



Irene Gomez-Bethke Papers.

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RUDY BOSCHWITZ  
MINNESOTA

*United States Senate*

WASHINGTON, D.C. 20510

January 9, 1981

Irene Gomez de Bethke  
127 City Hall  
Minneapolis, MN 55415

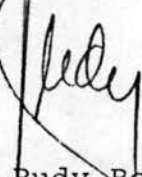
Dear Irene,

Please accept my sincere thanks for the wonderful work you did in facilitating the Southeast Asian Refugee Resettlement Workshop in Minneapolis in December.

While I am very proud of the exceptionally friendly welcome Minnesotans have extended to the refugees, I do realize the severity of the problems created by this influx and I am delighted that we were able to bring together local, state and federal officials to discuss those problems.

Again, many thanks. Best wishes.

Cordially,



Rudy Boschwitz  
United States Senator

RB:mf

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: Mayor Fraser

DATE: March 23, 1981

FROM: Irene Gomez de Bethke

SUBJECT: Minneapolis Arts Commission

SUMMARY

Announcement was made of Melisande Charles resignation effective June 1, 1981. A national search will be instigated for a replacement. United States conference of Mayors nominations for the Second Annual City Livability Award for support of Urban Arts Efforts was discussed. Mayor Fraser's name will be submitted for his contribution\*, support, and leadership. The award will be presented in June at the conference annual meeting in Louisville, Kentucky.

\*(Model plan of Art Exchange unique to Minneapolis. 1/3 N.E.A., 1/3 City funds, and 1/3 participant. Award by N.E.A. on warehouse proposal set precedent.

PROPOSAL:

George Latimer, St. Paul Ramsey Arts and Minneapolis Mayor Fraser to institute a yearly award for 8 areas of art. September to be link with annual award.

PUBLIC RELATIONS

Public arts, events community, neighborhood arts.  
Public benefit - Minneapolis Cultural Center

Cable

Minneapolis needs to coalesce with other interested groups. Public ownership/maintenance real issue. a. Structure? b. Policies? Need clear statement:

1. on responsibility parameters - begins and ends?
2. on clarification of Mayor's position on cable.
3. to review statement for comment.

CITY/COUNTY AGENCY

Discussion on joining of two entities for the arts. Student intern, Eric Caldwell, studying two options: 1. Minnesota Joint Powers Act. 2. City/County Act. Criteria to be developed on how to establish a new agency. A report will be presented on the options on April 6, 1981.

Humphrey Memorial report to be presented in March to the executive commission for final review and then to Government operations.

A.R.T. Exchange Brochure to be distributed March 20, 1981.

There are two appointments for vacancies on Art Exchange Panel.

Public Art Slide Show text is complete. End of month deadline for wrap up.

Commission endorses Task Force's Hennepin Avenue Proposal.

Architectural Framework was selected to develop design schemes for Southern Theatre.

Film Commission evaluation submitted. Staff was directed to submit its evaluation of the Film Commission Project as part of the A.C.'s FY80 objectives Status Report to the City Coordinator. City Council appropriated \$5,000 on 1/30/81 to the continuation of the Film Commission Project until 3/31/81 under direction of City Coordinator's office. Commissioner's urged to advocate against Fed. Acts budget cut.

Minneapolis Tribune recognized for film festival initiative

2 possible candidates for awards

Northwestern National Bank for portfolio 15.

Small Press Week Proclamation endorsed--Commission to assist African American Cultural Center to assist in promotion of appearance by Julian Bond advocate support of the arts by minorities.

April 3, 1981 - Radisson Hotel

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: All Mayor's Staff

DATE: January 28, 1981

FROM: Irene Gomez de Bethke

SUBJECT: Open Hearings on Housing

Impact of Indochinese on Housing Market & Conditions

A public hearing will be held on Friday, January 30, 1981, from 9:00 AM to 3:00 PM at the Northern States Power Company Auditorium, 414 Nicollet Mall, Minneapolis.

Sponsored by Senator Rudy Boschwitz, Saint Paul Mayor George Latimer, Minneapolis Mayor Donald M. Fraser and the State Office of Refugee Resettlement.

Panel members will include:

Towfu VANG-Reg-V ORR Chicago  
Cornealius Collins, Gene Niewohner, Region V Representatives of the Office of Refugee Resettlement, Department of Health and Human Services.

John Terronez, Community Relations Service, United States Department of Justice.

Tom Feeny, Housing and Urban Development area Office.

Larry Bruckner, Minneapolis Housing and Redevelopment Authority Rental Administrator.

Erik Sallmen, Saint Paul Public Housing Agency.

David Bradshaw, Saint Paul Planning Department.

William Carter, Minneapolis Planning Department.

Ivan Musicant, Minneapolis Housing Service.

IGB:sm

MAYOR DONALD M. FRASER



MEMORANDUM

December 11, 1980

TO: Legislatures, County Commissioners, City Council Members,  
Service Providers, Community Leaders

FROM: Irene Gomez Bethke

RE: South East Asian Refugee Resettlement Workshop

You are invited to attend the South East Asian Refugee Resettlement workshops at N.S.P. Auditorium, 414 Nicollet Mall, Minneapolis, Minnesota.

A series of informational workshops on refugee problems and issues will be held December 15 and 16, sponsored by Senator Rudy Boschwitz, St. Paul Mayor George Latimer and Minneapolis Mayor Donald Fraser.

Regional representatives from the Office of Refugee Resettlement will present information concerning federal funding.

This will be an opportunity for community leaders, refugees and government units providing services to the refugees to talk about the local programs, impact of federal policy and financial needs.

MORE...



Schedule of Agenda is:

December 15, 1980

12:00 Noon Registration

12:15 Overview

Education

12:30-1:30.....	Overview (panel discussion)
1:30-2:00.....	Community problems
2:00-2:20.....	Funds (availability) Grants
2:20-2:30.....	Questions/answers

Employment

3:00-4:00.....	Overview (panel discussion)
4:00-4:30.....	Community problems
4:30-4:50.....	Funds (availability) Grants
4:50-5:00.....	Questions/answers

December 16, 1980

8:30 Registration

8:45 Recap

Health

9:00-10:00.....	Overview (panel discussion)
10:00-10:30.....	Community problems
10:30-10:45.....	Funds (availability) Grants
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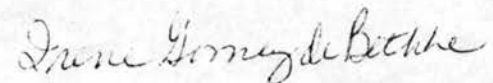
LUNCH BREAK - 1 Hour

Housing

12:30-1:30.....	Overview
1:30-2:00.....	Community problems
2:00-2:20.....	Funds (availability) Grants
2:20-2:30.....	Questions/answers

If you have any questions please call me at 348-2100. I look forward to seeing you at the workshops.

Sincerely,



Irene Gomez de Bethke  
Administrative Aide

IGB:sm

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: Mayor Donald M. Fraser

DATE: January 23, 1981

FROM: Irene Gomez de Bethke

SUBJECT: Indochinese in Minneapolis

I. Refugee resettlement in Minnesota started in May 1975, when the first Indochinese families arrived. There are now nearly 20,000 Indochinese refugees living in Minnesota and are primarily concentrated in the Metro Area.

There are approximately 9,000 Hmong, 6,000 Vietnamese, 2,500 Laotian and 1,800 Cambodian; from October 1979 to October 1980 the refugee population has tripled. This is due to a substantial number of "primary sponsored" refugee and refugee coming to the state as secondary migration.

1. Public/Private Sector Coordination

In December 1975 Congress mandated full financial support to states for services through HEW (now HHS), because this system is already equipped to provide the range of services needed by the refugee.

The State Refugee Office, voluntary agencies, area coordinators and two metropolitan Counties form a consortium to share information and coordinate services. There was one omission, however, that of not including the City.

The wide range of social services are delivered through contracts or interagency agreements with the Department of Education, Economic Security, Health, and with the voluntary agencies, educational institutions serving multi county areas, health care agencies and area Coordinating Centers. Services include English as a Second Language (E.S.L.), Limited English Proficiency (L.E.P.), employment, information, referral and health related services.

A. Problem

1. Placement of the refugee families by the voluntary agencies was in the surrounding suburban areas of the Twin Cities. The refugee programs (English Language/Employment) are located in the inner cities. The lack of transportation to these programs, the need for cheaper housing and the need of cultural nurturing by being with other Indochinese, were some of the factors that drew the refugee to the inner city. The influx of refugees to the inner city created problems with: a) Overcrowded housing in the Phillips Elliot neighborhoods. b) Racial tensions between the students living in the area. c) Competition between the refugee and the other minorities in the P/E area for food and clothing at the Branch 1 and at other community resources.

more...

## B. Methodology

A number of persons were concerned with the emerging problems and a series of meetings were instigated to try and address the issues. The meetings were composed of agencies, neighborhood activists, racial minority members representing Indian, Black and the Indochinese refugee community, as well as City and County representatives.

Larry Harris was the convener and after some discussion the group consensus was to become working subcommittees in the areas of greatest need:

1. Communications
2. Housing
3. Food and Clothing
4. Education and Recreation
5. Steering Committee

The name chosen was Phillips Elliot Community Resettlement Coordinating Council. Two co-chairs were elected, they are Eugene Buchanaga and Thoi Tran.

Four committees have been meeting but unfortunately the food/clothing committee, chaired by Gene Buchanaga, was never able to become a working committee.

## II. Findings

The committees are a combination of people who work and live in the Phillips Elliot Community. Information was shared and some of the findings that surfaced were:

E.S.L. programs were placed in those schools that did not meet the federal requirements. This raised minority enrollment. The refugee student was bussed to the ESL program and was not in the home school. After school problems were created because the refugee student and the neighborhood students did not interact during the day. The committee on Education/Recreation is looking at leisure time activities and have invited the Viking Council of Boy Scouts of America, 4 H Club, School, Police and the YMCA to participate.

The Housing committee reported that Minneapolis Housing Service has held several workshops with the South East Asian refugee on housing issues, developed a tenants rights fact sheet in the Hmong language and is working for a fact sheet in the other 3 languages. Future workshops will be on weatherization through interpreters and the Self Reliance Center. The Communication committee is developing a fact sheet in regard to the refugee. Rumor control is being looked at in three ways:

1. Proposal for a hot line
2. As a committee
3. Workshop by Vivien Rice of Lutheran Social Services

## III. Recommendations

Encourage meetings to be held in the evenings to allow the community to attend.

more....

Encourage the continued effort of the committees. (Despite problems, Sub-committees are working, sharing information and are developing action plans.)

Help the Indochinese to develop the Advisory Committee to the Mayor (represents 1/3 South East Asian, 1/3 communities service provider, 1/3 service providing agencies) as an alternate plan.

Mayor's Office to continue to be involved (City's commitment to the neighborhood.)

IGB:sm

cc: Ele Colborn  
Ed Dirkswager

INDO-CHINESE REFUGEE RESETTLEMENT WORKSHOP

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Sincerely,

*Irene Gomez de Bethke*

Irene Gomez de Bethke  
Administrative Aide

IGB:sm

## INDO-CHINESE REFUGEE RESETTLEMENT WORKSHOP

The agenda for Monday December 15, 1980 will open with greetings from Mrs. Evelyn Flom Chairman, who is the grants coordinator for Senator Rudy Boschwitz. Ms. Jane Kretzmann State coordinator for Office of Refugee Resettlement, Department of Public Welfare will present an overview.

### Panel on Education

- ~~VII~~ Larry E. Harris  
Legislative and Community Relations  
Minneapolis Public Schools
- ~~I Jane~~
- II Linda Ball  
Supervisor Refugee Programs  
Division of Area Vocational Technical Education  
Saint Paul
- III Julio Almanza  
Bilingual and English as Second Language, St. Paul Public Schools  
Ramsey County Indo-Chinese Planning Task Force
- IV Francisco Trejo  
Program Director for Minnesota Bilingual Vocational Training Program  
Saint Paul  
(AVT Inst.) Area Vocational Training Institute
- V Dr. Jermaine Arendt  
Modern Languages Consultant  
Minneapolis Public School
- VI Deirdre Kramer  
National Origin Desegregation L.E.P. (Limited English Program)  
Minneapolis Public School
- ~~VII Ben Bryant, Adult Education, St. Paul Public Schools~~

### Panel on Employment

- I Larry Mitchell  
Work and Training  
Hennepin County Community Services Department
- II Mike Banks  
Employment Counselor, Ramsey County Human Services
- III Steve Rhodes  
Mn. State Employment Coordinator, of Refugee Resettlement
- IV Sharon Stuart  
CETA Office, St. Paul Manpower Office
- V Margie Thurin  
Senior Social Worker, Hennepin County
- VI Josee Kung  
St. Paul Manpower Office

Panel on Housing (continued)

Cedric Mitchell  
Summit - University  
Acculturation Task Force  
Martin Luther King Center  
St. Paul

Peter Brown  
Lawyer for Minneapolis Legal Aid

Bertha Harris, Representative  
Sabathani Emergency Housing Service

Larry Bruckner

Mpls. Housing/Redeveloping Authority

Manh Her (Hmong)  
Interpreter  
International Institute of Minnesota

Mary Ellen Grika  
Minneapolis Housing Inspector

Ivan Musicant  
Minneapolis Housing Service

Bill Carter  
Minneapolis City Planning

MINNEAPOLIS REFUGEE RESETTLEMENT COORDINATING COUNCIL

I. Charter

- A. General statement of Mission and Purpose of this body.

II. Bylaws

- A. Rules for the conduct of committee meetings  
B. Rules for the eligibility election and replacement of members  
C. Length of term of members  
D. Rules for interaction of committee with:
1. Government
  2. Agencies
  3. Political Entities
  4. The Community

III. Long-Range Goals

- A. General statement goals for organizational structure for the Minneapolis Refugees, the Community and providers of service to the refugees.
1. Organize the Minneapolis refugees and programs.
  2. Work for legislation to aide refugees and programs.

IV. Short-Range Goals

- A. Enumeration of specific goals for the next 1 or 2 years.
1. These goals should be stated in a manner that allows verification or measurement of success, the goals should be quantifiable.
  2. Goals should be dated.
  3. Priorities should be set for planning.
- B. Develop plans to achieve goals
1. List alternatives to achieve each goal.
  2. Evaluate each alternative and choose best alternative.
  3. Allocate resources to do the job.
  4. Determine method of monitoring progress of the goal plan.
  5. Review the complete set of plans to re-verify priorities and ensure enough resources are available to reach success.
- a. Food and clothing
  - b. Communications
  - c. Housing
  - d. Data and research

Short-Range Goals cont'd

C. Implement the Program

1. Enact each plan
2. Monitor progress
  - (a) make modifications when necessary
3. Evaluate results

V. Possible Areas for Goal-Setting

A. A schedule of significant events for each area should be put together into a Master Schedule to facilitate planning and set priorities. This will help us to be prepared well in advance of important events.

B. Community organizations in Minneapolis

1. Develop statement of community goals
2. Organize grass-roots effort
3. Identify potential leaders
4. Appointments

C. Legislation

1. Areas of need
2. Bilingualism in government
3. Affirmative Action

D. Service to Community

1. Advocacy positions
2. Spokesman, input function
3. Leadership, coordination of efforts of agencies and organizations

E. Communication network throughout Minnesota

1. Liaison with the state government
2. Liaison with the St. Paul agencies and organizations
3. Liaison with agencies and organizations in rest of Minnesota

F. Data Base - Establish, benefits, tool, where to start

1. Investigate possibility of obtaining computer capability
2. Computerize who, how many and where we are
3. Develop lists
  - a. individuals
  - b. poverty and needs index
  - c. agency servicing
  - d. skills inventories

VI. Long-Range

A. Political Independence

1. Organization/effort must survive politics

B. Economic Development

1. Enhancement of educational, job opportunities and skills improvement
2. Credit Union
3. Group/Coop ventures
  - a. medical/dental insurance
  - b. food buying
  - c. Small Business Administration (SBA)
4. Mutual aid and support - use local resources

C. Survival of Agencies and Services

1. What happens when government funding ends?

VII. Information

A. How many and where are we?

1. Sources:
  - a. census-federal
  - b. state
  - c. refugee registration demography

B. Agencies and Services

1. Comprehensive list of all agencies specifically aimed at Refugee
2. Charter of each
3. Funding mechanism of each

C. Affiliated Agencies

1. List of agencies providing services to refugees

D. Sources of Funds

1. Inventory of all possible funding sources

## CHARTER

## I. Name

The Advisory Committee will be called the Minneapolis Refugee Resettlement Coordinating Council to the Mayor of Minneapolis and to the City Council.

## II. Purpose

- A. Advise the Mayor and the City Council on the nature of issues and disabilities confronting the refugees in this city.
- B. Identify and address the needs of the refugee in Minneapolis and convey the same to the Mayor and to the City Council.
- C. Provide important communications between the city government, the community, agencies, and the refugee community.
- D. Provide direction to the city government and agencies in employment opportunities for the refugee and disadvantaged community.
- E. Provide assistance in evaluating city and agency programs as it pertains to the refugee and disadvantaged community.
- F. Provide input in long range planning.
- G. Promote economic and social development for the refugee and disadvantaged community.
- H. Promote cultural interaction between the refugee community and the larger community.
- I. Serve as a referral to assist the refugee and disadvantaged community to secure access to city agencies and programs.
- J. Provides and documents advice and suggestions to the Mayor, the City Council and other appropriate city government departments.

## III. Membership

- A. The committee will include approximately                      active members.
- B. Active membership will include representations of individuals from various agencies and refugees.
- C. The term of appoint will be for one year.
- D. The membership year begins upon appointment.

- E. Appointment will be determined by the Mayor and the City Council.
- F. Members may be reappointed for a new term.
- G. Each individuals' participation is needed for an effective committee, therefore all members should attend all meetings.
- H. Three unexcused absences will be cause for dismissal.

#### IV. Officers

- A. The officers will consist of two Co-Chairpersons, Vice Chair and Recording Secretary.
- B. These officers will be elected at an annual meeting.
- C. Active members qualify for office and voting.
- D. Officers will serve a one year term.
- E. Officers may be re-elected.
- F. Vacant offices will be filled by appointment of the executive committee for the remainder of the term.

#### V. Duties of Officers

##### A. Co-Chairpersons

- 1. Sets agenda for meeting
- 2. Conducts all meetings
- 3. Appoints Sub-Committee Chairpersons
- 4. Serves as member of Executive Committee

##### B. Vice Chairperson

- 1. Assumes responsibilities of Co-Chairpersons in their absence, or upon request of Chairperson.
- 2. Serves as a member of Executive Committee.

##### C. Secretary

- 1. Keeps full and accurate minutes of the meetings.
- 2. Makes minutes available to Mayor's aide in time for meetings.
- 3. Handles distribution of agenda and other correspondence as needed.
- 4. Serves as member of Executive Committee

##### D. Executive Committee

- 1. Includes all officers.
- 2. Determines plan of work with input of Advisory Committee.
- 3. Calls additional meetings as needed.
- 4. Determines meeting times.
- 5. Cancels any meeting as absolutely necessary.

E. Sub-Committee

1. Advisory Committee Chairperson will appoint Sub-Committee Chairpersons
2. Sub-Committees will report its decisions and recommendations to the Advisory Committee.

VI. Meetings

- A. A minimum of 12 meetings will be held each year.
- B. Regularly scheduled meetings will be indicated in the plan of work.
- c. Meetings will begin at the scheduled time and run a maximum of two hours.
- D. Special meetings will be called or regular meetings cancelled by action of the Executive Committee (Mayor's Aide to be informed).
- E. A quorum will consist of the officially active members of the Committee.
- F. Parliamentary procedures will be used in decision making.
- G. All resolutions and recommendations are to be recorded.

VII. Policy Operation Guidelines

- A. The Executive Committee will plan and operate under an annual plan of work.
- B. The plan of work will include objectives, tasks and time schedule for completing activities.
- C. The Plan of Work will include short and long range goals.
- D. Proposals by the membership will be considered by the Executive Committee in organizing the Plan of Work.
- E. Recommendations and resolutions will be recorded and presented to the Mayor and the City Council.

1. Preventive Activities

- A. Volunteer Resettlement Agencies Orient Community Leadership and Communities
  1. Information about refugees and available resources.
  2. Local coordination of services.
  3. Planned cultural interaction between communities and refugees.
  4. Refugee to become part of Neighborhood Crime Prevention Unit (etc.)
- B. Community Orientation and Preparation
  1. Individually or collectively among agencies.

- C. Education and Information Meetings between NVRA, Federal Government, NAACP etc.
  - 1. Explain why resettlement.
  - 2. Advocacy through National to Local system.
  - 3. National conference after training design.
  - 4. Training design built into regional/local conference.
- D. Public Service Announcements
- E. Orientation of refugees specific to the community.

II. Intermediate Activities

- A. Monitor collective numbers and impact of refugees on communities.
- B. Information and training to conflict resolution institutions and local elected officials: Building a network.
- C. Pre-identification and training of conflict resolution experts to be available when necessary.

III. Crisis Situation

- A. First line contacts and receivers of problem.
  - 1. Local Government
  - 2. Community
  - 3. Ethnic Leadership
  - 4. Local Voluntary Resettlement Agency Personnel
- B. Short Term Interventions
  - 1. Stop the fighting
  - 2. Identify leadership
  - 3. Initiate dialogue
  - 4. Plan and initiate intervention strategy.
- C. Primary Resources: Local Police, Mayor's Office, City Council, Conflict Resolution experts, Department of Justice, Community Relations Service American Arbitration Association - others.

IV. Community Tension Project Possibilities

- A. Resettlement and Cultural Orientation Training for conflict resolutions institutions and local elected officials.
  - 1. A training package design with a national conference.
  - 2. A training package design with a co-hosting of a series of regional conferences.
    - a. to train
    - b. to make network operational
- B. A two or three City Action Research Model
  - 1. Choose immediate crisis situations or those with potential for crisis.
  - 2. Identify resettlement, ethnic community local political, and conflict resolution leadership.
  - 3. Study situation and design appropriate strategy.
  - 4. Try it!
- C. Funding of Conflict Resolution Experts to be available
- D. Designation and funding of a central source for the purpose of dealing with refugee crisis situations.

*Irene*

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: Mayor Donald Fraser

DATE: February 25, 1981

FROM: Irene Gomez de Bethke

SUBJECT: S.E. Asians/  
John Terronez visit

Feedback and Recommendations from John Terronez (Community Relations Service, U. S. Department of Justice, Chicago)

His impressions are that there is a lack of coordination of bodies/organizations involved in community relations and refugee resettlement. He came away from his informal assessment visits feeling unclear regarding the role of these groups and how they relate together (MARSC, etc.). He emphasized this is not a formal report based on an investigation, but some reflections and feedback.

He felt there needs to be more coordination of resettlement system -- between the parties involved regarding resettlement policies. Less confusion and more consistency in policies and resettlement practices of volags is needed.

He feels more information regarding resettlement and the refugees should get to the communities - this is the responsibility of the government agencies and the volags. He was impressed with Ramsey County's efforts at coordination and planning, but felt Hennepin County needs a more comprehensive, coordinated effort. Hennepin County could model more of its program efforts (re: coordination) on Ramsey County. John brought us a model from the CRS for the production of a "community profile" of a community receiving refugees. This report would emphasize the state of the receiving community (politics, status of race relations etc.), orientation needs and resources, impact projections, etc. Such a report would aid in resettlement coordination.

With respect to the role of the Community Relations Sub-Committee - facilitation of communication - in and out of MARSC (Metro Area Refugee Sub-Committee) very important. He suggests MARSC close contact with all levels of government. (Cities, Counties, Congressional Offices) regarding what MARSC doing and vice versa. He feels there is a communication gap and to some extent the Community Relations Sub-Committee may be able to fill this,

John discussed the community relations project in Denver. A "Multi Ethnic Communications Project" in Denver was funded to improve relations between Southeast Asian refugees and the Chicano community. He suggested such an effort would focus on the Black and Indian communities here. Staff of such a project would serve as advocates and communication facilitators. He reported he had met with the LAO Family Com. Inc. and discussed this possibility. He said with the upcoming spring and summer the likelihood of conflicts between refugees and the other minority peoples will probably increase. He pointed particularly to use of parks and recreation facilities. He suggested the formulation of a mechanism for "conflict resolution" in the community. Perhaps a "multi ethnic communications project" could provide this. John also

spoke of the incident recently when a Hmong family's home burned in St. Paul. Though authorities feel the fire was caused by faulty wiring, KKK graffiti was found which leads the Hmong community to suspect foul play. I noted this is a problem (KKK activity) not confined to the refugees. John suggested a "conflict resolution mechanism committee" to be formed from the MRS Committee. The Summit-University Acculturation Task Force or a multi-ethnic communications project should be involved in these situations. He suggested the refugee communities need more organized effort to provide legal assistance - both funds and interpretation. He specifically discussed this with the LAO family Community. He also reported discussion aimed at formation of an effort to improve communications and relations between the refugee community and the St. Paul Police Department. He suggested this could be some sort of a pilot that could be expanded to Minneapolis as well, if funded.

John also suggested the possibility of an effort, perhaps out of the Governor's office, to build communication with and awareness of the INS (Immigration and Naturalization Service) here. Such an effort would help reduce refugee fear and misunderstanding of the Immigration and Naturalization Service. He suggested that groups involved in "Community Relations" work need much more active participation of the refugee "communities." This needs to be true re: policy decisions of governmental agencies as well. Refugees and other minorities need to be represented more strongly in all community activities and work affecting them.

An example is getting more minority workers in rehabing and building housing for minorities. More minority members need to get into union and trade apprenticeship programs.

Vy Fham noted that one problem with getting refugee involvement in community efforts is a difference in cultural style, more reserved - less participatory. They feel the system is there to do the job and they must accept their situation. "We are only refugees ; , , we don't know anything" attitude.

A discussion was held regarding the role of the MARSC Committee. What realistically can be expected of this sub-committee? There is a need for clarification and the role needs to be known by the community.

IB:hf  
cc; Ele Colborn  
Ed Dirkswager  
George Caldwell  
Chief Bouza

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: Mayor Donald M. Fraser

DATE: February 23, 1981

FROM: Irene Gomez de Bethke

SUBJECT: Cuban Meeting

Eustolio Benavides opened the meeting with a welcome and an introduction of the participants. The last meeting was reviewed, as were each of the task forces two of which have met and seven which have not.

Employment/Economic Security

Sharon Stewart made a brief presentation. There is an employable caseload of Cubans under CETA in St. Paul.

The Private Industry Council (PIC) were approached with the Cuban situation and the need for employment. PIC members showed some willingness to participate.

It was suggested that the Community Coordinating Unit (CCU) take over the Cuban caseload under St. Paul CETA.

Community Services/Referral

Arlene Seitz made a brief presentation. Brief mention was made of the Directory of services being useful to all Hispanics. It was suggested that the focus of the committee be expanded to include all Hispanics rather than just Cuban refugees.

Discussion then focused on translation at the Welfare Department. Centro Cultural was taking the issue of the need for bilingual personnel back to the administration at Hennepin County. Ramsey County Community Human Services has hired a part-time translator for General Assistance. Her position limits her to work with Cubans in General Assistance only. A suggestion was made that all social service agencies document time spent at the Welfare Department in order to promote action.

None of the following Task Forces met, however, the following suggestions and comments were made regarding each respective Task Force:

Health/Mental Health/Acculturation

The Language Bank from the Minnesota International Center was briefly explained. The Language Bank will be open regular hours (9:00 - 5:00) after February 17, 1981. After hours and weekends, anyone needing translators should be referred to First Call for Help (Minneapolis).

Ramsey County Nursing Service has one Spanish speaking Public Health Nurse, Mary Elizabeth Klepaída.

The issue of St. Paul Ramsey Hospital requiring the presence of a translator in order to service Cubans was discussed. If a translator is brought from another area of the hospital (ex., janitor, orderly), there could be a problem with confidentiality which could cause legal problems.

St. Paul TVI is establishing a training program for bilingual health aides. The College of St. Catherine has a class entitled Spanish for the Health Professions.

#### Planning/Funding/Volunteers

With the situation of the economy, both federal funding and general assistance may be cut substantially. It will therefore be necessary to address private funding. There is a small amount of federal funding for use in specific areas.

The University of Minnesota has expressed interest in setting up an internship program for students of Spanish to get credit in working as volunteer translators.

Planning may have to wait until further work has been done by other task forces.

#### Legal Task Force

The lack of Spanish speaking police officers to communicate with Cubans the rights of Cubans are not translated for them.

Lawyers also cannot communicate with their Cuban clients. There is also a lack of court translators. David Rivera has been working with the Court Administrator in Minneapolis preparing a certification test for court interpreters. If it is established, this could serve as a model for other courts.

#### El Solar/Housing

Discussion centered around discrimination, not only in regards to housing but also in other areas. It was suggested that each person flood city and county offices with complaints of discrimination which could produce a city-wide investigation. Another option is to contact the Department of Human Rights.

El Solar, the Hennepin County licensed board and care facility was also discussed. Nine Cubans are presently residing there.

#### Governor's Meeting

By group consensus, the name of the Governor's meeting was changed to the Governmental Relations Task Force.

The Governor is aware of the Cuban situation but needs to be presented with specific needs if anything is to be done. This, in turn, will make him responsible for presenting alternatives for the Cubans.

One responsibility of this task force will be to present specific recommendations with specific timetables to the Governor.

The Spanish Speaking Affairs Council will be conducting public hearings on Cubans. This task force may want to work closely with the Spanish Speaking Affairs Council in this regard. A need was expressed to get other elected officials, such as Senators, County Commissioners, and legislators, especially those from areas with a dense concentration of Cuban refugees.

Communications Task Force

Different resources were suggested such as Cable TV, channels 2 and 11, letters to the editors of various newspapers, a newsletter, and the upcoming Festival of Nations, as means for communicating information for and about Cubans.

Education Task Force

One topic of discussion centered around the development of an Orientation Program for Cubans at Centro Cultural Chicano. Some of the topics to be discussed in this orientation are: law, governmental offices, employment (job seeking skills, resumes, mock-interviews), Social Security, Immigration, Internal Revenue Service, Motor Vehicle offices, etc.

International Institute is updating the drivers manual in spanish.

Maria Gomez mentioned that Cubans are eligible for grants such as BEOG at the University of Minnesota.

Announcements of English as a Second Language (ESL) classes were made: St. Paul School District (M & W, T & Th), Centro Cultural Chicano and Colony Inn (Campus Church - U of M)

Minnesota Cuban Refugee Committee

Maria Gomez introduced Rick Snitky who was hired by the Cuban Refugee Committee with funds from a grant given by the Minneapolis Foundation. Under stipulation from the Minneapolis Foundation. Forty (40%) of the money was (12,000) awarded pending the completion of a needs assessment by March 1st, documenting the needs of the Cuban Refugees. Based on the results of the needs assessment, the Minneapolis Foundation will then discuss the remaining 60% (17,000) of the money.

I.B.:J.B.

C.C.:E.D.  
E.C.

THE INDOCHINESE REFUGEE RESETTLEMENT WORKSHOP

Presented to  
Region Five Representatives  
Office of Refugee Resettlement  
Department of Health and Human Services

Prepared by  
Office of the Mayor  
City of Minneapolis  
December 15-16, 1980

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## REGION V INDOCHINESE REFUGEE RESETTLEMENT WORKSHOP

### INTRODUCTION

Refugee resettlement in Minnesota started in May, 1975, when the first Indochinese refugee families arrived. There are now nearly 20,000 Indochinese refugees living in Minnesota and are primarily concentrated in the Metro Area.

There are approximately 9,000 Hmong, 6,000 Vietnamese, 2,500 Laotian and 1,800 Cambodian: from October, 1979 to October, 1980 the refugee population in Minnesota has tripled. This is due to a substantial number of primary sponsored refugee and refugees coming to the state as secondary migration.

### PUBLIC/PRIVATE SECTOR COORDINATION

In December, 1975, Congress mandated full financial support to states for services through HEW (now HHS), because this system is already equipped to provide the range of services needed by the refugees.

The State Refugee Office, voluntary agencies, area coordinators and two metropolitan counties form a consortium to share information and coordinate services. There was one omission, however, that of including the cities of St. Paul and Minneapolis.

The wide range of social services are delivered through contracts or interagency agreements with the Department of Education, Economic Security, Health and with the voluntary agencies, educational institutions serving multi county areas, health care agencies and coordinating centers. Services include English as a Second Language (ESL), Limited English Proficiency (LEP) employment, information, referral and health related services.

### PROBLEM

Placement of the refugee families by the sponsoring voluntary agencies was in the Twin Cities of Minneapolis and St. Paul and in the surrounding suburban areas. The refugee programs (English Language/Employment) are located in the inner cities. The lack of transportation to these programs, the need for cheaper housing and the need for cultural nurturing by being with other Indochinese, were some of the factors that drew the refugee to the inner city. The influx of refugees to the inner city created problems with:

- a) Overcrowded housing in the neighborhoods of Phillips, Elliot Park and the Near North, which already had serious problems with poor quality and quantity of low-rent housing
- b) Racial tensions between the students living in those areas.
- c) Competition between the refugee and other minorities in the Phillips and Elliot Park neighborhoods for food and clothing at the Branch I (an Indian Center) and at other community resources.
- d) Rumors concerning the Indochinese lifestyle, employment, housing, health issues and alleged favoritism by housing inspections etc.
- e) The impact on the service providers in regard to staffing and funding.

#### METHODOLOGY

Minneapolis Mayor Donald M. Fraser, Saint Paul Mayor George Latimer and Senator Rudy Boschwitz were concerned with the emerging problems and sponsored a series of workshops to address the issues. Mr. Cornealius Collins and Gene Niewoehner, Chicago Region V Representative of the Office of Refugee Resettlement, Department of Health and Human Services, were invited to participate and to discuss the availability of funds under the Refugee Act of 1980 and grants specifications to obtain such funding.

Staff of metro area government agencies providing services to the refugees, community leaders and Indochinese refugees were the workshop panel participants. Their charge was:

- a) to exchange information
- b) to indentify funding needs
- c) to explain how people in the public and private sector can cooperate to solve refugee related problems.

## A. Education Summary

### I. Overview of Minnesota Refugee Resettlement

Jane Kretzman, State Coordinator Refugee Program Office.

Minnesota ranks within the top six states in total refugee population. Since 1975 the refugee population was approximately 3,000 and in 1976 - 4,600. The fastest growth has occurred in 1980 with approximately 20,000 refugees as of October, 1980. May, 1980 figures indicate one refugee for every 300 state residents placing the state near the highest in per capita percentages. The proportion has increased since then and will continue to rise.

Minnesota is acknowledged as the second highest concentration of Hmong in the United States. Refugees of the Cambodian, Vietnamese, Lao, Hmong, Chinese and Yao ethnic groups reside in the state. The state needs funding of 8½ million dollars for its refugee programs. We will be receiving an estimated 4 million dollars.

### II. Linda Ball, Supervisor Refugee Programs Division of Area Voc Tech Education, St. Paul.

Oversees contracts with state and other agencies, coordinates state and local programs for refugee adults. Minnesota role is: to act as a facilitator for the refugee to help the refugee become self sufficient, to continue to develop intergration goals. To implement training and employment. Refugees have unique problems because most of the refugees have come to Minnesota with little formal education, few transferable job skills and almost no English language skills, and are from a rural background.

There are contracts with twenty-five area vocational technical schools and community agencies providing services to the refugee adult. These contracts represent \$1.9 million dollars, and serve over 2,500 at any given time. There is a waiting list of 500 for the programs; we are understaffed. If the present level of funding granted to Minnesota from the federal government is maintained, it will not cover -the costs of even one-half of the needs of the refugee client. The crisis is two fold to maintain the present level and to acquire financial backing.

### III. Julio Almanza, Bilingual and English as a second language, St. Paul Public Schools, Ramsey County Indochinese Planning Task Force.

The school district has a legal obligation to meet the educational needs of any student residing in the district regardless of immigrant status. The challenge is great, the impact on the schools is clear from the sight counts conducted in the St. Paul schools:

1977 - 359 South East Asians  
1978 - 548  
1979 - 1,070  
1980 - 2,200

Numbers identify the greater needs. St. Paul schools have a center approach. New children coming into the district who are not English proficient are sent to the center to develop survival skills and returned to the home school as soon as proficient.

There are over 1,000 children and they are in grades one through sixth. In the Junior and Senior high we had 250 SEA students in one center, this year, in the Senior high center we had over 400 S.E.A. They were split into two senior high schools, 285 are in one and 200 in the other. The level of funding is the same as last year, yet the population has doubled in size. Minnesota state statutes allow a young adult to be in school until age 21. Therefore, the St. Paul school district has acknowledged its responsibility.

- IV. Francisco Trejo, Program director for Minnesota Bilingual Vocational Training Program St. Paul AVTI(Area Vocational Training Institute).

The vocational training program tries to help with the adjustments of South East Asians to United States society. Critical need is for training and support services for the Southeast Asian. Out of necessity short term programs (6 - 7 weeks) have been developed to provide training for the individual. We need data research and coordinator of services.

- V. Dr. Jermaine Arendt  
Modern Languages Consultant  
Minneapolis Public Schools,

Limited English Programs counts were:

1979 - 340  
Sept., 1980 - 950  
Dec., 1980 - 1350

Registration is 5 a day or 100 a month.

Minneapolis schools serve the refugee by English as a second language programs, bilingual programs, by mainstreaming them into the regular classes as soon as there is some proficiency. Secondary students are the largest problem; who come with many years out of education, very limited education in any case, attempting to enter the education program with a high level of sophistication. Limited or no knowledge of education. We have a sizeable bussing program. There are 1400 refugees in Minneapolis school system. We have a legal responsibility to provide for the educational needs of the student. Minneapolis had a visit from the Office of Civil Rights from Chicago. They looked at our program, laid down some additional requirements for Minneapolis which represents a sizeable additional fiscal responsibility for the district. The Civil Rights Department said the Minneapolis School district must identify all students who do not speak English. Those students must all be tested to see if they require a special LEP program. Special program must be

designed for servicing these students. A careful process must be developed to see that they can be mainstreamed. Parents must be kept informed in a language they understand, causing a great outlay of money in translating school documents. There is a national shortage of trained staff in this area.

Minneapolis spent \$2,000,000 on the L.E.P. program. Funding came from federal, state, private and other sources. This does not include the price of bussing. This does not include price of staff. Does not include adult education. The Minneapolis needs are for additional staff, additional para professionals, additional leadership staff (extra resource teachers), additional materials, need for staff training.

Deirdre Kramer, National Origin Desegregation  
L.E.P. (Limited English Program), Minneapolis Public Schools

The Refugee Act of 1980 funds refugee children coming to Minnesota, from grades (K) through (12) programs. It will pay for ages (5) through (16). Minnesota law mandates educational service to age 21. This creates a definite gap in funding in our schools. There is no assistance from the federal government for those refugee students who are between the ages of 17 and 21, that our state law obligates us to serve. The funding is from Federal Title 4 (Civil Rights funding). This is part of National Origin Desegregation \$70,000 grant that the school system has received. There is a strong opinion in Minnesota in regard to immigration and language programs. We need to address the remark that says "my grandparents came to this country and couldn't speak English and they did just great." We need to speak to that person to help them see the factors as they were for their parents are different from the factors as they are now. The needs are immense, mainstream teachers want to be involved,

Different districts interpret laws in regard to implementation of laws.

VI. Larry Harris, Legislative and Community Relations  
Minneapolis Public Schools.

You can't separate the education and training problems from the welfare problems and the other problems. The longer it takes to get the training for the refugee, the longer the refugee will have to stay on welfare and the more the hostility will rise. An example is the folks in South Minneapolis who are fighting over housing, when there are twenty-five Indochinese in one house when it is supposed to be for 10 (according to our "housing inspector's" standards), that we have impacted on red and black families for years. So, the longer it takes for training the more we are going to have to pick up the pieces in the neighborhoods. We are talking about programs and services in different locations, but it all takes place in those neighborhoods that are being reshuffled, as new people come in speaking several languages.

In Minneapolis, in addition to the educational needs of the refugee children, we have a federal court order for a desegregation plan. If the Indochinese children tomorrow were moved into the schools of the neighborhoods where they live, the superintendent would be in court by noon. Additional pressures are created. Housing is such, that the Indochinese children living in those areas would make the schools of that area borderline of desegregation.

The overlap of problems is the major cost of transportation due to bussing the children to the schools where their programs are located. This creates pressure on the transportation budget. The other problem is the refugee children are not getting to know the other neighborhood children, and this creates racial tension problems. Another area to be questioned is about the 3-1 male ratio in secondary schools. The question is, where are the females? What are the long range impacts? Several assumptions are made a) that more males were brought over than females, b) that the females are being used at home as baby sitters. This could have another specially disadvantaged group of young women who are uneducated with no job skills.

Who has the responsibility to go out and find out that kind of information?

VII. Cornelius Collins/Gene Neiwoehner, Chicago Region V Representatives  
Office of Refugee Resettlement, Department of Health and Human Services.

Mr. Collins is willing to work with Minnesota on the mandate of the Civil Rights Department. He will take this information to the Congressional Federal Regulations Council. He will communicate with Jim Lockhart who is with the Refugee Office of Bilingual Education. Washington needs to know of the impact of the refugee on Minnesota.

B. Employment

I. Larry Mitchell, Work and Training  
Hennepin County Community Services Department

Employment/Training in order to achieve economic self sufficiency is one of the primary goals of the Refugee Act, 1980. In Metro area there are approximately 4,000 heads of households that are being serviced.

There is a mechanism for coordination of services within the metropolitan area as well as within the state area. Maybe they don't include everyone, but they can include more people. The entity in the metropolitan area is the Metropolitan Area Refugee Services Coordinating Committee. If you have issues of coordination I suggest that either call the current chairman, who is Margarite Loftus or the primary coordinating resource is the State office of Refugee Resettlement.

II. Mike Banks, Employment Counselor, Ramsey County Human Services

Major problems faced by moving refugees into economic self sufficiency. The largest problem lies in the nature of refugee population the majority of which are Hmong. There are over 6,000 Hmong in Ramsey County. Almost all of the Hmong over age forty are uneducated and illiterate; 30 - 40% of the men and 80% of the women under age 40 are uneducated and illiterate. Most Hmong who went to school attended only through third or sixth grade. We are finding that lack of education and illiteracy and the great difference between Hmong and English make it difficult for the refugee to learn English, or answer basic questions in English after 500 hours of English as a second language. Most have no job skills. Most have large families and cannot support them on low wages. Economy is a problem. The low skill and unskilled job market the refugee must compete in is the fastest shrinking sector of the local economy.

Most programs that deal with the refugee problems are understaffed or inadequate to meet the needs of our large population. We have almost no related resettlement social service in Ramsey County, either from public or private agencies. All Public/private agencies dealing with employment are understaffed. While this is partially due to funding problems the necessary funding was available earlier and was not attained due to the slowness of state and county policy makers in responding to the situation. Problems also exist in Welfare regulations - Bilingual interviewers at Department of Economic Security spend most of their time completing welfare mandated employment registration forms on people who are not ready for employment.

Forms sent back show clients did not cooperate and hence are not eligible for welfare and are lost in a blizzard of paper and are not acted upon. The whole employment registration system is a joke and a waste of a valuable resource.

### Solutions

First step: to recognize that traditional models and programs are not doing the job. We must develop new and innovative programs that address the special needs of this group. Must provide social service to deal with socio-medical, psychological needs. Must recognize that most refugee families will require two breadwinners. Child care will be a need. Train older refugees to provide this service. Will need title 20 funds for child care - job placement - we need aggressive job development program to include

- 1) tax credit for employer for targeted job
- 2) a bilingual job trainer who will learn the job and teach it to the employees
- 3) Follow up by bilingual staff for job related problems.

The refugee has a better standard of living on welfare than in the labor market. We need to address this.

On the job training money is very important to place the client. We have to be innovative. One of our very successful programs, through the school and Hennepin County auspices have set up a very successful program in day care for infants.

The Hmong women are used to working very hard and are used to taking children with them into the fields, etc. They are used to having grandparents help take care of the children. If we utilize the older refugee (who is very hard to place in employment) in being certified for day care - they can fulfill a very useful role this way. There are advantages and disadvantages to be looked at.

### III. Steve Rhodes, Mn. State Employment Coordinator, Office of Refugee Resettlement

Has been on temporary loan to the State Refugee Resettlement Office. His normal job is with the WIN office. Has identified a system that combines the public and private sector and is developing a plan for employment training guidelines for use by the county welfare department on how to process refugees through the public training program in A.F.D.C., general assistance and the refugee assistance program. The guidelines will look at eligibility requirements; what funding and reimbursement track should be used; what requirements are attached and what options are available? This will clear a lot of policy concerns and issue questions. It seems many counties are operating differently in the employment area. Need to standardize yet have some flexibility on how counties choose to run their programs for the refugee but still meet their criteria guidelines.

In the private sector we are helping Catholic Charities develop their employment program for 1,000 refugees on public assistance. Will have a bilingual approach. We will seek private and public funding in the education area for special initiatives. Plan for March will be towards centralization for employment and resource center for South East Asians.

Needs at federal level is for \$600,000. Need added incentives for employers, such as tax credit "to fund short term training efforts - to fund administrative offices at the state level." Need to have RAP, WIN, Title IV to get their act together in order to coordinate at the federal level.

IV. Sharon Stuart, Ceta Office, St. Paul  
Manpower Office

The St. Paul Ceta Program has had only 49 and 7% population. Cooperation/coordination. We have non financial working agreements with twenty or more agencies within the city and county. Our intention is not to duplicate services. We have a small Ceta Indochinese population. Recognition of accountability is the bottom line. We want the refugee on jobs that pay them a living wage and to be contributing members of the community. That doesn't happen easily. You must work with a small number and give them quality attention and a well monitored activity.

Funds from Title 2d; used Work equity clients (20) and Ramsey County work and training clients (10) a combination of ESL =  $\frac{1}{2}$  day and subsidized work situation somewhere within the school district. This has been in effect for three months and seems to be a success. Makeup of clients is older; mostly women/ no ESL whatsoever. The employers were pleased with the program. The key to that on our part is our responsibility to monitor that, all the way through to the end. Our ultimate objective after their year on this combined program is placement on a non subsidized job. We need to take it that far - we wish to be accountable and to be a model for other things that can work. We tried using (On Job Training) O.J.T. Within W.E.P. we have had close to 300 Indochinese people and we have been able to put only twenty-five on unsubsidized jobs. We have many men on subsidized jobs, some on E.S.L. and some that no matter what the mandate, we cannot move them in any direction: That is a very real problem on a small scale that we face.

V. Margie Thurin, Senior Social Worker with Hennepin County

Represents two programs related to the refugee Employment First Program Refugee Services Unit at Hennepin County and we are located within the work and training division. Secondly; Chairs a metropolitan wide committee on training and employment that is a subcommittee of MARCC. Hennepin County does not do job placement but helps develop marketable job skills and then refer to the Department of Economic Security or some other job placement program for their services in finding suitable jobs for Indochinese clients. Together with the client a plan for employment developed. Plan includes; what does it take to make client employable. E.S.L. training is a start progress to vocational training. Some do on the job training. Some of the problems with the refugee clients is lack of transferrable job skills. Some have basic survival needs that interfere with their successful training and they lack the necessary information as to what their choices are. We have a limited job market for the client. We need to encourage many role models. Our clients need E.S.L. in English as a second language. This training

uses up a large part of their three year time limit and many classes have a large waiting list. This delay uses up some of the clients time on public assistance. There is a lack of employment placement services to refer our client to when training is completed. We provide social services to the refugee so that when an employability assessment is done also a social service assessment is done. At which time we identify the special needs of the children in school. Children with special needs; adults with special needs. We do have mentally retarded adults and children on case load.

There is a great opportunity for women on our program. Care went into the program in assuring that there was the same opportunity for women as for men. The women that are in the program are very talented, they are ambitious and do very well in school. For them the barrier to education and employment is day care. We attempt to meet that need.

The other program is MARCC, The metropolitan committee on employment/training. This committee includes representatives from city/county Ceta services from Minneapolis and St. Paul, Three from education, one representative from A.F.L. CIO, one from Chamber of Commerce, as well from M.B.E.S. and the Department of Public Welfare. Consists of people with work and training expertise.

#### VI. Josie Kung, St. Paul Manpower Office

Coordinates title 4 demonstration program using a better attack on employment for Indochinese youth in St. Paul. We applied for and received some "McKnight" foundation money for employment and training that will allow assistance to youths up to age twenty-five.

There are cultural factors:for instance there are clear divisions of labor, they are based in age and sex. Women entering the work force, do so at the cost of placing stress and strain on the family unit. Some of the factors there include the fact that most of the refugee families have no role models with both of the parents out working. There is no one to show them the way to cope with that stress. This is a very real problem.

#### VII. William Brumfield, Director Hennepin County Ceta Program

Hennepin County Ceta works outside of the city of Minneapolis since the city has its own Ceta program. The majority of the refugees are located in the Northwest area of Hennepin County in Crystal, Brooklyn Park, Brooklyn Center area - We have a fairly large refugee population there. We have a large population of Russian Jews in the St. Louis Park area. We have been involved with refugees even before the Indochinese became a predominant force in the refugee community. The problem that we have been finding in the suburban areas is lack of English language skills. Type of job is pertinent. \$5.00 an hour job is very limited, when there is no language and job skills. Without extensive training it is very difficult to get any jobs. We have a problem with role models. That is an important issue since there are different capabilities. We need to encourage the community to expand the number of role models that they have. There is a lack of background in experience in the employment area for the refugee so it is difficult to place them in jobs without that experience. Their background has been agricultural; therefore it is hard for them to relate to our industrial

society. We need to develop as many options as possible. One of our options is the development of the short term ESL training, that leads to job placement within a three month period. This is good for some and for some it is not. We have obtained some IRAC money to keep this program going. We have capitalized on the high motivation shown by this population. We have a large number of people in our longer term training program and they are doing very well. We need more language skills programs in the evening so people can take the opportunity to work in the day and go to school at night. We have a youth program that we are developing. In this program we are using the concept of job restructuring and task analysis. This pilot program demonstrates that if you have a population with a barrier to employment, then if you can restructure that job to take that barrier out, In this case, if there is a job that they can perform avidly, and requires one or two tasks that require English communication skills. Restructure job removes the tasks that require the English skills. They can be placed rapidly and they can acquire the English skills later. Child care is very important for women to be employed and is expensive to use.

VIII. Thomas Hagan, Director of Win Hennepin County  
Minneapolis Economic Security Office

Work Incentive program in Minneapolis have exclusively in the program A.F.D.C. recipients. Many refugees are AFDC recipients and do get referred to this program. The services that this provides is employment counseling, training, on the job training, placement and multi service employment. The program is unique because it is mandatory. Certain categories of AFDC recipients have households with children under the age of six and are required to participate in the program. The same time it is a restricted program. There is no money for support services such as books, tuition, etc.

There has been secondary migration from other areas to receive the kind of training that we are able to provide. The majority had problems with language, job skills and culture. Another problem for unemployed parents is the 100 hour limit. If a person works a hundred hours per month, regardless of the salary they are no longer eligible for public assistance. This is true for all unemployed parents. Federal policy must be looked at in this area.

IX. Vy Van Phom, Special Program Counselor, Hennepin County

I am glad to share my experience and information in how the refugee thinks. For 20 years I had a high position back home and when I came to this country I could only get a job as a janitor. All refugees ask, "who can help me get a job to support my family." Refugee asks only to help themselves. When we come here we find that this country is very different from our home: We did not have social welfare. We have strong male and female roles in our culture. We have extended families that live together; grandparents/cousins. We are between 18 - 40 years of age. Many of the old did not make the journey.

We have health problems and need help with mental health problems that are aggravated by the stress of alienation and lack of cultural nurturing.

X. Thomas Cosel, Director of Refugee Employment Services of Catholic Charities

Since November 1st of 1979 Catholic Charities started a two person operation on a grant for a resource center; clearing house for information. It is to provide a gathering point and dissemination point for job openings for the refugee, as well as for information related to training/employment opportunities in the area. Not intended as a service provider. We ended up doing 120 job placements during the contract year, mostly at entry level positions. (75% are of limited English/job skills). One immediate need was for bilingual support staff. There was no funds available for bilingual staff. Volunteers did not work out due to involvement in other basic issues. Refugee has definite expectations. His first step is to receive English instruction. They are reluctant to work without this skill. Our project will hopefully provide bilingual staff and work criteria. Volags encourage employment within six months. Need intense job development. We need cooperative effort to include the private sector.

## C. Health Summary

### I. Jerry Thelen, Minneapolis Health Department Planner

I would like to describe the services the Minneapolis Health Department is providing and about the impact on our medical services.

We have the good fortune to have the chest clinic located in our Public Health Center. The Minneapolis Health Department and the Hennepin County Chest Clinic cooperate in providing a health screening clinic which operates for a half day twice a week; Monday, p.m., Thursday, a.m.. Free health screenings, treatment for certain conditions (i.e. tuberculosis and parasites) and referrals to primary health care resources are provided.

Refugee children and women in need of maternity or family planning services and who are Minneapolis residents are referred from the screening clinic to the Minneapolis Health Department for ongoing primary care. Persons not eligible for MHD services are referred to other appropriate health resources. From August '79 to June '80 over 1,000 refugees were served by the screening clinic. During that same period MHD enrolled 507 Southeast Asians in the Children and Youth Health Program. New admissions to the Maternity and Infant Care Program and to other Minneapolis Health Department clinics are increasing in numbers each quarter. During the third quarter of 1980, Southeast Asians represented 45% of new admissions to the child health clinic and 42% for the maternity clinics. Currently Southeast Asian children make up 15% of total case load. As of September '80 1,786 case load at the child health clinic. Arriving Southeast Asian refugees have extreme health problems.

- 60 - 70% with intestinal parasites

- 70 - 95% in need of dental care

- 30 - 60% positive mantoux skin tests, indicating the need for prophylactic therapy

- 12 - 21% Hepatitis B antigen positive

- 10 - 15% skin problems

very few have been immunized for diphtheria, pertussis, tetanus, rubeola, rubella or mumps.

In addition the Minneapolis Health Department provides WIC nutrition services to 45 new Southeast Asians. Last year our services increased to the refugees as well as those supportive services crucial to helping with health needs.

One concern is that even without the influx of the refugee, federal funds would have been insufficient.

II. Kathy Johnson, East Metro Coordinator for Refugee Health Services

Coordinator aspect: East Metro Area includes Ramsey, Washington and Dakota Counties and each has a coordinator that works in coordinating refugee programs. In St. Paul Ramsey Hospital there were in October 1,400 contacts in primary and health care. Includes wide variety of services in a large medical institution. 257 daily contacts in the East Metro area with refugee health care agencies. Many resources are available in the East Metro Area. Primary health care was already in place. The interest of the medical community was there. We have children's Hospital involvement, we have 18 interpreters to do 257 daily contacts. Duplication has been avoided due to coordination a grant from the Northwest Area Foundation originally funded this position. It is now being supplemented by funds from the State Refugee Resettlement Office in Minnesota. We have a monthly meeting with health care providers working with the refugees, talking about services they are doing, improve referrals; improve coordination; talk about where the overlaps are; what is the best way to use increasing dollars available to us for refugee health care. Another area is school and public housing and health issues. From housing problems there comes a health safety factor. This gets involved with the health interpreters and the health systems an example: living in houses that have been boarded up and closed; now are being used as housing; and in the process we have increased cases of lead in the blood being discovered. Follow-up to go back to these things that we as a community have set aside as not being a problem in a health care setting. Those take long hours the contacts are many to work through. Increase in number of case findings. One example is: Ramsey County nursing is referred one individual, from one family, for a T.B. followup. Goes out to the family and finds out that there are twenty to thirty different members of the family, who are in and out of that house and who had contact with the affected member. They now have a case find of twenty nine, new individuals that they did not have prior to that one hour visit. They cannot accomplish the total assessment of even that individual, the family or that house, in the usual one hour visit. Interpreters have been used as their key in nursing service, they have been able to do a lot of health education in the process of doing family assessments and direct health care. We have eighteen interpreters to provide services for over 14 agencies. This effort needs to continue and the foundations have been helpful in this area.

III. Dr. Richard Johnson, Medical Director, Hennepin County Chest Clinic

We started in August of 1979 by providing the initial screening and initial start with 150 patients per month. This is a comprehensive screening; we start out with family history, chest x-ray; physical examination; check all feces; skin tests for T.B.; U.D.; stool exams for parasites; hepatitis and for women it may include pregnancy tests. Generally they come in 2 times; followup with treatment in the needed area and they receive immunizations. All this takes about three hours in the morning at the clinic for 15 individuals. They are a delight to work with; the Hmong are a charming people. We are working with the 4 ethnic INDOCHINESE communities. The major things are dental work, minor skin problems, hepatitis, parasites and some major illness. Hennepin County provided the funds to get interpreters: Vietnamese,

Dr. Richard Johnson - cont.

Laotian, Hmong and a part time Cambodian. Our interpreters go out in the field and are called on week ends and at night. We have church groups donating clothes.

Most of their health problems are easily treated but the biggest problem is their total unfamiliarity with Western health care concepts. The clinic has used interpreters trained with some medical knowledge at the Vocational Training program in St. Paul. This helps communication between the Indochinese and the doctor, but this system is the most alien to the Indochinese.

IV. Dr. Neal Holten - Department of Internal Medicine, St. Paul Ramsey Medical Center.

In general the strategy for providing health care for the refugee has been first, all health screening or screening case finding. It is the first step in getting the refugee into the health care system. We identify cases of tuberculosis and other infectious diseases. We show them what it is like to come to clinic or to the hospital. We give them a broad screening for all kinds of medical, nutritional and even some social problems. One visit is not enough. Problems identified have to be followed up and treated. Primary care is in checking for disease, general basic health care secondary or referral care. There have been health problems that have needed the attention of medical specialists, social workers and other people who have very unique services. The refugees need to be sent to these specialists but it is not as simple as it is for the average American patient. They have to be tracked through this system. You cannot assume that because an appointment has been made in a medical center that the patient will make it to the specialist. It takes extra time to make sure that the patient will make it to the appointment and receive the treatment needed.

The experience of the health care providers is very pleasant. It is an honor to treat them. The Indochines are very compliant and cooperative. As care is provided in the clinics or hospital, the barriers are very high and very severe. The only analogy is seniors. Some of our seniors have difficulty in obtaining care. Confused, baffled by large institutions, possibly resistant to extensive testing, blood drawing etc., because the understanding and communication is very difficult.

1. Interpreters; the first and foremost to provide communication.
  - a. advocate to patient
  - b. link to health care system
  - c. quality control of the whole process
2. Language and cultural barriers
  - a. politeness factor changes how care is given to refugees
  - b. concept of blood drawing
  - c. Ultra sound exams for pregnant women. The gamut of our super technology is very confusing to many of the refugees.

Dr. Neal Holten - cont.

The style of our medicine where the individual patient is the person responsible for the decision making. For example, someone needs an operation, in our society that person decides whether or not to have that operation. Many of the refugees have a different type of family structure, where the decision is made by a family conference, not by the individual.

The other point is unfamiliarity with anatomy, physiology and technology. An example of this is someone who has a heart catheter.

#### CATHETERIZATION

Catheterization of the heart to look at the valves because of a heart murmur and abnormal findings on some other tests, they need a very extensive procedure: Catheterization of the heart. Explaining the findings to the patient and then saying you have to have a heart operation is difficult. They are unfamiliar with chambers/valves so it is hard to describe a hole in the septum dividing the left and right heart. It takes time to educate the refugee and the Americans involved in providing care with regard to cultural differences.

#### V. Jean Lowery - Community University Health Care Center

We provide service to 3,000 children and 1,000 adults. We have connections with the City Health Department as well as with the U. of M. We do have a heavy caseload; cycle of care when anyone is enrolled at the center, we provide initial assessment. We do a fairly comprehensive physical screening. The center is small but is a full service center with a pharmacy, nutrition services, mental health, dental, etc. We have community health care workers. We have public/private funders.

It takes longer for a Southeast Asian because of some of the things he talks of; the background information that he has to provide. We have to explain the equipment that is used for instance, in the dental component, all this is very different for the patient and his fears need to be allayed.

Our primary need is that fact that even though we are funded by a variety of resources we are starting to feel the pinch now. Those monies have not increased over the years and have at the same time demands for our services are escalating.

The community is changing in our area; now we are seeing new Indochinese, where traditionally American Indians were here.

That is another community issue that has come up, one we did not expect. We are trying to find ways of dealing with it. There is a Y3 case load of Indians and 10% Southeast Asians, all in that waiting room, which can be a problem, especially if we have no translator available. The main issues are staff time and reimbursement for them.

## INDO-CHINESE REFUGEE RESETTLEMENT WORKSHOP

### D. Housing Summary

#### I. Sandy Green, Minneapolis Housing Service

Housing in Minneapolis is in a crisis situation. Many of the people who would be good panelists today simply can't spare the time from their work.

Sandy Green considers there is a crisis in emergency housing.

The City of Minneapolis has no clear-cut plan to deal with chronic emergencies that are common.

1. buildings are condemned (tenants do get priority in public housing if they otherwise qualify)
2. rents get raised beyond tenants' ability to pay
3. secondary migration
  - a) a local refugee family may get word that another family is arriving.

There are some provisions in Minneapolis for emergency housing, but not enough (Hennepin County paid \$188,000 to the Andrews Hotel last year for this purpose).

#### II. Peter Brown, Lawyer for Minneapolis Legal Aid Society

There have recently been meetings in the Elliot Park and Phillips communities to discuss some of the urgent problems those communities face with housing.

His office is located between the Phillips and Elliot Park neighborhoods and serves as a housing office. Low income housing was not easily available even before the arrival of refugees. Two causes had been deteriorating conditions and displacement. Even more pressures on availability of low income housing occurred with the arrival of the SE Asian refugees.

Mr. Brown gave an example of one one-bedroom unit being occupied by three families. The landlord was collecting \$250 rent per family and the heat was kept at 50 degrees or lower. Because there are few options for housing it is difficult for low income people to assert their rights.

Mr. Brown views the problem as a total problem, not a refugee problem.

#### III. Mary Ellen Grika, Minneapolis Housing Inspector (she works in the Phillips Neighborhood).

Overcrowding that might cause condemnation is not clear from the record. She has observed pockets where turnover of tenants seems to be going completely laotion. The reason is not clear.

IV. Larry Bruckner, Minneapolis Housing and Redevelopment Authority

The purpose of the MHRA is to provide housing for low income people and families. It's difficult to do that now for several reasons. It is especially hard to provide two and three bedroom units. It is almost impossible to find Section 8 housing at the allowable rent. There has been a court decision declaring that the Housing Authority is the only party that can approve an eviction procedure. Landlords may be leery of this arrangement. The waiting list for the "projects" is very long. There is an estimated six month wait for a two bedroom unit, all year wait for a three bedroom unit and a one and a half year wait for a four bedroom unit.

Because of a HUD requirement residents of project units reflect proportionately the Minneapolis population, those applicants in the lowest income group (0 - \$6,000) may have to wait longer for placement. Policy change needs to occur to address the low income.

Individuals or families displaced by public action (such as condemnation of building) are moved to the top of the waiting list. Housing needs to be addressed in areas of policy, units available and funding. Crisis situation; Competition by low income is fierce and potentially a dangerous situation.

V. Cedric Mitchell, Summit-University Acculturation Task Force  
Martin Luther King Center, St. Paul

We need 10,000 units - 20% family units, 60% of waiting list is Indochinese. Housing was available in the Summit-University area before the Hmong secondary migration. Complaints came from long-time residents who couldn't find housing. The impact was large and sudden. The need to identify housing for large families was a change from previous requests.

A second problem is the buying up and rehabilitating of homes. The current average income in the area is \$9,000. There are waiting lists now to get into projects (this was not the case before the Hmong migration).

VI. Manh Her, Interpreter, International Institute of Minnesota

Indochinese people are at a disadvantage in the housing market. They don't speak much English and they can't afford high rent. They move where they can afford; some landlords don't care how many families are in one apartment. They cannot get into public housing.

The Indochinese don't know much about regulations concerning how many in one apartment, and want to live with their relatives. In Indochina you had to share housing with displaced people from other villages, so they continue to take others in here. If you don't help other people what would they do.

"We help each other."

VII. Eric Paul Sallimen  
City of St. Paul Public Housing Authority

Of the 10,000 people in St. Paul public housing, 20% are Indochinese families. Over 60% on waiting lists are Indochinese. Workshop was on the Indochinese culture. They had a film shown on Indochinese culture "The Miss Year" to all the residents - discusses

1. Breakdown in sponsorship of refugee
2. Input of no housing for low income
3. Landlord - Refugee unaware of rights
4. Desegregation problems

Some of the problems identified by St. Paul Housing Authority -

1. Production of homes inadequate
2. The demolition of structures
3. Size of families large vs. small
4. Market: Breakdown in economics and impact
5. Vacancies: 3.3% family units, 3.5% multi overall, 1.6% (190) is considered critical. 3.3% is crisis level. We are in a crisis level in all categories.

There would be housing problems without the influx of refugees. One must be quite rich to buy or rent in St. Paul.

The Public Housing Agency was flabbergasted by the sudden large influx of Indochinese.

Fear and resentment has caused some harassment of Indochinese residents.

PHA set up a workshop to counter rumors and present information on the background of refugees. The workshop was well received by residents and others.

VIII. Janet Smith, St. Paul, Mayor's Housing Information Office

Her work is mostly phone work. She sees some problems.

There is a breakdown of sponsorship. Many sponsors are not aware of problems related to housing. Sometimes sponsors lose track after finding first housing.

Refugees do not understand the tenant-landlord relationship. They don't know about laws governing rental and they don't know what a fair rent is.

Condemnation of buildings is going to make problems -- especially for large families because they now provide housing that will not be replaced.

IX. David Bradshaw, St. Paul Planning and Economic Development Department

Vacancy rates in St. Paul indicate housing is at a crisis level. Several things have contributed to housing shortages. Households are smaller, there is an increased demand for units, the building rate is down and the demolition rate is up.

St. Paul estimates a need for 10,000 more family units in the next ten years -- funding is not coming so the need will not be met,

X. Julian Epton, Elliot Park Neighborhood, Community Organizer

\$6,000 median income, 90% rental, 80% absent landlord

Low income housing units are being lost in Elliot Park by attrition and in the Phillips Neighborhood by displacement.

Housing rights and remedies are not understood by Indochinese.

He has taken an active role in exploring the responsibilities of Sponsoring Agencies in refugee housing.

He gave an example of housing situation. Tenants are in a no win situation -- the building is not up to code but if it is sold and made into condominiums, 200 people will be out of housing.

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO: All Mayor's Staff

DATE: January 28, 1981

FROM: Irene Gomez de Bethke

SUBJECT: Open Hearings on Housing

Impact of Indochinese on Housing Market & Conditions

A public hearing will be held on Friday, January 30, 1981, from 9:00 AM to 3:00 PM at the Northern States Power Company Auditorium, 414 Nicollet Mall, Minneapolis.

Sponsored by Senator Rudy Boschwitz, Saint Paul Mayor George Latimer, Minneapolis Mayor Donald M. Fraser and the State Office of Refugee Resettlement.

Panel members will include:

Cornealius Collins, Gene Niewohner, Region V Representatives of the Office of Refugee Resettlement, Department of Health and Human Services.

John Terronez, Community Relations Service, United States Department of Justice.

Tom Feeny, Housing and Urban Development area Office.

Larry Bruckner, Minneapolis Housing and Redevelopment Authority Rental Administrator.

Erik Sallmen, Saint Paul Public Housing Agency.

David Bradshaw, Saint Paul Planning Department.

William Carter, Minneapolis Planning Department.

Ivan Musicant, Minneapolis Housing Service.

IGB:sm

from the mayor's office



FROM: Office of the Mayor  
127 City Hall  
Minneapolis, Minnesota 55415

CONTACT: Irene Gomez de Bethke  
Administrative Aide  
348-2100

FOR IMMEDIATE RELEASE - DECEMBER 12, 1980

PRESS ADVISORY

INDO-CHINESE REFUGEE RESETTLEMENT WORKSHOP

A series of informational workshops will be held December 15, 12:00 NOON,  
and December 16, 8:30 AM at Northern States Power Company Auditorium, 414  
Nicollet Mall, Minneapolis. Sponsored by Senator Rudy Boschwitz, Saint Paul  
Mayor George Latimer and Minneapolis Mayor Donald Fraser. Mr. Neal Collins  
and Gene Niewoehner, Region V Representatives of the Office of Refugee Reset-  
tlement, Department of Health and Human Services, will discuss the availabil-  
ity of funds under the Refugee Act of 1980 and grants specifications to  
obtain such funding.

Staff of metro area government agencies providing services to the  
refugees, community leaders and Indo-Chinese Refugees will inform the legis-  
lators and federal officials of the human resource and funding needs of  
refugees in this area and will explore how people in the public and private  
sector can cooperate to solve refugee related problems.

The agenda for Monday December 15, 1980 will open with greetings from  
Mrs. Evelyn Flom Chairman, who is the grants coordinator for Senator Rudy

Boschwitz. Ms. Jane Kretzmann State coordinator for Office of Refugee Resettlement, Department of Public Welfare will present an overview.

Panel on Education

Larry E. Harris  
Legislative and Community Relations  
Minneapolis Public Schools

Linda Ball  
Supervisor Refugee Programs  
Division of Area Vocational Technical Education  
Saint Paul

Julio Almanza  
Bilingual and English as Second Language, St. Paul Public Schools  
Ramsey County Indo-Chinese Planning Task Force

Francisco Trejo  
Program Director for Minnesota Bilingual Vocational Training Program  
Saint Paul  
(AVT Inst.) Area Vocational Training Institute

Dr. Jermaine Arendt  
Modern Languages Consultant  
Minneapolis Public School

Deirdre Kramer  
National Origin Desegregation L.E.P. (Limited English Program)  
Minneapolis Public School

Ben Bryant, Adult Education, St. Paul Public Schools

Panel on Employment

Larry Mitchell  
Work and Training  
Hennepin County Community Services Department

Mike Banks  
Employment Counselor, Ramsey County Human Services

Steve Rhodes  
Mn. State Employment Coordinator, of Refugee Resettlement

Sharon Stuart  
CETA Officer, St. Paul Manpower Office

Margie Thurin  
Senior Social Worker, Hennepin County

Josee Kung  
St. Paul Manpower Office

Panel on Employment (continued)

William Brumfield  
Director, Hennepin County CETA

Mr. Thomas Hogan  
Director of WIN Hennepin County - Mpls. Economic Security

Vy Van Pham  
Special program counselor Hennepin County

Thomas Cosel  
Director of Refugee Employment Services of Catholic Charities

Tuesday, December 16, 1980

Panel on Health

Jerry Thelen  
Minneapolis Health Department Planner

Sandy DuVander  
Minnesota State Health Coordinator,  
Refugee Resettlement Office

Kathy Johnson  
East Metro Coordinator for Refugee Health Services

Dr. Richard Johnson  
Medical Director, Hennepin County Chest Clinic

Dr. Neal Holten  
Dept. of Internal Medicine, St. Paul Ramsey Medical Center

Dr. Jean Smelker  
Director, Community University Health Care Center

Phoua Thao, (Hmong Interpreter)  
Minneapolis Health Department

Dr. Dat Van Truong  
General Practice

Panel on Housing

Sandy Green  
Minneapolis Housing Service

David Bradshaw  
St. Paul Planning and Economic Development Department

Panel on Housing (continued)

Cedric Mitchell  
Summit - University  
Acculturation Task Force  
Martin Luther King Center  
St. Paul

Peter Brown  
Lawyer for Minneapolis Legal Aid

Bertha Harris, Representative  
Sabathani Emergency Housing Service  
Larry Bruckner

Mpls. Housing/Redeveloping Authority  
Manh Her (Hmong)  
Interpreter  
International Institute of Minnesota

Mary Ellen Grika  
Minneapolis Housing Inspector

Ivan Musicant  
Minneapolis Housing Service

Bill Carter  
Minneapolis City Planning

MAYOR DONALD M. FRASER

minneapolis

city of lakes

November 26, 1980

Mr. Rob Stevenson  
State Capitol  
St. Paul, Minnesota 55155

Dear Mr. Stevenson:

This is to confirm the arrangements made with your office by telephone regarding the luncheon to be held on Thursday, December 4, 1980. It will be held at the American Refugee Committee Office, 310 Fourth Avenue South (Summit Building) Minneapolis, Mn. at 12:00 Noon.

We very much appreciate your taking the time to meet with the Community leaders to discuss South East Asian problems.

For your R.S.V.P. or if you have any questions prior to the meeting, please do not hesitate to call me at 348-2100.

Sincerely,

*Irene Gomez de Bethke*

Irene Gomez de Bethke  
Administrative Aide  
to the Mayor

IB:hf



EQUAL OPPORTUNITY EMPLOYER

MAYOR'S OFFICE  
MINNEAPOLIS, MINNESOTA

MEMORANDUM

TO:

DATE:

FROM:

SUBJECT:

DATE: December 15, 1980

TIME: 12:00 noon on

PLACE: Hennepin County Government Center

PURPOSE OF MEETING: Region 5 Workshop

RESOURCE PERSON/DEPARTMENT FOR FURTHER HELP:  
Irene Gomez Bethke, 348-2100

PERSONS INVOLVED: Neal Collins, Region 5

ISSUES: Employment - CETA  
Education  
Housing  
Health

FURTHER NOTICE WILL BE COMING