

Cultural and Ethnic Communities Leadership Council

MINUTES

DECEMBER 11, 2015

11:30 A.M. – 2:00 P.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Dawn Duffy
ATTENDEES	Anne Barry, Titilayo Bediako, Michael Birchard, Patricia Brady, Mitchell Davis Jr., Tenzin Dolkar, LaRone Greer, Dave Haley, Kamaludin Hassan, Pa H. Lor, Vayong Moua, Maria Sarabia, Saciido Shaie, Nyagatare Valens, Pahoua Yang
NOT IN ATTENDANCE	Annastacia Belladonna, Sen. Michelle Benson, Rep. Matt Dean, Jill Kehaulani Esch, Muriel Gubasta, Sen. Jeff Hayden, Sia Her, Ann Hill, Rev. Janet Johnson, Rep. Tina Liebling, Rep. Diane Loeffler, Sen. Tony Lourey, Rep. Tara Mack, Chelsea Magadance, Anna Mazig, Edward McDonald, Rep. Rena Moran, Rep. Joe Mullery, Susie Nanney, Bauz Nengchu, Sen. Julie Rosen, Sen. Kathy Sheran
DHS STAFF	Brian Ambuel, , Katie Bauer, Jay Colond, Dawn Duffy, Huda Farah, Vicki Kunerth, Antonia Wilcoxon
SPECIAL GUEST PRESENTERS:	Stephania "Cookie" Walker Anderson, Anyamele Nkechi Jane Frances, Amanda Pedersen, Carrie Vogelsang, Ming Yi
PUBLIC:	Hirsi Abdiaziz, Yende Anderson, Jose Gonzalez

Agenda topics

5 MINUTES

WELCOME

VAYONG MOUA

DISCUSSION		
	Vayong Moua welcomed the group and made introductions.	
	It was confirmed that a quorum was reached.	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

REVIEW AND APPROVE MINUTES FROM NOVEMBER'S MEETING

VAYONG MOUA

DISCUSSION		
MOTION TO APPROVE:	Mitchell Davis, Jr.	
MOTION 2ND:	Patricia Brady	

1 MINUTE

APPROVE PROPOSED AGENDA FOR DECEMBER'S MEETING

VAYONG MOUA

DISCUSSION	
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MOTION TO APPROVE:	Maria Sarabia
MOTION 2ND:	Michael Birchard

15 MINUTES

OPENING STATEMENTS

VAYONG MOUA

DISCUSSION		
<p>In a recent Minnesota Public Radio story he heard, a Vikings fan was confronted by another fan at the game, harassed and derogatorily called a “refuge.” The heated interaction almost became physical. The man went to Security but the offending fan was not removed from the game. What most bothered the man was that no one else in the stands around them said anything to defend him. According to the story, the Vikings front office did not know about this event until today. The organization’s COO has since met with man and given an official statement condemning this behavior and their organization’s stand against harassment.</p> <p>Vayong said that both the use of a word and its connotation are important. We are not off the hook for racism and xenophobia even if we avoid using explicit racial slurs and derogatory words..</p> <p>Vayong also shared that, in its first four years, bamboo doesn’t grow above ground. Instead, its massive root system grows underground. Then, in its fifth year, the plant shoots 80 feet tall above the ground. This is a metaphor for the CECLC. We need to make sure we are growing strong, deep roots right now. As example, a hallmark of this council’s work is the DHS Equity Policy, which is an organic, living, breathing document that determines priorities, acts as an accountability tool and gives us leverage for the future.</p> <p>Civil Rights of City of Minneapolis contacted Vayong for a meeting about the DHS Equity Policy. We can leverage this policy to other areas like this.</p> <p>Vayong met with and shared the Equity Policy with DHS senior management last week. He did not face any resistance, only questions about what will be the biggest change to implement this. He sees this policy as a priority issue at DHS.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

U OF M SCHOOL OF PUBLIC HEALTH INTERN PRESENTATION

MING YI

DISCUSSION		
<p>DHS graduate student interns from the University of Minnesota / School of Public Health, Public Health Administration and Policy Division were given the task to research and report back on an issue addressing disparities that affect the populations served by an administration or division at DHS.</p> <p>Due to her class schedule, one of the interns presented her work early in today's schedule:</p> <ul style="list-style-type: none"> Ming Yi – Children and Family Services - <i>Why is the participation rate to Supplemental Nutrition Assistant Program (SNAP) for certain populations low?</i> 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

DHS EQUITY POLICY UPDATE

ASSISTANT COMMISSIONERS ANNE BARRY AND NATHAN MORACCO

DISCUSSION	
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Looking back to look ahead, we thank the former members for what they brought to the council. As example, the DHS Equity Policy wouldn't have happened without their work. Certificates of thanks were presented to former council members.

DHS has a new commissioner starting next week Monday. Emily Johnson Piper is an attorney from Governor Dayton's office/legal counsel. We expect that she will be supportive of our work and, as soon as possible, we will invite her to a CECLC meeting.

The DHS Equity Policy is historic. It will drive what is in all other DHS policies (which is what is used to drive change). Working with the DHS Senior Management Team may come across as procedural, but these meetings are the pathway to enacting change. The policy got their attention, got them excited and defined what needed to get done. This was completed in two 2 years, which may seem like a long time, but this is transformational. Structural change is needed for structural change. As a personal example, intern Ming Yi's comment about a higher floor amount rather any having more people included in the program is a good idea for DHS to hear.

Vayong thanked the two assistant commissioners for their leadership and for putting both their professional and personal reputations on the line. He also encouraged them to lobby the new commissioner to be supportive of it.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

15 MINUTES

BUSH FOUNDATION AND OTHER UPDATES

ANTONIA WILCOXON

DISCUSSION		
<p>The Bush Foundation grant funded training to DHS employees and community members on how to conduct inclusive meetings. There was a three-day Art of Hosting event and a two-day Technology of Participation class. The next step is to schedule meetings with the participants and their assistant commissioners and chief administrative officers so we can start asking leaders about what populations they would like to learn more (so the participants can put their new skills into practice). This will take place between now and Spring 2016. We will start with monthly meetings for this project and Antonia will provide updates to council.</p> <p>A pre-survey is in the works that will gather information on how DHS considers itself and how cultural and ethnic communities experience DHS.</p> <p>The Minnesota Board of Social Work has completed a process that "grandfathers" in approximately 1,000 licensed social workers and clinicians of color to help them retain their licenses and continue to serve their communities. This only removes the step of taking a test. They still must have supervision hours and all other requirements. Antonia will continue to update the council on this work, as well as try to bring people involved with this project to the council.</p> <p>Last month, the 2016 calendar was presented and discussions indicated that council members would prefer to have monthly instead of bi-monthly meetings. Please contact Antonia with any additional feedback.</p> <p>Dr. Samuel Myers of the UofM's Humphrey School of Public Affairs will conduct the second health and human services policy leadership workshop the week of March 14-18. The March 18 CECLC meeting which also falls on the last day of the workshop will be when the final oral presentations of the policy briefs and graduation. This meeting will take place at DHS/540 Cedar Street/Elmer L Andersen Human Services Building with a larger audience to include council members, and DHS employees/leaders.</p> <p>There is a Dec. 16 breakfast meeting with Dr. Samuel Myers to review feedback of the January 2015 workshop and ideas for the spring workshop.</p> <p>Nyagatare Valens, Michael Birchard, Titilayo Bediako. LaRone Greer indicated that they would be interested in future trainings.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

55 MINUTES

U OF M SCHOOL OF PUBLIC HEALTH INTERN PRESENTATIONS

ANTONIA WILCOXON, WITH STEPHANIA "COOKIE" WALKER ANDERSON, AMANDA PEDERSEN, ANYAMELE NKECHI JANE FRANCES AND CARRIE VOGELSANG

DISCUSSION		

The four other summer interns shared their research, ideas and recommendations for DHS systems change:

- Stephania "Cookie" Walker Anderson – Children and Family Services – *Making Equity a Priority as Both a Goal and a Process*
- Amanda Pedersen – Disability Services – *Gaps in Disability Services in Minnesota*
- Anyamele Nkechi Jane Frances – Children and Family Services – *Disparities in the Child Maltreatment Program*
- Carrie Vogelsang – Older Adults Services – *Lessons Learned, Promising Practices, and Opportunities for Increased Community Engagement and Cultural Competency*

Antonia Wilcoxon's hope is to bring these ideas to DHS senior leadership. If the works have discovered and recommended areas that are deeper than what DHS currently has on its radar, the council may want to endorse them. She noted that the interns may not be available to return and make presentations at DHS, but she will make an effort to do this..

LaRone Greer recommends inviting the researched business areas to our council meetings.

Michael Birchard included this idea as a calendar topic recommendation.

Titilayo Bediako wants all five intern recommendations discussed further with the council and DHS, as well as discuss strategies and accountability measures.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

10 MINUTES

COMMUNITY ANNOUNCEMENTS

COUNCIL MEMBERS

DISCUSSION		
<p>Saciido Shaie announced that there is a Jan. 9 kick-off event and she will provide information.</p> <p>Maria Sarabia missed some meetings this year because she is in an Emerging Leaders Institute program, which runs through March 2016. She has been using CECLC information at her trainings.</p> <p>Pahoua Yang won't be at the January 2016 meeting because she and her husband are adopting four children.</p> <p>Katie Bauer of DHS took photographs of council members and interns, which will be used in the CECLC legislative report.</p> <p>Vayong Moua thanked Pahoua Yang and the Wilder Foundation for hosting the council this past year. He also acknowledged Antonia Wilcoxon for her work and leadership.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

1 MINUTE

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VAYONG MOUA

DISCUSSION		
<p>The meeting closed at 2:00 p.m.</p>		
MOTION TO APPROVE:		
MOTION 2 ND :		