



2016 LEGISLATIVE REPORT

2016 Legislative Report as requested by Minnesota statute 15.0145

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Letter from the Council Chair

Dear Legislature,

The Council and staff of the Minnesota Council on Latino Affairs is pleased to present to the legislature our 2016 legislative report. Within this report you will find highlights of the Councils work to serve the Latino community and advise the legislature and Governor's Office.

2016 was a year of transition, new leadership and new direction. Our new Executive Director Henry Jimenez, along with 7 new Council members and a completely new staff had to transition our agency from the Chicano Latino Affairs Council (CLAC) as it was known for many years to the Minnesota Council on Latino Affairs (MCLA) an agency that would meet both the legislature and Latino community needs.

Our first challenge was to address the \$18,500 budget shortfall we were projecting due to the agency transition costs. The Executive Director decided not to replace the outgoing office manager and took on those duties in order to cut costs and balance our budget.

The new Council understood that our statutory mandates could not be met with a part time legislative liaison and by the start of the 2016 legislative session our Executive Director and one other full time staff would be designated to address all legislative and policy efforts.

I am pleased to say that after months of planning and work the Council was able to hire three Legislative and Policy Liaisons in October, which for the first time in recent years all of the Council's staff (4) will focus on the legislative and policy making process. We are proud of this change because we are now more equipped to advise and inform the legislature and governor's office and therefore addressing our statutory mandate.

After the final round of the Governor Appointments to our Council in July, we were finally able to meet as a complete board and begin our Action Planning process for the next 1-2 years. During this process many recommendations were considered, including all the recommendations of the Office of the Legislative Auditors report on the Ethnic Councils presented in 2014. As recommended in the report, we now have a more narrow focus in our scope of work. Our Council has decided to focus our limited resources and four staff, one of which is a temporary position in four areas of interest: Education, Economic Development, Immigration and Health.

Overall it was a challenging year but one in which we have had many achievements. Many of our achievements were accomplished because of the commitment we received from our Council members and community members from across the State Of Minnesota. As you look through this report we hope you get a sense of our accomplishments, challenges but most importantly the bright future the Council has forthcoming with your support.

It has been an honor to serve the State Of Minnesota and we look forward to continue to do so.

Respectfully,



Uriel Perez Espinoza, 2016 Chair

Priority areas

1. Immigration

Immigration has always been one of the top issues of concern in the Latino community. 91% of Latino youth under the age of 18 years old are native born and most have at least one parent that is an immigrant to Minnesota. This is a complex issue that effects most Latino families in one way or another. This is an issue of importance for both citizens, residents and undocumented Latinos.

2. Education

Latinos comprise 8% of Minnesota's K-12 student population and nearly 40% of Minnesotan Latinos are children. Minnesota's economic competitiveness and socioeconomic outcomes depend in part on Latinos' educational attainment. While much progress has been made in closing the achievement gap, much work still remains.

3. Economic and Workforce Development

In 2015, Minnesota Latinos had the highest labor force participation rate of any racial or ethnic group in the state at 75%. The state average was 70%. (See Figure 2 on Page 8)

In spite of earning the state's highest labor force participation rate, 21% of Latinos still live below the poverty line. Minnesota's overall poverty rate is 11.5%. (See Figure 2) Minnesota Latinos are integral to economies in both the Twin Cities metro and greater Minnesota. As the fastest-growing minority group, Latinos comprise an increasingly important segment of Minnesota's workforce. Furthermore, minority-owned businesses and particularly female minority owned businesses are growing much faster than the Minnesota average. However, Latinos are still overrepresented in low-wage occupations and have lower levels of household wealth than other racial and ethnic groups.

4. Civic and Community Engagement

The Latino community is one of the fastest growing populations in the state. With 50% of the Latino population under 25 years old it's important that our Council provides opportunities for civic engagement through the legislative and policy making process. One third of the Latino population lives in greater Minnesota and therefore important that the Councils work includes Latino communities outside the metro area.

These priority areas are a result of 4 surveys that were conducted in 2015 and from input of MCLA council members.

Goals, Objectives and Outcome Measures

Goals

1. Advise and inform the Governor’s Office, state legislature and community to improve equity and success for Latino Minnesotans
 2. Outreach and engage the states Latino community by serving as a liaison between state government and other entities serving the Latino community
 3. Increase Latino leadership and image throughout the state
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Goal 1. Advise and inform the Governor’s Office, state legislature, ethnic councils and community to improve equity and success for Latino Minnesotans

Objective1.

Work with Governor’s office, legislators, ethnic councils and community to draft or change legislation and policies that further equity in the Latino community

Output 1a.

Advise and inform Governor’s office and Commissioners to advise and provide recommendations on legislation and policies that will improve Minnesota Latinos overall conditions

Department	Action(s)
Human Rights	Latino outreach, Civic Engagement Steering Committee
Education	Every Student Succeeds Act Regulations recommendations, All Kids Count Act
Employment and Economic Development	Equity Grants Request For Proposals, Governor’s Workforce Development Board Equity Task Force
Health	Culture and Ethnic Communities Leadership Council (CECLC) , Good Food Access Fund Advisory Council
Labor and Industry	Hispanic Contractor Association and work safety issues

The departments mentioned above are aligned with the Council’s priority areas. The actions taken are how the Council made its recommendations.

Output 1b.

Advise and provide recommendations to the Governors Diversity and Inclusion Council

The council has attended the Governors Diversity and Inclusion Council meetings held in 2016. During which the Council has made a recommendation to the Governor’s Workforce Development Board Equity Task Force.

Output 1c.

Meet with legislators to advise and provide recommendations on legislation and policies that will improve Minnesota Latinos overall conditions.

Prior to 2016 the Council only had a part time employee dedicated to legislative and policy affairs. It is one of the first changes the new Executive Director and newly appointed council members made. The council restructured all positions to focus on the legislative and policy process. The 2016 legislative session had a more visible presence from the Council because it went from 1 part time employee in 2015 to 2 Full Time Employees (FTE), one of which was the Executive Director dedicating 100% of their time to the legislative session.

	# of Full Time Employees	Legislators contact	Bills tracked and worked on
2015	0.5	unknown	11
2016	2	119	39

The addition of FTE’s enabled the Council to increase research on more bills than any recent legislative sessions. The Council was able to meet with over 119 legislators either in a 1 to 1 meeting or group setting. The Council made it a point to connect with as many legislators as possible and provide them with a fact sheet on the Latino make-up of their district and any additional information on legislation. The Council also offered to provide any information on the Minnesota Latino community they might need or want.

Output 1d.

Collaborate with Minnesota Ethnic Councils and other community entities on legislation and policymaking process

The Ethnic Councils Executive Directors began to consistently meet multiple times per quarter and communicate with each other as needed. The Councils collaborated on several joint testimonies, position statements and communication with commissioners, legislators and other state officials. The Executive Directors have jointly participated in community and state panels. The Councils also held their first joint Legislative Session Recap in which over 150 people attended.

The Council also was able to re-establish or maintain relationships with all Latino led organizations and several others that serve the Latino community in Minnesota. Many of the Latino led organizations became involved during the 2016 legislative session by testifying, meeting with legislators and supporting the Council by providing information that would help us develop positions on legislation.

We informed the Latino led organizations about the Governor’s Equity package request that was included in his budget. Latino led organizations were able to submit proposals. One of which the Council was able to support and would later become the first Latino led organization to received direct appropriations from the legislature in many years. The Council is currently providing advice and support as the organization continues its planning stage and soon begin its implementation stage.

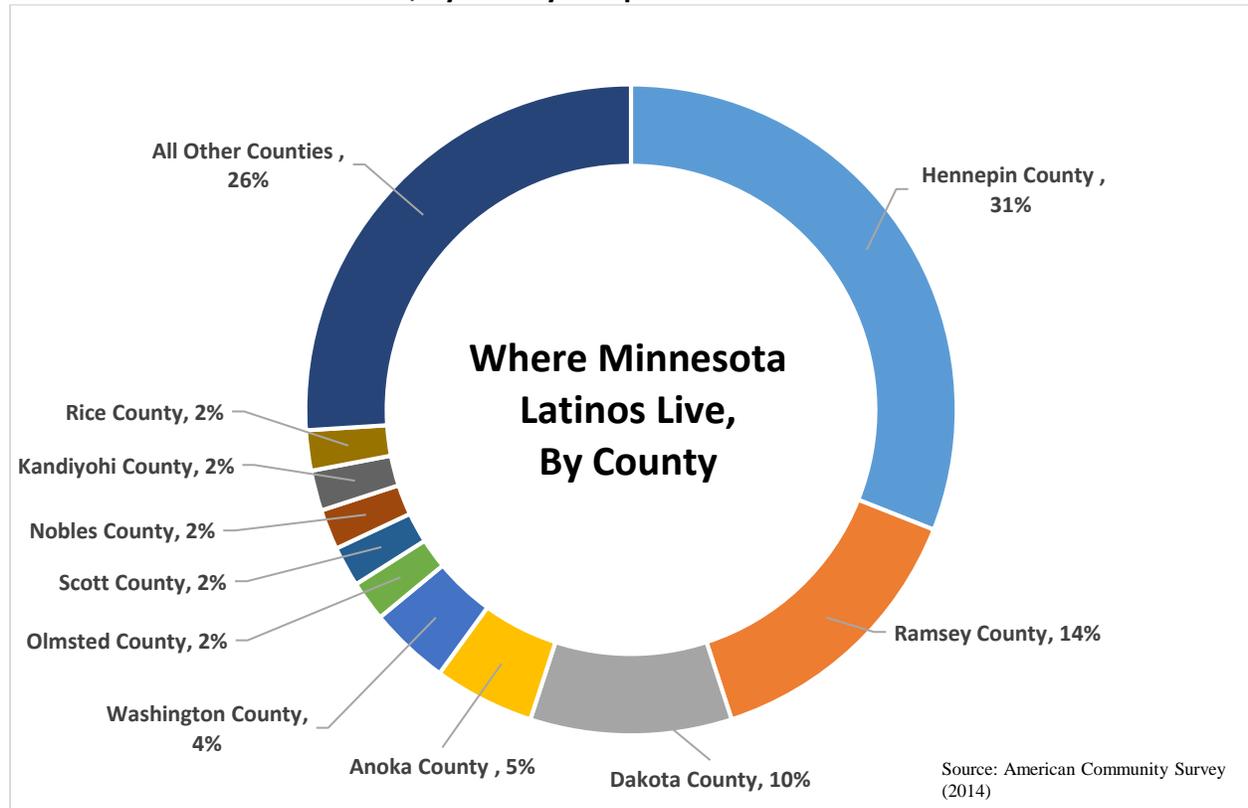
Output 1e.

Present the results of surveys, studies and community forums produced both internally and externally to the governor, legislature and community

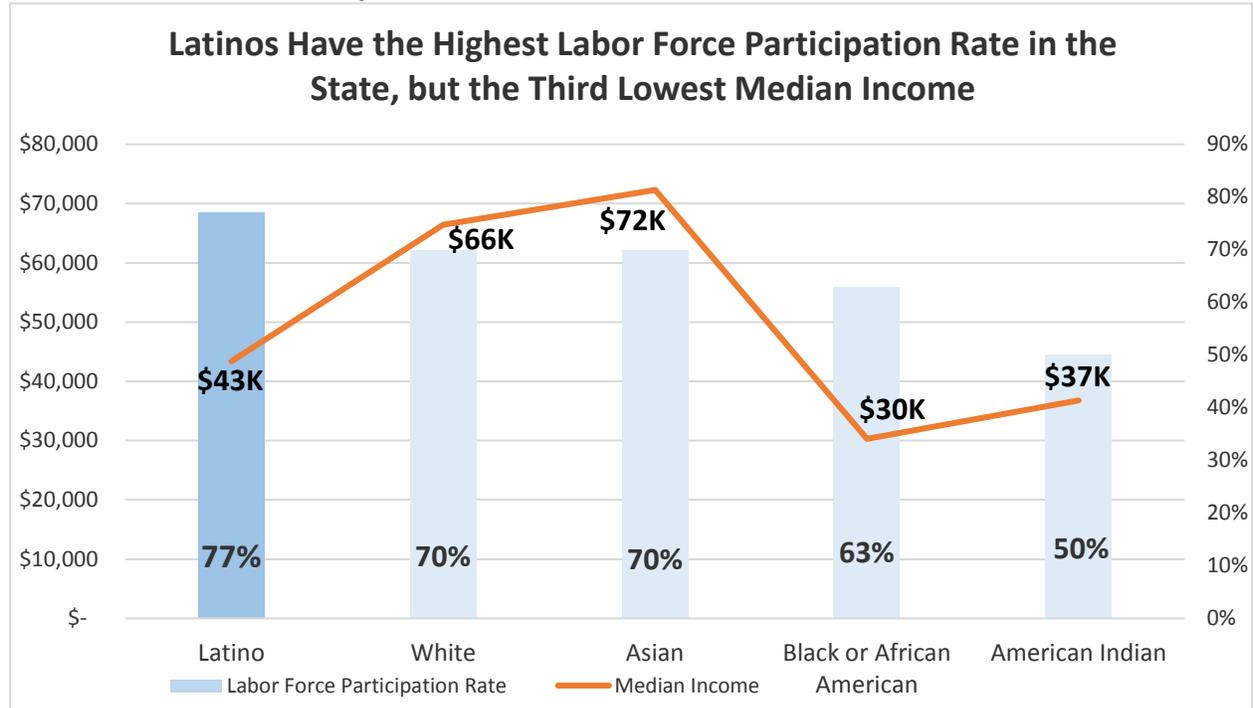
In 2016, the Council began to review raw data and surveys on the Latino community to create graphs that depict information that is necessary both for the Latino community and policy makers. These graphs and data are available for public use and will be presented to legislators and committees when appropriate.

See below for examples of graphs the Council has created.

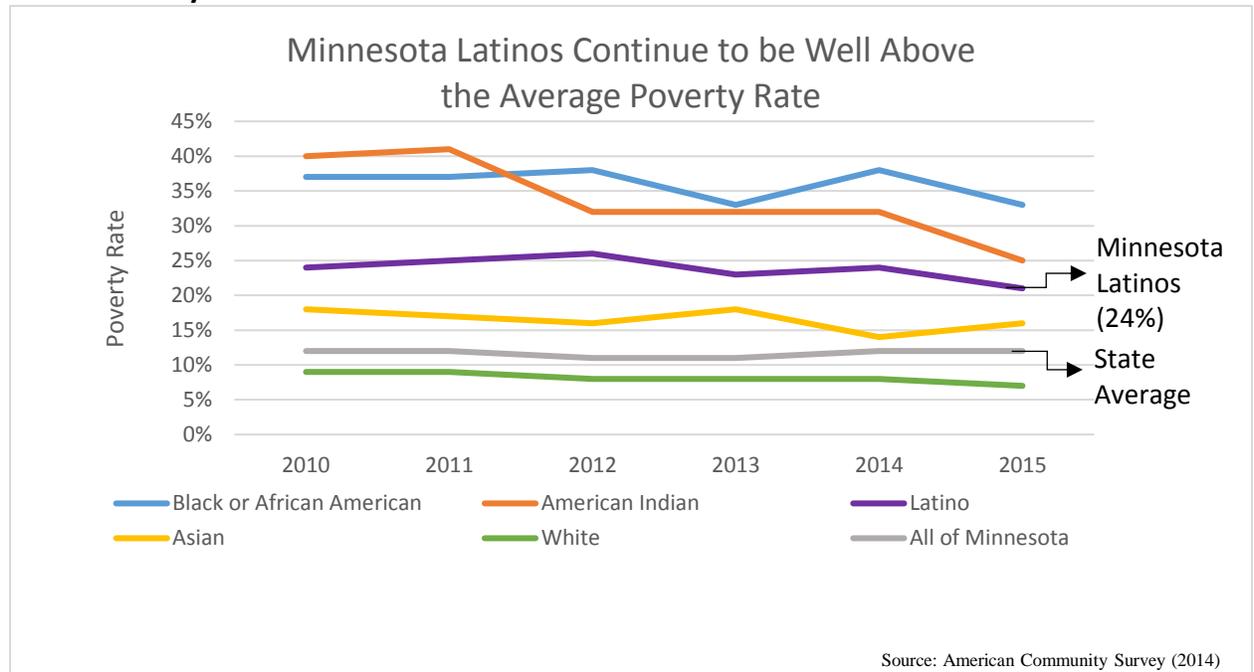
Where Minnesota Latinos Live, by County – Top 10 Counties



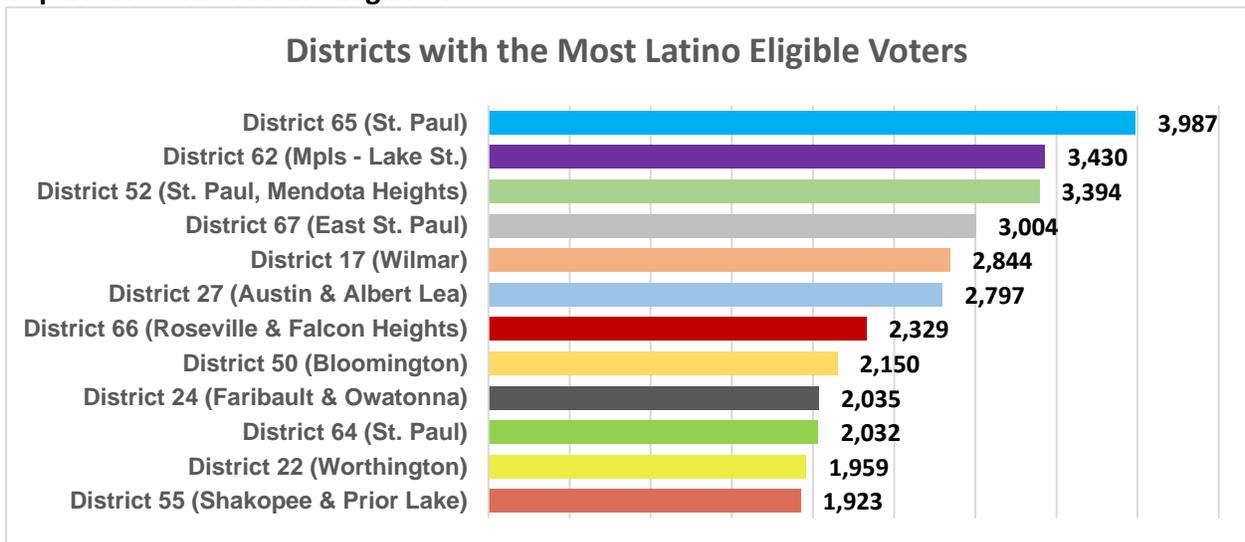
Latinos Labor Force Participation Rate



Latino Poverty Rate



Top Districts with Latino Eligible Voters



Source: American Community Survey (2014)

Additional Outcomes:

- **Draft 1 – 3 legislative bills and identify legislators to champion bills Equity Package Provision**

During the 2016 Session the Senate Finance Subcommittee on Equity took on dozens of equity bills with the intention of reducing the growing economic and racial disparities in Minnesota. By the end of session the legislature had appropriated 35 million dollars to programs that address disparities in the areas of economic development, education, employment and food access in greater Minnesota. In addition to advising and informing the legislature on several of the proposed equity bills, the Council worked with the other ethnic councils to include a provision to the final equity package legislation. The provision encouraged the Department of Employment and Economic Development (DEED) to consult with the ethnic councils to ensure effectiveness between DEED and the awarded organizations to ensure successful measurable outcomes.

- **Inform and advise the Governor’s office, legislature and community on 1 – 3 bills from each priority area**

The Council over exceeded the number of bills it had set to work on at the beginning of the year. By the end of session the Council had tracked 39 bills, which it either testified, provided position statement or provided legislators with information on particular bills. With most bills falling under Economic Development and Education.

- **Provide 1 – 3 recommendations to the Governors Diversity and Inclusion Council to accomplish its goals of improving the recruiting and retention of state employees from diverse backgrounds, improve the contracting process for businesses owned by Minnesotans from diverse backgrounds, and promote civic engagement from all communities in the state.**

The Council made recommendations to Governor’s Workforce Development Board Equity Task Force.

The Council convened Latino business sector leaders to meet with the Chief Inclusion Officer to discuss state contract practices and increasing Latino state vendors.

The Council identified that there was only a small number of Latino state vendors (55) and decided to make a conscious effort of referring Latino owned businesses to register as state vendors. Several of the Council’s referrals have become or begun the process of registering as state vendors.

Our Council understands this is an area of growth but has reevaluated in making this a secondary duty next year.

- **Present 1-3 studies/reports on Latino Minnesotans that address priority areas to the legislature and community**

The Council conducted research on all bills it provided a position statement or testimony on. The Council has also utilized the US Census and American Community Survey to compile a database of economic, health, education and immigration data and broken the information down to give the legislature the most accurate information possible. Graphs as shown above were created from the two sources mentioned.

Goal 2. To outreach and engage the state Latino community by serving as a liaison between state government and other entities serving the Latino community

Objective 1.

Improve the ability of the Council to outreach and engage Latino Minnesotans, legislators and policy makers

Output 1a.

Develop and implement an outreach and engagement campaign to Latino community, partners and policy makers to grow the council’s base

The Council has developed a Latino base from across the state not only to inform them of the work of the Council but to obtain a deeper understanding of the needs and possible solutions to issues of importance to the Latino community. With 1/3 of the Minnesota Latino population living in greater Minnesota, visiting cities outside of the metro area is a must.

Greater Minnesota Cities Visited by the Council

2015	2016
Rochester – 1 FTE	Rochester – 1 FTE until June 2016
Austin	Albert Lea
Willmar	Willmar x2
Worthington	St. Cloud x2
	Duluth x2
	Mankato x2

The Council presented or participated in 46 community meetings, forums or panels across the state. The Council estimates presenting to over 1,400 people in 2016.

Output 1b.

Partner with strategic state agencies to align outreach and engagement efforts to the Latino community

The Council developed a frequent working relationships with the following departments: Department of Human Rights, Department of Education and Department of Employment and Economic Development. The Council has identified outreach efforts with each department identified Outreach Coordinator.

Output 1c.

Revamp and re-launch bilingual website and other social media

Facebook and Twitter Accounts	Increase of over 1,000 followers
Website	In the process of being revamped

The Council’s bilingual social media efforts have been launched and the Council has seen an increase of over 1,000 followers in 2016. Social media has become the Council’s most used platform to communicate with its constituency. We are continuing an upward swing in users and followers. We have simplified our message and do not saturate our followers. Our messages are now bilingual when appropriate.

The Council’s website is currently in the process of being revamped and its content will also be bilingual where possible. It will also allow users be able to follow all the bills the Council is tracking and be kept updated on actions taken on bills.

Output 1d.

Connect constituency to the legislative process

MCLA was able to connect 27 constituents in the legislative process by either testifying, meeting with their legislators or providing research and additional information on bills in their area of expertise. They included students, service industry workers, executive directors, professors and business leaders. They have opted to continue involvement and the Council foresees many of them along with others providing the legislature their testimony and additional information during the legislative session.

Additional Outcomes:

- **Increase the number of Latino Minnesotans engaged in the council’s initiatives (position statements, testimonies) by 20%**

	2015	2016
Increase Constituency Participation	Unknown	27

27 constituents were connected to the legislative process by either, testifying, meeting with their legislators or providing research and additional information on bills in their area of expertise.

- **Increase the councils outreach base by 50%**

Increasing the Councils contact base was a high priority. At the beginning of the year the Council was only connected to about 300 constituents which we saw as an area of much needed improvement. We set a goal to increase our base by 50% and by the end of the year we had increased our base by 300% to over 1,100 constituents.

	Projected Outcome	Actual Outcome
Increase Outreach Base	50%	300% +

- **Provide consistent updates on upcoming legislation and policy activities identified in priority areas**

Consistent communication with our constituency has been established on a daily, weekly and monthly basis through our e-newsletter and social media which has become our predominant communication tool. We also strongly believe in providing Minnesotans with a face to face update of our work and therefore attended 46 meetings of which in 27 of those meetings the Council was given the opportunity to update the attendees on our legislative and policy efforts.

Legislative and Policy updates	2015	2016
E-newsletter(s)	2	5
Constituents reached	330 est.	900 est.
Social Media posts	19	69
Constituents reached	500 est.	6,200 est.
Updates @ Community Meetings	8	27
Constituents reached	136 est.	1,100 est.

- **Establish 4 – 6 formal partnerships with state and community entities with set measurable objectives on improving Latino conditions**

The Council has establish working relationships with several state entities but has dedicated most of its resources to the following departments: Education, Health, Employment and Economic Development and Human Rights. The Council established a partnership with all of the Latino based nonprofits and Latino led groups in Minnesota. The Council has also extended a request for support from individual Latino leaders and has heard back from over 55 of them. Although, the Council has informed the community of its objectives it has not set measurable objectives with other entities.

State Departments	Latino Non Profits and Other	Latino Leaders
4	10	55+

Goal 3. To increase Latino leadership and image throughout the state

Objective 1.

Increase success and retention of Latino leadership in state, local and other entities

Output 1a.

Establish partnerships with state and community entities that have an interest in recruiting Latino leaders and recommend appropriate qualified candidates to boards, commissions and other leadership positions

The Council has established a working relationship with the Governor's Director of Appointments to ensure the recommendation of qualified Latinos, from across the state, are made to serve on state boards and commissions.

The Council has referred several qualified individuals to employment opportunities in state government. Other community entities have also reached out to the Council for support in targeting the Latino community for employment opportunities and the Council has addressed all requests. This is an area the Council foresees improvement as it develops the Council's constituency database.

Output 1b.

In collaboration with community partners develop network/database of Latino Minnesotans interested in serving the state

The Council has begun to update and add to its database. It is predominantly used to communicate with its constituency but it's also serving as a referral tool. With the information that constituents have opted to share with the Council when signing up to our database, we are able to target and inform them of employment, board and commissions openings which have led to Latino appointments. The Council believes that the number of referrals will increase as the Council's database continues to grow.

Output 1c.

Promote leadership development opportunities to Latino community

The Council has made it a practice to inform the Latino community of leadership development opportunities on the Council's e-newsletter and social media. This has been one of the most viewed and read aspects of our e-newsletter. The Council continues to work with professional associations such as the Latino Chamber of Commerce and Latino Lead to assist in joint efforts of leadership development.

Output 1d.

Highlight Latino Minnesotans and their accomplishments

The Council is committed to providing a positive narrative and image of Latinos. The Council accomplished this by highlighting the positive contributions of Latinos to Minnesota as well as posting the profile of successful Latinos from different walks of life. Highlights occurred during the Hispanic Heritage Month and sporadically throughout the year as individuals were recognized in several venues for their contributions.

Additional Outcomes:

- **Establish database of Latino Minnesotans interested in serving the state and or other entities that also include boards and commissions**

The Council created a database that is constantly growing. It also established working relationships with professional associations and other state agencies to connect Latino professionals to career and service opportunities with the state. This is an area the Council will grow in as it establishes a larger constituency base.

- **Highlight Latino accomplishments bi-monthly**

The Council highlighted Latino accomplishments and profiles during the Hispanic Heritage Month. The Council heard from constituents that it needed to highlight Latino accomplishments more often and it did. The Council highlighted Latinos through social media as often as individuals and Latino led organizations were being recognized.

Minnesota Council on Latino Affairs - Council Members



Council Chair
Uriel Perez Espinoza
District 3 - Bloomington



Council Vice Chair
Angelica Klebsch
District 4 - Mounds View



Treasurer
Kandace Creel Falcon
District 7 – Moorhead



Secretary
Francisco Gonzalez
District 2 – Cottage Grove



Sandra Filardo
At-Large – Eden Prairie



Oscar Lopez
District 8 - Cloquet



Monica Segura – Schwart
District 6 – St. Cloud



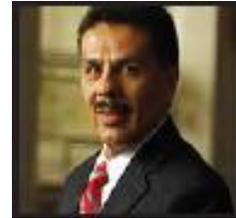
Ruben Vazquez
At-Large – New Brighton



Leticia Guadarrama
At-Large - Edina



Braulio Carrasco
District 5 - Minneapolis



Michael Munoz
District 1 - Rochester

Legislative Council Members



Sen. Carla Nelson
Rochester



Sen. Patricia Torres Ray
Minneapolis



Rep. Jon Koznick
Lakeville



Rep. Tim Mahoney
St. Paul

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Education
Legislative and Policy Liaison



Rosa Tock
Health
Legislative and Policy Liaison



Eric Armacanqui
Economic Development
Legislative and Policy Liaison



Henry Jimenez
Human Rights and Immigration
Executive Director