

**POTENTIAL CONTRIBUTION OF STATE COUNCILS by Hector Garcia sent to OLA
October 2013. CLAC Outcomes were added February 2014**

Thesis: Addressing Minnesota's Disparities is the main reason for the existence of the Councils.

IN ORDER FOR THE COUNCILS TO BE MORE EFFECTIVE:

- A) Helping reduce Minnesota's Disparities could be stated as the Councils' Goal in amended Statutes.

CLAC Outcomes: Bill recommended by CLAC to amend Statute and introduced by Rep. Slocum.

- B) Councils could be asked to provide comprehensive overview on Disparities and suggest approaches to their solution, including a series of roundtables with other stakeholders.

CLAC Outcomes: Improved communication with agencies, in whose area disparities take place, thanks to support from Governor Dayton and his staff and consequent collaboration from agencies heads and staff.

HOW MIGHT SUCH APPROACHES BE CARRIED OUT?

1. Councils could bring about the essential engagement of the communities, which is missing in the historical approaches to the Disparities they experience. By bringing about functional communication and collaboration between the communities they represent and the majority community, Councils would overcome the biggest obstacle to success in addressing the Disparities. Better communication leads to greater cooperation; enhanced cooperation would lead to solving this chronic and growing dilemma. Minnesota can learn from the precedents of World Bank and Finland as well as the writings of Nobel Prize economist Joseph Stiglitz, John McKnight at Northwestern University and others who have proposed solutions to analogous situations.

CLAC Outcomes: Recommendations to various agency Commissioners and legislators on the World Bank precedent and McKnight's writings that they use these to correct the Minnesota Disparities. Pilot projects in Rochester and St. Paul (Humboldt HS); narrow geographic and education focus was essential because of limited resources. See attached objectives for Humboldt HS, which will be similar for Rochester high schools. Rochester project focus is currently on creation of Preschool and Early Education Center similar to North Side Achievement Zone; delegation of 15 Rochester leaders to NAZ to study model; meeting to form Latino nonprofit organization ACHLA's Board, which includes Mayor Brede, Superintendent Munoz, Dr. Balls-Berry at Mayo Clinic, Latino community, foundations and other leaders. Several documents on Rochester project's progress and letters from Rochester elected officials have been submitted to OLA.

2. Councils need to be more closely and officially integrated to decision-making meetings; their advice would then reach law and decision-makers with regularity and consistency. Their lines of authority and communication would be more aligned with state government and considerably reduce internal authority and communication confusion.

CLAC Outcomes: Support for Disparities Group at MDHS led to formation of MDHS Disparities Council. Support for OMMH at MDH and meetings with Commissioner led to regular meetings MDH and Councils. CLAC's efforts helped bring about MDE and MDHR meetings with Councils. CLAC's recommendations led to the quarterly meetings that the minority Councils are holding with Asst. Commissioner Bauerly. Finally, Representative Mullery introduced bill to create a disparities council within MDE by recommendation from CLAC; we also got MDE Commissioner to endorse this recommendation and send it to Governor Dayton. CLAC unique participation in Metropolitan Business Plan (Entrepreneur Accelerator, Regional Allies and Greater MSP), MinneMinds and Regional Council of Mayors meetings as, usually, the only minority representative have led to progress in the majority recognizing the value of the minorities and immigrant voices. CLAC has supported bills and drafted recommended bills, which lead to impacting the disparities.

3. Councils are primarily bridges to improved communication and collaboration. The Councils' advice needs to be taken seriously and regularly by state government. Advice needs to push the envelope and provide a broader vision, which reflects the diverse perspectives of the communities Councils represent.

CLAC Outcomes: The testimony and articles by CLAC's ED have proposed new strategic approaches to reduce disparities, especially in education, based on the above World Bank paradigm shift, the writings of McKnight, our own research and the research contracted with HACER (documentation has been provided to OLA). CLAC is trying to innovate and carry out leadership actions of visioning, team building and strategy development; CLAC believes this is a time for such leadership and innovation more than management and measurement. If we are judged for not doing well what has repeatedly proved to fail in the past, our contribution to the solution will be missed. Having engaged partners such as MnSCU Chancellor Rosenstone, MDE Commissioner Cassellius, OHE Commissioner Pogemiller, Humphrey Inst. Rolnick, Growth & Justice Smith, Center for School Change Nathan, Parents United Cecconi, SPPS Superintendent Silva, and the other partners listed in documents sent to OLA and having been sent by them Commissioners and the Governor's Office letters recognizing the value of CLAC's projects and vision attests to the progress we are making.

4. Councils' Agenda could be evaluated by and discussed with executive branch. Councils should produce reports on each Agenda issue.

CLAC Outcomes: CLAC ED Garcia has met several times with Chief of Staff Tina Smith, Counsel Micah Hines, Education Policy Advisor Hue Nguyen and other staff at Governor Dayton's Office to discuss our Agenda; their support for our work has been expressed verbally and in writing. Written documents on these matters have been submitted to OLA. CLAC has produced Fact Sheets, Position Statements on Education and Economic Development mainly but also on other areas of Latino interest as well as the annual and biennial reports to the Legislature and Governor.

5. Councils should monitor the implementation of their recommendations, which should include specific research, legislation and action steps carried through agencies and social service providers.

CLAC Outcomes: In particular, CLAC's participation in the MinneMinds coalition, our support for the early education scholarship bill, which resulted in appropriation of \$46 million over 2 years, and the workshop done in partnership with MDE, ThinkSmall, and Centro is an example of a) being at the decision-making tables, improved collaboration, recommending legislation, ensuring that programs and funding reach those who need them. Other instances in which CLAC has carried out this monitoring were: CLAC built on Sen. Torres Ray's advice to DLI Commissioner on accidents and deaths experienced by Latino construction workers by convening meetings and facilitating collaboration by DLI, MnDOT, LEDC, Mexican Consulate, Senator's staff, which resulted in translation of documents into Spanish, agreement between Mexican and Minnesota governments, and other joint efforts. CLAC has been addressing the absence of contracts to Latino DBEs at MnDOT, Met Council and St. Paul Port Authority by convening meetings among stakeholders and proposing out-of-the-box ideas on how to correct this serious marginalization of Latino construction potential contribution.

6. Councils should connect and nurture different groups and individuals towards improved teamwork as well as to magnify their voices.

CLAC Outcomes: CLAC has repeatedly invited other Councils and agencies to collaborate in order to produce synergies. CAPM and CBM accepted invitation to join MinneMinds. CBM is considering joining the Rochester early education center project. Partnerships and collaboratives mentioned elsewhere in this document are also evidence of CLAC' progress.

7. Councils should have strategic alliances with university centers, which can study Disparities in depth through Councils' recommended focus.

CLAC Outcomes: CLAC has been working with University of Minnesota Extension and MnSCU to find solutions to disparities in various areas, mainly in education. CLAC contributed to the MnSCU Chancellor document "Charting the Future" in the areas of minority education and globalization. Chancellor Rosenstone, Vice Chancellors Dougherty and O'Brien expressed appreciation for the value of CLAC's contribution.

8. Councils should educate the public on the challenges, costs and benefits of a unified Minnesota community that, together, can address the Disparities. Councils must raise public awareness to opportunities and challenges, while showing a "light at the end of the tunnel."

CLAC Outcomes: CLAC has presented to the Government State committees comparative charts on the costs and benefits of not improving and improving the education disparity affecting Latino students. The above objective of showing "light at the end of the tunnel" and overcoming the negative and one-dimensional perception by many in the majority community and the media has been met in several ways: Videos and booklets on the historical contribution of Latinos to Minnesota were produced by CLAC with Humanities Center and Historical Society; documentaries on distinction achieved by Latino businesses, executives and artists were produced by CLAC with tpt and SPNN; these have been distributed to schools and communities in Minnesota. To change the negative "brand" of Latinos, CLAC convened meetings of high level Latino corporate executives and offered their help to Greater MSP; this led to the creation of the corporate/nonprofit executive group LEAD now facilitated by The Minneapolis Foundation. We have also engaged the

partnership of Jim Boyle at James Boyle & Associates a PR consulting firm and Richard Carlbom, who led the effort to reimage the LGBT community as Campaign Manager with Minnesotans United in order to pass the Marriage Equality Act; they are both doing work with CLAC on a pro bono basis for the Latino reimagining and Rochester projects. Tor Dahl & Associates is another high level consulting firm, which has worked with CLAC at very reduced fees in order to develop a way to reduce the achievement gap and increase the graduation rate of Latinos. Such commitment by individuals who could choose to be doing more lucrative work attests to the significance of CLAC's vision and projects.

9. Councils should hold roundtables for general discussion on various issues, at which action groups can be started to define solutions for evaluation by general assembly.

CLAC Outcomes: CLAC has held a 2013 Immigration Community Roundtable and is planning to hold St. Paul and Rochester Community Roundtables to help Violent Crime Coordinating Council, of which ED Garcia is a member, to address the gang and drug consumption increase in Minnesota. Action groups were formed and will be formed within these Roundtables.

10. Expressions of concern over Councils' performance should be in writing for specificity and validation. Responses must include written testimonies of contributions, reports and other tangible achievements.