

# 2016 Racial Equity Agenda

*“...communities are not truly successful when entire racial or ethnic groups are not sharing in that success.”<sup>1</sup>*

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**VOICES FOR  
RACIAL JUSTICE**

ORGANIZING | ADVOCACY | POLICY

*We the People* are leading for change. As we look forward to 2016, it is important to reflect on previous years and demand a better future. Doing so will take a commitment to certain principles and truths; in particular, it will take a commitment to the principles of collective action and reflection to bring forth the truth of racial justice. In pursuit of this truth, it is important that the foundation we stand on is strong and that our rationale is sound. The foundation we stand on is racial justice and our rationale is sound – every day we choose not to live racial justice, we are living a lie.<sup>2</sup>

In telling the truth about racial justice, *We the People* must include the perspectives and voices of American Indian communities and communities of color, with power equally shared. No one voice or perspective defines our collective narrative. Our voices for racial justice subject the U.S. Constitution's narrative of *We the People* to public critique. Our narrative elevates the voices of American Indian communities and communities of color, and our analyses of policies and practices that continue to oppress us. We believe that it is through this collective voice that we will build power – together – and begin the process of healing from centuries of trauma suffered from living under racial oppression.

Change requires that we lean into discomfort. With the projected \$1.2 billion budget surplus waiting for lawmakers when the 2016 legislative session convenes, *We the People* have a few questions: How will legislators decide what to do with the surplus? Who will they look to for guidance? How will they lead to end racial disparities? *We the People* have an answer – seek guidance from American Indian communities and communities of color across the state and follow our vision for a better tomorrow for all Minnesotans.



## Honor Tribal Sovereignty<sup>3</sup>

**Close achievement gaps for American Indian students.** Closing achievement gaps for American Indian students in the nation remains a priority. The efforts to reduce the achievement gap in Minnesota include the following: (a) continuing consultation and follow-through on 2015 recommendations by the Tribal Nations Education Committee (TNEC) members and representatives on best practices to close the American Indian achievement gap; (b) culturally-relevant American Indian curriculum that meets the standard requirements and benchmarks throughout all grade levels, K-12; and (c) continuing funding language revitalization of Dakota and Ojibwe Languages.

**Respect American Indian treaty resources management policies.** An important part of American Indian treaty resources management is to ensure that pristine waterways and other natural habitats are protected from pollutants. The continued development or proposed expansion of oil pipelines and mining operations in Northern Minnesota present serious concerns for areas where traditional medicines, wild rice, fish and game are harvested by Ojibwe people. The protection of natural resources is paramount to all American Indian tribes in Minnesota, and it is important that state and federal agencies understand the potential impacts that large scale energy projects can have on tribal communities.

**Support tribal law enforcement officers.** Reducing paternalism and creating equity in law enforcement is important to American Indian communities. An effort is underway to change state statutes to not only reflect the high quality of tribal law enforcement officers, but also to remove any barriers to providing the necessary public safety services in American Indian communities. Minnesota should support these efforts.

## Make Healthy Communities a Priority<sup>4</sup>

**Provide healthcare coverage for undocumented families.** Even though the Affordable Care Act (ACA) has significantly reduced the number of uninsured Minnesotans to historic lows, there are still gaps where under-resourced, uninsured people of color do not have access to affordable healthcare. It is estimated that 5% of Minnesotans do not have healthcare coverage.<sup>5</sup> Undocumented families make up a large portion of this population. Minnesota should create a program for uninsured, under-resourced undocumented families who are ineligible for Medical Assistance or other public programs like MinnesotaCare.

**Remove the barriers that exist to optimal health outcomes.** Not all Minnesotans enjoy the same level of access to care, quality of care and health outcomes as the overall population. To address health disparities, we need to better understand the disparities and barriers that exist. Modified data collection and analysis are needed in our statewide quality measurement system to identify disparities and provide data to improve the delivery of culturally appropriate and equitable services. Minnesota should enhance data systems to produce more accurate information on where disparities exist and increase data sharing with communities and providers to better serve individuals.

**Engage with communities to promote health equity.** Minnesota needs to partner with community groups who experience disparities to better understand the source(s) of the problem(s) and to develop

the most effective solutions. The lack of effective partnerships perpetuates barriers to participating in legislative, state agency, and public advocacy activities. Minnesota should provide funding, training and resources to build capacity within communities experiencing health disparities so that their voices can be part of the policymaking process. This will help make the policy process sensitive to the challenges and barriers communities face that affect health, such as the overwhelming costs of childcare and the lack of transportation.

## Focus on our Future

**Make child care affordable.** Too many families in Minnesota continue to struggle to balance the costs of child care with work. Families of color are more likely to access Minnesota's Child Care Assistance Program (CCAP), but that assistance is often out of reach. Expanding CCAP funding would be an important step toward making child care more affordable for working families of color. It would provide access to Basic Sliding Fee for wait-listed families and empower parents utilizing CCAP to find the provider that best meets their child's needs.<sup>6</sup>

**Invest in early childhood education.** Research shows that children who attend early childhood care or preschool programs enter school more ready to learn. However, both the share of children enrolled in early childhood care programs and the quality of care they receive differ by race and ethnicity. As lawmakers consider Governor Dayton's proposals on early childhood education this upcoming session, they should keep in mind research that shows that substantial increases in children's enrollment in preschool, particularly among children of color, in combination with increases in preschool quality, have the potential to decrease school readiness gaps.<sup>7</sup>

**Increase teachers of color and American Indian teachers in Minnesota.** Students of color and American Indian students represent 30% of Minnesota's school population, but teachers of color and American Indian teachers represent only 4% of the 58,200 public school teachers in the state. Each year, approximately 4500 student teachers complete licensure programs in Minnesota and become licensed teachers; however, less than 10% are candidates of color. Legislators can help move Minnesota forward and enhance the educational experiences of all students across the state, especially students of color and American Indian students, by working to remove barriers<sup>8</sup> to the teaching profession for people of color and American Indians,<sup>9</sup> and by expanding "grow your own programs" to diversify teachers.<sup>10</sup>

## Make Minnesota Work for Everyone

**Support driver's licenses for all persons regardless of immigration status.** Safe roads where all drivers are licensed and insured make Minnesota a safer state for everyone. Lack of public transit networks in some rural communities means that people without a driver's license lack any effective alternative form of transportation to take care of their basic needs. Our state can make roads safer and allow people to access



basic resources by supporting legislation that allows everyone to apply for a driver's license regardless of immigration status; that allows everyone applying for a license to take the state mandated driving tests, thereby ensuring that all drivers know Minnesota's driving regulations; and that allows everyone to have access to car insurance, thereby reducing the number of uninsured motorists, which also reduces insurance rates for all Minnesotans.<sup>11</sup>

**Improve Minnesota's working family tax credit.** Not only do Minnesotans working at low wages struggle to make ends meet, but on average they also pay a larger share of their incomes in Minnesota taxes than the highest-income Minnesotans. Expanding the Working Family Tax Credit is one way to support working families, make Minnesota taxes fairer and get children off to a stronger start in life. Expanding the Working Family Credit can also play a role in narrowing Minnesota's racial economic disparities. While people of color make up about 18 percent of the state population, about 30 percent of Minnesota households that qualify for the Working Family Credit are people of color. Minnesota should enact changes to the Working Family Credit that: increase the size of the credit; make more working families eligible by increasing the income that they can earn and still qualify for the credit; and expand eligibility for workers without dependent children to include independent workers ages 21 to 24.<sup>12</sup>

**Increase Minnesota Family Investment Program (MFIP) cash assistance.** MFIP is Minnesota's only cash assistance and workforce development program exclusive to families with children and pregnant women. The grant has not increased in 30 years. This means that a family of three receives \$532 per month in MFIP assistance – the same amount a family of three received in 1986. The program has also become a kind of unemployment insurance program for low-wage workers, most of whom are disproportionately women of color. At a minimum, Minnesota should include a \$100 per month increase to the MFIP program. This would help children and their parents who are striving for full-time employment in a difficult economy.<sup>13</sup>

## Support Police Accountability

**Support local civilian oversight councils for law enforcement agencies.** Today, there are more than 200 civilian oversight entities around the country, though their powers to investigate officers vary.<sup>14</sup> The reality is that under-resourced communities of color experience record levels of high-tech surveillance and violence at the hands of police. Civilian oversight councils function to provide a "fair and impartial process for review of citizen complaints of misconduct by...Police Officers."<sup>15</sup> Minnesota should support local civilian oversight councils for law enforcement agencies.

**Eliminate the use of grand juries in cases involving killings by police.** Grand juries have become increasingly controversial in incidents of officer-involved killings. Last year, California became the first state to ban their use in cases involving police shootings. In Minnesota, following the police shooting of Jamar Clark, more than 2,400 people signed a petition asking the Hennepin County Attorney to assign a special prosecutor to the Clark case as an alternative to a grand jury. In cases involving police shootings, Minnesota should ban the use of grand juries and establish a Board of Special Prosecution and a special prosecutorial office to handle such cases.



## Reform Criminal Justice

**Stop prison expansion.** A series of “tough-on-crime” laws enacted over the last decade have swelled Minnesota’s prison population to near capacity. As a result, the Department of Corrections asked for \$141 million to add hundreds of new beds to its Rush City facility to accommodate the growth.<sup>16</sup> Some legislators have asked to reopen a vacant prison in Appleton, which is owned by a private company. Other legislators argue that the state needs to look at changing prison sentences on low-level drug offenses to keep the state’s facilities from overflowing. People of color make up a disproportionate percentage of the inmates in Minnesota’s prison system.<sup>17</sup> To help end this disparity, Minnesota should stop the expansion of prisons and reduce prison sentences on low level drug offenses.<sup>18</sup>

**Support juvenile justice reform.** Detention is a crucial early phase in the juvenile court process. Placement into a locked detention center pending court significantly increases the odds that youth will be found delinquent and committed to corrections facilities, and can seriously damage their prospects for future success.<sup>19</sup> A recent report from the Minnesota Department of Public Safety details how the state system is plagued by racial inequalities worse than other Midwestern states or other states of Minnesota’s size.<sup>20</sup> To end these disparities, Minnesota should support a package of juvenile justice reform that seeks to end the indiscriminate shackling of youth in the courtroom, and reforms sentencing to reflect the fact that children should be treated differently than adults.<sup>21</sup>

**Invest in reentry preparation for incarcerated men and women.** Recent findings from the Minnesota Department of Corrections (DOC) show that successful reentry programs have the potential to significantly improve employment rates, decrease homelessness, broaden systems of social support and increase the extent to which formerly incarcerated men and women participate in community support programming (e.g., mentors, restorative justice, faith-based services).<sup>22</sup> Additional analyses suggest that recidivism outcomes were significantly better for formerly incarcerated men and women who secured post-release employment, were involved in community support programming and had broader systems of social support.<sup>23</sup> Lawmakers should work with community organizations,<sup>24</sup> the DOC and incarcerated men and women to pilot projects that ensure that incarcerated men and women are prepared to reenter their communities with the employment and education skills necessary to contribute to a 21st century economy.<sup>25</sup>

**Change probation revocation policies.** Today, there are too many people in Minnesota who are sent to prison because of technical violations and not because they picked up a subsequent offense. These are people who could be working in their communities and attending educational courses and job training workshops. Minnesota thrives when men and women who have committed a crime that a judge found did not warrant a prison sentence are able to become productive citizens. Sending people to prison for technical violations interrupts their process of being in and with their communities for sustained periods of time. Lawmakers should help Minnesota thrive by changing probation revocation policies so that men and women are not needlessly sent to prison.<sup>26</sup>

## Move to Opportunity

**Support the tax time savings grant program.** Tax time presents an opportunity for working families and families of color to build their emergency savings, to pay down debt, and to start saving for future investments like a home and higher education. Nonprofit organizations in communities across the state provide free tax preparation services delivered by trained volunteers to under-resourced Minnesotans through Volunteer Income Tax Assistance (VITA) and Tax Counseling for the Elderly (TCE) programs. These services ensure that taxpayers receive the tax credits for which they are eligible and save the state money by ensuring tax returns are done accurately and are filed electronically, and give families access to financial products and services that help them meet their savings goals and build a stronger economic future. Minnesota can help hardworking families and taxpayers by supporting the tax time savings grant program.<sup>27</sup>

**Support local small business development.** Minnesota has become increasingly diverse, not just in the Twin Cities metro area, but across the state. The current Urban Initiative Program is limited in geography and funding, which makes it hard for entrepreneurs across the state to access the capital they need to start or grow their businesses. A recent study released by the University of Minnesota and the University of Concordia on businesses owned by entrepreneurs of color show that Minnesota has the potential to close the wealth gap by supporting entrepreneurs, especially entrepreneurs of color. Minnesota can help to achieve this goal by supporting the Minnesota Initiative Program, which would provide loan capital for small business lending statewide, focusing on entrepreneurs of color and under-resourced entrepreneurs, and the community-led organizations that work with them.<sup>28</sup>

**Remove eviction orders from the public record.** In Minnesota, renting can be difficult if a family has ever had eviction orders filed against them. Once eviction orders are filed, they become part of the public record and follow a tenant for an extended period of time. Furthermore, the assumption of guilt on the part of the tenant begins with the filing of an eviction order. Under-resourced families, people of color and American Indian families experience housing instability and homelessness at disproportionate rates. Homeownership is also disproportionately low among people of color and American Indian families. On the path to homeownership, it is often the case that many families have to rent. To help ease the process of renting, lawmakers should insert language into the current law<sup>29</sup> that enables tenants who win an eviction case to have the eviction order expunged from the public record and that mandates the court to order expungement of an eviction case after a certain period of time.<sup>30</sup>

**Expand access to earned sick time.** Currently, about 1.1 million Minnesota workers do not have the ability to earn sick and safe time. For many of these workers, one or two days of lost wages can mean difficulty paying the rent, their family's transportation or child care costs. Expanding access to earned sick time would help narrow Minnesota's racial and economic disparities. In Minnesota, 60 percent of Hispanic workers and 47 percent of African-American workers do not have earned sick leave. Minnesota should expand access to earned sick and safe time so that our state's workers can take the time they need to go to the doctor or recover from an illness with the security that they won't lose pay and can come back to their jobs.<sup>31</sup>

## Stay True to Equity

**Support equity impact notes.** Inequities in economic and workforce opportunities have intergenerational negative effects on Latino Minnesotans<sup>32</sup> and communities of color statewide that are experiencing similar inequities. To reduce inequities that communities of color face in Minnesota, the legislature should incorporate an equity impact assessment on bills debated within legislative committees. This assessment would include an explanation that clearly documents the assumptions made when conclusions are reached as to a bill's impact on racial and ethnic communities. Minnesota should work to promote equity and end disparities in all sectors by supporting equity impact notes.<sup>33</sup>

**Develop transportation advisory councils made up of local community members who have real power to propose and influence policy objectives.** Decisions about transportation infrastructure investment greatly affect the daily lives of all Minnesotans. The Alliance for Metropolitan Stability and coalition members are working along multiple emerging and existing transit ways to ensure that federal, state and local transportation policy reflect the ideas and needs of all residents, particularly under-resourced families and people of color.<sup>34</sup> In 2016, bonding will be at the forefront of the legislative agenda, including long-term funding for transportation.<sup>35</sup> In deciding what investments to make in transportation, lawmakers should work with community organizations to develop transportation advisory councils made up of local community members so that all voices have a chance to influence transportation policy.<sup>36</sup>

**Implement Emerging Workforce Coalition (EWC) goals within the Department of Employment and Economic Development (DEED).** Minnesota's demographics are changing. People of color and immigrants must be ready to replace older workers who are retiring. If nothing is done now, there will be a shortage of qualified workers for the jobs of the future, and Minnesota will suffer as a result. HIRE Minnesota – a coalition of organizations and activists working together to end employment disparities in Minnesota – is working with the Emerging Workforce Coalition (EWC)<sup>37</sup> to push for \$3.5 million from the legislature to enable the EWC to work within the Department of Employment and Economic Development (DEED). Lawmakers should support the work of organizations such as HIRE that work to prepare and train workers of color and immigrants so that they have the credentials and skills necessary to become the workforce of the future.<sup>38</sup>

**Engage American Indian communities and communities of color in the renovation of Fort Snelling.** The history of Fort Snelling is significant to American Indian communities and communities of color in Minnesota.<sup>39</sup> The vision behind the Minnesota Historical Society's request to the Legislature for \$34 million in bond proceeds for the renewal of Fort Snelling is to deepen Minnesotan's understanding of the state's past in the effort to bring in a more equitable future. In seeking this significant state support, the Minnesota Historical Society should also commit to engaging American Indian communities and communities of color in design and program planning, ensuring that their voices are centered in the narratives about Fort Snelling.

**Elevate local education equity models.** Across the state, schools are adopting local education equity models that are working. For example, the Minneapolis Public School District (MPS) worked with local American Indian communities and communities of color to adopt an Equity & Diversity Impact Assessment tool to be used in “all future policies, practices, programs and procedures that have a significant impact on student learning and resource allocation.”<sup>40</sup> And school district officials continue to work with local organizations and community members to refine the tool so that it meets the needs of American Indian communities and communities of color. Lawmakers should require that the Minnesota Department of Education (MDE) be charged with the goal and funded to provide a web clearinghouse of local education equity issues that are showing results.<sup>41</sup>

**Engage communities of color when addressing racial disparities.** Lawmakers are deadlocked on how to address Minnesota’s racial, economic and achievement gaps. These issues will receive attention during the upcoming legislative session, and there are a lot of different ideas about how to address them.<sup>42</sup> In deciding how best to address Minnesota’s racial disparities, lawmakers should not feel as though they have to act alone. Rather, they should seek guidance from communities who are most negatively impacted by racial disparities.<sup>43</sup>

## Enhance our Democracy

**End prison gerrymandering.** Today, incarcerated men and women in Minnesota are counted as residents of the municipalities in which they are incarcerated, creating a highly distorted image of the demographic makeup of those communities. It also creates a problem for equity in the democratic process because districts with a correctional facility receive greater representation when voter district boundaries are drawn. Also, incarcerated individuals cannot vote. As a result, the voting power of other districts is decreased, particularly districts with a high percentage of communities of color. Minnesota can enhance our democracy by allowing population data used in the redrawing of voter districts to reflect the residential addresses of incarcerated persons prior to their incarceration. This will ensure accurate representation when voter districts are drawn.

**Restoration of the right to vote for individuals convicted of a felony.** Felony disenfranchisement prevents Minnesotans with criminal convictions from having a stake in their communities and a voice in decisions that affect all aspects of their lives. Although felony disenfranchisement impacts a growing number of all Minnesotans, as a result of disproportionate contact with the criminal justice system, African Americans and American Indians are disproportionately affected.<sup>44</sup> Minnesota should pass legislation to allow people who have served their time and are living in their community to vote. This will promote successful reintegration into the community, as voting enables one to contribute to one’s community and to feel invested in the democratic process.<sup>45</sup>

**Adopt voter pre-registration legislation for 16 and 17 year olds.** Voting is one of the most powerful acts of civic engagement a person can exercise. Right now, twenty two states support some form of preregistration for high-school-aged people.<sup>46</sup> One study shows that in states like Hawaii and Florida, preregistration laws increased young voters' turnout from 8 percent to 13 percent.<sup>47</sup> The same study also found that "...along with having the virtue of raising overall turnout, preregistration has the advantage of doing so for a diverse set of young voters."<sup>48</sup> Minnesota should help ease the path to active participation in our democracy by allowing 16- and 17-year-olds to preregister to vote in elections so that when they turn 18, they are automatically added to voting rolls.<sup>49</sup>

**Modernize Minnesota's voter registration.** Removing voter restrictions and ensuring that the voter registration process is streamlined and automatic is one way to get more Minnesotans to the polls. General election voter turnout for the 2014 midterms was the lowest it has been in any election cycle since World War II.<sup>50</sup> Minnesota cannot – as a state – arrive at full participation unless we remove obstacles to voting, especially for communities of color. Lawmakers can remove the burden of registration on elections officials by automating and streamlining the registration process.<sup>51</sup>

## Practice Environmental Justice in all Communities

**Support clean water for all communities.** A recent study by the University of Minnesota found that people of color are exposed to 38 percent more outdoor toxins than whites.<sup>52</sup> As lawmakers prepare to debate the governor's proposal of more than \$167 million in bonding dollars to tackle sewer and clean water infrastructure projects across the state, many of which are in rural communities with aging water treatment systems,<sup>53</sup> they should keep racial equity at the forefront of all decision-making so as not to neglect American Indian communities and communities of color.



**Economic Equity**

## References

1. See 2013-2014 Minnesota Legislative Report Card on Racial Equity, p. 8, "Why Focus on Racial Equity?" <http://voicesforracialjustice.org/wp-content/uploads/2015/04/ReportCard-2013-14-final-web-USE-033015.3.pdf>
2. Thank you to Vichet Chhuon for these words.
3. American Indian people occupy a unique legal position. They are U.S. citizens and are entitled to the same legal rights and protections under the Constitution that all other U.S. citizens enjoy. However, they are also members of self-governing tribes. Tribal sovereignty refers to the fact that each tribe has the inherent right to govern itself. Before Europeans came to North America, American Indian tribes conducted their own affairs and needed no outside source to legitimate their powers or actions. Thank you to Jamie Edwards for his invaluable input.
4. Thank you to Bette Dougherty, Michael Scandrett and Mónica Hurtado for their invaluable input.
5. Please see <https://www.healthcare.gov/immigrants/coverage/>
6. Thank you to Ben Horowitz from the Minnesota Budget Project for his invaluable input.
7. Future Child. 2005 Spring; 15(1):169-96. Thank you to Joshua Crosson from MinnCan for his invaluable input.
8. Barriers include the following: (a) Increasing pathways for diverse youth, paraprofessionals and career changers to enter the teaching profession; (b) Eliminating discriminatory teacher testing requirements; (c) Providing scholarship incentives and student teaching stipends; (d) Providing induction and retention support; (e) Offering loan forgiveness for teaching service; and (f) Making changes to ensure curriculum and instruction are culturally relevant.
9. Proposed state goal of the coalition: Double the number of teachers of color and American Indian teachers in MN (currently approximately 2,200), and ensure that at least 20% of the teacher preparation pipeline are persons of color and American Indian (n=1,000) by 2020. Thank you to the Coalition to Increase Teachers of Color and American Indian Teachers in Minnesota for their invaluable input.
10. 10 Thank you to Joshua Crosson from MinnCan and to Victor Cedeño from Generation Next for their invaluable input. Please see [https://www.minnpost.com/education/2016/02/new-grow-your-own-program-aims-diversify-minneapolis-teaching-corps?utm\\_source=MinnPost+e-mail+newsletters&utm\\_campaign=6aef90b2c9-2\\_21\\_2016\\_Sunday\\_Review2\\_19\\_2016&utm\\_medium=email&utm\\_term=0\\_3631302e9c-6aef90b2c9-124148385](https://www.minnpost.com/education/2016/02/new-grow-your-own-program-aims-diversify-minneapolis-teaching-corps?utm_source=MinnPost+e-mail+newsletters&utm_campaign=6aef90b2c9-2_21_2016_Sunday_Review2_19_2016&utm_medium=email&utm_term=0_3631302e9c-6aef90b2c9-124148385)
11. Thank you to Jovita Morales from Waite House for her invaluable input.
12. Thank you to Nan Madden from the Minnesota Budget Project for her invaluable input.
13. Thank you to Jessica Webster from Legal Aid for her invaluable input.
14. <http://www.npr.org/2015/02/21/387770044/police-are-learning-to-accept-civilian-oversight-but-distrust-lingers>
15. <http://minneapolismn.gov/www/groups/public/@civilrights/documents/webcontent/wcms1p-136141.pdf>
16. [https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm\\_source=MinnPost+e-mail+newsletters&utm\\_campaign=f87dfa1cc2-Daily\\_Newsletter\\_02\\_10\\_20162\\_10\\_2016&utm\\_medium=email&utm\\_term=0\\_3631302e9c-f87dfa1cc2-124148385](https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm_source=MinnPost+e-mail+newsletters&utm_campaign=f87dfa1cc2-Daily_Newsletter_02_10_20162_10_2016&utm_medium=email&utm_term=0_3631302e9c-f87dfa1cc2-124148385)
17. <https://www.minnpost.com/politics-policy/2015/06/minnesotas-other-prison-problem-race>
18. Thank you to Justin Terrell from Take Action Minnesota and Lars Negstad from ISIAAH for their invaluable input.
19. <http://www.aecf.org/work/juvenile-justice/jdai/>
20. [https://dps.mn.gov/divisions/ojp/forms-documents/Documents/On%20The%20Level\\_FINAL.pdf](https://dps.mn.gov/divisions/ojp/forms-documents/Documents/On%20The%20Level_FINAL.pdf)
21. Thank you to Lars Negstad from ISIAAH for his invaluable input.
22. 22 Duwe, 2013, p. 4
23. 23 Duwe, 2013, p. 4. See the Report "The Minnesota Comprehensive Offender Reentry Plan Works": [http://www.doc.state.mn.us/PAGES/files/8913/8142/3580/MCORP\\_Evaluation\\_Final\\_DOC\\_Website.pdf](http://www.doc.state.mn.us/PAGES/files/8913/8142/3580/MCORP_Evaluation_Final_DOC_Website.pdf)
24. 24 Voices for Racial Justice, ISIAAH, and Take Action Minnesota are examples of community organizations that have established deep relationships with the Lino Lakes Correctional Facility.
25. Pilot projects would build on two existing DOC models – Sentencing to Service Program (STS) and the Institution/Community Work Crew Program (ICWC) – by offering programs that develop skills in areas such as sustainable development, nonprofit organizing, and nonprofit management. Thank you to the B.R.I.D.G.E. group at Lino Lakes Correctional Facility for their invaluable input.
26. Thank you to Justin Terrell from Take Action Minnesota and Joshua Esmay from the Council on Crime and Justice for their invaluable input.
27. Thank you to Anna Odegaard from the Minnesota Asset Building Coalition for her invaluable input.
28. Thank you to Anna Odegaard from the Minnesota Asset Building Coalition for her invaluable input.
29. MN Statute Section 484.014 HOUSING RECORDS; EXPUNGEMENT OF EVICTION INFORMATION
30. Even if the tenant loses the case. Thank you to Metric Giles from the Community Stabilization Project for his invaluable input.
31. Thank you to Clark Biegler from the Minnesota Budget Project for her invaluable input.
32. Latino refers to persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
33. Thank you to Anastacia Belladonna-Carrera from the Minnesota Council on Latino Affairs for her invaluable input.
34. [http://www.metrostability.org/campaigns/article.php?sid=Transit\\_Equity](http://www.metrostability.org/campaigns/article.php?sid=Transit_Equity)
35. <https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201>
36. Thank you to Owen Duckworth from the Alliance for Metropolitan Stability for his invaluable input.
37. The EWC is a network of people of color led training organizations whose goal is to prepare people of color and immigrants for the jobs of the future.
38. Thank you to Nick Kor from HIRE Minnesota for his invaluable input.
39. The long Dakota ties to the spot and the tragedy of the 1862 Dakota War; the fur trade of the 17th century; the fort's significance to U.S. westward expansion; the presence of African-American slaves, including Dred Scott, and the contributions to two world wars...the fort's use as an intelligence training center for Japanese-American troops during World War II led to the state's first sizable Japanese-American settlement." Please see <http://www.startribune.com/renovate-fort-snellings-in-time-for-its-bicentennial-in-2020/369038641/>
40. [http://equitydiversity.mpls.k12.mn.us/uploads/edi\\_assessment\\_behavior\\_standards\\_policy.pdf](http://equitydiversity.mpls.k12.mn.us/uploads/edi_assessment_behavior_standards_policy.pdf)
41. Thank you to Mary Cecconi and Ann Hobbie from Parents United for their invaluable input.
42. [https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm\\_source=MinnPost+e-mail+newsletters&utm\\_campaign=f87dfa1cc2-Daily\\_Newsletter\\_02\\_10\\_20162\\_10\\_2016&utm\\_medium=email&utm\\_term=0\\_3631302e9c-f87dfa1cc2-124148385](https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm_source=MinnPost+e-mail+newsletters&utm_campaign=f87dfa1cc2-Daily_Newsletter_02_10_20162_10_2016&utm_medium=email&utm_term=0_3631302e9c-f87dfa1cc2-124148385)
43. Minnesota's councils of color remain an important voice and connection to communities of color and American Indian communities.
44. <https://restorethevotemn.org/why-rights-restoration/>
45. Thank you to Jeremy Schroeder from Common Cause and Lars Negstad from ISIAAH for their invaluable input.
46. <http://www.startribune.com/secretary-of-state-backs-voter-preregistration-for-16-17-year-olds/294309261/>
47. <http://sites.duke.edu/hillygus/files/2014/07/Preregistration-10.22.14.pdf>
48. See page 33, <http://sites.duke.edu/hillygus/files/2014/07/Preregistration-10.22.14.pdf>
49. Thank you to Jeremy Schroeder from Common Cause for his invaluable input.
50. <https://www.washingtonpost.com/news/post-politics/wp/2014/11/10/voter-turnout-in-2014-was-the-lowest-since-wwii/>
51. Thank you to Jeremy Schroeder from Common Cause for his invaluable input.
52. <https://www.minnpost.com/community-sketchbook/2014/04/huge-gap-pollution-exposure-race-surprises-u-m-researchers>
53. [https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm\\_source=MinnPost+e-mail+newsletters&utm\\_campaign=f87dfa1cc2-Daily\\_Newsletter\\_02\\_10\\_20162\\_10\\_2016&utm\\_medium=email&utm\\_term=0\\_3631302e9c-f87dfa1cc2-124148385](https://www.minnpost.com/politics-policy/2016/02/prisons-parental-leave-issues-likely-get-closer-look-during-legislatures-201?utm_source=MinnPost+e-mail+newsletters&utm_campaign=f87dfa1cc2-Daily_Newsletter_02_10_20162_10_2016&utm_medium=email&utm_term=0_3631302e9c-f87dfa1cc2-124148385)



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