

STATE COUNCIL ON BLACK MINNESOTANS

The Minnesota Legislature created the Council on Black Minnesotans 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. This report reflects the policy priorities, functions and activity outcomes of the Council for the reporting period.

08 - 0961

2008 BIENNIAL REPORT

Wright Building, Suite 426
2233 University Avenue West
Saint Paul, Minnesota, 55114
Phone: (651) 642-0811
Facsimile: (651) 643-3580
Webpage: www.cbm.state.mn.us

COUNCIL ON BLACK MINNESOTANS – 2008 BIENNIAL REPORT

COUNCIL ON BLACK MINNESOTANS

Public Members

Brother Michael Collins, Chair, Saint Paul
Martha Holton Dimick, Vice-Chair, Shorewood
Donald Bellfield, Treasurer, Saint Paul
Lissa Jones, Secretary, Minneapolis
Ronald G. Brandon II, Golden Valley
Maurice Davis, St. Peter
Veronica Wirekeo-Fobena, Blaine
Gloria Lamphear, St. Paul
Charity McCoy, St. Paul
Mohammud Noor, St. Paul
George C. Ogbonna, Andover
Lucky R. Rosenbloom, Minneapolis
Adrianna Smith, Minneapolis

State Legislative Members

Senators

David Hann, Eden Prairie
Linda Scheid, Brooklyn Park

Representatives

Carol McFarlane, White Bear Lake
Joe Mullery, Minneapolis

Minnesota Department of Human Rights Liaisons

Melanie Miles & Michael Brown

Executive Director – Lester R. Collins

Research Analyst Specialist – Roger W. Banks

**Executive Director, Minnesota African, African American Tobacco
Education Network-** Natalie Johnson Lee

Senior Office & Administrative Specialist – Rebecca S. Johnson

Table of Contents

	Page
PART I: Organizational Dynamics	4
Purpose of the Council on Black Minnesotans	4
Structure of the Council on Black Minnesotans	5
Executive Director’s Comments.	7
PART II: Council’s Statutory Functions	8
Research: the Status of Racial/Ethnic Data Collection, Reporting and Research Utilization	8
Advising Governor, Administration, Legislature and Other Policy Makers: Research	8
Collaboration and Cooperation: Linking to Black Constituencies, State Government and Organizations	13
Civic Engagement	14
PART III: Activity Focus of the Council For Reporting Period Fiscal Years 2007- 2008	16
Education Issues	17
Criminal Justice Issues	23
Health Issues	24
Family & Children Issues	26
Part IV: Council Goals for the Next Biennium: 2008 & 2009.	28
Appendix 1 – Minnesota Statute 3.9225	30
Appendix 2 – Statement of Revenues and Expenditures	33

PART I: Organizational Dynamics

Purpose of the Council on Black Minnesotans

The Minnesota Legislature created the 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 duties of the Council are specifically set forth in Minnesota Statute 3.9225; the statute is included as Appendix 1 to this Report. Generally, the Council is 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; and
- Publicizing the accomplishments of Black people and their contributions to the state.

While the purview of the Council is broad, the resources of the Council are unfortunately limited. The Council in carrying out its mission collaborates with other state, county and local governmental agencies to compile information on expenditures, programs and policies that impact Blacks in Minnesota. The Council has traditionally worked with organizations in the Black community, experts within the Black community and has used community forums to hear from its constituents on issues within the Council's scope. The Council also collaborates with several educational institutions of higher learning and social service organizations within the State of Minnesota, whose subject matter areas of interest, aligns with the interests of the constituents served by the Council. The Council expresses its thanks to all individuals and groups that have worked with the Council during the reporting Period.

The Council, pursuant to its obligations under Minnesota law, submits the 2008 Biennium 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 Blacks in Minnesota, and the goals of the Council for the next Biennium period.

Structure of the Council on Black Minnesotans

The Council is comprised of thirteen 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 appoints all citizen-voting members of the Council. Additionally, the Minnesota Legislature appoints four legislative nonvoting members.

The membership of the current Board of Directors is dedicated to addressing and resolving those conditions and problems impacting Minnesotans of African Heritage. Its commitment is reflected in the special projects that it has become engaged. For example, the facilitation of community listening and issues forums for the purpose of establishing the Council priorities and subsequent committee structure. And, the intense involvement with the City of Saint Cloud and Minnesota State University of St. Cloud regarding the issues of racial profiling, racial discrimination and equity is a reflection of the time, energy and other resources they have dedicated to these tasks.

In general, the Board and staff functions can be divided along the following lines. The Council Board sets broad policy, identifies priorities, 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 Black people, and handles the daily work of serving as a link between Black people and state policy processes.

The Council's committee structure is in the process of being modified and streamlined. By January 2009, the Council's newly established priorities will provide the rationale for its new organizational structure. For the purpose of this document, the main priorities used in the 2006 report to the legislature will be employed again. They are education, health, criminal justice and family and children issues.

The Council on Black Minnesotans, with a full complement of Board Members, has historically put into operations a four-point priorities process, and a corresponding substantive and operations committee infrastructure. The selection of Substantive Committees and Board Priorities reflect community input.

The Council has traditionally had four top organizational priorities and working committees. They are listed below in alphabetical order:

- 1. Black Families and Children Issues** – This committee focuses on issues and policies at both ends of the age spectrum. This included out-of-home placement disparities,

foster care and adoptions, and welfare reform issues. Collaborations occurred with, among others, Our Children Our Future, the State Ombudspersons Office for Families and Children, and the Commission on Minnesota's African American Children (COMAAC).

- 2. Criminal Justice Issues** – Along with its primary focus on Racial Profiling and Police Misconduct policies, the Council addressed the issues of disproportionate arrest and incarceration rates and equal treatment within the judicial system. Intense collaboration occurred with the Council on Crime and Justice, and the Dakota and Ramsey County Juvenile Detention Alternative Initiatives (JDAI).
- 3. Education Issues** – The Council monitors educational issues and conditions affecting Black students and their families and sponsored educational events, such as community forums. This includes the "Achievement Gap", "No Child Left Behind" early childhood education, public education finance, the school district integration revenue initiative and graduation, drop-out and truancy rates events. Collaboration occurred with MN Department of Education, the Saint Paul Public Schools and African American Leadership Council, Parents United, and several state-level committees.
- 4. Health Issues** – Direct Council efforts involves focusing on teen pregnancy and AIDS/STD prevention, tobacco usage reduction and smoking prevention and environmental health issues. Indirect efforts involved working through the Office of Minority and Multicultural Health and other organizations to deal with a wide range of health disparities and serving on several task forces including the University's Med 2010 Project and the State's Transform 2020 Health Initiative for Seniors.

Executive Director's Comments: Lester R. Collins

The Council, pursuant to its obligations under Minnesota law, submits the 2008 Biennium report as part of its responsibility to advise the Governor, the Legislature and all interested individuals concerning the activities of the Council. The work and focus of the Council continues to be greatly influenced by its constituencies and mirrors their priorities as identified through *community forums research surveys* and other *partnership engagements*. Our primary focus in our previous Biennial report centered on:

- Education
- Health
- Criminal Justice
- Black families & Children Issues
- Housing

While these areas of focus remained relatively the same for the past two years, the Council has met the growing challenge of additional concerns to its constituents with a primary focus in **Education**; the Council has lent its efforts to addressing the growing rate of poverty among its constituents. The Issues of **Criminal and Juvenile Justice**, and **Housing** and **Economic Development**, and their impact on Black Minnesotans was and will continue to be a focus for the Council. A principal focus of the Council has been in advocating for change in the **Temporary Protective Status and Permanent Status policy** for immigrant African populations. With the impetus on **Local, State and Federal Immigration policies**. The continuing challenge of **Health Disparities, Transportation** and **Equal Access** remain as key areas of strategic involvement.

In addition, the Council's efforts have been collaborative in nature, working with metropolitan, county, municipal, state and federal units of government. The Council in an advisory capacity disseminates **Information, Educates** and **Communicates** those benefits and concerns to our Governor, constituents and the legislature. The Council welcome the involvement and support of our constituents, we continues to value the importance and requirement to be engaged and collaborative with (a) *policy makers*, (b) *community organizations*, (c) *individuals, locally and nationally*.

Dr. Martin Luther King, Jr. stated that "Our hope for creative living in this world house that we have inherited lies in our ability to reestablish the moral ends of our lives in personal character and social justice." "One of the most basis weapons in the fight for social justice will be the cumulative political power of the negro. I can foresee the Negro vote becoming consistently the decisive vote in national elections."

Our belief is "individually we can make a difference; collectively we can make a change."

Council on Black Minnesotans 2008 Biennial Report **Council Statutory Functions**

Research: Data Collection, Reporting and Utilization

One of the major functions of the Council on Black Minnesotans is to advise the Governor, the Legislature and other policy makers on social, economic and political/policy issues impacting Minnesotans of African descent and populations in poverty.

“Advising the Governor, his administration, and the Legislature on issues confronting Black people ... and on statutes, rules and revisions to programs to ensure that Black people have access to benefits and services provided to people in Minnesota.”

The Council has also been charged with performing or contracting for the performance of **“ studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas.”**

Underlying these charges is the need to conduct research on issues affecting Black Minnesotans. In compliance, the Council has been involved in three (3) types of research efforts:

The first involves the duty and responsibility of the Council to conduct primary and secondary research on substantive issues and conditions impacting these populations.

Second, the Council has been involved in a “participatory” research process, which entails being active participants on policy making and policy recommendation generating bodies that have potential for influencing public policies. An example of this type of activity is the “Legislative Report Card” sponsored by the Organizing Apprenticeship Project. In conjunction with these efforts, CBM staff acted as a facilitator at the “Leave No Legislator Behind” conference at Neighborhood House.

And, supportive research assistance represents the third and final research activity in which the Council has been engaged. These efforts have involved, for example Northway Community Trust of Minneapolis and its Research and Evaluation committees, the Wilder Foundation Compass Project and the Saint Paul Ramsey County Children and Family Initiative’s Technical Team.

The goal of these efforts is promote organizational and community capacity development and cultural competency among governmental and community-based organizations through the provision of technical assistance in the areas of information gathering, data analysis, evaluation, community mobilization and advocacy.

Council Board and Staff began and concluded the past biennium period by examining the status of research and its relationship to its organizational priorities. The principal questions entertained focused on "How can the Council do a better job? And, what are the major barriers we face when attempting to address, reduce and/or eliminate racial/ethnic disparities and disproportionalities in selected substantive issue areas?"

One of the major barriers to achieving effective and equitable public policy for populations of color and American Indians in the state of Minnesota is the manner in which data is collected, reported and utilized. The traditional nature of researching racial/ethnic disparities and disproportionalities by state and local governmental and non-governmental entities is also a critical issue.

The issue of "Research: Data Collection, Reporting and Utilization" provides the central theme for this Biennial Report. It begins by examining some of the realities associated with the status of research and its relationship to racial and ethnic disparities and disproportionalities. Subsequently, this report delineates the nature and dynamics of the Council's involvement with selected substantive priority areas; and their relationship to the status of research.

Research

Research has been conducted in communities of color and American Indian communities with considerable arrogance and with significant cultural and community insensitivity. An example of this condition is a research project lead by the University of Minnesota which involved the assessment of sexual behavior and attitudes among students at Nellie Stone Johnson Elementary School in Minneapolis. There was considerable community concern regarding the age appropriateness of some of the survey questions. However, from a technical research, procedural perspective, a lot of concern focused on the fact that this research project was not approved by the university's Institutional Review Board (IRB). Nor was it approved by the Minneapolis Public School's own IRB. Yet, the project proceeded.

Within Black communities it has been asserted that "Research has been conducted about us and not for us!". In an effort to more effectively address the issues associated with institutional and systemic racism, a greater focus

should be placed on research, policy development and implementation that has an institutional and policy/program evaluation perspective.

It is interesting to note that some of the research that purports to document best practices is often flawed, particularly regarding sampling methodologies used. This information has often been used to justify generic (one size fits all) solutions.

Future research projects of the Council include a survey of minority involvement and participation on State decision making bodies: e.g. Boards, Commissions, Councils, Committees and Initiatives. This research project is discussed under the Civic Engagement component of this report. The Council also plans to conduct a compliance review of grant applications during the next biennium. According to the Council's statutory charge, all applications by a state department or agency for the receipt of federal funds which will have their primary effect on Black Minnesotans shall be submitted to the Council for review and recommendation at least 30 days before submission to a federal agency

Data Collection

The focus of research on disparities and disproportionalities has relied, to a great extent, on conducting specific studies. These studies have specific time parameters and limitations; having the ability to provide only a glimpse of disparity reality. Data collection, as it relates to assessing racial disparities and cultural categorical over-representation, has not been done in a systematic manner, nor has it been integrated. Little emphasis has been placed on the development of information systems that could be tapped and assessed in an on- going fashion. And, even less has been done to develop systems that would allow for differentiating between populations; particularly between African and African Americans.

Research has generally been performed from a silo perspective, rather than being integrated and having the ability to be used in an interactive manner. For example, just about every major state agency collects data and is attempting to address the issues associated with racial/ethnic disparities. However, each governmental and non-governmental unit clearly collects this type of data in a different manner. More specifically, when such data is collected, the categories of information, across state departments that make critical decisions for populations of color, American Indians and the poor (e.g., the Departments of Education, Health, Public Safety and Corrections and the Departments of Health and Human Services and Employment and Economic Development) are seldom the same. And, as a result, the data has limited utility. A contributing factor to this condition is that the collection and reporting of racial/ethnic data has not been uniform and made a mandated function for all major state agencies and departments. Given the

complexities and interrelatedness of the issues associated with racial/ethnic disparities, this situation does not make much sense.

Current information systems operating in Minnesota lack a common and uniform process for collecting data on race, ethnicity and other demographic variables. While the Robert Wood Johnson Foundation has provided funds to Minnesota Community Measurements to develop a categorical construct for the uniform collection of data on race/ethnicity, this process continues to be characterized as being silo driven; as it is only applicable to the collection of data by health service agencies.

There is a deficiency of data on the level and quality of treatment received by participants throughout a program's lifetime. For example, when collecting data on the efficacy of the employment process, data collected and reported should be continuum-based and focus on the key points that are located along the employment continuum – the application process, the interview/screening process, the employment hiring process and the employment treatment process. Documenting and specifically evaluating how populations of color and American Indians are treated within and between programs is critical. Historically, headcount data dominates the nature of data collected that is associated with racial/ethnic employment status. And, the extent to which specific ethnic populations have benefited or been negatively impacted is seldom addressed.

Data Reporting

The reporting of research results on racial/ethnic disparity topics, for the most part, has not been honest nor comprehensive. It has essentially been done in a "Minnesota nice" manner. This has the impact of minimizing and marginalizing disparate conditions and disproportionalities experienced by communities of color and American Indians. This is particularly true when the 2007 Report to the Legislature is examined. This report, developed by the Minnesota Department of Education, supposedly delineated the impact that the policies and practices associated suspensions and disciplinary actions taken in all Minnesota school districts had on all students. It, however, glossed over the racial disparities that were easily discernable.

This condition impedes and impairs the ability of the state's Councils of Color and the American Indian Affairs Council to effectively accomplish their principal charge, which is to educate policy makers and advocate on behalf of their constituencies in an effort to address and resolve conditions and issues affecting these Minnesota residents.

But, just as importantly, this condition impedes and impairs the ability of policy makers and administrators to craft and operationalize solutions that

recognize and effectively address the disparities and disproportionalities experienced by these populations.

Not reporting research results in a realistic fashion causes policy makers lack information that should influence and direct their decisions. This situation does not promote greater equity and accountability among policy makers.

Utilization of Research

Effective education and advocacy efforts depend on the availability and reporting of accurate and objective information in a fashion where all major stakeholders have access to the same information; this includes community members. Data collection and reporting systems, in the future, should have greater transparency and equitable access. It is critical that the utility of research conducted be increased for the benefit of community residents. More specifically, research results should be translated into community languages and not presented solely in the esoteric language of empiricists.

It has been observed that while being used as a repository for research, communities of color and American Indian communities have not benefited greatly from the research that has been conducted. As a result, in some communities, there has been a clamor for the creation of Community Research Review Boards to assist in the development and implementation of research being conducted in their communities. There has also been a clamor for increased utilization of the Community-based Participatory Research model.

At the same time, communities have been advocating for the use of the Community Benefits Agreement approach. A Community Benefits Agreement or "CBA" is a legally enforceable contract signed by project stakeholder groups, setting forth a range of community benefits that each stakeholder agrees to provide, and is accountable for, as part of the project. It is a mechanism that promotes accountability and comprehensive involvement of the entire set of stakeholders; the "substantive village" or community.

Historically, conducting and implementing research and operationalizing its outcomes has taken the form of promoting generic policy/programs. In terms of policy/program effectiveness, there is a clear need to begin the development and implementation of ethnic specific programming. We feel that it would certainly be a more prudent and effective investment strategy. Given the impact of both individual and institutional racism, it is clear that relying on generic policies and programs has led to the creation and maintenance of racial/ethnic disparities.

It is also clear that there is a large need for across-the-board baseline data that accurately captures the status of racial/ethnic/cultural disparities and

disproportionalities.. Currently, however, there is little agreement regarding the form and substance that demographic data should take; particularly in regards to ethnic/cultural data. Without such agreement, and the development of appropriate/universal constructs, there is little hope that successful efforts to address racial disparities and disproportionalities can be realized.

Without an accurate and legitimate information baseline for racial/ethnic data, the major stake holders and policy makers involved in an issue area will continue mimic the past and make decisions based on their predilections. A utilitarian categorical construct for collecting and reporting data on racial, ethnic, and cultural factors is essential. Researchers in all aspects of public service (e.g, education, health, public welfare and economic security) are currently researching and addressing the issue of racial disparities – but not together. And, even when they are in the same room, their focus has been on the current status of data collection regarding disparities; which they themselves will acknowledge is neither comprehensive, systematic or effective. It should be noted that, given the complexities of the issues facing populations of color and American Indians, a silo approach to these issues will continue to be unsatisfactory.

The element of trust between African and African communities and researchers is also a key variable. Trust would be greatly enhanced if a mechanism would be developed and used that would bring greater benefits, parity and legitimacy to research efforts conducted in communities of color and American Indian communities.

Collaboration and Cooperation

The third statutory function delineated in this biennial report - **“Serving as a conduit/liaison to federal, state and local governmental units, agencies and private organizations on matters relating to Black people in Minnesota.”** – has been addressed through the practice of collaboration and cooperation.

The Council has essentially been involved in two types of collaboration. Performing the first type, Council staff engaged in providing supportive action on issues that were held in common with selected governmental and non-governmental entities. Hundreds of meetings were attended by Council Staff in an effort affect needed change through the promotion of meaningful collaboration. The **Memorandum of Collaboration between the Minnesota State Legislature, the Councils of Color and the Ombudspersons for Family and Children** represent a significant effort to formalize relationships between the parties to the agreement and to

maximize the utilization of these entities as resources in the legislative and public policy making processes.

In short, a collaborative process was used as a means to promote and formalize collaboration between ethnic/racial groups and policy makers. A formal declaration of cooperation was created for the purpose of institutionalizing a commitment to promote collaboration. This successful effort was guided by Senator Patricia Torres-Ray. Another successful effort was the Council's Legislative Day on the Hill. The Council sought to increase its utilization as policy making resource by sponsoring a Black Resource Fair for members of the State Legislature.

The second type of collaboration involved direct project/program activity by staff and their working on committees or initiatives. These actions generally result in specific products such as reports and recommendations to the Governor, Legislature or general public. An example of such a product is the 2008 report on the Educational Status of Minority Students in Minnesota, developed by the Minnesota Minority Education Project and its associated recommendations. Other examples include the report and recommendations contained in "Preparing Minnesota's Workforce for Tomorrow's Economy", prepared by the Governors Workforce Development Council (GWDC). Council on Black Minnesotan's staff served on two of the GWDC's subcommittees. And, they also participated in the development of the Minnesota Department of Education's report on "Dropout Prevention, Retention and Graduation Initiative".

Civic Engagement

The Council has multiple constituencies. First, it has a target population constituency comprised of African Americans, Africans and the impoverished. According to the 2005 American Community Survey, the Council's client constituency, primarily persons of African heritage, are disproportionately impoverished. More specifically, the Twin Cities metropolitan area, where an estimated 92 % of the state's 218,445 Blacks live, are now (by income) residents of the nation's second most segregated metropolitan area. Poverty, therefore, is a critical issue for the Council to address. Second, there is a "public policy makers and administrators" constituency. And, third, there is an institutional constituency of health and human service and research organizations with similar functions, values, concerns, target populations, and objectives. When collaborating with each of these sectors, the Council has had the promotion of civic engagement as one of its principal objectives. More specifically, the Council has the responsibility to engage in work that reduces disparities in access, participation and or outcomes. And, civic engagement is an instrument it uses to achieve this goal.

These and other community-based constituents have been involved with the Council in providing educational programming and training services that range from one-on-one meetings to community education forums and dialogues. This includes voter registration activities and conducting, and often facilitating, community forums for candidates running for political office.

The goal of these activities is to promote civic engagement and equip constituencies with the knowledge of community processes and opportunities that affect their existence. For example, the Council was greatly involved in the 2008 get out the vote effort through a host of individuals and non-partisan organizations that collaborated around this activity. Staff also participated on the Help America to Vote (HAVA) Reform Committee of the Secretary of State. However, voter registration and mobilization is only one aspect of civic engagement.

Participating in, and contributing to, the decision making processes around issues that impact their lives is another aspect of civic engagement. It has been determined that there is scant representation among populations of color and American Indians on decision making entities that make policy that affect their lives. This condition led the Council to explore the level of involvement by populations of color and American Indians on state boards, committees, councils, commissions and initiatives.

In respect to these efforts, it was determined that the Secretary of State's report (based on the participation of about 200 state agencies, departments and programs) has serious limitations. Entitled "Fiscal Year 2007 Annual Compilation and Statistical Report of Multi-Member Agencies", this report had the following deficits.

First, because collecting racial/ethnic data is not mandatory, very few of the participating state entities reported on the racial/ethnic composition of their decision making bodies in a systematic manner, if at all.

The second major limitation is the number of decision or recommendation making bodies represented in the Secretary of State's report (200) as compared to total number of entities that really exist to make decision or recommendations at the state level. Each state entity has its own "working units". For example, the Governor's Workforce Development Council consists of at least four working committees. And, these units were not surveyed for their racial/ethnic composition.

To correct this type of condition, the Council proposes to conduct a comprehensive survey of those state agencies and their programs that significantly impact populations of color and American Indians. This includes

the departments of Health, Education, Corrections and Public Safety and the Department of Human Services. The Council has as its goal identifying participation opportunities and assisting in the filling of these positions.

A third type of civic engagement project involves planning for the 2010 U. S. Census. The Council is a member of the 2010 Census Roundtable and hosts the Complete Count Census Committee for African and African American communities. The goal is to maximize the participation of persons of African Heritage in the 2010 Census process.

Emphasis has also been placed on promoting civic engagement by creating an infrastructure to facilitate the involvement, mobilization and cooperation between Africans/African Americans and other populations of color in civic and public policy issues and activities. The context of these efforts has been human and civil rights. Collaborative efforts were promoted between the Council, Liberians in Minnesota, ISAIHA, Jewish Community Action and the Alliance for Fair Immigration Reform in Minnesota (AFFIRM) and the Minneapolis Urban League. The focus of these efforts has been the Temporary and Permanent Protective Status of refugees and immigrants

Council Activities during the 2006/2007 Biennium by Substantive Issue Areas

During the 2006/2007 biennium, the Council on Black Minnesotans was involved in a wide range of substantive issue areas. Most of its efforts focused on areas that have traditionally been among the Council's top four priorities: 1) Education, 2) Health, 3) Family and Children's, and 4) Criminal Justice Issues. Each of these substantive areas are fraught with research issues and limitations. Other areas on which the Council focused includes Specific Populations; Black Seniors and African Refugee/Immigrant Relations and Issues. Economic Development, Transportation and Housing issues were also addressed during this biennium by the Council.

The following pages provide an example of the nature and intensity of this involvement. More specifically, this report will provide a comprehensive account of Council actions relative to the issue area of education. It will also provide summary accounts of Council's involvement with the issues areas of Criminal Justice, Health and Black Families and Children.

Council Educational Activities

Issues associated with Education have been among the Council of Black Minnesotans' top four priority areas for the past several bienniums. And, the CBM has addressed these issues from a wide range of perspectives: participatory, geographic, legislative, and collaborative.

Council Participation in Educational Events

Participation in educational conferences, symposia, and forums are among the Councils most important roles. Such participation provides exposure to the most recent evidence and research in the field of education and demonstrates the Council's support for events sponsored by collaborative partners and others.

Most participation revolved around the issues of racial disparities and discrimination. For example, one conference focused on "Working to Create Equitable Schools" which examined the issue of disparities in educational outcomes. Another, the 6th annual presentation of this event, celebrated "Successes in Educating African American Children". Council staff was also involved in the "Multicultural Conference on Educational Disparities" at Roseville Area High School and the forum on the "Early Childhood Education of Low-income Youth in Urban Neighborhoods" at Wilder Center.

The issue of educational opportunities for students of African Heritage is an important concern of the Council. Participating in the community forum on "The Importance of A College Education" at the Minneapolis Urban League's college fair and the conference on immigrant and refugee education, "African Refugee Students and Educational Achievement" are examples of this concern and involvement.

Community education efforts provide an opportunity for staff to share its knowledge regarding specific issues. Two forums on the "Current Political and Public Policy Relevance of the Writings of James Baldwin and the forum that examined "The Black Quest for the American Presidency: A Comparison of the Chisholm and Obama Campaigns" are examples of these efforts. Each of these events was held at Metropolitan State University. And at Mankato State University, Council Staff has consistently, for several years, provided presentations at the Pan African Student Leadership Conference.

The Geographic Scope of Council's Educational Activity

State-wide Educational Involvement

State-wide educational activities are a significant part of the Council's role. For the past several years the topic of the Governor's Commission for the State-wide Celebration of the Dr. Martin Luther King Jr. Holiday has had "education" as its focus.

The Council's Board of Directors played a very active role in addressing the issues of racial discrimination, racial profiling and racial equity on the campus of Saint Cloud State University and surrounding community. Members of the Council's committee traveled to Saint Cloud and met on several occasions with University President, Dr. Earl H. Potter to address this issue. Meetings have also been held with Minnesota State Colleges and Universities Chancellor, James H. McCormack and his staff to discuss racial conditions experienced by African and African American staff and students.

Local School District and University of Minnesota Involvement

Educational Issues, particularly those dealing with academic achievement, cultural competence, and racial/ethnic composition and abilities of the workforce have been addressed primarily at the local school district level of Minneapolis and Saint Paul and with the University of Minnesota.

In Minneapolis, the Council worked with a number of concerned community organizations and individuals, especially the group - African American Mobilization for Education. The goal of these entities was to develop and implement an "Educational Covenant" (a partnership) with the Minneapolis School Board as a means for addressing and reducing educational disparities. The use of the Community Benefits Agreement Model was promoted in this effort.

Once the new superintendent of Saint Paul Public Schools was hired, a process in which Council staff was involved as a community representative, the African American Leadership Council of Saint Paul (AALC) made arrangements to hold a retreat on educational issues impacting the Black community. Prior to the retreat members of the AALC held a series of community forums designed to identify the most critical educational issues facing Black residents of Saint Paul. These efforts led to a planning process and the creation of the "Transition Initiative" as a means for addressing identified issues. The use of the Community Benefit Agreement Model was part of the AALC's education reform proposal to Meria Castarphen, the new superintendent.

The Council's involvement with the University of Minnesota has been as varied as it has been extensive. For example:

As part of the Northside Partnership effort in Minneapolis

involving the Northside Residents Redevelopment Council, Hennepin County and the University, Council staff facilitated a series of community meetings to educate community-based organizations regarding the use of the Community Benefits Agreement Model. These meetings were held at the McKnight Foundation headquarters. Other meetings were held to explore the prospects of creating a Community-based Institutional Review Board (to provide research oversight and guidance on behalf of the community) and promoting the use of Community-based Participatory Research.

The Northside Partnership Project also involved the development of a mental health facility in the community. Community residents were fearful and concerned regarding the nature of the research that would be conducted at this facility. This led to several community meetings and protests. Subsequently, two meetings were hosted by the Council's Board of Directors. The first was held to get the perspective of the community and its representatives. The second was held to get the perspective of the university and its staff. The goal of these encounters was to get a comprehensive and accurate picture of what was being proposed for the North Minneapolis community.

As a result of participating on the Med 2010 Initiative of the U of M Medical School, which focused on cultural competence, Council staff recommended that the use of cultural resources of the university be maximized. Greater use of teaching units, such as the African and African American Studies Department was encouraged. This would go a long way toward reducing the impact of problem solving through the silo approach, where the Medical School attempts to address and resolve these issues on its own. It was also suggested that the school's cultural competence curriculum be restructured to expose aspiring medical professionals to this subject at an earlier point in their educational process; preferably at the undergraduate level.

At a conference sponsored by the College of Education and Human Development which focused on Educational Research and Practice, Council staff made a presentation on the status of educational research and practices and the issue of racial disparities.

The Council, on several occasions, has been called upon by various university entities to provide its perceptions on selected policy issues and their impact on communities of color. For example, former State Senator Steve Kelly, now associated with the Hubert H. Humphrey Institute, invited staff to examine and discuss considered options in

the control of cable television – from local control to state level control.

The Minnesota Department of Education

Council staff participated as a member of the Dropout Prevention, Retention and Graduation Initiative. Its recommendations are currently being reviewed by Commissioner Alice Seagren. As part of this role, staff reviewed the 2007 Report to the Legislature submitted by the Department of Education. This report delineated the status of disciplinary action taken against students by Minnesota School Districts . In making this report, conditions associated with racial disparities and disproportionalities were marginalized and minimized.

The Council's Legislative Involvement

School District Integration Revenue Initiative

Rather than improving, educational outcomes for students of African heritage have worsened over the past decade. Racial attitudes and behaviors have hardened and these conditions are reflected in both state and local current public policies. For example, the high school attendance areas for the municipalities of Osseo and Bloomington have become more segregated as a result of the actions of community adults, parents and members of school boards. As a result, African and African American students continue to experience both a substantial achievement and "opportunities gap," and discrimination. This condition points out the need to consider community adults and parents as target populations for this initiative. It has become clear that the populations to which state funding has been directed (which are the students) needs to be expanded to include adult populations of European Descent. In most instances, students have yet to develop racial bias or practice racial discrimination. It seems as if it has been the adults, parents and school board members that have contributed most to the maintenance and perpetuation of segregation values. These actions have had the impact of furthering racial segregation and discrimination in public educational facilities. This is one of the most critical educational issues to face the State of Minnesota and Council and it has not really been addressed.

The Council provided testimony before the School District Integration Revenue Initiative subcommittee hearings that were chaired by Representative Willie Dominguez. And for the second time, assistance was offered to both the legislature and Department of Education to work toward the development an effective program. Very little happened at either level.

This is a complex issue. And, it might benefit the reader to have a historical perspective and know that in 1997, the "School District Integration Revenue Initiative" was implemented throughout the state to address a plethora of issues associated with multiculturalism, integration, academic performance and cultural competency. During 2005, nearly \$79 million dollars was allocated by the Department of Education to 80 school districts throughout the state, we thought, to promote and affect integration, cultural diversity and cultural competency. Instead, the allocations distributed by this program appear to have been used by school districts to supplant lost revenue from other sources. This program has been funded at a similar annual level for the past eleven years and was evaluated in 2005 by the Office of the Legislative Auditor and found wanting.

The Office of the Legislative Auditor determined that: (A) From a legislative perspective, "The purpose of the Integration Revenue program is not clear. (B) Neither the state nor school districts have adequately assessed the results of the Integration Revenue program." In fact, the vast majority of funded "programs have yet to develop and implement program evaluation processes." (C) "The Minnesota Department of Education has not provided consistent or required oversight of the program..."

It should be noted that three state-wide School District Integration Revenue Initiative conferences have been sponsored by the Minnesota Department of Education since the audit. And, none of the major issues raised in the auditors report. to our knowledge, have ever been addressed at any of the conferences or by either the Legislature or Department of Education.

As indicated previously, the Council communicated with the Office of the Legislative Auditor and offered its assistance to Department of Education Commissioner Alice Seagram in an effort to resolve these issues and others cited in the auditor's report. The Council was informed by the Commissioner's office that the Council would be invited to participate on a committee to review the School District Integration Revenue Initiative program once the committee has been established. Unfortunately, this never happened.

When addressing policy areas that would have a direct impact on the Councils of Color and the American Indian Affairs Council and their constituents, it is important that greater use of these agencies as administrative and legislative policy making resources should be made a high priority of the Minnesota Legislature and Administrative Departments..

And, it is critical that an evaluation process be implemented for each funded program. It is also imperative that this be a two tiered information system that is continuum-based that monitors and measures the extent to which

both state and program objectives have been realized along the educational continuum.

The Achievement Gap

The Council has had considerable concern and involvement with this issue. Testimony was provided by staff to the Senate Achievement Gap Subcommittee chaired by Senator Patricia Torres-Ray. Rather than delineating specific educational conditions experienced by students of African descent and reciting interesting statistics, the Council focused on solutions; tools and strategies that could be used to resolve this issue. In line with its goals for the current biennium, the Council promoted the use of the Community Benefits Agreement Model. This model has the potential to reduce the impact of a silo-based education, health and human service delivery systems, and provide clarity regarding the appropriate roles of major community stakeholders. This process also promotes the means for assessing the extent to which stakeholder identified outcomes have been realized and by promoting accountability.

The Council continues to suggest that the state consider using the Community Benefits Agreement Model to deal with substantive issues. For the most part, however, the Council was more intensely engaged with academic performance and achievement gap issues at the local school district level; particularly in Minneapolis and Saint Paul. All of these actions were collaborative in nature.

Council's Involvement in Collaborative Efforts in Education

As indicated in the "Collaboration and Cooperation" and other sections of this report, concerted and systematic joint actions are among the principal methods used by the Council to achieve its statutory and community identified charges.

Central to this issue is the promotion and use of the Community Benefits Agreement process. As part of the Council's strategic approach, this process will allow the Council, governmental and non-governmental systems to more effectively to address its substantive priorities during the next Biennium.

Council's Criminal & Juvenile Justice Activities

The Council on Black Minnesotans has taken a very active role in addressing criminal and juvenile justice issues. First, it has assembled a subcommittee on racial profiling and racial discrimination which shaped the nature and

substance of council operations in this area. As a result, a combined Board and community forum meeting was held at Saint Cloud State University to get input on these issues from students, faculty and community members. The Council's focus was on both on-campus and off-campus concerns. Based on the testimony of participants, subcommittee members submitted questions to, and requested responses from University President, Earl H. Potter, Police Chief Dennis Ballatine and to Baba Odukale, principal staff for the city's Human Rights Council. Subsequent meetings in Saint Cloud and elsewhere were also held. For example, President Potter held a "Hate Crimes on Campus" forum to specify how the university had begun to address some of the student raised issues. In short, the university has generated new energies toward the resolution of racial equity and discrimination issues.

Numerous community events have been held that had "justice" as a focus. One of the largest events was the conference entitled "Connecting Youth to Success: Doing Juveniles Justice in Minnesota. A forum and community discussion was also held to examine a report issued by the Children's Defense Fund entitled " America's Cradle to Grave Pipeline".

The issue of racial profiling and criminal justice has been addressed by the Council and other community-based organizations. For instance, the African American Leadership Council of St. Paul sponsored a community forum on Black Youth and Gang Activity and a community meeting on racial profiling was held to get responses from St. Paul's Police Chief John Harrington.

The Council was also active at the State Legislature on these issues. The planning and implementation of "Second Chance Day on The Hill" was a major production which focused on demonstrating the need for the enactment of transitional service legislation for former felons. Other criminal justice issues examined include the restoration of voting rights issues and the expungement process.

As part of its research efforts, a Community Listening Forum on Criminal and Juvenile Justice issues was sponsored by the Council And, the following eight issue categories were identified, ranked and prioritized by forum participants as having a significant impact in Black communities in Minnesota.

- Transitional services needed for former felons (21.5%).
- Criminal conditions in the neighborhoods (15.7%)
- The provision of alternative services and strategies for juveniles (14.7%)
- Inequitable treatment – Unequal justice (12.7%).
- The need to examine/consider social and economic determinants (11.7%)
- Unrestrained institutional behavior/racial profiling and the lack of accountability (8.8%)

- Funding issues -Lack of resources (7.8%)
- Legal representation and structural issues (6.8%)

Issue identification occurred after a panel presentation was made by three area Police Chiefs: John Laux of Bloomington, Timothy Dolan of Minneapolis and John Harrington of St. Paul. These panelists provided their perceptions of criminal and juvenile justice issues. Three to four additional forums will be sponsored within the next six months with the goal of providing the basis for the Council's list of priority issue areas for the next biennium and future years.

Council's Health Disparities and Health Issues Activities

Health disparities and health conditions are among the most important issues facing Black Minnesotans. As a result, the Council has been heavily involved in this area. A representative of the Council on Black Minnesotans sits on the Office of Minority and Multicultural Health Advisory Board, as part of this body's authorizing legislation. The Council is also represented on this agency's Legislative and Policy Committee and has had extensive involvement in its Eliminating Health Disparities Initiative. The goal of this activity is to close the gap in the health status of African Americans/Africans, American Indians, Asian Americans, and Hispanic/Latinos in Minnesota compared with whites in the following priority health areas: breast and cervical cancer, cardiovascular disease, diabetes, HIV/AIDS and sexually transmitted infections, healthy youth development, and violence and unintentional injuries, and by 2010, decrease by 50 percent the disparities in infant mortality rates and adult and child immunization." The Council is a collaborative partner in this effort.

There has been considerable discussion surrounding the issue of "universal health care". The principal concern that the Council has relative to this policy issue is the extent to which this effort, regardless of the form that it takes, will address and reduce current health disparities and promote equitable, accountable and effective health care for all Minnesotans.

One of the major barriers to securing equitable and effective health service delivery for members of the Council's African constituency is the availability and quality of health translation services. In an attempt to address this issue, the Council participated with the Interpreter Services Workgroup which made a series of recommendations to the Minnesota Department of Health for its consideration.

Another major health activity of the Council involves the Minnesotan African, African American Tobacco Education Network (MAATEN). The Council is the fiscal agent for this entity. Initial funding for this effort came from Clearway

Minnesota and its predecessor, the Minnesota Partnership for Action Against Tobacco (MPAAT). It is currently being funded by Blue Cross and Blue Shield.

This activity has been central to the council's involvement in health issues through its participation and sponsorship of the Minnesota African American Tobacco Education Network. This program has as its goal, smoking prevention and cessation within the Black community of Minnesota. Tobacco usage is a principal cause of many of the chronic health conditions experience by African Americans: heart disease, cancer, lung disease and others. And, African American youth have been the target of much of the advertisements produced by the tobacco industry. The Council on Black Minnesotans was the fiscal and supervising agent for this program.

The Minnesota African, African American Tobacco Education Network works to achieve a healthier, smoke-free community by engaging adults in developing and implementing evidence-based tobacco control interventions. It also develops partnerships and mobilizes targeted communities throughout the state. Conducting educational programs and conducting research around tobacco use and attitudes are among MAAATEN's areas of emphasis.

Participation in a multitude of health events took place during this reporting period by Council representatives. Activities range from community health resource fairs, a conference on "Mobilizing Communities of Color to Promote Health", to a Public Health Society event which focused on the politics of disparities and was entitled "Science versus Ideology". The presenter at this event was Dr. Michael Trujillo, former Director, Indian Health Service, U.S. Department of Health and Human Services. He clearly delineated the questionable role the Federal Government played in controlling the publishing of research results on health disparities. Staff also attended the University of Minnesota's Summer Institute on Health Disparities.

Participation also took the form of being a member of a "Chemical Health Proposal Review Team" for the MN Department of Health and Human Services. And, staff participated as a member of a "senior" focused health effort, the MN Department of Human Services "Transform 2010 Project." This was a partnership with the MN Department of Health, MN Board on Aging and other state agencies.

Current research efforts associated health disparities has numerous flaws and limitations. The greatest flaw concerns the collection of data and was highlighted at a symposium sponsored by Health Partners. The conference revisited the issue of "disparities and research" and concluded that a restructured data collection process was necessary. To this end, the Robert Wood Johnson Foundation is supporting a project that had as one of its components the development of a categorical, uniform and systematic construct for the collection and reporting of ethnic and racial data; one which

allows, for example, for the differentiation between populations and their experiences – particularly between African and African Americans.

The next flaw is associated with the issue of “best practices”

Council’s Familes and Children Issues Activities

A momentous event occurred during this reporting period. An Agreement of Collaboration and Cooperation was entered into by the “Councils of Color” the Ombudspersons for Families and Children, and the State Legislature. The purpose of this agreement was to formalize and systematically increase mutual support among the principals and to encourage their use as resources by policy makers and incorporate them into decision making processes that impact their constituents.

The issues of child protection, out of home placement, adoptions and associated policies; including the Minnesota Family Investment Program (MFIP), welfare reform and children’s mental health issues continue to be among the main concerns of the council.

While there appears to have been a decrease in the overall level of out of home placements, the issue of racial/ethnic disparities continues to be a problem. Regardless of existing levels of disparities, however, there continues to be a problem with the level of cultural competence possessed and conveyed by foster parents to their wards of color. The absence of this characteristic has a tendency to impact the self-image and mental health of those in placement. It must ne emphasized that the extent to which students of color and American Indian students in placement have high truancy rates, drop out of school and fail to graduate are indicators of institutional neglect.

Community concern and commitment to addressing the out of home placement issue continues to be high. Economic and social determinants and their relationship to this issue are being acknowledged. For example, a forum was held on this issue at the State Office Building. It was entitled “A Minnesota Without Poverty: The State’s Role in Foster Care and Protective Services”.

Council’s Involvement in Other Issues & Activities

The council has continued its involvement with the Legislative Commission to End Poverty by 2020. This activity has reached the recommendation phase. However, after a brief review of a draft of developed recommendations, it becomes apparent that the content and focus of these recommendations is a clear reflection of the interest and program activities of those organizations

and agencies that made the recommendations. Multiple silos were obvious and little attention was paid to the complex interrelationship of issues, in aggregate, that cause and effect poverty. The interest of those persons with the least access to opportunity and having the greatest need seem to have been, pretty much, left out of the solution equation.

Council's involvement in the issue area of Poverty includes being a presenter at the Northwest Area Foundation's Anti-Poverty Conference. A major community education effort of the Council has focused on promoting the use of the Community Benefits Agreement process in a wide range of settings. Staff collaborated with the Alliance for Metropolitan stability to make a presentation on the Community Benefits Agreement Model.

Council has had staff representation on the Data and Information Systems Work Group and the Diversity Action Committee of the Governor's Workforce Development Council (GWDC). The recommendations of this committee are contained the GWDC's report recently published by the Minnesota Department of Employment and Economic Development (DEED).

- .
- .

Goals of the Council for the 2007 – 2008 Biennium

The magnitude of the social, political and economic problems experienced by Black Minnesotans have changed very little over the past decade. And, the Council continues to be faced with the ominous presence of racial and ethnic disparities; conditions caused, to a great extent, by individual and institutional racism. In fact, present housing and economic conditions have further exacerbated conditions for this population by perpetuating and increasing competition for resources.

The Council does not envision substantial change in future plans and goals. In fact, little change in the priority areas and goals of the Council will occur. However, a stronger and more systematic commitment to effectively addressing and resolving the social, political and economic conditions experience by Black Minnesotans will be promoted. Underlying these objectives is the task of providing greater assistance to policy makers and holding them accountable.

The eventual ordering of the council's priorities will be a function of the community issue identification process initiated during the latter stages of the 2007 and 2008 biennium. Since July, three community listening forums have been held. The results of the first forum were contained in the Criminal Justice section of this report.

For the next biennium, the Council will focus on the issues of accountability and equity. The council's statutory charge to **"recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are necessary to eliminate underutilization of Blacks in the state's work force"** and **policy making arenas** will be pursued in earnest.

To accomplish this task, the council will conduct a systematic inventory to determine the ethnic and racial composition of state committees, councils, boards, commissions and initiatives. This includes an assessment of selected departmental working committees (e.g. groups from corrections, health, education, public safety, health and human services, and employment and economic development) that have the potential for impacting existing racial disparities. The dynamics and functions of these bodies will also be delineated in an effort to promote choice and volunteerism. The ultimate goal is to increase the knowledge level of populations of color and American Indians and promote civic engagement opportunities for these populations.

The council proposed to conduct a resource survey to discern the extent to which selected state governmental departments (e.g. corrections, health, education, public safety, health and human services, and employment and economic development) apply for federal funding and the outcomes for this process. The council will also have the task of establishing a proposal review schedule and work plan.

The above effort is mandated by the statutory charge associated with reviewing grant applications. **"All applications by a state department or agency for the receipt of federal funds which will have their primary effect on Black Minnesotans shall be submitted to the council for review and recommendation at least 30 days before submission to a federal agency."**

A committee of the Board has determined that a Commission on African American Youth should be established. The goals of this effort include a resource survey to determine the level and quality of programs that are offered to these constituents; which have had to experience systematic disinvestment in opportunities over the past decade. One of the major functions of such a body will be to promote civic engagement and increased knowledge levels regarding issues impacting Black Youth. In terms of intergroup relations, this committee will continue to support the efforts of the "Pan African Summit."

The Council will continue its focus on civic engagement activities. It will continue to make efforts to increase opportunities for individuals and groups to become more engaged in the political and policy-making processes; become more knowledgeable of candidates and processes, hold decision-makers more accountable, and be more involved in addressing public policy issues that affect them. The council will continue to host the Black Complete Count for the 2010 U.S. Census and will collaboratively participate as a member of the 2010 Census Roundtable.

Council will continue its efforts with the Ombudsman for Corrections Working Group. This is a legislatively mandated working group that works with the Commissioner of the Department of Human Rights. The goal of this effort is to reinstitute the office and functions of the Ombudsman for Corrections. A preliminary report was submitted to the legislatures in January 2008.

And, the Council will continue to explore methods to promote economic development within the Black Community. Special emphasis will be placed on assessing and monitoring the racial equity impact of the Department of Housing and Urban Development's Neighborhood Stabilization Program and other efforts.

In terms of promoting change in the area of research, the council will continue its efforts to assess the effectiveness of current methodologies that are associated with the issues of racial disproportionalities and disparities. Such efforts will include representatives from the following departments; Education, Health, Public Safety, Corrections (including the Juvenile Justice Alternative Initiative

Each of the above mentioned items will be addressed by the Council on Black Minnesotans during the next biennium.

APPENDIX 1

MINNESOTA STATUTES SECTION 3.9225

Subdivision 1. Creation. A state Council on Black Minnesotans consists of 13 members appointed by the governor. The members of the council must be broadly representative of the Black community of the state and include at least five males and at least five females. One member of the council must be a person whose ethnic heritage is from West Africa, and one member of the council must be a person whose ethnic heritage is from East Africa. Membership terms, compensation, removal of members, and filling of vacancies for non-legislative members are as provided in section 15.0575. Because the council performs functions that are not purely advisory, the council is not subject to the expiration date in section 15.059. Two members of the house of representatives appointed by the speaker and two members of the senate appointed by the Subcommittee on Committees of the Committee on Rules and Administration shall serve as nonvoting members of the council. The council shall annually elect from its membership a chair and other officers it deems necessary.

Subd.2. Definitions.

For the purpose of this section:

- (1) "Black" describes persons who consider themselves as having origin in any of the Black racial groups of Africa;
- (2) "East Africa" means the eastern region of the continent of Africa, comprising areas occupied by the countries of Burundi, Kenya, Rwanda, Tanzania, Uganda, and Somalia; and
- (3) "West Africa" means the western region of the continent of Africa comprising areas occupied by the countries of Mauritania, Senegal, The Gambia, Guinea-Bissau, Guinea, Sierra Leone, Liberia, Cote d'Ivoire, Ghana, Togo, Benin, Nigeria, Burkina Faso, and those parts of Mali and Niger south of the Sahara.

Subd. 3. Duties. The council shall:

- (a) advise the governor and the legislature on the nature of the issues confronting Black people in this state;
- (b) advise the governor and the legislature on statutes or rules necessary to ensure that Black people have access to benefits and services provided to people in this state;
- (c) recommend to the governor and the legislature any revisions in the state's affirmative action program and other steps that are

necessary to eliminate underutilization of Blacks in the state's work force;

- (d) recommend to the governor and the legislature legislation to improve the economic and social condition of Black people in this state;
- (e) serve as a conduit to state government for organizations of Black people in the state;
- (f) serve as a referral agency to assist Black people to secure access to state agencies and programs;
- (g) serve as a liaison with the federal government, local government units, and private organizations on matters relating to the Black people of this state;
- (h) perform or contract for the performance of studies designed to suggest solutions to problems of Black people in the areas of education, employment, human rights, health, housing, social welfare, and other related areas;
- (i) implement programs designed to solve problems of Black people when authorized by other statute, rule, or order;
- (j) review data provided by the commissioner of human services under section 260C.215, subdivision 5, and present recommendations on the out-of-home placement of Black children. Recommendations must be presented to the commissioner and the legislature by February 1, 1990; November 1, 1990; and November 1 of each year thereafter; and
- (k) publicize the accomplishments of Black people and their contributions to this state.

Subd. 4. Review of grant applications. All applications by a state department or agency for the receipt of federal funds which will have their primary effect on Black Minnesotans shall be submitted to the council for review and recommendation at least 30 days before submission to a federal agency.

Subd. 5. Powers. The council may contract in its own name, but no money shall be accepted or received as a loan nor indebtedness incurred except as otherwise provided by law. Contracts shall be approved by a majority of the members of the council and executed by the chair and the executive director. The council may apply for, receive, and expend in its own name grants and gifts of money consistent with the power and duties specified in subdivisions 1 to 7.

The council shall appoint an executive director who is experienced in administrative activities and familiar with the problems and needs of Black people. The council may delegate to the executive director powers and duties under subdivisions 1 to 7 which do not require council approval. The executive director serves in the unclassified service and may be removed at any time by the council. The executive director shall recommend to the council, and the council may appoint the appropriate staff necessary to carry out its duties. Staff members serve in the unclassified service. The commissioner of administration shall provide the council with necessary administrative services.

Subd. 6. State agency assistance. Other state agencies shall supply the council upon request with advisory staff services on matters relating to the jurisdiction of the council. The council shall cooperate and coordinate its activities with other state agencies to the highest possible degree.

Subd. 7. Report. The council shall prepare and distribute a report to the governor and legislature by November 15 of each even-numbered year. The report shall summarize the activities of the council since its last report, list receipts and expenditures, identify the major problems and issues confronting Black people, and list the specific objectives which the council seeks to attain during the next biennium.

APPENDIX 2

COUNCIL ON BLACK MINNESOTANS' EXPENDITURES FOR FY 2007-2008

REVENUE

GENERAL FUND	\$614,293
MLK GIFT FUND	18,202
BLUE CROSS AND BLUES SHIELD GRANT	92,060
TOTAL REVENUE	\$724,555

EXPENDITURES

General Fund

Salaries & Benefits	\$420,405
Other Benefits	13,171
Rent, Maintenance, Utilities	50,385
Printing/Advertising	9,706
Computer and Systems Service	2,410
Communications	13,905
Travel & Substance - In-State	5,808
Supplies	28,382
Equipment	6,395
Employee Development	6,754
Other Operating Costs	16,797
	\$574,118

DR. MARTIN LUTHER KING, JR. CELEBRATION

Rent, Maintenance, Utilities	\$2,667
Printing/Advertising	7,820
Professional/Technical Services	8,400
Communications	1,026
Travel & Substance - In-state	98
Supplies	4,001
Equipment	2,861
Other Operating Costs	9,905
Statewide Agency Reimbursement	-60
	\$36,718

MLK GIFT ACCOUNTS

Space Rental, Maintenance, Utilities	\$420
Professional & Technical Services	10,900
Equipment	4,372
Other Operating Costs	1,436
Walmart Poetry Account	1,075
	\$18,202

BLUE CROSS AND BLUE SHIELD GRANT

Salaries and benefits	\$79,967
Rent, Maintenance, Utilities	820
Printing/Advertising	750
Communications	694
Travel & Substance – Out-State	431
Supplies	4,439
Equipment	40
Employee Development	955
Other Operating Costs	3,964
	\$92,060

TOTAL EXPENDITURES FOR FY 2007 & 2008 \$721,098

Note: The receipts and expenditure data for the 2007-2008 Biennium in Appendices 2 are based on unaudited figures received from the Office of Fiscal Services of the Department of Administration, which provides administrative services to the Council as provided under Minn. Stats. Section 3.9225, subd. 5.

