

we stand strong

for Minnesotans of African Heritage



COUNCIL FOR MINNESOTANS
OF AFRICAN HERITAGE

2022 ANNUAL REPORT



MESSAGE FROM THE CHAIR

Greetings and Hotep,

I am once again honored to serve as your chair for the Council for Minnesotans of African Heritage (CMAH). Thank you for your tireless efforts of continuous encouragement and accountability towards CMAH staff, council members, community members, legislators, and other constituents. We stand strong on the shoulders of our ancestors and elders that paved the way before us to fight the fight of ensuring equity and inclusion for our various levers such as education, healthcare, housing, income, policies, transportation, workforce, and economic development. We owe you a huge THANK YOU because if it had not been for your drive, perseverance, and tenacity, we could not continue to bridge the gaps and break barriers for our African heritage community. The council strives to be a shining light of hope that provides the necessary resources for radical imaginative thinking that persists to drive impactful results through our advocacy efforts for policies and other legislative efforts for a system that was not necessarily designed by us or for us. Furthermore, we will continue to stand strong through our resilient endeavors while embarking upon these ever-changing and challenging times within our community. Lastly, we are better together because of the power of unity or one voice. In the words of the late Langston Hughes, *“The only way to get a thing done is to start to do it, then keep on doing it, and finally you’ll finish it.”* With these words, I want to thank you for your support and authenticity as we continue to recreate the narrative.

Sincerely,



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



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MESSAGE FROM THE EXECUTIVE DIRECTOR

Greetings,

Resilience. It’s a simple but powerful word. It defines the the steadfast spirit of the African Heritage people and their ability to face difficult, persistent challenges. To smile even though hearts are breaking. To get back up when life knocks us down. The Council is proud to stand strong with Minnesotans of African Heritage.

We were busy in 2022 addressing the myriad of issues facing African Heritage people. We supported legislation and bills that crossed the finish line. Our involvement in police reform significantly contributed to the revision of rules and guidelines designed to hold police accountable for their actions. We partnered with legislators, the Governor and state agencies to review programming focused on creating better lives for our people. We were also blessed to bring on a new community engagement and communications director who made significant strides in building sustainable relationships in both the African American and African immigrant communities.

2023 will be a year of powerful partnership. Through new and existing relationships, we’ll increase our understanding of the similar and unique needs of the African American and African immigrant communities. We’ll amplify our efforts to ensure that voices are heard. We’ll provide further opportunities for the community to engage in the legislative process, helping to prepare them to drive policy in order for the best possible outcomes.

Although this work can be daunting, we have successfully established the foundational framework needed to move forward together in strength. I want to thank the African Heritage community and all our partners. With their considerable support, I know the Council will be a continued catalyst for change. Committed, passionate, resilient. That’s who we are together.

Sincerely,

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.

we stand strong

with righteous resiliency

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.



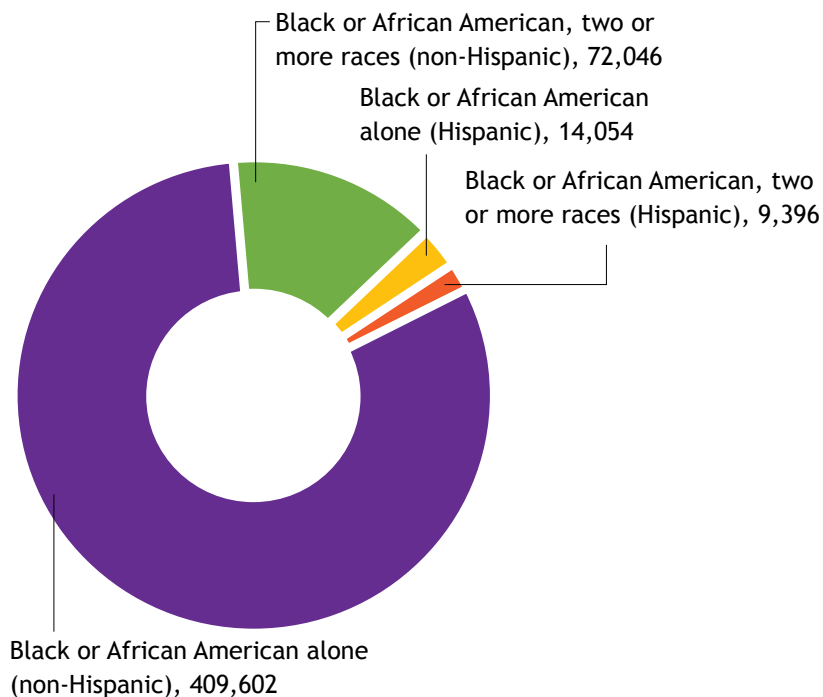
LANDSCAPE OF THE AFRICAN HERITAGE COMMUNITY

The African Heritage community is the second largest population group in the state of Minnesota and consists of African Americans and African immigrants. There are approximately 505,098 individuals that make up the African Heritage population, making it 7.4% 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.

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.

2021 POPULATION OF BLACK OR AFRICAN AMERICAN MINNESOTANS = 505,098



POPULATION GROWTH FULLY ATTRIBUTABLE TO BIPOC GROUPS

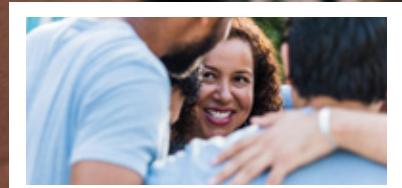
POPULATION CHANGE BY MAJOR RACE GROUPS, 2010-2020			
	Change		
	2010	2020	2010-2010
TOTAL POPULATION	5,303,925	5,706,494	402,569
White non-Hispanic	4,405,142	4,353,880	-51,262
American Indian non-Hispanic	55,421	57,046	1,625
Asian/Pacific Islander non-Hispanic	214,856	300,081	85,225
Black/African American non-Hispanic	269,141	392,850	123,709
Hispanic/Latino (any race)	250,258	345,640	95,382
Other race non-Hispanic	5,947	20,963	15,016
Two or more races non-Hispanic	103,160	236,034	132,874
All BIPOC	898,783	1,352,614	453,831
	17%	24%	

Sources: Minnesota State Demographer, US Census Bureau, Bruce P. Corrie, PhD, Economist, Concordia University, St. Paul, American Community Survey

2022 OUTCOMES

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with policies that elevate



COMMITTED TO IMPROVING LIVES

In the months leading up to the 2022 legislative session, CMAH conducted substantive research, powerful conversations, and several outreach activities. We reviewed outcomes from the 2021 legislative sessions. We engaged community and policy partners about needs and priorities for 2022. We learned a lot. These yearlong initiatives have proven to be instrumental in our desire to make lasting progress for Minnesotans of African Heritage. They help inform our critical role of seeking and supporting public policies that improve the lives of African Heritage families and children.

Our efforts last year were strategically focused in five areas of utmost concern to the community, particularly around inclusion and participation in effective policy developments:

ECONOMIC SECURITY

Support legislation and public programs that engender and increase public and private investments in African Heritage business, employment, and workforce development.

EDUCATION EQUITY

Advocate for policy innovations that would close opportunity gaps by improving African Heritage student access to high-quality academic, mental health, and technology resources.

HEALTH JUSTICE

Track and support legislative and programming initiatives that respond to the unique public health challenges of African Heritage constituents.

PUBLIC SAFETY

Support investments in public safety practices that advance human rights, police accountability, and violence prevention in our community and justice systems.

STRONG FAMILIES AND COMMUNITIES

Advocate for legislative and regulatory changes that strengthen resources for underserved African Heritage children and families, including new fiscal and technical investments in child welfare, housing, and system redesign.

VICTORY IS LOOKING GOOD

The CROWN Act, which stands for “Creating a Respectful and Open World for Natural Hair,” was created in 2019 to ensure protection against discrimination based on race-based hair textures and styles. Black women and girls have, and continue to face, unfair discrimination for the natural way they wear their hair. The statistics are staggering. Black women are 1.5 times more likely to be sent home from work because of their hair, and 80% change their hair styles from their natural state to fit in at the office*. We’ve been working hard to change that. Following our partnership efforts with the bill’s lead authors (Rep. Agbaje and Sen. Champion), Minnesota Department of Human Rights, and the Urban League Twin Cities to raise awareness of hair discrimination, we prepared for the 2022 Session in earnest. This led to increased bipartisan support for the CROWN Act and its passage as a stand-alone bill in the Minnesota House during Black History Month. This was a major victory, not only for CMAH, but also for human rights in Minnesota.

GOING THE DISTANCE FOR LONG-TERM GAINS

We continued our leadership efforts to support a statewide movement for culture change in Minnesota’s public safety institutions and practices. Our efforts were focused in two key areas:

1. Partnering in Community Nonviolence and Policing
2. Progress on Peace Officer Standards and Training (POST) Board Reform

Partnering in Community Nonviolence and Policing

From public safety to police reform to ensuring legislation for missing and murdered women, CMAH is passionately committed to making a difference in the community. In fact, several efforts last year have shown great promise for future progress.

21 DAYS OF PEACE

We continue to support 21 Days of Peace, a community-led public safety initiative founded by Rev. Jerry McAfee and spearheaded by a group of local Black church leaders. The organization partnered with the police to determine troubled areas and counseled youth that gathered on street corners. We're happy to report that neighbors have started to feel safer. They feel more comfortable having their children play outside since 21 Days of Peace started. The police also reported a significant decrease in crime at the hotspot locations.

MISSING AND MURDERED AFRICAN AMERICAN WOMEN TASK FORCE

The council served as a consultant to the Missing and Murdered African American Women Task Force. We participated in several meetings and workshops designed to gather information for a report that will be presented to the legislature in the upcoming 2023 session. This report will also be accompanied by proposed legislation to create a dedicated office for Missing and Murdered Black Women and Girls.

ENSURING POLICE EXCELLENCE AND IMPROVING COMMUNITY RELATIONS ADVISORY COUNCIL

Carl Crawford, Duluth's human rights officer, was selected as CMAH's new representative on the Ensuring Police Excellence and Improving Community Relations Advisory Council. This community-led council advises the POST Board on rules, policies, and regulations regarding law

enforcement conduct. We would like to thank Nick Muhammad for serving as CMAH's previous representative on the Advisory Council.



Progress on POST Board Reform

CMAH continued to work with the POST Board on efforts to build improved standards of conduct within Minnesota's public safety institutions as well as regulations to solidify and strengthen improvements. As a member of the POST Board's Community Relations Advisory Council, CMAH contributed to the development of the POST Board's draft proposal to change the rules governing the education and licensing of law enforcement officers in Minnesota. CMAH advocated for specific measures in the draft proposal that would improve civil rights, professional excellence, and social inclusion in our public safety institutions:

- Civil rights improvements related to changes to rules governing standards of conduct
- Professional excellence improvements related to changes to rules governing required agency policies
- Social inclusion improvements related to changes to rules governing minimum selection standards

CMAH submitted letters to advise the POST Board and inform the public about the importance of the rule changes related to the preceding value objectives. In addition, we organized conversations between the POST Board and the African Heritage Community by inviting POST Board Chair Kelly McCarthy to speak at CMAH's Council meetings.

LEGISLATIVE REPORT



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strong**
for the promise of tomorrow

FIGHTING THE GOOD FIGHT

As an even-numbered year, the 2022 Legislative Session was a “Bonding and Policy Year.” Consequently, work was prioritized on legislative proposals relating to policy change, infrastructure funding, and a supplemental state budget. Sadly, much of the major policy and supplemental funding packages of the 2022 Legislative Session remained unfinished business, and the Minnesota House and Senate were unable to agree on terms for passing most of the major bills during end-of-session legislative conference negotiations between the two chambers.

Our policy advisory work in 2022 did, however, contribute to the following passed legislation:

COVID-19 Frontline Worker Pay

CMAH supported a proposal to create a “Hero Pay” program that would provide 667,000 essential workers at least \$1,500 for risking their lives while serving our communities during the COVID-19 pandemic. This measure was championed by Rep. Frazier and Sen. Murphy in their respective chambers. CMAH advocated for the bill in conversations and meetings with the Governor’s Office, lawmakers, and community constituents. In February 2022, the House passed Frazier’s Frontline Worker Pay bill. After months of negotiations, the House and Senate passed a legislative package in late April 2022 that included a provision to pay 667,000 workers about \$750 each. Since the passage of this bill, Minnesota learned that initial estimates undercounted the pool of workers who would be eligible for these checks. We’re pleased to report that more than 1 million heroic workers received checks from the Frontline Worker Pay program.

Omnibus Mental Health Bill

The Minnesota Legislature sent a Mental Health Omnibus Package to Governor Walz just before the end-of-session deadline in May 2022. This important package provides funding to increase access to culturally relevant mental health services and reduce racial disparities in mental health services, two key priorities in CMAH’s Health Justice Agenda. The \$92.7M funding package contained the following provisions:

- \$2 million for school-linked behavioral health grants
- \$2 million shelter-linked youth mental health grants
- \$1.6 million for educational loan forgiveness for mental health professionals
- \$1 million for a grant for a licensed community mental health center specializing in services for African American children and families



The bill requires that the African American Mental Health Center offer culturally specific, comprehensive, trauma-informed, practice- and evidence-based, person- and family-centered mental health and substance use disorder services; supervision and training; and care coordination to all ages, regardless of ability to pay or place of residence.

Despite our strong policy advocacy in key areas of focus, the following key legislative proposals did not pass. We continue to fight for measures that would improve resources for families, children, and Minnesotans of African Heritage.

ECONOMIC SECURITY

Governor's Tax Bill

CMAH supported provisions to expand the Child and Dependent Care Credit, expand the Working Family Credit to individuals who use an Individual Taxpayer Identification Number (ITIN), and increase the number of households eligible for the K-12 Education Credit.

Jobs and Economic Development Omnibus

CMAH advised the House and Senate to pass legislation that would increase public investments in the economic needs of Black Minnesotans as a protected class within civil rights laws. We advocated for proposals to (a) empower Black men, women, and youth to participate and thrive in high-growth industries and (b) provide increased financial and technical support to strengthen Black businesses and community infrastructures.

EDUCATION EQUITY

Education Finance and Policy Omnibus

CMAH advised the Legislature to provide funding and policy support to close “opportunity gaps,” create inclusive learning environments, and position Black students for success. Some key proposals included grants for culturally relevant education, expansion of rigorous coursework for Black students, investments in non-exclusionary cultures of discipline, and strategies to increase the percentage of teachers of color in Minnesota.

Ethnic Studies Requirement

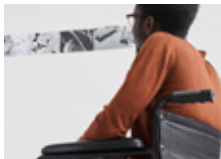
CMAH continued to support the legislative proposal to add Ethnic Studies to Minnesota’s high school graduation requirements. Because of the global interconnectedness and growing diversity of economies in the 21st century, all students will benefit from the inclusion of Ethnic Studies in Minnesota’s

education systems. All will be harmed by its exclusion. CMAH also supported the Minnesota Department of Education’s administrative rule change proposal to include Ethnic Studies in Minnesota’s K-12 Academic Standards for Social Studies.

HEALTH JUSTICE

Health and Human Services Omnibus

CMAH recommended that the House and Senate pass bills to increase investments in culturally competent health services, equitable access to health care, and growth of Minnesota’s caring professions workforce. This included funding and policy support for the Community Solutions for Healthy Child Development Grant Program, Ongoing Rate Increases for Personal Care Assistance (PCE) and Community First Services and Supports (CFSS), and Universal Voluntary Home Visiting Program for Infant and Maternal Health.



PUBLIC SAFETY

Judiciary and Public Safety Civil Rights Bills

CMAH pushed for three major pieces of civil rights legislation: CROWN Act or prohibition against race-based hair discrimination; Nondiscrimination in Transplants or prohibition against racial discrimination in transplantation and post-transplantation services; Preventing Pay Discrimination Act or prohibition against employers requesting job applicants’ pay history.

Judiciary and Public Safety Omnibus

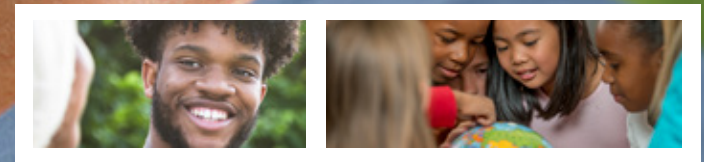
CMAH advised that Minnesota should pass a proposal providing \$47M in funding to increase access to legal aid services for low-income and other disadvantaged persons, and \$50M to invest in home-growth community structures of public safety and violence prevention in high-poverty and high-crime areas. In addition, we supported banning the use of no-knock search warrants, creating an Office for Missing and Murdered Black Women and Girls, and establishing an automatic expungement process for certain offenses.



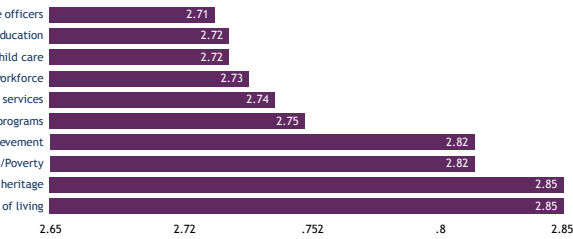
Mistrust of police and peace
Increase access to early childhood e
Expensive cl
Lack of POCs in the w
Increase access to mental health
Fund youth after-school and summer p
Racial disparities in academic achi
Income inequality
Shortage of teachers of African
Rising cost

we stand strong

for voices that need to be heard



10 HIGHEST COMPOSITE MEANS



TODAY’S LEARNINGS FOR TOMORROW’S PROGRESS

We conducted research last year geared to understanding the most pressing issues facing the African Heritage community. Recent survey

results have shown issues of inflation and various aspects of racial discrimination are among the most concerning, while other issues ranked lower in importance.

AN ACTIVE YEAR – VIRTUALLY AND IN PERSON

We saw a gradual increase in activity with many community partners and members gathering in public spaces again. This was, in large part, due to the COVID-19 vaccine. And CMAH did its part to encourage in-person engagement by creating awareness of various vaccine clinics and COVID-19 testing sites throughout the region.

Here is a glimpse of our virtual and in-person engagement efforts last year:

- African Heritage Day on the Hill on February 28 (VIRTUAL): This event provided the opportunity for further discussions about equity in Minnesota. Governor Tim Walz, Lt. Governor Peggy Flanagan, Attorney General Keith Ellison, Saint Paul Mayor Melvin Carter, and Minnesota’s United Black Legislative Caucus members were among many who provided remarks at African Heritage Day on the Hill.
- Get Out the Vote on May 7 (IN-PERSON): The Fellowship Missionary Baptist Church Senior Ministry and CMAH held a community conversation about the impact of voting. It was an opportunity for people to share their concerns and questions about the voting process in Minnesota. The panel featuring Senator Bobby Joe Champion, Rep.

Rena Moran, and Attorney General Keith Ellison was moderated by CMAH’s Executive Director Linda Sloan.

- Virtual Listening Session on August 18 (VIRTUAL): The primary purpose of this initiative was to find out what community members thought of the 2022 Legislative Session. We asked individuals about their priorities and community concerns as well as how CMAH can better work with them in the future.
- Legislative Debrief on September 29 (IN-PERSON): This public forum centered around the accomplishments of Minnesota’s 2022 Legislative Session. It also provided an opportunity to share about the importance of the midterm elections. We brought different leaders and segments of the African Heritage Community together to dialogue with African Heritage legislators about prospects for community empowerment through public policy and the November midterms.

PROMISING PARTNERSHIPS AND PROJECTS

CMAH participated in a series of Mind, Body, Soul community sessions hosted by Deputy Commissioner Dr. Stephanie Burrage (Minnesota Department of Education) and former Commissioner Robert Doty (Minnesota Department of Revenue) with key leaders of the African American community. We heard from Governor Tim Walz, Lt. Governor Flanagan, and members of the administration about specific work focused on African Americans in Minnesota. Participants were given the opportunity to provide feedback and be a part of building recommendations for specific policy and budget proposals for inclusion in the Walz-Flanagan administration’s FY2024-25 Biennial Budget Proposal, to be rolled out in January 2023. The culmination of these sessions will be a work-plan and funding and policy proposals focused on improving outcomes for African Americans in our state.

2022 ACTIVITIES

we stand strong

for a new year of resilient action



The following 2023 timeline of activity forecasts the program structure of the Council.

DATE	EVENT	DESCRIPTION
JANUARY	Council Meeting	The Council presents its Annual Report and timeline of activity for the year.
JANUARY 15	Annual Report Due	The Annual Report is due to governing committees and the legislative library.
JANUARY 16	The Governor’s 36th MLK Day Celebration	The Council, the Governor’s MLK Day Council, and the MN Department of Employment and Economic Development celebrate MLK Day.
JANUARY 3 – MAY 15	Legislative Session	The Council engages lawmakers on issues that affect the Council’s constituents.
FEBRUARY 24	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 15	Session Ends	The Council starts prepping for the session debrief and statewide summer outreach efforts.
JULY	Council Retreat	The Council holds training and strategic planning sessions for its leadership and staff.
JULY	Session Debrief	The Council holds a community event with the United Black Legislative Caucus, offering an analysis of the legislative session.
JULY	Begin FY24	The staff closes out FY23 and finalizes FY24 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.

CMAH STRUCTURE

we stand strong

with partnership support



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 2022, the Council partnered with the following agencies:

Cultural and Ethnic Community Leadership Council Minnesota

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

CROWN ACT Committee

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

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/

State Transportation Plans Policy Advisory Committee

Minnesota Department of Transportation
395 John Ireland Blvd., MS 440, St. Paul, MN 55155

Missing and Murdered African American Women Task Force

Minnesota Department of Public Safety
Office of Justice Programs
445 Minnesota Street, Saint Paul, MN 55101
dps.mn.gov/divisions/ojp/Pages/missing-murdered-african-american-women-task-force.aspx

Ensuring Police Excellence and Improving Community Relations Advisory Council

Minnesota Board of Peace Officer Standards and Training
post.state.mn.us
dps.mn.gov/entity/post/meetings/Pages/advisory-council.aspx





MINNESOTA HOUSE

- Rep. Esther Agbaje, District 59B
- Rep. Mary Frances Clardy, District 53A
- Rep. Lisa Demuth, District 13A
- Rep. Cedrick Frazier, District 43A
- Rep. Hodan Hassan, District 62B
- Rep. Athena Hollins, District 66B
- Rep. Walter Hudson, District 30A
- Rep. Samakab Hussein, District 65A
- Rep. Mohamud Noor, District 60B
- Rep. Ruth Richardson, District 52B

MINNESOTA SENATE

- Sen. Bobby Joe Champion, District 59
- Sen. Omar Fateh, District 62
- Sen. Zaynab Mohamed, District 63
- Sen. Clare Oumou Verbeten, District 66
- Sen. Erin Maye Quade, District 56

AGENCY STAFFING

The Council started the year with three full-time employees (FTEs). In January, we hired a new community engagement and communications director, bringing the staff to four FTEs. However, in March, we again experienced turnover. Our office manager received an opportunity to move to a financial position within the State. In November, we hired a new office manager, which brought the staffing back to four FTEs. We would like to thank our former office manager for her dedicated service to the Council and to the community.

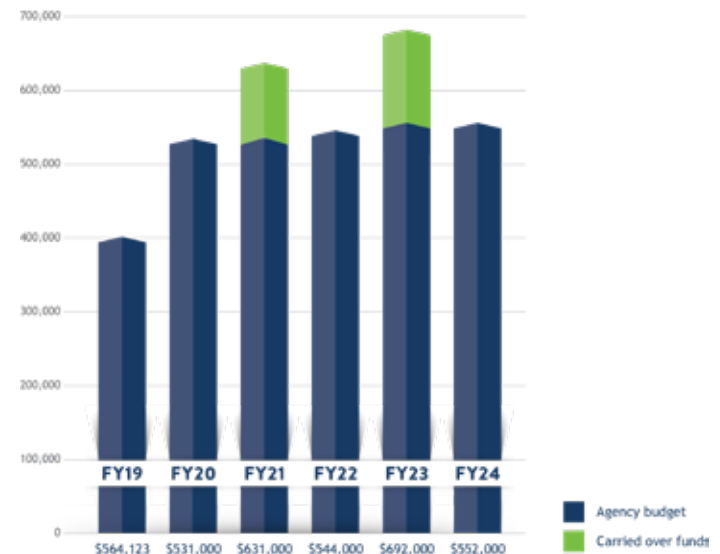
CALENDAR YEAR 2022/23 BUDGET

In fiscal year 2022, the Council started the year with the appropriation budget total of \$544,000 with no additional rollover funds from fiscal year 2021.

The Council started fiscal year 2023 with the \$552,000 appropriation and \$140,000 in rollover funds from fiscal year 2022. These rollover funds included salary savings as well as savings due to hosting all meetings and events virtually. The total budget for fiscal year 2023 is \$692,000.

The Council will start fiscal year 2024 with the appropriated amount of \$552,000. Since fiscal year 2023 is the end of the biennium, there will be no rollover funds carried over into 2024.

AGENCY BUDGET



COMMITTEE MEMBERS

The Council for Minnesotans of African Heritage comprises 15 members, as stated in Minn. Stat. § 15.0145 subd. 2. Eleven members of this council are public members appointed by the governor, and four members of this council are legislators. The council will comprise 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 will each appoint one member to each council. The Subcommittee on Committees of the Senate Committee on Rules and Administration will 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 an ex-officio, nonvoting member of a council.

Governor Appointees

Nerita Hughes, Ed.D., Chair
Term ends 01/01/2024

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

Twauna Mullins, Treasurer
Term ends 01/02/2023

Yolonde Adams-Lee, Secretary
Term ends 01/06/2025

Abdirahman Dahir, Member
Term ends 01/05/2026

Alfreda Daniels Juasemai, Member
Term ends 01/01/2024

Andre Dukes, Member
Term ends 01/02/2023

Biftu Bussa, Member
Term ends 01/06/2025

Carl Crawford, Member
Term ends 01/02/2023

Hollies Winston, Member
Term ends 01/01/2024

Jude Nnadi, Member
Term ends 01/02/2023



council members

Legislative Members on the Council

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

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

CMAH Staff

Linda Sloan, Executive Director
Linda.Sloan1@state.mn.us

Theodore Rose, Legislative and Policy Director
Theo.Rose@state.mn.us

Florkime Paye, Community Engagement and Communications Director
Florkime.Paye@state.mn.us

Shakira Bradshaw, Office Manager (through 03/2022)
Shakira.Bradshaw@state.mn.us

Ash Musana, Office Manager (as of 11/2022)
Ash.Musana@state.mn.us



COUNCIL FOR MINNESOTANS
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