



Engaging the Latino community through public service

**2007-2008 Biennial Report**

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**A report published by the Chicano Latino Affairs Council**  
*Reviewed and completed by Rosa Tock, Interim Executive Director*

*Submitted to the Governor and Minnesota State Legislature  
In compliance with Minnesota Statutes 3.9223*

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## Executive Summary

This 2007-2008 Biennial Report summarizes the activities of the State of Minnesota Council on Affairs of Chicano/Latino People (formerly known as the Spanish Speaking Affairs Council; hereinafter CLAC or the Council) since the 2004-2006 Biennial Report. The report identifies the major issues and concerns that face Minnesota's Latino community. It also details the new strategic plan that has been guiding the Council's work in the last biennium. Furthermore, the report provides credible information regarding Latino demographics in the state, public school enrollment, and other Latino public affairs. The council's enabling statute and list of receipts and expenditures are also included.



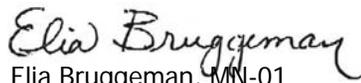


## Message from the Council

On behalf of the Chicano Latino Affairs Council, we are pleased to present the *2007-2008 Biennial Report* to the governor and Minnesota Legislature. The objective of this document is to report all council activities in the community and at the state Legislature throughout the past biennium.

The Chicano Latino Affairs Council, or CLAC, is an excellent state agency. It has a proven history of more than 30 years of public service and representing the common interest and good of the Latino community in areas of education, economic development, housing, health and immigration. Further, it continues to act as a conduit for the Latino community into state government and to participate in the legislative process.

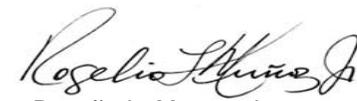
Throughout the past biennium, the council focused on organizational development to fulfill its charter. In the process, the council developed a biennial calendar and action plan, effective marketing strategies, board governance and training, and work processes in legislative affairs and civic engagement.

  
Elia Bruggeman, MN-01  
CLAC Chairwoman

In the summer 2007, CLAC staff engaged in a series of community visits throughout Minnesota to identify best the issues most important to Latinos. While each community was different, the issues were universal such as Pre K-12 education, housing, health and workforce development.

Communities visited included Willmar, Worthington, St. Cloud, Moorhead, Austin, Mankato, St. James, and Marshall. The following summer, council staff engaged the community through a series of focus groups to evaluate the current status of Latino health care status and identify barriers behind health disparities and propose solutions to improve Latino's well being. CLAC partnered with HACER to conduct and analyze data that is contained in the report "A Latino Health Care Report".

To fulfill its charter, the council also tracked more than 100 bills; attended more than 20 legislative hearings and provided testimony before several committees, and met with more than 30 legislators representing the state's Latino clusters. In the new biennium, CLAC will focus its efforts in developing a strategy to identify opportunities around economic development.

  
Rogelio L. Muñoz, Jr.  
Executive Director





## Section I: The Council



# Council Purpose and Mission

The Chicano Latino Affairs Council was created by the Minnesota State Legislature in 1978 pursuant to Minnesota Statute 3.9223, subdivision 3. Celebrating its 30<sup>th</sup> year in 2008, CLAC has served to advise the governor and state Legislature on



issues regarding the Latino community, to promote the voice of the community on the policy issues of health, education, economic development, housing and immigration, and to serve as a conduit to state government for organizations of Latinos in the state.

## The Council shall:

1. Advise the governor and the legislature on the nature of issues confronting Chicano/Latino people in the state, including the unique challenges of migrant agricultural workers.
2. Advise the governor and the legislature on statutes or rules necessary to ensure Chicano/Latino people access to benefits and services provided to people in the state.
3. Recommend legislative policy which improves the economic and social condition of Chicano/Latino people in the state.
4. Serve as a conduit to state government for organizations of Chicano/Latino people in the state.
5. Serve as a referral agency to assist Chicano/Latino people to secure access to state agencies and programs.
6. Serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Chicano/Latino people in the state.
7. Advise the governor and the legislature on statutes or rules necessary to ensure Chicano/Latino people access to benefits and services provided to people in the state.
8. Perform, or contract for the performance of studies designed to suggest solutions to problems of Chicano/Latino people in the areas of education, employment, human rights, health, housing, social welfare, and other related programs.
9. Implement programs designed to solve problems of Chicano/Latino people when authorized by the state, rule or order.
10. Publicize the accomplishments of Chicano/Latino people and their contributions to the state.

# CLAC Organizational Leadership: Council Members

The organizational structure of CLAC is unique to state government. The make up of CLAC consists of council members, members of the Minnesota Legislature, and staff.

CLAC members form the leadership of the organization. Each member is appointed by the governor for a term of four years. Members are appointed to represent each of the state's eight congressional districts, and three additional at-large members are appointed; all with voting rights.

The other unit of leadership within CLAC are the representatives from the Minnesota Legislature. During each session, the leadership from the state Senate and House appoint two members from each chamber to serve on the council. Further, CLAC's executive director leads the Council staff and its integral units: legislative affairs, community affairs, and administrative unit. The council also has a student intern that works on legislative and community affairs.



**Elia Bruggeman, Chair  
Council Member, District 1**  
Appointed on September 2006.  
Heritage: Mexican-American  
Resides: Sleepy Eye



**Jose Antonio Lizano  
Council Member, District 2**  
Appointed on June 2007  
Heritage: Costa Rican  
Resides: Apple Valley



**Adriana O'Meara  
Council Member, District 3**  
Appointed on September 2006  
Heritage: Mexican  
Resides: Minnetonka

# CLAC Leadership: Council Members



**Nicholas Juarez**  
**Council Member, District 4**  
Appointed on June 2008  
Heritage: Mexican-American  
Resides: Inver Grove Heights



**Sonia Hohnadel, Secretary**  
**Council Member, District 7**  
Appointed on September 2006  
Heritage: Mexican-American  
Resides: Moorhead



**Mario Vargas**  
**Council Member, At-Large**  
Appointed in June 2008.  
Heritage: Mexican-American  
Resides: Wayzata



**Edgardo Rodriguez, Treasurer**  
**Council Member, District 5**  
Appointed on June 2008  
Heritage: Puerto Rican  
Resides: Minneapolis



**M. Teresa Dawson , Vice-Chair**  
**Council Member, District 8**  
Appointed in June 2007  
Heritage: Peruvian  
Resides: Duluth



**Maricruz Hill**  
**Council Member, At-Large**  
Appointed in June 2008  
Heritage: Puerto Rican  
Resides: Chanhassen



**Michael Rosario**  
**Council Member, District 6**  
Appointed in June 2007  
Heritage: Puerto Rican  
Resides: Woodbury



**Alma Garay-Lehn**  
**Council Member, At-Large**  
Appointed in June 2007.  
Heritage: Nicaraguan  
Resides: White Bear Lake

## CLAC Leadership: State Legislature Representatives



**State Rep. Al Juhnke (Willmar)**

State Rep. Juhnke (District 13B) is one of two state house representatives appointed to CLAC. He chairs the Agriculture, Rural Economies and Veterans Affairs Committee, Capitol Investment Finance Division, Finance Committee, Telecommunications Regulation and Infrastructure Division Committee.



**State Senator Jim Vickerman (Worthington)**

Senator Vickerman (District 22) is one of two state senators appointed to serve the council. He serves on the Agriculture and Veterans Committee, Agriculture and Veterans Budget and Policy Division, Environment and Natural Resources Committee, Environment, Energy and Natural Resources Budget Division, State and Local Government Operations and Oversight Committee.



**State Rep. Willie Dominguez (Minneapolis)**

State Rep. Dominguez (District 58B) is the second state house representative appointed to the council. He serves on the House Commerce and Labor Committee, Disparities in Student Support and Service Subcommittee Committee, K-12 Finance Division Committee, Local Government and Metropolitan Affairs Committee, Public Safety Finance Division Committee, Veterans Affairs Division Committee.



**State Senator Joe Gimse (Willmar)**

Senator Gimse (District 13) is the additional state senator appointed to serve the council. He serves on the Agriculture and Veterans Committee, Business, Industry and Jobs Committee, Agriculture and Veterans Budget and Policy Division, Transportation Budget and Policy Division, State and Local Government Operations and Oversight Committee.

# Chicano Latino Affairs Council Staff



**Rogelio L. Muñoz, Executive Director**

Rogelio manages the day-to-day operations of the council in legislative affairs, civic engagement and outreach to the Latino community. He works with the eleven council members appointed by the governor and staff to carry on CLAC's mission. During the legislative session, he works closely with the council to recommend legislative policy to improve the economic and social condition of Latinos in the state. Rogelio is originally from San Diego, Texas.



**Rosa Tock, Legislative Director**

Rosa updates Latino demographic profiles, supports community outreach initiatives with Latinos in the state, develops focus groups, surveys, Census initiatives, monitors the work of the state legislature, and meets with multiple stakeholders. Part of her work is to disseminate information to advise and educate the governor, state legislators, and other policy makers about the socio-economic situation of Latinos in the state. Rosa is originally from Guatemala.



**Gladys Rodriguez, Administrative Assistant**

A native of El Salvador, Gladys provides support to council staff and the council members. She helps to manage CLAC's financial performance and works closely with Financial Management and Reporting at the Minnesota Department of Administration.



**Oscar Echandi, Community Liaison**

Oscar works with the Latino community and acts as a liaison to capture the Latino voice and bridge Latinos to state government. He collaborates in creating quantitative and qualitative research about Latinos in Minnesota. He is originally from Costa Rica.



**David Echeverry, Community and Research Fellow**

A native of Colombia, David assists staff in supporting legislative engagement. His work focuses on bill tracking and preparation for the annual Latino Day at the Capitol. David is a third year student of law at Hamline University in St. Paul.

## 2008–2009 Biennium Calendar

The work of the Chicano Latino Affairs Council is reflected in a Biennium Calendar and an action plan designed to serve its charter and nine legislative goals.

The goals define the Council's areas of responsibility: advising and recommending to the governor and legislature; serving as a conduit and referral to state government; serving as a liaison for federal and local government and private organizations; performing or contracting for Latino community studies; implementing programs authorized by statute; and publicizing accomplishments of the Latino people.

For each area of responsibility, objectives are established. This provides focus that clarifies the scope of work to achieve goals.

Based on the objectives, actions are defined. CLAC staff manages and carries out action plans with the support of council members.

Staff members provide the operational support for the Council. Their responsibilities include engagement of the Latino communities, research and analysis, and engagement of the governor and legislators.

The Board of Directors provide organizational oversight of actions and outputs, including approval of issues focus and legislative recommendations.

Further, Board members serve as representatives for their congressional districts, Latino community at large, and the Legislature.

The Council staff and Board members actively collaborate to fully implement the biennium action plan that allows the achievement of the Council legislative goals and charter.



Together, staff and Board members capture the collective voice of the Latino community. Together, they effectively represent Latino contributions, issues, and solutions to the governor and Legislatures.

# 2008 – 2009 Council Biennium Calendar

[ Year 1 ]

1<sup>st</sup> Quarter  
Research &  
Policy Formulation

## July: 07

- Update & Develop Research
- Legislative Implications Analysis
- Review legislative updates & impact
- Board Member Appointments
- Community Forums

## August: 07

- Council Meeting & Board Retreat
- Research Review
- Legislative Proposals & Positions
- Legislative Implications Review
- Community Forums

## September: 07

- Community Forums: Validate Proposals
- Testimony Participants
- Sessions scheduled with: Governor; Legislators & Committees

2<sup>nd</sup> Quarter  
Legislative  
Policy Input

## October: 07

- Legislative Committee Proposals
- Sessions: Governor; Legislators; Committee Chairs; Committee Members
- New Board Candidates Identified

## November: 07

- Council & Board Meeting
- Session Outcome Review & Response
- Follow up Sessions: Legislators
- Board Candidate Recommendations

## December: 07

- Legislative Session Testimony Preparation
- Interim Staff & Board Performance Assessment
- Action Plan Update

3<sup>rd</sup> Quarter  
Legislator Visits  
& Testimony

## January: 08

- Sessions: Legislators; Committee Chairs; Committee Members
- Testimony Final Preparation
- Board Member Appointments

## February: 08

- Council & Board Meeting
- Sessions: Legislators; Committee Chairs; Committee Members
- Legislative Testimony

## March: 08

- Sessions: Legislators; Committee Chairs; Committee Members
- Legislation Monitoring & Reporting
- Legislative Testimony

4<sup>th</sup> Quarter  
Bill Tracking &  
Assessment

## April: 08

- Legislative Testimony
- Response to Amendments
- CLAC Anniversary Event

## May: 08

- Council & Board Meeting
- Review Bills & Amendments
- Discuss: Latino Community Opportunity & Impact
- Community Forums

## June: 08

- Legislative review
- Summary of Latino Community Opportunity & Impact
- Legislative Summary Report
- Community engagement

# 2008 – 2009 Council Biennium Calendar

[ Year 2 ]

1<sup>st</sup> Quarter  
Research & Policy  
/Budget Formulation

## July: 08

- Update & Develop Research
- Legislative Implications Analysis
- Review legislative updates & impact
- Community Forums
- State Budget Analysis

## August: 08

- Council Meeting & Board Retreat
- Research Review
- Legislative Proposals & Positions
- Legislative Implications Review
- Biennium Action Performance
- CLAC Biennium Budget Proposal

## September: 08

- Community Forums: Validate Proposals
- Testimony Participants
- Sessions scheduled with: Governor; Legislators & Committees
- CLAC Biennium Report Draft

2<sup>nd</sup> Quarter  
Legislative  
Policy/Budget Input

## October: 08

- Legislative Committee Proposals
- Sessions: Governor; Legislators; Committee Chairs; Committee Members
- New Board Candidates Identified
- CLAC Biennium Report Finalized

## November: 08

- Council & Board Meeting
- Session Outcome Review & Response
- Follow up Sessions: Legislators
- Board Candidate Recommendations
- Biennium Report Submitted

## December: 08

- Legislative Session Testimony Preparation
- Interim Staff & Board Performance Assessment
- Action Plan Update

3<sup>rd</sup> Quarter  
Legislator Visits  
& Testimony

## January: 09

- Sessions: Legislators; Committee Chairs; Committee Members
- Testimony Final Preparation
- Board Member Appointments

## February: 09

- Council & Board Meeting
- Sessions: Legislators; Committee Chairs; Committee Members
- Legislative Testimony

## March: 09

- Sessions: Legislators; Committee Chairs; Committee Members
- Legislation Monitoring & Reporting
- Legislative Testimony

4<sup>th</sup> Quarter  
Bill Tracking &  
Assessment

## April: 09

- Legislative Testimony
- Response to Amendments

## May: 09

- Council & Board Meeting
- Review Bills & Amendments
- Discuss: Latino Community Opportunity & Impact
- Community Forums

## June: 09

- Legislative review
- Summary of Latino Community Opportunity & Impact
- Legislative Summary Report
- Community engagement

# 2008 – 2009 Biennium Action Plan

## Goals 1-3: Responsibility To Advise & Recommend

1. Advise the governor & the legislature on the nature of the issue confronting Chicano/Latino people in this state, including the unique problems encountered by Chicano/Latino migrant agricultural workers;
2. Advise the governor and the legislature on statutes or rules necessary to ensure Chicano/Latino people access to benefits and services provided to the people in the state;
3. Recommend to the governor and the legislature legislation to improve the economic and social condition of Chicano./Latino people in the state.

### Objectives

### Actions

<p>Provide legislative policy and budgetary <i>recommendations</i> to root causes to socio economic issues through CLAC issues briefs.</p>	<ul style="list-style-type: none"> <li>• Review existing policy &amp; budgetary legislation that may respond to Latino Community Issues;</li> <li>• Develop recommendations for policy and/or budgetary changes to solve the root cause of Latino Issues;</li> <li>• Prepare Issues Briefs in support of recommendations with background, relevant legislation and supporter information</li> </ul>
<p><i>Advise</i> the Governor and legislators on the current Chicano/Latino socio economic situation including: contributions; issues; influencing factors; and recommended legislative policy or budgetary solutions.</p>	<ul style="list-style-type: none"> <li>• Develop governor and key legislator communication packages and presentations;</li> <li>• Identify and prepare testimony participants including: staff; board members; Latino community members; &amp; agencies;</li> <li>• Conduct review sessions with: Governor; Committee Chairs; committee members; and key legislators</li> </ul>
<p><i>Advocate</i> and follow recommended policies and budgetary bills or changes through the legislative cycle from idea to law, through the House and Senate to final sign off by the Governor.</p>	<ul style="list-style-type: none"> <li>• Identify and work with Legislative supporting recommendations;</li> <li>• Monitor progress of policy and budgetary changes through the legislative cycle;</li> <li>• Prepare a final summary of legislative session outcomes and Latino community opportunities or implications.</li> </ul>

# 2008 – 2009 Biennium Action Plan

## Goals 4-5: Responsibility To Serve As A Conduit & Referral Agency

4. Serve as a conduit to state government for organizations of Chicano/Latino people in the state;
5. Serve as a referral agency to assist Chicano/Latino people to secure access to state agencies and programs

### Objectives

### Actions

<p><i>Engage</i> agencies and organizations in each Congressional District that provide services to the Chicano/Latino people addressing the key topic areas.</p>	<ul style="list-style-type: none"> <li>• Identify agencies or program service providers across the state that serve the Latino community;</li> <li>• Contact agency &amp; organization leaders to discuss Latino community research &amp; agency services identifying their services, contributions &amp; challenges;</li> <li>• Provide agency &amp; organization leaders with CLAC publications including issues briefs &amp; legislative summaries;</li> </ul>
<p><i>Refer</i> the Chicano/Latino people to state agencies and programs by providing the information and direct support</p>	<ul style="list-style-type: none"> <li>• Develop &amp; publish a list of identified agencies &amp; service organizations with program descriptions for use by the Latino community, staff &amp; board of directors;</li> <li>• Provide Spanish &amp; English speaking staff to refer Latino community members to services;</li> </ul>
<p>Provide the Chicano/Latino people with opportunities for <i>direct access</i> to the governor and state legislators.</p>	<ul style="list-style-type: none"> <li>• Conduct community forums and dialogues across the state in key Latino cluster communities;</li> <li>• Identify individuals and schedule their participation in the presentation of Latino Issues Briefs and providing testimony to the Governor and Legislators;</li> <li>• Partners with school districts for a Latino Youth Day at the Capital.</li> </ul>

# 2008 – 2009 Biennium Action Plan

## Goal 6: Responsibility To Serve As A Liaison

6. To serve as a liaison with federal government, local government units, and private organizations on matters relating to the Chicano/Latino people of this state;

Objectives	Actions
Identify government and organization leaders at the federal and local level.	<ul style="list-style-type: none"> <li>• Research &amp; prepare a list of: federal Senators &amp; Representative; state Senators &amp; Representatives; county &amp; city officials in Latino cluster communities;</li> <li>• Research &amp; prepare a list of key community contacts and private organization leaders for Latino cluster communities &amp; at the national level;</li> <li>• Provide information to staff, Board, and other stakeholders.</li> </ul>
Build awareness of the Chicano Latino Affairs Council and the Latino community of Minnesota.	<ul style="list-style-type: none"> <li>• Provide elected government officials, county, city, and private agencies with 30<sup>th</sup> anniversary publications;</li> <li>• Provide federal, state, and agency contacts with the CLAC: fact sheets; issues brief documents; legislative reviews; and Latino accomplishments publications.</li> </ul>
Engage in dialogue regarding Latino contributions and issues with federal government, local government officials, and private organization staff.	<ul style="list-style-type: none"> <li>• Develop a press kit for release including – Minnesota Latino contributions; socio economic challenges &amp; solutions;</li> <li>• Provide CLAC publications: brochures; fact sheets; issues briefs;</li> <li>• Schedule presentation &amp; discussion sessions during community engagement visits.</li> </ul>

# 2008 – 2009 Biennium Action Plan

## Goal 7: Responsibility To Perform Or Contract For Studies

7. Perform or contract for the performance of studies designed to suggest solutions to problems of Chicano/Latino people in the areas of education, employment, human rights, health, housing, social welfare, and other related programs;

### Objectives

### Actions

<p>Utilizing existing Latino community research at the national, state, and local levels update &amp; refresh reports and findings.</p>	<ul style="list-style-type: none"> <li>• Review current CLAC and select key research documents for continued use;</li> <li>• Identify existing Latino community research publications and utilize findings to refresh selected CLAC documents;</li> <li>• Provide CLAC staff and board members with refreshed information in topic areas: education; housing; health; immigration; and economic development;</li> </ul>
<p>Identify gaps in qualitative and quantitative research and develop solutions for further research and community engagement.</p>	<ul style="list-style-type: none"> <li>• Utilizing problem solving or analytical processes, identify key questions unanswered by qualitative and quantitative research;</li> <li>• Define projects that would provide the information to fill the research gap and get to the root cause of issues;</li> <li>• Develop &amp; implement questions with tools and techniques for information intake during community engagement;</li> </ul>
<p>Collaborate with strategic partners or contract for special research projects.</p>	<ul style="list-style-type: none"> <li>• Identify quality suppliers of Latino community research and analysis (e.g. HACER; PEW; State Demographer; etc.);</li> <li>• Schedule a partnership session and review collaborative opportunities for Latino community research;</li> <li>• Integrate collaborative research projects and partnership outputs into the analysis for the development of CLAC Fact Sheets, Issues briefs, and other outputs.</li> </ul>

# 2008 – 2009 Biennium Action Plan

## Goal 8: Responsibility To Implement Programs \*

8. Implement programs designed to solve problems of Chicano/Latino people when authorized by other statute, rule, or order;

### Objectives

*Advocate* the utilization of new legislation by agencies and organizations that provide services for the Latino Community.

### Actions

- Identify agencies or program service providers across the state that serve the Latino community;
- Contact agency & organization leaders to discuss legislation policy & budget decisions impacting the Latino community;
- Provide agencies & organizations leaders with the CLAC summary of legislative session outcomes and Latino community opportunities or implications.

\*CLAC is not currently responsible for or authorized to implement a program under a Minnesota statute.

# 2008 – 2009 Biennium Action Plan

## Goal 9: Responsibility To Publicize Accomplishments

9. Publicize the accomplishments of Chicano/Latino people and their contributions to this state.

### Objectives

### Actions

<p>Develop historical information files of Latinos and key accomplishments at the state, national and international,</p>	<ul style="list-style-type: none"> <li>• Identify, gather, and archive information regarding the Latino history in the US and Minnesota;</li> <li>• Segment information and store in archive to repeated use in research and presentations.</li> </ul>
<p>Identify current accomplishments and contributions of people in the Latino community at the state, national and international level.</p>	<ul style="list-style-type: none"> <li>• Subscribe to hard copy and/or electronic versions of publications for review of Latino accomplishments and select key stories of interest;</li> <li>• Send letters of congratulations and secure interviews with individuals or organizations recognized;</li> <li>• Develop a CLAC “Latino Heroes” program recognizing accomplishments and contributions of Latinos across Minnesota through the CLAC web site &amp; newsletter</li> </ul>
<p>Implement a strategic marketing and communication plan that creates general awareness of the Latino community while building the brand of the Chicano Latino Affairs Council.</p>	<ul style="list-style-type: none"> <li>• Develop new organization logo, image, messaging, &amp; web site reflective of organization charter &amp; goals;</li> <li>• Develop a press kit for release including – CLAC purpose &amp; history; Latino history &amp; contribution; facts &amp; issues briefs.</li> <li>• Participate in radio dialogue; produce new opinion releases;</li> <li>• Implement the CLAC “Latino Heroes” program to highlight the contributions of Latinos to the state of Minnesota;</li> <li>• Engage Latino Community &amp; Legislatures in a CLAC 30<sup>th</sup> anniversary with multiple events and media releases.</li> </ul>





## Section II: Performance Summary Activities since last report

## 2007 Civic Engagement: Capturing the Latino voice in Greater Minnesota

In 2007, the Chicano Latino Affairs Council underwent strategic envisioning. During this process a new model of community engagement was developed around the core commitment of engaging, capturing and transmitting the voice of the growing Latino community in Minnesota to the governor and state legislature.

A secondary goal of CLAC community engagement is the fostering of a respectful and committed Latino civic consciousness at both the local and state levels. This goal reflects Minnesota's great legacy of citizen participation in contributing to the common good of the state as well as empowering Minnesota's commitment to full and active democracy.

In 2007, CLAC launched a series of informative community visits to the six largest Latino cluster cities in

greater Minnesota. This initial model of community engagement focused on the educational and economic development needs of Latinos in Worthington, Willmar, Morehead, Austin, St. Cloud, Mankato and St. James. This first round of visits began in June and concluded in December 2007.

Each community visit engaged an array of local leadership including, local civic officials, educational representatives, clergy, equity coordinators, and business owners. These community visits, hosted by local educational and community centers, culminated in open community forums designed to permit the local voice to facilitate challenges for growth and accomplishments of each community.

A secondary goal was to highlight the work of this Council in engaging and

transmitting the voice of the Latino community and to offer logistical support in engaging legislative representatives.

In every visit, CLAC staff invited local state legislators and civic leaders to be part of the community forum. In cases where legislators were unable to attend, CLAC staff arranged for private meetings in their Capitol office.

"We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own."

-Cesar Chavez

The 2007, community engagement methodology served to prepare CLAC issues briefs and recommendations on education and other socioeconomic areas. Moreover, CLAC prepared the groundwork to deepen community engagement during the second half of the biennium in 2008.

## 2008 Civic Engagement: Assessing access to health care

After concluding the 2007 community visits, the 2008 community engagement identified the theme of Latino health access.

In this initiative, CLAC expanded its expertise in developing quantitative and qualitative methodologies in collaboration with partner agencies such as the Hispanic Advocacy and Community Engagement through Research (HACER), a Minnesota-based, investigative, non-profit agency, and the Minnesota Department of Health Office for Minority and Multicultural Health which assisted in the creation of a state-wide internet survey aimed at health providers who regularly engaged Latino patients.

Further, a qualitative initiative consisting of focus group conversations with community participants complemented the survey .

The focus group research engaged six Metropolitan and two greater Minnesota locations. These include, St. Paul, Minneapolis, Lakeville, Burnsville, West St. Paul, as well as combined community visits/focus group engagement in both Willmar and Rochester.

Each focused group averaged 8 to 12 participants recruited and hosted by Latino partner agencies throughout the eight locations.

These two simultaneous initiatives defined CLAC community engagement for the months of February through August, 2008. A total of 96 experts replied to the CLAC survey while more than 70 participants shared their story during the focus groups.

An analysis of the CLAC engagement revealed four themes which hinder Minnesota Latino access to proper health care.

Findings from both the survey and the focus groups were compiled in a joint report and presentation which was shared with collaborative non-profit, state and health care agencies.

The 2008 CLAC community engagement continued to raise awareness of Latino civic consciousness. Time segments were programmed into each focus group to permit participants to voice concerns and to brainstorm the next steps in transmitting their voices to both local and legislative leadership.

"We don't need perfect political systems; we need perfect participation."

-Cesar Chavez

# How do we measure success?

## CLAC's Biennium Metrics of Success

Tier	Metric	Target
<p><b>Tier 1 Outcomes</b></p>	<ul style="list-style-type: none"> <li>• Recommendation legislative impact</li> <li>• Achieved biennium budget</li> <li>• Employee satisfaction &amp; retention</li> </ul>	<ul style="list-style-type: none"> <li>• 6 - Recommendations converted to policy or budget proposals / biennium</li> <li>• 3 - Policy or budget proposals approved &amp; implemented/biennium</li> <li>• June - Expenses within annual &amp; biennium budget</li> <li>• 85% satisfaction; 90% retention</li> </ul>
<p><b>Tier 2 Outputs</b></p>	<ul style="list-style-type: none"> <li>• Community forum reports; quotes; Pareto</li> <li>• Legislator publications &amp; recommendations</li> <li>• Budget reviews and management</li> <li>• Employee assessments</li> </ul>	<ul style="list-style-type: none"> <li>• 8 reports/yr; 20 quotes; 5 Paretos</li> <li>• 5 sets of recommendations</li> <li>• 5 presentations &amp; brochures</li> <li>• Quarterly update &amp; allocation</li> <li>• Mid year &amp; full year assessment</li> </ul>
<p><b>Tier 3 Activity</b></p>	<ul style="list-style-type: none"> <li>• Community Engagement forums</li> <li>• Community Agency Engagement</li> <li>• Legislative Engagement forums</li> <li>• Secondary &amp; direct community research compiled &amp; analyzed</li> <li>• Policy &amp; budgetary assessment</li> <li>• Biennium budget developed across functions</li> <li>• Employee performance expectations &amp; management</li> <li>• Board participation &amp; appointments</li> </ul>	<ul style="list-style-type: none"> <li>• 8/yr; 51% metro; 49% rural</li> <li>• 15 Exec sessions; 10 program reviews</li> <li>• 12/yr; 1- governor; 5 committees; 6 staff</li> <li>• 5 secondary/year; 2 direct/biennium</li> <li>• 5/biennium – education; health; housing; economic development; immigration</li> <li>• May - Biennium budget &amp; annual update</li> <li>• Annual update of roles, goals, and objectives</li> <li>• Quarterly meetings; 8 community sessions; Nov vacancy announcement; Jan appointment</li> </ul>

# 2007-2008 Metrics of Success:

## Tier 3

Tier 3	Target	Actual
<p><b>Tier 3 Activities</b></p>	<p><b>Community Forums:</b> 8 per year</p> <p><b>Community Agency Engagement:</b> 15 Exec sessions; 10 program reviews</p> <p><b>Legislative Engagement forums:</b> 12/yr; 1- governor; 5 committees; 6 staff</p> <p><b>Secondary &amp; direct community research compiled &amp; analyzed:</b> 5 secondary/year; 2 direct/biennium</p> <p><b>Biennium budget developed across functions:</b> one per biennium</p> <p><b>Employee performance &amp; mgmt.:</b> Annual update of roles, goals, objs.</p> <p><b>Board participation &amp; appointments:</b> Quarterly Mtgs. 8 community sessions; Nov vacancy announcement; Jan Appointment</p>	<ul style="list-style-type: none"> <li>• <b>8:</b> Willmar, Moorhead, Austin, St. Cloud, Worthington, St. James-Mankato, Census, MOC with State Councils</li> <li>• <b>Various:</b> West Central &amp; Nobles Collaborative, Migrant Health Services, Centro Cultural de F-M, MAFO, MN Latino Health Action Council, MCSLC.</li> <li>• <b>1:</b> Legislative Forum, student groups Staff met with several committee chairs/members, as well as legislative administrators</li>   <li>• <b>Various:</b> 5 fact sheets, 1 issues brief on education, 1 position statement on immigration, 1 demographic brief.</li>   <li>• Planned for 2008</li>   <li>• 3 FTEs, fulfilled.</li>   <li>• 4 Appointments in June 2007.</li> </ul>

# Metrics of Success: Tier 2

## Tier 2

## Target

## Actual

Tier 2	Target	Actual
<p>Tier 2 Outputs</p>	<ul style="list-style-type: none"> <li>• <b>Community forum reports:</b> 8/yr.</li> <li>• <b>Legislator publications &amp; recommendations:</b> 5 sets/yr.</li> <li>• <b>Budget reviews and management:</b> Quarterly Update</li> <li>• <b>Employee assessments:</b> Mid year &amp; full year assessment</li> </ul>	<ul style="list-style-type: none"> <li>• 6 Reports: Willmar, Worthington, Moorhead, Austin, St. James-Mankato, St. Cloud; 4 quarterly e-newsletters, 8 Click-CLACs</li> <li>• 9 Pub/Recommendations: Issues Brief on Education, Position Statement on Immigration, Legislative Agenda, 2007; Leg. Summary; testimony Senate Operations and Oversight Comm., Achievement Gap Sub Comm., Senate Education (achievement plan), Human Rights (Corrections Ombudsperson)</li> <li>• Complete: fiscal soundness (FMR &amp; Treasurer), Otto Bremer grant executed</li> <li>• Complete: 3FTEs, six month evaluations</li> </ul>

# Metrics of Success: Tier 1

Tier 1	Target	Actual
<p>Tier 1 Outcomes</p>	<ul style="list-style-type: none"> <li>• Recommendation legislative impact: 6 recommendations</li> <li>• Achieved biennium budget: 3 policy or budget proposals approved/implemented per biennium</li> <li>• Budget expended by June</li> <li>• Employee satisfaction &amp; retention: 85% satisfaction; 90% retention</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1 Recommendation:</b> Senate Education Committee, in support of a bill to address the disparities in education. The bill would require school districts to submit a plan of action to address the achievement gap. The bill was not passed; advisory task force created.</li> <li>• <b>Planned for 2008</b></li> <li>• <b>Complete/Fulfilled</b></li> <li>• <b>Fulfilled</b></li> </ul>

# 2008-2009 Metrics of Success:

## Tier 3

	Target	Actual
<p><b>Tier 3 Outcomes</b></p>	<p><b>Community Forums:</b> 8 per year</p> <p><b>Community Agency Engagement:</b> 15 Exec sessions; 10 program reviews</p> <p><b>Legislative Engagement forums:</b> 12/yr; 1- governor; 5 committees; 6 staff</p> <p><b>Secondary &amp; direct community research compiled &amp; analyzed:</b> 5 secondary/year; 2 direct/biennium</p> <p><b>Biennium budget developed across functions:</b> one per biennium</p> <p><b>Employee performance &amp; mgmt.:</b> Annual update of roles, goals, objs.</p> <p><b>Board participation &amp; appts.:</b> Qtrly. Mtgs.; Nov. vacancy announcement; Jan Appointment</p>	<ul style="list-style-type: none"> <li>• <b>6 focus groups in partnership with HACER:</b> 2 Saint Paul, 2 Minneapolis, 1 Willmar, 1 Rochester</li> <li>• <b>Various:</b> 30<sup>th</sup> Anniversary, Minnesota Latino Complete Count Committee, MN Latino Health Action Council, Latino Youth Collaborative, MMEP's study Status of Students of Color</li> <li>• <b>Legislative Day at the Capitol &amp; student groups</b> Staff met with several committee chairs/members, the Commissioners of Health and Education, the Governor's policy advisors in Education &amp; Health; authorities at MnSCU.</li> <li>• <b>Various:</b> 5 fact sheets, 3 issues brief (k-12 Education; Health Care; Higher Education)</li> <li>• Planned for 2010</li> <li>• 3 FTEs, fulfilled.</li> <li>• 1 Appointment (Vargas) and 3 Reappointments in June 24, 2008 (Rodriguez, Hill, Juarez).</li> </ul>

# Metrics of Success: Tier 2

	Target	Actual
Tier 2 Outputs	<ul style="list-style-type: none"> <li>• <b>Community forum reports:</b> 8/yr.</li> <li>• <b>Legislator publications &amp; recommendations:</b> 5 sets/yr.</li> <li>• <b>Budget reviews and management:</b> Quarterly Update</li> <li>• <b>Employee assessments:</b> Mid year &amp; full year assessment</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Comprehensive Report (6 focus groups): “A Latino Health Report”; 4 quarterly e-newsletters; 8 Click-CLACs</li> <li>• 4 Pub/Recommendations: 1 Issues Brief on Education, 1 on Health Care, 1 on Higher Education, 1 Legislative Agenda, 2008 &amp; 2009 Leg. Summary, Testimonies Senate Operations and Oversight Comm.;</li> <li>• Complete: fiscal soundness (FMR &amp; Treasurer), Otto Bremer Foundation, Minneapolis Foundation, Office Minority &amp; Multicultural Health Grant</li> <li>• Complete: 3FTEs, six month evaluations</li> </ul>

# Metrics of Success: Tier 1

	Target	Actual
Tier 1 Outcomes	<ul style="list-style-type: none"> <li>• Recommendation legislative impact: 6 recommendations</li> <li>• Achieved biennium budget: 3 policy or budget proposals approved/implemented per biennium</li> <li>• Budget expended by June</li> <li>• Employee satisfaction &amp; retention: 85% satisfaction; 90% retention</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Several Recommendations:</b></li> <li>• Flat Rate tuition: Language not included but money allocated;</li> <li>• Health Disparities Initiative survived budget cuts; Health Care Access Fund was not used to balance the budget;</li> <li>• HIRE introduced language including minorities in weatherization program;</li> <li>• Council received \$250,000 for Arts and Culture</li> <li>• Several anti-safety net and anti-immigrant bills defeated</li> <li>• <b>Complete</b></li> <li>• <b>75% Retention</b></li> </ul>

# Collaborations & Working Relationships (2007-2008)

In order for government and the democratic process to work, it is important for CLAC to build and foster working relationships with state agencies, local governments, and community organizations. One of the ways CLAC has achieved its goal and seized opportunities has been



through collaboration with other entities or similar initiatives for the common good of the Latino community. The following organizations provide a short sample of CLAC's ongoing working relationships:

## State

- \*Department of Employment and Economic Development
- \*Department of Human Rights

- \*Department of Employee Relation's State's Affirmative Action Council
- \*Department of Health, Office of Minority and Multicultural Health
- \*Office of the Ombudsperson for Spanish Speaking Families
- \*Secretary of State
- \*The Council for Asian Pacific Minnesotans, Council for Black Minnesotans, the Indian Affairs Council, and the Council on Disability.
- \*Department of Education
- \*Office of the Attorney General

## City

- \*City of Worthington, City of Moorhead
- \*City of Willmar
- \*City of Saint Paul
- \*City of Minneapolis

## County

- \*Hennepin County
- \*Ramsey County
- \*Dakota County

## Community

- \*La Mano (Mankato)
  - \*Centro Campesino (Owatonna)
  - \*Comunidades Unidas en Servicio (CLUES)
  - \*Latino Economic Development Center (LEDC)
  - \*Hispanic Chamber of Commerce
  - \*Latino Communications Network
  - \*La Escuelita
  - \*HACER
  - \*La Oportunidad
  - \*Centro Legal
  - \*Immigrant Law Center of Minnesota
  - \*Neighborhood House
  - \*La Clinica
  - \*United Migrant Opportunity Services (UMOS)
  - \*University of Minnesota Chicano Latino Studies
  - \*Latino Health Action Council/Hispanic Health Network
- Federal:** Census Bureau





## Section III: Strategic Objectives for next biennium

## 2010–2011 Biennium Calendar: Economic Development

The strength of Minnesota's economy is supplemented by strong growth of Latino small businesses statewide. To sustain this positive economic trend, Latinos need more access to already available information to continue securing funds and grants to start and operate a business.

With a strong entrepreneurial ethic, Latinos are more likely to start a business and create new jobs. In 2002, Latino owned-firms totaled 3,984 or 0.9 percent of total firms in Minnesota. In that same year, 643 firms employed 4,596 individuals, representing \$463 million in total sales and receipts, and \$97.8 million in annual payroll.

The rate of employment is high among Latinos. However, 8% of Latinos were unemployed, almost twice as much as the unemployment rate in Minnesota which was 4.3 in 2006. It is approximately 12% in 2009.

However, due to the type of low-skilled employment, Latino median income at \$35,492 is among the lowest, compared to the median income of Asians who earn \$53,916.

According to the 2005 ACS, 9.2 percent of individuals in the state lived below poverty level. While 7.2 percent of poor people are white, poor Hispanic/Latino represent 21.2 percent. Latina women are more likely to be living in poverty than men (23% vs. 15%). Job skill development, job creation and added economic opportunities are important factors for Latinos to achieve financial stability.

The country is experiencing its worst economic crisis since last depression. The financial collapse that led to recession in 2008 did not spare Latinos.



In fact, because more Latino workers are concentrated in low-security, low-income jobs, the Latino community was especially vulnerable to economic fluctuations.

The Council staff and Board members will develop a series of roundtables in the metro area and rural Minnesota to explore the barriers, opportunities, and assets in the Latino business community and workforce development.

# 2010 – 2011 Legislative Session Detailed Plan

## Engaging In the State Legislative Session Process:

	Action Description	Responsibility	Date*
1	Educate & present recommendations to the governor, committees, committee chairs, and key legislators regarding Latino contributions and issues with policy &/or budget solutions for economic development.	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Board Representative</li> <li>• Latino Community Members</li> </ul>	Sept – Nov
2	Meet with Committee Chairs & Legislators who may sponsor develop of ideas to bills for new laws, law changes, or budgetary requests. Plan a Latino Legislative Day at the Capitol.	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Board Representative</li> <li>• Latino Community Members</li> </ul>	Dec- Jan
3	Develop presentation & responses to proposed legislation and meet with key Legislative Committee Chairs & Legislators.	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• Board &amp;/or Latino Community Members</li> </ul>	Jan
4	Contact, schedule, and support the preparation of agency leaders and individuals providing supportive testimony for CLAC recommendations supportive legislation.	<ul style="list-style-type: none"> <li>•Executive Director</li> <li>•Community Liaison</li> <li>•Legislative Director</li> </ul>	Feb – Mar
5	Review & prepare a summary of legislative budgetary and policy decisions and their impact on the Latino community in the five topic areas.	<ul style="list-style-type: none"> <li>•Executive Director</li> <li>•Legislative Director</li> </ul>	May
6	Adapt CLAC actions plans relative to budgetary and policy decisions.	<ul style="list-style-type: none"> <li>•Board of Directors</li> <li>•Executive Director</li> </ul>	June

\* Specific dates are subject to the Minnesota Legislature annual legislative session calendar



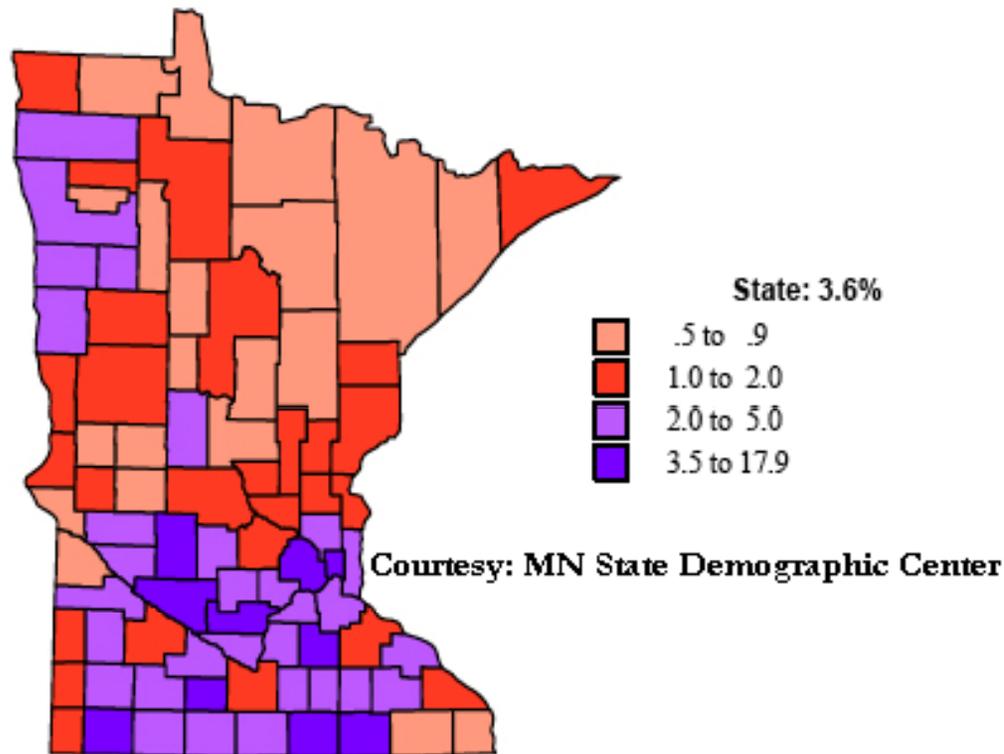


Section IV: Issues that confront  
*Minnesotanos ~ Minnesotan Latinos*



# Minnesota's Latino Community: A Closer Look

## Latinos as % of Population 2005 U.S. Census Bureau estimates



This map reflects the 2005 population data for Latino population in Minnesota.

In engaging the Latino voice, CLAC collaborates with the Minnesota State Demographer in gathering the voice of the Latino Minnesotans in the 14 largest Latino cluster communities:

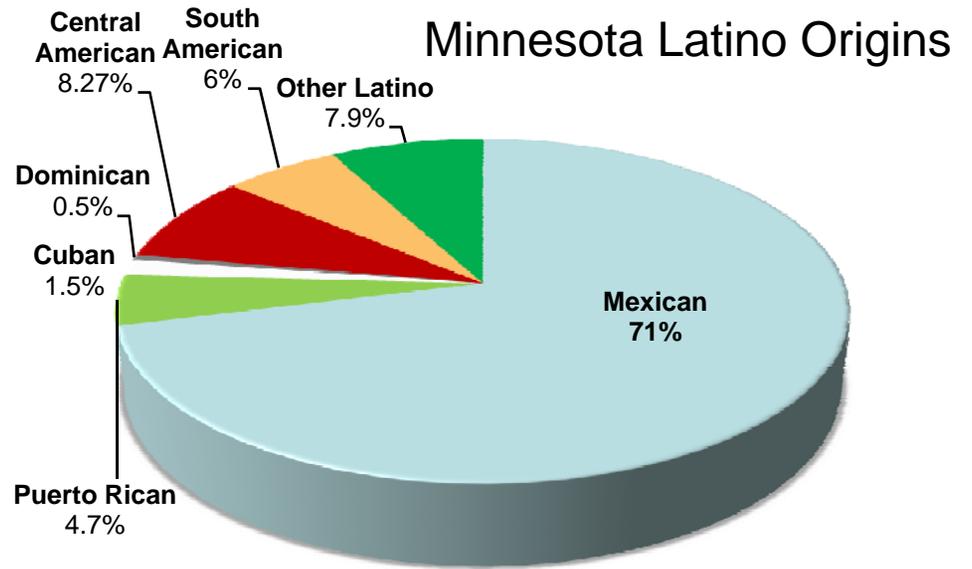
1. St. Paul - Minneapolis
2. Faribault
3. Northfield
4. Willmar
5. Owatonna
6. Moorhead
7. Rochester
8. Worthington
9. Albert Lea
10. Austin
11. St. James
12. Glencoe
13. St. Cloud
14. Duluth

# Latino Composition and Break-down

Latinos have been present in Minnesota since the 19<sup>th</sup> century. From these origins, population trends have grown dramatically. By 2015 Latinos are projected to represent the largest minority group in Minnesota, approximately 324,000 residents (5.7% of total population). The pie chart on the right depicts the largest national origins of Minnesotans Latinos.

These figures do not reflect immigrations patterns, but current population estimates. Research shows that most Latinos in Minnesota are citizens. For example, the 2006 American Community Survey showed that 66% of Mexican-Minnesotans are U.S. citizen.

According to Census Data, in 2008, 208,2005 of Minnesota residents (4%) identified themselves as Hispanic or Latino with the largest groups identifying as Mexican, Puerto Rican, Central American, South American, and Cuban. While these groups share a common language, each is unique in terms of history and customs.



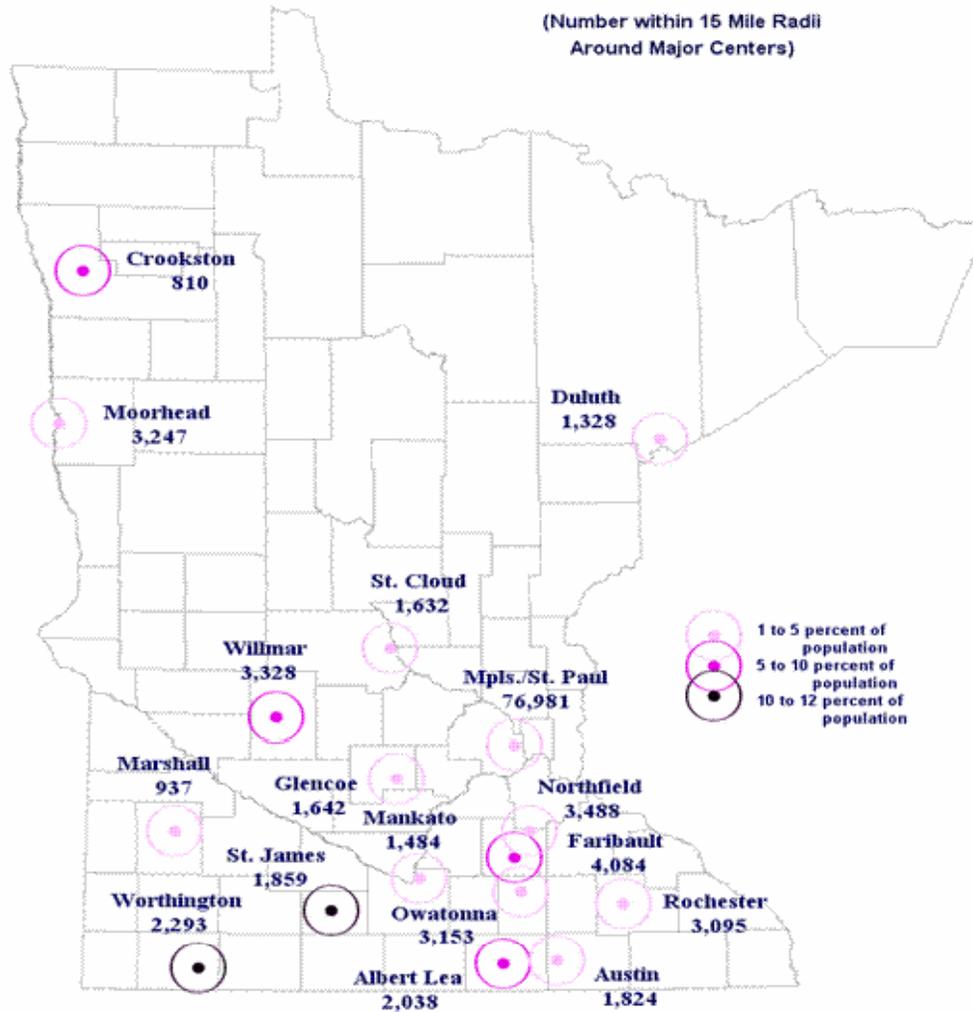
	Estimate
<b>Total</b>	4,989,848
<b>Not Latino</b>	4,807,889
<b>Hispanic or Latino:</b>	181,959
Mexican	129,301
Puerto Rican	8,659
Cuban	2,675
Dominican (Dominican Republic)	845
Central American	15,057
South American	11,020
Other Latino	14,402

Source: U.S. Census Bureau, 2006 American Community Survey

# Minnesota Latino Community: Statewide Clusters

## Chicano/Latino Clusters

(Number within 15 Mile Radii  
Around Major Centers)

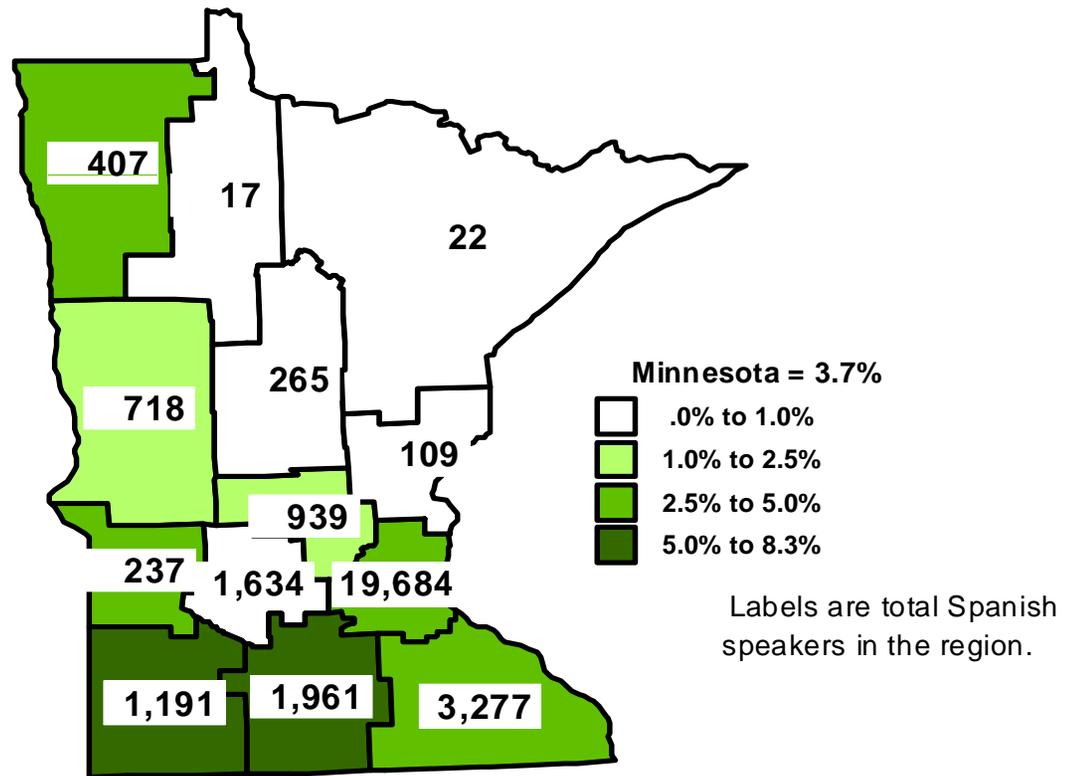


Source: Census 2000 Summary File 1  
Graphic by Minnesota Planning, State Demography Center

# More Rural Spanish Speakers in West and South

2005-2006 School Year

Source: Minnesota Department of Education



Source: Minnesota State Demographic Center, 2008

## Issues Confronting *Minnesotanos(as)*

There are 208,205 Latino residents in Minnesota according to 2008 Census Data, constituting 4 percent of the state's population. We are talking about a growing community where a little more than 60 percent of residents are native-born and the rest born in Latin America, mainly Mexico, Central America and South America. Although the Latino population is not as big as in other states, projections indicate that Latinos in the state will continue its growth due to a combination of two factors: high rate of natural increase – more births than deaths – and both domestic and international immigration. State Demographer Martha McMurry now projects that by 2015, Latinos will number 324,000 residents (5.7%) and surpass other minority groups despite the effects of African or Asian immigration.

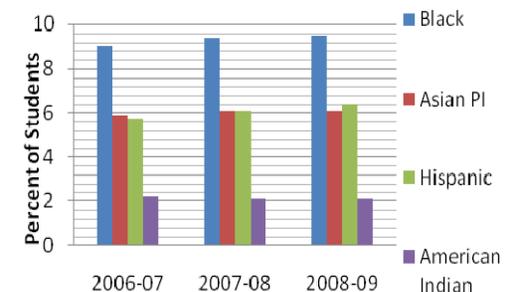
The recognition of this new demographic configuration of Latinos and other minority groups, totaling 14 percent of the state, presents economic opportunities for Minnesota. These opportunities relate to the increasing business development in rural cities and the economic revitalization of rural towns, the growing spending consumption of Latinos in the order of \$ 3 billion, and the enrollment of new students in rural towns, as a result of a more globalized economy.

Latinos pay approximately \$ 283 million dollars in state and local taxes in Minnesota at the federal and state level. It is estimated that Latinos in the prime tax base of Minnesota will grow over 300 percent during the period 2005-2030. In light of an aging population close to retirement and an expanding youth cohort in the decades to come among minorities,

the need to replace the labor force appears to be a center piece of any economic strategy in the future.

CLAC's role is vital in conveying this message to policy makers. It entails the urgent need to look at new ways to retain and stimulate Latino higher graduation rates; enroll and retain more Latinos in the university because they are the future workforce; provide better learning opportunities with a more inclusive curriculum that represents the diversity of classrooms; better streamline services to early childhood education.

### Percentage of Latino Students in Public Schools



Source: Minnesota Department of Education

## Issues Confronting *Minnesotanos(as)*

The main challenge in the state remains closing the existing disparities between a better off white population and other racial groups, particularly in regards to educational opportunities, access to affordable and quality health care, and housing.

The unsolved immigration reform debate is likely to directly and indirectly affect Latinos as it pertains to their well being and safety, with consequences to the economic growth of the state.

Although issues regarding law enforcement are necessary, current immigration enforcement tactics and operations are causing a state of fear and already producing economic losses in towns affected by stigmatization and unfriendly attitudes, including racial profiling.

### Mexican American Buying Power by Counties, 2000 (in millions)

Hennepin	\$288	Anoka	\$32
Ramsey	\$187	Rice	\$20
Dakota	\$78	Olmsted	\$20
Washington	\$37	Nobles	\$18

Source: Corrie, B. (2008). *Mexican Americans in Minnesota*.

### Barriers to Latino use of the Minnesota Health Care Program

Barriers	Prevalence
Cost/Lack of Coverage	82%
Access Barriers	65%
Lack of Interpreters	35%
Transportation	33%

Source: Minnesota Department of Human Services. *Disparities and Barriers to Utilization among Minnesota Health Care Program Enrollees*. June 2009





## Section V: Financial Summary





# Financial Summary

	FY 2007	FY 2008
<u>Funding Sources</u>		
General Fund Appropriation	271,000	308,000
add bal fwd from prior year	88,362	0
less bal fwd to future year	0	-17,857
less cancellations	-48,455	0
<u>Net General Fund</u>	<u>310,907</u>	<u>290,143</u>
Gift Receipts	469	678
add bal fwd from prior year	8,614	9,083
less bal fwd to future year	-9,083	-9,761
<u>Net Gift Fund</u>	<u>0</u>	<u>0</u>
Operational Excellence/Bremer Grant	0	20,000
Technology Carry forward	0	6,415
less bal fwd to future year	0	-1,946
<u>Net Technology Carry forward</u>	<u>0</u>	<u>4,469</u>
<u>Total Available Funding</u>	<u>310,907</u>	<u>314,612</u>
<u>Expenditures</u>		
Salaries and Benefits	152,694	233,297
Space Rental, Maintenance & Utilities	20,471	20,716
Repairs	579	631
Printing and Advertising	27,051	1,482
Prof/Tech Services-Outside Vendor	41,778	28,558
Computer & System Services	624	787
Communications	5,248	4,666
Travel - In-State	7,800	10,050
Travel - Out-of-State	5,535	3,723
Supplies	33,816	6,533
Equipment	3,793	0
Employee Development	2,404	2,139
Other Operating Costs	3,158	2,399
State Agency Reimbursements	-35	-369
State Agency-Provided P/T Services	5,991	0
<u>Total Expenditures</u>	<u>310,907</u>	<u>314,612</u>

2007-2008  
Biennial Report

**A report published by the Chicano Latino Affairs Council**  
All desktop publishing and editing from this report was done at CLAC