



African American Leadership Forum 5 Point Plan to End Economic Inequality

The African American Leadership Forum's (AALF) 5 Point Plan to End Economic Inequality doesn't require additional research to start, can be implemented across sectors, and doesn't wait for our problems to fix themselves.

1. The public and private sectors must institute aggressive hiring that reflects the racial diversity of the state, county, cities and school districts.

Statewide, African Americans represent 5.9% percent of the population; In Ramsey and Hennepin Counties, African Americans make up 11.7% and 12.6% of the population; and, in Minneapolis and St. Paul, African Americans make up 18.6% and 15.7% of the population. Public and private employment should be reflective of our representation in the population.

Public school district employment should, likewise, be representative of the student populations served. In the Minneapolis, St. Paul, Brooklyn Center and Brooklyn Park school districts, for example, where the most egregious disparities in employment-to population-served exist, African American students are between 30%, and 40% of students served.

2. African American businesses in Minnesota must be awarded a share of public and private contracts commensurate with their representation among Minnesota businesses.

African American owned businesses make up 12.7% of small businesses certified by the State of Minnesota; and, 27.4% of targeted businesses certified by the state. Public and private contracting should reflect these percentages.

3. The Minnesota legislature must pass and the governor sign comprehensive legislation comprised of strategies of both proven and innovative approaches to end economic inequality.

Minnesota has a \$2-Billion-dollar surplus, and government leaders have only recently mentioned utilizing these resources to address the issue of economic inequality. Black Minnesotans are at least as important as miners, turkey farmers and walleye fishing resorts, to which the legislature has dedicated attention and millions of dollars.

4. Minnesota-based philanthropies, private, corporate and community foundations must make investments in the African American community commensurate with our representation in the population.

Foundations that are collectively endowed with billions of dollars in assets, and make grants in excess of a billion dollars annually, must prioritize the economic inequality gap and make investments in African American and African American lead organizations commensurate with our representation in the geographic areas in which these foundations invest.

5. Public, private and philanthropic enterprises in partnership with African American organizations must publish an Annual Report Card on the status of efforts to achieve these results.

Public, private and philanthropic sectors, with African American community leaders must develop a system of Results Based Accountability that sets goals, measurements and results, and report our results on an annual basis.



**THIS PLAN HAS BEEN ENDORSED BY
THE FOLLOWING LEADERS:**

Dr. Thomas Adams | CEO & President,
Better Futures Minnesota

Dr. Rochelle Avent-Hassan | Retired, former Dental Director,
NorthPoint Health & Wellness

Keith Baker | Everybody In

Dr. Sylvia Bartley | Co-Chair, African American
Leadership Forum

Steven L. Belton | CEO & President, Minneapolis Urban League

Commissioner Toni Carter | Ramsey County Board

Dr. Nkem D. Chirpich | President and CEO,
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Billy Collins | Consulting Director - St. Paul Community
Ambassadors Initiative, Retired CEO - YWCA St. Paul

Jackie Cooper | Director of Operations, African American
Leadership Forum

Richard Copeland | Chairperson, THOR Construction, Inc.

Gary Cunningham | CEO, Metropolitan Economic
Development Association (Meda)

Governor Mark Dayton and **Lt. Governor Tina Smith**

Mahmoud El Kati | Professor Emeritus, Macalester College

Congressman Keith Ellison | U.S. House of Representatives

William English | Lead Consultant, Northside Job
Creation Team

Rev. Nazim Fakir | Senior Pastor, St. Peter AME Church

Readus Fletcher | Deputy Director, City of St. Paul,
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Vic Rosenthal | Executive Director, Jewish Community Action

Pastor Billy Russell | Friendship Missionary Baptist Church

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Representative Paul Thissen | Minority Leader, Minnesota
House of Representatives

Pastor Gloria Roach Thomas | Clergy

Dr. Joseph White | Professor Emeritus,
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Stella Whitney-West | CEO, NorthPoint, Inc.

Paul Williams | CEO, Project for Pride in Living

T. Williams | Retired, former Minnesota State Ombudsman

William L. Wilson | Executive Director of Higher Ground
Academy, former Saint Paul City Council member and
Minnesota Human Rights Commissioner

**THIS PLAN HAS BEEN ENDORSED BY
THE FOLLOWING ORGANIZATIONS:**

City of Minneapolis | Mayor

City of St. Paul | Mayor and City Council

Hennepin County Board

Ramsey County Manager

University of Minnesota | President and Board of Regents



