



MINNESOTA COUNCIL ON LATINO AFFAIRS (MCLA)

(formerly known as Chicano Latino Affairs Council)

-State of Minnesota-

**Report to the Chairs of the committees in
the House of Representatives and
Minnesota Senate**

January 15, 2016

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*A report published by the
Minnesota Council on Latino Affairs*

**In compliance with Minnesota Statutes
15.0145 ETHNIC COUNCILS.
Subd. 8.Reports.**

A council must report on the measurable outcomes achieved in the council's current strategic plan to meet its statutory duties, along with the specific objectives and outcome measures proposed for the following year. The council must submit the report by January 15 each year to the chairs of the committees in the house of representatives and the senate with primary jurisdiction over state government operations. Each report must cover the calendar year of the year before the report is submitted. The specific objectives and outcome measures for the following current year must focus on three or four achievable objectives, action steps, and measurable outcomes for which the council will be held accountable. The strategic plan may include other items that support the statutory purposes of the council but should not distract from the primary statutory proposals presented. The funding request of each council, after approval by the Legislative Coordinating Commission, must also be presented by February 1 in each odd-numbered year.

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I. Letter from the Council Chair Uriel Perez Espinoza

Dear Legislative Committee Chairs and the people of Minnesota,

As we compiled this legislative report, we quickly realized how much we have accomplished in a year that had many challenges, changes and transition for us. We began 2015 as the Chicano Latino Affairs Council (CLAC) and would end the year as the Minnesota Council on Latino Affairs (MCLA). In November, we became a complete board with the addition of 4 new council members and by mid-December we were joined by our new Executive Director. Although, we found this difficult for strategic planning and direction, our staff kept working hard on initiatives much needed for our Latino constituency. Our statutory mandates might have changed but our commitment to assuring that the needs of our Latino constituency are address through the legislative and policy process has never been stronger.

Our 2015 accomplishments within this report are the end of our era as CLAC. Nevertheless, we are excited of our future as MCLA.

You will find that our work aligns with addressing Minnesota's disparities. We want to continue much of this good work but we will focus our efforts in legislative and policy initiatives.

The following are a few **2015 highlights** of the many you will find within this legislative report:

- Our new legislative Director hit the ground running by working on several bills that included; HOME bill, MinneMinds, Driver's License and the Ethnic Council restructuring
- As part of the MinneMinds Coalition, we were able to provide legislative support to secure appropriations so that financially challenge 3 and 4 year olds have access to quality early care and education environments through scholarships
- Increased Latino civic participation on state boards, commissions and task forces
- Rochester's "The Hub" Early Childhood Education Pilot Project - solution oriented business plan presented to area leadership
- Researched Minnesota Latino demographics and created 20 different maps that provide valuable information per state county
- Supported initiatives that would help diversify the economic vitality in the Southern Minnesota region

As you take a look at our report, please take in mind that most of the work was done under the format mandated by our prior governing statute. However, our attempt is to begin to report our efforts as mandated under our current statute. Due to the changes our full board and staff have not been complete until recently and are just now beginning a strategic planning process that will include defined objectives and measureable metrics. Once our strategic plan is complete we will submit it as an amendment to this report prior to the start of the 2016 legislative session.

We are excited to continue working with the legislature and governor on issues that matter most to our Latino constituency.

Thank you for the opportunity to present this legislative report for your evaluation.



Uriel Perez Espinoza
Council Chair

II. MN Statute: 15.0145 Ethnic Councils

Subd. 6. Duties of council.

- (a) A council must work for the implementation of economic, social, legal, and political equality for its constituency. The council shall work with the legislature and governor to carry out this work by performing the duties in this section.
- (b) A council shall advise the governor and the legislature on issues confronting the constituency of the council. This may include, but is not limited to, presenting the results of surveys, studies, and community forums to the appropriate executive departments and legislative committees.
- (c) A council shall advise the governor and the legislature of administrative and legislative changes needed to improve the economic and social condition of the constituency of the council. This may include but is not limited to working with legislators to develop legislation to address these issues and to work for passage of the legislation. This may also include making recommendations regarding the state's affirmative action program and the state's targeted group small business program, or working with state agencies and organizations to develop business opportunities and promote economic development for the constituency of the council.
- (d) A council shall advise the governor and the legislature of the implications and effect of proposed administrative and legislative changes on the constituency of the council. This may include but is not limited to tracking legislation, testifying as appropriate, and meeting with executive departments and legislators.
- (e) A council shall serve as a liaison between state government and organizations that serve the constituency of the council. This may include but is not limited to working with these organizations to carry out the duties in paragraphs (a) to (d), and working with these organizations to develop informational programs or publications to involve and empower the constituency in seeking improvement in their economic and social conditions.
- (f) A council shall perform or contract for the performance of studies designed to suggest solutions to the problems of the constituency of the council in the areas of education, employment, human rights, health, housing, social welfare, and other related areas.
- (g) In carrying out duties under this subdivision, councils may act to advise on issues that affect the shared constituencies of more than one council.

III. About CLAC

CLAC 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.

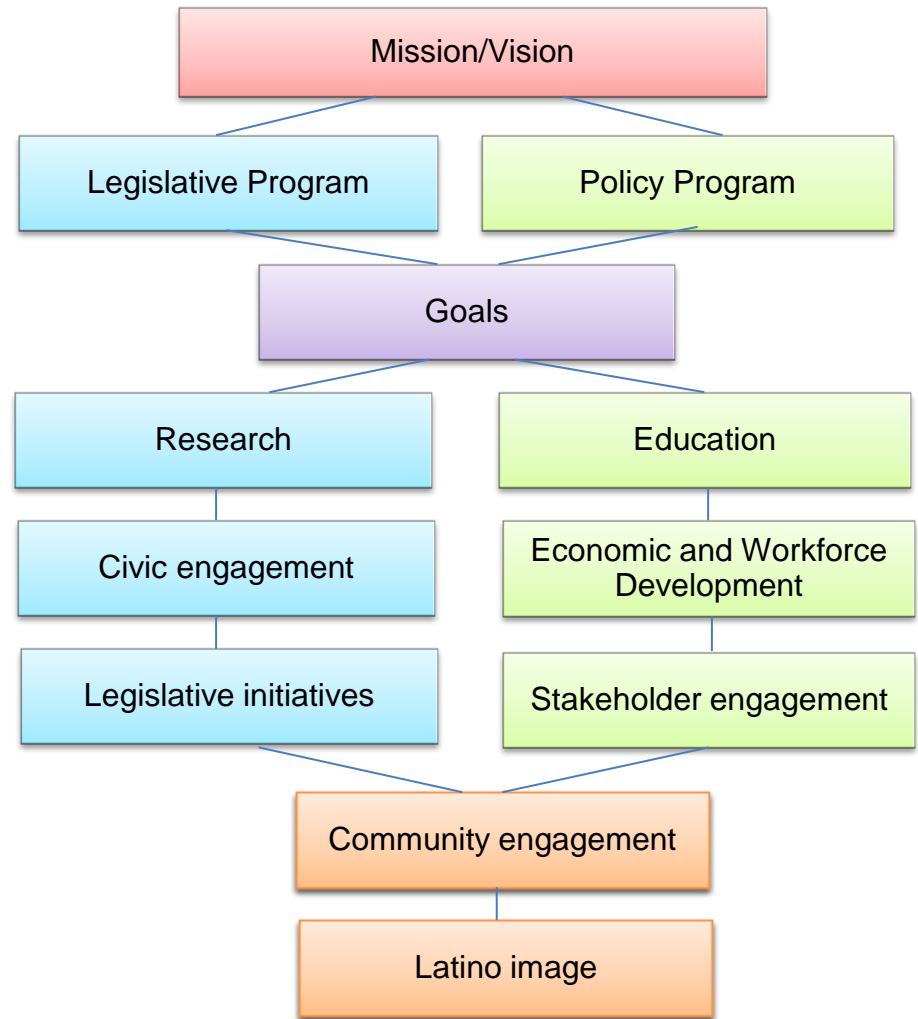
CLAC Vision: Our vision is to raise the social and economic well-being and solidarity of Minnesota’s Latino community through public service.

CLAC Approach: Two Prong approach - Legislative and Policy

CLAC Focus areas: Economic Development and Education

Goals:

1. Reduce education disparities for Latino students
2. Serve as a connector between key stakeholders invested in eliminating disparities in the Latino Community
3. Conduct relevant research and provide information about the Latino community to the state Legislature and Governor’s Office
4. Increase Latino community civic engagement through community collaboration and leadership development
5. Develop a cohesive legislative and policy program building civic engagement and injecting the Latino voice, priorities and concerns into the policy making arena.



CLAC Strategies:

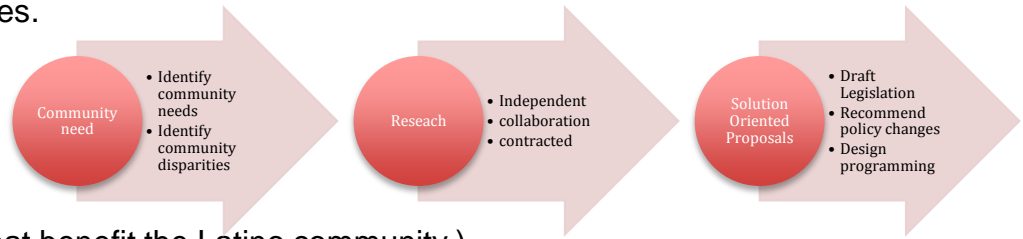
1. Systemic Thinking - shifting barriers in systemic design to minimize disparate impact on Latino Minnesotans by implementing compliance components to legislative/policy initiatives.

2. Solution – oriented proposals

(A. Research independently and in collaboration with other entities to support recommendations.

B. Work with policy makers and state agencies to

design and implement public policy and programs that benefit the Latino community.)

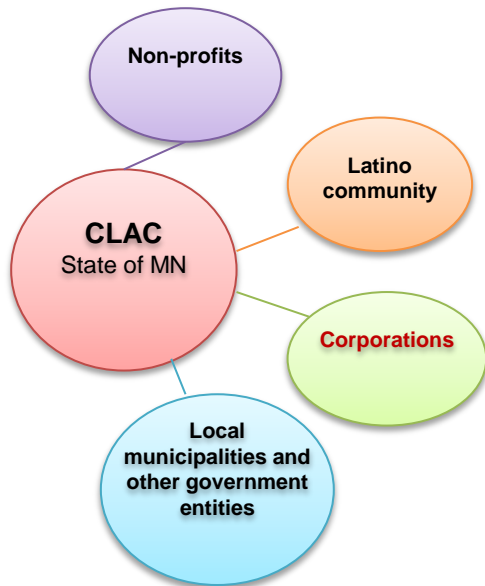


3. Being at the decision-making tables (Work actively with state department commissioners, mayors, and local governments, nonprofits, corporations, chamber of commerce, law enforcement agencies and educational institutions)

4. Latino image campaign (Promote the strength and vitality of the Latino Community and its contribution towards MN success.)

5. Leveraging strategic partnerships (Building alliances and collaboration with institutions and groups to share resources to further common goals and objectives)

6. Structuring and implementing a coordinated legislative and policy program reflective of Latino Minnesotan’s priorities, concerns and contributions.

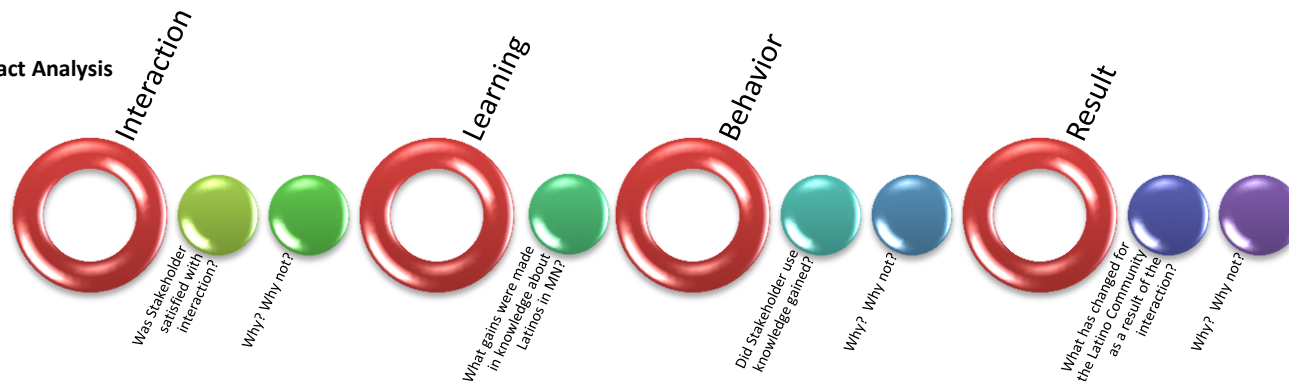


Problem identified by OLA: Isolation from state policy making.

Solution to address deficiency: Develop a cohesive legislative and policy program building civic engagement and injecting the Latino voice, priorities and concerns into the policy making arena.

Plan for outcome measurement: Develop performance indicators/performance targets supporting outcome measurement process(es).

Figure 1: Council Value Impact Analysis



What is the purpose for the outcome measurement processes in assessing the Legislative Program?

- To support new program design & identify success in a new program area(s)
- To support program redesign by determining whether the program's underlying theories and assumptions are correct
- To support funding requests and describe how you will measure a program's impact
- To support staff or council body planning processes and report on a program's impact
- To support a funder or stakeholder's request for evidence of the program's effectiveness
- To support internal reviews and determine whether to continue to allocate funding/resources to a program
- To support organization-wide quality improvement and refine program delivery

Developing realistic and informed outcomes:

When crafting outcomes:

Are the outcomes related to the “core business” of CLAC or its Legislative Program?

Is it within CLAC's control to influence these outcomes?

Are CLAC'S outcomes realistic and attainable? Are they achievable within the reporting period(s)?

Are CLAC'S outcomes written as change statements—will things increase, decrease, or stay the same?

Has the Council moved beyond stakeholder satisfaction in CLAC'S outcomes?

Is there a logical sequence among CLAC'S short-term, intermediate, and long-term outcomes?

Are there any big “leaps” in CLAC's outcomes, i.e., gaps in the progression of impacts?

IV. CLAC 2015 Strategy – Development of Legislative Program

Minnesota Council on Latino Affairs (MCLA) Strategic Management → Operational Planning & Action Steps to ensure alignment with statutory core functions and measurable outcomes.



Recommendation to assess the following required steps from a managerial and organizational perspective.

- Determine where is the organization at currently?
- Define what is important on a policy level?
- Define what must the organization achieve?
- Determine who is accountable? Align working titles with actual daily duties and job title.
- What are organizational resources? Staff? Systems? Processes? Necessary to align responsibly with statutory duties under 15.0145.
- What are necessary core budgetary adjustments to allow for meeting future expectations?
- Review, Reassess and tweak strategic plan as necessary on a quarterly basis.

Recommendation from a Legislative Program perspective to assess the following:

What will MCLA do to obtain closer understanding of its constituency?

- Create rural and urban Latino demographic profile
- Create rural and urban Latino needs profile
- Create rural and urban Latino contribution profile
- Create rural and urban Latino priorities profile

How will MCLA go about in ascertaining geographic profile of its constituencies?

- Create maps of Latino concentration per district
- Align those districts with given Legislators
- Align those districts with local key Latino organizations/or agencies/orgs who provide direct services to large Latino communities.

**Summary of CLAC's 2015 Legislative Program Activities:
Legislative/Policy Initiatives, Provisions Crafted or Influenced & Civic Engagement**

Bills				
Legislative/Policy Initiative	Short Descriptive	CLAC Focus Area	Bill Status & Provisions Crafted or influenced	Output(s)/Contributions
HOME Bill	Housing opportunities made equitable (HOME) pilot project funding provided, and money appropriated.	Economic Development	No appropriations secured. Position Statement issued, testimony provided.	Worked with MICAH and all supporting allies to identify viable strategies.
MinneMinds	Guarantee all financially challenged 3- and 4-year-olds living at or below 185% of poverty level has access to quality early care and education environments through scholarships.	Education	Appropriations initially secured; \$61.5 million. Increased after special session; \$48 million.	CLAC is a member of the MinneMinds Coalition. It partnered with coalition allies to identify viable strategies.
Council Restructuring	Minnesota ethnic councils governing laws revised	State Governance	Bill passed House. Language not adopted in Senate. Referred to Conference Committee. Passed Senate.	Language amended.
Driver's License	Driver's license and Minnesota identification card governing requirements amended	Economic Development	Passed Senate. Died in House.	<ul style="list-style-type: none"> • CLAC collaborated with community grassroots organizations, Asemblea and MESA, to bolster its work to pass HF98. • CLAC secured Asemblea key meeting with House Speaker and members of the Transportation Committee.

Summary of CLAC's 2015 Legislative Program Activities: Legislative/Policy Initiatives, Provisions Crafted or Influenced & Civic Engagement

Provisions Crafted or Influenced				
Policy Initiative(s): Stakeholder Engagement	Short Descriptive	CLAC Focus Area	Provisions Crafted or influenced	Output(s)/Contributions
CECLC	Purpose is to promote disparities reduction. Legislative Director served as Chair of Leadership Committee.	Health & Human Services	<ul style="list-style-type: none"> • Legislative Report submitted on 2/14/15 to Chairs of Ranking Minority Members of the committees of House and Senate with jurisdiction over MDH. • 5 Core recommendations submitted to Commissioner • Jensen in Awareness Goal, Leadership Goal, Community • Health & Health Systems Goal, Culturally and Linguistically Competent Goal and Research & Evaluation Goal. 	<ul style="list-style-type: none"> • Legislative Director volunteered to be Chair of Leadership Committee. • As Chair, the Legislative Director infused a request that the group and council incorporate rural MN interests, perspectives and needs into the policy work coming out of the CECLC and committee.

**Summary of CLAC's 2015 Legislative Program Activities:
Legislative/Policy Initiatives, Provisions Crafted or Influenced & Civic Engagement**

Civic Engagement			
Initiative	Purpose	Component	Output(s)/Contributions
Latino Youth Council	Increase capacity of Latino youth in areas of policy making & civic engagement	Latino Youth Leadership & Skills Development	<ul style="list-style-type: none"> Legislative Director partnered with LWV of Minnesota to draft website content reflective of Latinos in Minnesota and civic engagement Legislative Director recruited and retained two Latino youth to participate in the video raising awareness of the importance of youth voting and civic engagement
Your Vote, Your Voice (MN League of Women Voters)	Engaging youth in civic engagement through social media	Partnering with Agency in Civic Engagement	<ul style="list-style-type: none"> After attending a stakeholder meeting hosted by Secretary Simon, the Legislative Director requested that the panel be inclusive of the Latino experience within the context of the 1975 Extension of the Voting Rights Act ending discrimination against so-called "language minorities," in America specifically drafted to address discrimination against Mexican American and other LEP Americans.
50th Anniversary of Voting Rights Act – Panel member (Secretary of State's Office)	Inject the Latino experience/perspective on an issue historically discussed within the narrative of "Black and White" interests.	Partnering with Stakeholder(s) in Civic Engagement	<ul style="list-style-type: none"> Legislative Director was asked to sit on the panel, representing MCLA, because of her background as a civil rights attorney and her level of expertise on the subject matter. No other council had a representative on the panel.
Diversity & Inclusion Council: Civic Engagement Committee	Increase Latino participation on State boards, commissions and task force. The objective was to inject rural Latino Minnesotan's needs, interests and perspective on a predominantly Twin City Seven Metro Area council.	Latino Civic Engagement.	<ul style="list-style-type: none"> Legislative Director and So. Minnesota Regional Project Manager worked strategically to have a member of Rural MN appointed to the Governor's Diversity & Inclusion Council: Civic Engagement Committee. Candidates were identified, coached and supported throughout the application and submission process. Guadalupe Quintero, Director of Institutional Diversity Outreach, Mankato State University was appointed.

V. 2015 Policy Program

Narratives and Measurable Outcomes

Rochester Early Childhood Education Pilot Project “The Hub”– Promise Neighborhood:

The purpose of this project is to permanently close the achievement gap and end generational poverty in Southeast Rochester. Together with partner organizations, we will walk side by side with low-income families as they put their children on a path to college. The Hub’s wraparound framework will effectively support low-income children of color so that they will graduate from high school prepared for college. This project began in the spring of 2013. Art Rolnick, Early Childhood Education strong supporter, came to the leadership of Rochester to propose the creation of a "Promised Neighborhood" program modeled after the Northside Achievement Zone (NAZ) in North Minneapolis. Since then, MCLA has organized meetings with local leaders like Mayo Clinic, Rochester Area Foundation, Rochester Public Schools, Rochester Area Chamber of Commerce, Southern Minnesota Initiative Foundation, NAZ, MPOWR, Families First of Minnesota formerly Childcare Resource and Referral, Olmsted County Social Services, ACHLA, CLUES, COBM, Aldrich Memorial Nursery School, RCTC, Family Services Rochester, Minnesota School of Business, and many others to look for funding and build support for its creation. The Business Plan has been presented to the leadership group in Rochester for their consideration.

Problem: Latino children are not prepared to enter kindergarten and families of color face many obstacles due to poverty.

Goals: Prepare children to be ready for kindergarten and remove barriers for families and children’s success.

Activity	Outputs	Results	Impact
1. Convened meetings since 2013 to gather support for pilot project. Met with the leadership of Rochester and presented the idea.	1. FAR Business Plan (Minnesota School of Business, Rochester, MN) presented September 2014	1. Area leadership has taken notice of education disparities in the Latino and other communities of color and poor in the state and particularly in Southern Minnesota and is interested in utilizing MCLA’s solution oriented proposal.	1. Writing of the bill to request funding from legislature
2. Organized a tour with this leadership group in late 2013 to visit NAZ in North Minneapolis.	2. Capstone Project (Humphrey Institute of Public Affairs) “Harnessing the Power of Collective Impact to Address Kindergarten Readiness” presented December 2014		2. Request “Promised Neighborhood” designation to receive federal funding
3. Organized meeting in Rochester with early childhood service providers on 12/11/14 to hear from NAZ CEO Sondra Samuels and software company SupplyCore staff			
4. Collaborated and provided support/information to the Minnesota School of Business’ s students for the creation of the first business plan for the ECE Pilot Project.	3. Early Childhood Education Pilot Project “The Hub” Business Plan (University of Minnesota) presented to area leadership December 2015		
5. Assisted with providing information and support for the creation of the Capstone project for the Humphrey Institute students to support the creation of such pilot project			

Police Policy Oversight Commission, Rochester, MN:

Participated in the creation of the city ordinance to create the Police Policy Oversight Commission for the Rochester Police Department. RCLPC Sedarski was also appointed by Mayor Ardele Brede to become one of the 7 Commissioners. The purpose of this Commission is to assist the Rochester Police Department in reviewing and making comments/recommendations on the policies, practices and procedures adopted or to be adopted by Police Administration as they relate to legal requirements of state and federal law and the expectations of the community.

Problem: The Chief of the Rochester Police Department, Roger Peterson, created this commission in a proactive way to build trust with all the communities that live in the city. Efforts started almost 2 years ago, before all the racial tensions began to surface around the country.

Goal(s): + Connect the Rochester community to policies and actions by the police department, requesting input from citizens in how they want to be policed.

+ Build trust between law enforcement and the communities they serve in the city of Rochester.

Activity	Outputs	Results	Impact
1. Participated on initial ordinance that created the Commission	1. Review and improve Rochester Police	1. Help draft the Chapter 19D Ordinance that created the Commission	1. Community ownership of decision-making process through transparent open processes that included Latino and other communities of color.
2. Participated on the drafting of the body camera policy worn by police officers. We organized 2 community forums to gather input from residents	Department policies, practices and procedures to meet state and federal law and community expectations	2. 7-416 Mobile Video Recording policy was drafted and approved.	Positive Police/community relationship
3. RCLPC Rebeca Sedarski is currently the Chair of the subcommittee in charge of drafting of the bylaws that will govern the commission	2. Commission made recommendation on police body cameras	3. Currently working on the drafting of the bylaws	2. Public safety and decreases unnecessary hardship on Latino community 3. Building trust with the community to allow mutual respect and confidence in law enforcement

Rochester Area Chamber of Commerce Supplier Diversity Initiative:

This initiative is a collaborative effort of the Mayo Clinic, Rochester Area Chamber of Commerce and its Foundation, the City of Rochester, and Rochester Area Economic Development, Inc. (RAEDI) to provide assistance and education to small and diverse business area suppliers who seek access to the Southern Minnesota economy and business community.

Problem: Limited number of minority certified owned businesses in Southern Minnesota

Goals: + Increase support, information, and advantages for minority business to obtain certification as Disadvantaged Business Enterprises (DBE’s)

+ The inclusion of minority and Latino own businesses in contracts awarded to them for Destination Medical Center (DMC) related construction projects within the city of Rochester.

Activity	Outputs	Results	Impact
Attended regular meetings to support efforts in organizing informational meetings (first one in early February 2015) and roundtables for minority owned businesses	1. Develop mutually beneficial relationships between diverse suppliers and buyers in order to source local and regional vendors.	1. Increase diverse suppliers network 2. Increase Latino Certified Businesses	1. Diversify economic vitality in Southern MN Region. 2. Supported the city’s hiring goals for Destination Medical Center contracts to be set at 4%
MCLA’s Legislative Director made recommendations to the Assistant City Administrator for the DMC Targeted Group Business Enterprise Utilization Plan for the city of Rochester.	2. Provide resources to small and diverse business area suppliers who seek access to the Southern Minnesota economy and business community.	3. Increase small and diverse businesses access to Southern MN economy	

Mexican Consulate in St. Paul, MN

In a spirit of collaboration, MCLA has provided support to the Mexican Consulate, its Consul and staff, as requested in Rochester, MN.

Goal: Collaborate with state, local and international agencies that support Latino Minnesotans

Activity	Outputs	Results	Impact
Provided support to secure a location for the Mobil Consulate in Rochester, MN on April 11, 2015 at the Hawthorne Education Center.	Support for Mexicans applying for passports, consular ID’s and other documentation	About 300 Mexicans received documents	A true spirit of collaboration and support between CLAC and the Mexican Consulate
Consul Alberto Fierro asked MCLA to support a family that came from Mexico to receive care at Mayo Clinic. MCLA was able to help them contact the correct person at Mayo Clinic to receive a substantial discount on their final		A savings of about \$100,000 for the Silvestri family on their daughter’s heart surgery	

Journey To Growth Plan:

This plan is a comprehensive five-year strategy coordinated by the Rochester Area Economic Development, Inc (RAEDI) and the Rochester Area Chamber of Commerce to effectively grow and diversify the regional economy, to optimize the regional talent base and become a cohesive connected region. Participation in the decision making tables on the Diversity and Inclusion, Economic Development and Workforce Development Committees giving voice to the Latino community.

Problem: The city of Rochester and the surrounding area depend heavily on the Healthcare sector (40%)

- Goals:**
- + Diversify the regional economy, to
 - + Optimize the regional talent base
 - + Become a cohesive connected region

Activity	Outputs	Results	Impact
Attend regular meetings and provide input about programs and organizations that are doing best practices regarding Diversity and Inclusion, Economic Development and Workforce Development	<ol style="list-style-type: none"> 1. Recommendations to Diversity and Inclusion committee 2. Recommendations to Economic Development committee 3. Recommendations to Workforce Development Committee 	<ol style="list-style-type: none"> 1. Public and private institutions are effectively leveraging cultural diversity as a major asset and all people are benefiting through improved results in education, employment, public policy and public spaces. 2. Working on becoming the first Intercultural City in the United States. 	<ol style="list-style-type: none"> 1. A truly diverse and inclusive community that works together to help all members of the community to harness their full potential no matter their situation 2. Regional economic vitality and growth
Provided support and connection to the Diversity and Inclusion committee to begin conversations with the city of Rochester and its leadership about becoming the first Intercultural City in the United States. The Intercultural Cities Initiative is a city strategy that will impact public perception and policies to trigger collective dynamics towards "taming" and harnessing diversity for the benefits of the city and its people. Leaders in the city will continue conversations and plans in January 2016.			

Northern Mexico Economic Corridor:

On March 2nd and 3rd, 2015, with the support of the Assistant Commissioner of Agriculture, Mr. Jim Boerboom, Mayor of Rochester Ardell Brede and the President of the Rochester Area Economic Development, Inc., Mr. Gary Smith, RCLPC Rebeca Sedarski attended the Northern Mexico Economic Corridor Conference. This regional event took place in Mazatlán, Mexico. The purpose for the reunion was to gather the leadership, mayors and heads of the Municipal Economic Development Departments along the 7 states that belong to this land corridor and discuss issues of importance and ways to promote the region. The Northern Mexico Economic Corridor accounts for 22.5% of the Mexican GDP. This land corridor begins with the city of Mazatlán and ends with the city of Matamoros. The 7 states that belong to this corridor are: Sinaloa, Durango, Chihuahua, Coahuila, Nuevo León, Tamaulipas and Zacatecas. The state of Nayarit became the 8th state to join the efforts of the NMEC. Among other objectives, this newly completed corridor is intended to provide an alternative land route to trade between Asia and North America.

Problem: Dependence of only one sector of the regional economy: Healthcare

Goals: + Create a bilateral economic collaboration with Northern Mexico

+ The cities of Rochester and Mazatlán to become “Partner Cities”

Activity	Outputs	Results	Impact
<p>Attended the Northern Mexico Economic Corridor Conference in Mazatlan Mexico in March 2015.</p> <p>Letter of intent was brought from Rochester’s Mayor Ardell Brede to Mazatlán’s Mayor Carlos Felton for the cities of Rochester and Mazatlán to become “Partner Cities”. When returning to Minnesota, a letter of intent was brought from Mayor Felton to Mayor Brede with the same purpose.</p>		<p>The Rochester City Council is considering the “Partner City” proposal between Rochester and Mazatlán.</p>	<ol style="list-style-type: none"> 1. Begin the process of bilateral economic and diplomatic collaboration between the states of Sinaloa and Minnesota and regionally with the Northern Mexico Economic Corridor. Potential economic growth in many sectors of the economy like Agriculture, Medical Tourism, Commerce, Trade and Education. 2. Become a more diverse and inclusive state regarding economic and workforce development.

Multicultural Networking Meetings, Mankato, MN:

Guadalupe Quintero, Director of Institutional Diversity Outreach from MSU Mankato, originally put this meeting together. This is an opportunity to meet new people and learn about resources available to the Latino and multicultural communities in Southern Minnesota and to learn what is happening at the MN Legislature. Members of this group come from Higher Education, nonprofits, government and community.

Problem: Disconnected minority communities in Southern Minnesota from other organizations and state legislature

Goals: Become a more informed minority community and learn about local and statewide resources available to them and the communities they serve

Activity	Outputs	Results	Impact
<p>Attend regular meetings and provided information of what is happening at the state legislature.</p> <p>MCLA helped organize the 1st. Multicultural Networking Resource and Job Fair. This fair provided information about employment, immigration, legal services, housing health screening and other services to participants.</p> <p>Participated in the organizing committee that included the following agencies: MCLA, the Immigrant Law Center of Minnesota, the Mankato Islamic Center, African Family and Education, CLUES, Boys Scouts, Greater Mankato Diversity Council, Riverland Community and Technical College, MSU Mankato, U of M Extension, Open Door health Center, Mexican Consulate, Southern Minnesota Regional Legal Services, and the ACLU.</p>	<p>1st. Multicultural Networking Resource and Job Fair</p>	<p>126 people attended the event 25 agencies participated in the resource tables</p>	<p>Support for minority and multicultural communities in Southern Minnesota. Connect these rural organizations with what is happening at the State Legislature and with issues that are affecting the people they serve.</p> <p>Connecting resources and job opportunities to multicultural communities in Southern Minnesota</p>

2015 Supplier Diversity Event and Conference:

Mayo Clinic and the Rochester Area Chamber of Commerce along with MCLA and other organizations, partnered to host a premier event with the following goals: To explain why diversity and inclusion are important to economic growth, the value of certification and how to access resources for your business, gain valuable insight and knowledge to navigate and become a supplier for Mayo Clinic, Hormel, DMC and other local organizations and energize your business customers and suppliers. MCLA was part of the organization committee. Currently working on the organization of the 2016 Supplier Diversity Conference that will take place during the summer of 2016.

Problem: Diversify Minnesota and the region's supply chain

Goals: + To explain why diversity and inclusion are important to economic growth

+ The value of certification and how to access resources for your business

+ Gain valuable insight and knowledge to navigate and become a supplier for Mayo Clinic, Hormel, DMC and other local organizations

+ Energize the customers and suppliers for businesses

Activity	Outputs	Results	Impact
Participated in the organization committee. MCLA continues to participate in the organization of the 2016 Supplier Diversity Event. It t will be called "The Power of Diversity".	Secured the participation of Hormel CEO Mr. Jeffrey Ettinger as the keynote speaker and the participation of Ms. Katie Troyer, Director of Diversity and Inclusion for the office of Gov. Dayton and Mr. Matthew Massman, the MN Commissioner of Administration in the panel discussion.	350 people attended the conference. Achieve more diversity by contracting with more businesses owned by minorities, women and veterans.	Connecting minority and diverse-owned small businesses with larger companies. Talk about the "Power of Diversity" in business and showcase best practices for businesses empowering its diverse workers.

A Discussion on Latino Education:

This event was a collaboration between Minnesota Public Radio's Listening for a Change Project and the Chicano Latino Affairs Council (CLAC). Members of the panel were Rochester Public Schools Superintendent Michael Muñoz, former Assistant Commissioner of Education Elia Bruggeman, MPR's Senior Economics Editor Chris Farrell and former Minneapolis School Board member Alberto Monserrate.

Problem: Low graduation rate of Latino students from a 4 year high school

Goals: Inform MPR's listeners and have a conversation about Latino Education

Activity	Outputs	Results	Impact
Staff provided the assistance in helping recruit Superintendent Michael Muñoz and Elia Bruggeman and spreading the word about the upcoming program.	The discussion was broadcasted across the state through MPR's radio stations.	This discussion was centered on Latino graduation rates and Minnesota's future workforce. It also explored solutions for helping Latino students graduate from high school and more, gaining the education and skills that lead to good jobs.	Having conversations and working on best practices on how to increase the graduation rates of Latinos from a 4 year high school in Minnesota

University Of Minnesota Rochester Health CORE (Community of Respect and Empowerment) Advisory Board.

The mission of the Health CORE Initiative is to enhance diversity and inclusion in the UMR student experience through intentional community development and support. Students who commit to this special program are future healthcare professionals who are diverse, active, accountable, respectful, and empowered.

Problem: Low number of Latino students entering college

Goals: Increase the number of Latino students applying to the UMR and registering to the Health CORE Initiative from 23% to 30% in the next cohort.

Activity	Outputs	Results	Impact
MCLA was invited to be a member of this newly formed Advisory Board.	By participating in the Health CORE Advisory Board, MCLA provided valuable input, expertise and support during the start-up of this newly formed program	The total number of students that were recruited equals 276, and the total number of Hispanic equals 40 (23%).	Increase Latino students enrollment to the Health CORE Initiative

Alliance of Chicano Hispanics and Latin Americans (ACHLA).

ACHLA works to empower Hispanics/Latinos to participate in enriching the quality of life for all people in the Rochester area through:

- Educational opportunities
- Civic engagement
- Community-wide partnerships and collaborations
- Cultural exchange
- Building capacity within the Hispanic/Latino community

ACHLA also works with the community by providing educational programs for adult including English language instruction, and classes on different topics. Children participate in math tutoring, enrichment and recreational activities, and mentoring. We also organize and participate in community outreach events to provide information on available resources and help people understand how the system works. Our goal is to promote leadership in the community by helping each other. One of the duties as Community Liaison working in Rochester was to help coordinate, support, and reorganize the board members of the organization. The Board was re-established in 2014.

Through the work of board members and volunteers, the organization put together the 2015 Latino Fest in Rochester, MN. The Latino Fest brought resources and information to the Latino Community

Problem: Reintegration of the Latino community in Rochester and surrounding area

Goals: +To continue providing support to the Latino community living in Rochester and the surrounding area and to the new immigrants

+ Integration of the Hispanic community while maintaining our cultural identity and heritage

+ Work to build a sense of community and belonging among ourselves and with the community at large.

+ To share our cultural heritage, involve other organizations in our activities, and collaborate with other groups serving the Hispanic community, and with community members from different cultural backgrounds.

Activity	Outputs	Results	Impact
RCLPC Rebeca Sedarski participates as the Vice President of ACHLA and the Executive Committee through monthly meetings and to organize the Latino community in the Rochester area.	<ol style="list-style-type: none"> 1. Latino Fest 2015 2. The Juntos Club offers educational programming for children and adults. Children participate in one-on-one math tutoring with volunteer tutorial to improve their math skills and complete homework. The program offers enrichment activities that involve arts and craft, cultural and recreational activities. 3. The program offers enrichment activities that involve arts and craft, cultural and recreational activities, field trips, community service, exposure to positive role models and mentoring. Adults participate in English language instruction and classes in different topics including parenting, finances, health, legal issues, etc. This program relies on the help from volunteers who can offer time and expertise to children and adults. 	Around 300 people from the Rochester and surrounding communities attended the event.	<ol style="list-style-type: none"> 1. A thriving Hispanic/Latino community that is fully contributing to the quality of life in the Rochester area through their work, voice, talents, cultural richness and knowledge 2. Share Latino culture and music with the rest of the Rochester community 3. 20-35 Latino children receiving math tutoring support 4. 7 Latino parents receiving English tutoring support

Rochester Community Conversation: Latinos and Homelessness in Rochester

The MN Office to Prevent and End Homelessness in partnership with CLAC met with members of the Rochester community who work with Latino families. Attendees to this meeting work for the Rochester Public Schools, the University of Minnesota Rochester, Three Rivers Community Action and Community Health Services, Inc.

Problem: To find out about homelessness for the Latino community in Rochester

Goals: To provide input to MN Interagency Council on Homelessness on best practices to solve the Homelessness problem for Latino families.

Activity	Outputs	Results	Impact
Partner with the MN Interagency Council on Homelessness	Convened Latino community and other members of the Rochester community that serve homeless Latino individuals	Program Manager for the MN Interagency Council on Homelessness received input on solutions to the needs and brainstorm ideas on "What works" and "dream idea" to solve the problem of homelessness for Latinos in MN.	Ending homelessness policies that will take the Latino experience into consideration

Minnesota Air/Army National Guard

Col. Sandy Best, on behalf of the MN National Guard, invited a group of 6 Latino leaders in Education from Rochester and the Twin Cities to talk about ways to partner to benefit our Latino community.

Problem: To close the achievement gap of Latino students and to help them graduate from a 4 year high school

Goals: To partner with other organizations that want to help Latino students succeed

Activity	Outputs	Results	Impact
Attended Col. Best Tour of the MN Air and Army National Guard facilities. She is also connecting Mayor Ryan Kelly (MN Army National Guard) to the Superintendent of the Rochester Public Schools		There will be follow-up conversations from the tour of the MN National Guard facilities between the National Guard and attendees to find out ways to help Latino students succeed and graduate from high school. They are offering their installations and personnel to become mentors or teachers that can come to the public schools and teach classes.	To partner with the MN National Guard to help close the achievement gap of Latino students and help them graduate from a 4 year high school

CLAC Community Engagement

The “CLAC Community Engagement” process enables The Council to *genuinely capture the voice of the Latino community* and gain input from others working within agencies or organizations that support the Latino community. The community engagement plan supports the following objectives:

- To directly engage Latino community members in discussing their accomplishments and challenges;
- To understand the Latino community’s perspective on root causes of socio economic challenges and solutions;
- To provide Latino community members with information regarding the state legislative process, policies and budget programs that support their socio economic situation;
- To understand the perspectives on Latino community contributions and support challenges of: local government, employers, educators, faith based leaders and service providers;
- To identify individuals that may provide testimony in presenting issues & solutions to state government;
- To identify individuals and organizations that would support recommendations in issues briefs;
- To gather and integrate direct qualitative research into CLAC analysis.

CLAC identified Southern Minnesota as the region of the state with the most demographic and economic growth. Our office has suggested 3 Southern Minnesota regions of focus with cities with the largest Latino communities and/or isolated Latino communities. 4 cities were selected to hold community forums from September through October.

Cities selected were; Worthington, Austin, Faribault and Rochester. Partnerships were created with local community churches home to the largest pockets of Latinos and the University of Mankato to assist in the outreach efforts.

Southern MN Preliminary Profiles: Survey Results

Austin, MN: 23 surveys submitted

Top 3 areas identified as priorities:

- Education – higher education
- Immigration Reform
- Workforce development

Top 3 focus areas identified as being important in having the most impact in helping the Latino community:

- Immigration reform
- Increase government programs and services for Latinos
- Increase Latino civic engagement

Top 3 agency functions identified as most important:

- Advise and inform the Governor's Office and Legislature on matters of importance to Latinos
- Serve as a conduit to Government and private entities on matters of importance to Latinos
- Conduct studies to obtain more data and information about Latinos in MN

Worthington, MN: 18 surveys submitted

Top 3 areas identified as priorities:

- Education – higher education (k-12 close 2nd)
- Immigration
- Housing & Economic Development

Top 3 focus areas identified as being important in having the most impact in helping the Latino community:

- Immigration reform
- Increase access to information in Spanish
- Economic Development

Top 3 agency functions identified as most important:

- Advise and inform the Governor's Office and Legislature on matters of importance to Latinos
- Serve as a conduit to Government and private entities on matters of importance to Latinos
- Conduct studies to obtain more data and information about Latinos in MN

Faribault, MN: 18 surveys submitted

Top 3 areas identified as priorities:

- Education – higher education & Immigration Reform
- Health
- Workforce development

Top 3 focus areas identified as being important in having the most impact in helping the Latino community:

- Immigration reform
- Increase government programs and services for Latinos
- Increase Latino civic engagement & increase access to information in Spanish

Top 3 agency functions identified as most important:

- Advise and inform the Governor's Office and Legislature on matters of importance to Latinos
 - Publicize Latino contributions to MN fabric
- Serve as a conduit to Government and private entities on matters of importance to Latinos & Conduct studies to obtain more data and information about Latinos in MN



Rochester, MN: 21 surveys submitted

Top 3 areas identified as priorities:

- Education – higher education (k-12 close 2nd)
- Health
- Discrimination & Immigration Reform

Top 3 focus areas identified as being important in having the most impact in helping the Latino community:

- Immigration reform
- Increase government programs and services for Latinos & Increase Latino civic engagement & more laws and bills
- Increase access to information in Spanish

Top 3 agency functions identified as most important:

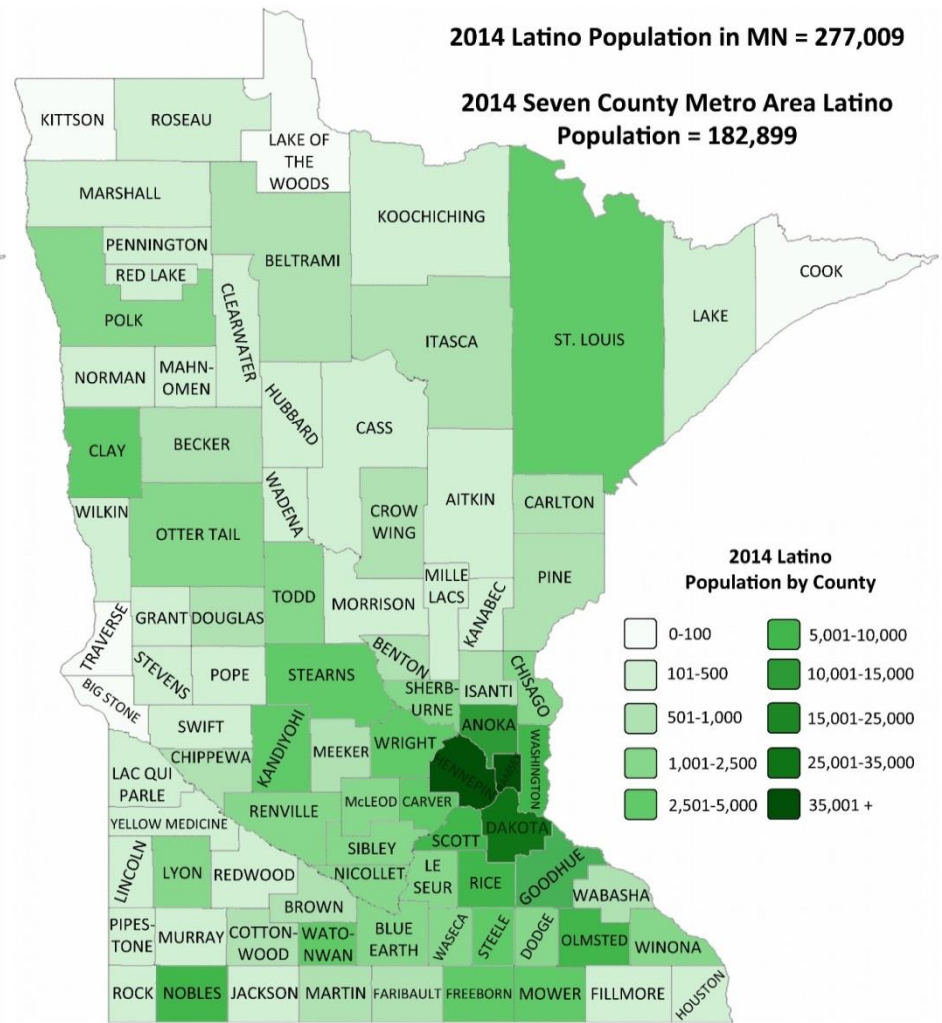
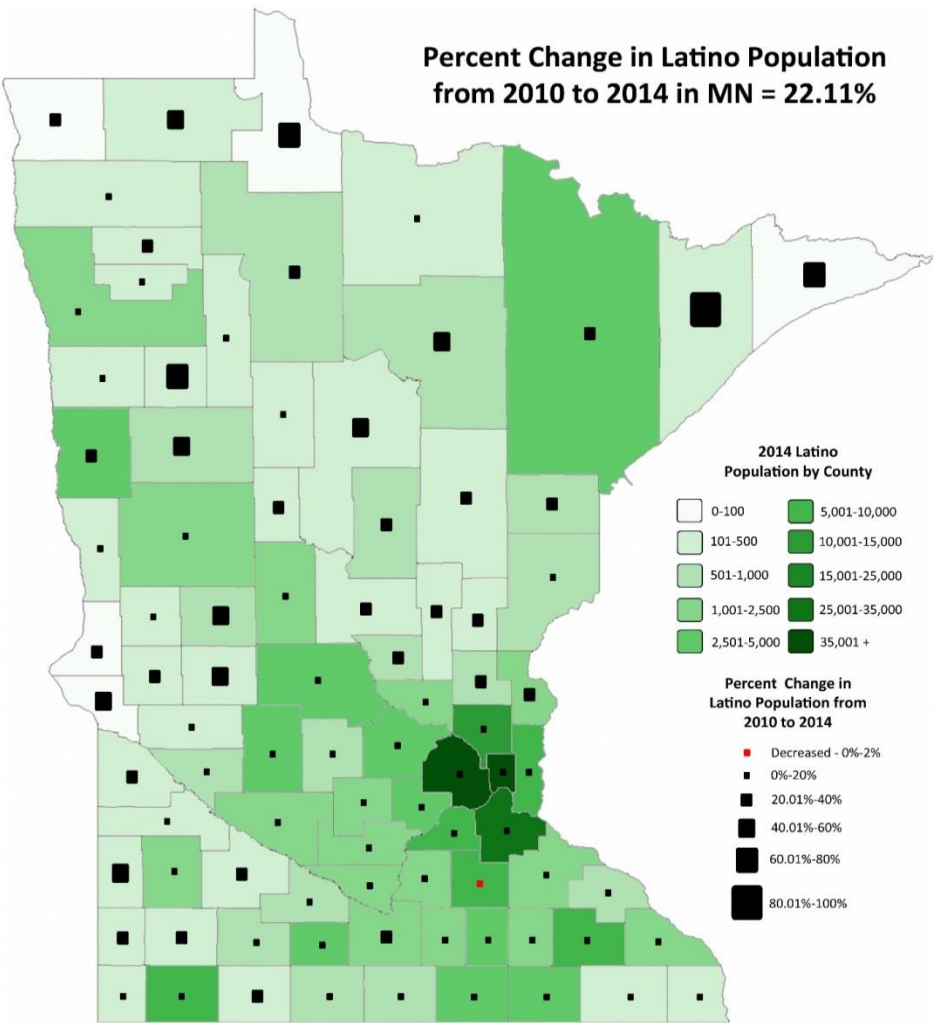
- Advise and inform the Governor's Office and Legislature on matters of importance to Latinos
- Serve as a conduit to Government and private entities on matters of importance to Latinos
- Conduct studies to obtain more data and information about Latinos in MN

VI. Minnesota Latino Profile Map Series 2015:

(Produced MCLA's Research Analyst Justin Lane)

Population with Percentage Change from 2010 to 2014 by Minnesota County

Latino Population by Minnesota County



(See appendix section for complete Latino Profile Map series)

Latino Profile Map series 2015 for the following indicators are also available on MCLA's website, www.mcla.state.mn.us

Education Achievement; Employment status; Language spoken; Latino Citizenship Status; Latino Median Household Income; Occupation for the Civilian Employed Population; Poverty Level;; Drop Out Rates; 4-Year Graduation Rates; Latino/White Graduation Achievement Gap; Latino Percent of Total Population.

VII. Financials

General Fund **\$375,000.00**

Carry-forward from Fiscal Year 2014 **\$3,362.01**

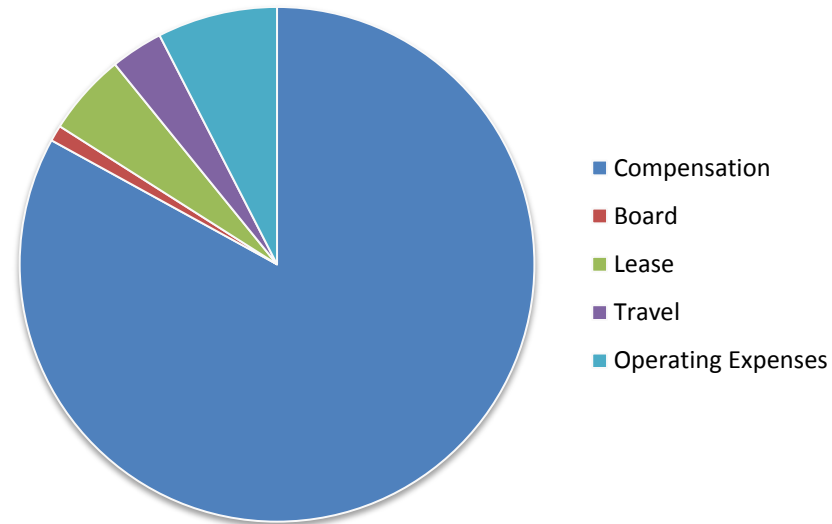
\$378,362.01

Expenditures

Full-time	\$256,205.04
Part-time	\$42,292.30
Overtime and Premium Pay	\$4,844.97
Other Employee Cost	\$3,687.40
Space Rental and Utilities	\$18,821.40
Printing and Advertising	\$4,312.37
Prof-Tech Serv-Border Comm	\$8,460.00
Computer and System Services	\$354.84
Communications	\$52.13
Trav-Sub-Instate-Border Comm	\$11,239.46
Trav/Sub-Outofstate-Border Comm	\$810.70
Employee Development	\$30.00
IT Centralized Services	\$5,545.43
Supplies	\$6,428.83
Equipment	\$477.31
Repairs-Maintenance	\$118.32
Other Operating Costs	\$1,155.07
Equipment-Non Capital	\$623.15

Total **365,459**

Spending by Program FY 15



VIII. MCLA 2016 Mission, Vision, Priorities, Goals and Outcome Measures

Note: Due to the recent hiring of the Executive Director and addition of 4 new council members. The council is still currently working on a more comprehensive strategic plan. The council plans to submit an amended version of this report prior to the start of the 2016 legislative session.

New Mission – Build equity and leadership through the legislative and public policy process that will improve the success of Latino Minnesotans.

New Vision - Latino Minnesotans will continue working towards economic, social, legal and political equity with the governor, legislature and greater Minnesota community.

MCLA's priority areas

- 1. Immigration**
- 2. Education**
- 3. Economic Development**
- 4. Workforce Development**
- 5. Civic Engagement**
- 6. Community Engagement**

MCLA Goals

- 1. To work with the governor, legislature other ethnic councils and community to improve equity and success for Latino Minnesotans.**
- 2. To outreach and engage the state Latino community by serving as a liaison between state government and other entities serving the Latino community**
- 3. To increase Latino leadership and image throughout the state**

VIII. MCLA 2016 Mission, Vision, Priorities, Goals and Outcome measures

Goal 1. To work with the governor, legislature other ethnic councils and community to improve equity and success for Latino Minnesotans.

Objective 1. Work with Governors office, legislators, ethnic councils and community to draft or change legislation and policies that furthers equity in the Latino community

Output 1a. Meet with Governors office and Commissioners to advise and provide recommendations on legislation and policies that will improve Minnesota Latinos overall conditions

Output 1b. Advise and provide recommendations to the Governors Diversity and Inclusion Council

Output 1c. Meet with legislators to advise and provide recommendations on legislation and policies that will improve Minnesota Latinos overall conditions

Output 1d. Collaborate with MN ethnic councils and other community entities on legislation and policymaking process.

Output 1e. Present the results of survey's, studies and community forums produced both internally and externally to the governor, legislature and community

Outcomes:

- Draft 1 – 3 legislative bills and identify legislators to champion bills
- Track 1 – 3 key legislative efforts in each priority area to advise governor, legislature and community
- Provide 1 – 3 recommendations to the Governors Diversity and Inclusion Council to accomplish its goals of improving the recruiting and retention of state employees from diverse backgrounds, improve the contracting process for businesses owned by Minnesotans from diverse backgrounds, and promote civic engagement from all communities in the state.
- Provide 1 – 3 recommendations to other appropriate legislative committees on issues pertaining to priority areas
- Present 1-3 studies/reports on Latino Minnesotans that address priority areas to legislative committees and community

VIII. MCLA 2016 Mission, Vision, Priorities, Goals and Outcome measures

Goal 2. To outreach and engage the state Latino community by serving as a liaison between state government and other entities serving the Latino community

Objective 1. Improve the ability of the council to outreach and engage Latino Minnesotans, legislators and policy makers

Output 1a. Develop and implement an outreach and engagement campaign to Latino community, partners and policy makers to grow the council's base

Output 1b. Partner with strategic state agencies to align outreach and engagement efforts to the Latino community

Output 1c. Revamp and re-launch bilingual website and other social media

Output 1d. Connect constituency to the legislative process

Outcomes:

- Increase the councils outreach base by 20%
- Increase the number of Latino Minnesotans engaged in the council's initiatives (Position statements, Testimonies, Day at the Capital) by 20%
- Increase the number of users to our website and social media outlets by 20%
- Provide consistent updates on upcoming legislation and policy activities identified as priority areas
- Creating institutional change to assure equity and access to culturally competent state programs and services for Latino Minnesotans (1-3 recommendations)
- Establish 4 – 6 formal partnerships with state and community entities with set measurable objectives on improving Latino conditions

VIII. MCLA 2016 Mission, Vision, Priorities, Goals and Outcome measures

Goal 3. To increase Latino leadership and image throughout the state

Objective 1. Increase success and retention of Latino leadership in state, local and other entities

Output 1a. Establish partnerships with state and community entities that have an interest in recruiting Latino leaders and recommend appropriate qualified candidates to boards, commissions and other leadership positions

Output 1b. In collaboration with community partners develop network/database of Latino Minnesotans interested in serving the state

Output 1c. Continue to implement and recruit for the Latino Youth Council

Output 1d. Promote leadership development opportunities to Latino community

Output 1e. Highlight Latino Minnesotans and their accomplishments

Outcomes:

- Establish database of Latino Minnesotans interested in serving the state and or other entities
- Establish database to openings of state job, boards and commissions
- Increase capacity of Latino youth in areas of policy making and civic engagement
- Increase Latino Minnesotans to leadership development opportunities
- Highlight Latino accomplishments bi-weekly

IX. Our Team

The Minnesota Council on Latino Affairs (formerly 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.

MCLA Board Members



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



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



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



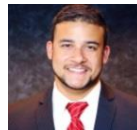
Kandace Creel Falcon
(March 2014-January 2018)
District 7, Treasurer



Michael Muñoz
(March 2014-January 2018)
District 1



Francisco Gonzalez
(September 2015-January 2019)
District 2



Braulio Carrasco
(September 2015-January 2019)
District 5



Monica Segura-Schwartz
(September 2015-January 2019)
District 6



Peter Reyes
(March 2014-January 2016)
At Large



Leticia Guadarrama
(September 2015-January 2019)
At Large

Former MCLA Board Members

- Gerardo Bonilla, District 2
- Cynthia Campos, District 5
- Luisa Pierce Gutierrez, District 8
- Jesus Villaseñor, At Large
- Rep. Linda Slocum
- Rep. Ron Kresha



Sen. Patricia Torres Ray
(May 2013)



Sen. Carla Nelson
(September 2013)



Rep. Jon Koznick
(March 2015)



Rep. Tim Mahoney
(November 2015)

Our Team

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

MCLA Staff



Henry Jiménez
Executive Director

Henry has recently joined the team as the new MCLA Executive Director. He is excited to outreach and engage the state Latino community and together develop a Latino Legislative Agenda. An agenda that builds equity and leadership and improves the success of Latino Minnesotans.



Annastacia Belladonna-Carrera, J.D.
Legislative Director

As Legislative Director, Annastacia coordinates the identification of Latino Minnesotan's state priority issues with Executive Director and coordinate with agency staff; Strategizes and creates action plans to advance legislative issues under Executive Director's consultation; drafts Position Statements pertaining to proposed policy or legislation having an impact on Latino Minnesotans; responds to state official's questions on state legislative activities impacting Latino Minnesotans; prepares testimony to be presented to legislative committees; and represents MCLA at conferences, hearings and meetings.

A special thanks to Former MCLA Staff:

Hector Garcia, Executive Director * Justin Lane, Research Analyst* Julie Loftus, Intern* Rose Allen, Intern



Gladys Rodriguez
Office Manager

Gladys Rodriguez is MCLA'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 MCLA's financial oversight. Gladys is MCLA's webmaster as she updates and maintains the website and she designs all desktop publishing for MCLA.



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. 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 Southeastern Minnesota region



MINNESOTA COUNCIL ON LATINO AFFAIRS (MCLA)

-State of Minnesota-

One Water Street West, Suite 240

St. Paul, MN 55107

Tel: 651-757-1760

Fax: 651-757-1761

mcla.desk@state.mn.us

www.mcla.state.mn.us

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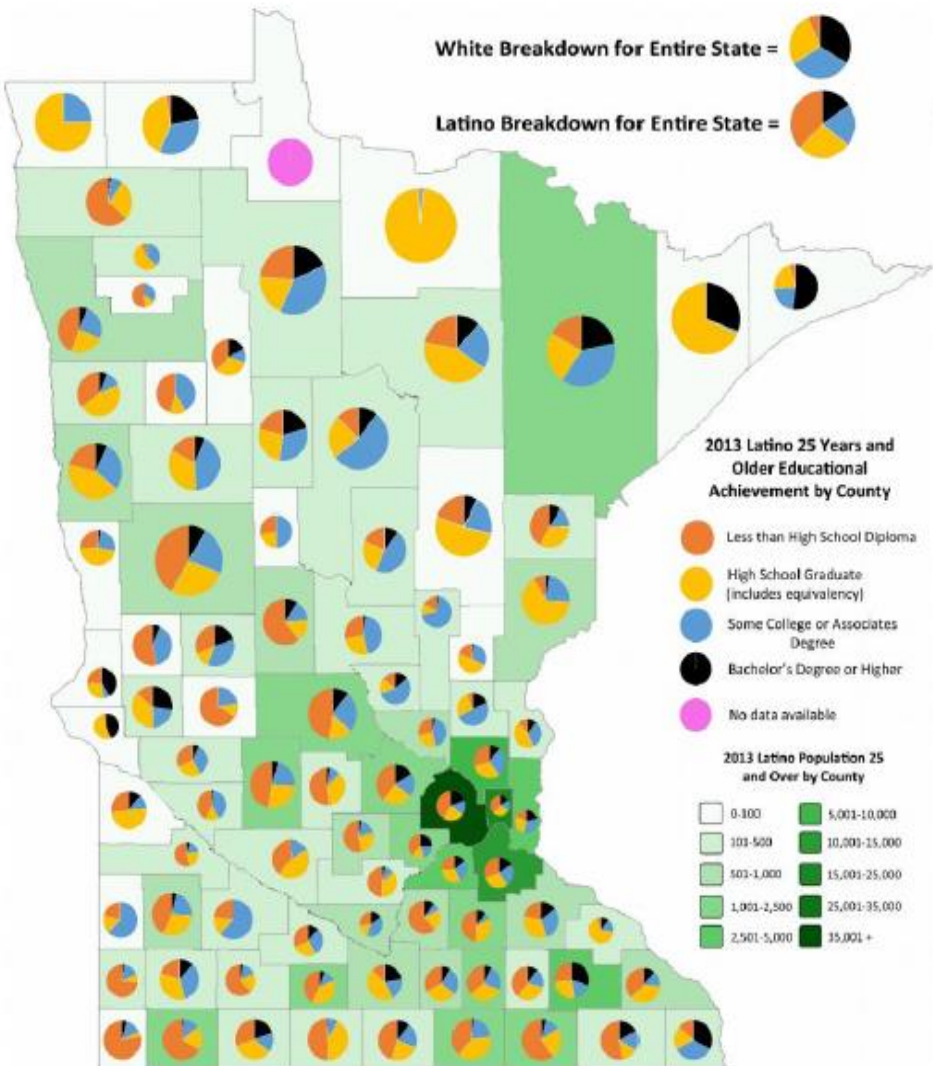
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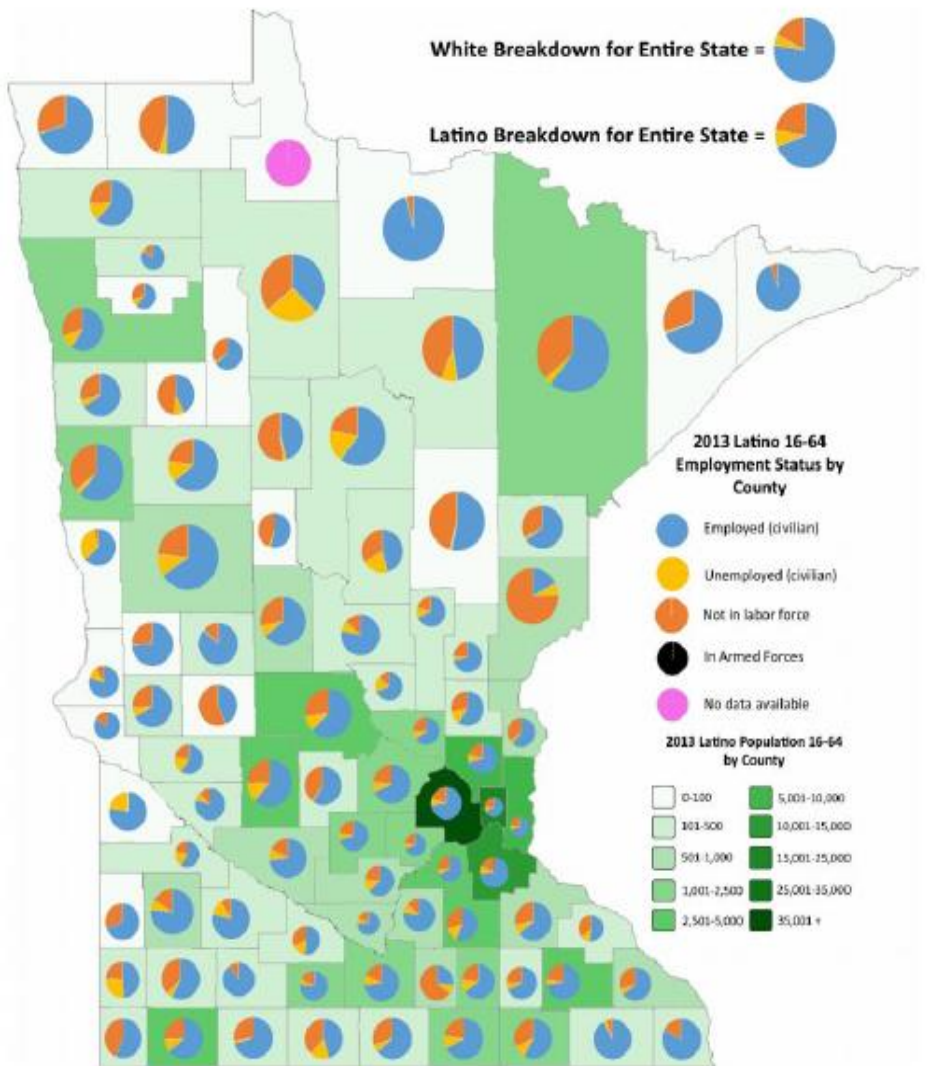
www.mcla.state.mn.us

Appendix

Educational Achievement for Latino Population 25 Years and Older by Minnesota County 2014

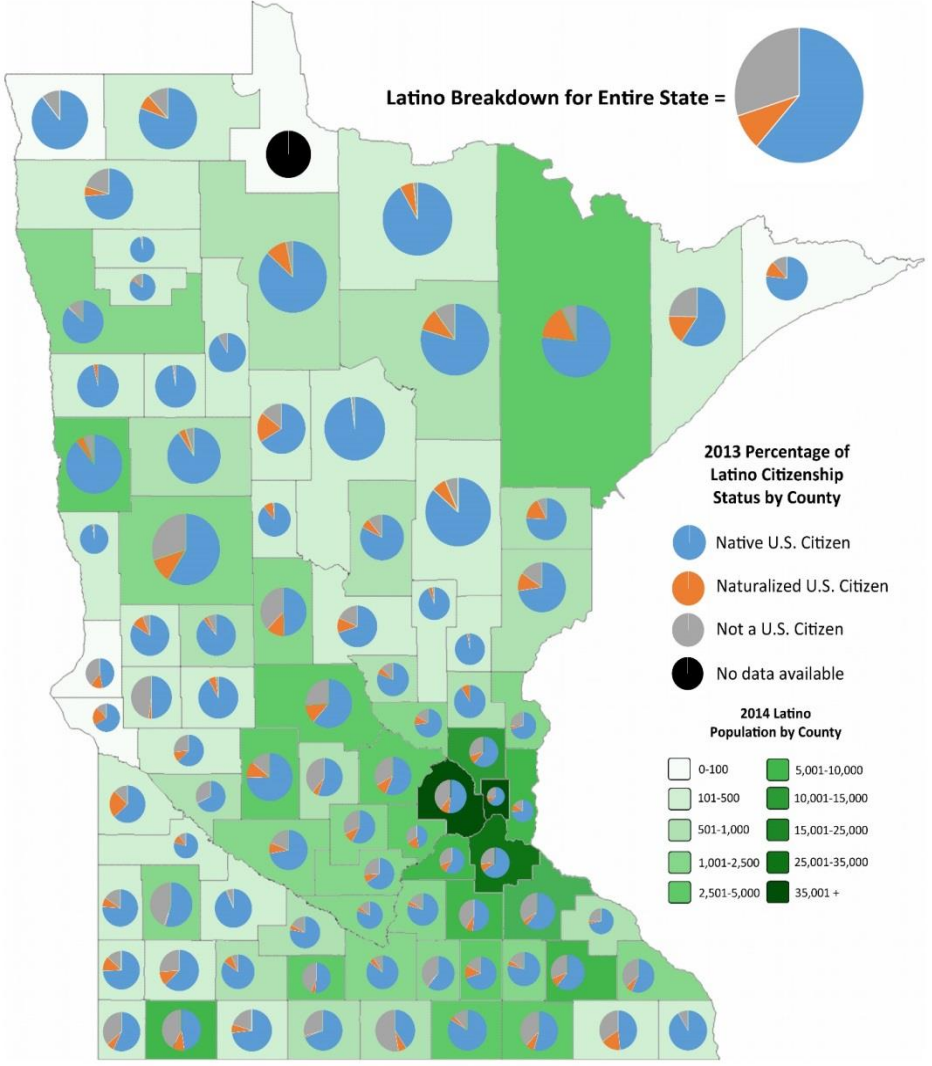
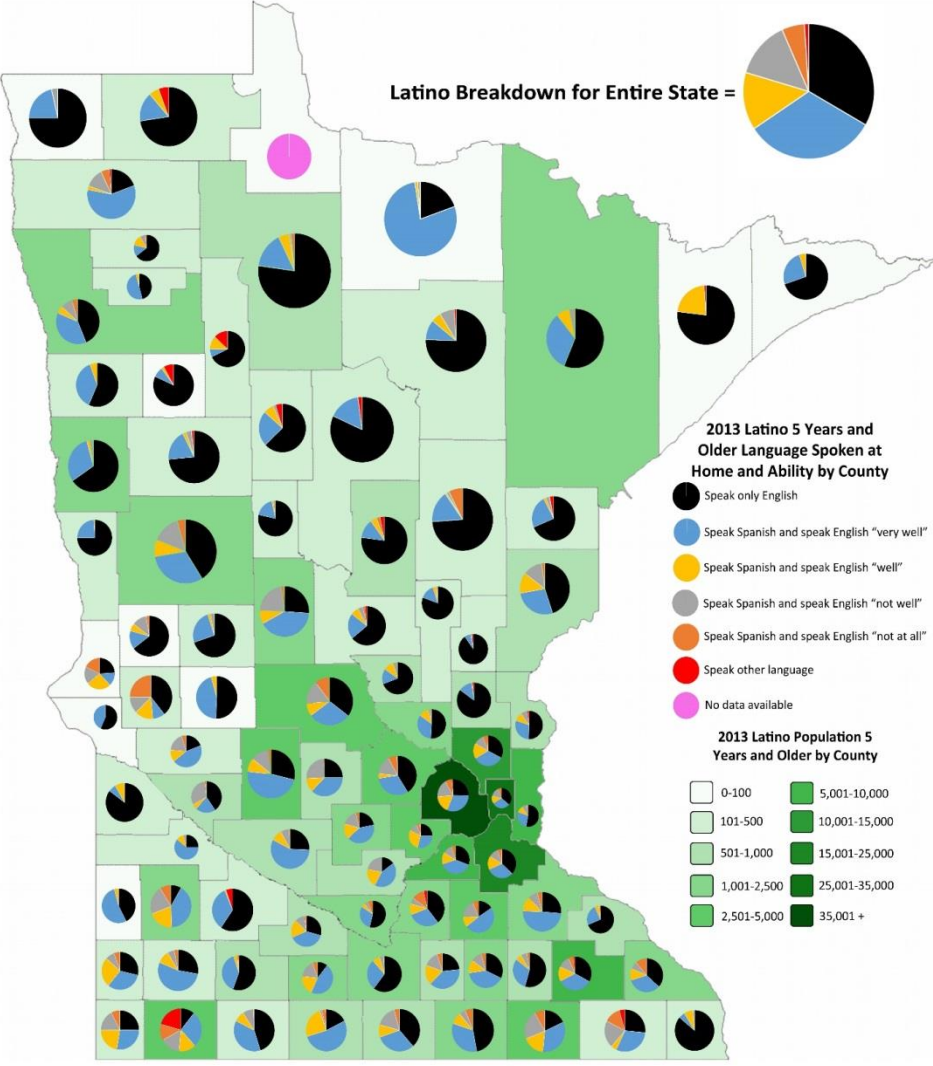


Employment Status for the Population 16-64 Years Old by Minnesota County 2013

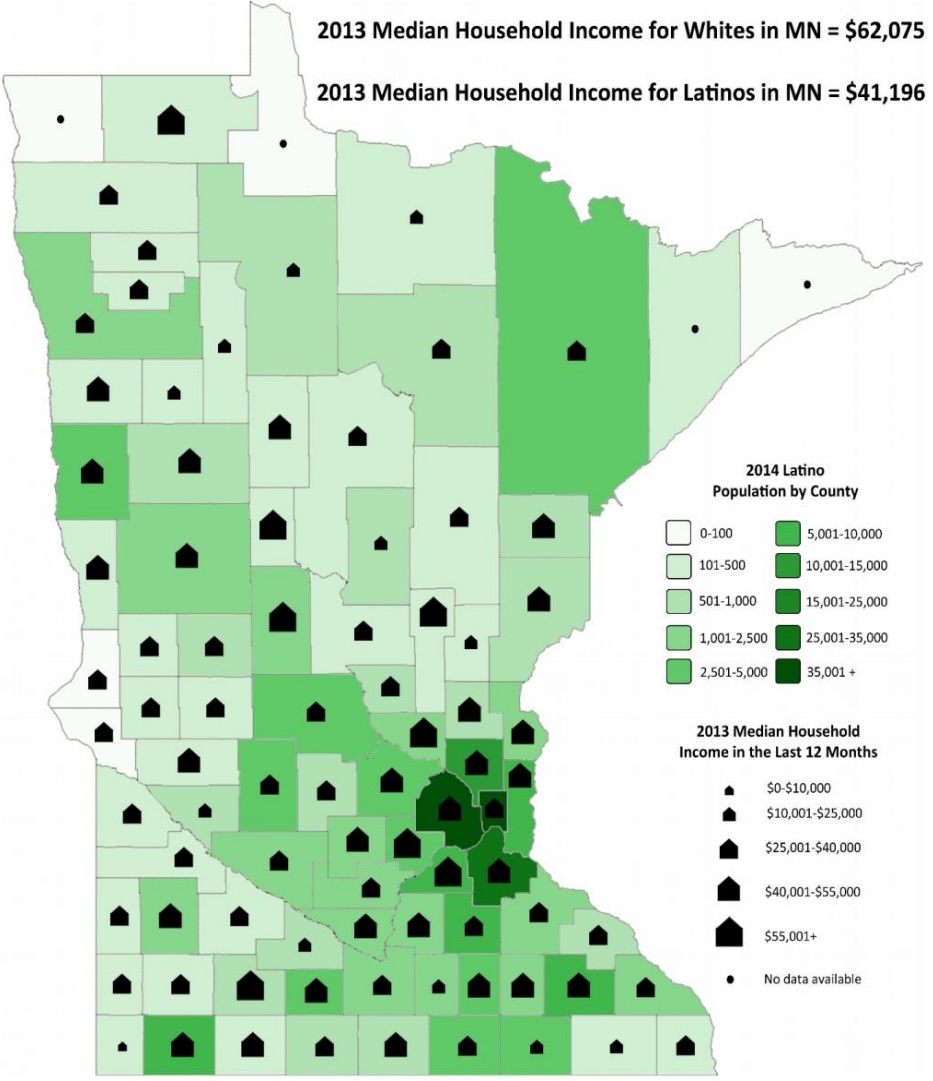


Language Spoken at Home by Ability to Speak English 5 Years and Older by Minnesota County 2013

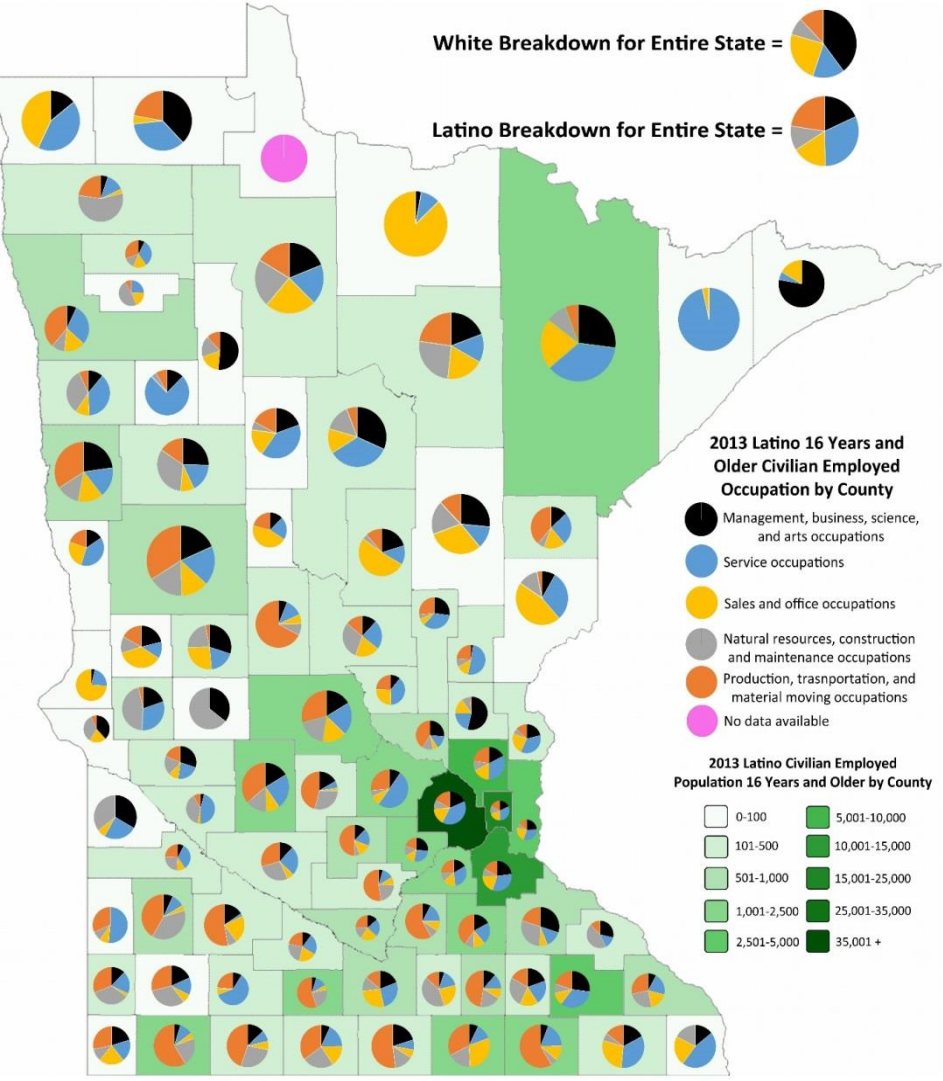
Percentage of Latino Citizenship Status by Minnesota County 2013



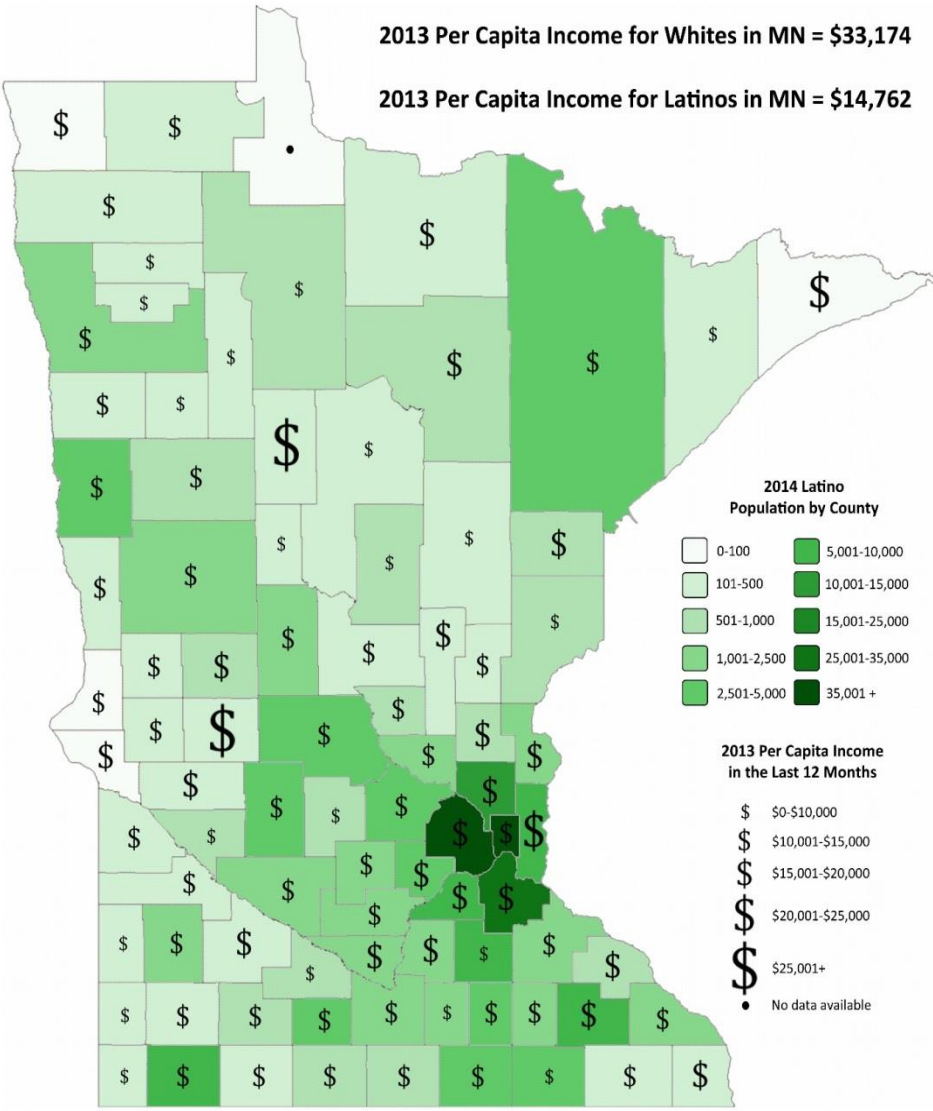
Latino Median Household Income by Minnesota County



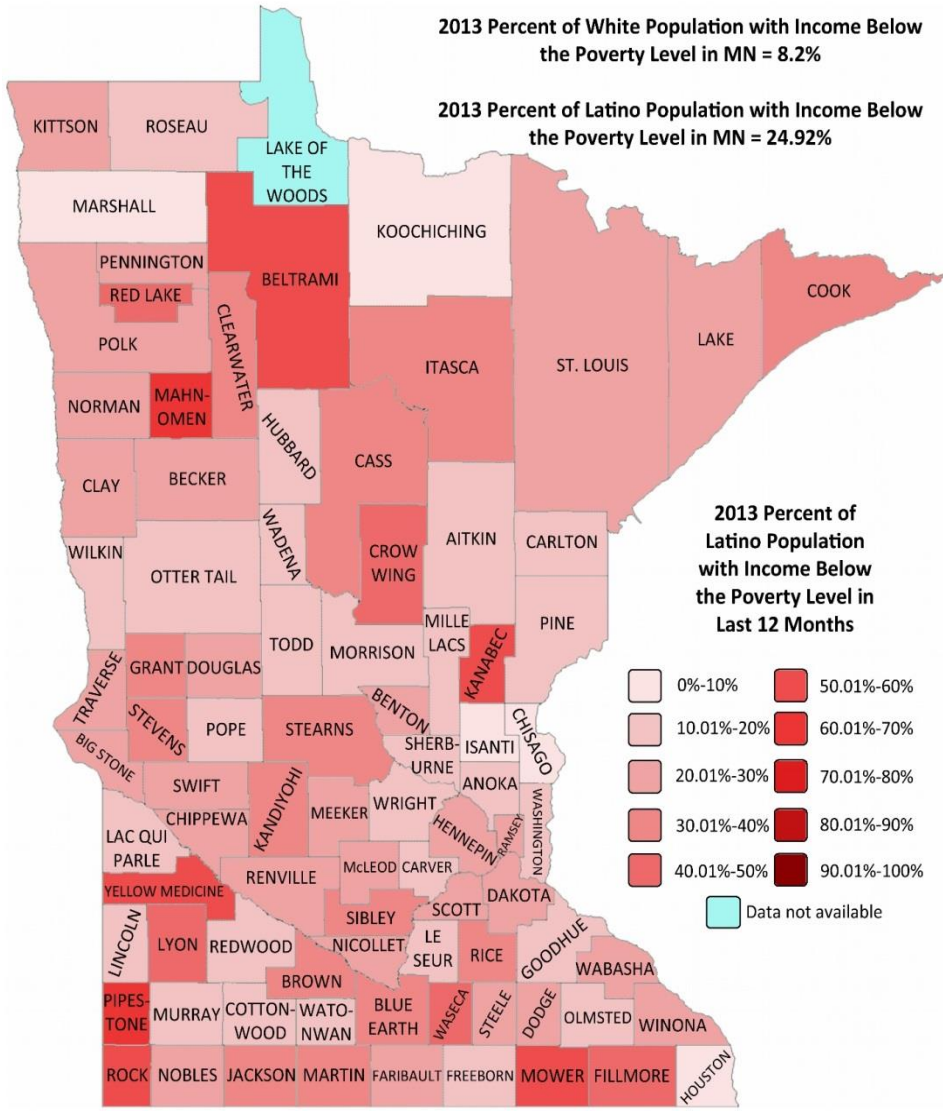
Occupation for the Civilian Employed Population 16 Years and Older by Minnesota County 2013



Latino Per Capita Income by Minnesota County 2013

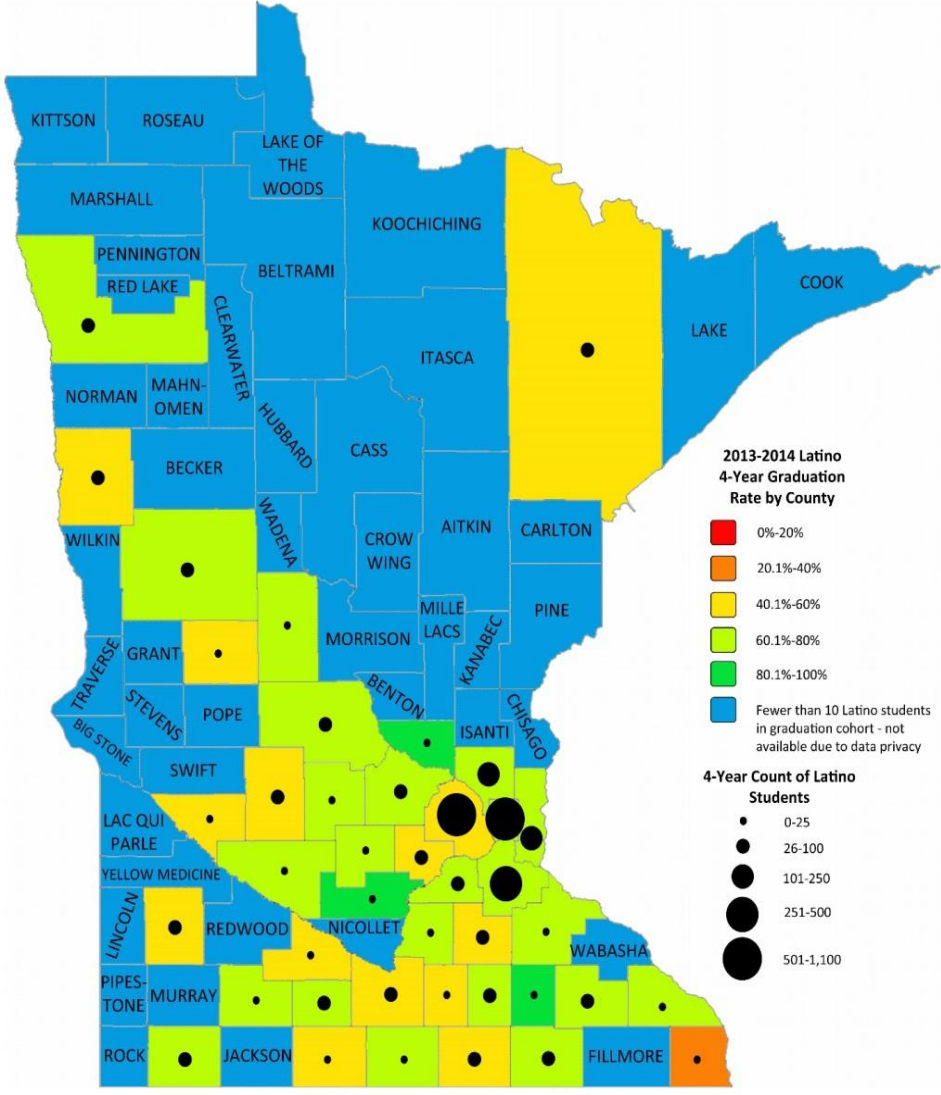
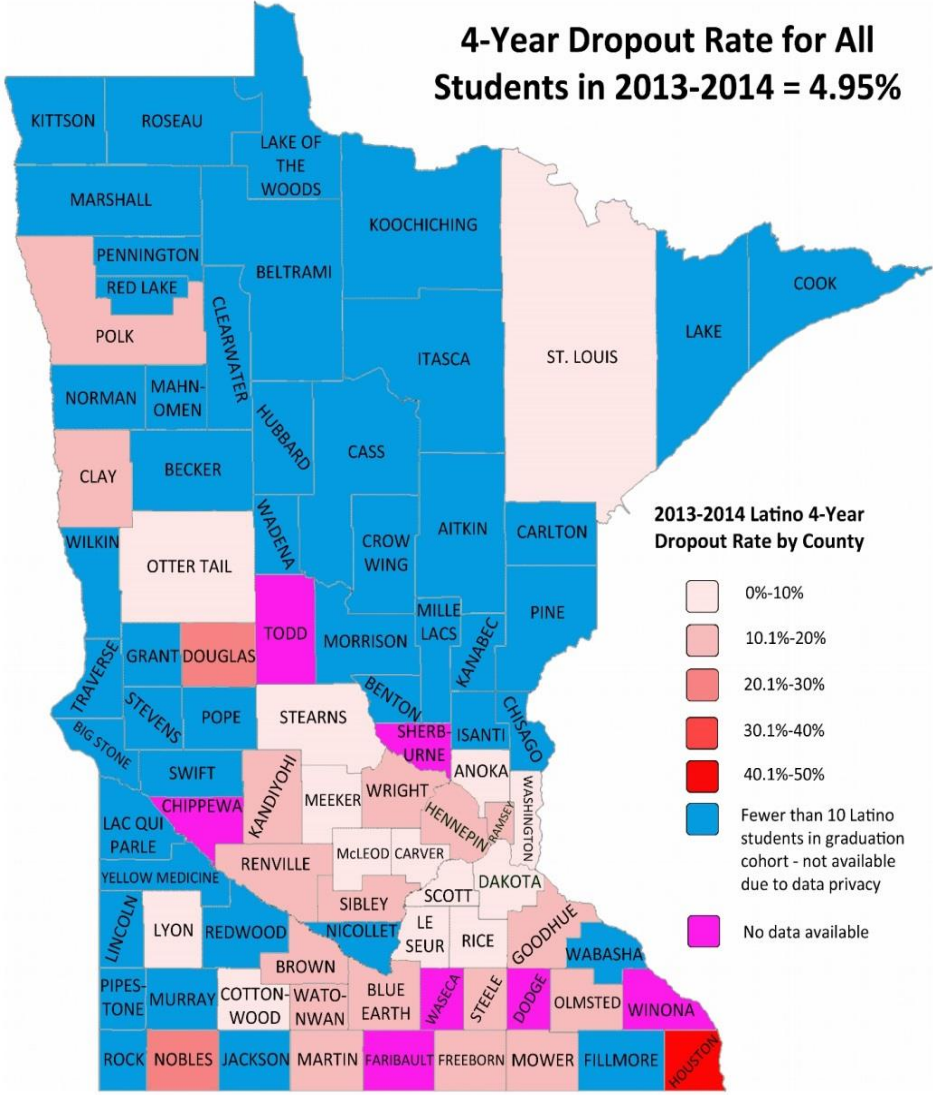


Percentage of Latino Population with Income Below the Poverty Level by Minnesota County 2013



Latino 4-Year Dropout Rate by Minnesota County 2013-2014

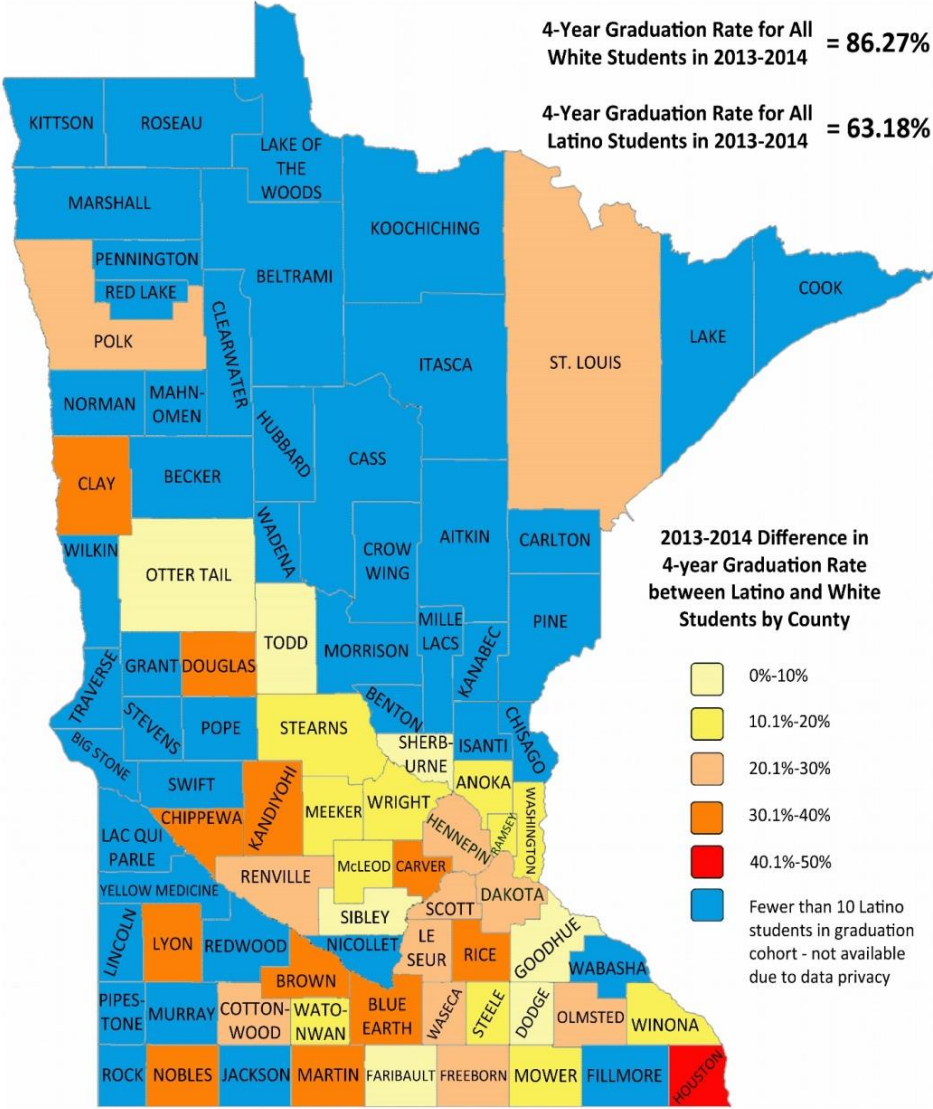
Latino 4-Year Graduation Rates and Student Count by Minnesota County 2013-2014



Latino/White Graduation Achievement Gap by Minnesota County 2013-2014

4-Year Graduation Rate for All White Students in 2013-2014 = 86.27%

4-Year Graduation Rate for All Latino Students in 2013-2014 = 63.18%



Population with Latino Percent of Total Population by Minnesota County 2014

2014 Latino Population in MN = 5.08%

