

Minnesota Minority Education Partnership



2013–2014 ANNUAL REPORT | A Statement of Impact



The MMEP Mission

"To increase the success of students of color in Minnesota schools, colleges and universities."

MMEP is Governed by a Diverse, Multi-Cultural, and Multi-Linguistic Board of Directors

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Board of School Administrators

Jovita Francisco Morales
Mesa Latina /Waite House

Wm. Tex Ostvig
University of Minnesota

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*Northwest Suburban Integration
School District*

Marcus Pope
Youthprise

Leon Rodrigues
*Minnesota State Colleges &
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Retired, University of Minnesota

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Executive Director

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Project Director, Race Equity
and Excellence in Education
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Cymone Fuller
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Suspensions*

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*Director, Solutions Not
Suspensions*

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Males in Education Advisory
(AAMEA)

Jessica Edwards
*Coordinator, Minnesota College
Access Network*

Suzanne Joyce
Office Manager/Membership

ANOTHER IMPACT YEAR FOR MMEP!

Dear Friends and Colleagues,

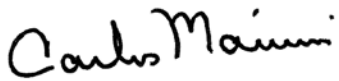
Since our start in 1987, the Minnesota Minority Education Partnership has worked to accomplish the goal set before us by our Founders. "To increase the success of students of color in Minnesota schools, colleges and universities." You have helped us make a difference in so many lives. We hope you will take a moment to look over our 2013–2014 Annual Report and celebrate our common successes as we continue working towards a future of full racial equity in education.

Over the years MMEP has achieved many milestones; holding the first statewide multi-racial education conferences, publishing Minnesota's first comprehensive research of the state of student of color and of American Indian students, creating the first statewide network of college access programs and serving as a rich environment for the development of many of today's education and public policy leaders.

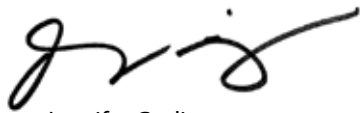
And yet there is much still to be done as new immigrants come to Minnesota, as more educators become cross-culturally and racially competent and seek more skills, as our state increasingly embraces the agenda to re-design education at a systemic level, and as more people of color assume leadership.

We are proud of the work we do at MMEP and I trust you will be too. From the Twin Cities to Mille Lacs, from Mankato to Duluth, we are the organization schools, colleges and local communities turn to as they seek to create powerful and inclusive learning opportunities for all students.

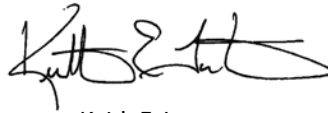
Sincerely,



Carlos Mariani Rosa
Executive Director



Jennifer Godinez
Associate Director



Keith E. Lester
Board Chair

Thank you for your support.

*We hope you will join us in
2014–15 as we take on new and
exciting challenges.*



Carlos Mariani Rosa and Jennifer Godinez with guest speaker, Maria Hinojosa at the Education Equity in Action! conference.

MMEP Networks

**Race Equity and Excellence in
Education (REEEN)**

Solutions Not Suspensions (SNS)

**MN College Access Network
(MCAN)**

**African American Males
Education Advisory (AAMEA)**

**Race Equity Fellows
Research and Policy**

Founded in 1987, the Minnesota Minority Education Partnership, Inc. (MMEP) is the most experienced collaboration of communities of color and educational institutions dedicated to the educational success of students of color and American Indian students. MMEP's community of advocates and practitioners is committed to increasing college readiness and access and closing the achievement gap in Minnesota. How we do our work with community partners is as important as what we are doing to impact educational opportunities for all youth.

MMEP conducts its work through collaborative processes. We understand racial inequities are based on and reinforced through a broad set of social, economic and psychological dynamics that transcend a single classroom, school, or college. As such, fostering success for students of color involves a community effort to address those diverse dynamics. By bringing together educators, families, community members and others, we open up greater possibilities of community solutions to address racial equity. These involve teaching one another how to be successful with students of color from our respective "sectors." It also means coordinating our work and matching how we talk about our work so that the broader community can make sense of it, thereby creating a strong public consensus for a race equity-driven education system that produces success for all students.

"A Network structure, like a hierarchy is simply a reoccurring pattern of communication among people. But where a hierarchy is constructed with formal, tiered relationships, a Network is depicted by mapping reoccurring patterns of unstructured contact. Hierarchies do not in themselves allow people to easily exchange knowledge or inspire trust Networks do."

*Megacommunities—How Leaders of Government, Business,
and Nonprofits Can Tackle Today's Global Challenges Together*

*by Gerencser, Van Lee, Napolitano and Kelly
Booz Allen Hamilton Publisher, March 2008*

Academic Enrichment Guides | 8000 Delivered
College Connector Certificate | 24 Participants

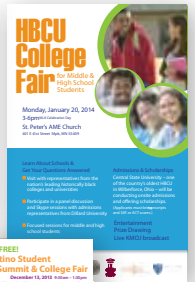
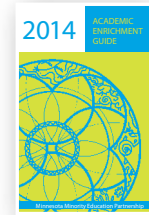
Networking Breakfast | 44 Participants

HBCU Fair | 500 Participants

Latino Fair | 220 Participants

Social Media Followers

 260
 74
 1074



MCAN | Minnesota
College Access
Network

Education Equity in
Action Conference



400 Participants

Research
Policy Presentations

470 Delivered



Minnesota
Minority
Education
Partnership

MMEP Impact



SNS | Solutions
Not Suspensions

St. Paul Public Schools | 37,825 Students

Minneapolis Public Schools | 35,356 Students

Youth Summit | 200 Participants

Policy Briefs | 238 Delivered

Professional Development | 150 Participants

Solutions In Action Focus Groups | 262 Participants

Solutions In Action Recommendations | 50

Social Media Followers

 320
 647
 247

REEN | Race Equity
& Excellence in
Education Network

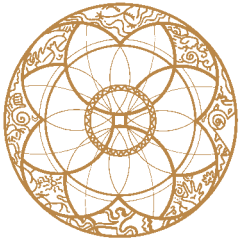


Promise to Act Team | 18 Members

Community Visioning Session | 50 Participants

Summit- April | 100 Participants





Race Equity and Excellence in Education Network

An initiative of MMEP

Race Equity and Excellence in Education Network (REEEN) builds local leadership capacity in communities of color throughout Minnesota, to ensure that communities have the knowledge, skills, resources, and connections necessary to address educational inequity through community collaboration. MMEP's model requires a leadership team comprising school leaders, community leaders, families, and other community members. This framework is helping multiple communities across the state define ways to set race equity goals and implement effective cradle to career solutions to improve outcomes for students of color.

"No child should be left behind or held at a disadvantage because of the circumstances of their birth. This is the reason the Minnesota Department of Education has placed such an importance on addressing achievement gaps. But none of us are able to do it alone, which is why it is so exciting to see groups such as yours working together to address disparities in your community."

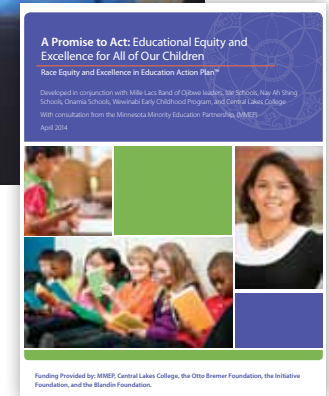
— Minnesota Department of Education Commissioner, Dr. Brenda Cassellius in a written letter upon release of the Plan.



"I liked the way MMEP asked us to dig down deep to discern the root causes of inequity in our area."

— Process Participant

The Promise to Act Team went through a 10-month process developing a Race Equity and Excellence in Education Action Plan™ for the Mille Lacs region. Community members, school district staff, families, students, nonprofits, and other education stakeholders were all engaged in this process.



Promise to Act Team | 18 Members April 14 Summit | 100 Attendees

Involved Educators represented the following:

Isle School District
Onamia School District
Nah Ay Shing Wewinabe Early Childhood Program (of Mille Lacs band of Ojibwe)
Central Lakes College

The main elements of this process included:

- Facilitation to develop a community-wide vision
- Training on race equity school plans and case studies
- Training on race equity school policies
- Training on education equity strategy development and goal-setting for the region
- Completion of an action plan, complete with community recommendations on race equity in education for the Mille Lacs region



During the 2012 African American Males Education Advisory (AAMEA) summit, discriminatory discipline was identified as one of the most pressing issues hindering the success of African American Males in education. They developed a policy brief highlighting the issue (*Solutions Not Suspensions: Ending the Discipline Gap in MN Schools*) and began the Solutions Not Suspension (SNS) initiative.

AAMEA begins the Solutions Not Suspensions initiative in Minnesota. MMEP Race Equity Policy and Advocacy Fellows Start Campaign (2012)

First Youth Summit results in policy brief *Addressing Minnesota Racial Discipline Disparities in Education: Youth Voices* (May, 2013)
100 Participants

MPS Policy Shift to Behavior Standards Language (2013)

35,356 | Students Impacted

MPS and SPPS partner with MMEP to implement new codes

37,825 | Students Impacted

Second Youth Summit highlights solutions for suspensions and student engagement (February, 2014)
200 Participants

2012

2013

2014

“The perspective and recommendations that MMEP has provided in MPS has been invaluable. It’s not always easy but MMEP has given me both the language and tools to move the conversation forward without landing in a blame game.”

—Robin Francis, MPS Behavior Standards POSA

Minneapolis Public Schools (MPS)

MMEP Solutions Not Suspensions work focused on assisting MPS staff to plan, design and provide professional development workshops for MPS staff and site building teams in advance of the 2014 roll out of the new code of conduct. This included site level work creating a positive school-wide engagement plan that describes a comprehensive and differentiated professional development plan and timeline for school staff members to engage.

St. Paul Public Schools (SPPS)

In SPPS, MMEP Solutions Not Suspensions played a critical role in supporting the **Solutions in Action** planning group; made up of SPPS stakeholders including educators, community members, parents and SPPS and St. Paul Federation of Teachers (SPFT) staff. The goal of the group was to identify recommendations focused on reducing existing discipline disparities which disproportionately impact students of color and specifically African American male students.



73,181 | Total Student Impact

Education EQUITY in



ACTION!

In 2014, MMEP held its statewide “Education Equity in Action!” conference where 400 educators and learners attended from all over Minnesota to learn about policies and practices that drive the academic success of students of color. Keynote speakers Dr. David Stovall and NPR journalist Maria Hinojosa inspired attendees

Over 95% of post-conference survey respondents said they gained key race equity in education tools and would attend future MMEP trainings and forums.

to see race equity as central to transforming schools and communities. Twenty-four workshops showcased promising practices in Minnesota that empowered participants with information on how to establish race equity school policies, how to promote excellent teaching, student engagement and how to pursue better research.

400 Conference Participants



David Stovall (far left) with youth organizers

Opening Session Keynote

Dr. David Stovall

University of Illinois, Chicago

Organizing Youth and Families to Address the Discipline Gap: Changing the Culture of E-12 Education

The Solutions Not Suspensions Youth Summit—held one day prior to the Education Equity Conference—was an opportunity for students to express their views on school suspension issues. Information gathered at the summit served as a framework for Dr. Stovall’s opening address.

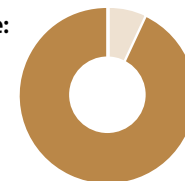
Youth Summit Partners

Minneapolis Youth Congress
Juvenile Detention Alternatives Initiative
Legal Rights Center
MN Alliance with Youth
Minnesota Youth Council
African American Leadership Forum

Neighborhoods Organizing for Change
Save the Kids
Organizing Apprenticeship Project
Industrial Workers of the World
Youthprise

Participants’ Response: Opening Plenary—

This session was engaging and informative



98% Positive Feedback

Strongly Agree 44 | 80%

Agree 10 | 18%

Disagree 0 | 0% Strongly Disagree 0 | 0%

Did Not Attend 0 | 0% No Answer 1 | 2%

“Personal narratives always stick to me. Today was a great boost to get in gear. I appreciated the entire day was to bring theory into action.” —Participant



Luncheon Session Keynote

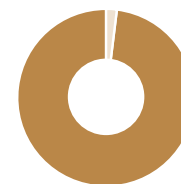
Maria Hinojosa

National Public Radio Host “Latino U.S.A.”

Latinos Owning Our Power and Changing the Narrative: Race Equity, Education, and the Futuro

Hinojosa’s inspirational talk – also aired on MPR – reviewed how the nation views Latinos, narratives reflecting hope and change, and the importance of race equity to democracy.

Participants’ Response: Luncheon Keynote— This Keynote was engaging and informative



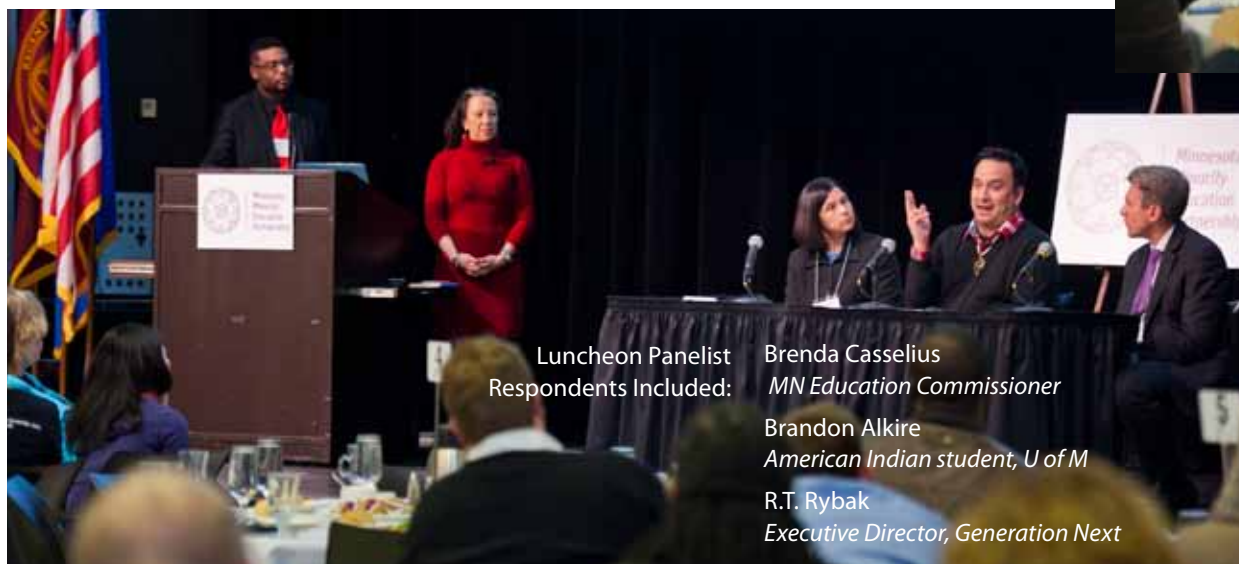
93% Positive Feedback

Strongly Agree 33 | 60%

Agree 18 | 33%

Disagree 0 | 0% Strongly Disagree 0 | 0%

Did Not Attend 0 | 0% No Answer 3 | 5%



Luncheon Panelist Respondents Included:

Brenda Casselius
MN Education Commissioner

Brandon Alkire
American Indian student, U of M

R.T. Rybak
Executive Director, Generation Next



Students from Wellstone Elementary drum line performed for the conference luncheon.



Minnesota College Access Network (MCAN) is a statewide network of more than 700 programs and practitioners working to achieve racial equity in higher education by supporting college participation and graduation of students of color, American Indian students, low income students, and first generation students. MCAN builds on and aligns the efforts of other college-access initiatives by identifying gaps in services, incorporating cultural competency strategies, and providing a platform for collaboration. Through MCAN, MMEP has fundamentally changed the way districts and institutions of higher education promote college access for young people of color.

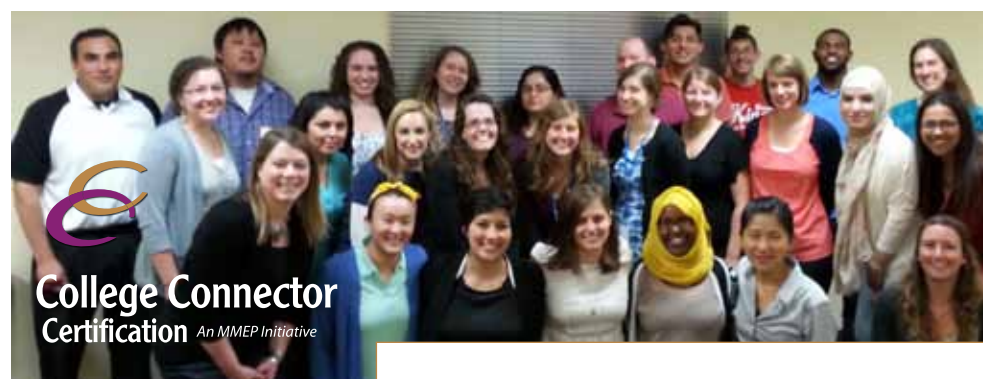
Networking Breakfasts

MCAN hosted 7 networking breakfasts in the 2013–2014 academic year, to share promising practices to increase students of color and low-income youth that attend college in Minnesota.

**44 Professionals
Attended
7 Networking
Breakfasts**

“I think that the monthly MCAN networking breakfasts are a great use of time, as evidenced by how many sessions I have attended this year. I attend regularly because I know that every time I do, I walk away with at least one new and valuable connection, resource, or piece of information that informs and supports my work. I think that the informal nature of the meetings allows people to connect and share more deeply, resulting in more long-term benefits than many other meetings or workshops. Having this space and time allows for people to share their passions, insights, and to inspire and support the work of their colleagues.”

—Marisa Gustafson, Assistant Director
(Center for School Change)



College Connector Certification

The College Connector Certification program was designed by MMEP to provide critical information on college readiness, access and success to professionals serving multicultural, low-income, first generation students and their families. The program provided intensive technical assistance and coaching to build the capacity of teams to engage students.

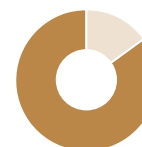
6 Teams (24 professionals) Were Trained

Topics Addressed

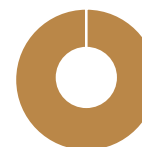
Financial Aid & Scholarships
Community Outreach & Engagement
Dual Credit Enrollment Programs
Career Exploration

Participating Organizations

Neighborhood House
College Possible
The Sanneh Foundation
CLUES-Youth in Action!
CommonBond Communities
River's Edge Academy

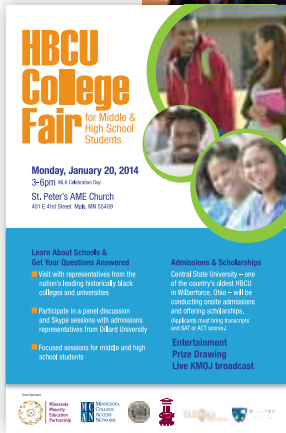


85% of participants rated the quality of training series as very good or excellent



100% of participants felt more prepared to work with students and families regarding financial aid & scholarships, community outreach & engagement, dual credit enrollment programs, and career exploration based on the training series

HBCU College Fair



500 Attendees



90% felt there is support to attend college



86% strongly agreed or agreed that they feel more comfortable about enrolling in college



83% strongly agreed or agreed that they know more about Historically Black Colleges and Universities



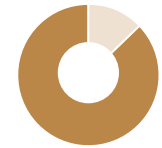
Southern MN Latino Student Summit & College Fair



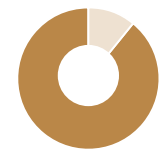
220 Attendees



90% felt there is support to attend college



87% strongly agreed or agreed that they know more about the resources available for college



89% strongly agreed or agreed that they feel more comfortable about enrolling in college

RACE EQUITY POLICY AND ADVOCACY FELLOWS PROGRAM

Race Equity Fellows

Cymone Fuller, 2012

Race Equity Fellow, AAMEA
Solutions Not Suspensions
Campaign

Tammy Quist, 2012–2013

MilleLacs Area Race Equity Fellow
Facilitator of Race Equity Action Plan

Cassie Bordelon, 2013

Race Equity Fellow, MMEP Research
Collaborative and website project

Isela Gomez, 2013

Race Equity Fellow, developed
policy brief on 2013 Prosperity Act
(MN Dream Act)

Timothy Warren, 2013

Race Equity Fellow, developed a
policy brief on role of black young
male identity development and
suspension rate issue in education

Edwin Gonzalez, 2014

Race Equity Fellow, ELL Youth Voices
Project

Jeron Mariani, 2014

Race Equity Fellow, ELL Youth Voices
Project

MMEP's effort to help build race equity collaborations in greater Minnesota progressed in 2011–2012 when it launched a "Race Equity Policy and Advocacy Fellowship Program." The program is a more deliberate effort to use the organization's knowledge and train an emerging leader in race equity research/analysis and advocacy. Specifically, an emerging researcher/analyst/organizer is given a stipend to assist with a research and/or advocacy project with the organization and its members for a 9–12 month period.

In 2013–2014, MMEP trained 5 new Fellows. They have worked on projects related to accelerating the education of Minnesota's African American males, English Language Learners "Youth Voices," access to state financial aid including those effected by the Minnesota Prosperity Act (Dream Act), and research and analysis on race equity in education in Minnesota.

"My plans are to pursue a PhD in either American Studies or Performance Studies. Being a fellow with MMEP has



motivated me to think about research in nuanced ways. I am committed to pursuing research that does not stay within the realms of elite academic spaces but also generates its arguments and focuses its theories within the places and people that it discusses."

— Isela Gomez

"The Fellowship strengthened my future career path and offered new opportunities in approaching the work in educational equity."

— Timothy Warren



"The MMEP staff provided resources that I had not before been exposed to (STRIVE, Collaborative Toolkit) and supported the research throughout the grant period through meetings, conferences, mentoring, and whatever I needed. It was a great professional experience to hear Dr. Ron Ferguson speak about Conceiving a 21st Century Social Movement for Excellence with Equity."

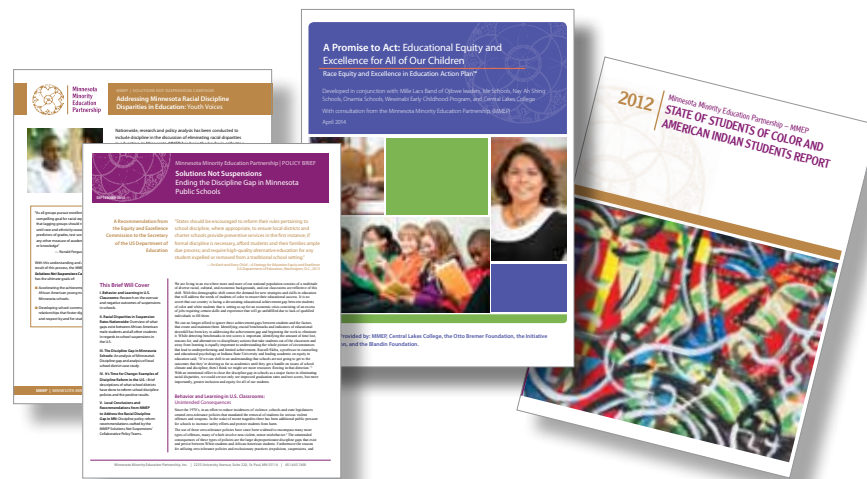
— Tammy Quist

HOW MMEP USES RESEARCH AND POLICY TO ADVANCE RACE EQUITY

MMEP uses a multi-pronged approach to advance policy and public awareness at multiple levels of decision making and action. The organization has learned that it is critically important that awareness be heightened in communities of color and American Indian communities, so that families, students, and community leaders can directly press for change in schools and colleges.

- In 2013, youth forums held with African American young men gathered reflections on local suspension rate data. MMEP then documented student and family recommendations in a policy brief that is shared with community organizations, school systems, and school policymakers.
- In 2013, MMEP engaged with American Indian leaders and educators in the Mille Lacs area using group practices of collecting and analyzing local student data. This action planning process included exploring best practice case studies and policy frames, that they in turn used to fashion their own policy actions to develop a "Race Equity Action Plan" to use with policymakers and community leaders to propose addressing educational disparities with community insights at the forefront of the recommendations.
- Prior to 2012, the MnSCU strategic diversity and inclusion plan was informed by MMEP, as was the Office of Higher Education's actions regarding tuition equity and undocumented students in Minnesota.

MMEP conducts public forums and conferences to bring stakeholders together across race and geography, public and private sectors, education systems, including students and educators, to commonly learn about current research, practice, and what's happening effectively where and with whom. MMEP believes advances must be made directly with education decision makers and we strive to build personal relationships with key institutional leaders: college presidents, superintendents, teachers, counselors and lawmakers.



Research and Policy Analysis 2013-2014

Beginning with the publication of the first *State of Students of Color and American Indian Students* report in 2001, MMEP has showcased the key racial disparities in education to inform policymakers and school leaders as they shape education equity reform strategies.

In 2013, MMEP published its first Race Equity in Action Plan with the Mille Lacs region Promise to Act Team. The Race Equity Action Plan is titled *A Promise to Act: Education Equity and Excellence for All of Our Children*. Additionally, the organization released the policy brief for Solutions Not Suspensions titled, *Solutions Not Suspensions: Ending the Discipline Gap in Minnesota Public Schools*. These research pieces have reached over 1000 stakeholders in Minnesota.

Since 2011, policy brief forums on specific communities, immigrant youth and African American youth and college readiness and success, have reached over 2000 people.



- 2011** | *Access to Higher Education and Latino Undocumented Immigrant Youth in Minnesota*
Minnesota Economic Realities Tied to the Educational Success of African American Males
- 2012** | *English Learners in Minnesota Schools: Key Policy Issues to Accelerate Academic Achievement for More English Learners in Minnesota*



FOUNDATIONS AND CORPORATIONS

3M Foundation
Dignity in Schools
General Mills Foundation
Medtronic Foundation
Minneapolis Foundation
Minnesota Office of Higher Education
Minnesota Philanthropy Partners (Kellogg funds)
Otto Bremer Foundation
Saint Paul Foundation
Securian Foundation
Travelers Foundation
YMCA of the USA (for MN College Goal)
Youthprise

ORGANIZATIONS K-12 and Nonprofits

Association of Metropolitan School Districts
Bemidji State University
Bloomington Public Schools
Center for School Change
Distinctive Schools
Education Minnesota
Job Corps / CHP International
Minnesota Achievement Gap Committee
Minnesota Reading Corps and Math Corps
Normandale TRIO
Northeast College Prep
Northside Achievement Zone
Science Museum of MN, Kitty Andersen Youth Science Center

SCHOOL DISTRICTS, POSTSECONDARY AND BUSINESSES

College of Education and Human Development – University of Minnesota
College Readiness Consortium – University of Minnesota
Dept of Diversity and Equity – University of Minnesota
Great Lakes Higher Education Guaranty Corporation
North Hennepin Community College
School of Urban Education, Metropolitan State University
Saint Mary's University of Minnesota
TRiO – University of Minnesota

PARTNERS

Brooklyn Center Independent School District #286
East Metro Integration District #6067
Hopkins Independent School District #270
Minneapolis Public Schools
Minnesota Private College Council
Minnesota State Colleges & Universities
Northwest Suburban Integration School District #6078
Robbinsdale Area Schools
Saint Paul Public Schools
University of Minnesota
West Metro Education Program

INDIVIDUAL MEMBERS

Vanessa Abanu
Grant Abbott
Shahzad Ahmad
Lisa Albrecht
Nicholas Banovetz
Letitia Basford
Jade Beauclair
Greg Beeck
Kerwin Bell
Nancy Birch
Laura Bloomberg
Mary Kay Boyd
John Brodrick
Robert Brown
Stanley Brown
Jodi Burke
Robbie Burnett
James Burroughs
Kathleen Bushman
Alina Campana
Lee Carlson
Anne Carroll
Victor Cedeño
Hannah Chan
Rose Chu
Greg Cole
Kamarrie Coleman
Ed Colon
Vickie Conley
Tyrize Cox
Tyson Crockett
Stephanie Crosby
Josh Crosson

Beth Daniels
Ernest Davenport
Jaci David
Laurie Davis
Maria Teresa Dawson
Kelly Debrine
Ramona De.Rosales
Sheila Dokken
Martha Dominguez
Mary Doran
Ida Downwind
Mary Lou Dresbach
Kelly Drummer
Colleen Ebinger
Kim Ellison
Leann Enninga
Jennifer Ernst
Stacy Ernst
Jessica Espinosa
Reggie Evans
James Field
Thomas Flunker
Gevonee Ford
Dolores Fridge
Teferi Fufa
Kara Galvin
Kathleen Ganley
Norma Garcés
Nimo Gedi
Sharon Goens-Bradley
Kitty Gogins
Edith Gozali-Lee
Stacey Gray Akyea
James Greer
John Groenke
Allison Guggisberg

Patrick Guilfoile
Carole Gupton
Marisa Gustafson
Joette Hamann
Peggy Hampton
Keith Hardy
Graham Hartley
Abdullahi Hassan
Maren Henderson
Lora Hill
Alexander Hines
Rebecca Hopkins
Rocky Horn
Anne Hornickel
John Hudson
Nerita Hughes
Salma Hussein
Vince Jackson
Margaret Jackson
Daniel Jett
Rebecca John
Troy Johnson
Nathan Johnson
Angie Kahle
Amy Kampsen
Matt Kane
Muneer Karcher-Ramos
Sundraya Kase
Sherry Kempf
Ariana Kiener
Thel Kocher
Jennifer Kolden
Melissa Krull
Lisa Larson
Juavah Lee
Keith Lester

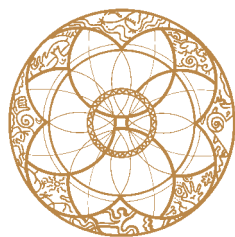
Joan Arbisi Little
Mandy Little
Vang Lo
Mary Lopez
Jean Lubke
Na'im Madyun
Didi Malaga
Richard Mammen
Jane Marshall
Claudia Martinez
Miguel Martinez-Saenz
Nicole Martinrogers
Abay Melaku
Traci Meyer
Hannah Mikels
Hernan Moncada
Janet Morales
Shana Moses
Amanda Moua
Paul Mueller
Amy Mukamuri
Prachee Mukherjee
Joe Munnich
Minerva Munoz
Joe Nathan
Elizabeth Nelson
Judy Niemi Johnson
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