition of Asian-Pacific people in this state;
- (5) serve as a conduit to state government for organizations of Asian-Pacific people in the state;
- (6) serve as a referral agency to assist Asian-Pacific people to secure access to state agencies and programs;
- (7) serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Asian-Pacific people of this state;
- (8) perform or contract for the performance of studies designed to suggest solutions to the problems of Asian-Pacific people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas;

- (9) implement programs designed to solve the problems of Asian-Pacific people when authorized by other law;
- (10) publicize the accomplishments of Asian-Pacific people and their contributions to this state;
- (11) work with other state and federal agencies and organizations to develop small business opportunities and promote economic development for Asian-Pacific Minnesotans;
- (12) supervise development of an Asian-Pacific trade primer, outlining Asian and Pacific customs, cultural traditions, and business practices, including language usage, for use by Minnesota's export community;
- (13) cooperate with other state and federal agencies and organizations to develop improved state trade relations with Asian and Pacific countries; and
- (14) assist recent immigrants in adaptation into the culture and promote the study of English as a second language.

Subd. 4. Review of grant applications and budget requests. State departments and agencies shall consult with the council concerning any application for federal money that will have its primary effect on Asian-Pacific Minnesotans before development of the application. The council shall advise the governor and the commissioner of finance concerning any state agency request that will have its primary effect on Asian-Pacific Minnesotans.

Subd. 5. Powers. (a) The council may contract in its own name but may not accept or receive a loan or incur indebtedness except as otherwise provided by law. Contracts must be approved by a majority of the members of the council and executed by the chair and the executive director. The council may apply for, receive, and expend in its own name grants and gifts of money consistent with the powers and duties specified in this section.

(b) The council shall appoint an executive director who is experienced in administrative activities and familiar with the problems and needs of Asian-Pacific people. The council may delegate to the executive director powers and duties under this section that do not require council approval. The executive director serves in the unclassified service and may be removed at any time by the council. The executive director shall appoint the appropriate staff necessary to carry out the duties of the council. All staff members serve in the unclassified service. The commissioner of administration shall provide the council with necessary administrative services.

Subd. 6. State agency assistance. At its request, state agencies shall supply the council with advisory staff services on matters relating to its jurisdiction. The council shall cooperate and coordinate its activities with other state agencies to the highest possible degree.

Subd. 7. Report. The council shall prepare and distribute a report to the governor and legislature by November 15 of each even-numbered year. The report shall summarize the activities of the council since its last report, list receipts and expenditures, identify the major problems and issues confronting Asian-Pacific people, and list the specific objectives that the council seeks to attain during the next biennium.

Subd. 8. Repealed, 1987 c 404 s 191

HIST: 1Sp1985 c 13 s 68; 1986 c 444; 1988 c 469 art 1 s 1; 1988 c 629 s 5; 1988 c 686 art 1 s 35; 1988 c 689 art 2 s 4; 1989 c 343 s 1; 1991 c 292 art 3 s 5; 1992 c 408 s 2; 1996 c 420 s 5-8
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ASIAN & PACIFIC ISLANDER

MINNESOTA PROFILE

Asian and Native Hawaiian & Other Pacific Islander Population, by Category and Ethnic Group

Ethnic Group	Number	Percentage of Grand Total
Asian Indian	19,963	11.6%
Bangladeshi	311	0.2%
Cambodian	6,533	3.8%
Chinese, except Taiwanese	18,622	10.8%
Filipino	9,696	5.6%
Hmong	45,443	26.4%
Indonesian	429	0.2%
Japanese	6,483	3.8%
Korean	15,255	8.9%
Laotian	11,516	6.7%
Malaysian	387	0.2%
Pakistani	1,166	0.7%
Sri Lankan	485	0.3%
Taiwanese	747	0.4%
Thai	1,498	0.9%
Vietnamese	20,570	11.9%
Other Asian	660	0.4%
Other Asian, not specified	6,453	3.7%
Native Hawaiian	1,526	0.9%
Samoan	767	0.4%
Tongan	71	0.0%
Other Polynesian	77	0.0%
Guamanian or Chamorro	483	0.3%
Other Micronesian	91	0.1%
Fijian	14	0.0%
Other Melanesian	27	0.0%
Other Pacific Islander	97	0.1%
Other Pacific Islander, not specified	2,796	1.6%
Total Asian	166,217	96.5%
Total Native Hawaiian and Other Pacific Islander	5,949	3.5%
Grand Total	172,166	100.0%

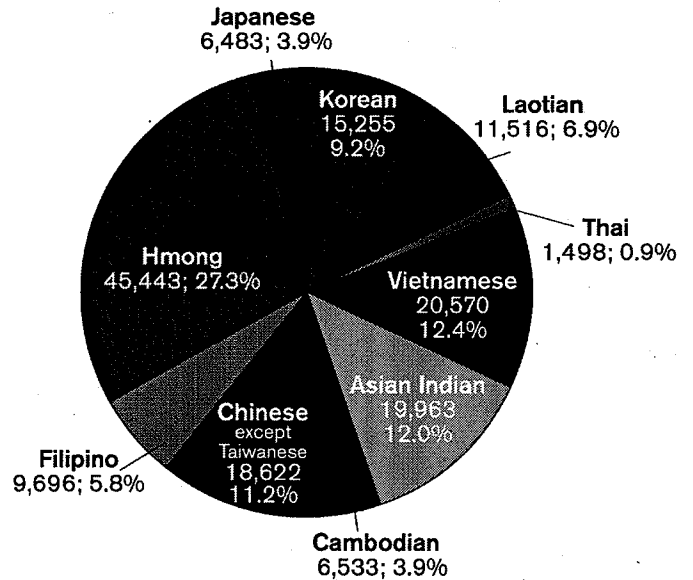
Source: U.S. Bureau of the Census, Census 2000 Summary File 1

Asian alone or in combination with one or more other races, and with one or more Asian categories for selected groups [PCT.7]

Native Hawaiian & Other Pacific Islander (NHPI) Alone or in combination with one or more races, and with one or more NHPI categories for selected groups [PCT.10]

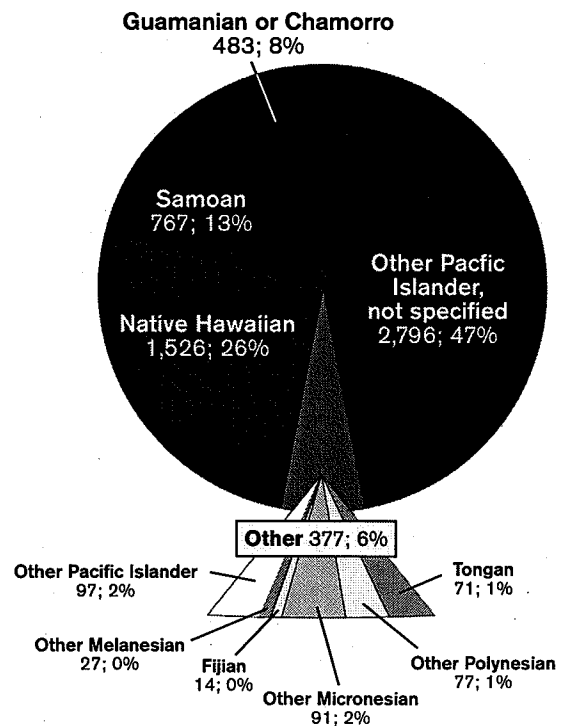
Minnesota Ten Largest Asian Populations, by Ethnic Group

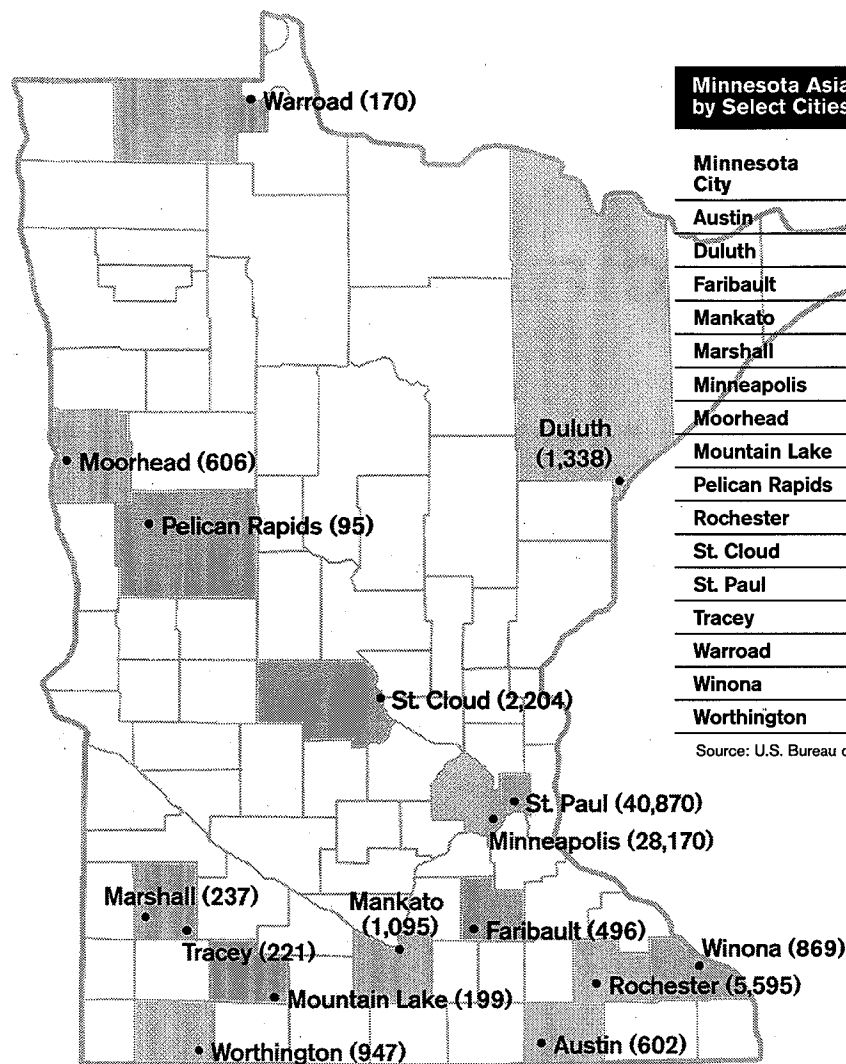
Source: U.S. Bureau of the Census, Census 2000 Summary File 1; PCT 7



Minnesota Native Hawaiian & Other Pacific Islander Population, by Ethnic Group

Source: U.S. Bureau of the Census, Census 2000 Summary File 1; PCT 10





Minnesota Asian and Pacific Islander Statewide Distribution, by Select Cities

Minnesota City	Asian + Pacific Islander	City Total Population	% Asian & Pacific Islander
Austin	602	23,314	2.6%
Duluth	1,338	86,918	1.5%
Faribault	496	20,818	2.4%
Mankato	1,095	32,427	3.4%
Marshall	237	12,735	1.9%
Minneapolis	28,170	382,618	7.4%
Moorhead	606	32,177	1.9%
Mountain Lake	199	2,082	9.6%
Pelican Rapids	95	2,374	4.0%
Rochester	5,595	85,806	6.5%
St. Cloud	2,204	59,107	3.7%
St. Paul	40,870	287,151	14.2%
Tracey	221	2,268	9.7%
Warroad	170	1,722	9.9%
Winona	869	27,069	3.2%
Worthington	947	11,283	8.4%

Source: U.S. Bureau of the Census, Census 2000 Summary File 1; PCT.7 and PCT.10

Demographic Perspective

Census 2000 data reported that Minnesota's Asian and Pacific Islander (API) population nearly doubled from 1990, ranging from 140,997 to 172,166. The number range represents the single and multiple race or group categories which could be selected for the first time in Census 2000. Previously, respondents could identify with only a single race.

The growth rate of the API population in Minnesota from 1990 to 2000 - between 81 percent and 116 percent - exceeded that of the U.S. Asian population. Still, API's were only 2.9 percent of the state's population in 2000, lower than the national average of 3.7 percent (single race, one group).

- S.E. Asians accounted for more than half of Minnesota's API population in 2000, with Vietnamese being the second largest Asian group in the state.
- Three groups account for 58% of the U.S. Asian population: Chinese except Taiwanese, Filipino, and Asian Indian. In Minnesota, they represent only 28% of the Asian population.
- 78% of the API population is under the age of 40.
- Roughly 85% of the 14,315 to 16,887 Asian Indians in Minnesota live in Hennepin County.
- Hmong are the largest Asian group in Minnesota, with a population in 2000 between 41,800 & 45,443. St. Paul has the largest concentration of Hmong of any city in the U.S. with 24,389 to 26,509.
- The 12,584 to 15,255 Korean in Minnesota are more scattered throughout the state than any other Asian group. Hennepin County has the largest concentration, with nearly one third of the Korean population.

Age & Gender Distribution (Asian Alone + Native Hawaiian & Other Pacific Islander Alone)

	Males	Females	Males + Females
Under 5	6,993	7,057	14,050
5-14	15,724	15,303	31,027
15-17	4,521	4,799	9,320
18-21	5,293	5,707	11,000
22-29	11,235	12,036	23,271
30-39	12,149	11,449	23,598
40-49	7,204	7,835	15,039
50-59	4,090	4,702	8,792
60-64	1,267	1,402	2,669
65-69	846	1,098	1,944
70 & over	1,313	1,924	3,237
TOTAL	70,635	73,312	143,947

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Median Age by Sex (Asian Alone; Native Hawaiian & Other Pacific Islander Alone)

	Asian Alone	NHPI Alone
Male	24.3	29.2
Female	24.7	27.9
Both	24.5	28.9

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Poverty Status in 1999 by Family Type (Asian Alone Householder)

	Number of Families
Income in 1999 BELOW poverty level	3,946
Married-couple family	2,564
With related children under 18 years	2,225
No related children under 18 years	339
Male householder, no wife present	282
Female householder, no husband present	1,100
Income in 1999 AT or ABOVE poverty level	22,384
Married-couple family	18,701
With related children under 18 years	13,294
No related children under 18 years	5,407
Male householder, no wife present	1,376
Female householder, no husband present	2,307
Total Number of Families	26,330

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Poverty Status in 1999 by Sex by Age (Asian Alone)

	Males	Females	All
Income in 1999 BELOW poverty level	12,740	13,147	25,887
Income in 1999 AT or ABOVE poverty level	53,853	56,780	110,633
Total	66,593	69,927	136,520

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Poverty & Income Profile

The median household income for Asians in 1999 was \$45,520 as compared to the state median household income of \$47,111.

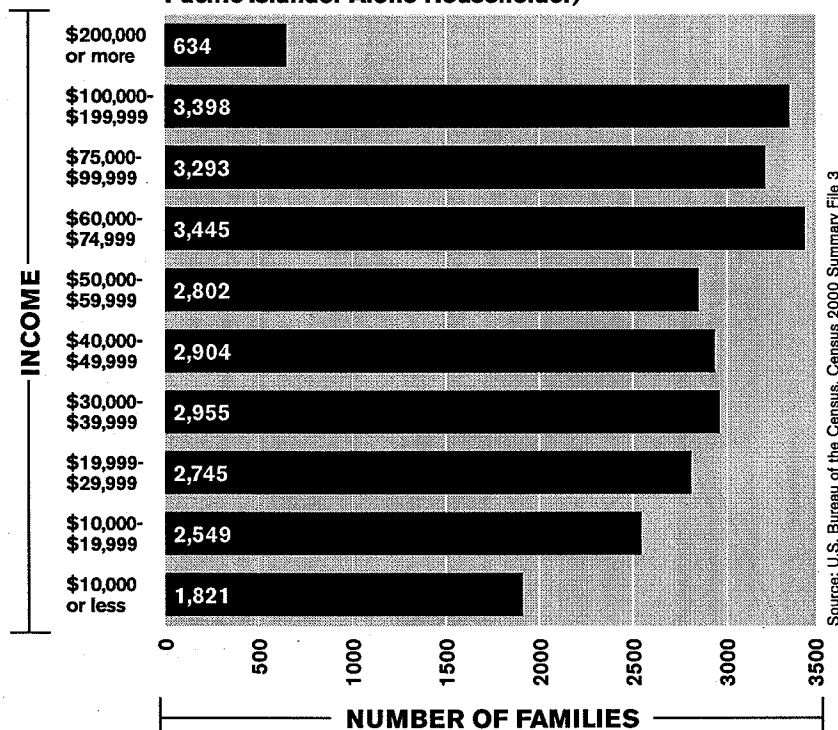
The Native Hawaiian & Other Pacific Islanders (NHPI) median household income was \$48,214.

In 1999, 9.3% of Asian males and 9.6% of Asian females were living below the poverty level.

56% of married-couple families with incomes below the poverty level included related children under 18 years of age.

28% of Asian families living below the poverty level in 1999 were female headed households, as compared to 19% statewide.

Family Income in 1999 (Asian and Native Hawaiian & Other Pacific Islander Alone Householder)



Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Education Profile

94.7% of Asian students in grades K-12 attended public school in 2000.

Asian females accounted for only 38% of all graduate or professional degrees earned within the API population, though they held a slight edge over their 25+ years of age male counterparts in most other categories of educational attainment.

API's were 5.3% of the states K-12 student population in 2002-2003, but comprised 30% and 14% of the student body in the St. Paul and Minneapolis School Districts respectively. (Source: Department of Children, Families & Learning)

Citizenship Profile

69% of the state's API population was foreign born.

43.7% of the foreign born API population in Minnesota are naturalized citizens.

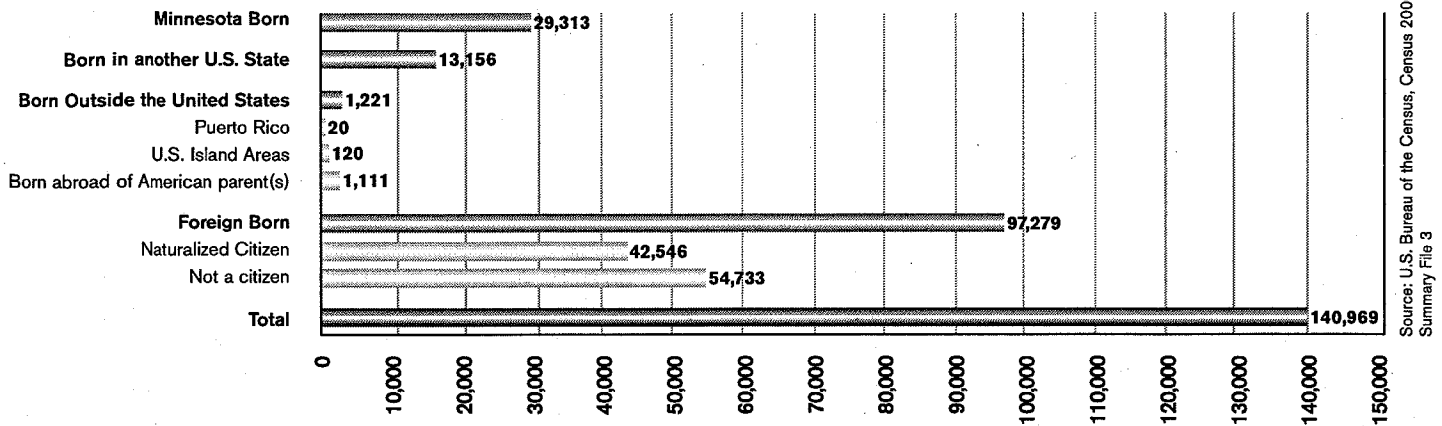
20.8% of all API's in the state were born in Minnesota.

Employment Status by Sex for the Population 16+ Years (Asian Alone)

	Population 16+ Years of Age	In Labor Force	Employed	Unemployed	Not in Labor Force
Male	44,650	31,977	30,296	1,681	12,673
Female	47,793	28,656	27,115	1,541	19,137
Totals	92,443	60,633	57,411	3,222	31,810

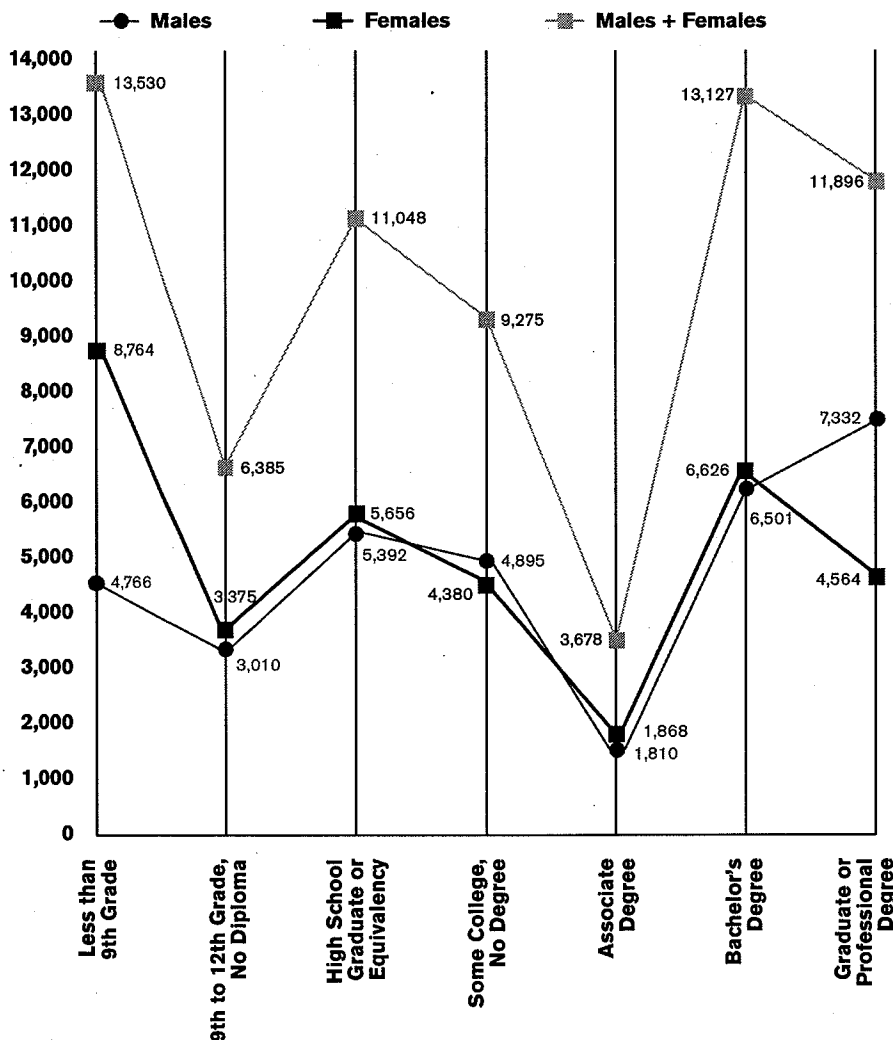
Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Place of Birth by Citizenship Status (Minnesota Asian and Native Hawaiian & Other Pacific Islander Alone)



Source: U.S. Bureau of the Census, Census 2000 Summary File 3

Educational Attainment by Sex for the Population 25+ Years (Asian Alone)



Educational Attainment by Sex for the Population 25+ Years (Asian Alone)

	% of All 25+ Year Olds
Less than 9th Grade	20%
9th to 12th Grade, No Diploma	9%
High School Graduate or Equivalency	16%
Some College, No Degree	13%
Associate Degree	5%
Bachelor's Degree	19%
Graduate or Professional Degree	17%
Total	100%

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

School Enrollment by Level & Type of School for the Population 3+ Years (Asian Alone)

	Public School	Private School	Public + Private
Nursery School, Pre-school	1,854	1,045	2,899
Grades K - 12	38,614	2,143	40,757
Kindergarten	2,750	192	-
Grades 1 to 8	23,509	1,315	-
Grades 9 to 12	12,355	636	-
College	11,252	3,403	14,655
Total Enrollment	51,720	6,591	58,311

Source: U.S. Bureau of the Census, Census 2000 Summary File 3

STATE OF MINNESOTA COUNCIL ON ASIAN-PACIFIC MINNESOTANS

2003- 2004 BIENNIUM REPORT

Submitted to the Governor and the Minnesota State Legislature in compliance with Minnesota Statute 3.9226, subd. 7.

COUNCIL ON ASIAN-PACIFIC MINNESOTANS

CENTENNIAL OFFICE BUILDING, SUITE 160

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Kao Ly Ilean Her, Executive Director

John Q. Doan, Chairman of the Council

Section I: Council Purpose

Minnesota Statute, Section 3.9226

The Council on Asian-Pacific Minnesotans ('Council' or 'CAPM') was created by the Minnesota State Legislature in 1985 to fulfill the following primary objectives: advise the governor and state legislators on issues pertaining to Asian Pacific people; ensure Asian Pacific Minnesotans are more incorporated and engaged in the governmental and policymaking process; see that residents of Asian Pacific descent have sufficient access to state government services; promote the talents and resources of Asian Pacific people where appropriate; and act as a broker between the Asian Pacific community in Minnesota and mainstream society.

Serving as a conduit to state government for Asian Pacific organizations and individuals, the Council recommends bills to the governor and state legislature designed to improve the economic and social condition of all Asian Pacific Minnesotans. Furthermore, the Council may provide comment and/or recommendations regarding any application for federal funds submitted by state departments or agencies that stand to impact programs pertinent to Asian-Pacific Minnesotans.

Target Population Served

The Council serves individuals and ethnic groups from over forty countries, including Afghanistan, Australia, Bangladesh, Bhutan, Brunei, Burma (Myanmar), Cambodia, China, Cook Islands, Federated States of Micronesia, Federated States of Midway Islands, Fiji, French Polynesia, Guam, Hawaii's, Hong Kong, India, Indonesia, Iran, Japan, Kazakhstan, Kiribati, Kyrgyzstan, Laos (Hmong and Lao), Macau, Malaysia, Maldives, Marshall Islands, Mongolia, Nauru, Nepal, New Caledonia, New Zealand, North Korea, Northern Mariana Islands, Pakistan, Palau, Papua New Guinea, Philippines, Pitcairn Islands, Samoa, Singapore, Solomon Islands, South Korea, Sri Lanka, Tahiti, Taiwan, Tajikistan, Thailand, Tibet, Tonga, Turkmenistan, Tuvalu, Uzbekistan, Vanuatu, and Vietnam.

The Work of CAPM

On behalf of this population, the Council plays the role of advisor, advocate, and broker. In these capacities it deals with, among other things, problems unique to non-English speaking immigrants and refugees; administrative and legislative barriers blocking Asian-Pacific people's access to benefits and services; creating opportunities for affordable housing & health care; and taking appropriate measures to increase Asian Pacific peoples' level of preparedness for, and overall presence in, the state's ever-evolving workforce.

The Council may perform its own research or contract for studies to be conducted which lead to policy recommendations intended to benefit the Asian Pacific community. Areas of focus may include education; immigration & refugee issues; work-force development; human rights; mental health; affordable housing; social welfare; economic development; violence prevention/intervention; or any other timely subject matter.

For a more thorough understanding of these issues or to facilitate a community dialogue, the Council frequently hosts roundtable discussions, forums, and workshops. It also convenes workgroups, taskforces, and special committees focusing on issues of particular importance—ones requiring more detailed examination or ones where the need for solutions is conveyed with a sense of urgency by the community.

Citizen Participation and Appointment

The Council on Asian-Pacific Minnesotans consists of twenty-three members, nineteen of which are appointed by the Governor and subsume a broad representation of the Asian-Pacific community in Minnesota. In addition, two members of the House of Representatives and two members of the State Senate are appointed under the rules of their respective bodies. These legislators serve as non-voting members of the board.

Compensation is \$55.00 per diem, plus expenses. Board members, who are also state employees, are prohibited by statute from receiving the per diem. The Council maintains a staff under the leadership of the Executive Director. Those interested in serving on the board must submit applications through the Minnesota Open Appointments Process. More information may be obtained from the Council or through the Secretary of State's Office.

CAPM Board Meetings

The Council board meetings are free & open to the public, and community members are encouraged to attend. Interested individuals may inquire by phone or visit the CAPM website for scheduled meeting dates, times, and location. To raise specific issues or make a brief presentation during the community forum - held immediately preceding most board meetings - please contact the Office Manager to discuss the possibility of securing time on the agenda of an upcoming meeting.

Section 2: Performance Summary

Eliminating Racism in Minnesota

Since 9-11 there have been documented violent attacks on Asian immigrants. Communities that once felt safe prior to 9-11, report an increase in tension and fear for the safety of themselves and their children. In 2003 the Council organized a series of focus groups and interviews as part of a larger study assessing racism in the three counties of Ramsey, Washington and Dakota County. Our work was in partnership with Rainbow Research at the University of Minnesota. Our research was a part of a study commissioned by the St. Paul Foundation. The council will continue to work with its research partners to implement recommendations from the study. We will explore how to draw down resources in three main focus areas where racism needs to be eliminated – neighborhoods, the workplace, and schools.

Eliminating Health Disparities

These past two years the Council has established a strong relationship with Gloria Lewis, Director and her liaison staff of the Office of Multicultural and Minority Health.

- Cosponsoring and assisting with meetings between OMMH and the Asian community health professionals and service agencies
- Helped to convene 2 summits on collection of data for the community
- Feedback on health disparities grants
- Input of health needs
- Identifying new problems
- Advocating for more focused health statistics on minority populations

Mental Health

During the last biennium the council helped increase Asian Pacific participation in public policy making on mental health issues in a number of ways.

- We provided assistance to two professional networks.
- We assisted them convene meetings and discussions with state and county health and mental health officials, legislators and commissioners.
- We organized one conference, and co-sponsored a major regional conference.
- We trained Asian mental health workers as advocates on public policy,
- We coached them on how to testify effectively, and
- We arranged many briefings with state legislators that led to tangible outcomes.

Growth of the Hmong Mental Health Providers Network

The Council has been an active partner in the development of a professional group of local Hmong mental health workers known as the Hmong Mental Health Providers Network (HMHPN). This network has grown to over 100 members, holds monthly meetings, and facilitates research and outreach projects. Many of the referrals have come from the Council. The Council provides an important role in helping the network

- invite speakers,
- convene meetings with legislators and state officials.
- helped the network establish a productive working relationship with legislators
- the passage of an important bill.
- Facilitate discussions with the Director of the Department of Human Services DHS Adult mental health division.

An Asian advocacy day at the State Capitol was organized by the Council to assist members of the Hmong Mental Health Providers Network become advocates on important issues. They wanted to come to the State Capitol, present a set of recommendations on refugee mental health services, and visit with legislators. The Council plays an important function in helping groups such as HMHPN, elders and youth access state facilities, negotiate with plant management. We are proud of our accomplishments in enabling multi-generational Asian groups actively participate in the political process.

- Organize the first Asian Day at the Capitol, Feb 19, 2002, to present mental health recommendations
- The Council organized a program in the Rotunda.

The program in the core of the State Capitol served several functions.

- It was a central registration and rallying point for orienting Asians visiting their legislators,
- It included a program that honored social workers for their work on the Social work licensing bill,
- It included a recognition ceremony honoring volunteers working with Asian elders, and a youth speak out.

Compulsive Gambling

In the 2002 session, the Council was successful in getting funding for training gambling counselors in the Southeast Asian communities. The hope was that once the counselors were trained they would be able to create and deliver culturally sensitive treatment programs within their neighborhoods to combat problem gambling. Additionally, once counselors were certified and trained, their services could be reimbursed through the Department of Human Services. This way we were helping the community to create fee-for-services programs that could help a community program or organization to be self-sufficient. This program is a resounding success. Thus far, there are over 20 trained counselors in problem gambling that are serving the community. Before 2002 there were about 5.

The council will continue to take the lead in drawing attention to the problems throughout the Asian communities from casino gambling addiction. Agencies serving each of the four Southeast Asian communities (Hmong, Lao, Cambodian and Vietnamese) assist families where there is a member addicted to gambling. Plus the problem is surfacing in the Korean and Chinese communities. The Council will strive for more legislative awareness of the social costs that offset any revenues and economic benefits from casino expansion, the funding needed for culturally competent prevention and treatment programs specifically designed for the Asian communities. This includes support for training bi-lingual counselors and helping Asian professionals access state funding for reimbursement for services.

Dragon Festival

The Council is very proud of our involvement and partnership in the Dragon Festival, an annual festival that highlights the art and culture of the many Asian Ethnic groups residing in Minnesota. At the center of the Dragon Festival are the dragon boat races and pageantry...on Lake Phalen in St. Paul, one of Minnesota's grand 10,000 lakes! But the Dragon Festival appeals to all the senses—a story tent for ancient dragon folk tales and songs, dragon fun activities for kids, cultural performances and entertainment, Walk & Talk 5K, ethnic food fair, art and crafts for sale, community exhibits.

Last year alone over 5,000 people attended the two days event on Lake Phalen making it “One of the Top Ten Things” to do last summer – according the Startribune.

List Events & Collaboration

DATE/TIME	LOCATION	MEETINGS/EVENTS	OTHER SPONSOR(S)
7/18/02 12:00 N – 1:00 pm	Shilla Restaurant St. Paul	2003 Heritage Month Planning – Luncheon Meeting	
7/23/02 2:00 pm – 5:00 pm	Red Lion Hotel St. Paul	White House on Asian American & Pacific Islanders – Community Forum	White House on AAPI Initiative & others
8/6/02 2:00 pm	Asian American Press Bldg., St. Paul	Special meeting with Dr. Roy Siago, President of St. Cloud State University	
8/6/02 7:00 pm – 8:30 pm	Sikh Society of MN Fridley	Meeting with Dept. of Public Safety to discuss Drivers License Photo Issues	Sikh Society of MN, Dept. of Public Safety
9/11/02 6:00 pm – 7:00 pm	MN State Capitol Steps	Commemorating 9/11 – “We Are All America,” a Multi-faith Social Justice Serving of Healing, Reconciliation and Commemoration.	Various organizations (Jewish Community Action, Somali Community of MN, Sikh Society of MN, etc. etc.)
10/5/02 1:00 – 3:00 pm	Lao Cultural Center	Workshop on Voter Registration	Lao PTA, MDF-MAA Directors Forum, League of Women Voters
10/5/02 4:00 pm – 5:30 pm	Cheng Heng Restaurant St. Paul	Community reception for US Congressman Mike Honda	JACL, Sikh Society of MN
10/18/02 6:00 pm – 8:00 pm	Southeast Asian Community Council	Workshop on Voter Registration and Meet the Candidates Forum	SEACC, MDF
11/1/02 10:00 am – Noon	Urban League, Mpls.	City of Minneapolis Roundtable on Employment/Hiring	SEACC (Cha Lee) Mpls. Human Resources
11/7/02 9:00 am – Noon	Doubletree Hotel St. Louis Park	Patient Safety Conference – panel on cultural diversity (breakout session)	MN Nurses Association (MNA), CCCH
12/10/02 2:30 pm – 4:30 pm	MN Dept. of Health, St. Paul	Community Quarterly Meeting to discuss Asian Health Disparities Needs, Concerns	MDH-OMMH (MN Dept. of Health – Office of Minority & Multicultural Health)
12/18/02 4:30 pm – 6:30 pm	Cowles Auditorium Hubert H. Humphrey	AHANA (African Hispanic Asian and Native American) Political	AHANA Forum, State Minority Councils

DATE/TIME	LOCATION	MEETINGS/EVENTS	OTHER SPONSOR(S)
	Inst., Minneapolis	Summit	
1/3/03 12:00 N – 2:00 pm	Council's Office	Annual Holiday Open House	
1/23/03 12:00N – 3:00 pm	State Office Bldg. St. Paul	Open House at the Legislature	
2/10/03 4:00 pm – 9:00 pm	College of St. Benedict St. Cloud	Forum in Immigration	College of St. Benedict, Urban Coalition, Council on Black Minnesotans
2/13/03 5:30 pm – 8:00 pm	International Institute, St. Paul	Discussion on the Lives of Asian American Women with Lora Jo Foo	AAPIP, NAPAWF, The Asian Policy Roundtable, The MN MAA Directors' Forum, etc.
2/18/03 11:00 am	State Capitol, St. Paul	Tour of the State Capitol for Staff and Clients of Lao Family Health Center	
2/20/03 3:00 pm – 4:30 pm	Wilder SEASAP 450 Syndicate, St. Paul	Advocacy Briefing, Hmong Mental Health Providers Network	MN Council on Non Profits
2/21/03 9:00 am – 1:30 pm	INS Bloomington	Cultural Awareness Panel	INS
2/25/03 6:30 pm – 8:30 pm	Rochester	Community Roundtable on Balancing the Budget	IMAA Rochester, Lutheran Coalition for Public Policy
2/28/03 11:00 am – 12:00 N	Council on Asian-Pacific Minnesotans, St. Paul	Hosting Minnesota New American Consortium (MNAC)	Children's Defend Fund, Center for Victims of Torture, MAA's Directors Forum
3/3/03 5:30 pm – 8:30 pm	Henry High School Minneapolis	Parent Night – Learning about the Justice System	Public Trust & Confidence Committee of the MN State Supreme Court, Henry H.S./Asian Club; Henry H.S./Parent Liaison Office
3/10/03 4:00 pm – 5:00 pm	203 State Office Building, St. Paul	Meeting with Legislators of Color: Policy Briefing	Other Councils of Color, MNAC
3/25/03 9:00 am – 10:00 am	123 State Capitol, St.. Paul	Testifying – Senate Finance Committee/Health, Human Services and Corrections Budget Division	Vietnamese Social Service, Women's Association of Hmong and Lao, Lao Family Community, Hmong American

DATE/TIME	LOCATION	MEETINGS/EVENTS	OTHER SPONSOR(S)
			Partnership
3/27/03 8:15 am – 10:15 am	10 State Office Bldg., St. Paul	Testifying on Council's Budget – House Job and Economic Development Finance Committee	
3/27/03 2:30 pm – 4:30 pm	Lao Family Community, 320 University Av., St. Paul	Asian Health Community Meeting	MN Dept. of Health/Office of Minority & Multicultural Health (OMMH), Hmong Health Assn.
3/31/03 10:00 am – 11:00 am	181 State Office Bldg., St. Paul	Press Conference on Budget Deficit	Neighbors Who Care
5/8/03 3:00 pm – 6:00 pm	State Capitol Rotunda & Steps, St. Paul	Youth Speak Out	Asian Coalition Against Tobacco
5/10/03 5:30 pm – 9:30 pm	Radisson Riverfront Hotel, St. Paul	2003 Asian Pacific American Heritage Month Annual Dinner & Award Presentation	CAPM & others
5/17 – 5/18/03 12:00 N – 5:00 pm	Calhoun Square Minneapolis	May Asian Pacific Heritage Celebration and Asian Art Festival	Asian Pacific Cultural Center
7/19 – 7/20/03	Lake Phalen, St. Paul	Dragon Festival	Dragon Festival Committee, etc.
8/7/03 12:00 N – 2:00 pm	CAPM Office	Community Gathering (Potluck) to say "thank you" to Seng Vang who was leaving Senator Dayton's Office	Community Members
10/17/03 8:30 am – 4:00 pm	State Capitol, G-5 & other meeting rooms	Asian Pacific Youth Forum	
10/23/03 5:00 pm – 9:00 pm	Harrison Community Center, Minneapolis	Community Summit for People of Asian Pacific Islander Descent	Mpls Mayor & City Council, Mpls Dept. of Civil Rights, Commission on Civil Rights, Mpls Foundation, The Urban Coalition and other community based organizations
11/14/03 1:00 pm – 4:00 pm	Black Bear Crossings on the Lake, St. Paul	Meeting - MN's Asian Communities and Health	MDH/Office of Minority & Multicultural Health, The Urban Coalition, MN Asian American Health Coalition, Hmong Health Care Prof. Coalition
11/17/03 8:30 am – 12:30 pm	849 University Ave., St. Paul	Advocacy Training (Part-I)	MN Council on Non Profits (MCN)
12/10/03	849 University Ave.,	Advocacy Training (Part II)	MN Council on Non-Profit

DATE/TIME	LOCATION	MEETINGS/EVENTS	OTHER SPONSOR(S)
8:30 am – 12:30 pm	St. Paul		(MCN)
12/12/03 1:00 pm – 3:00 pm	CAPM Office	CAPM Holiday Open House	
1/2/04 10:00 am – 11:30 am	International Insitute, St. Paul	Meeting – WAT Thamkrabok Hmong Resettlement	Congresswoman B. McCollum's Office
3/18 – 3/20/04 8:00 am – 5:00 pm	Lao Assistance Center Minneapolis	New Wave Compulsive Gambling Training	S.E.Asian Gambling Consortium, Dept. of Human Services
3/23/04 9:00 am – 11:00 am	Lao Family Community St. Paul	Hmong Refugee Resettlement Briefing	MN Council of Non-Profit, Mayor's Office, & others
3/25/04 9:30 am – 11:00 am	Southeast Asian Community Council (SEACC), Minneapolis	Hmong Resettlement (West Metro Area)	SEACC
3/26/04 2:00 pm – 3:30 pm	Cambodian Church of the Nazare	Cambodian Charter School	Cambodian American Family Alliance (CAFA)
4/2/04 3 pm - 4/3/04 5:00 pm	Riverwood Conference Ctr., Monticello	CAPM Strategic Planning Retreat	St. Paul Found. & Otto Bremer Found.
4/14/04 2:00 pm	St. Paul Foundation, St. Paul	Press Release – St. Paul Foundation Report on Racism	Roy Wilkins Center, Wilder Research Center
4/15/04 6:00 pm – 7:30 pm	Concordia Univ./Buenger Educ. Center, St. Paul	Establishment of Asian and Pacific Islander American Scholarship Fund	AAPIP, Hmong Natl Develpm, HAP, OCA-MN Chapter, Policy Round-table, UM Hmong Alumni Group, etc.
5/11/04 6:00 pm – 8:30 pm	Patrick Henry High School, Minneapolis	Second Annual Judicial Forum	Patrick Henry H.S. Asian Cultural Club, etc.
5/15/04 6:00 pm – 9:30 pm	Millennium Hotel, Mpls.	APA Heritage Month Annual Dinner & Leadership Award Presentation	Businesses, community members, etc.
5/26/04 2:00 pm – 4:00 pm	LadySlipper Meeting Room, Centennial Bldg., St. Paul	Informal get-together: Star Tribune newsroom staff and Hmong community. Panel: Kaying Hang, Sia Lo, Ilean Her	Star Tribune (Time Out for Diversity)
6/18-19/04	Riverwood Conference Center, Monticello	CAPM Strategic Planning Retreat II	St. Paul Found. & Otto Bremer Found

Section III: List of Expenditures

FINANCIAL REPORT FY 2003-2004

REVENUES			
General Fund (100)	Operations (1005)	534,155	
Misc. Sp. Rev. (200)	APC Conf. (1018)	3,185	
	AAPIP (2013)	2,197	
	UM Anti Racism Measurement (2014)	14,750	
	APA ComMNet Project (2016)	900	
	Strategic Planning (2017)	20,000	
	HIS Project (2018)	2,000	
Gift Fund (690)	CAPM Gift (1002)	3,912	
	APA Heritage Month (1008)	39,106	
TOTAL			620,205
EXPENDITURES			
Salaries & Benefits		461,039	
Space Rental, Maint., Utilities		48,100	
Repairs		1,696	
Printing & Advertising		1,815	
Prof./Tech. Services Outside V.		1,200	
Computer & Systems Service		257	
Communications		13,297	
Travel & Subsistence-Inst		4,152	
Supplies		7,018	
Equipment		7,395	
Employee Development		125	
Other Operating Costs		38,415	
Agency Provided Prof./Tech. S.		4,704	
State Agency Reimbursement		-570	
Statewide Indirect Costs			
TOTAL			588,643

The above information is based on the reports provided by MN Department of Administration/Financial Management and Reporting Division.

EXPLANATION OF EXPENDITURE TERMS

Salaries & Benefits: 4 FTE & fringe benefits

Space rental, maintenance, utilities: lease with Attorney General Office/Admin-Plant Management Div. incl. Maintenance & utilities

Repairs: repair & maintenance contracts for the office equipment

Printing & Advertising: printing reports; calling for nominations, promoting the Council etc.

Prof./Tech. Services: contracts with coordinators for special projects; with cultural presenters, artists, speakers etc.

Computer & Systems Service: computer classes

Communications: Telephone, fax, e-mail, voice-mail, data recurring, postage

Travel & Subsistence Inst.: Travel expenses in MN – hosting community meetings/celebrations in Duluth, Rochester, Moorhead, Faribault, Mountain Lake, Worthington.

Supplies: Office supplies

Equipment: Computers, printers, copier rental

Employee Development: Workshops, seminars, courses for employee development

Other Operating Costs: Banquet facilities incl. meals, etc., meals & refreshments for Council sponsored meetings, workshops, conferences, etc.