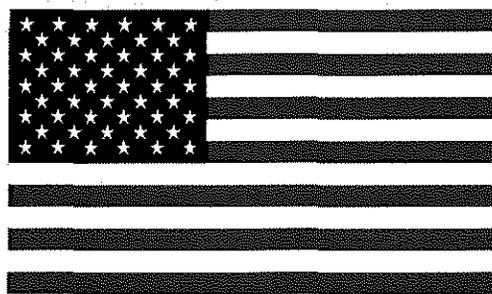


Fiscal Year 2015 ANNUAL REPORT



Formerly

*Council on
Black Minnesotans*



Areas Covered in Report

Council for Minnesotans of African Heritage Overview
About Minnesotans of African Heritage
Minnesota of African Heritage Capital Contributions
Income and Poverty Trends among Black Minnesotans
National Report on Minnesotans of African Heritage
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Council for Minnesotans of African Heritage Activities
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Council for Minnesotans of African Heritage Overview

The Minnesota Legislature created the Council for Minnesotans of African Heritage *formerly* Council on Black Minnesotans (Council) in 1980 to ensure that people of African heritage fully and effectively participate in and equitably benefit from the political, social, and economic resources, policies and procedures of the State of Minnesota. The July 2014 – June 2015 (fiscal year 2015) duties of the Council are specifically set forth in Minnesota Statute 3.9225; the statute is included in the Appendix to this report.



Generally, the Council was charged with the responsibility of:

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

The Council in carrying out its mission in fiscal year 2015 collaborated with other state, county and local governmental agencies to compile information on expenditures, programs and policies that impact Minnesotans of African Heritage. The Council has worked with organizations in the African Heritage community, experts within and outside the community, and used community forums, web-based surveys and focus groups to hear from our constituents on issues within the Council's scope. The Council, pursuant to its obligations under Minnesota law, submits this fiscal year 2015 annual report as part of its responsibility to advise the Governor, the Legislature and all interested individuals concerning the activities of the Council, the status of Minnesotans of African Heritage, and the goals of the Council for the next reporting period as instructed in Minnesota statute 3.9225 as amended.

About Minnesotans of African Heritage

The following data describe the approximately 320,000 Minnesotans who indicated their race was Black alone or Black along with another race or races in U.S. Census Bureau surveys conducted between 2007 and 2011.¹ These Black Minnesotans represent 6 percent of Minnesota's total population.

Age Distribution

The Black population in Minnesota, with a median age of 23 years, is considerably younger than the overall population, with a median age of 37. About 40 percent of all Black Minnesotans are under age 18, compared to 24 percent of the overall population. At the higher ages, far fewer Black Minnesotans are represented. Only 3 percent of the Black population is 65 years or older, compared to 13 percent of the total population.

Figure 1: Age Distribution of Black Minnesotans and All Minnesotans, 2007-2011

Age Group	Black Minnesotans		All Minnesotans	
	Approximate Number	Approximate Share of Total	Approximate Number	Approximate Share of Total
Under 5	40,700	13percent	353,000	7percent
5-11	48,400	15percent	489,900	9percent
12-17	39,000	12percent	437,600	8percent
18-24	38,400	12percent	505,400	10percent
25-34	49,900	16percent	704,700	13percent
35-44	43,100	14percent	702,400	13percent
45-54	29,500	9percent	803,000	15percent
55-64	16,500	5percent	611,100	12percent
65-74	7,200	2percent	344,300	7percent
75+	3,400	1percent	326,900	6percent
Total	316,000	100percent	5,278,200	100percent

Five years of data were necessary to get the most reliable estimates about this population and its subgroups. All data result from surveys and therefore should be considered approximate estimates. See source and notes at the end of this document for more information.

Place of Birth

Among Minnesotans of all races, 7 percent were born outside of the U.S. However, among Black Minnesotans, the rate is far higher, at 24 percent foreign-born. This represents about 76,400 Black immigrants who live in Minnesota. The countries of birth representing the greatest numbers of foreign-born Black Minnesotans include:

- Somalia (accounting for about 26 percent of foreign-born Black Minnesotans)
- Ethiopia (about 17 percent)
- Liberia (about 16 percent)
- Kenya (about 8 percent)
- Nigeria (about 6 percent)
- Sudan (about 4 percent)
- Cameroon, Eritrea, and Ghana each accounted for about 2 percent of the Black foreign-born population in MN.

Together, these nine countries of birth comprise more than 80 percent of the Black immigrant population. The remaining foreign-born Black populations living in Minnesota indicated they were born in other African countries (1 percent or less within each country), Africa or a region of Africa (about 7 percent with country unspecified), or in a very small number of cases, other countries or continents around the globe. See Figure 3 below for additional information.

- Among United States-born Black Minnesotans, about 56 percent were born in Minnesota, while 44 percent were born in other U.S. states or territories. Illinois is the most common state of birth after Minnesota. Illinois accounts for about 14 percent of the U.S.-born Black population in Minnesota, roughly 33,200 residents. Minnesota has also seen sizable domestic migration from Black residents whose birth states were Indiana (3 percent, or about 6,000 residents), Missouri (2 percent, about 4,500 residents), and Wisconsin (2 percent, about 4,000 residents), among others.

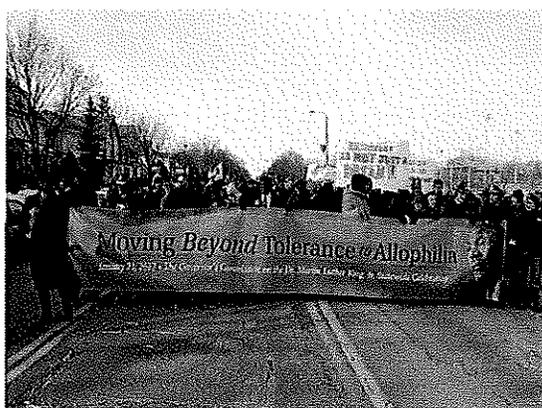
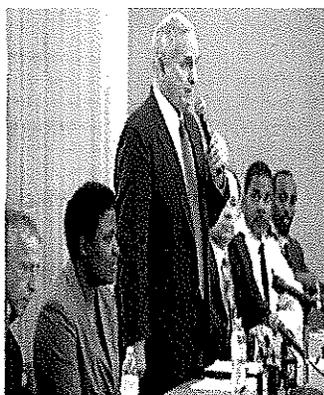
Ancestry

"Ancestry," or one's first identified ethnic origin, is a broader term than birthplace, as U.S.-born children of immigrants will likely also claim Somali or Ethiopian ancestry if their foreign-born parents hail from those countries. For this reason, the remainder of the information describing the characteristics of Black Minnesotans is presented by the ancestry designated by survey respondents, regardless whether foreign- or U.S.-born. Due to survey sample limitations, however, data are only robust enough to present for the following ancestry groups: Somali,

Ethiopian, Liberian, African- American², and all other Black Minnesotans (including those who did not claim any ancestry). Using ancestry as a lens, we find that there are about 31,400 Black Minnesotans who claim Somali ancestry; 13,400 who claim Ethiopian ancestry; 9,100 who claim Liberian ancestry; 160,300 who claim African- American ancestry, and about 101,000 who claim other ethnic origins or no ancestry in the survey. (See Figure 3) These figures, however, are likely underestimating the true size of these groups, given that many of Minnesota’s Black residents did not claim any ancestry in the survey.

Figure 3: Minnesota’s Black population in Minnesota by ancestry, 2007-2011

Ancestry of Minnesota’s Black Population	Approximate Numbers	Approximate Share of Total
African-American	160,300	51%
Somali	31,400	10%
Ethiopian	13,300	4%
Liberian	9,100	3%
All other groups/ancestries (including unspecified)	101,800	32%
All Black Minnesotans	316,000	100%



²“African-American” includes those respondents who self-identified as a Black race who also indicated their ancestry was African-American, Afro-American, and United States, Black or similar.

Minnesota of African Heritage Capital Contributions

The Council "Black Capital" report documents the multiple contributions of people of African Heritage to Minnesota: as consumers, entrepreneurs, human capital, workers, global networks, cultural assets, taxpayers and civic assets. In Minnesota people of African descent represent:

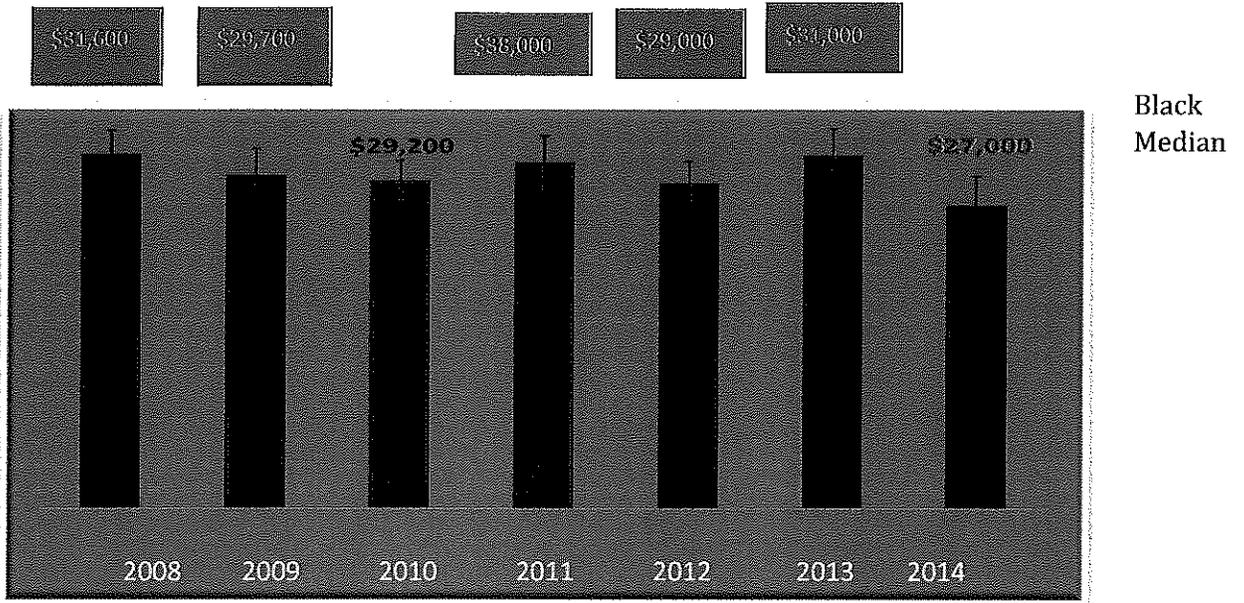
- \$3 billion in consumer power
- Nearly 320, 000 people of African Heritage
- African immigrants make up 25 percent of the Black population and 18 percent of all immigrants in Minnesota
- Over 12,000 firms with almost a billion in sales employing over 10,000 people with an annual payroll of \$258 million
- Ranked as a group, Black firms would be the 21st largest employer in Minnesota
- Top occupations are management, service and sales, with close to 80 percent of the workforce in those occupations
- People of African descent pay almost half a billion in state and local taxes annually in Minnesota
- Minnesota exported almost \$200 million to African countries in 2012
- Lifetime earnings of people of African descent are an estimated \$388 billion with projected total tax payments in Minnesota of \$28 billion over their lifetimes
- People of African descent make up at least 10 percent of the 22 House and 10 Senate districts. In four House and two Senate districts they make up more than 30 percent of the population.



Income and Poverty Trends among Black Minnesotans

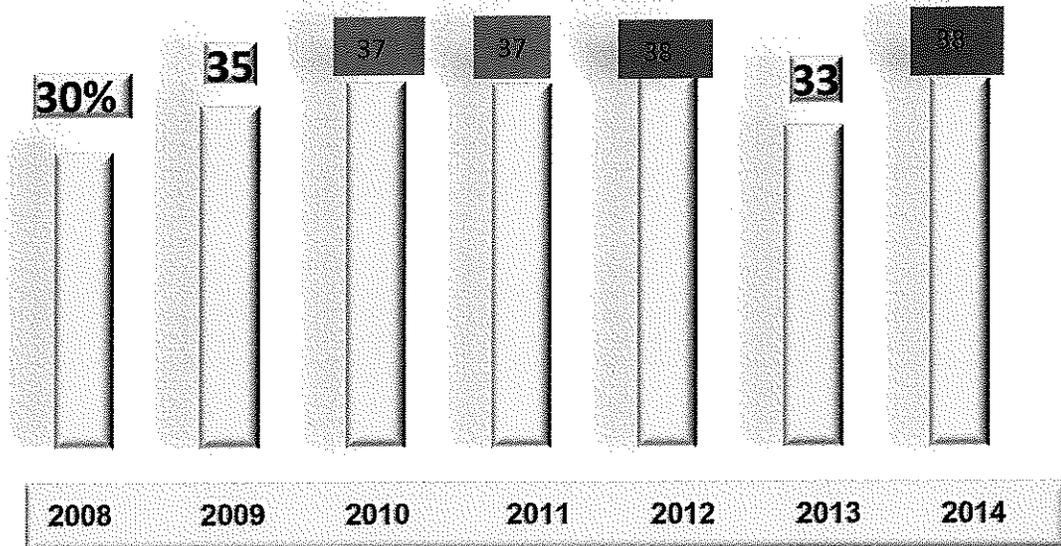
BY SUSAN BROWER, MINNESOTA STATE DEMOGRAPHER, 2015

Income decline between 2013 and 2014



Household Income Minnesota, 2014 dollars

Percentage increase in poverty among Black Minnesotans



Source: U.S. Census Bureau, American Community Survey. Note: Error margins exist around estimates but are not shown.

National Overview

In 2009, an Economic Policy Institute Disparity Study reported that the Twin Cities metropolitan area suffered from the greatest employment disparity between whites and non-whites of any United States city.

In 2012, The Wall Street Journal reaffirmed that the disparity continues for Minnesotans of African Heritage. In the 24/7 Wall Street Journal Report; "The 10 worst states for black Americans," it indicates Minnesota is the second worst place in America for Black people to live.

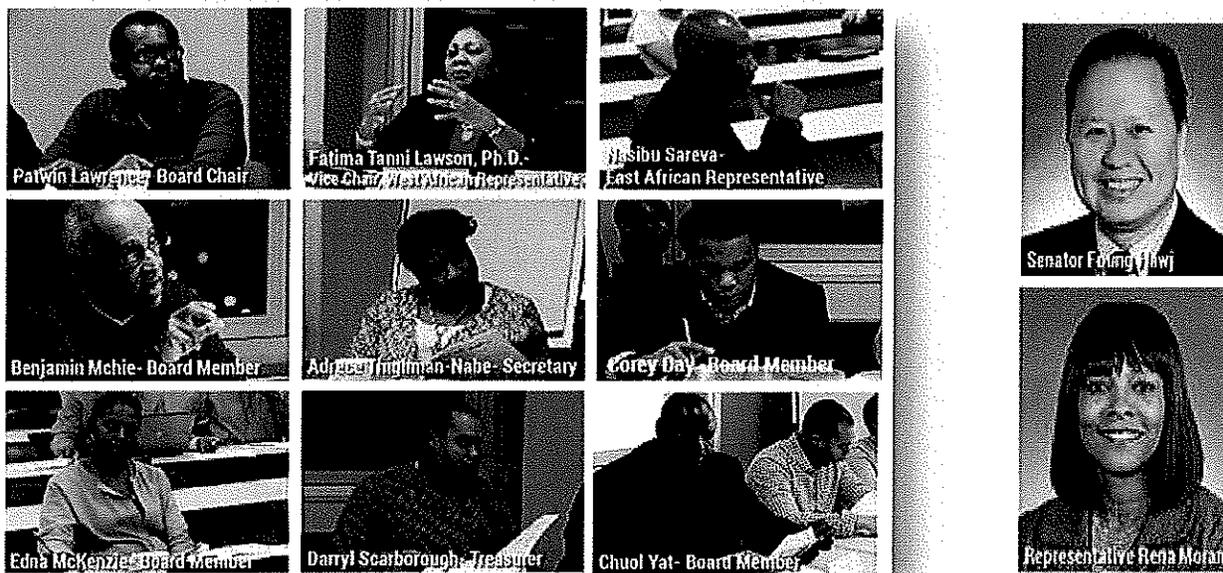
It further reported a typical Black household in Minnesota earned less than half the median income of white households in 2013, well below the 62 percent nationwide. Low incomes among the Black population are likely due in part to a high unemployment rate.

While 15percent of Black workers in the state were unemployed in 2013, fewer than 5percent percent of the total workforce did not have a job, a gap nearly twice as large as the national gap. High unemployment rates tend to lead to higher rates of people without health insurance, as a majority of Americans receive health insurance through their employers.

While only 6.9 percent of White residents did not have health insurance in 2013, nearly 33percent percent of Blacks were uninsured. Additionally, Black Minnesotan households were three times less likely than white households to own their homes, a rate nearly twice as high as the rest of the nation.

Across the country, Black Americans were also more likely to be disenfranchised as a result of the criminal justice system. In 2013, more than 7percent of Minnesota's Black population was barred from voting as a result of felony convictions or imprisonment.

Fiscal Year 2015 Council Policy Board Structure and Staff



Meet the Board

Patwin Lawrence, Board Chair
 Minneapolis, MN - Term expires
 01/05/2015

Fatima Tanni Lawson, Ph.D., Vice
 Chair & West African
 Representative
 Little Canada, MN - Term expires
 01/04/2016

Benjamin Mchie Minneapolis, MN
 - Term expires 01/05/2019

Nasibu Sareva, East African
 Representative Minneapolis, MN
 - Term expires 01/04/2016

Darryl Scarborough, Treasurer
 Chaska, MN - Term expires
 01/05/2019

Sina Black (not pictured)
 St. Paul, MN - Term expires
 01/04/2016

Nakiesha (Nicque) M. Schaff St.
 Paul, MN - Term expires 01/05/2015
 (not pictured)

Adrege Thighman-Nabe, Secretary
 St. Cloud, MN - Term expires
 01/05/2019

Chuol Yat
 Mankato, MN - Term expires
 01/05/2015

Corey Day
 Minneapolis, MN - Term expires
 01/04/2016

Edna McKenzie
 Brooklyn Park, MN - Term expires
 01/04/2015

Jeanne Cooper (not pictured)
 St. Paul, MN - Term expires
 01/05/2015

Legislative Board Members

Senator Fong Hawj (DFL)
 Representative Rena Moran (DFL)
 Representative Joe Mullery (DFL)
 (Not pictured)

Meet our Fiscal Year 2015 Staff



Deborah Brown
Community Outreach Specialist



Edward McDonald
Executive Director



Kolloh W. Nimley
Community Program Specialist

The following consultants and short term staff made great contributions to the work of the council:

Names	Short term Staff and Consultants
Mona Langston	Community Services Program Specialist 2
Contractors	
Mike Jones	HOW A BILL BECOME LAW TRAINER
DA Bullock	VIDEO PRODUCTION
Henry Banks	DULUTH AREA COORDINATOR
Stephen Sigustrom	VIDEO PRODUCTION – ANNUAL REPORT
Carolyn Brown	URBAN AGRICULTURE COMMITTEE TA SUPPORT
Ben Williams	GRAPHIC DESIGN FOR EVENT PROGRAMS AND OTHER DOCUMENTS
TeTe Newray	OUTREACH FOR ECONOMIC DEVELOPMENT SUMMIT
Raesiha Williams	COORDINATOR ECONOMIC SUMMIT
Junada Petrus	CULTURAL ART COMMITTEE TA SUPPORTER
Dr. Bruce Corrie	BLACK CAPITAL REPORT
Ron Hick	BOARD AND STAFF SUPPORT
Johnny Howard	DAY ON THE HILL 2015 COORDINATOR
Denise Fales	SAINT CLOUD COORDINATOR
Stephan Djoik	MANKATO AREA COORDINATOR
Roderic Southall	ART AND CULTURE COMMITTEE 2015
Stephanie Manns	ART AND CULTURE COMMITTEE INTERN 2015
Robert O'Connor, Pat Banks Suzanne Madison Nathan White Val Jordan Dudley Smith	RALLY FOR ADOPTION AND FOSTER CARE COORDINATION AND RESEARCH

Governance Structure

The fiscal year 2015 Council Board was comprised of 13 citizen-voting members. One citizen member must be a person of ethnic heritage from West Africa and another citizen member must be a person of ethnic heritage from East Africa. The Governor appointed all citizen-voting members of the Council. Additionally, the Minnesota Legislature appointed four legislative nonvoting members. The membership of the fiscal year 2015 Board of Directors was dedicated to promoting and developing the assets of Minnesotans of African Heritage and resolving socioeconomic problems impacting their quality of life so to expand Minnesota's great quality of life. The Council was a working and constituency-based board. This means that in addition to its policy making function, it was expected that Council members actively perform in leadership functions within the organization's committee structure and act as liaisons to agency constituencies. In general, the Board and staff functions can be divided along the following lines:

1. The Council Board sets broad policy, identifies priorities with constituency input, oversees staff, and engages in strategic planning. The Council staff implements and executes Council projects, pursues Council priorities and objectives, informs the Board of opportunities and problems of interest and concern to our constituency and handles the daily work of serving as a link between constituency and federal, state and local governments, and private and nonprofit entities policy processes, and administrative operations.
2. The Council's committee structure was fluent and driven by an assessment of needs identified through community forums, focus group discussions and research, and opportunities that develop outside of the information gathering process of the Council.

Each year the Council's newly established priorities provide the opportunity for the board to establish new committees that provides the guidance with the development of service referrals, programmatic activities and public policy initiatives. The Council employs an annual strategic doing plan and a shared leadership approach with corresponding assigned responsibilities and committee infrastructure to achieve annual organizational goals and compliance with its statutory mandatory.

FY 2015 Activities Overview

In fiscal year 15, the Council began the fiscal year with a Minnesotans of African Heritage Power of Unity -Economic Development Summit. The purpose of the summit was to celebrate African and African American cultural traditions, to help COBM gather information from African Heritage business owners that aid in the development of public policy proposals and programmatic initiatives for the formation, sustainability and growth of our economic development institutions, and to enhance relations between private business interests and grow prosperity for Minnesotans of African Heritage. Participants prioritized the top four ideas the council should pursue during the legislative session related to economic development.

They were:

1. Create a small business development trust to finance entrepreneurship growth and expansion in the African Heritage communities
2. Create a strategic management group that provides services to businesses and African Heritage job seekers to create a diverse workforce through the recertification of immigrant and refugee professionals, exposure to nontraditional high demand, high paying jobs, and ideas to retain and promote African Heritage employees once hired;
3. Provide technology training and code skills for students and teaching staff by establishing entrepreneurial partnerships with school districts; and
4. Conduct intentional marketing regarding the theme buy your own to recapture the African Heritage market through resource and development.

Gearing up for the legislative session, the council agreed to stand with Governor Dayton's call for

"Unity of Purpose" as the new fiscal year began.

The council used a significant amount of its time and resource reaching out to our statewide community to hear and document their concerns. We worked with our constituency to frame a forward thinking, innovative African

Heritage community agenda and attempted to meld it with others' efforts to achieve greatness for our collective communities in Minnesota.

We believed our policy recommendations during the 2015 legislative session and our commitment to work with various state departments would position the African heritage community use the public policy process and state administrative approaches to remove barriers that stymie socioeconomic progress in our community. We dug into the information we collected from our constituency and allies, and put forth detailed recommendations for the governor,

To diversify an institution's professional base so congruent behaviors, attitudes, and policies can come together that enable effective work in cross-cultural situations, diverse culture communities and to reduce various forms of discrimination. 'Culture' refers to integrated patterns of human behavior that includes the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups. 'Competence' implies having the capacity to function effectively as an individual and an

organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities. When a community and its institutions commit to cultural agility it builds a marketplace that practice

Allophilia. Allophilia is having a positive attitude for a group that is not one's own.

State of Minnesota Human Rights and Affirmative Action Compliance Report

We opened the legislative session by issuing a report on the state of Minnesota's affirmative action and human rights enforcement as required in our enabling statute at that time... These Acts (Human Rights MN 363,363A), the Procurement (MN 16C) and the Affirmative Action Act (MN 43A) if administered properly will facilitate cultural agility in state government operations and the market place.

The Council believes the underlining principles for Minnesota passage of these acts was to ensure all able, willing and available residents are afforded equal access and opportunity to fully and effectively participate in and equitably benefit from the political, social and economic resources, policies and procedures of the State of Minnesota.

Unfortunately, our analysis found noncompliance with all the acts. The Human Rights Act had not received a substantive increase in funding for 20 years. No state department had an Affirmative Action plan that complied with the Affirmative Action Act, which is the basis for the state's sustained underutilization of protected class citizens in its 40,000 professional employment base and the Department of Administration had not complied with provisions of the Procurement Act which allows the commissioner to instantaneously correct disparities. The department has not exercised this authority in the 16 years it's been established. In late 2015, Gov. Mark Dayton announced several actions aimed at reversing this trend and the Council for Minnesotans of African Heritage wants to help make those efforts successful.

We coupled this proactive Affirmative Action and Human/Civil Rights review effort and community driven legislative recommendations with mobilizing our community to support the governor and legislature's efforts to address other community's concerns and also reached out to local governments, organizations and private corporations to join our efforts.

We brought forth innovative socioeconomic policy recommendations) that would have:

1. Addressed pressing economic concerns in our communities across the state
2. Helped eradicate education disparities by expanding guidance counseling in public schools and making higher education access free
3. Strengthened protected class communities equal access to opportunities in the market place and government through better enforcement of human/civil rights, contract procurement and affirmative action compliance
4. Expanded the council's operations to better serve its statewide communities and better comply with our statutory mandates
5. Established urban agriculture legislation to set the foundation for a sustainable way to address fresh food access and food deserts in low income communities across the state
6. Expanded Legacy Funding Investment in African Heritage Cultural and Arts Preservation and Expansion
7. Increased affordable housing and home ownership for Minnesotans of African Heritage and expanded the capacity and role with assisting community residents with attaining home ownership and producing housing

To ensure Minnesotans of African Heritage engage the legislative process to advance their ideas, the council employed a civic engagement initiative called "Caucus at the Capitol." These weekly gatherings allowed our constituency to gather at the capitol and be briefed on the status of their legislation, receive training in the legislative process and spend the day meeting with legislators or attend hearings to promote their legislation. The caucuses kicked off with our annual day on the hill where about 200 residents from around the state gathered to hear from speakers and meet with legislators to gain support for their recommendations.

We continued to push our community driven legislation through testimonies, one-to-one meetings with both House and Senate representatives and the distribution of numerous handouts detailing the work we did with the community, data supporting our recommendations and detailed legislative recommendations. The council spent an enormous amount of time and effort attending hearings, meetings with legislators in both chambers, sending out notices and alerts to the community, making phone calls and posting action alerts on our social media pages as well as using email to alert our members on the status of our legislative activities and mobilize their participation with our work.

The most recent audit by the Office of the Legislative Auditor showed:

- Improving management of operations – (OLA Report pg. 39)
- Improving oversight of finances – (OLA Report pg. 40)
- Statutory duties being addressed– (OLA Report pg. 43)
- Strategic planning being implemented– (OLA Report pg. 43)
- Strengthening relations with the constituency– (OLA Report pg. 43)
- Matching program and policy recommendations with constituent priorities - (OLA Report pg. 45)
- Community leaders do not want to see the council merged or eliminated – (OLA Report pg. 48).

At the end of the fiscal year the council board directed the executive director to seek judicial clarity of the restructuring legislation to determine if it intrudes on the state constitution without the consent of the people; mainly the separation of power doctrine. (Article III – Section 1)

Additionally, the council completed the following:

1. Implemented a success program called, “Rally for Foster Care and Adoption” in partnership with the Minnesota Department of Human Services (DHS). The program recruited over a 100 new African Heritage families and individuals to begin the process to certify to provide loving homes for Minnesota’s children under the guardianship of the Commissioner of the state’s DHS.
2. Assisted the Minnesota Department of Corrections with receiving the Federal Second Chance Act Grant. The grant was used to conduct a comparative analysis of the intensive supervised release and early release program practices and their alignment with evidence-based practices. The goal is to determine how the programs currently align with evidence-based practices to reduce recidivism statewide and develop recommendations for supervision practices and policy alignment with evidence based practices that will be implemented to support the state effort to reduce recidivism below its 37percent percent rate.
3. Actively participated on the Cultural and Ethnic Communities Leadership Council; the purpose of the council is to advise the commissioner of the Minnesota Department of Human Services (DHS) on reducing disparities that affect racial and ethnic groups within DHS programs. The council, consisting of 15 to 25 members appointed by the commissioner, is charged with reviewing DHS policies for racial, ethnic, cultural, linguistic and tribal disparities and providing an annual report regarding equitable delivery of services.
4. Served on the Minnesota Interagency Council on Homelessness. The Interagency Council is contributing to this overarching result by focusing on solving the most egregious form of housing instability – homelessness. The role of the Council is to lead the state in efforts to prevent and end homelessness for all Minnesotans.

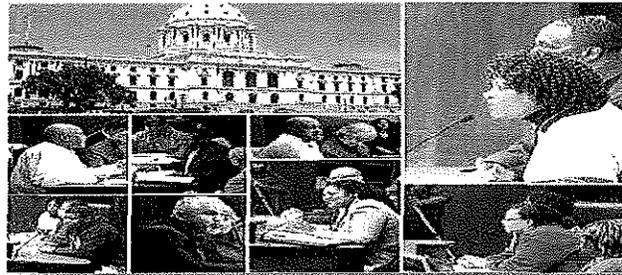
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5. Served on the Office of Minority and M provides a forum for discussion and advice to the Commissioner of Health focused on improving the health status of populations of color and American Indians in the state of Minnesota. It serves to further the purpose of OMMH, which provides leadership within the Minnesota Department of Health to strengthen the health and wellness of Minnesota's communities by engaging populations of color and American Indians in actions essential to eliminate health disparities.
 6. Served on the MNsure – Business and Consumer Committee which provides guidance on questions or issues; analyzes issues and uses members' own experiences to facilitate discussion and present diverse perspectives and recommendations related to MNsure.
 7. Worked with the African American Leadership Forum and the Humphrey Institute to host Leaders Fellows who assisted with organization assessment and surveys to the council's constituency to evaluate the council's work; evaluations and surveys were used to assist the council with the development of its strategic doing plan.
 8. Participated with the startup of DHS Community and Partner Relations Administration, which will work collaboratively across the agency, with external partners, and with community members to achieve its goals of equity, engagement, accountability for results, transparency, as well as diversity and inclusion. Accomplishing the goals is a shared, agency-wide responsibility; business areas are responsible for ensuring that their practices align with the goals, while the CPR Administration supports this alignment and identifies broader agency-wide, county, tribal and community implications.



Outcome Highlights

The council employed its strategic action plan to achieve the following highlights during the reporting period:

- Conducted two studies on the socioeconomic state of Minnesotans of African heritage, published a report on minimum wage impact, wrote a white paper on education, received five editorials on the state of human rights enforcement, and presented six disparity eradication policy recommendations to the governor and legislature, and two program proposals to expand council's activities.
- Introduced seven legislative bills to address disparities in economic development, education, housing, urban agriculture, arts and culture, and to address violence and expand human rights enforcement and council duties.
- Worked with Department of Human Services (DHS) to create and implement the Rally of Adoption and Foster Care project to recruit more Minnesotans of African Heritage to certify as adoptive and foster care parents for African Heritage children under the guardianship of the Commissioner Human Services.
- Served on the Department of Human Services (DHS) TANF Federal Waiver Taskforce, DHS Cultural Committee to End Disparities, and the Department of Corrections Federal Grant to Reduce Recidivism, the Minnesota Department of Health-Health Equity Taskforce, and the Commissioner of Human Resources Affirmative Action Access Committee, which advises on policy, and Department of Housing Finance Taskforce to Prevent & End Homelessness.
- Served as a liaison between state government organizations and Black community organizations
- Performed or contracted for studies to find solutions for problems facing our communities.



Key Civic Engagement, Targeted Home Mortgages and Counseling Initiative, Affirmative Action and Art Funding

Type of Measure	Name of Measure	Previous	Current	Dates
Quantity	Increase the level of Minnesotans of African heritage (MAH) civic engage	No organized civic engagement activity	The council held 19 focus group discussions involving 112 residents, held 15 community forums St. Paul, Minneapolis, Duluth, Rochester, Faribault, Mankato, Austin and St. Cloud, coordinated day at the Capitol involving and caucuses at the capitol involving 200 MAH, coordinated an Economic Development Summit involving 100 MAH, This led to the introduction of 7community driven legislative bills to eradicate disparities.	2014-2015
Quantity	Increase the amount of funds for mortgage loans targeted to MAH	No targeted loans or capacity building funds	The council and others introduced a bill to address disparities in home ownership but in lieu of the bill passage we worked with Minnesota Housing Finance to commit to a \$30 million home mortgage fund and \$750 thousand home counseling capacity building fund targeted to communities of color.	2014-2015
Quantity	Increase the level of funding awarded to Minnesota's artist of African heritage and their venues.	No needs study or targeted grant funds	The council developed legislation to increase funding to artists and art venues of African heritage and to remove barriers to funding. A partnership was facilitated by COBM between the Minnesota State Arts Board and African Heritage arts groups to find ways that would lead to more state funding.	2014-2015

CMAH Expenditures thru of 12-30-15

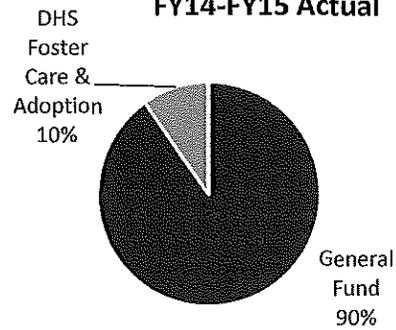
	FY14	FY15	FY14	FY15
General Fund				
Payroll & Per Diems	205,853	214,939	62%	61%
Other Operating	126,645	137,214	38%	39%
Total	332,498	352,153	100%	100%
DHS Foster Care				
Payroll	-	38,882	0%	54%
Other Operating	1,662	32,776	100%	46%
Total	1,662	71,658	100%	100%
Grand Total	334,160	423,811		

GRAPH DATA

Spending by Fund FY14-FY15 Actual

General Fund	684,651
DHS Foster Care & Adoption	73,320

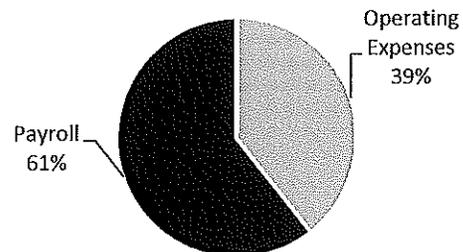
**Spending by Fund
FY14-FY15 Actual**



Spending by Expense Category FY14-FY15 Actual

Operating Expenses	298,297
Payroll	459,674

**Spending by Expense Category
FY14-FY15 Actual**



Looking Ahead

Moving forward the council has a new operating structure that will be required to, in part, comply with the following duties in a structure that is led by the Legislative Coordinating Committee:

- Work for the implementation of economic, social, legal, and political equality for its constituency and shall work with the legislature and governor to carry out this work by performing the duties in this section.
- Advise the governor and the legislature on issues confronting the constituency of the council. This may include, but is not limited to, presenting the results of surveys, studies, and community forums to the appropriate executive departments and legislative committees.
- Advise the governor and the legislature of administrative and legislative changes needed to improve the economic and social condition of the constituency of the council. This may include but is not limited to working with legislators to develop legislation to address these issues and to work for passage of the legislation. This may also include making recommendations regarding the state's affirmative action program and the state's targeted group small business program, or working with state agencies and organizations to develop business opportunities and promote economic development for the constituency of the council.
- Advise the governor and the legislature of the implications and effect of proposed administrative and legislative changes on the constituency of the council. This may include but departments and legislators. is not limited to tracking legislation, testifying as appropriate, and meeting with executive
- Serve as a liaison between state government and organizations that serve the constituency of the council. This may include but is not limited to working with these organizations to carry out the duties in paragraphs (a) to (d), and working with these organizations to develop informational programs or publications to involve and empower the constituency in seeking improvement in their economic and social conditions.
- Perform or contract for the performance of studies designed to suggest solutions to the problems of the constituency of the council in the areas of education, employment, human rights, health, housing, social welfare, and other related areas.

The council has completed its community concerns report for the 2016 legislative session and will be working over the next several months with our community to prioritize those concerns.

The top six concerns reported are: Police Community Relations, Jobs and Economic Development, Education, Human/Civil Rights, Health Care, and Housing.

We will continue to put forth an aggressive strategic doing plan that forges collaboration with our diverse African Heritage community and all Minnesotans to maintain and expand Minnesota's role as a national leader in socioeconomic and sociopolitical innovation that eradicate disparities and make equal access to opportunities a practice all.

Our main goals include:

- Continuing outreach to communities of African heritage and to engage them in the legislative process
- Developing an enhanced strategy to connect with state government officials in a collaborative way
- Making the first concern from our survey, police-community relations, a priority while focusing on the other concerns identified in the report as well
- Expanding the reach of the council by opening additional satellite offices in various parts of the state

These outcomes will be measured by both the number of people we engage in the process, and the legislation we will be able to move forward. Improved police-community relations will be apparent by a reduction of police brutality against people of African heritage and increased communication between police and our community. Finally, moving from one satellite office, in Rochester, to offices in other cities will be evidence of success in our efforts to expand.
