



**Chicano Latino
Affairs Council**
State of Minnesota

**Report to Governor Mark Dayton
& the Minnesota State Legislature**

November 15, 2014

Engaging the Latino
community
through public
service since 1978

Table of Contents

I. Letter from the Board Chair and Executive Director	4
II. Our Accomplishments & Successes.....	6
III. CLAC's Strategy planning efforts.....	14
IV. CLAC's Financials.....	16
V. Our Team.....	18
VI. Our Partners	20
VII. Appendices.....	21



**Chicano Latino
Affairs Council**
State of Minnesota

60 Empire Drive, Suite 203
Saint Paul, MN 55103
T. (651) 296.9587
T. (888) 234-1291
F. (651) 297-1297
www.clac.state.mn.us
clac.desk@state.mn.us

Section I: Letter from the Board Chair and Executive Director

Dear Governor Dayton, State Legislators and Latinos in Minnesota,

The Chicano Latino Affairs Council is pleased to submit the attached report on the agency's activities during fiscal year 2014.

CLAC's Mission

Our mission is to advise the governor and legislators on matters related to the Latino community and make recommendations for introduction of legislation, which promotes the smooth integration and socioeconomic well-being of Latinos in Minnesota.

CLAC serves as liaison between the Latino community and state, local and federal government entities, as well as the private and nonprofit sectors.

CLAC's Vision

Our vision is to raise the social and economic well-being and solidarity of Minnesota's Latino community through public service.

CLAC's Unique Role

CLAC's unique role is to be a strategic bridge of communication and collaboration between Latinos and state government. CLAC is also a liaison for municipal and federal government entities, the private sector, nonprofits and the media. CLAC

informs the Latino community about relevant policy matters, as well as the responsibilities and opportunities available to them. CLAC adds value to state government by simplifying and delivering the information that is critical to the needs of the Latino community.

CLAC's Priorities and Objectives for FY 2014

CLAC's top priority is to eliminate education disparities for Latino students. If Latino students are successful academically, they are less likely to face disparities in employment, business development, housing, health care and the justice system.

Our legislative objectives during FY 2014:

- Recommend legislation making undocumented immigrants eligible for driver's licenses
- Improve ESL programs and recognize the added value that foreign language ability brings to Minnesota
- Improve access to home mortgages and improve home ownership conditions for Latinos in Minnesota

- Improve the business environment for Latino entrepreneurs

- Improve the quality and access to health care for Latinos

Our objectives to address educational and other disparities during FY 2014:

- Convene dialogues among Latinos and decision-makers, leaders and community members on strategies to address education and other disparities, and the ongoing marginalization of undocumented immigrants

- Create the first module in the Rochester Education Pilot Project to develop an Early Learning Hub that will deliver direct services to Latino and other marginalized families

- Launch an ongoing Crime & Drugs Community Roundtable in various cities of Minnesota.

The CLAC Board and staff thank you and our partners for the opportunity to present this Annual Report for your evaluation and critique.

Sincerely,



Hector Garcia
Executive Director

Krystell Escobar
Board Chair



2014 Legislative Session: CLAC Strategy & Outcomes

Summary of CLAC's Success in the 2014 Legislative Session: Passage of Bills & Provisions Recommended by CLAC

CLAC provided testimony on the following matters during the 2014 Legislative Session:

- Learning for English Academic Proficiency and Success (LEAPS) Act.
- PSEO & weighted GPA provisions bill, State bilingual/multilingual seals.
- Cesar Chavez Day testimony to the Minnesota House & Senate.
- State Minimum Wage Increase bill
- Housing Opportunities Made Equitable (HOME) bill.
- Joint Senate Education Committee: Achievement Gap hearing.
- Senate special hearing on Immigration OLA Report House Hearing.

CLAC provided the following legislative recommendations and support:

- Recommended bill to create a Disparities Council at the Minnesota Department of Education.
- Recommended bill to expand business



Testifying for the Cesar Chavez Day in Minnesota.

opportunities for Latinos and other underrepresented communities.

- Recommended bill to establish Cesar Chavez Day in Minnesota.

- Recommended bill to improve CLAC's constituting statute.

- CLAC prepared research and convened dialogues with legislators and community members in support of expanding eligibility for driver's licenses to all Minnesota

residents, regardless of immigrant status.

- CLAC supported PSEO and dual credit networking for legislative goals.

- CLAC supported HOME bill team.

- CLAC supported Equity Note team.

NOTE Omnibus Education Policy Bill provisions supported by CLAC:

- The Learning for English Academic

Proficiency and Success (LEAPS) Act, which recognizes the value of students' proficiency in their native language as an asset. The Act requires cultural competency for teachers and principals, establishes State Seals of Bilingualism/Multilingualism and provides for college credit from MnSCU. The Act also requires school districts to conduct reading assessments in a student's native language.

- The cost savings potential of PSEO will be advertised in schools with more than 700 students in grades 10-12.

NOTE Omnibus Supplemental Budget Bill provisions supported by CLAC:

- Early Learning funding increased from 5 to 6 years.

- Early Learning Scholarship Program scholarship cap removed and funding increased.

- School breakfast for all kindergarten students.

- Supportive and affordable housing expansion.

- Repeal of cap on Minnesota Family Investment Program (MFIP) that prevents families with additional from receiving support.

Summary of CLAC's Success in the 2014 Legislative Session: Passage of Bills & Provisions Supported by CLAC

Bill / Provision	CLAC Focus Area	# of Bills & Provisions Passed
Omnibus Supplemental Budget Bill		
» EL increase		
» Early Learning Scholarship increase	K-12 Education	
» Breakfast for kindergartners	Early Education	
» Affordable housing increase	K-12 Education	
» Elimination of MFIP cap	Housing	
	Health	5
Omnibus Education Policy Bill		
» State Seals of Multilingualism	K-12 & Higher Education	
» LEAPS Act	K-12 Education	
» Native language as an asset	K-12 Education	
» Cultural competency of educators	K-12 Education	
» PSEO	K-12 & Higher Education	5
Minimum Wage	Economic Development	1
Cesar Chavez Day	Recognition of Latino Culture & History	1
HOME bill	Housing	1
WESA	Economic Development	1
Bills & Provisions Successfully Passed	Total	14

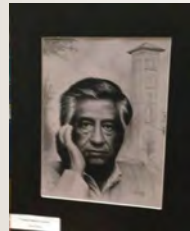
2014 Legislative Session: CLAC Strategy & Outcomes

Minnesota's 2014 legislative session, dubbed the "unsession," was anything but quiet for CLAC and our efforts on behalf of Minnesota's growing Latino community. CLAC achieved notable successes in its priority areas during the legislative session. The Council is proud to support passage of improvements in education legislation that strengthen students' connection to post-secondary enrollment options, values native

language proficiency as an asset to students, increases funding for the Early Learning Scholarship Program, and achieves nation-leading strides forward for English Language Learners. CLAC provided testimony and research materials on these and other issues including the economic benefit to the Latino community of an increase in the state's minimum wage, expansion of government contracting opportunities

for minority businesses, and the HOME bill.

With the legislative success of the 2014 session, CLAC continues its work to improve education, economic development, housing, health and the recognition of Latino heritage and culture while educating the community on how new legislation will positively impact their daily life.



Artwork by a MN Department of Corrections' inmate

Legislative Day at the Capitol held on March 31, 2014 brought together government officials, Latino service members, local Latino artists and artwork, Latino organizations, Latino students and community members to celebrate Cesar Chavez Day. Upon recommendation by CLAC, Cesar Chavez Day is now official in Minnesota. The celebration highlighted CLAC's work at the Legislature to benefit Minnesota's vibrant & growing Latino community.



Community Engagement

During FY 2014, CLAC organized and facilitated four Community Forums with the following objectives:

- Create a platform to convene Latino community members and allies to identify strengths and foster a deeper sense of community;
- Connect community members with each other, legislators, service providers, business owners, educators and others;
- Create a dialogue about challenges, matters of importance, and achievements;
- Collect information to better understand and address community progress and needs.

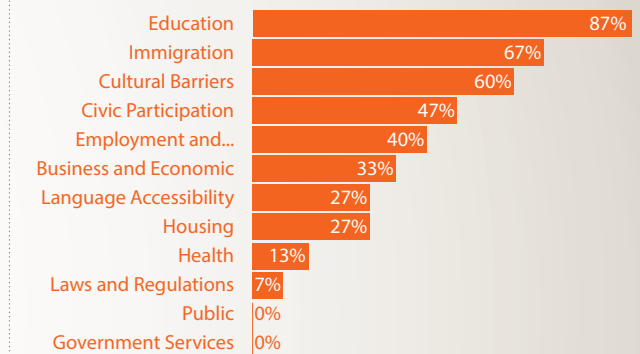
Each Community Forum introduced participants to CLAC's mission and activities. CLAC staff facilitated small group discussions centered on education, civic engagement and issues specific to the community hosting Forum.

CLAC Forums provide a venue for legislators and city and county officials to listen and to engage with Latino community members about important issue facing the community. At the end of each Forum, attendees shared their findings and conclusions. This information was incorporated into CLAC Community Forum Reports which are then sent to participants. Before each Forum ended, CLAC staff asked participants to complete surveys. Survey results provide CLAC with valuable information about emerging community issues that inform our priorities during the legislative session. The Forums also provide participants an opportunity to socialize and network with other attendees and nonprofit services providers.

Findings of the Community Forums during FY 2014:

CLAC's Community Forum in Faribault, MN, July 2013. Thirty-eight community members attended the event. Of the 33 surveys received, respondents revealed a high level of satisfaction with CLAC fulfilling its mission and subsequently contributing to respondents' goals. Despite the high level of satisfaction, respondents seek more interaction with CLAC and more support to tackle the top issues facing Latinos: Education, Immigration, Cultural Barriers and Civic Participation. 85% of the respondents who attended the forum in Faribault noted that it was the first time they interacted with CLAC.

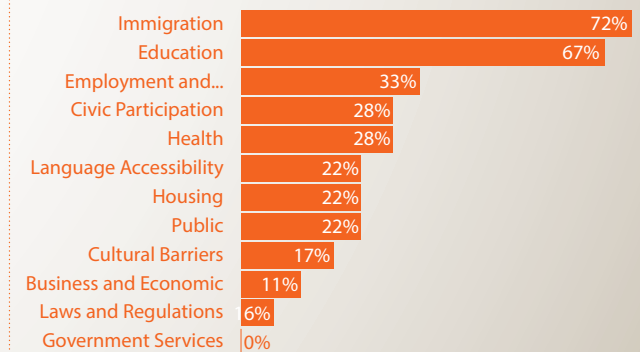
Issues facing Latinos in Faribault, MN (Total Survey respondents: 33):



CLAC's Community Forum in East St. Paul, MN, October 2013.

In the 18 surveys completed, attendees revealed a good level of satisfaction with CLAC fulfilling its mission. Respondents also seek more interaction with CLAC and more support addressing issues facing Latinos in Minnesota. The surveys show that Immigration and Education are the most important issues. 89% indicated that the forum was the first time they interacted in person with CLAC.

Issues facing Latinos in East St. Paul, MN (Total Survey respondents: 18):

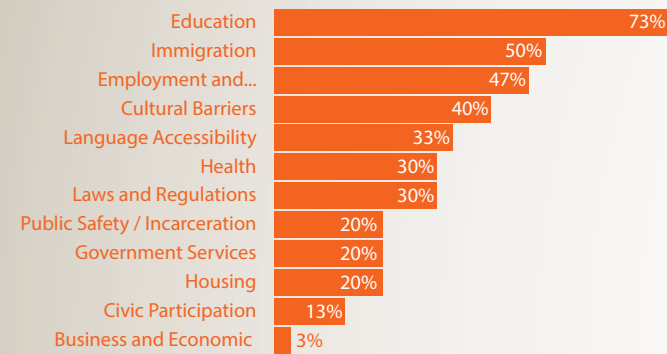


Findings of the Community Forums during FY 2014:

CLAC's Community Forum in Rochester, MN, September 2013.

Forty-two community members attended this event, including members of the Latino and majority communities, service organizations, partners, and legislators. Of the 30 surveys received, results show a high level of satisfaction with CLAC fulfilling its mission and contributing to the respondents' goals. Respondents still seek more interaction with CLAC and more support on the issues important to them. 77% indicated that the forum was the first time they interacted in person with CLAC.

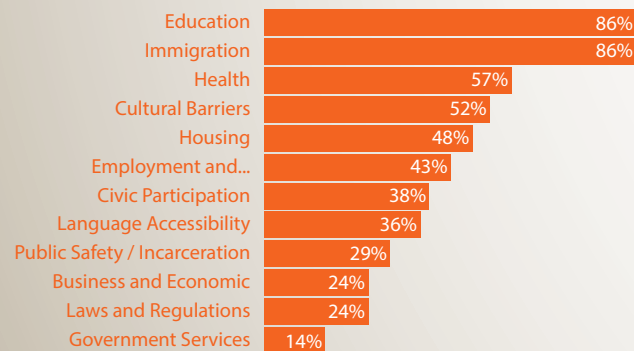
Issues facing Latinos in Rochester, MN (Total Survey respondents: 30):



CLAC's Community Forum in Richfield, MN, November 2013.

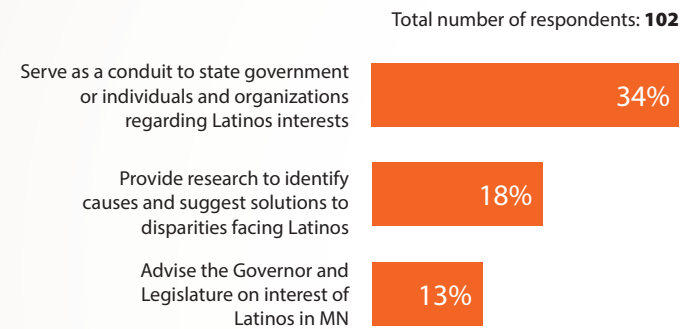
In the 21 surveys completed, attendees revealed a high level of satisfaction with CLAC fulfilling its mission. Attendees requested more interaction with CLAC and more support for the issues important to them like Education, Immigration, Health and Cultural Barriers. All of the respondents indicated that the forum was the first time they interacted with CLAC.

Issues facing Latinos in Richfield, MN (Total Survey respondents: 21):



Ranking of importance of CLAC activities

Survey respondents ranked these activities as priority #1 for CLAC during the 2013 Community Forums. They are as follows:



At the end of fiscal year 2014, CLAC measured its accomplishments by comparing activity turnout in the events listed below:

Types of Measure	Name of Measure	Previous	Current	Dates
Quantity	Community engagement forums	5	4	2013.2014
	Community Forum Participants	100	140	2013.2014
	Participants at CLAC Events	380+	250+	2013.2014
	Constituent Meetings w/ Legislators	12	15	2013.2014
	# bills recommended vs recommendations passed	17-7	24-9	2013.2014
Quality	# of surveys & publications	29, 17	102, 15	2013.2014
	# of strategic alliances	19	21	2013.2014
	# of articles, documentaries, & other media	12	12	2013.2014
	Reimaging of Latino community (dissemination of videos, TPT documentaries, Cesar Chavez Day bill, etc)	10	12	2013.2014

Education disparities facing the Latino community in Minnesota

In 2012, Minnesota was ranked by United States Department of Education as the lowest performing state in the nation for Latino high school graduation rates and Latino student achievement gap. Fortunately, we are making positive change thanks to the efforts of the Minnesota Department of Education, several public and private organizations, and Latino families and students.

Latino immigrant students often arrive in Minnesota having experienced conditions of poverty and low levels of educational attainment. Consequently, student readiness for learning is compromised. Readiness for learning is further compromised when schools are not adequately prepared for the cultural, language, and communication challenges that Latino many students face. There is a scarcity of Latino teachers in proportion to the population of Latino students (see graphic on page 12). Latino teachers provide important culture-bridging competence and serve as role models and sources of identity for Latino students.

Educational disparities lead to an increase and perpetuation of disparities in employment, business development, health, housing, incarceration rates and other indicators of community health. Educational disparities may also reinforce negative portrayals of the community by

the media in stories that fail to adequately explain the complexity and origins of the challenges facing the community.

CLAC's Activities to Reduce Education Disparities:

1. Testified to the Education Committees to support ELL bills that recognize the value of foreign languages in the education omnibus bill. We met with Senate and House Committee Chairs and members, and researched and authored articles to increase public awareness about how these changes contribute to Minnesota's success in the global economy.
2. Met with the Governor's staff and MinneMinds staff to support early education scholarships.
3. Submitted recommendations to legislators on education and economic measures to support Latinos and other communities.
4. Continued to develop an education model in Rochester based on a strategy of full-community support and prenatal-to-career scope. CLAC and partners are working to obtain funding for an early learning hub (modeled on NAZ) that will bridge existing direct services and scholarships to families and children at

risk. CLAC obtained support for this effort from Humphrey School of Public Affairs in the form of a Capstone Project.

5. We engaged Professor Louis Gomez, Chair of Education at UCLA, to bring his theory of Networked Improvement Communities (NIC) to the Rochester Plan and he agreed to meet in Rochester.
6. Staff carried out speaking engagements and authored both Spanish and English opinion pieces in mainstream and Latino media to increase public awareness about the threat to the state's future that the long-standing education disparities represent. CLAC was the first voice from the Latino community to inform Minnesotans about the state's USDE ranking in an opinion piece published in the Minneapolis Star Tribune.
7. Participated in and helped to organize the MDE Family Engagement conference in 2014.
8. Facilitated the planning of a Latino Education Mini-Conference. We worked collaboratively with MDE, Sam Hernandez, La Familia, the Mexican Consulate and others. This effort was initiated by the MDE Family Engagement Conference and is intended to build momentum towards a 2015 statewide Latino Education Summit.

Continue on page 13

SEPTEMBER 2014 CLAC.STATE.MN.US

MINNCAN.ORG

Latinos in Minnesota

From the school house to the Capitol



Latinos are our state's youngest and **fastest-growing population**—from the Twin Cities to Greater MN. And even though they face some of the **worst academic achievement gaps** and **lowest graduation rates** in the country, MN's Latinos **already contribute greatly** to the state's vibrant economy and democracy.

GRADUATION RATE

58 vs. 85

At 58%, MN's Latino high school graduation rate is the worst in the country, and trails the graduation rate for MN's white students: 85%.

ACHIEVEMENT STANDARDS

Latino students significantly underperform their peers on both the math and reading Minnesota Comprehensive Assessments.

ALL STUDENTS **57%**

LATINO **32%**

Percentage of MN 3rd-graders achieving reading standards

ALL STUDENTS **59%**

LATINO **34%**

Percentage of MN 8th-graders achieving math standards

CONTRIBUTION TO ECONOMY AND DEMOCRACY

In 2013, MN Latino-owned businesses had sales and receipts of **\$1.6 billion** & employed nearly **6,000** people.

82%

In the November 2012 elections, an outstanding 82% of Latino registered voters in MN cast their ballots.

DEMOGRAPHICS

1 in 20

Minnesotans are Latino

1 in 100

Minnesotan teachers are Latino

(*) A Spanish version of this Infographic will be available on CLAC's website

SEPTEMBER 2014 CLAC.STATE.MN.US

MINNCAN.ORG

Celebrating Latinos

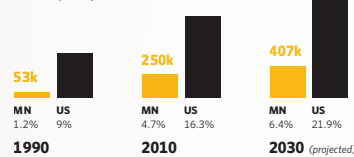
Advancing their—and Minnesota's—potential

Too many Latino kids in MN schools are left behind. Yet **despite the odds**, Latinos are filling and creating important jobs, adding to the state's economy and showing up at the polls.

By celebrating the state's growing Latino population, and **committing to strong student success** for Latino students, MN can propel Latino civic engagement and workforce contributions to new, nation-leading levels.

MINNESOTA LATINO POPULATION YOUNG, GROWING

Hispanic population: Past, present day and projections



24 vs. 41

In 2012, the median age of Latinos in MN was 24 vs. 41 for European Americans.

HELP LATINO KIDS SUCCEED

- 1** Increase access to academically rigorous coursework. Let's encourage Latino students to participate in Post-Secondary Enrollment Options (PSEO), Advance Placement courses (AP) and International Baccalaureate programs (IB). Let's hold all education stakeholders accountable for academic achievement of Latino students.
- 2** Recruit & retain effective Latino educators, and train all educators in cultural competency. Let's make teacher preparation programs more competitive; increase pay for beginning teachers and improve policies so districts can retain top educators; provide all teachers with training and support in culturally responsive curriculum and instruction.
- 3** Use student testing to improve teaching & parental engagement. We should use assessments, along with innovative tools of encouragement, to empower teachers to differentiate instruction and improve student achievement. The results of state tests, such as the MCAs, should be easier to understand for Spanish-speaking students and their families.
- 4** Reinforce the value-added recognition for foreign language and culture that Latinos bring to Minnesota, which was recognized in the Education omnibus bill that was approved during the 2014 legislative session.

A CLAC Publication, produced in partnership with MinnCAN



9. Helped to organize the Southern Minnesota Latino Student Summit held at Riverland Community and Technical College in Owatonna, MN on December 14th, 2013.

10. Worked closely with MDE and ThinkSmall at El Colegio to organize a workshop for families and direct service providers who had difficulties accessing the \$4 million appropriated by the State in 2013 for preschool and early education scholarships (see diagram below).

CLAC's efforts to reduce other disparities:

1. Testified before House Committees on the HOME bill and the bill to increase the

state minimum wage, both of which were approved;

2. Researched and convened meetings with legislators and community members to support driver's licenses for all Minnesota residents, regardless of immigrant status;

3. Continued to participate in the Violent Crime Coordinating Council and was named to the Executive Committee for successfully recommending the creation of a Crime & Drugs Community Roundtable;

4. Carried out trial Crime & Drugs Community Roundtables in East St. Paul and Rochester and began planning for a trial Roundtable in Duluth;

5. Recommended and launched quarterly leadership meetings between CLAC and DEED;

6. Recommended and launched quarterly leadership meetings between CLAC and MDH;

7. Continued to participate in meetings of the Cultural Ethnic Leadership Council of MDHS, a council recommended and launched by CLAC;

8. Advised MnSCU Vice Chancellors Dougherty and O'Brien on the globalization and diversity segments of Chancellor Rosenstone "Charting the Future" paper.

CLAC's efforts to reduce education disparities

Model Example of CLAC's role at the Legislature: Early Learning Scholarship Program



Priority: Education

Policy: Early Learning Scholarship Program

Partner: MinneMinds Coalition

Passage: Allotment of \$46 million in scholarship for eligible four star Parent Aware-rated early education programs and eligible individual children

Latino Community Outreach Efforts: CLAC led effort to organize and

publicize the Early Learning Scholarship Application Workshop. ThinkSmall lead the workshop co-sponsored by CLUES, Centro, and the Office of Senator Torres Ray. Two separate bilingual workshops to be provided (1) Four-Star Parent Aware-rated programs (2) Families with eligible children

The disparities facing the Latino community threaten to have a serious negative impact on Minnesota and its future. Education disparities among Latino students in particular are a serious challenge for the State. CLAC staff informs, recommends, and advocates in support of the following strategies for the elimination of disparities:

1. Systemic thinking

CLAC provides advice and recommendations to the Governor's Office and legislators to improve conditions for Latinos in education, jobs, business creation and growth, housing, health, justice, immigration and other important areas of disparity and inequity. CLAC is closely connected to the Latino communities across the state. We understand the interplay between the Latino community and our complex systems of laws, the role of government entities and programs, and the contributions of the private and nonprofit sectors. Our strength is our ability to provide sound, informed advice so policymakers can prioritize public resources and focus them on the most effective strategies to help the community succeed.

2. Solution-oriented proposals

CLAC carries out research independently and in collaboration with other entities to support our recommendations. We work closely with policymakers and state agencies to design and implement public policy and programs that improve the social and economic well-being of the Latino community and the community at large. Our most ambitious project currently is our sustained participation in a collaborative education project located in Rochester.

3. Being at the decision-making tables.

CLAC engages and convenes a wide diversity of audiences across the state. We work actively with state department commissioners, mayors and local governments, corporations, chambers of commerce, law

enforcement agencies and educational institutions as well as with community and nonprofit organizations and associations, such as Rotary Clubs and the Citizens League.

4. Reimagining campaign

CLAC actively promotes the strength and vitality of the Latino community and our contribution to the success of the State of Minnesota. We work diligently to inform the misperception and stereotypes that can be so harmful to our community. Our work to promote understanding frequently results in partnership and collaboration. The Latino community represents a rich heritage of diverse cultures and ethnicities that strengthen Minnesota. Latinos and Latino immigrants form an essential part of Minnesota's economic engine and our cultural and artistic heritage.

5. Leveraging strategic partnerships

CLAC relies heavily on alliances that allow us to benefit from the resources of powerful institutions and groups as well as the media to attain our goals and objectives. We believe this is an effective strategy to leverage and maximize CLAC's limited resources to carry out the challenging mandate of eliminating disparities for approximately 300,000 Latinos that make Minnesota their home.

CLAC strategies are implemented through:

- a) Legislative research, recommendations and action;
- b) partnerships with other Councils and

legislative and other coalitions;

c) participation in the policymaking and decision-making process;

d) innovative proposals to influential groups;

e) frequent articles in Spanish and English for Star Tribune, Pioneer Press, MN 2020, La Voz Latina (monthly column), La Prensa and other publications as well as appearances on Spanish radio shows;

f) meetings and communications with the Latino community, its leaders and organizations to generate collaboration and coordination of efforts and to exchange information;

g) dissemination of information through the production and co-production of reports, videos, books, documentaries, and our website.

CLAC strategies address three of the most important sources of Minnesota's Latino disparities:

1. The absence of Latinos in the policymaking and decision-making process and the limited visibility of Latinos in the media.

2. The disconnect between the availability of funding and programs and the accessibility for those community members who need these resources and programs the most.

3. The lack of a sustained, long-term strategic and collaborative approach to the challenges facing our community.

CLAC's objectives for Fiscal Year 2015

Based on strategic planning efforts that the CLAC Board and staff undertook following the release of the OLA Report, we commit to engaging in six main action areas.

1) conduct relevant research and provide information about the Latina/o community to the state Legislature and Governor's Office,

2) educate the mainstream and Latina/o communities about CLAC,

3) serve as a connector between key stakeholders invested in eliminating disparities clearly present in

our Latina/o communities,

4) serve as a convener to increase Latina/o political participation,

5) develop meaningful policy advocacy strategies in the best interest of the Latina/o community, and

6) enhance leadership and teamwork development

within our community.

Over the next year the board and staff will establish one goal in each area and the means to measure our progress on meeting the goal over the next two years. We are committed and ready to improve our effectiveness as a CLAC dedicated to research, advise, educate, and connect. The following list provides some of the activities we will undertake to uphold the above action steps over the upcoming fiscal year.

CLAC will continue to:

1) work with our partners MDE, MinneMinds, CLUES, El Colegio and the other ethnic Councils in conducting workshops for families and direct service providers seeking preschool and early education scholarships; continue our work with MinneMinds to direct scholarships to Latinos and other families that need them most;

2) work with legislators and the Governor's Office, MDE, schools, direct service providers and Latino families to design and introduce new bills that will enhance our efforts in (1);

3) help ensure that the LEAPS Act ongoing legislative and implementation work be completed;

4) complete the Humphrey School and Rochester MSB student Capstone projects started in 2014 to create a) a Business Plan for the Preschool & Early Learning Hub in Rochester and b) a Marketing Strategy and Presentation to legislators, funders, schools, service providers, Latino and majority community and all other stakeholders;

5) engage in a team effort with MDE and other partners and work with Art Rolnick to raise the funding necessary to start the Preschool Early Learning Hub in Rochester;

6) work with our Rochester partners and UCLA Education Chair Gomez NIC team to launch a collaborative effort to connect health and education providers to create a holistic environment for children in our Rochester education project;

7) pursue funding for CLAC's collaborative with Humboldt High School, St. Paul Community College, SPPS, MnSCU, James Boyle & Assocs. and various volunteers and partners and engage additional partners, such as Promise Neighborhood.

8) work with the Finnish government and Finnish educators living in Minnesota, MDE, partners Growth & Justice, Tor Dahl & Associates, and James Boyle & Associates to adapt successful models from the Finnish education system to Minnesota's needs, especially in its orientation to a goal of equity, appropriate valuing and accountability of teachers, emphasis on creativity and realizing the unique potential within each and every student;

9) work with its partners in Rochester, MDE, Northfield, TORCH program, Farmington Public Schools, City of Austin and others to incorporate Rochester into an Innovation Zone and bring together modules of success into a larger, high impact regional project;

10) build on its relationship with MnSCU Vice Chancellor O'Brien and Chancellor Rosenstone to support the "Charting the Future" plan and continue to work with MnSCU and other educational institutions to provide opportunities in computer careers for Latino students;

11) coordinate with Sen. Torres Ray's office, MDE and other partners, and the United States Hispanic Leadership Institute (USHLI) to hold a Student Leadership Summit at Minneapolis' Roosevelt High School for more than 1,000 students in September 2014;

12) organize the U of M Extension Southern MN Latino Summit and participate in panel discussions and facilitation in September 2014;

13) support the plan to hold a Latino State Education Summit in 2015;

14) advance its legislative, community and cross-sector/cross-state/cross-cultural efforts to reduce other disparities; 14) renew its support for legislation expanding driver's licenses eligibility for all Minnesota residents, regardless of immigrant status;

15) co-host with Council of the Americas and Partnership for a New American Economy and others a meeting on statewide strategies for economic growth by leveraging the contributions of immigrants;

16) work in the VCCC to pursue successful implementation of a State Crime & Drugs Community Roundtable, including the Duluth pilot Heroin Roundtable in November 2014;

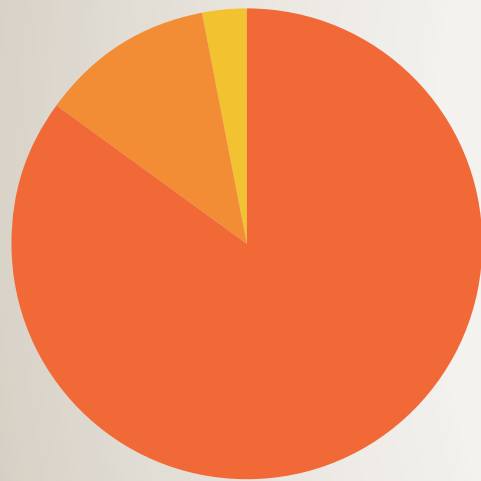
17) propose the continuation of the DEED Quarterly Executive Directors meetings with Deputy Commissioner Hanson Willis, who replaced Cynthia Bauerly;

18) its initiative to enhance teamwork in the Latino community and hold a meeting of the leadership of Latino organizations in September 2014.

List of Receipts & Expenditures

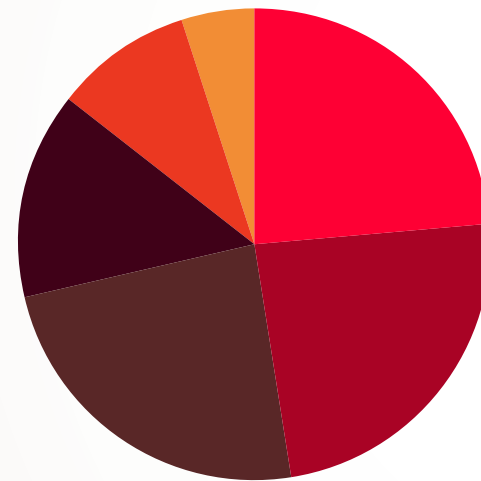
CLAC operates on a limited budget and does not administer programs. Most of the general appropriation fund is for staff salaries, Board members expenses (Per MN Statute 15.0575, Subd. 3.), rent and office expenses.

Spending by Program FY 14 Actual



- 85% Compensation
- 12% Operating Expenses
- 3% Other Financial Transactions
- 0% Grants, Aids and Subsidies
- 0% Capital Outlay-Real Property
- 0% Capital Outlay-Real Property

Priority Services



- 25% Advise & Reports to State Government
- 25% Community Engagement
- 25% Legislative Engagement & Research
- 15% Publicizing accomplishments of Latino Community
- 10% Referrals & information
- 5% Other

General Budget for FY 2014

General Fund	\$ 375,000
Revenue Funds	\$0
Expenditures	
Full-time	\$ 281,675.23
Part-time	\$ 33,265.67
Overtime and Premium Pay	\$ 4,617.35
Other Employee Cost	\$ 5,439.20
Space Rental and Utilities	\$ 18,656.72
Printing and Advertising	\$ 82.92
Prof-Tech Serv-Outside Vend	\$ 3,500
IT/Prof/Tech O/S Vendor	\$ 250.00
Communications	\$ 45.66
Trav-Sub-Instate-Border Comm	\$ 9,020.97
Trav/Sub-Outofstate-Border Comm	\$ 524.53
Employee Development	\$ 1,225.46
Supplies	\$ 4,213.14
Equipment	\$ 991.40
Repairs-Maintenance	\$ 228.35
Other Operating Costs	\$ 1,336.50
IT Centralized Services	\$ 6,564.86
Total	\$ 371,637.96
Balance	\$ 3,362.04

Note: Balance of \$ 3,362.04 was carried forward to FY 2015.

The Chicano Latino Affairs Council is comprised of fifteen Council directors. Eleven directors are members of the Chicano Latino community and four are legislators. The eleven community members include a representative from each of the state's eight congressional districts and three at-large community

representatives. Community members are appointed by the Governor of Minnesota and give the community an important voice at all levels of government on behalf of the Chicano Latinos who reside in the state.

CLAC staff members provide the operational support for the council. Staff responsibilities include engagement of the Latino communities, research and analysis, and engagement of the governor and legislators.

CLAC's Executive Director leads the Council staff and its integral units: legislative affairs, community affairs, research, and administrative unit.

CLAC Staff

Hector Garcia Executive Director



In his role as Executive Director, Hector is tasked with implementing the agency vision as proposed by the CLAC Board of Directors.

Garcia arrived in Minnesota in 1973 and brings to the agency over thirty years of experience. He has served as advisor to state legislators and local public officials including Governors Arne Carlson, Jesse Ventura and Tim Pawlenty and former State Commissioners Peter Gillette and Matt Kramer.

He served as Vice President of International and Domestic Emerging Markets at Wells Fargo Bank N.A., co-founder and executive director of Minnesotans for NAFTA, and Executive Director of the Minnesota/Dakotas District of the National Conference for Community and Justice (NCCJ).



Anna Acevedo

PR & Communications Fellow

Anna began working with CLAC as a Public Relations & Communications Intern in September. She is pursuing a B.A. in International Business & Marketing and a B.A. in Kinesiology at Bethel University in St. Paul, and she will graduate in December of 2014. At CLAC, she maintains the website and social media platforms and assists in the creation of communication outlets such as the weekly E-Communication. Anna is a Spicer, MN native and currently resides in northeast Minneapolis.

Gladys Rodriguez Office Manager



Gladys Rodriguez is CLAC's longtime staff member and has been with the Council since 1998. She first began her career as an Office Specialist and has served the post as Administrative Assistant since 2003.

Gladys provides a wealth of support to the executive director, legislative affairs and community affairs, and the board of directors. In addition, she is in charge of CLAC's financial oversight. Gladys is CLAC's webmaster as she updates and maintains the website and she designs all desktop publishing for CLAC.

Born in the capitol city of San Salvador in El Salvador, Gladys emigrated to Los Angeles as a child with her family before moving to St. Paul, Minnesota in 1992.

Rebeca Sedarski Regional Community Liaison and Project Coordinator



Rebeca Sedarski, of Rochester, worked part time for the Rochester Public Schools as a Bilingual Specialist for the Early Childhood Special Education Department.

She earned a Business Administration degree from Winona State University and also attended the Instituto Tecnológico y de Estudios Superiores de Monterrey in Monterrey, México, where she also earned a minor in Tourism. From 2010 until 2012, she was appointed as a Board member for the Chicano Latino Affairs Council representing 1st Congressional District. She maintains, connects and enhances relationships with the Latino community and organizations, community at large, legislators and government entities, officials of county and city governments, schools, the business and non-profit sectors and CLAC Board members in the Southeaster Minnesota region.

Former CLAC staff:

Elyse Ruiz Legislative and Community Outreach specialist

Rosario Plascencia Policy Research Analyst

CLAC Board Members



Krystell Escobar
(May 2012-January 2016)
At Large, Chairwoman



Suyapa Miranda
(May 2013-January 2016)
District 4, Vice Chairwoman



Gerardo Bonilla
(March 2011-January 2015)
District 2, Secretary



Kandace Creel Falcon
(March 2014-January 2018)
District 7, Treasurer



Michael Muñoz
(March 2014-January 2018)
District 1



Uriel Perez Espinoza
(May 2014-January 2018)
District 3



Cynthia Campos
(May 2012-January 2016)
District 5



Margaret Villanueva
(March 2011-January 2015)
District 6



Luisa Pierce Gutierrez
(March 2011 - January 2015)
District 8



Peter Reyes
(March 2014-January 2016)
At Large



Jesús Villaseñor
(March 2011- January 2015)
At Large



Sen. Patricia Torres Ray
(May 2013)



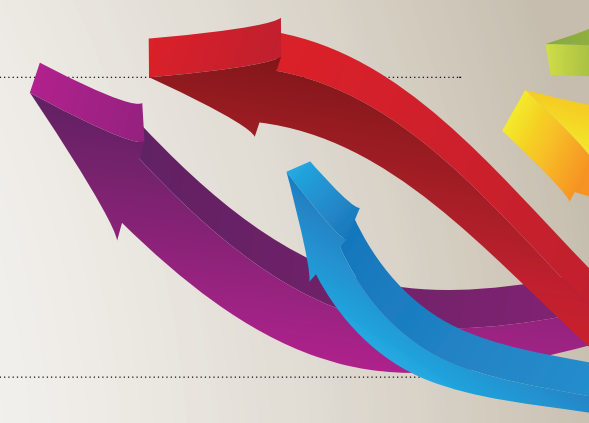
Sen. Carla Nelson
(September 2013)



Rep. Linda Slocum
(May 2013)



Rep. Ron Kresha
(May 2013)



Community/ State Agencies / Local (Metro area)

- Aguilar Productions
- Asamblea de Derechos Civiles
- Center for School Change
- Centro
- CLUES
- EducationEvolving
- El Colegio
- Globe University/MN School of Business
- Growth & Justice
- HACER
- Homelessness Council
- Humphrey Institute Public Affairs
- University of Minnesota
- James Boyle and Associates
- Jóvenes de Salud
- LA-MANO
- La Oportunidad
- Latino LEAD
- Latino Communications Network
- LEDC
- Mesa Latina
- MN Dept. of Education
- MN Dept. of Corrections
- MN Dept. of Human Rights
- MN Dept. of Labor and Industry
- MN Dept. of Public Safety (Violent
- Crime Coordinating Council)
- MN Dept. of Transportation
- MN National Guard
- MICAH
- MinnCAN
- MinneMinds Coalition
- Minnesota Secretary of State
- University of Minnesota College of Education & Human Development
- St. Mary's Clinic
- Sunsol Enterprises
- Tor Dahl & Associates

National Organizations

- Louis Gomez, Chair Education UCLA
- Partnership for a New American Economy (NYC)
- Council of the Americas (Washington D.C.)
- USHLI (Chicago, IL)

In Rochester

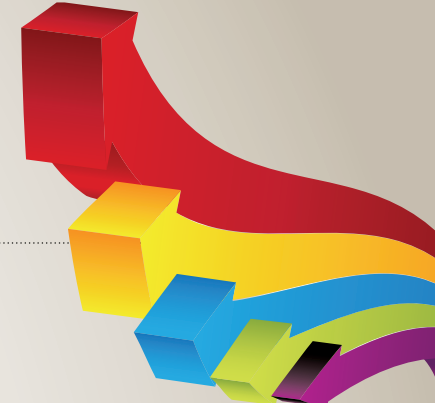
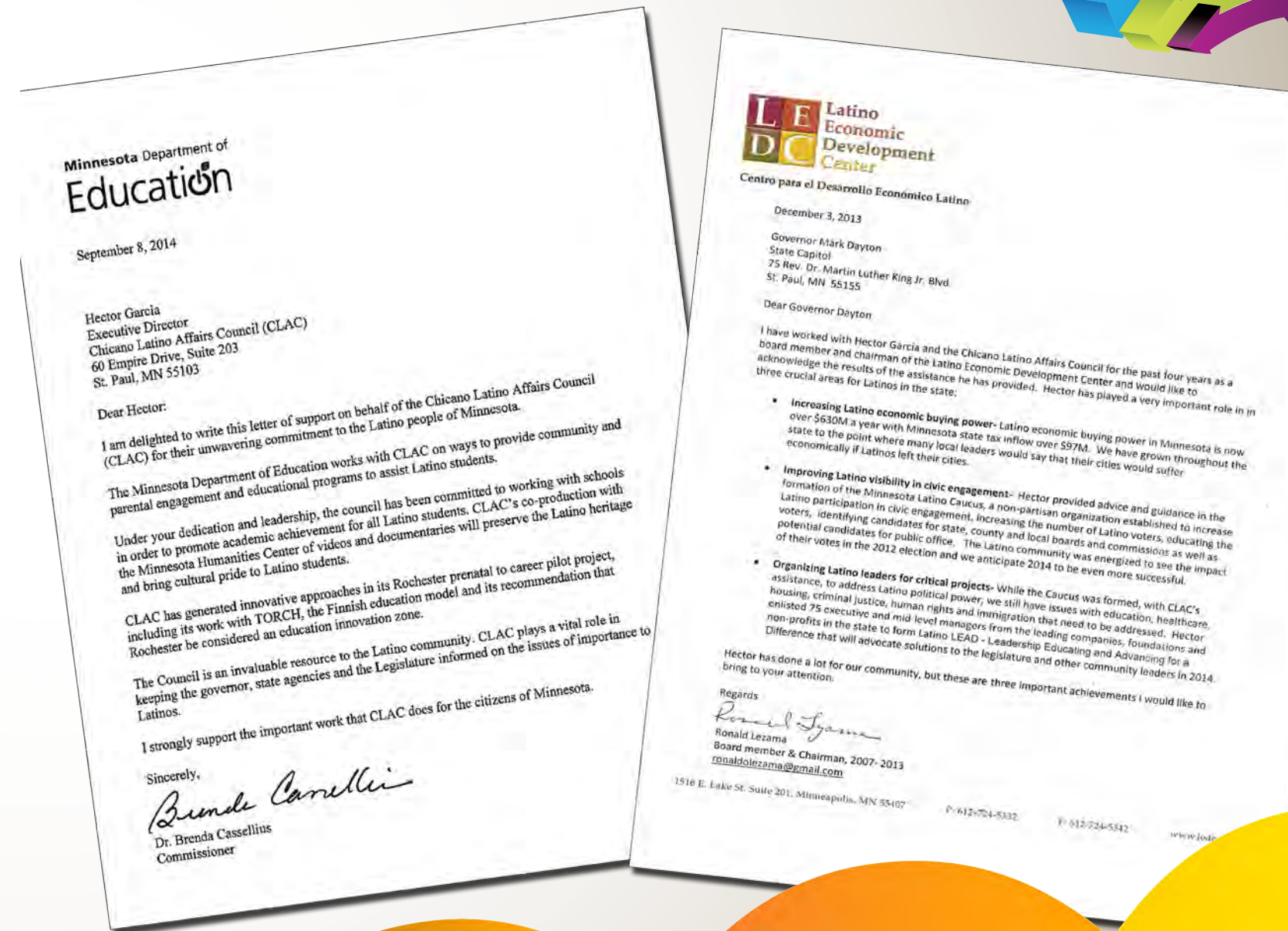
The Chicano Latino Affairs Council in Rochester continues to foster relationship with other local and regional organizations following CLAC's proposal to the city of Rochester.

- City of Rochester
- Alliance of Chicano Hispanics and Latin Americans ACHLA (Latino community organization)
- Rochester Area Foundation
- Rochester Area Chamber of Commerce
- Rochester Area Economic Development, Inc.
- Rochester Community and Technical College
- Rochester Mayor
- Rochester Minnesota School of Business
- Rochester Public Schools
- Senator Carla Nelson
- Senator David Senjem
- Representative Kim Norton

Volunteers

- Joyce Bonafield, Graduate Student
- Monika Hoffman, Finnish Educator
- Astrid Ollerenshaw, former CLAC staff member
- Tom Wolfgram, USA Values, LLC
- James R. Boyle, APR, President, James R. Boyle + Associates
- Richard Carlbom, United Strategies, LLC

Letters of Support





CONGRESSWOMAN BETTY MCCOLLUM
FOURTH CONGRESSIONAL DISTRICT
MINNESOTA
(202) 225-6631

July 26, 2013

Mr. Hector Garcia
Executive Director
Chicano Latino Affairs Council (CLAC)
60 Empire Drive, Suite 203
Saint Paul, MN 55103

Dear Mr. Garcia:

Thank you for providing testimony at my July 22nd listening session on comprehensive immigration reform. I appreciate that you took the time to speak about devastating consequences of federal inaction on immigration policy. It is clear that there is an urgent need to move on immigration reform legislation through the U.S. House of Representatives. The opportunity to earn citizenship should not be out of reach in the United States where immigration is such a fundamental part of our collective experience.

Again, thank you for your testimony that highlighted the need for Congress to act on comprehensive immigration reform legislation. Your comments will be instructive for my colleagues in Washington D.C. Please do not hesitate to contact me in the future if I can be of any assistance to you.

Sincerely,

Betty McCollum
Member of Congress



U.S. HOUSE OF REPRESENTATIVES
WASHINGTON, DC 20515

ACHLA
ALIANZA CHICANA HISPANA LATINO AMERICANA
Alliance of Chicanos, Hispanics, and Latin Americans

Chicano Latino Affairs Council (CLAC)
60 Empire Drive, Suite 203
St. Paul, MN 55103

October 2, 2014

Dear CLAC Staff:

ACHLA-The Alliance of Chicanos Hispanics and Latin Americans is an enthusiastic supporter of the Chicano Latino Affairs Council (CLAC). CLA has responded to Rochester's need for raising the Hispanic voice to the Leadership of the community as well as providing outreach to the Hispanic community.

ACHLA is a non-profit, tax-exempt organization that works to respond to the needs of Chicanos, Hispanics and Latin-Americans in the Rochester area. Our current mission is to "Empower, Chicanos, Hispanics and Latin-Americans to improve their quality of life through programs that promote active social participation, community-wide partnerships, and cultural exchange" however we are under new board of directors which has been supported and encouraged by CLAC to move forward in finding a stronger Hispanic leadership in the community.

ACHLA along with Juntos Club, a successful Math tutoring and English for adults program, and the Pata de Perro Collective Bike Club provides services to empower, participate and integrate children and youth into the larger Rochester community. We recognize the importance of educating young people on becoming active participants in their communities. Chicano Latino Affairs Council has provided us opportunities like:

- Community organization; bringing people together to identify problems, envision solutions and work together to make those solutions a reality.
- Complex educational approaches brought to the leadership of Rochester indicating the collaboration effort made to focus in "Cradle to Career, Education for a 21st Century World. What will learning in the future look like", initiatives that have shown results with Promise Neighborhoods and the project in Itasca (Asian, White Earth Native American and the North Achievement Zone for the African America at the cities).
- About school reform "Getting Ideas Into Action".

We are writing you today to show our strong support for Chicanos Latino Affairs Council projects that bring our Hispanic community together, promoting cultural uniqueness in order to build a better global community. ACHLA is very appreciative of your efforts to bring these projects to our community.

We look forward to participating in collaborative efforts with CLAC to develop several community-oriented programs that benefit the ethnic diversity of Rochester.

Sincerely,

Jose L. Rivas, AIA, LEED AP
ACHLA - Board President

ROCHESTER AREA
CHAMBER OF COMMERCE

Governor Mark Dayton
Office of the Governor
630 State Capitol
75 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155

October 28, 2013

Dear Governor Dayton:

The Rochester Area Chamber of Commerce is pleased to offer a letter of support for The Chicano Latino Affairs Council (CLAC), specifically for its work for the Rochester-CLAC Latino pilot project.

Minnesota is under pressure to find the answer to the paradox of being the worst state in the nation in Latino 4-year HS graduation and achievement gap rates while also being one of the most philanthropic and civic-minded states. This challenge is highly important to state and national interests since Latinos are the fastest growing community both in Minnesota and the U.S.

CLAC remains committed to building the collaborative efforts that will be necessary to address the achievement and graduation rates in Rochester, MN. CLAC staff members have worked closely with the Rochester Public School District, the private business sector, higher education partners, community and political leaders and leaders of the Latino community to develop this pilot project in education.

We commend these education efforts by CLAC, as well as their work developing a community center for Latino community members, and work in international research and business. CLAC is an integral part to Rochester's expected growth and development, and we look forward to our continued work together on behalf of both the Latino and greater Rochester communities.

Warm Regards,

John Wade
President

220 South Broadway - Suite 100 - Rochester, MN 55904 - 507.288.1122 - Fax: 507.282.8940
Website: www.rochesterchamber.com - Email: chamber@rochesterchamber.com
Association of Chambers of Commerce in MN

STATE OF MINNESOTA
Office of the Minnesota Secretary of State
Mark Ritchie

November 7, 2013

Governor Mark Dayton
State Capitol
75 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155

Dear Governor Dayton:

I write to express my appreciation for the many opportunities we've had to collaborate with the Chicano Latino Affairs Council. Our office is always appreciative of other State of Minnesota agencies that we can partner with our mission to encourage all Minnesotans to be active citizens.

Sincerely,

MARK RITCHIE
Secretary of State

SENATOR CARLA NELSON
Assistant Minority Leader
Senate District 36
117 State Office Building
400 Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155-1205
Office: 651-296-4141
Email: sen.carla.nelson@state.mn



Senate
State of Minnesota

August 29, 2013

Ms. Martha Cashman
Centerplace Building 2-2126
Rochester, MN 55902

Dear Ms. Cashman,

It is with great pleasure that I express my support for the work that the Chicano Latino Affairs Council (CLAC) is doing in Rochester and for their grant request to continue this work in our community.

I have been present in numerous meetings over the last two years that the Executive Director of CLAC, Hector Garcia, and the Regional Community Liaison and Project Coordinator, Rebecca Sedarski, have organized in our city. These meetings have ranged in topics such as education, civic engagement, and economic and workforce development. Furthermore, CLAC has organized international networking opportunities between Mexico and local officials and business leaders. It is my sincere belief that the work CLAC is doing in our state and in the Rochester area is important.

Please let me know if I can provide any further information to assist you in your decision-making process.

Sincerely,

Carla Nelson



Minnesota Department of Transportation

Transportation Building
395 John Ireland Boulevard
Saint Paul, Minnesota 55155-1899

September 18, 2014

Mr. Hector Garcia
Executive Director
Chicano Latino Affairs Council (CLAC)
60 Empire Drive, Suite 203
Saint Paul, MN 55103

Dear Mr. Garcia:

This is in response to your August 29, 2014 e-mail. I want to attest to the enduring partnership between MnDOT and the Chicano Latino Affairs Council (CLAC).

Along with MnDOT, CLAC was one of the founding members of MnCARRS (Minnesota Community Advisors for Recruitment and Retention Solutions). MnCARRS is a community partnership composed of State of Minnesota agencies and community leaders representing minority communities, women, veterans and people with disabilities. This partnership allows us to work together to recruit and retain qualified candidates from a wide variety of backgrounds. As one of our community partners, we have relied on the CLAC to provide us with qualified applicants for our Transportation Specialist and other key positions in our agency.

I hope this letter is helpful to you and your organization and I look forward to our continued work together.

Sincerely,

Charles A. Zelle
Commissioner
Minnesota Department of Transportation

From: N
Sent: Tuesday, October 22, 2014
To: Garcia, Hector (CLAC)
Subject: Thank You Hector,

Just wanted to take a quick moment to say "Thank you" for CLAC's support and your personal commitment and assistance in helping us build what many of us are referring to as the Minnesota Latino Leaders Network. We truly could not have done it without you and the support of James Boyle.

It began with a kernel of an idea that there were an increasing number of business professionals and executives that had moved to the State in recent years, but many of them did not know one another or how they might get plugged into the Latino community here. You very generously shared lists of names, provided a perspective and historical context for Latino community building, enabled contacts and helped drive initial efforts for what has evolved into an organization that includes 120 people from some of the Twin Cities largest businesses (Target, 3M, US Bancorp, General Mills, Medtronic, Ecolab, Ameriprise, Wells Fargo, Cargill), leaders from significant non-profits from CLUES to The Minneapolis Foundation, leaders in the legal and marketing communities, and leaders in government (including all Latinos serving in the Minnesota state legislature). Today we have a vision of a community where Latino voices are at the decision making table and Latino priorities are woven into the fabric of society. We've interacted with respected national Latino leaders like Sol Trujillo (founder of the Latino Donor Collaborative, Target Corporation board member and former CEO of US WEST), U.S. Congressman Ruben Hinojosa (chairman of the Congressional Hispanic Caucus), Esther Aguilera (CEO of CHCI), and Diana Campoamor (president, Hispanics in Philanthropy). And we've committed to use our collective voices to improve the narrative about Latinos in mainstream media and engage in issues that can benefit the broader Latino community in Minnesota. It is but a start, but an important one. We are making sure that in Minnesota Latinos are viewed as positive contributors to society and an important part of Minnesota's mainstream and a vital contributor to its economy.

Thanks you,

Mike Fernandez
Corporate Vice President
Cargill Inc.



Report compiled by the staff of the Minnesota
Chicano Latino Affairs Council and designed by
Latino Communications Network.

Approved by the Council Board Members on
November 1, 2014

This report covers activities from July 2013-June
2014 for Fiscal Year 2014

60 Empire Drive, Suite 203
Saint Paul, MN 55103
T. (651) 296.9587
T. (888) 234-1291
F. (651) 297-1297
www.clac.state.mn.us
clac.desk@state.mn.us