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# MINNESOTA COUNCIL ON BLACK MINNESOTANS

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**COUNCIL ON BLACK MINNESOTANS**

**B I E N N I A L   R E P O R T**

**July 1, 1985 thru June 30, 1987**

**Prepared by CBM Staff:**

**Victor L. Propes, Executive Director  
Lester Collins, Research Analyst  
Paul D. Williams, Research Analyst  
Mary Ann Williams, Administrative Secretary**

## M E S S A G E

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On behalf of the Minnesota Council on Black Minnesotans (CBM), I am pleased to present this Biennial Report summarizing and outlining our activities in Minnesota from July 1, 1985 through June 30, 1987, and our objectives for the next biennial (July 1, 1987 through June 30, 1989). In its' eight years of operation, this state agency has continuously grown in expertise, scope, mission, and accomplishments.

The success of our first demonstration project--**Supported Work Program**--- resulted in a net cost benefit to the State of Minnesota exceeding the total state revenues allocated to our agency since 1980.

CBM's role in the passage of the Martin Luther King, Jr. Holiday, and the Supported Work Program amendment to the Minnesota Work and Training Act of 1985 represent the result of an effective lobbying effort in behalf of our constituents.

Our commitment of staff support and resources to the establishment of a licensed adoption and foster-home placement agency has brought this objective to the threshold of fruition. The Coalition of Black Family Services, Inc., a nonprofit charitable organization will begin its operations in 1987.

Our grantsmanship efforts resulted in 16% of our total FY 1986 budget and we anticipate an increase in FY 1987. We have consistently surpassed the 10% mandate of the Minnesota Legislature.

We will continue to set aggressive objectives for the next biennial such as the establishment of a national museum and cultural center, volunteer services and Black Welcome Wagon Project, the establishment of local originated TV programming on Minneapolis/St. Paul cable systems, and an internship in state government program for minority-cultural individuals interested in careers in the public policy arena.

Steve Crawford, CBM Chairman

T A B L E   O F   C O N T E N T S

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## I N T R O D U C T I O N

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During this biennial, July 1, 1985 through June 30, 1987, the Minnesota Council on Black Minnesotans (CBM) has matured in its role as a public policy research and planning agency to address the issues and problems effecting Black Minnesotans.

Our research capacity has increased as the result of our internship projects. Our State of the State Reports on Incarcerated Blacks, A Crisis In Culture: A Report and Analysis on the African-American Museum of Art and History..., Black Data Network: Annotated Bibliography of State Reports and Documents, and the Supported Work Program Evaluation Study (a contracted report completed by the Amherst H. Wilder Foundation), have received enthusiastic response.

Our role as the facilitator of forums and "brainstorming" task force sessions to identify issues and develop strategies for resolution of problems effecting Afro-Americans, has consistently expanded as has our credibility and accountability.

Finally, our capabilities have been expanded tenfold by the establishment of our new Advisory Board. The inclusion of the creativity of these forty-five (45) powerful and influential minds in our program will open new avenues of opportunities for our agency and the State of Minnesota.

The "His-story" and "Our-story" of Dred Scott and the Northwest Ordinance of 1787 is a "story" that needs to be shared during this biennial as we, (White/Black, Northerner, Southerner, Easterner, Westerner, and, most importantly Mid-Westerner - The Plains Folks), Americans take a look at the last 200 years of the Republic and how we fine tune this experiment in "Cultural Democracy."

The Minnesota Minority Councils are the creation of a progressive Minnesota tradition and are representative of the philosophy of the Northwest Ordinance of 1787 that ensured freedom; justice, equality to the Native American, the European immigrant and the African emigrant, through land grants, Treaties, and endowed land grant universities.

Victor L. Propes, CBM Executive Director

## C B M L E G I S L A T I V E M A N D A T E

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The Council on Black Minnesotans (CBM) is a public policy research and planning agency created by the Minnesota Legislature in 1980 to advise the Governor and legislators in techniques to alleviate or eliminate problems and issues effecting this racial and cultural minority.

The specific ten (10) mandates of the enabling legislation creating the Council are:

- 1) Advise the Governor and the legislature on the nature of issues confronting Black people in the state;
- 2) Advise the Governor and the legislature on statutes or rules necessary to insure Black people access to benefits and services provided to people in this state;
- 3) Recommend to the Governor and the legislature any revisions in the state's affirmative action program and any other steps that are necessary to eliminate underutilization of Blacks in the state's work force;
- 4) Recommend to the Governor and the legislature legislation designed to improve the economic and social condition of Black people in this state;
- 5) Serve as a conduit to state government for organizations of Black people in the state;
- 6) Serve as a referral agency to assist Black people in securing access to state agencies and programs;
- 7) Serve as a liaison with the federal government, local government units and private organizations on matters relating to the Black people of this state;
- 8) Perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare and other related areas;
- 9) Implement programs designed to solve problems of Black people when so authorized by other statute rule or order; and,
- 10) Publicize the accomplishments of Black people and the contributions made by them to this state.

BIENNIAL PROGRAM ACTIVITIES  
(7/1/86 - 6/30/87)

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During this biennial period, CBM has employed and directed its' 14,560 staff hours, \$244,000 general revenue funds, and \$80,000 grants and in-kind contributions at the following activities to address its' mission:

I. RESEARCH AND REPORTS

A. State of the State Reports (No. 2 - No. 4)

1. No. 2. Incarcerated Blacks: Juveniles and Adults (July, 1985)

The major findings in this first report indicate that:

"Between Fiscal Years 1980 and 1984, there was a substantial incarceration increase of black adults in state prisons versus their white counterparts. During this period 186 black adults were added to the prison system compared to 65 white adults. This difference indicates that three times as many black adults went to state prison versus whites.

Blacks, who constituted 1.3 percent of the total Minnesota population in 1980, were disproportionately represented within the Minnesota prison system between Fiscal Years 1980 and 1984: In 1980, black adults only constituted 1.1 percent of the total Minnesota adult population and yet accounted for 17.7 percent of all incarcerated adults in Fiscal Year 1980.

Black juveniles, 17 years and under, who only constituted 1.7 percent of the total Minnesota juvenile population in 1980, accounted for 10.2 percent of all incarcerated juveniles in Fiscal Year 1980.

Black adults were 19 times as likely as white adults to be incarcerated given their proportion in prison versus their proportion of the total Minnesota adult population.

Black juveniles were 8 times as likely as white juveniles to be incarcerated given their proportion in institutions versus their proportion of the total Minnesota juvenile population."



2. **No. 3. A Crisis In Culture: A Report and Analysis on the African-American Museum of Art and History, Minneapolis, MN, (July, 1986)** - A intern research project by Paul D. Williams, graduate student, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota.

The report reconstructed the previous experiences of the Museum and the people who participated in it to gain knowledge, experience, or perspective on the Museum, its management and the issues surrounding its existence.

These interviews, inquiries and analyses were used to reconstruct the organizational practices, trends, and obstacles that influenced the funding and functioning of the Museum and other minority-culture arts organizations that shared its mission. The goal was to find the strengths and weaknesses inherent in a Black cultural institution in Minnesota.

3. **No. 4. Black Data Network: An Annotated Bibliography of State of Minnesota Reports on Afro-Americans, (December, 1986)** - A intern research project by Winston C. McDowell, graduate student, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, funded by the Center for Urban and Regional Affairs.

The bibliography identifies all reports relating to Black Minnesotans published by Minnesota state departments, including the University of Minnesota.

## **B. Supported Work Program Evaluation Study**

This contracted report was conducted by Dr. Richard A. Chase, Amherst H. Wilder Foundation, Wilder Research Center.

CBM designed the Supported Work Program (SWP), a jobs demonstration project, to develop entry-level permanent employment in the private sector for women who had been AFDC recipients for 30 months or more. The chief objective of the program was to reduce the welfare dependence of program participants by training and preparing

them for employment, by providing them supportive services such as child care and transportation, and by creating opportunities for their employment. The goal of the year-long voluntary program was to assist one hundred (100) AFDC recipients to attain economic self-sufficiency.

The Supported Work Program was a public-private partnership involving the CBM, the Department of Human Services, the Minnesota Employment and Economic Development Wage Subsidy Program (MEED), the cities of St. Paul and Minneapolis, The Minneapolis Foundation, The Saint Paul Foundation, Dayton Hudson Foundation, The Otto Bremer Foundation, and private sector employers.

The program combined temporary wage subsidies, on-the-job training, supportive services, peer support, the gradual increase of work demands, close supervision, and counseling to assist AFDC recipients make a voluntary and smooth transition from welfare to the work force. The program was designed to aid women with high school educations but with limited employment experience.

The main features of the Supported Work Program were adapted from a National Supported Work Demonstration Project implemented in Boston in 1976 by the Massachusetts Department of Public Welfare and subsequently implemented at 20 other sites throughout the United States.

The Minnesota and National Supported Work Program models differed in two important ways. The emphasis of the Minnesota SWP was to improve the work habits, self-confidence, and job-specific skills of AFDC recipients over a period of six (6) months and then to seek permanent job placements for the newly trained participants. The National SWP's emphasized work habits, motivation, and basic skills, but not job-specific skills training, and, depending on the site, provided subsidized employment for 12 to 18 months and then required participants to leave the project, whether or not they had found another job.

Increasing employment among AFDC recipients is a primary focus of another notable program from Massachusetts: The Employment and Training CHOICES Program, known as ET. ET is a WIN Demonstration Program that began in October, 1983.

1. The Evaluation Study of the Supported Work Program was designed to examine and assess:

- a. The social and demographic characteristics of program participants when they entered the program;
  - b. the experiences of program participants while enrolled in the program; and,
  - c. the impacts of the program on its participants, including work-related outcomes; personal and family--oriented outcomes; and financial outcomes. These outcomes were examined from the points of view of participants and, when applicable, their employers.
2. The Evaluation was based on information from three (3) sources: 1) the program participants themselves, 2) employers of the participants who completed the program, and 3) program intake records completed by SWP staff.

## II. PLANNING ACTIVITIES AND ACCOMPLISHMENTS

CBM and its staff identified five (5) specific areas of concentration for our planning activities during the current biennial:

- o Economic development for Black women;
- o Cultural crisis effecting Black art and the Black artist;
- o Need for increased research data regarding Black Minnesotans and increasing CBM's research capabilities;
- o Black Minnesotans participation in the Bicentennial Celebration of the Constitution and the Northwest Ordinance of 1787;
- o Limited local originated TV media access by Black Minnesotans

To facilitate these planning activities the following techniques were employed:

### A. Task Forces (3)

Three (3) CBM Task Forces were established during the current biennial to address the above issues:

1. Black Women's Economic Development Task Force

During FY 1986, twenty (20) Afro-American business and professional women met, ongoing, to address issues of development of support systems and networking; membership in the National Association of Negro Business and Professional Women Club, Inc., and/or development of a Minnesota Black Women's Chamber of Commerce; technical assistance and support for Afro-American home-based businesses and cottage-industry entrepreneurs; marketing support for home-based businesses and cottage-industries.

The Task Force members established a formal support network and CBM ceased ongoing support efforts in 1986. The networks objectives are: 1) To develop a model of entrepreneurship development for low-income, female, single-head of households, (i.e., cottage-based industries and home-based businesses, etc.); and 2) to develop a model of entrepreneurial development for professional Black women.

2. Communications Task Force

During FY 1986/87, twenty-five (25) Afro-American communications, media and artistic professionals continued to meet to address the problems of developing local originated programming in the Twin Cities, reflecting on Afro-American cultural perspectives for general public consumption.

These activities were the genesis of numerous proposals to cable TV systems (Rogers and Continental), foundations (local and regional), for support of these efforts.

Currently these activities have been directed at the development of two local originated programs:

- a. The Grand Lizard and the Kute Little Koulered Kids - a reading and literacy TV program.

The production will be a collaboration of CBM, Cable Access of St. Paul, Continental and Rogers Cable TV Systems.

- b. Focus On - a public policy and issue program.

The production will be the collaboration of the CBM, Cable Access of St. Paul, Continental and Rogers Cable TV Systems.

### 3. Arts/Cultural Affairs Task Force

During FY 1986/87, twenty-eight (28) Afro-American artists and art administrators met to address issues effecting Black art, artists, and the cultural foundation of Afro-American peoples.

Some of the issues and activities included:

- a. Minnesota State Arts Board programs and financial and technical assistance available to minority cultures, individuals and their art organizations. Recommendation for increased support were presented during meetings with Board and staff.
- b. Review and discussion of CBM State of the State Report No. 3, Crisis In Culture: A Report and Analysis of the African-American Museum of Art and History, Minneapolis, Minnesota.
- c. Discussions regarding the establishment of a new national Afro-American Museum in St. Paul. The Museum would be the collaboration of CBM, Minnesota Historical Society, and the University of Minnesota, Afro-American Studies Department.
- d. Formation of a Afro-American Arts Support Network for artists, art

administrators, art organization representatives, and art patrons.

- e. Formation of a clearinghouse of information, art organizations and artists mailing lists, etc., to facilitate the support network.
- f. Ongoing forums and "brainstorming" sessions to pursue problem solution and development of opportunities for the Afro-American arts community.

**B. Bicentennial Celebrations - U.S. Constitution and Northwest Ordinance of 1787**

The Northwest Ordinance of 1787 was signed into law before the U.S. Constitution and established a government for the territory Northwest of the Ohio River and East of the Mississippi River.

The specific importance of the Northwest Ordinance to the African slaves and their descendants was the establishment of civil rights (writs of habeas corpus, freedom from cruel or unusual punishment, land ownership, access to education, etc.), and the abolition of slavery and involuntary servitude. Beginning with the Black Codes of 1660 (Virginia and Delaware), the African (free or slave) was denied basic rights. The Northwest Territory offered more than freedom, it offered an opportunity to be productive.

Beginning in FY 1988, the U.S. will celebrate the 200th Anniversary of the Constitution and, as a result of the efforts of the CBM, the Northwest Ordinance will be a component of these celebration activities in Minnesota and nationally.

The CBM brought the Northwest Ordinance of 1787 to the attention of the U.S. Congress, the Minnesota Congressional delegation, the Black Political Caucus and the U.S. Constitutional Bicentennial Commission (Chief Justice Warren Burger) in the 4th Quarter of 1985. Thanks to Congressman Bruce Vento and the Minnesota Congressional delegation, the mission of Chief Justice Warren Burger was expanded to include this monumental document and its' importance to the development of the Plains Folks, the Midwest cultural developments, and the States of Iowa, Minnesota, Wisconsin, Ohio, Michigan, Indiana and Illinois. These "Free" States were havens for African emigrants and European immigrants seeking the American Dream of Freedom, Justice and Equality.

The Northwest Ordinance of 1787 was the basis for the filing of Scott v. Sandford, one of the most important U.S. Supreme Court decisions in the history of the United States of America, and an influencing factor in the U.S. Civil War. Dred Scott, a slave and property of a U.S. Army officer at Fort Snelling, Minnesota, petitioned the courts of Missouri (a "slave" State) for his freedom after residing in the Northwest Territory.

C. Minnesota Data Center Affiliate Agreement and Executive Order #86: Providing For The Establishment of Data Collection Practices By Various State Departments of Minority Individuals In Minnesota.

CBM was created by the state legislature to act as the official state agency representing the needs and interests of Black Minnesotans. The primary charge of CBM is to advise the Governor and the legislature on the nature of issues confronting Black Minnesotans.

In presenting a solid and reliable public policy research product to the legislature and the Governor, CBM needs a broad range of critical and quantitative data and statistical analysis regarding the status of Black people in Minnesota. If CBM is to provide meaningful recommendations to the states' policy decision-makers, it must have this essential quantitative data.

CBM, which has a limited budget and resources, was hampered in that we face the most difficult challenges in the public arena and one of the lowest dollars to population ratios of the State agencies. The agency was deterred by the lack of clear and reliable data, trends, and parameters on the issues which face our constituent community. Further, because of the essential diversity within the Black community, often resources are wasted and efforts duplicated in seeking data that is known but as yet unpublished, or is considered as less than "credible" by the majority community. Local and state agencies, including the Minnesota State Demographer and the State Planning Agency, often deferred to collect any more than the most rudimentary data on the status of any minority in this state.

To resolve the identified problem, CBM's staff began a series of planning meetings with the Metropolitan Regional Council, foundation representatives, Minnesota "Minority" Council

staffs, State Planning staff and State Demographer staff.

1. As a result of these meetings, the Governor's office developed Executive Order #86 and a five (5) point program to alleviate this problem. The program includes:
  - a. The establishment of a minority data collection process to be implemented by the State Planning Agency to develop methods for improving and expanding the collection, analysis and publication of data relating to persons of Hispanic, Black, Asian-Pacific, and Indian descent;
  - b. Further, that the various executive departments shall collect and publish regularly statistics which indicate the social, health, employment, housing, education and economic conditions of individuals of Hispanic, Black, Asian-Pacific and Indian descent residing in Minnesota;
  - c. Further, that the State Planning Agency, in cooperation with the "Minority" Councils, and with other appropriate state, regional and local data gathering organizations develop a statewide program for the collection, analysis and publication of data with respect to individuals of Hispanic, Black, Asian-Pacific, and Indian descent or origin;
  - d. Further, that the State Planning Agency in cooperation with the U.S. Bureau of Census, appropriate state and local agencies, and minority community leaders of the State of Minnesota develop and implement methods to improve the enumeration of Hispanic, Black, Asian-Pacific, and Indian Minnesotans in the 1990 and subsequent decennial census; and,



- e. Further, that the State Planning Agency shall ensure, in cooperation with the "Minority" Councils, that during these data collecting activities, the needs and concerns of the Hispanic, Black, Asian-Pacific, and Indian populations are given full recognition through the use of appropriately designed questionnaires or other survey methods as are deemed to be appropriate.
2. In addition to the above, the "Minority" Councils were established as **Minnesota Data Center Affiliates**.

As a U.S. Census Bureau Data Center Affiliate, the CBM will:

- a. Provide a publicly accessible collection of Census Bureau reference and statistical publications;
  - b. Provide assistance to the public in locating and understanding Census Bureau data;
  - c. Make referrals to the State Data Center lead agencies or other organizations, when necessary;
  - d. Organize local seminars on statistical resources;
  - e. Submit an annual work plan to the State Data Center lead agencies and provide an annual report summarizing services provided;
  - f. Attend workshops and training sessions organized by Census Data Center lead agencies;
  - g. Collect data on use and user needs and submit to the Census Data Center lead agencies; and,
  - h. Provide optional services such as preparing local profiles for the affiliate's area or computer processing of data.
3. The Minnesota State Planning Agency, the state lead Data Center Agency, will provide

CBM with the following support systems and data:

- a. Provide published volumes and other related materials as they are received from the Census Bureau for the affiliate collection;
- b. Organize training sessions and workshops for affiliate staff;
- c. Advise the affiliate of new information received from the Census Bureau and of related services available;
- d. Serve as liaison with the Census Bureau, and,
- e. Answer requests for information referred from the affiliate.

**D. Martin Luther King, Jr. Holiday Commission**

The CBM served on the Martin Luther King, Jr. Holiday Commission, and underwrote the activities of the Youth Committee to include the provision of office space, telephone services (local and long-distance), conference rooms, clerical support and supplies, printing and reproduction services and supplies, and staff support to the Youth Committee Chairman.

**NOTE:**

Thanks to the General Mills Foundation for support in underwriting some of these costs.

**E. Coalition on Black Family Services, Inc.**

The CBM provided staff support, printing and reproduction services to the ongoing efforts of this nonprofit charitable organization's objective of establishing a licensed adoption and foster-home placement agency for Black children and families.

CBM prepared and mailed funding proposals, and made formal presentations to corporate and private foundations for the initial underwriting of this agency.

Four (4) foundations are currently considering underwriting the \$120,000 initial budget in 1987.

**F. Dred Scott National Museum and Cultural Center**

The CBM continues its' commitment to establish a national certified museum in St. Paul, MN.

In order to promote the accomplishments and contributions of Black Minnesotans to this region, CBM staff, over the past two (2) years, has conducted forums, meetings, and "brainstorming" sessions to develop a model for the design, program, and financial support to establish a nationally certified museum and cultural center in the Twin Cities. CBM seeks liaison with the Minnesota Historical Society, and University of Minnesota Afro-Studies Department as partners in this endeavor.

**G. Dred Scott Forums - Northwest Ordinance/U.S. Constitution Bicentennial Celebration Activities**

As part of the CBM's Bicentennial Celebration activities, CBM is seeking support from the philanthropic community to conduct a series of five (5) public forums to include five (5) Martin Luther King, Jr. Distinguished Lecturers to address aspects of the Northwest Ordinance and the Dred Scott v. Sandford Supreme Court decision.

These activities have spanned this current biennial period and CBM has developed liaison with the Americans On Purpose Confederation and the Hubert H. Humphrey Institute of Public Affairs, Public Education Department.

**H. Volunteer Services Project**

The CBM has attempted to develop a Volunteer Services Project during the past two (2) biennial funding periods.

The Volunteer Services Project will consist of a volunteer coordinator who will establish a system of recruitment, orientation, training, management, supervision and the effective utilization of Black volunteerism within state service and community organizations. The project ideally would include a "Welcome Wagon" component for relocating Black families (corporate and other), and a Black Business-Professional and Community Services Directory.

**I. Hubert H. Humphrey Internships In State Government**

Beginning in FY 1986, CBM has continued to hold meetings with college and university

representatives and state employees to establish this program.

The objective is to establish an internship program to address the current crisis in state government with regard to the lack of well prepared minority culture persons as policy-makers and public administration professionals. Minority-culture students will be recruited for internships and cooperative educational experiences in state agencies designed to compliment their academic experiences during their graduate studies in public policy and other areas.

#### **J. CBM Advisory Board**

Beginning in FY 1985, the CBM began an assessment process. As a result of the assessment, we identified the need to increase CBM's influence and resources by expanding ownership through coalescence with representatives of the corporate community, representatives of Black organizations, and outstanding Black Minnesotans to form a CBM Advisory Board.

It is envisioned that this "Brain Trust" and its' committees will enhance the CBM with provision of technical assistance, program development, fund-raising, lobbying, and other similar activities. The Board, comprised of forty-five (45) members (term of appointment will be one [1] year), will function through its' committee structure and its' elected chairperson, with one CBM annual meeting in December of each year, beginning December 4, 1986.

We envision that this Advisory Board and its' activities will be one of the most important aspects of our program and will better our abilities to address our mission in the "new" future ahead of us.

### III. LEGISLATIVE INITIATIVES

#### Session 85/FY 1986

##### A. Supported Work Program Amendment (Chapter 13) FY 1986 (Department of Jobs and Training/Office of Full Productivity and Opportunity Reorganization Plan)

CBM was successful in persuading state legislators to include an amendment to address the dual issues of unemployment and welfare case loads simultaneously. The amendment reads:

"The commissioner of employment and training shall establish a supported work program for recipients of aid to families with dependent children who have received public assistance for more than three years and who are residents of counties that have had more than three percent of their aid to families with dependent children recipients of such assistance for three years or longer. The goals of the supported work program must be made a part of the biennial plan of the commissioner."

The jobs and training package is designed to eliminate road blocks that prevent people from obtaining or seeking employment. For example, a sliding fee for child care services and funds for transportation and other support services will be made available to job seekers. The measure also provides for an employment and training program for the structurally unemployed.

"The ideal is a system that will train the unemployed and aid individuals in finding jobs rather than just issuing income maintenance checks," said Senator Lawrence Pogemiller, the Senate author of the legislation.

##### B. African Famine Relief (Chapter 13)

CBM was a part of the coalition to provide Minnesota agriculture resources to address the famine relief to Africa.

This legislative initiative was incorporated in the 1985 Appropriations Act and provided the following:

"The legislature finds that there are surpluses of food commodities in this state and that a famine exists in Africa that is causing the starvation and death of

people every day. The state has a concern for the human needs of all people and will help by aiding food relief efforts.

The commissioner of agriculture shall make grants to Minnesota nonprofit organizations that will buy agricultural commodities and food that have been produced in the state and ship them to areas of Africa in need of famine relief."

Minnesotans raised over \$350,000 and shipped 19,000 lbs. of nonfat dry milk, over 2,000 tons of Minnesota spring wheat and 20 tons of processed wood briquettes for fuel to Ethiopian refugee camps.

### **Session 86/FY 1987**

The last legislative session was not fruitful for CBM, but below we are listing the areas of legislative initiatives we studied and researched. They are:

#### **C. Truth-In-Educational Opportunities of Act**

Lack of preparation of Black secondary students in mathematics and computer skills; need to increase numbers of Blacks in college, graduate and professional school programs in science, technology and health professions.

#### **D. Equal Access to Technology**

Need to increase Black participation in technology-related, high paying jobs; need to implement and monitor compliance with affirmative action/equal opportunity policies; ascertain current data on Black rates of unemployment in Minnesota.

#### **E. Black Adoption Act of 1986**

To update and enhance protections afforded Black children and juveniles in legislative process and in court, and agency implementation; review of proposed legislation where interests of Blacks are not otherwise considered.

#### IV. PUBLIC HEARINGS, COMMUNITY MEETINGS/FORUMS AND ANNUAL MEETING

- A. CBM conducted its last general public meetings around the state during the Summer of 1985. The four (4) community meetings were conducted in Minneapolis (North and South), and Duluth during Summer and Fall of FY 1985/FY 1986.

The limited response and turnout was addressed during CBM's 1986 Program Assessment and CBM's Reorganization Plans to identify the need for community meetings with an agenda of specific issues.

- B. Current work plans for 1st Quarter 1987, include: Three (3) community meetings in the Twin Cities Afro-American communities, (North/South Minneapolis and St. Paul) to assess reactions to Welfare Reform proposals.

#### NOTE:

Thanks to Willis Bright, Honeywell, Inc. for the financial support.

- C. During 1987, CBM will also host several forums around the themes incorporated in the Northwest Ordinance of 1787. This document preceded the U.S. Constitution and was the basis for Dred Scott's litigation for freedom filed in the State of Missouri (a "slave" State) after his residency in the State of Minnesota, one of the original seven states created by the Northwest Ordinance of 1787 in the Northwest Territory.

These forums will be a collaboration between the CBM and the University of Minnesota, Hubert H. Humphrey Institute.

- D. On December 4, 1986, CBM held its' first Annual Meeting and Reception. In an effort to compliment the dialogue around the issue of welfare reform, our guest speaker was Ms. Barbara Burke-Tatum, Associate Commissioner and Administrator of the Massachusetts Employment and Training (ET) CHOICES Program. ET was designed to place 50,000 welfare recipients into unsubsidized employment, reduce welfare dependency, and produce net-cost benefit savings for Massachusetts' tax-payers. CBM's Supported Work Demonstration Project was modeled after this program.

For the past eight (8) years, Ms. Burke-Tatum has been heralded as the genesis of several widely

acclaimed and nationally recognized social service delivery models that are effective in addressing a complex set of circumstances in a comprehensive manner.

## V. INTERNSHIP PROJECTS

CBM has attempted to develop an ongoing internship program for three (3) years.

During this current biennial period, we have been successful in attracting two (2) outstanding interns from the Hubert H. Humphrey Institute of Public Affairs:

Paul D. Williams, a graduate student at the Institute, completed a study of the defunct African--American Museum of Art and History entitled, A Crisis In Culture: A Report and Analysis on the African-American Museum of Art and History, Minneapolis, Minnesota (July, 1986). Mr. Williams' internship was underwritten by CBM.

Winston C. McDowell, a graduate student at the Institute, completed a compilation of reports, studies, etc., of Black Minnesotans produced by the State of Minnesota Departments and subdivisions. Mr. McDowell's internship was funded by the University of Minnesota, Center for Urban and Regional Affairs (CURA), Graduate Studies in State Government Program.

## VI. GRANTSMANSHIP

The Minnesota Legislature has mandated that the "Minority" Councils, (Indian Affairs, Handicapped, Spanish-Speaking Affairs, Asian/Pacific Islanders and Black Minnesotans), raise at least 10% of their biennial budgets from other governmental entities and foundations.

Thanks to the support of the following foundations to CBM's efforts:

### Supported Work Program/Demonstration Project

Minneapolis Foundation  
Saint Paul Foundation  
Dayton Hudson Foundation (B. Dalton Bookseller,  
Dayton's and Target Stores)  
Otto Bremer Foundation

Martin Luther King, Jr. Holiday

General Mills Foundation



Martin Luther King, Jr. Distinguished Lecture Series

Jostens Foundation  
Otto Bremer Foundation  
Gelco Foundation  
General Mills Foundation  
Patrick and Aimee Butler Family Foundation

CBM Leadership Fund/General Activities Support Fund

Jostens Foundation  
General Mills Foundation

Community Meetings/Welfare Reform, 1987

Honeywell Foundation

CBM has surpassed the 10% mandate every year.

The in-kind contributions by the University of Minnesota/-CURA Graduate Interns for State Programs of \$2,000, and Honeywell, Inc. of \$3,000 to assist in underwriting the Welfare Reform Community Meetings, were also greatly appreciated.

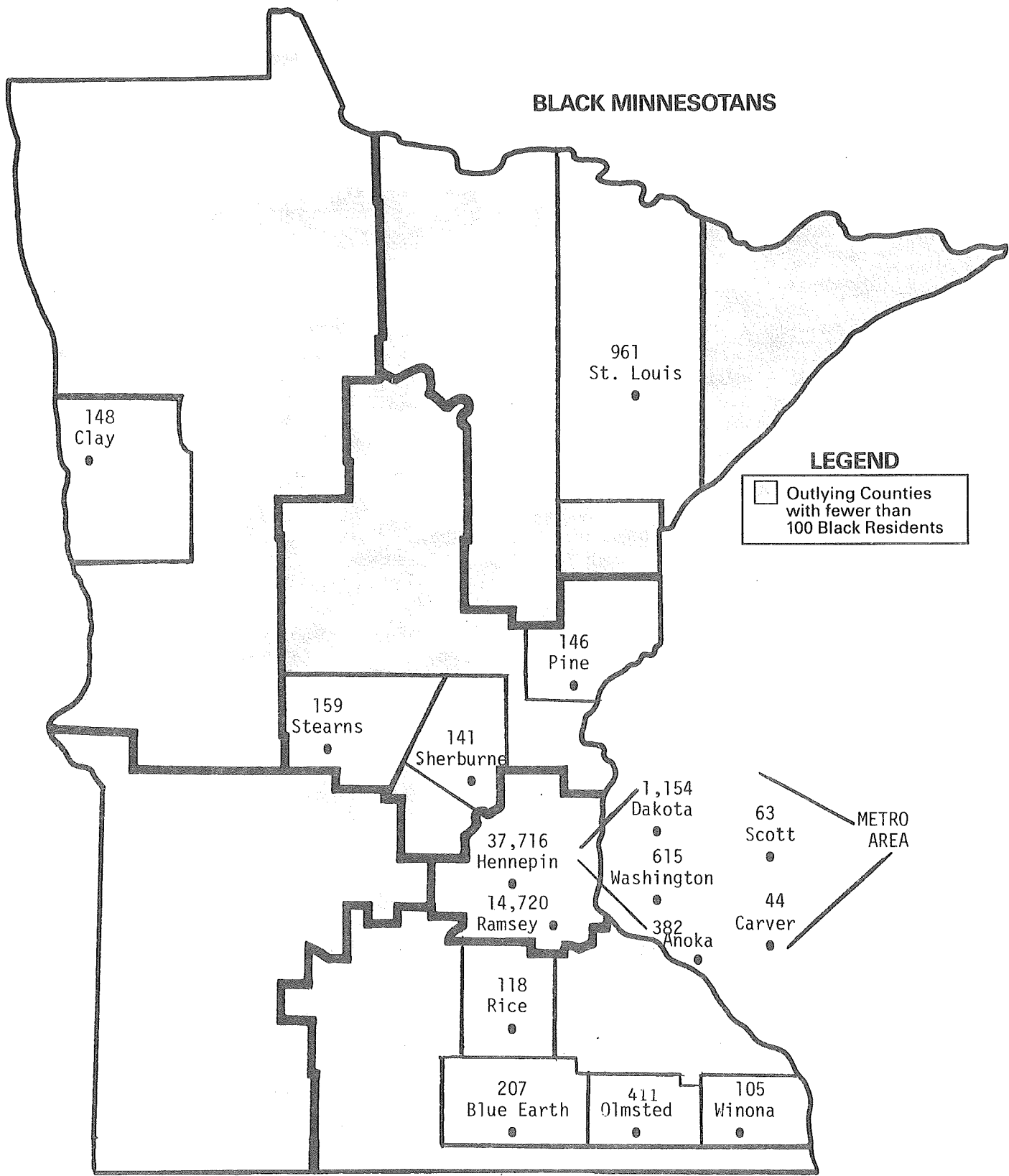
The anticipated financial support to the Coalition on Black Family Services, Inc. of \$122,000 will also be documented as a in-kind contribution to the CBM's programs if received during 1987. Four (4) Minnesota and national foundations have indicated consideration of the proposal to assist in the establishment of a licensed Afro-American adoption and foster-home placement agency.

Additional outstanding grant opportunities include the Dred Scott National Museum, Black Volunteer Services Project and Minority Internships in State Government.

**COUNCIL ON BLACK MINNESOTANS**  
**STATE OF THE STATE**  
 October, 1984

**STATE RESIDENCY**

**BLACK MINNESOTANS**



(County locations on the above map are approximate)

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**B I E N N I A L   B U D G E T**

o **Budget Activity Fiscal Summary  
FY 1985-FY 1987**

o **Biennial Budget 1987-1989  
FY 1988-FY 1989  
with  
Change Request and Explanation**

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**CBM BUDGET ACTIVITY SUMMARY - BIENNIAL BUDGET  
TRANSACTIONS THRU 10/13/86  
(Dollars in Thousands: 137,522 = 137.5)**

Summary of Expenditures and Request	Actual FY 1985	Actual FY 1986	Estimated FY 1987	FY 1988 REQUEST LEVELS			FY 1989 REQUEST LEVELS		
				Same	Change	Total	Same	Change	Total
<b>Expenditures by Category:</b>									
State Operations	151.8	143.1	133.0	148.7	38.2	186.9	148.7	38.2	186.9
Local Assistance	6.3								
Aids to Inds.	10.7	8.9							
<b>Total Expenditures</b>	<b>168.8</b>	<b>152.0</b>	<b>133.0</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>
<b>State Operations-Detail:</b>									
Personal Services	106.8	108.4	104.8	120.5	28.2	148.7	120.5	28.2	148.7
Expenses & Contract Services	36.8	32.5	26.6	26.6	10.0	36.6	26.6	10.0	36.6
Supplies & Materials	2.1	2.2	1.6	1.6		1.6	1.6		1.6
Equipment	4.1								
Other Expense Items									
<b>Total State Operations</b>	<b>151.8</b>	<b>143.1</b>	<b>133.0</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>
<b>Sources of Financing</b>									
<b>Direct Appropriations:</b>									
General	117.4	126.7	133.0	148.7	38.2	186.9	148.7	38.2	186.9
Gifts & Deposits	51.4	25.3							
<b>Dedicated Appropriations:</b>									
<b>Total Financing</b>	<b>168.8</b>	<b>152.0</b>	<b>133.0</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>	<b>148.7</b>	<b>38.2</b>	<b>186.9</b>
<b>Positions by Fund:</b>									
General	3.5	3.5	3.5	3.5	1.5	5.0	3.5	1.5	5.0
<b>Total Positions</b>	<b>3.5</b>	<b>3.5</b>	<b>3.5</b>	<b>3.5</b>	<b>1.5</b>	<b>5.0</b>	<b>3.5</b>	<b>1.5</b>	<b>5.0</b>

**CHANGE REQUEST & EXPLANATION**  
**FISCAL YEARS 1988-1989**

**Critical Increases for Operational Program Effectiveness**

**Statement of Request/Objective:**

This CHANGE Request includes the following distinct needs that must be provided if the Council on Black Minnesotans (CBM) is to continue to effectively carry out its mandated mission:

- |   |             |
|---|-------------|
| 1. Increase Research Analyst position from half-time to full-time | \$ 12.3     |
| 2. Additional Clerical Support (Clerk-Typist II) position         | 15.9        |
| 3. Full funding of current Office Space rental                    | <u>10.0</u> |

**Total Cost Per Fiscal Year \$ 38.2**

**Description/Rationale**

1. **Increase Research Staff:** To improve the CBM's public policy research capability. The objective is to provide the Governor and legislature with relevant reports, studies and analysis of issues and problems effecting the state's largest racial minority group, Black Minnesotans.

Section 187. [3.9225], Subd. 3(a)-(d) mandates the CBM to advise the Governor and legislature regarding issues, legislation and delivery of services effecting Black Minnesotans. The magnitude of the mandate cannot be addressed by a 1.5 staff complement, which equals 3,120 annual staff hours.

The state's Black population served by the CBM has experienced an increase of 53% since 1970. The number of families living below poverty guidelines are over 30% of the total, and social service expenditures to this segment of the state's population are increasing. The need for public policy research to develop responses to the myriad of issues effecting the state's Black population is great.

The full-time Research Analyst will conduct research, coordinate with the State Planning Agency, and supervise the agency's Internship Program.

The legislation grants-in-aid mandate of 10% of General Fund dollars necessitates the agency to develop grant proposals of 10 per year utilizing 33% allotted staff time to these tasks, or approximately \$30,000 of agency allotted funds.

2. **Additional Clerk-Typist II position:** To provide adequate clerical support to the current 2.5 professional staff and the additional professional complement requested.

The current Administrative Secretary provides all clerical support to 2.5 professional staff complement and interns (2) to include office management, typing, telephone coverage, payroll management, referral and information.

The current complement is inadequate as a result of the sheer magnitude of the workload. Grantsmanship mandated by the legislature requires increased typing and supportive clerical tools. One secretary is inadequate to provide clerical support for 2.5 professional staff and interns (2).

The CBM has raised over 25% of program dollars to date. The increased clerical staff equals less than grant-in-aid dollars raised to date.

3. **Additional funding for Office Space rental:** CBM requested an increase of \$6,226 for the last biennial budget (FY 1985-87) to increase office space from 673 sq. ft. to current office space of 1,456 sq. ft. The objective was to reduce overcrowded facilities and to provide necessary space for interns and other grant programs as mandated by the legislature.

The Department of Administration/Real Estate Management Division has evaluated the CBM's office space needs at 1,145 sq. ft. (4/5/84). CBM's budget is forced to continue absorption of increased rental fees without funding increases to equal total rental increases. Grants-in-aid received cannot be used to meet these expenses.

The rental fees for the CBM have increased from \$5,275 in FY 1985 to the current fee of \$14,254., and projected fees of \$14,778.36 and \$15,506.40, FY 1988 and FY 1989 respectively.

RECONCILIATION OF FY 1987 TO SAME LEVEL

<u>Reconciliation SAME Level</u>	<u>Agency Request 1987-89 Biennium All Funds</u>
Reconciliation of FY 1987 to SAME Level	\$ 297.4
<u>Agency CHANGE Request:</u>	
Fulltime Research Analyst	24.6
Additional Clerical Support	31.8
Additional Rent for Office Space	<u>20.0</u>
Subtotal CHANGE Request	\$ 76.4
 <b>BIENNIAL AGENCY TOTAL</b>	 <u><b>\$ 373.4</b></u>