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COUNCIL FOR MINNESOTANS
OF AFRICAN HERITAGE

2021 ANNUAL REPORT

MESSAGE FROM THE CHAIR


To Our African Heritage Community,

I am honored to serve yet another year as your Chair. I am humbled to stand on the backs of my ancestors who fought against inequities in education, jobs, healthcare, voting, business, and economic development. Our Council exists because we have an opportunity to advance our vision, dream, and goal of economic equity and inclusion. With the opportunity for advancement guiding our efforts, we continue to fight to see the forest through the trees around the many disparities of our people and ensure that our voices are heard. And although this global pandemic still has us social distancing and working remotely, it has not stopped us from being an advocate, champion, and collaborator for policies and bills to be passed in the legislature.

As we look ahead, we remain vigilant about addressing the inequities. We seek radical imagination to break systemic barriers and move us toward sustainable action. Our voice will be bigger, bolder, and broader. In the words of James Baldwin, “Not everything that is faced can be changed; but nothing can be changed until it is faced.”

A special thank you to the executive director, CMAH staff, and the Council members for their leadership and heavy lifting by empowering and elevating urgent issues and concerns that impact our African Heritage community.

In unity and power,



Nerita Hughes, Ed.D., Chair
Council for Minnesotans of African Heritage



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dinah Washington beautifully sang “What a Difference a Day Makes.” I would love to be able to sing that moving song, but as I reflect on the past year, unfortunately not much has changed for the African Heritage community as we continue to face tremendous disparities in education, homeownership, and unemployment. However, there is hope. Our community and allies banded together to protest police murders of innocents. For the first time, we saw vestiges of justice and police accountability with the convictions of Derek Chauvin and Kim Potter. And our Black legislators did a phenomenal job getting important legislation passed.

In the coming year, the Council looks forward to:

- Partnering with Black legislators and the community to drive legislation that positively impacts the African Heritage community
- Continuing to provide advice to legislators regarding issues affecting the African Heritage people
- Acting as a connector between community, state agencies, governor, and legislators
- Serving as a catalyst to support African Americans and African immigrants

Thank you for allowing me to serve you. It has been an honor. I thank and appreciate the Council board and the many collaborations and partnerships throughout the year. Change can happen by working together with a common goal of improving the lives of all people, not just a select group of individuals. I look forward to working with you to create a world in which we all feel safe, and we all can prosper.



Linda Sloan, Executive Director
Council for Minnesotans of African Heritage



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A report to the legislature as requested by Minn. Stat. § 15.0145, Subd. 8

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 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 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 1 in each odd-numbered year.

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OUR MISSION

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,

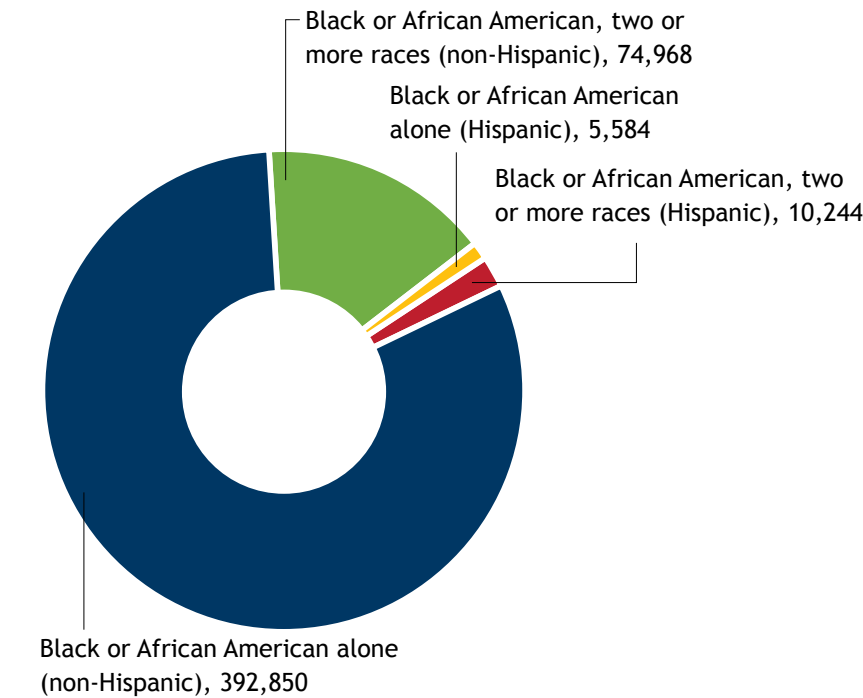
rules, and revisions to programs to ensure people of African Heritage have access to benefits and services provided to people in Minnesota;

- 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.

LANDSCAPE OF THE AFRICAN HERITAGE COMMUNITY

The African Heritage community is the second largest population group in the state of Minnesota and consists of African Americans and African immigrants. According to the state demographer, there are approximately 483,646 individuals that make up the African Heritage population, making it 7% of the state’s population. The African Heritage economy of Minnesota is estimated at \$14 billion, which includes income and residential real estate. There are over 20,000 Black-owned businesses with an annual payroll of half a billion dollars, providing 21,000 jobs to the community.

2020 POPULATION OF BLACK OR AFRICAN AMERICAN MINNESOTANS = 483,646



Source: Empowering Strategies, Minnesota State Demographer, and US Census Bureau

The African immigrant community has increasingly been a strong contributor to the economy with an annual income of over \$2 billion. Entrepreneurship is a key component of this number, representing between 2,200 and 3,200 businesses.* The African Heritage community is an economic engine helping to drive the labor force and growth in the Minnesota economy.

Note: Demographic data on African Heritage populations are challenged by undercounting.

* Source: Data from Bruce P. Corrie, PhD, Economist, Concordia University, Saint Paul

ANCESTRY OF BLACK RACE IN MINNESOTA

Year	Race	Population
2009	TOTAL	264,184
	African American	124,473
	Somali	23,241
	African	20,169
	Not Reported	15,437
	Afro-American	14,461
	Ethiopian	12,297
	Liberian	6,912
2019	TOTAL	427,912
	African American	137,392
	Not Reported	61,701
	Somali	61,301
	African	35,875
	Afro-American	19,084
	Ethiopian	18,720
	Liberian	11,670
2019	Nigerian	7,955
	Kenyan	7,789
	German	6,120
	American Indian (all tribes)	3,952

Source: American Community Survey

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We stretched. We persevered. We worked tirelessly to amplify the voices of Minnesotans of African Heritage. And we certainly needed to, given the racial disparities resulting from the COVID-19 pandemic. 2021 didn't stop there. Civil unrest following the murder of George Floyd put a powerful spotlight on racial inequality in the African Heritage community, and systemic discrimination.

To help right several egregious wrongs, CMAH continued to support economic and social prosperity for Minnesotans of African Heritage. Our efforts in 2021 concentrated on five intersecting priority areas.

1. HEALTH EQUITY

Since Minnesotans of African Heritage are disproportionately impacted by the health hazards of COVID-19, our goal was to take a holistic approach that addressed Minnesota's persistent racial health gap. We researched and tracked several health equity measures as they moved through the legislative process in 2021. We expressed our support for the measures at community engagements and meetings with individual legislators. We also provided opportunities for community members to learn about health inequities and policy solutions at educational events, including the legislative debrief and policy summit.

2. ECONOMIC DEVELOPMENT

While all Minnesotans needed to cope with economic uncertainty last year, African Heritage Minnesotans and other underserved communities faced unique challenges that required targeted legislation. Our efforts addressed various structural barriers to opportunity, productivity, and wealth creation. Barriers include high unemployment, irregular employment, and low wages; housing instability and inadequate finance capital for business enterprise; and desire for network connections and technical skills that drive ingenuity and mobility in a rapidly changing economy.

3. EDUCATION EQUITY

Minnesota has some of the worst achievement and opportunity gaps in the country, with below par education equity performance. It is just not right. Minnesota's children deserve resources that allow them to grow and flourish beyond the institutional limits imposed by race, geography, and income. We supported an educational equity agenda requiring increased and expedited funding for COVID-19 assistance to students and schools, early childhood education and postsecondary preparedness programs, and strategies to remedy the shortage of teachers of color in the state.

4. PUBLIC SAFETY AND POLICING

The reform movements that emerged from protests of George Floyd's killing turned the spotlight on community-driven public safety practices and the principles of healing, inclusion, and nonviolence. In addition to nonviolence education and interventions, we continued to support proposals that seek to improve peace officer standards of conduct, accountability, and broader strategies for improving mutual trust relations between law enforcement and the communities they serve.

5. STRONG FAMILIES AND COMMUNITIES

People of African Heritage fight tirelessly to build and rebuild a better way of life. They strive to obtain high-quality living and working conditions they can leverage into even higher levels of prosperity. However, systemic patterns of race discrimination make the fight an uphill battle, inflicting trauma on individuals, families, and entire communities. We worked hard to endorse measures that provided urgent fiscal and technical investments to aid African Heritage Minnesotans in their struggles to build strong communities and families.



COLLABORATIVE COMMUNITY EVENTS

Our efforts to reach, advocate, and champion Minnesotans of African Heritage continued throughout 2021 despite navigating the persistence of this global pandemic.

Community Education—We maintained ongoing contact with African Heritage community members and organizations about issues and policies of concern to the community. Some of our outreach efforts included:

- Regular correspondence and meetings with African Heritage community members and organizations
- Periodic presentations to community groups and forums about CMAH’s legislative agenda and specific bill priorities, including tips for engaging the legislative process
- Redevelopment of CMAH’s Legislative Training Program, including an introductory workshop on the legislative process
- Public policy alerts to build community awareness and engagement about specific bill priorities in CMAH’s legislative agenda

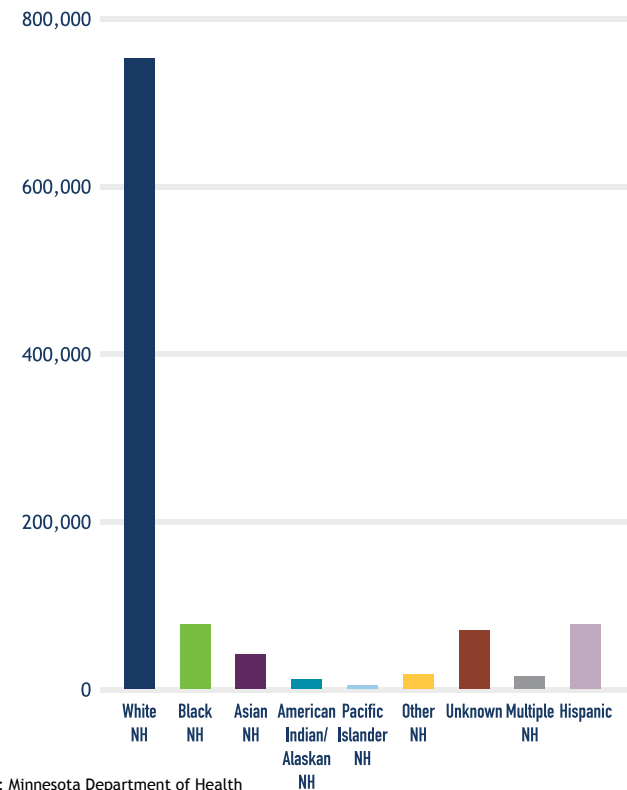
Virtual CMAH Day on the Hill (February 17, 2021)—We rallied early in the year to launch our 2021 legislative efforts. Black legislators showcased their work in the legislative process, ensuring Minnesotans of African Heritage benefit from the social, political, economic resources, policies, and procedures of the State of Minnesota. The event included remarks from Governor Tim Walz, Lieutenant Governor Peggy Flanagan, Attorney General Keith Ellison, and Mayor Melvin Carter.

Virtual Legislative Debrief (August 12, 2021)—We educated the public about the legislative developments of the regular and special sessions. The program was an opportunity for legislators to reflect on their efforts during the sessions and their main takeaways about the accomplishments and shortcomings of the legislature.

Virtual Policy Summit (December 2, 2021)—CMAH hosted an annual policy summit to facilitate education and dialogue about key policy issues within communities of African Heritage in Minnesota. This year’s program provided an opportunity for community members and policy experts to discuss issues such as Black maternal health, education equity, housing instability, inclusive growth strategies, public safety reform, and redistricting as a civil and voting rights issue.



SUMMARY OF COVID+ CASES, HOSPITALIZATION, ICU, AND DEATH BY RACE/ETHNICITY WITH STATE OF MN COMPARISON



2021 OUTCOMES

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for outstanding outcomes

1. HEALTH EQUITY

Health and Human Services Budget—CMAH supported several proposals related to the Health and Human Services policy throughout the 2021 regular and special legislative sessions. We tracked proposals by monitoring public hearings at our meetings with legislators and community partners. Some of these bills were included in the Health and Human Services (HHS) budget that the legislature passed in June:

- HF 660 Dignity in Pregnancy and Childbirth Act
- HF 663 PCA Integrity and Pay Reform
- HF 1268 African American Babies Coalition Initiative
- HF 1930 Home-Visiting Program for Pregnant Women
- HF 2136 Grant Program for High-Risk Pregnant Women

Community-Centered COVID-19 Relief—Since our community has been disproportionately impacted by the challenges of COVID-19, CMAH advocated for funding and program measures that seek to improve the mental, physical, and social wellness of African Heritage children and families. CMAH’s fight against COVID-19 included:

- Daily monitoring of the COVID-19 spread
- Weekly bulletins and online updates featuring vaccination information, vaccination events, and COVID-19 resources
- Organizing a vaccination clinic at a hotspot site in North Minneapolis in partnership with 21 Days of Peace, Minnesota Department of Health, and Stairstep Foundation

- Hosting presentations on COVID-19 testing and vaccination led by public health experts, including:
 - Dr. Nathan T. Chomilo, Medical Director of Medicaid & MinnesotaCare, MN Dept. of Human Services, COVID-19 health expert
 - Rev. Alfred Babington-Johnson, President/CEO Stairstep Foundation

2. ECONOMIC DEVELOPMENT

- Jobs/Labor Budget**—CMAH provided oral and written testimony for several measures in the Jobs/Labor budget. We also developed policy alerts to educate community members and increase support for the provisions. Some of the economic security/growth policy measures we supported that were passed in the Jobs/Labor budget bill include:
- \$80 million for the Main Street Economic Revitalization Program, including \$35 million for partner organizations to serve businesses inside the metro area
 - \$70 million for the Main Street COVID-19 Relief Grant Program, including at least \$10 million for grants to minority-owned businesses
 - \$6.2 million for development of the Rondo neighborhood land bridge project
 - \$5 million for grants to local communities to increase the number of child care providers
 - \$2 million for competitive grants to organizations providing services to relieve economic disparities in the African immigrant community
 - Require employers with 15 or more employees to provide new mothers with reasonable accommodations for health conditions related to pregnancy or childbirth
 - Permit high school students to qualify for unemployment insurance

- Improve reemployment assistance training by allowing individuals to receive unemployment benefits while undergoing workforce training
- Expand unemployment insurance for senior workers by eliminating the Social Security Old-Age and Social Security Disability offset deductions

3. EDUCATION EQUITY

Increase Teachers of Color Act (ITCA)—All students, including students of color, benefit from diverse teachers. Yet, Minnesota has a shortage of teachers of color. CMAH advocated for ITCA through the following:

- Participation at policy stakeholder meetings organized by the Coalition to Increase Teachers of Color and American Indian Teachers in Minnesota
- Joint oral and written testimonies in support of education budget legislation that invested \$35 million to increase teachers of color in Minnesota

American Rescue Plan Act (ARPA)—In correspondence and meetings with the governor’s office and the Minnesota Department of Education, we advised that ARPA education funds (\$132 million Minnesota received through the American Rescue Plan Act’s E12 Education Fund) be used to provide direct support to African Heritage students and others burdened by underserved schools and communities.

Minnesota Education Budget—CMAH conducted research and outreach to support the following provisions in the education budget:

- Increased funding for public schools, including extension of pre-K access
- Expansion of advanced placement and international baccalaureate programs
- School staff training on non-exclusionary discipline

4. PUBLIC SAFETY AND POLICING

Human Rights at POST Board—Reports about police attacks against peaceful protesters following the killing of George Floyd in 2020 led to breathless anticipation of the Chauvin trial in the spring of 2021. Our response to widespread community frustration was to get bold. We led a community-based campaign which included a presentation at the April 22, 2021 meeting of the Minnesota Board of Peace Officer Standards and Training (POST Board). POST Board members voted and passed motions to adopt CMAH’s recommendations for the POST Board to establish rules that require that law enforcement departments and officers protect the First Amendment assembly rights of peaceful demonstrators or face disciplinary action for violating the rules.

Judiciary and Public Safety Reforms—CMAH addressed complex, long-standing problems of racial disadvantage in Minnesota’s justice and policing systems. We advocated for the promotion of basic principles of decency, trust, and respect in Minnesota’s public safety practices, especially around the needs and concerns of African Heritage community members and organizations. Robust stakeholder engagements shaped our oral and written testimonies for several community safety and police accountability measures, including:

- Task force on Missing and Murdered African American Women
- Sign and release warrants
- \$15 million in grants for community-based violence prevention
- Improvement of data collection about police misconduct
- Regulation of no-knock warrants
- Use of mental health crisis teams to respond to 911 mental health crisis calls



5. STRONG FAMILIES AND COMMUNITIES

Housing Budget—Housing stability was a key focus in our legislative debrief and policy summit programs, providing the community with information about rental assistance and tenant protections, as well as information about racial housing disparities and the state’s efforts to address the issue. CMAH conducted research and outreach in support of measures in the bipartisan housing budget that would increase access to affordable and stable housing in the African Heritage community. Among the legislative measures were the following:

- HF 4 Housing Policy and Finance Omnibus (including Eviction Moratorium Off-Ramp)
- HF 20 Written Notice Before Eviction Complaint
- HF 835 Eviction Notice Requirement
- HF 1060 Eviction Procedure

Redistricting—CMAH testified at the public hearings of the Minnesota House Redistricting Committee and the Minnesota Judiciary Branch Special Redistricting Panel. Our presentations focused on the dynamics of the African Heritage community in the redistricting process, spotlighting redistricting as a civil rights and voting issue.





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MINNESOTA HOUSE

We have nine African Heritage legislators in the House.

- Rep. Esther Agbaje, District 59B
- Rep. Lisa Demuth, District 13A
- Rep. Cedrick Frazier, District 45A
- Rep. Hodan Hassan, District 62A
- Rep. Athena Hollins, District 66B
- Rep. Rena Moran, District 65A
- Rep. Mohamud Noor, District 60B
- Rep. Ruth Richardson, District 52B
- Rep. John Thompson, District 67A

MINNESOTA SENATE

We have two legislators of African Heritage in the Senate.

- Sen. Bobby Joe Champion, District 59
- Sen. Omar Fateh, District 62

AGENCY STAFFING

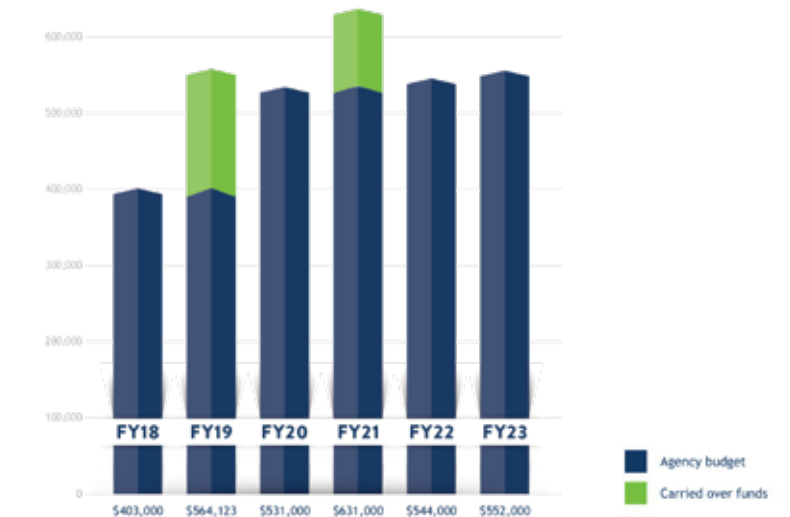
The Council started the year with three full-time employees (FTEs). In January, we hired a new legislative and policy director, bringing the staff to four FTEs. However, in April, we again experienced some turnover. Our outreach coordinator received an amazing opportunity to temporarily support the governor's policy staff, and in July, the temporary position became permanent. With the departure of the outreach coordinator, the Council finished the year with three FTEs. We would like to thank our former outreach coordinator for her service to the Council and to the community.



CALENDAR YEAR 2020/21 BUDGET

In fiscal year 2021, the Council started the year with the appropriation of \$532,000 and an additional amount of \$99,000 which was rolled over from salary savings from fiscal year 2020. This brought the total budget for fiscal year 2021 to \$631,000. Since 2021 was the end of the biennium, no rollover funds will be available. The new appropriated biennium budget for fiscal year 2022/2023 will be \$544,000 and \$552,000, respectively.

AGENCY BUDGET





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The following 2022 timeline of activity forecasts the program structure of the Council.

DATE	EVENT	DESCRIPTION
JANUARY 11	Council Meeting	The Council presents its Annual Report and timeline of activity for the year.
JANUARY 14	Annual Report Due	The Annual Report is due to governing committees and the legislative library.
JANUARY 17	The Governor's 36th MLK Day Celebration	The Council, the Governor's MLK Day Council, and the Department of Human Rights co-host this event.
JANUARY 31 - MAY 23	Legislative Session	The Council engages lawmakers on issues that affect the Council's constituents.
FEBRUARY 25	African Heritage Day on the Hill	This event elevates the leadership of Minnesotans of African Heritage at the Capitol.
MARCH	Spring Break	The Council holds in-district meetings.
MAY 23	Session Ends	The Council starts prepping for the session debrief and statewide summer outreach efforts.
JUNE	Session Debrief	The Council holds a community event with the United Black Legislative Caucus, offering an analysis of the legislative session.
JULY	Council Retreat	The Council holds training and strategic planning sessions for its leadership and staff.
JULY 1	Begin FY23	Staff close out FY22 and finalize FY23 financials.
JULY - SEPTEMBER	Summer Statewide Outreach Program	The Council works with constituents to host roundtable discussions on issues affecting constituents.
SEPTEMBER	Legislative Training	The Council holds legislative training for community members.
NOVEMBER	Fall Policy Summit	The Council hosts a policy summit focused on community-derived solutions to issues facing constituents.





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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 2021, the Council served as a liaison to the following executive branch bodies:

COVID-19 Community Resilience and Recovery Work Group

Office of Governor Tim Walz & Lt. Governor Peggy Flanagan
130 State Capitol
75 Rev. Dr. Martin Luther King Jr. Blvd., St. Paul, MN 55155

Cultural and Ethnic Community Leadership Council

Minnesota Department of Human Services
444 Lafayette Road, St. Paul, MN 55155
mn.gov/dhs/

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
mn.gov/governor/

Violent Crime Coordinating Council

Minnesota Department of Public Safety
445 Minnesota Street, St. Paul, MN 55101
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
mn.gov/deed/

Missing and Murdered African American Women Task Force

No physical office

Consumer Debt Collection Language Barrier Working Group

Minnesota Department of Commerce
85 7th Place East, Suite 280, St. Paul, MN 55101
mn.gov/commerce

Ombudsperson Committee

Minnesota Office of Ombudsperson for Families
1450 Energy Drive, Suite 106, St. Paul, MN 55108
mn.gov/ombudfam





Council Members

COUNCIL MEMBER SELECTION

The Minnesota Sentencing Guidelines Commission is comprised of 15 members, as stated in Minn. Stat. § 15.0145 subd. 2. Eleven members of this council are public members appointed by the governor. Four members of this council are legislators. The council will be comprised of the following:

- The Council for Minnesotans of African Heritage must include members who are broadly representative of

the African Heritage community of the state. The council must include at least five women. At least three members must be first- or second-generation African immigrants, who generally reflect the demographic composition of these African immigrants, as determined by the state demographer.

- Four legislators are voting members of each council. The Speaker of the House and the House minority leader

shall each appoint one member to each council. The Subcommittee on Committees of the Senate Committee on Rules and Administration shall appoint one member of the majority caucus and one member of the minority caucus to each council.

- The governor may appoint a commissioner of a state agency or a designee of that commissioner to serve as ex-officio, nonvoting member of a council.



Council Members

Nerita Hughes, Ed.D., Chair
Term ends 01/03/2022

Wayne Doe, Vice Chair
Term ends 01/02/2023

Yolonde Adams-Lee, Secretary
Term ends 01/02/2024

Alfreda Daniels, Treasurer
Term ends 01/01/2024

Biftu Bussa, Member
Term ends 01/04/2021

Carl Crawford, Member
Term ends 01/02/2023

Andre Dukes, Member
Term ends 01/02/2023

Jude Nnadi, Member
Term ends 01/02/2023

Hollies Winston, Member
Term ends 01/01/2024



Legislative Members on the Council

Rep. John Thompson (District 67A)
(House of Representatives)

Sen. Omar Fateh (District 62)
(Minnesota State Senate)

CMAH Staff

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Vacant, Outreach Coordinator



COUNCIL FOR MINNESOTANS
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