



Board of Directors Meeting Minutes

Date: June 21, 2014

Location: 60 Empire Dr, Suite 203
St. Paul, Minnesota 55103

Present: BM Krystell Escobar, Chairwoman; BM Suyapa Miranda, Vice-Chairwoman; BM Kandace Creel-Falcon; BM Jesus Villaseñor; BM Cynthia Campos; BM Michael Muñoz; via phone: BM Peter Reyes; Secretary Gerardo Bonilla

Staff: Hector Garcia, Executive Director; Elyse Ruiz, Legislative and Community Relations Manager; Rebeca Sedarski, Regional Community Liaison and Project Coordinator; Rosario Plascencia, Research Analyst (via phone), and Gladys Rodriguez, Office Manager.

Guests: Greg Esch; Tom Esch; Ron Lezama, LEDC; Lisa Larges, State Services for the Blind, DEED; Jose Trejo, Trejo and Associates; Femina Ajayi-Hackisorn, MN Department of Corrections.

Agenda Item	Discussion/Action Summary/Motions Adopted	Follow-Up/Timeline	Person(s) Responsible
Welcome & Review of Agenda	<p>Meeting was called to order by Chairwoman Krystell Escobar. All in attendance introduced themselves.</p> <p>BM Michael Muñoz makes the motion to move up Elyse's report before the ED's report and the MN Department of Correction's presentation by 20 minutes. BM Cynthia Campos seconded. All in favor vote.</p> <p>BM Kandace Creel-Falcon makes the motion to approve the agenda with the changes made. BM Cynthia Campos seconds the motion. All in favor vote.</p>	<p>← Motion passed</p> <p>← Motion passed</p>	
<p>Review and approve 03/15/14 Minutes</p> <p>Presentation on State Services for the Blind</p>	<p>BM Kandace Creel-Falcon makes the motion to approve the minutes for March 15th, 2014. BM Gerardo Bonilla seconded the motion. All in favor vote.</p> <p>Lisa Larges talked to the board about what the States Services for the Blind does. She asked the board for what changes/ideas can be implemented to serve people whom English is not their primary language and serve them adequately. State Services for the Blind work with anybody who has difficulty seeing to the extent that it makes it difficult to carry out task in their daily life. They don't need to be legally blind to receive states services for the blind. They have 3 basic units, with 12 offices across the state. They have a workforce development unit to help anyone with vision difficulties to find employment and also work with people that have a job but that are loosing their vision keep their job. The Senior Services unit works with anyone that is not in the job track. The Communication Center provides Braille textbooks for all K-12 students in the state on MN including audio and with print impairment.</p>	<p>← Motion passed</p>	

<p>Presentation for Consulting services by José Trejo.</p>	<p>José Trejo, first director for the council and worked for 13 years, stated the very important role of CLAC, its critical role and successes and failures. He mentioned that CLAC's report to the legislature is very nice but that it only addressed the high and mighty in the Latino community but it doesn't get to the grass roots. It only had 3 letters of support, out of 14, that are Latinos, none of these people need the council. The people that need the council are people that don't have a job, can't find a house, can't speak English, are unemployed, or discriminated against. As part of his presentation, he talked about the issues on how he can help CLAC, and suggested that CLAC propose policies that make a difference, focus on staying on mission, not action oriented be resource oriented, strategic planning based on ends and means, responsibility to each other, look inwards. The board of CLAC is in charge of the ends and the Executive Director is in charge of the means. His proposal is for a 3 month contract, 20 hours a month for \$1,500.00 - \$70.00/hr after that. BM Kandace Creel-Falcon asked how he would facilitate the vision aspect of realigning the mission. He answered that CLAC has a mandate and then determine how best deal with the mandate. Then define the vision based on the mandate given. BM Suyapa Miranda asked what kind of tools he will be using to evaluate the board and staff. He said that he would do individual interviews and exercises that would outline things strategically and how the board works as a team. BM Cynthia Campos asked if he would be flexible on the amount he is proposing.</p>		
<p>Presentation for Consulting services by Greg Esch.</p>	<p>Greg Esch shared that he deals with the management of organizational behavior. He meets the individual at his/her level, challenge that person, provide a sense of direction that is realistic within the resources involved, and provide the education as a tool in the tool box to advance his/her own life, development and career. His fee is \$995.00.</p>		
<p>Presentation for Consulting services by Marcia Avner.</p>	<p>Ms. Marcia Avner commented that with previous meetings and presentation to the board and staff, she feels that she has a good sense of the direction that is imperative for the end of 2014 and the next couple of years. The OLA report raised questions about CLAC. One imperative is to clarify and demonstrate to the community what CLAC does, how it does it and what the results are. She mentioned that there is an enormous amount of interest in the "New American Majority" is being talked about all over the country and state. Ms. Avner mentioned that she will be looking at where CLAC is and where it wants to be, what the opportunities are and what are the resources and human resources that will take to move it in that direction to maximize your advocacy and leadership role in the community. In the proposal she shared, she talked about a shared view of strengths and strategic profile now, and very specific about targeted goals and next steps to move the implementation in a very quickly and strategic way. She will interview members of the board and have pre discussions to get strategic goals and with qualitative and quantitative assessments of what we have done in the community and with the community. BM Kandace Creel-Falcon asked how she sees her presentation different from last summer and more of the hands on engagement piece and measurable outcomes. Ms. Avner said that the strategic planning will be highly interactive with a preliminary investigation of the priorities. Then affirmation of mission. Discussion of those priorities and what it takes to get them done for the next two years. Start with an informed dialogue, move through the setting of the priorities and the steps that will take to actualize the</p>		

	<p>priorities; look for the opportunities for board leadership and staff direction to get the work done. The follow up will take us to a work plan. She proposes two options: 1) Strategic Profile Session: \$2,000 and 2) Strategic Profile Session with Environmental Scan: \$5,000.</p> <p>BM Suyapa Miranda makes the motion to extend the time on the agenda by 30 extra minutes. BM Cynthia Campos seconds the motion. All in favor vote.</p>	← Motion passed	
2014 Legislative Session Update	<p>Elyse Ruiz, legislative manager, shares that this has been one of the most active legislative session in a while. These are the mayor initiatives that CLAC had a more active leadership role: 1) HOME bill (HF 859) This coalition will continue to work together with other housing related matters. 2) Early Learning Scholarships, PSEO provision. 3) César Chavez Day (SF 1509). 4) ELL provision. 5) Minimum Wage (HF 2091).</p> <p>Elyse Ruiz talked about the locations for the 2014 CLAC Community Forums this summer: Austin, St. James, Worthington, Albert Lea, Brooklyn Center, and Minneapolis. The efforts will be jointly with Secretary of State. One effort is to let our community know of the work of the council in the last legislative session and the second is to talk about Voter Education and Registration. The board decided not to allow political candidates to join in the community forums presentations. They can join as an exhibitor and allow for the community to talk to them. Keep focused on the objective.</p> <p>BM Cynthia Campos made the motion to approve the Community Forum locations. BM Uriel Perez seconds the motion. All in favor vote.</p>	← Motion passed	
Presentation by Femina Ajayi-Hackisorn, MN Department of Corrections	<p>Ms. Femina Ajayi-Hackisorn is an affirmative action officer at the Minnesota Department of Correction. They are in charge of 4 basic things: Recruitment, Retention, Community Outreach and Education. She wants to work with the council to figure out what the Latino constituency needs. At the CLAC Latino Legislative Day at the Capitol she was able to have a table to share and educate our community of the people that are incarcerated. 50% of the populations in MN jails are African Americans and Latinos. 90% of the people leave prison and are successful in the community and not return to the DOC. 6 out of 100 of the people working for the DLC are minorities (4,000 staff fore 10,000 offenders). She wants to increase the numbers of minorities employed by the DOC. She gave two pieces of artwork to CLAC from some offenders.</p>		

Executive Director's Report	<p>ED García asked BM Uriel Perez Espinoza to introduce himself as the newest CLAC board members. He has been in Minnesota since 1989 and working with immigration issues with Labor Union to change its policy on the AFLCIO. He is married to a Mexican woman from Puebla, Mexico and has 3 children. He currently lives in Bloomington.</p> <p>ED García began his presentation talking about the participation of CLAC in the Legislature. Some were successful in passing like the HOME bill, César Chavez day and Minimum Wage bill. Unfortunately a couple of them did not pass like the change in our statute allowing us to have activities that can be measured (Duty #8) and additional not voting members like commissioners of several departments. Our main role is advisory and conduit of information which are very hard to measure. Our best work was the one we did with Rep. Mariani and Senator Torres Ray. CLAC contributed a great deal laying the groundwork for this bill to pass: the added value of foreign languages and foreign cultures, conveying to the legislature and general that our children are an added value. Driver's license did not pass this session either.</p> <p>Mr. García talked about the work related to Immigration Reform that is happening in Minnesota. CLAC has been talking and writing about it to have an impact at the state level. We will be holding discussions with supporters of Immigration reform at the national and state level with full legal rights, training, etc, that might be feasible at the state level.</p> <p>Mr. García made mention about the work that Rebeca Sedarski has done in Rochester to support in the local Latino organization (ACHLA) and how they have come together with our help. He also commented about the fact that Art Rolnick, from the Humphrey Institute of Public Affairs, has requested \$1 million dollars funding from Mayo Clinic and \$2 million from the state of MN for the Early Childhood Preschool Center in Rochester modeled after the Northside Achievement Zone in North Minneapolis. Former Senator and leading thinker in Education Steve Kelley, from the Humphrey Institute, offered to begin a Capstone Project in support of CLAC's Rochester Project.</p> <p>ED García mentioned that CLAC was invited to participate in the Executive Committee at Violent Crime Coordinating Council (VCCC) and the proposal submitted by CLAC in getting more collaboration and dialogue between law enforcement and the community through a roundtable. The first was in East St. Paul, the second one took place in Rochester and there will be a third one in Duluth by the recommendation of Commissioner Roy. He also said that the growth not only in the population of the prisons for minorities is incredible but also in the consumption of drugs: synthetics grew by 5,000% in the year and heroin continues to grow.</p> <p>ED talked about the work led by Sam Hernandez for the 2015 State Latino Education Summit and the people involved to make this happen. He suggested for all to read the document that BM Kandace Creel-Falcon and Hector put together regarding CLAC's Strategy. Sam Hernandez has also advised for</p>		
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	<p>the creation of a Latino Advisory Committee. MR. García also suggested for the creation of a Latino Business Advisory Committee. He requested a vote for that creation.</p> <p>BM Cynthia Campos made a motion to approve the creation of dual committees (Community and Corporate) and framework and bring it to final approval. BM Jesus Villaseñor seconds the motion. All in favor vote.</p> <p>Ron Lezama from LEDC talked about the importance of our Latino community to participate in different boards throughout the state.</p>	← Motion passed	
Rochester Project Update	<p>Rebeca Sedarski, CLAC's Regional Community Liaison, talked about the three key elements of the work in Rochester: Community, Education and International Business.</p> <p>First of all, and related to the Community, is the creation of the Board of Directors of the Alliance of Chicanos, Hispanics and Latin Americans (ACHLA). Architect José Rivas, owner of CRW Architecture and Design, was voted President of the ACHLA board. Rebeca Sedarski was voted Vice-President, Umbelina Cremer was voted Treasurer, Miriam Goodson was voted Secretary and Miguel Valdez was voted Former President. ACHLA will work now on its strategic plan.</p> <p>Rochester Police Chief wants the community involved in issues related to his department. He created the Rochester Police Department Oversight Commission, with the ok of Rochester's Mayor. Rebeca Sedarski was invited to participate and give advice.</p> <p>Rebeca Sedarski continues to work closely and attending meetings with other organizations like the Council on Black Minnesotans, Destination Medical Center community meetings and the Minority and Women Owned Business Enterprise Utilization Plan, ECHO (Emergency Management Agency), the Council on Black Minnesotans and CLAC applied for a MNSURE grant to build a healthy and diverse network of outreach workers to assist navigating Latinos and African heritage residents using MNSURE.</p> <p>In regards to Education, Sedarski has been supporting the efforts by Sam Hernandez in his plan or organizing and Education conference but this effort has shifted to support La Familia Latino Family Festival and Expo at the Neighborhood House in St. Paul on September 27th, 2014.</p> <p>On the International Business, CLAC supported the efforts of the Intercultural Cities Initiatives program from Europe. The idea of the Intercultural Cities is one that values other cultures rather than marginalizes them. There is one Intercultural City in Montreal, Canada, one in Mexico City but none in the US. The meeting that was organized at the Mayor's office, Mayor Brede was so interested that he was ready to sign the dotted line for Rochester to become the first Intercultural City in the US.</p>		

Treasurer's Report	Office Manager Gladys Rodríguez shared that there are 10 days left of the fiscal year 2014. We have \$1,500.00 available to spend for the next 10 days. 95% done with the 2014 budget. We have \$40,000.00 encumbered in salaries and will still have some bills to close out yet. She presented a detailed projected budget for fiscal year 2015. Budget for FY 2015 only allows 4 full time staff.		
Strategic Session Discussion	<p>Chairwoman Krystell Escobar suggested moving into the discussion on strategy and consulting proposals. BM Candace Creel-Falcon mentioned that Marcia Avner's proposal is the one that is the most prepared and that would steer us into one direction, speak the same language, mission, and facilitating that process to create specific goals and help for the action plan for the staff and board. She mentioned that Mr. Trejo has a particular perspective having been the Executive Director for CLAC but this can also be limiting in scope with our contemporary challenges moving into 2015. BM Jesus Villaseñor, ED Hector García, RCL Rebeca Sedarski, OM Gladys Rodríguez, Rep. Slocum, BM Michael Muñoz, BM Uriel Perez, BM Gerardo Bonilla, and RA Rosario Plascencia agreed with BM Kandace Creel-Falcon and all voted to hire Marcia Avner. OM Gladys Rodriguez mentioned that we need a month's time to get Marcia Avner's contract ready with all signatures with option 1.</p> <p>BM Suyapa Miranda was inspired by Trejo's presentation and recommended to hire José Trejo.</p> <p>BM Kandace Creel-Falcon made the motion to draft and enter into contract with Marcia Avner. BM Suyapa Miranda seconds the motion. All in favor vote.</p>	← Motion passed	
Wrap-up and adjournment	BM Kandace Creel-Falcon motions to adjourn. BM Gerardo Bonilla seconds. All in favor.	← Motion passed	

Written by Rebeca Sedarski, Regional Community Liaison and Project Coordinator, reviewed & edited by Gladys Rodriguez, Office Manager.