



**COUNCIL FOR MINNESOTANS
OF AFRICAN HERITAGE**

2019 ANNUAL REPORT



A report published by the Council for Minnesotans of African Heritage (CMAH). In accordance with MN Statute 15.015 Ethnic Councils Subdivision 8. Prepared by Justin Terrell Executive Director of the Council for Minnesotans of African Heritage with contributions from Staff and Council Members.

2019 ANNUAL REPORT

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MINNESOTA STATUTE 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 15th 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 it should not distract from the primary statutory proposals presented. The biennial budget of each council must be submitted to the Legislative Coordinating Commission by February 1st in each odd-numbered year.

MISSION OF THE COUNCIL

The Minnesota Legislature empowered the Council for Minnesotans of African Heritage to ensure people of African Heritage fully and effectively participate in and equitably benefit from the political, social, and economic resources, policies, and procedures of the State of Minnesota. Generally, the Council is charged with the responsibility of:

- Advising the Governor and the Legislature on issues confronting people of African Heritage;
- Advising the Governor and the Legislature on statutes, rules, and revisions to programs to ensure people of African Heritage have access to benefits and services provided to people in Minnesota;
- Serving as a liaison to the federal government, local governments, and private organizations on matters relating to people of African Heritage in Minnesota;
- Implementing programs designed to solve problems of people of African Heritage when authorized by statute, rule, or order; and
- Publicizing the accomplishments of people of African Heritage and their contributions to the state.



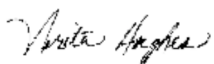
MESSAGE FROM THE CHAIR

To Our African Heritage Community,

It has been a great honor to serve as the chair of the Council for Minnesotans of African Heritage. We have had a robust year of trials, tribulations, opportunities, and celebrations. It is a critical time for our African Heritage constituents, and the council has hosted community gatherings to educate our people on issues, concerns, and problems that directly impact us as a community. We are continuously ranked last for educational attainment, workforce and economic development, access to transportation, and access to health care. The disparities keep widening as we work rigorously to close them and identify strategic initiatives that will help us move the needle so we can see our collective impact fully executed.

As we enter 2020, our council will celebrate 40 years of service: four decades of establishing partnerships, building relationships, and trust within our community. It is imperative that we carry on the torch from our ancestors and leverage the strengths of the leaders that came before us. It is our duty to approach our work with intentionality and enthusiasm. This work is not easy. Throughout this past year, we have rebuilt trust and worked side-by-side with our community to ensure they are well-informed constituents. We will continue to be pioneers of this work and provide innovation and creativity to the state of Minnesota and our African Heritage community.

Thank you for allowing me to serve,



Nerita Hughes

Chair

Council for Minnesotans of African Heritage





MESSAGE FROM THE EXECUTIVE DIRECTOR

As the Executive Director of the Council for Minnesotans of African Heritage, I am excited to offer this report of the Council's 2019 activities and forecast of its work for 2020.

Through the Council's outreach efforts, staff engaged thousands of Minnesotans across the state. The Council mobilized more than 300 constituents to join it at the Capitol during session and engaged an additional 300 face-to-face over the summer. Staff organized a well-attended community event to debrief the legislative session, hosted five round table discussions, staffed tables at Juneteenth and Rondo Days, and attended numerous community meetings and events. These

efforts led to the formation of a policy coalition focused on community-derived solutions to issues facing the African Heritage community. In November 2019, the Council hosted its first Community Policy Summit to highlight these solutions and the community advocates leading the effort. I would like to thank Patrice Bailey, the Council's former Outreach Coordinator, who became the Deputy Commissioner of the Minnesota Department of Agriculture in May 2019, for his service to the Council.

The Council's 2019 legislative effort helped advance several bills through the legislative process, a few of which made it to the Governor's desk. Through the Council's work with legislators, the African American Family Preservation Act HF0342 and SF0730 advanced through six committee hearings, with a modified provision passing the House and Senate with a unanimous vote. The Council also supported the following initiatives passed and signed into law: funding for East African Youth Programming through Youthprise, re-establishing the Corrections Ombudsperson, equity funding for Metropolitan Economic Development Association (MEDA), and funding to increase the number of teachers of color in Minnesota.

During session, staff advocated for an increase to the Council's budget and earned an increase of more than \$200,000 for the biennium. The Council will use these funds to expand the office lease and increase staffing levels from 3.5 FTEs to 4.5 FTEs. Thank you to the legislators, Minnesota Management and Budget (MMB), Small Agency Resource Team (SMART), and the Legislative Coordinating Commission (LCC) for working with the Council to secure this additional funding.

In 2020, the Council will work alongside statewide community partners to advance community-derived policy solutions to issues facing its constituents. It will continue to advocate for the passage of the African American Family Preservation Act to address Minnesota's gross racial disparities in child protection. Additional focus areas include responding to the opioid epidemic, improving public safety, establishing a Fatherhood Commission, Reparations and kicking off a statewide conversation on reparations.

We look forward to working with our partners and hope you enjoy this report on our efforts,

A handwritten signature in black ink, appearing to read 'Justin Terrell', written in a cursive style.

Justin Terrell
Executive Director
Council for Minnesotans of African Heritage



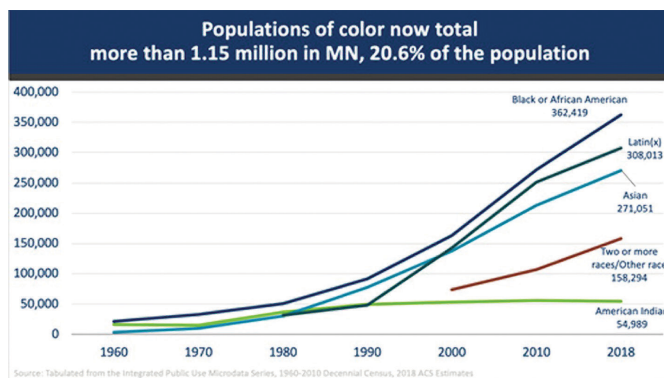
THE AFRICAN HERITAGE COMMUNITY

The state demographer reports approximately 425,197 members of the African Heritage community live in Minnesota¹. The breakdown of the diaspora of the African Heritage population in Minnesota is as follows: African-American (43%), Unrecorded/insufficient data (23%), Somali (16%), Other African (8%), Ethiopian (6%), and Liberian (3%). The African Heritage community comprises approximately 6 percent of Minnesota's total population. It is the second-largest population group in the state.

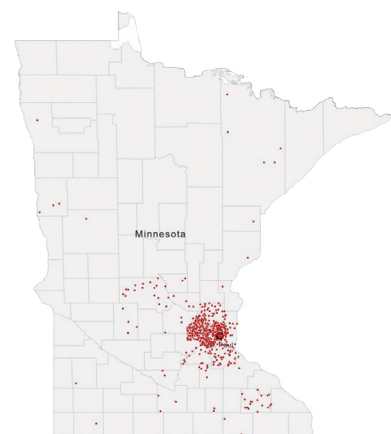
Minnesotans of African Heritage live primarily in the Twin Cities area. Minneapolis, Saint Paul and their surrounding suburbs are home to the largest populations of Minnesotans of African Heritage.

Growing populations exist in the cities of Greater Minnesota, including Duluth, Rochester and Saint Cloud. For this reason, the Council's outreach efforts focused on building relationships in these cities.

BLACK OR AFRICAN AMERICANS IN MINNESOTA IN 2019



BLACK OR AFRICAN AMERICANS IN MINNESOTA IN 2019 BY LOCATION



¹ All data provided by the state demographer is from 2018. Note that the data for African immigrant groups tends to be incomplete and rarely disaggregated. For that reason, the data in this section will reflect what the state demographer has provided in relation to the African American population.



2019 OUTREACH REPORT

In 2019, the Council continued its efforts to engage the African Heritage community on issues and policies affecting the community. The Council sponsored nearly two dozen community events and hosted four events at the Capitol for constituents. Over the summer, the Council worked with members of the United Black Legislative Caucus (UBLIC) and constituents to host the inaugural Community Policy Summit, a new initiative to educate members of the African Heritage Community and support community-derived policy solutions.

Outreach during the Legislative Session

During the legislative session, the Council hosted four events for constituents. The Council hosted a breakfast with legislators to discuss strategies for session. It also hosted the 100 Black Men Strong event, which was led by Quinton Bonds, Patrick Henry High School's Public Relations Coordinator to connect young black men attending Patrick Henry High School in Minneapolis with Black men in the community who are well into their careers or pursuing a post-secondary education. The group gathered in solidarity at the Capitol for a day of workshops on issues impacting Black men, which were designed by the students.

Additionally, the Council supported a rally on the White House's proposed cancellation of the Deferred Enforced Departure (DED) policy to highlight how the policy negatively impacts Minnesota's African primarily immigrant Liberian community. The Council hosted the Governor four times and cosponsored the Minnesota Department of Employment and Economic

Development's (DEED) Kick-off event celebrating the appointment of Assistant Commissioner Hamse Warfa. The Council's last outreach event during the legislative session was the African Heritage Day on the Hill. Community members were encouraged to join Council members as they engaged legislators on issues that affect the African Heritage community. Attorney General Keith Ellison, members of the United Black Legislative Caucus and Governor Walz spoke.

Outreach over the Summer

The Council's outreach continued into the summer, during which time it sponsored 34 community events.

Sponsored events included Juneteenth celebrations in St. Cloud, Minneapolis and Rochester and Somali Week in the days leading up to July 4. The Council also sponsored the 11th annual Black Men Healing Conference in Minneapolis, which provides an opportunity for community, educators, and practitioners to learn about practical, culturally sensitive, trauma-informed, and outcome-driven methods and services that improve the wellbeing of people of African Heritage. Additionally, the Council sponsored a two-day African Mental Health Summit, the Rondo Days Festival and the Because Black Life Conference.

New Outreach Initiative

In July 2019, the Council hosted an event for constituents to hear from members of the United Black Legislative Caucus, launching efforts to engage constituents through the rest of the summer. Together with five organizations led by Minnesotans of African Heritage, the Council hosted roundtable discussions on issues facing the community. These partners and roundtable discussions led to the formation of a community-based policy coalition. In November 2019, the Council worked with this group to host a Community Policy Summit that educated constituents on a broad set of issues. These issues have been developed into the framework for the Council's legislative priorities during the 2020 Legislative Session.



2019 LEGISLATIVE REPORT

In 2019, the Council continued its work to educate legislators and the Governor on issues affecting people of African Heritage and support policies that ensure the African Heritage community has access to benefits and services the state provides to all Minnesotans. In the course of this work, the Council facilitated 99 visits with legislators and constituents, including 25 individual visits, 17 visits from community members in Greater Minnesota and 74 scheduled visits during our African Heritage Day on the Hill. The Council facilitated an in-district meeting on legislative priorities and tracked a total of 40 bills, actively supported 12 bills that impacted people of African Heritage, six of which were passed into law.

By the end of the session, the Council had worked to advance the African American Family Preservation Act HF342 SF730 through six committee hearings, with a modified provision passing the House and Senate with a unanimous vote. The Council also pressed for funding for East African Youth Programming through Youthprise, re-establishing the Corrections Ombudsperson, equity funding for Metropolitan Economic Development Association (MEDA), and funding to increase the number of teachers of color in Minnesota. The Council is thankful to lawmakers and to the Governor's office for working with its constituents.

2019 Legislative Priorities

Minnesota African American Family Preservation Act HF0342 and SF730

This bill would establish best practices for child protection as it relates to African American families. Black families are disproportionately represented in child protection and once involved, the outcomes are inequitable. Racial disparities are found across the entire child protection process, from initial reporting and assessment to discharge from the system. Black children are placed in out-of-home care at a rate 4.8 times higher than white children and are much more likely to age out of the foster care system.

In 2018, the bill was not introduced in committee, so could not move any further in the process. However, after the Council's efforts to educate legislators on this issue, HF0342 and SF730 was introduced in committee in 2019, advancing through six committees. A modified provision of the bill passed with 100 percent of the vote in both bodies; thanks to the efforts of Sen. Champion and Rep. Moran.

Ombudsperson for Corrections Minnesota Statute 241.90

From 1972 to 2003, Minnesota maintained an ombudsperson for the Minnesota Department of Corrections. The ombudsperson could investigate the decisions of the Department of Corrections as well as prisoner complaints, filing suits to enforce the state's rules and regulations overseeing corrections. In

2003, the legislature eliminated this office. In 2019, the legislature recreated and funded the office. The Council would like to recognize the efforts of formerly incarcerated individuals and Sen. Latz and Rep. Considine for their work on this bill.

Bill to Allow Homeowners to Reject Racial Covenants in Property Titles HF0051 and SF0465

The bill now law, allows homeowners to place affidavits on a property title they hold that includes racially restrictive covenants. While racial covenants have been illegal since 1968, the language is often still present in the language of property titles. Now, homeowners can reject and remove that language from their property titles. The Council would like to thank Sen. Hayden and Rep. Davnie for their work on this bill.

Increase Teachers of Color Act HF0824 and SF1012

The Increase Teachers of Color Act is a bill that would create programs to increase the number of teachers of color by 1 percent. People of color and Native Americans represent 33 percent of Minnesota’s student body, but just 4.2 percent of Minnesota’s teachers. In 2019, the bill made it through the process and was signed into law by the Governor Walz The Council would like to thank Sen. Torres Ray and Rep. Kunesh-Podein for their work on this bill.

2019 Legislative Activities

In 2019, the Council testified or submitted written testimony in support of 12 initiatives, including:

- Enacting the African American Family Preservation Act HF0342/SF730 **Legislation is still active**
- Re-establishing the Corrections Ombudsperson HF1399 / SF1090 **Passed and signed into law by Governor Walz**
- Funding for East African Youth Programming through the Youthprise organization HF2208/SF2611 **Passed and signed into law by Governor Walz**
- Equity funding for MEDA HF2138/SF2244 **Passed and signed into law by Governor Walz**

- Establishing new officer integrity standards HF2324/SF2579 **Legislation is still active**
- Including more people of African Heritage on the Minnesota Board of Peace Officer Standards and Training (POST) HF334/SF171 **Legislation is still active**
- Discontinuing suspensions for students in preschool through the Pupil Fair Dismissal Act HF 1785/1874 **Legislation is still active**
- Securing \$750,000 in one-time funding for the Increase Teachers of Color Act HF0824/SF1012 **Passed and signed into law by Governor Walz**
- Low Income Student Access to Driver Education Bill HF987/SF1405 **Legislation is still active**
- Public Safety Omnibus Bill HF2792/SF802 **Passed and signed into law by Governor Walz**
- Free Transportation on Election Day HF489/SF499 **Legislation is still active**
- Restoration of voting rights for Minnesotans on probation HF40/SF856 **Legislation is still active**

Additionally, the Council hosted its first Community Policy Summit in November 2019 to prepare for the 2020 legislative session. More than 100 constituents attended the meeting at Hamline University. The Summit facilitated discussions on five community-led policy initiatives:

1. Reparations, led by Nick Mohammed of the Black Civic Network
2. Policies to Support Black Fathers, led by Clarence Jones of Q Health Connections
3. Response to Opioid crisis in the African-American community, led by Pearl Evens of the Hazelden African American Advisory Committee
4. African American Family Preservation Act, led by Kelis Houston of Village Arms
5. Community Violence Intervention, led by Al Flowers and Alicia Smith of the Minnesota Safe Streets Coalition

2019 FINANCIAL REPORT

Fiscal Year (FY) 2019 was a budget year for the State, and staff were responsible for advocating for an increase to the Council’s budget. The Council’s FY18 appropriation was more than \$100,000 less than the other agencies included in our governing statute. However, staff turnover produced savings from salaries not spent on open positions.

FY19 Budget

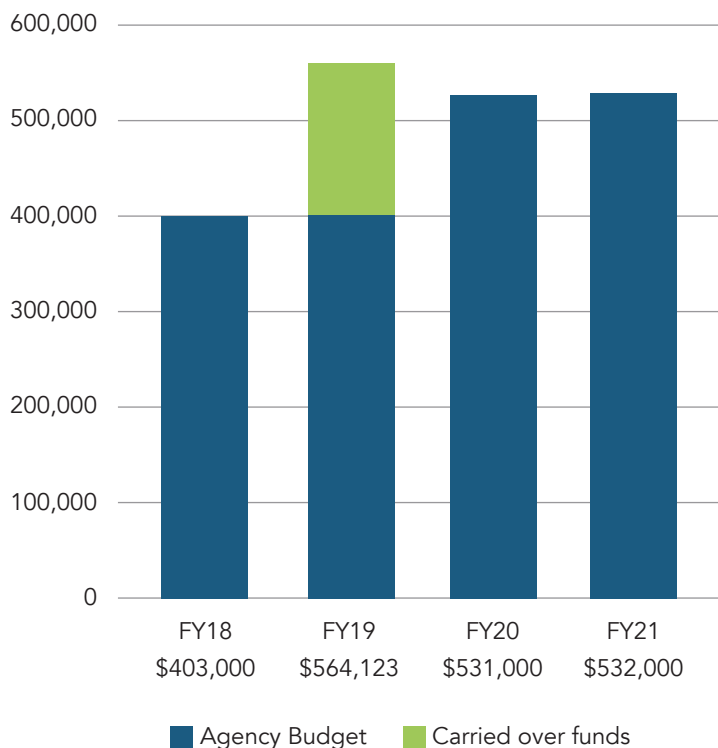
In FY19, the Council operated with a budget of \$406,000, with \$158,123 in staff savings carried over from FY18 and more than half (\$225,000) allocated for staff salaries. The Council was budgeted for three Full Time Employees (FTEs) and one Part Time Employee (PTE), for a total of four positions. Total staff spending for FY19 was \$138,963.77. Staff savings carried over from FY18 to FY19 and was eliminated in the FY20–21 biennium budget.

To exhaust staff savings from FY18, the Council accepted sponsorship requests from constituents. By the end of FY19, the Council had approved more than \$70,000 in sponsorships. In addition, staff spent \$25,805.30 on office upgrades, including upgrading technology and expanding its lease to occupy the full suite, for additional staff.

FY20 Staffing Outlook

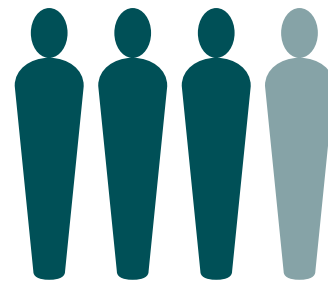
The new biennium budget began on July 1, 2019, and the Council has lots of work to do. In FY20, the Council’s staff structure will shift from 3.5 FTEs to 4.5 FTEs. The 0.5 FTE Legislative Coordinator position will shift to 1 FTE, and the 0.5 FTE will be used for a part-time position or contracts for services. With the increases to the Council’s staffing and operational improvements, the additional appropriations will enable the Council to more effectively execute its mission.

AGENCY BUDGET

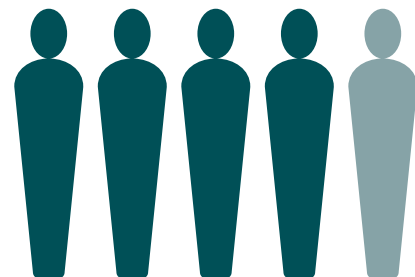


AGENCY STAFFING

FY18/19 Biennium 3.5 FTEs



FY20/21 Biennium 4.5 FTEs



2020 ARCH OF ACTIVITY

In 2020, the agency will focus its legislative and outreach efforts on building and sustaining a statewide Policy Partners Table. At the table, the Council will perform its policy work and build support from community members and lawmakers.

Current partners at the Council's Policy Partners Table include:

- Kelis Houston, Village Arms
African American Family Preservation Act
- Guy Bowling, Fathers Project
Fatherhood Commission
- Pearl Evens, Hazelden African American Council
Opioid Response Taskforce
- Alicia Smith, On the Ground Strategies
Public Safety
- Nick Mohamed, Black Civic Network
Reparations

In addition to the above-named members, the Council will continue to develop partners in Greater Minnesota, building relationships with constituents working on local issues. These efforts will be connected through the statewide call, a tool to mobilize members in Rochester, St. Cloud, Duluth, and elsewhere to advocate locally and for statewide efforts.

The statewide call is part of a monthly program that includes executive and full Council meetings, an information session for council applicants, the statewide call for partners outside the Twin Cities, and the policy partners table that will meet either monthly in-person or weekly on the phone during session.

Summary of the monthly program below, in addition to these programs the Council publishes a weekly Bulletin with an average open rate of 16 percent:

- Week 1 – Executive Council meeting (set the agenda for the full Council meeting) **Meeting is open to the public and in accordance with the Open Meeting Law**
- Week 2 – Full Council meeting (address Council business) and Policy Partners Table (advance support for campaigns monthly with a weekly call during session) **Meeting is open to the public and in accordance with the Open Meeting Law**
- Week 3 – Information Session (outreach to Council applicants and vendors) and statewide call (monthly check-in with partners in Greater Minnesota)
- Week 4 – Staff preps Council members for the next phase of work



The following 2020 arch of activity forecasts the programmatic structure of the Council.

Date	Event	Description
January 14	Annual Meeting	The Council presents its Annual Report and arch of activity for the year.
January 15	Annual Report Due	Annual Report is due to governing committees and the legislative library.
January 20	The Governor's 34th MLK Day Celebration	The Council, Governor's MLK Day Council, and Department of Human Rights co-host this event.
Feb 11–May 18	Legislative Session	The Council engages lawmakers on issues that affect the Council's constituents.
February 26	African Heritage Day on the Hill	This event elevates the leadership of Minnesotans of African Heritage at the Capitol. The United Black Legislative Caucus and African Heritage Commissioners make remarks.
April 3–13	Spring Break	The Council holds in-district meetings.
May 18	Session Ends	The Council starts prepping for the session debrief and statewide summer outreach efforts.
June	Council Retreat	The Council holds training and strategic planning sessions for its leadership and staff.
June	Session Debrief	The Council holds a community event with the United Black Legislative Caucus, offering an analysis of the legislative session.
July 1	Begin FY21	Staff close out FY20 and finalize FY21 financials.
July–September	Summer Statewide Outreach Program	The Council works with constituents to host roundtable discussions on issues affecting constituents. Target areas for 2020 include the Twin Cities, St. Cloud and Rochester.
November	Fall Policy Summit	The Council hosts a policy summit focused on community-derived solutions to issues facing constituents.



COMMITTEES

In addition to advising legislative leaders in the enactment of legislation, the Council collaborated with executive branch agencies to provide input on bringing racial equity to state services and administrative policies and practices. In 2019, the Council served as a liaison to the following executive branch bodies:

Cultural and Ethnic Community Leadership Council

Minnesota Department of Human Services
444 Lafayette Rd, St. Paul, MN 55155
<https://mn.gov/dhs/>

Civic Engagement Committee

Minnesota Department of Human Rights
Freeman Building
625 Robert Street North
St. Paul MN 55155
<https://mn.gov/mdhr/>

Ombudsman Committee

Minnesota Office of Ombudsman for
Mental Health and Developmental Disabilities
121 7th Place East
Suite 420 Metro Square Building
St. Paul, MN 55101
<https://mn.gov/omhdd/>

Governor's Council on the Martin Luther King Jr. Holiday

Governor's Office
130 State Capitol
75 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155
<https://mn.gov/governor/>

Violent Crime Coordinated Committee

Minnesota Department of Public Safety
445 Minnesota Street
St. Paul MN 55101
<https://dps.mn.gov/divisions/ojp/Pages/violent-crimes-coordinating-council.aspx>

Governor's Workforce Development Board–Racial Equity Committee

Minnesota Department of Employment and
Economic Development
332 Minnesota Street, Suite E200
St. Paul, MN 55101
<https://mn.gov/deed/>

Minnesota Internal Control Round Table

Minnesota Management and Budget
658 Cedar Street
St. Paul, MN 55155
<https://mn.gov/mmb/internalcontrol/>

COUNCIL STRUCTURE

11 Governor Appointees

Nerita Hughes, **Chair**
Term Ends 01/03/2022

Wayne Doe, **Vice Chair**
Term Ends 01/02/2023

Mustafa Jumale, **Secretary**
Term Ends 01/06/2020

Fatima Lawson, Ph.D. **Treasurer**
Term Ends 01/06/2020

Atty. Amran Farah, **Member**
Term Ends 01/06/2020

Twauna Mullins, **Member**
Term Ends 01/02/2023

Jude Nnadi, **Member**
Term Ends 01/02/2023

Hukun Abdullahi, **Member**
Term Ends 06/07/2021

Carl Crawford, **Newly Appointed Member**
Term Ends 01/02/2023

Walter Smith III, **Member**
Resigned Nov. 2019

4 Legislative Members

Rep. Mohamud Noor (DFL)
Term Ends 01/01/2020

Sen. Jeff Hayden (DFL)
Term Ends 01/01/2020

Vacant **Senate Member** (GOP)

Vacant **House Member** (GOP)

4.5 CMAH Staff

Justin Terrell, **Executive Director**
justin.terrell@state.mn.us

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Jasmine Carey, **Legislative and Policy Director**
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Vacant, **Part-Time Intern**

Vacant, **Community Outreach Coordinator**

