



How **AAALF** *Drives Change*



Follow the
(Arts) Leader



3 WAYS TO
MAKE EDUCATION
MORE RELEVANT

*African American Leadership Forum
executive director Jeffrey Hassan and board co-chairs
Gary Cunningham (BF'91) and Sylvia Bartley (BF'14)*

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ABOVE E. JOURDAIN JR. PHOTOGRAPHY

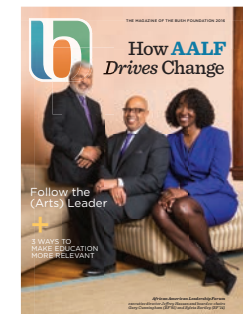
ABOVE FROM LEFT BRUCE SILCOX, J. ALAN PAUL PHOTOGRAPHY, BRUCE SILCOX, CHAD PHILLIPS ON COVER SYLVIA'S HAIR AND MAKEUP PROVIDED BY CATHY MYLAN



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ON THE COVER: (From left) Jeffrey Hassan, Gary Cunningham and Sylvia Bartley of the African American Leadership Forum gather in Cunningham's Minneapolis home. AALF originated around his dining room table and has since grown to several hundred members.


Photograph by **DAVID ELLIS**

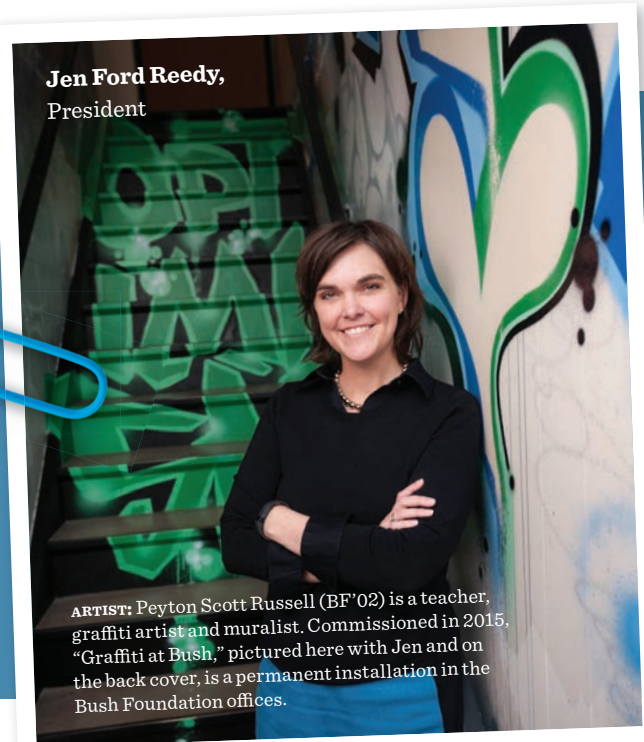
Welcome

Spread Optimism

One of the Bush Foundation's five core operating values is to Spread Optimism. We urgently need more of it in our lives. We're lucky to invest in a region full of amazing people and organizations who think about and work toward making things better.

Optimism, and the opportunity to share some of it with you, explains why we do *b Magazine*. We're excited to showcase the people behind the African American Leadership Forum in this issue. As one of the region's most important civic developments in years, AALF shows us what it looks like when a group of people get together and use their collective influence to make a difference. (And we're proud that so many Bush Fellows are part of the effort!)

AALF inspires us and they have inspired other leaders here and around the country. We hope the optimism of AALF and the other people and organizations featured in *b Magazine* is catching! We'd love to know what you see happening in the region that inspires you. Please, be in touch at bMag@bushfoundation.org. 



Jen Ford Reedy,
President

ARTIST: Peyton Scott Russell (BF'02) is a teacher, graffiti artist and muralist. Commissioned in 2015, "Graffiti at Bush," pictured here with Jen and on the back cover, is a permanent installation in the Bush Foundation offices.



The Bush Foundation invests in great ideas and the people who power them in Minnesota, North Dakota, South Dakota and the 23 Native nations that share the same geography.

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PHOTO BRUCE SILCOX

Apply for an Ecosystem Grant

May 3 - May 26, 2016

We make Ecosystem Grants—across all our program priorities—to help create an environment for the ideas and people we invest in to be successful.

bfdn.org/ecosystem

Connect

Building and strengthening connections between people working to make the region better for everyone.

bushCONNECT

More than 1,000 people gathered at the Guthrie Theater in Minneapolis for bushCONNECT 2015. The Bush Foundation partnered with more than 40 organizations to create a day-long event designed to inspire, equip and connect leaders from across the region.



1 • OPENING KEYNOTE

Comedian Cameron Esposito discussed the intersection between comedy, resilience and leadership.

2 • IMPROV CRASH COURSE

The Theater of Public Policy taught attendees how to “save the world without a script” during an improv workshop.

3 • SPEED CONSULTING

Attendees had the opportunity to get advice on a range of topics from 14 experts in fields including finance, advocacy and marketing.

4 • LEADERSHIP SALON

General Mills executive Kim Nelson (middle) was one of several community leaders who led intimate, small-group conversations on leadership.

5 • THE POWER OF STORYTELLING

The Mid-Continent Oceanographic Institute and 826 National led a session on storytelling. Attendees worked together to write and publish a short story in one hour.



WHITE HOUSE CONVENING ON NATIVE YOUTH

Bush Foundation President Jen Ford Reedy attended a White House event focused on efforts to create opportunity for Native youth. The event drew leaders from across the country, including (A) Blandin Foundation President and Bush Foundation Board member Kathy Annette. (B) Reedy participated in a panel discussion with, from left to right, Broderick Johnson, assistant to President Barack Obama and Cabinet Secretary; Dr. Gail Christopher, vice president, W.K. Kellogg Foundation; and Dr. William Bell, president and CEO, Casey Family Programs.



ABOVE: R.J.L. PHOTOGRAPHY (6)

MORNING FILL UP: LIZ GILLES (4)



Morning Fill Up

Morning Fill Up is a unique speaker series in Rapid City, S.D. Created by the Numad Group, Morning Fill Up brings in speakers from the region and beyond for a 24-hour community engagement blitz that includes dinner with community members, a public conversation and a number of small group meetings. The result is more opportunities for residents to engage with the speaker on different topics in different ways. In less than a year, Morning Fill Up has built a loyal audience in Rapid City and inspired others to bring this model of engagement to their communities.

1 • JOHN YELLOW BIRD STEELE

Oglala Sioux Tribal President John Yellow Bird Steele speaks to guests before his Morning Fill Up interview in November 2015.

2 • DENNIS DUGAARD

2015 Bush Fellow and Numad Group Principal Matt Ehlman (right) interviews South Dakota Governor Dennis Dugaard (left) in October 2015.

3 • LORANE COFFIN

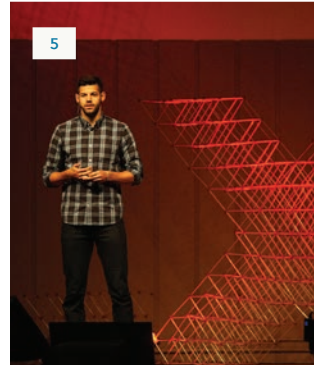
Sister Lorane Coffin was the featured guest in January 2016.

4 • HOT TICKET IN TOWN

Even with a 7 a.m. start, Morning Fill Up events are routinely sold out.

Ideas Worth Spreading Across the Region

The Bush Foundation sponsors several TEDx events in communities throughout the region.



1 • TEDxMINNEAPOLIS
2015 Bush Fellow Sherman Patterson talked about his efforts to end the culture of gun violence in Minneapolis.

2 • TEDxFARGO
Speakers, performers and hosts gather for a

group photo before the TEDxFargo event in July 2015.

3 • TEDxGRAND FORKS
2013 Bush Fellow Heidi Demars delivers a presentation titled "DIY Community Building: Leading with Authenticity, Heart and Hustle" in February 2016.

4 + 5 • TEDxBROOKINGS
Redwing Thomas (left) discusses his work developing Dakota language education materials. 1 Million Cups founder Nate Olson (right) talks about supporting entrepreneurs.

CLOCKWISE FROM UPPER LEFT: ERIN PEDERSON & BEN RAGSDALE, SCOTT MEYER (2), JOHN CAMPBELL (ADMONKEYS), CARISSA PIC PHOTOGRAPHY

Congratulations to the 2015 Bush Prize Winners



Cheyenne River Youth Project



Grand Forks Housing Authority



GROW South Dakota



Hope Community



Impact Foundation



Lakewood Health System



Minnesota Valley Action Council



Partnership Rapid City Teen Up

The Bush Prize for Community Innovation is awarded to organizations with track records of making great ideas happen.

LEARN MORE
bfdn.org/bp



Building a Stronger Network of Leaders

The Bush Foundation regularly hosts events to build and strengthen connections between the people and organizations in which it invests.



PHOTOS BRUCE SILCOX (4)

CLOCKWISE FROM UPPER LEFT MOSAIC PHOTOGRAPHY & ALYSSA FLATEN (2), WES EISENHAUSER (3)

CELEBRATING THE 2013 BUSH FELLOWS

- 1 • The Foundation hosted a dinner in October 2015 to celebrate the 2013 Bush Fellows. 2015 was the final year of their Fellowship journey.
- 2 • 2003 Bush Fellow Vickie Allen (left) shares a laugh with 2013 Bush Fellow Bruce Thao. Allen serves as a leadership coach for many Bush Fellows.
- 3 • 2013 Fellows (left to right) Rena Moran, Chaka Mkali and Habon Abdulle celebrate the completion of their Fellowship.

2015 BUSH FELLOWS KICK-OFF RETREAT

- 4 • The 2015 Bush Fellows started their Fellowship journey at a two-day retreat in May that included a welcome reception in downtown Minneapolis.

SOUTH DAKOTA RECEPTION

- 5 • Bush Foundation Board Chair Pam Moret greets guests at the Foundation's South Dakota reception in August 2015.
- 6 • Nearly 225 people attended the South Dakota reception held at the Icon Event Center in downtown Sioux Falls.

Bush Foundation Vice President, Native Nations Jaime Pinkham (right) connects with Nick Tilsen, executive director of Thunder Valley Community Development Corporation.

- 7 • Bush Foundation Vice President, Native Nations Jaime Pinkham (right) connects with Nick Tilsen, executive director of Thunder Valley Community Development Corporation.

NORTH DAKOTA RECEPTION

- 8 • More than 150 people attended the North Dakota Reception held at the North Dakota Heritage Center in Bismarck.
- 9 • Scott Davis (Rebuilder Cohort 1) connects with another guest during the Foundation's North Dakota reception in April 2015.

Connecting People and Ideas

The Bush Foundation sponsors regional events to help strengthen networks and share knowledge.



1 • CIRCLE OF GIVING
2013 Bush Fellow Anton Treuer was a featured speaker at the Tiwahe Foundation's Circle of Giving: Renewing Community event at the University of Minnesota in November 2015.

2 • DESIGN DULUTH
The Duluth Art Institute's "Design Duluth" event

series brought people together for community conversations about Duluth's visual and cultural identity.

3 • OTA2015: SIOUX FALLS
OTA Community Manager Angela Tewalt (left) welcomes 2015 Bush Fellows David White-sock (center) and Malcom Chapman (right) to

OTA2015: Sioux Falls. OTA (pronounced oh-TAH) events connect creative problem solvers across Minnesota, North Dakota and South Dakota.

4 • PHILANTHROPY 2.0: RADICAL COLLABORATION
The Charity Review Council's 2015 Forum focused on the importance of networking and collaboration in any effort to effect community change.

CIRCLE OF GIVING RICHARD MARSHALL DESIGN DULUTH DANA MATTHEW OTA 2015 CRAIG WEINBERG CHARITIES REVIEW DANIELLE WONG

ANNOUNCING THE
Native Governance Center

Established in 2015, the Native Governance Center is an independent nonprofit that promotes, strengthens and supports tribal governance.

Beginning in 2016, NGC will run the Native Nation Rebuilders program and select the program's eighth cohort. Applications will be accepted mid-summer 2016.

Visit www.nativegov.org for more details.



NATIVE GOVERNANCE CENTER

A Force for Change

2014 Bush Fellow Christina Sambor leads an effort to end human trafficking in North Dakota



photo by J. ALAN PAUL PHOTOGRAPHY

When Christina Sambor moved back to her hometown of Bismarck, N.D., she found a community transformed. It was 2012 and tens of thousands of people had moved to western North Dakota in search of high-risk, high-paying jobs throughout the resurgent Bakken oil fields. Like many of her neighbors, Sambor noticed that among these newcomers were scores of women. And, like her neighbors, she saw news reports about the increase in prostitution.

“Think about any wild west film,” she says. “There was always that underlying story of women being around for that purpose. It really wasn’t a huge surprise that [it was happening] in North Dakota.”

What surprised Sambor, however, was the prevailing assumption that all of these women were there on their own free will. She often heard people say, “It doesn’t look like anybody’s being forced to do anything.” But she knew that

wasn’t the case. Before moving back to Bismarck, Sambor worked for the Polaris Project, an organization working to prevent human trafficking in the United States. Her experience told her that the so-called “willing prostitutes” were often anything but. She saw the need for a leader to step in and shed light on the reality of the situation, and what she needed was an entry point.

In 2014, Sambor received a Bush Fellowship, which she is using to gain the experience and training she believes are necessary to become a more effective leader in the fight against human trafficking in North Dakota. That includes working to obtain an Executive Certificate in Transformational Leadership from Georgetown University.

“In that program, I’m learning about what true leadership means,” she says. “A lot of it comes back to how much you honor, appreciate and empower others around you to join you in the work that you care about.”

“I’M LEARNING ABOUT WHAT TRUE LEADERSHIP MEANS. A LOT OF IT COMES BACK TO HOW MUCH YOU HONOR, APPRECIATE AND EMPOWER OTHERS AROUND YOU TO JOIN YOU IN THE WORK THAT YOU CARE ABOUT.”

That lesson helps guide Sambor in her current role as the full-time coordinator for FUSE, a grassroots coalition working to address human trafficking in North Dakota. Created in June 2014, FUSE—which stands for a Force to end hUman Sexual Exploitation—quickly established itself as a force to be reckoned with. They received a Community Innovation Grant from the Bush Foundation which allowed them to organize a statewide anti-human trafficking summit. The summit was attended by more than 250 statewide advocates and political leaders and generated momentum that carried over to the 2015 legislative session.

In its first year at the legislature, FUSE led a successful effort to enact a host of measures that address human trafficking, including a Safe Harbor Law for trafficked minors, increased punishments for consumers (“Johns”) and facilitators (“pimps”), and \$1.25 million in new funding to allow the Attorney General’s Office to implement programs that support trafficking victims.

“I can’t ever overstate the impact that the Bush Foundation has had on this work for North Dakota,” Sambor says. “Both for me personally and also for FUSE generally, Bush was the catalyst from this idea to being able to accomplish great things.”

To read more about Christina Sambor and her journey as a 2014 Bush Fellow, read her Learning Logs at bfdn.org/sambor.

ABOUT THE LEGISLATION

Understanding the Uniform Act on Prevention of and Remedies for Human Trafficking

Five North Dakota nonprofit organizations came together in 2014 to create the Force to end hUman Sexual Exploitation (FUSE). As FUSE coordinator, Christina Sambor helped push forward major anti-trafficking legislation in collaboration with Uniform Law Commissioners. Below are highlights of UAPRHT, enacted Aug. 1, 2015.

“SAFE HARBOR LAW”

- > Views the child as a victim, not a criminal
- > Creates immunity for underage victims with misdemeanor offenses directly related to trafficking

EXPUNGEMENT

- > Allows victims to request established charges be expunged if they are a direct result of being trafficked

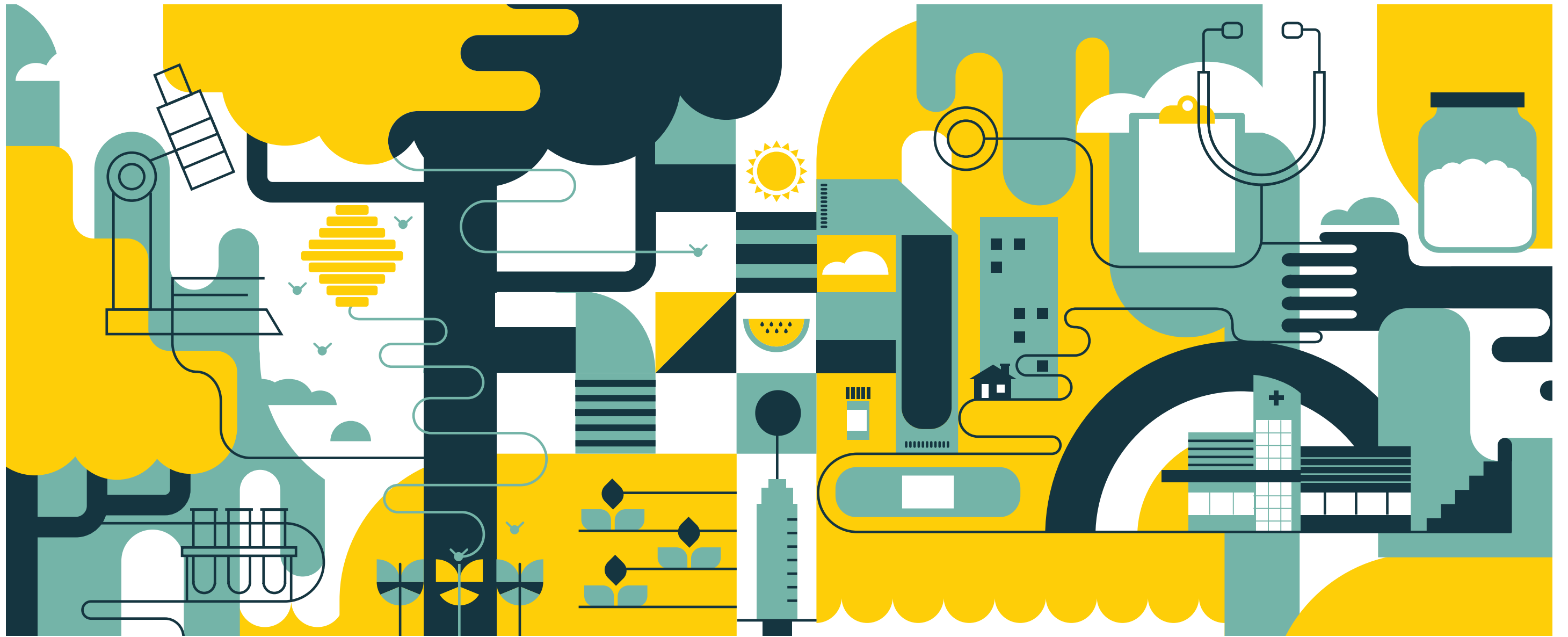
TRAFFICKER & CONSUMER PUNISHMENTS

- > Increases penalty class for consumers, or “Johns,” who engage with minor trafficking victims
- > Increases penalty for prostitution facilitation (“pimping”) from an A misdemeanor to a C felony
- > Increases punishment for traffickers recruiting from vulnerable populations such as women’s and homeless shelters
- > Extends statute of limitations for human trafficking of adult victims from three years to seven years

MAJOR FUNDING

- > Appropriates \$1.25 million from the general and oil impact funds to the Office of the Attorney General to implement a grant program for treatment and support of human trafficking victims

For more information on UAPRHT, visit uniformlaws.org.



Innovate

WELLNESS

Improving health care through community innovation

ILLUSTRATION NATE GEON JOHANNES

Beekeepers and health clinicians might not have much in common at first glance. But when they're associated through the Bush Foundation's Community Innovation Grants, it becomes easier to see the connection. Since the program launched in 2013, over 100 grantee organizations, each working across a broad range of issue areas,

have pursued breakthrough solutions to community problems. Take a closer look at grantees that are focused on different aspects of health care: mental health care, culturally responsive care and family care. These grantee organizations engage their communities to find different answers to a complex question: What can we do to make our health care systems better?

Community Innovation Grants give organizations the support to brainstorm, test and launch ideas in partnership with the communities they serve. While grantees' work varies, the common thread of the program is that it creates room for successful problem-solving at a grassroots level, no matter the issue at hand.

Care Without Stigma

A SAINT PAUL, MINN.-BASED PUBLIC-PRIVATE partnership of counties, health plan administrators, hospitals, consumer organizations and county agencies is among a growing number of collaborative groups that are changing the way people think about mental illness recovery. **Mental Health Crisis Alliance** and its groundbreaking Urgent Care for Adult Mental Health embody this thought evolution in everything from client services to facility design. In 2009, MHCA facilitated community conversations to develop the plan for a new mental health care facility. When it opened in 2011, the facility was the first of its kind in the state. Urgent Care for Adult Mental Health's services are as varied as the members of MHCA—one of the reasons

it stood apart at its inception. Mental health crisis assessment and intervention, crisis stabilization, commitment courts and hearings, and 24-hour phone support are all housed under one roof.

Everything about the facility's planning was intentional, aimed at decreasing the stigma associated with mental health issues. Natural light pours in through large windows. Flowers bloom in a vase at the front desk. It's not the cement-walled, stark facility commonly portrayed in movies.

MHCA used a 2014 Community Innovation Grant to introduce Certified Peer Specialists on care teams at Urgent Care for Adult Mental Health. As former mental health clients who work with current clients, peers offer a unique mix of care and mentorship. They serve as positive role models in the recovery process, and help take the stigma out of mental illness.

"They can open doors and get people engaged or open to treatment in a whole different way," MHCA Project Director Roger Meyer says. "They say they hold hope for people when they can't."

Adrienne Prehatney, Mary Jo Rawson and Maria Rosario are three peers who work at the facility, meeting with as many as four clients a day.

"It's just remarkable to be able to share our lived experience with the clients," Prehatney says. "It's really cool to be able to connect with people and to share our stories—it really helps people to share the hope that recovery is possible."

Employing peers in mental health and crisis care is one facet of a larger movement happening within health care. Another organization on the forefront of this revolution is the **Barbara Schneider Foundation**. It was formed in response to the 2002 death of Barbara Schneider, a Minneapolis woman who was shot by police during an altercation in a mental health crisis call.

With its 2013 Community Innovation Grant, the foundation developed crisis intervention team (CIT) programming in collaboration with five Native nations in Minnesota, North Dakota and South Dakota. CIT programs bring law enforcement, mental health professionals, clients and their families together to more effectively manage crisis issues and services. The foundation, along with the Oglala Sioux Tribe, Rosebud Sioux Tribe, Bois Forte Band of Ojibwe, Mille Lacs Band of Ojibwe and Prairie Island Band of Dakota, draw inspiration from a successful pilot launched nearly 30 years ago by a police department in Tennessee.

The Oglala Sioux Tribe Attorney General and Department of Public Safety, for example, adopted CIT training into their law enforcement and community processes.

"The goal is improving outcomes, reducing death and injuries in a crisis situation, and reducing the amount of crisis, but it's a long-term process," Barbara Schneider Foundation Executive Director Mark Anderson says. "We have seen an impact on how people feel about the hope factor; there are real possibilities that they didn't see before."

CONTINUED ON P 18



Urgent Care for Adult Mental Health in Saint Paul, Minn.

HEALTHY INGENUITY

These winners of the Bush Prize for Community Innovation represent the widespread advancement of ideas within the health care realm.

BEHAVIOR MANAGEMENT SYSTEMS, INC.

Rapid City, S.D.
2013

This mental health care provider launched its 24/7 Crisis Care Center in 2011. The CCC serves patients that need crisis intervention, but don't require an extended stay. In its first year, the CCC diverted 330 people from a psychiatric ward and 260 people from the emergency room. Ultimately, the program saves everyone money and, most importantly, gets patients the help they need.

"We're trying to capture those people that were going into the inpatient psych unit but being discharged in less than 24 hours. We saw that as the niche we needed to address."

—Alan Solano,
CEO

FACE IT TOGETHER SIOUX FALLS

Sioux Falls, S.D.
2014

South Dakota's local affiliate of the national addiction care organization takes a collaborative, community-based approach to helping people with addiction. They work with health care providers, community leaders and clients to establish relational treatment for addictions. Their mission—looking at addiction as a disease—empowers patients and providers alike, helping to do away with stigma and isolation.

"It's about changing hearts and minds about addiction."

—Julie Schoolmeester,
Executive Director

LAKEWOOD HEALTH SYSTEM

Staples, Minn.
2015

Lakewood Health System's Choose Health program is an effort to make healthy, locally grown food more available to people in the community. Through partnerships with several health-minded organizations in the region, the large health care provider has harnessed support and passion for decreasing food insecurity in the area. The program refers families to community supported agriculture memberships, which provides access to better food and nutrition.

"How do we impact the health of the community? Everyone wants to do something good, and collectively we can do great things."

—Teresa Fisher,
COO/Chief Nursing Officer

PHOTO COURTESY URGENT CARE FOR ADULT MENTAL HEALTH



Culturally Specific Care

LOCATED ON THE ROSEBUD SIOUX reservation, the 2015 Community Innovation grantee **Native American Advocacy Program (NAAP)** is a Native nonprofit that serves tribal people in South Dakota. NAAP's programming focus is on the health and wellness of Lakota youth. In response to conversations with their youth program participants, NAAP designed a culturally based apprenticeship project that provides career-skills training and valuable work experience.

The Social Empowerment through Economic Development Strategies (SEEDS) project offers 18-month apprenticeships to Lakota youth. The apprenticeships are concentrated in one of three areas: beekeeping, cultural tourism and medicinal herb sales.

NAAP Executive Director Marla Bull Bear says the project grew out of brainstorm sessions between members of NAAP's Bear Horse Thunder Youth Society (Mato Tasunka Wakinyan Okolakicye). Participants wanted to develop their own social enterprises—ones that reflected their passions and abilities.

Bull Bear adds that participants choose which area they want to work in. "We focus on their strengths and giving them ways to find out what their strengths are," says Bull Bear.

In designing SEEDS, NAAP leveraged a community resource from the Rosebud Sioux Tribe's juvenile detention center. Wanbli Wiconi Tipi was known for engaging its youth through a gardening and beekeeping project, and became a valuable partner in NAAP's effort.

A 2015 Community Innovation grantee itself, **Rosebud Sioux Tribe** used the support it received from the

Bush Foundation to launch its Work 2 Wellness initiative at Wanbli Wiconi Tipi. The benefit of the program is twofold: It teaches youth the value of growing and consuming healthy produce, and it fosters cultural awareness and development.

Miskoo Petite Sr., head of operations at the detention center, says Lakota culture is the most important aspect of the facility's programming. "We need to teach and instill our traditional Native American values in our young people."

Harvesting the earth is a practice with deep roots in Native American culture. Wanbli Wiconi Tipi embraces it through hydroponic farming and gardening. Thanks to a 30-foot-high growing dome on the grounds, they are able to extend their growing season by three months.

Petite Sr. says the work is a solution to the many problems the community currently faces: high rates of unem-

ployment, poor nutrition and high rates of diabetes, to name a few. "A lot of learning is experiential, and gardening is a valuable tool to help with rehabilitation," he says. "This fits into a lot of different sectors of helping our young people."

The goal of Work 2 Wellness is to benefit the community within and beyond the walls of Wanbli Wiconi Tipi. By teaching detained youth healthy eating habits and skills that promote self-sufficiency, Petite Sr. says they hope to decrease the frequency of these issues in family members and friends. Stimulating the community's economy is also on their minds.

Wanbli Wiconi Tipi, with the help of several stakeholders, works to locally sell the vegetables grown in its outdoor organic garden and growing dome. In 2015 they had more produce than they knew what to do with—a good problem indeed.



The growing dome allows youth at Wanbli Wiconi Tipi to engage in gardening and harvesting nutritious vegetables.

PHOTO COURTESY WANBLI WICONI TIFI

Personalized Treatment

IN ADDITION TO MENTAL HEALTH and culturally responsive care, Community Innovation grantees influence trends in family health care services, using their ingenuity to personalize care for all people.

The **Avera Cancer Institute** in Sioux Falls, S.D., wants to improve how the state's rural cancer patients access quality treatment and, in the process, change the course of care delivery. Assistant Vice President Kris Gaster and Robin Prunty, vice president of the Avera McKennan Foundation, held an open meeting where Avera representatives and community members discussed the common barriers that rural cancer patients face. Themes included the challenge of receiving a diagnosis during the height of harvest season, the struggle to find emotional support, and the difficulty in feeling isolated.

"Listening to those types of stories made me think, what can we do better?" Prunty explains.

With a 2015 Community Innovation Grant, the Cancer Services Patient and Stakeholder Advisory Committee was

born. The committee is made up of patients, their families, hospital administrators and clinicians who help identify the unique needs of rural patients.

One couple that attended the first meeting explained how they shut down after hearing the word "cancer" during a recent doctor's appointment. While they didn't ask questions in the doctor's office, they had plenty by the time they returned home.

After several other families shared similar experiences, it became clear that creating a call center would help alleviate some of the biggest barriers to accessing critical information. The committee is organizing a database of resources, including support groups and transportation help. The center and its database will provide support, referrals and answers when rural cancer patients call in for assistance.

To fully understand what rural cancer patients commonly grapple with, several Avera oncologists and committee members visited a fifth-generation farm near Parker, S.D., in 2015. The group saw a glimpse of what it's like to tend to animals, rotate fields and harvest crops.

"They could actually see what a farm is," Prunty explains about the field trip. "They climbed up on a combine—they got to see it all firsthand."

Ultimately Avera hopes to engage rural cancer patients more deeply in

their treatment. Developing a call center and list of resources, leveraging farmers' interest in and understanding of genetic research, and listening for ways to improve are the pillars of the project.

"We have hit a nerve in our state with these farmers and ranchers," Gaster says. "Listening to people in rural and frontier locations is one of the most powerful things that will come out of this. You begin to understand each other and understand the needs and how best to meet those needs."

Rainbow Health Initiative, a lesbian, gay, bisexual, transgender and queer (LGBTQ) health advocacy organization located in Minneapolis, received a Community Innovation Grant in 2015 to develop a first-of-its-kind set of health care standards for transgender and gender nonconforming communities. The organization collects an annual survey of LGBTQ experiences within health care, and the results from 2014 showed that of 1,859 participants, nearly half reported receiving poor quality of care because of their gender identity.

Hoping to improve this statistic, Rainbow Health Initiative provides LGBTQ cultural competency training to health care professionals. Equity and Inclusion Education Manager EJ Olson oversees this work. It's work that requires patience and persistence.

"Most of the time there are so many priorities already that centers are trying to adequately meet without being required to do anything around LGBTQ inclusion," Olson explains. "It really falls to the wayside."

While this is a legitimate challenge to health centers and staff, Minnesota is a state with non-discrimination laws, Olson points out, and responsive care is a necessity.

After receiving the grant last year, Rainbow Health Initiative developed the Minnesota LGBTQ Health and Human Services Standards of Inclusion. The toolkit for policy makers, health care professionals

"What we see is that the more info that is available and the more layers of oppression people understand, the more LGBTQ folks can see themselves in a space."

—EJ Olson, Rainbow Health Initiative Equity and Inclusion Education Manager

CONVENE

COORDINATE

COLLABORATE

How the African American Leadership Forum is driving regional change

PORTRAITS BY DAVID ELLIS



An influential network of African American leaders and activists in the Twin Cities is harnessing its strengths to eliminate long-standing racial disparities. The African American Leadership Forum members work in the public, private and nonprofit sectors to develop a common agenda that creates a more equitable, healthy and just community. And it all began around AALF Co-Chair Gary Cunningham’s dining room table.

HAIR AND MAKEUP AMBER YOUNG

Cunningham, a 1991 Bush Leadership Fellow, and a group of friends including trial attorney Jeffrey Hassan and 2005 Bush Leadership Fellow Repa Mekha, organized informal meetings at Cunningham’s home in 2007.

“[We] started asking the question, ‘What are we as African Americans going to do to actually address some of the deep problems within our community?’” explains Cunningham, CEO of the Metropolitan Economic Development Association, a group that offers assistance to businesses owned and managed by entrepreneurs of color.

Problems for black Minnesotans include some of the biggest educational, employment and health disparities in the nation. Efforts to address these challenges were historically driven by white-led organizations and institu-

tions. As a result, their approaches were largely ineffective.

“So often others with good intentions are crafting solutions for what needs to happen, and we actually don’t have an in-common agenda within the African American community,” explains Cunningham. Before it could build a cohesive agenda, AALF needed to build connections among black leaders from all backgrounds.

“There are African Americans now in all these positions of power, but we didn’t have deeper relationships to talk about how we can be helpful to each other and to be helpful to the African American community,” says Cunningham.

Jeffrey Hassan, who grew up in Saint Paul’s Rondo neighborhood and now serves as AALF’s executive director, says the lack of relationships can be

partially attributed to how scattered the black population became in the mid-20th century. As desegregation took hold in the 1960s and ’70s, the Minneapolis-Saint Paul area witnessed a mass exodus of African Americans from historically black communities—including Hassan’s own Rondo neighborhood—to suburbia. Additionally, many black families moved into neighborhoods and communities that were previously considered out of bounds. These factors diluted the chances for creating any type of cohesive community agenda.

As AALF gained momentum, its all-male membership recognized that an important voice was missing—that of black women. Cunningham hired Yvonne Cheek, president of Minneapolis-based Millennium Consulting Group, to host gatherings for black

female leaders in the Twin Cities. The group then developed an agenda similar to that of Cunningham's.

"There was this feeling amongst the group of women that there was a change happening in the United States, and that the African American community had to prepare for that change," says AALF Founding Co-Chair Trista Harris. The year was 2008, when the United States was on the cusp of electing its first African American president.

That year, the two groups merged to become a cross-sector collective of about 45 prominent men and women. By that time, AALF had already grown out of Cunningham's home and into the Northwest Area Foundation, where he was serving as vice president and chief program officer. At last there existed an entry point to develop a common agenda that actively addresses the range of disparities in the Twin Cities—exactly what Cunningham says had been missing in the African American community.

"We have to change the opportunity structure so that everybody, no matter

their race, has access to opportunity: jobs, home ownership, health—the basic things that people need in order to feel like they can participate as full citizens in our community," says Cunningham.

Now hundreds of members strong, AALF harnesses the collective power of the African American community to solve complex social problems. Since it began, more than a dozen Bush Fellows have played key roles in its development.

THE ACHIEVEMENT GAP

Obtaining a quality education is one of the biggest challenges facing the African American community in Minnesota, particularly in Minneapolis and Saint Paul.

Although Minnesota's white students possess some of the best test scores and graduation rates in the nation, its black students underperform on standardized tests, most notably in reading and math. In addition to low test scores, federal data over the course of 2012 and 2013 shows that Minnesota had the lowest graduation rate for black students in the nation at 58 percent—

MY FELLOWSHIP EXPERIENCE

T. WILLIAMS

From running the Phyllis Wheatley Community Center to serving as Minnesota's first Ombudsman of Corrections, this 1970 Bush Fellow has worked to reverse inequality for decades. He sat on the Minneapolis school board for four years and is a current member of AALF's Education Work Group. His Bush Fellowship allowed him to study governmental operations and demographics, particularly in cities that, for the first time, were electing black mayors in the mid-20th century.

"One of the things that Bush Foundation gave me, it provided an opportunity for me to look at what my individual resources were and how they fit. My approach above anything I've done throughout my life was not to think that I had the solutions to any problem, but that what I brought to it was a particular perspective, and when you put that together with other perspectives, you could get a much broader view of what the situation might be."

MARY K. BOYD

This 1986 Bush Fellow became a well-known figure in the Saint Paul education system. She began her career as a teacher's aide and ended her career as an area superintendent, a path largely shaped by her Fellowship.

"The Bush Foundation gave me the opportunity and support in exploring, and then helped me to define and to build my plan and contacts—everybody should be exposed to that. It's an internship in life."

DISPARITIES IN MINNESOTA



Rate of African American home ownership, the lowest in the United States ¹



Decline in African American median income between 2013-2014 ³

White Median Income: \$64,000

African American Median Income: \$27,000



Highest achievement gap in the nation between white and black students ²



Ranking for median black household income ⁴

296.67% = Poverty gap between African American and white citizens ⁵

51st = Ranking for financial equality between whites and minorities ⁶

¹ 2014 MINNESOTA HOME OWNERSHIP CENTER ANNUAL REPORT

² 2015 NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS SCHOOL COMPOSITION AND THE BLACK-WHITE ACHIEVEMENT GAP

³ ⁴ 2015 U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY RESULTS

⁵ ⁶ 2015 WALLETHUB: STATES WITH THE HIGHEST AND LOWEST FINANCIAL GAPS BY RACE/ETHNICITY



T. WILLIAMS

MARY K. BOYD



GARY CUNNINGHAM

DANIEL BERGIN

MY FELLOWSHIP EXPERIENCE

GARY CUNNINGHAM

The AALF co-founder and 1991 Bush Fellow aimed to learn advanced management techniques in order to shape public policy directions by earning a master's degree at Harvard. But what came with the Bush Fellowship was much more—it was pivotal in shaping the rest of his life. Previously vice president of Northside Area Foundation, he is now CEO of the Metropolitan Economic Development Association.

"The doors that opened to me and the new world—the vista—that got opened to me was profound. That led me to all the adventures that I've had since."

DANIEL BERGIN

Now a senior producer at Twin Cities Public Television, this 2001 Bush Fellow used his fellowship to propagate a love for storytelling, particularly surrounding the black community. He connected with artists around the country who were completing similar projects from New Orleans to Harlem. One of his works includes "Transformational Leadership: Black 'Brain Drain' is Reversed," a documentary about AALF, found at www.mnvideovault.org. Although less involved in recent years, Bergin was active early on in the Education Work Group.

"Being an alum of the Bush Leadership Fellows continues to be important to me and something that I'm proud of, but it also is a really useful tool in terms of connecting, staying in touch, staying in the mix with the broader Bush Fellowship community."

a trend that has held steady over the past few years.

For 2015 Bush Fellow Eric Mahmoud, north Minneapolis is ground zero for the educational challenges that face the black community. As President and CEO of the Harvest Network of Schools, as well as a member of AALF's Education Work Group, Mahmoud is in the heart of these challenges day in and day out.

Now a collective of three public charter schools aimed at changing the educational landscape of north Minneapolis, Harvest Network has been under Mahmoud's direction for the past 30 years. Together, Harvest Preparatory School, Best Academy and The Mastery School serve about 1,300 predominantly African American students, 93 percent of whom live in poverty.

Mahmoud believes if Harvest Network can make a difference in north Minneapolis, it can make a difference anywhere. In fact, Harvest Network students consistently exceed district and state averages in reading and math.

In 2013, the Coalition of Schools

Educating Boys of Color named Best Academy one of the five best schools in America. Since 2011 the *Star Tribune* has annually named at least one of Mahmoud's three schools a "Beating the Odds" school, an accolade awarded to those schools with test scores exceeding state averages despite a high student population that live in poverty.

Harvest Network schools strive to close what Mahmoud calls the Five Gaps: time, leadership, teaching, preparation and most importantly, belief. "If students don't believe in their capacity to be successful, and, equally important, if the adults working with the students don't believe in their capacity, it's just not going to work at all," Mahmoud explains. "It has to be the adults believing that regardless of zip code, regardless of economic status, regardless of where students were born or the color of their skin, they have the capacity to be successful academically."

Hassan and the AALF Education Work Group used Mahmoud's theory and educational model in 2011 as the

MY FELLOWSHIP EXPERIENCE

REPA MEKHA

A founding member of AALF, this 2005 Bush Fellow focused on three areas during his fellowship: earning a Harvard Master's in Public Administration, assessing the intersection of community development and community engagement, and finding a model of economic development based on culture and not solely on race. The latter endeavor took him to parts of Africa where he met with community leaders to discover what they did prior to bylaws and policies when issues arose. He is currently president and CEO of Nexus Community Partners.

"I had all these ideas in my head, and the Fellowship allowed me to crystallize them, go away, prepare myself for them, then come back and apply them with greater clarity, focus and vision."

RENA MORAN

Her 2013 Bush Fellowship allowed her to assess parental involvement in children's education. She believes parents should be seen as stakeholders in schools, so she conducted a survey of nearly 200 parents and is currently analyzing the data. She serves as a Minnesota House Representative, the only black representative in a body of 134, and represents the political sector on AALF's Board of Directors.

"The Fellowship really gave me that opportunity to slow it down some to be more intentional, to be focused more on not just tasks but relationship-building."

outline for "Crisis in our Community: Closing the Five Education Gaps." The report draws on research from the University of Minnesota, Wilder Research and other institutions that identify the largest chasms between white and black student success.

"A Crisis in our Community" provides recommendations for closing the academic gaps in Minnesota that contribute to some of the nation's lowest achievement rates. The AALF Education Work Group is in the process of updating the report, compiling additional research data and evidence to identify best academic practices that are making a difference across the state.

Sylvia Bartley, current AALF co-chair and a 2014 Bush Fellow, plays a large part in this effort. Bartley has held various leadership positions on AALF's Education Work Group and is on the Board of Directors at the Harvest Network of Schools. In 2012 she was involved in Gap Closed, an AALF-sponsored symposium for Minnesota educators. It quickly filled to capacity, forcing hopeful

participants onto waiting lists—signaling a sincere desire for attacking the issue head on.

AALF'S sights are now set on closing the Minnesota achievement gap by 2020, a bold objective according to Bartley.

BUILDING ECONOMIES THAT THRIVE

Hassan says a primary focus for AALF this year will be on the Economic Development Work Group. It aims to address pressing issues around job creation, business and home ownership, poverty rates and more.

Between 2013 and 2014, African Americans in Minnesota experienced an alarming 14 percent decrease in median income. At barely \$27,000 a year, black Minnesotans earned a median salary that was less than half of white Minnesotans—adding more urgency to the Economic Development Work Group's agenda.

The state's African American poverty rate jumped from 33 to 38 percent in the same timeframe, and Minnesota now has the lowest rate—25 percent—of

MY FELLOWSHIP EXPERIENCE

TAWANNA BLACK

As former AALF co-chair and current executive director of Northside Funders Group, this 2014 Bush Fellow studied how to leverage black philanthropy and civil leadership in her daily work as well as in AALF. She focused on transformational leadership by attending an executive program at Georgetown University. There, she discovered that in order to be a successful leader, she must first take time for herself.

"When I think about great leaders now, I'm able to observe that great leaders have that alone time. They have time for reading and writing and reflection for self-renewal, and that is just as valuable as the time that they give their employees and their board and their communities and their stakeholders."

CHRIS STEWART

AALF's first executive director is now director of outreach and external affairs for Education Post, a national communications organization focused on public education. The 2014 Bush Fellow was "radicalized" in his worldview, specifically in the area of education of black students. His Fellowship allowed him to strengthen his writing, speaking and communication skills to speak out against academic inequalities across the nation.

"Because of the Bush Fellowship, I had the time and the breathing room to meditate on who I am, what I am and what I want to be about ... There's a before and after to my life."



↑ REZA MEKHA

↑ RENA MORAN



↑ TAWANNA BLACK

↑ CHRIS STEWART

POWERFUL CONNECTIONS

AFRICAN AMERICAN LEADERSHIP FORUM MEMBERS
+ BUSH LEADERSHIP FELLOWS

Education

Quality education is foundational to success and a pathway to eliminating poverty. With one of the largest academic achievement gaps in the nation, Minnesota must improve every level of education, from pre-K to grade 12 and beyond, and equity in the school districts.

Health & Wellness

Focused on eliminating health disparities that affect African Americans at significantly higher rates than the rest of the population. Priorities include advancing culturally sensitive health care; promoting healthy lifestyles; and increasing access to healthy food.

Economic Development

Determined to create thriving African American communities in the Twin Cities, where there exists one of the largest employment gaps in the nation. Focus areas include building entrepreneurial spirit and access to jobs in communities of color.

WORK GROUPS

INITIATIVES

Founding Members

AALF began in 2007 with a handful of members, then grew to include about 45 leaders, and has since evolved into a pioneering organization of several hundred members.



MARY K. BOYD (BF'86)
→ Education Work Group member



REPA MEKHA (BF'05)
→ Founding member
→ Former tri-chair
→ Serves as Past Chair on Board of Directors



GARY CUNNINGHAM (BF'91)
→ Founding & current co-chair



T. WILLIAMS (BF'70)
→ Education Work Group member



SYLVIA BARTLEY (BF'14)
→ Current co-chair
→ Former Education Work Group co-chair
→ Attended 2015 Congressional Black Caucus



TRISTA HARRIS (BF'15)
→ Founding co-chair
→ Primary involvement with Economic Development Work Group



RENA MORAN (BF'13)
→ Education Work Group member
→ Represents political sector on Board of Directors
→ Attended 2015 Congressional Black Caucus



DANIEL BERGIN (BF'01)
→ Education Work Group member



TAWANNA BLACK (BF'14)
→ Represents Minnesota Blacks in Philanthropy on Board of Directors
→ Former Education & Economic Development Work Groups member
→ Former tri-chair



CHRIS STEWART (BF'14)
→ First executive director
→ Former Education Work Group member



ERIC MAHMOUD (BF'15)
→ Education Work Group member
→ Authored "Crisis in our Community: Closing the 5 Gaps of Academic Achievement"
→ Generation Next Leadership Council member

Congressional Black Caucus

In September 2015, 14 AALF representatives met with state leaders in Washington, D.C. to establish AALF's presence in Minnesota and to further the forum's United Urban Agenda, the organization's unified set of goals.

Josie R. Johnson Leadership Academy

Yearlong leadership training, funded by a Bush Foundation grant, that pairs emerging African American leaders with established local leaders of color.

Baraza

Since 2012 more than 300 black women have attended this annual one-day conference that promotes healthy lifestyle choices.

Gap Closed

A daylong symposium that saw a standing-room-only crowd in 2012. The workshops zeroed in on best practices that have begun closing the massive academic achievement gap in Minnesota, the largest of which lie in standardized testing of reading and math.

A Crisis in Our Community: Closing the 5 Gaps of Academic Achievement

Penned by Eric Mahmoud and Jeffrey Hassan, the report dives into the gaps affecting academic achievement. AALF's Education Work Group is updating the report based on best practices that shift numbers in the right direction.

Generation Next

Created with the intent to close the widening achievement gap in Twin Cities schools, this AALF-sponsored collective uses a "cradle-to-college" approach using six key benchmarks to measure educational excellence.

Crafting a United Urban Agenda

At its annual forum in February 2015, AALF brought leaders from various sectors to align priorities of the African American community in a unified agenda. This high-level view keeps AALF's mission clear across all work groups and initiatives.

PHOTOS COURTESY OF INDIVIDUAL FELLOWS WILLIAMS AND MAHMOUD; DAVID ELLIS

black home ownership in the nation. Furthermore, out of 20,000 jobs in north Minneapolis, only 1,100 are held by the community's residents.

The disparities are so significant that Minnesota ranks 51st in the nation for overall financial equality between minorities and whites—dead last after every state and the District of Columbia.

In Hennepin and Ramsey counties, which include Minneapolis and Saint Paul respectively, African Americans account for 12 percent of the population. That number, however, is not reflected in the job market nor in philanthropic giving.

Hassan explains that in 2016 the forum will actively engage leaders in the public, private and philanthropic sectors in conversations that will shed light on African Americans' underrepresentation, prioritizing the issue across all segments of the state's economy.

Rena Moran, Minnesota House Representative and a 2013 Bush Fellow, brings an elected official's perspective to

AALF's Board of Directors. As the only African American legislator in a body of 134, Moran recognizes the significance of her role.

"Everything is political," she says. "We need to have a position that comes from the community about what is needed for black families. It's that much more important for me to be attached to a community where I can bring that perspective to the House and introduce other legislators to them; that really helps expand the body's knowledge and relationships."

In September 2015, Moran and 13 AALF members met with the Congressional Black Caucus in Washington, D.C., networking with state representatives and furthering their initiative called Crafting a United Urban Agenda. That agenda, established at AALF's February 2015 annual forum, encompasses all of AALF's priorities within their various work groups. Crafting a United Urban Agenda is the ongoing big-picture view that intersects each sector with all the issues AALF hopes to conquer.



↑ SYLVIA BARTLEY

↑ ERIC MAHMOUD

MY FELLOWSHIP EXPERIENCE

SYLVIA BARTLEY

Education is the common thread that weaves through the life of this 2014 Bush Fellow. The AALF co-chair and Harvest Network of Schools chair recently became Global Director of Early Career Physician Development at Medtronic. Each role requires tailored leadership skills, which her fellowship helped finesse.

"It's about the Fellowships in the networks you make, the fellowships in the people you connect with, the fellowships in the work that you're doing; it's more about that and having the space and guidance to do that."

ERIC MAHMOUD

As the leader of Harvest Network of Schools, Mahmoud is using his 2015 Bush Fellowship to assess other leadership systems. With a goal to grow HNS from 1,300 students to 3,800 by 2025, he recognizes that his leadership skills must evolve as well.

"Though you think you carve out your own circumstances, those circumstances carve you out as well. As I work on developing this organization that's going to be more impactful, through the Bush Foundation and through this Fellowship, it's working on me to have a greater impact."

THE HEALTH AND WELLNESS QUEST

Over the next few years, AALF and its Health and Wellness Work Group will work to address physical and mental health issues in the black community. Rates of obesity, diabetes, cancer, mortality and hypertension are much higher for African Americans, often attributed to a lack of access to health education and other resources.

AALF intends to promote healthy lifestyle choices and preventive health care measures through signature events such as Baraza: A Black Woman's Gathering, which started in 2012. The annual conference has seen enormous growth, notes Bartley. "Black women experience the worst health disparities of all, from hypertension to obesity and more," she explains. Hundreds of black women have experienced Baraza each year, attending workshops that focus on topics from healthier cooking techniques to exploring spirituality.

"Being in the Forum helped me get a better view of how to create change across an entire community rather than just within my organization and how collective action and collaboration are critical to be able to do that. The Bush Fellowship was an opportunity to develop specific skill sets that are necessary for that community-wide change."

—Trista Harris (BF'15)

"A lot of times the African American Leadership Forum has been identified with and largely deals with professional people," explains Executive Director Hassan. "In the case of Baraza, it crossed the economic spectrum, which is what we're trying to do."

In addition to events like Baraza, AALF plans to organize community

surveys about culturally sensitive, trauma-informed mental health care and menthol tobacco prevention. Members of the Health and Wellness Work Group believe that healthy communities mean thriving communities. And that, according to Hassan, begins with educating people and providing them with the proper resources.

AALF's future: Where do you see AALF five to 10 years from now?

"There's a really important place for millennials as part of that conversation, and I hope to see the Forum continue to grow and to bring those voices into the mix because those are our leaders now, and they're our leaders in the future."

—Trista Harris (BF'15)

"I hope to see AALF at the tip of the spear, providing leadership both in the African American community and the broader community. Since African Americans are part of a community, if you solve the problem in one part of the community, you actually solve the problem for the community in general."

—Eric Mahmoud (BF'15)

"AALF's work is not about programs; it's a movement. A reclaiming. In 10 years, I'd like to see AALF as a natural way of people operating in the community."

—Repa Mekha (BF'05)

"Minnesota could really be a leader in the nation. I really believe it, but Minnesota has got to stop hiding from the truth." —Mary K. Boyd (BF'86)

"I think five years from now you'll be able to make connections on how the Twin Cities and Minnesota African American community will be improving and the role directly or indirectly that AALF and its leaders have played." —Daniel Bergin (BF'01)

AALF's mission has inspired other minority communities in the Twin Cities to launch their own leadership groups, and has also spread to African American communities in the Pacific Northwest and Iowa.

"We all, regardless of our race, want to see our kids do well," explains Cunningham. "We want to have a society that works well for everyone equally, and we want to have better outcomes to create a sustainable future for ourselves and our future generations."


AALF now serves as a central place that allows both native-born black Minnesotans as well as transplants to tap into a vital network. Tawanna Black, a 2014 Bush Fellow studying transformational leadership and pathways to civic engagement, is newer to the Twin Cities.

Black relocated to the Twin Cities in 2013 when she accepted the role of executive director of the Northside Funders Group, a collective of foundations tasked with improving the quality of life in north Minneapolis—a primarily black community that faces some of the

state's lowest academic achievement rates and most distressing workforce numbers. Black explains that there are many African Americans, including those living and working outside north Minneapolis, who have major potential to reverse such inequities.

"There are folks who sit in very influential leadership positions within companies, who may run their own businesses, who are influential in community-based and government organizations, [whose] talent and certainly their philanthropy is not fully deployed in our community," explains Black, who represents Minnesota Blacks in Philanthropy on AALF's Board of Directors.


AALF's work to connect and channel the collective influence of Minnesota's black community will have a far reaching impact on the region.

"It's not about any one of us individually, but what we can do together," says Black. "One plus one plus one doesn't have to equal three. It could equal 10 if we fully leverage all of our assets." 



 TRISTA HARRIS



 JEFFREY HASSAN

MY FELLOWSHIP EXPERIENCE

TRISTA HARRIS

A founding co-chair of AALF, this 2015 Bush Fellow is studying futurism and foresight, a tactic she believes could be of utmost utility to the social sector, particularly foundations, which comes in handy as president of the Minnesota Council on Foundations. By paying attention to trends and cues in the field, organizations can harness that information to make more strategic decisions going forward.

"It's a fantastic opportunity to super charge your professional development. The hard part is that now I'm the problem. It used to be that money was the problem. ... That is no longer an excuse. Then it becomes a matter of me prioritizing what are the things that will help me create the greatest amount of change."

MY AALF EXPERIENCE

JEFFREY HASSAN

As a founding member of AALF, this former defense attorney was winding down a fruitful career when the Forum began gaining serious traction. He began as Education Work Group tri-chair, working extensively on Eric Mahmoud's "A Crisis in our Community: Closing the 5 Gaps of Academic Achievement." In 2014 Hassan stepped in as AALF's executive director and has seen many successes since: the forum officially became a nonprofit in 2015, the group held three leadership retreats in the same year and membership continues to grow.



Terry Austin
Brooklyn Park, MN



Susan Marie Beaulieu
Baxter, MN



Eileen Briggs
Eagle Butte, SD



Lisa Brunner
Mahnomon, MN



Carmeann Daisy Foster
Minneapolis, MN



Julie Ann Garreau
Eagle Butte, SD



Betty Gronneberg
Fargo, ND



Nausheena Hussain
Brooklyn Park, MN



Mukhtar Ibrahim
Vadnais Heights, MN



Lorrie Janatopoulos
Eveleth, MN



Tami Sue Jollie-Trottier
Belcourt, ND



Floyd Patrick Jourdain, Jr.
Red Lake, MN

Congratulations to the 2016 Bush Fellows

A Bush Fellowship is recognition of extraordinary achievement and a bet on extraordinary potential. Fellows are awarded up to \$100,000 to invest in their leadership development.



Tou SaiKo Lee
Saint Paul, MN



Nevada Littlewolf
Virginia, MN



Trista Louise Matascastillo
Saint Paul, MN



Yuri Rafael Nakasato
Fargo, ND



Kim Norton
Rochester, MN



Abdi Roble
Minneapolis, MN



Dave Smiglewski
Granite Falls, MN



Yuko Taniguchi
Rochester, MN



Larry Tucker
Brooklyn Park, MN



Giovanni Veliz
Maple Grove, MN



Hamse Warfa
Savage, MN



Martin Wera
Minneapolis, MN

Applications accepted Aug. 30 - Sept. 29, 2016

bfdn.org/bfp



Follow THE (ARTS) LEADER

Improving communities through the power of creativity



2015 Community Creativity Cohort members

To further its goal of becoming a leader in integrating the arts into public life and leveraging the power of the arts to bridge understanding across and within cultures, the Bush Foundation selected 16 organizations over the course of 2015 that solve community issues by harnessing the arts. This Community Creativity Cohort shared how arts and culture can serve communities throughout North Dakota, South Dakota, Minnesota and the 23 Native nations that share the same geography.

Shortly after the Foundation's Board of Directors established this strategic direction to be a leader in the arts, 2014 Bush Fellow **Laura Zabel** partnered with Community Innovation program

associate and Ron McKinley Philanthropy Fellow **Dameun Strange** to establish the Cohort. Zabel is the executive director of Springboard for the Arts, a community development organization with a special focus on arts and artists. She says the Cohort was a wonderful opportunity for the Foundation to hear from arts and community development organizations about their power in engagement, leadership and equity.

"The Cohort was useful to the Foundation and to the participants," she explains. "Having an experience with reciprocal value was really important to all of us, and the organizations in the Cohort took that opportunity to share their hopes, dreams and challenges."

In 2015, the Foundation chose 2005

Bush Fellow **Erik Takeshita** to serve as its new Community Creativity portfolio director, overseeing the Foundation's development and execution of arts-related programming. Takeshita has an extensive background in community development through arts and culture and will use the information gathered by the Cohort to inform the Foundation's next move.

Takeshita's passion for advancing the role of arts and culture in community development made the transition from Bush Fellow to Bush Foundation leader a natural one. For Takeshita, a fourth generation Japanese American who grew up in Saint Paul, Minn., the arts were a critical way for him to express himself and feel comfortable as a person of color

PHOTO BRUCE SILCOX

COMMUNITY CREATIVITY COHORT MEMBERS

> Center for Hmong Arts and Talent

A multidisciplinary arts organization that shares the Hmong American experience through the arts.
Saint Paul, Minn.

> Children's Theatre Co.

Engages youth in theatrical productions and educational workshops.
Minneapolis, Minn.

> Coffee House Press

Independent book publisher and arts nonprofit.
Minneapolis, Minn.

> Duluth-Superior Symphony Association

Shares the gift of music in performances of symphonic music.
Duluth, Minn.

> First Peoples Fund

Supports and honors artists and culture bearers.
Rapid City, S.D.

> High School for Recording Arts

A place for at-risk youth to express themselves through music.
Saint Paul, Minn.

> Intermedia Arts

Utilizes the power of the arts to affect change.
Minneapolis, Minn.

> Lanesboro Arts

A group working to revitalize the southern Minnesota town.
Lanesboro, Minn.

> The Matthews Opera House & Arts Center

A historic place to enjoy and learn about music.
Spearfish, S.D.

> Native American Community Development Institute

Builds strategies to grow communities into prosperity.
Minneapolis, Minn.

> North Dakota Council on the Arts

Integrates the arts into all facets of life.
Bismarck, N.D.

> Pillsbury United Communities

Arts-infused social service programs to improve quality of life.
Minneapolis, Minn.

> Theatre B

First rate community theater in a bustling North Dakota town.
Fargo, N.D.

> Upstream Arts

Provides arts-related activities for individuals with disabilities.
Minneapolis, Minn.

> West Broadway Business and Area Coalition

Works to develop a creative and vibrant arts culture.
Minneapolis, Minn.

> White Earth Land Recovery Project

Provides radio programming with White Earth Nation news.
Callaway, Minn.


in the Midwest. Trained as a ceramic artist, Takeshita has championed arts-based approaches to community development for years and deeply understands how important arts and culture are to helping communities thrive.

Takeshita says the 16 organizations selected for the Community Creativity Cohort exemplify the integration of arts into public life and bridge differences in communities. The Cohort is connected by a shared passion for arts and culture and the concern for improving the quality of life in their respective communities across the region.

Whether it's First Peoples Fund helping artists and culture-bearers generate wealth through their art, or the North Dakota Council on the Arts placing artists in senior care facilities, each organization has a unique approach to the intersection of arts and community. "The through-line is not the discipline, the region, the medium or anything of that nature," Takeshita explains. "These are organizations doing amazing work and asserting their role as leaders in their community. They recognize that they have a valuable contribution that they can make."

The value of art in building stronger communities is central to Takeshita's philosophy and the work of the Cohort. He believes that all art forms have the power to influence public affairs and systemic issues in ways that little else can. "If we want to actually change outcomes we need to be thinking differently—the arts are uniquely positioned for that," he says.

The Cohort's insights will continue to inform Takeshita as he shapes funding priorities, strategies and programming. Takeshita says the Foundation hopes to support the creative work organizations do to develop healthy communities. Furthermore, he hopes that this work will be shared beyond the region, showing similar groups around the country what is possible.

"The work we've done with the Cohort is not just great for the region, it's great for the country," he says. "We are investing in the region, but we want to be a national and global leader, and there's no reason that we can't do that." 

Making EDUCATION Relevant

Three ways to improve education for all students

In January 2015, the Bush Foundation put out a call for big ideas to positively impact postsecondary success for all students in Minnesota, North Dakota, South Dakota and the 23 Native nations that share the same geography.

The Foundation received more than 240 proposals from across the region, and as the staff reviewed the ideas, a theme began to emerge.

“We were struck by the number of ideas we received that were focused on ways to make education more relevant for students, in terms of how they learn, who they are and where they want to go,” says Education Portfolio Director Kayla Yang-Best. “It quickly became clear to us that there is not only a lot of energy around these ideas, but also an incredible opportunity to shape the future of instruction and learning throughout the region and across the country.”

INSTRUCTIONAL RELEVANCE

When it comes to education, the United States is stuck in an industrial-age model, says **Julie Mathiesen**, executive director of **Technology & Innovation in Education (TIE)**. In particular, the way students are taught hasn’t modified to keep up with the ever-changing world in which we live.

“The dominant approach to learning and instruction is roughly the same today as it was 150 years ago,” she explains. “While we often see business keeping up with those changes, we’ve seen less in education. We need to adjust to the times, to economies, to society.”

TIE aims to do just that by working with schools and communities to implement customized learning strategies in classrooms across South Dakota. Rather than forcing students through a one-size-fits-all



BUSH FOUNDATION EDUCATION GRANTEES WORK TO REVITALIZE THE WAYS STUDENTS LEARN.

CLOCKWISE FROM BOTTOM LEFT COURTESY TIE MEDIA SERVICES (4), HEKIA MEYA



Three Dimensions of Relevance

The Bush Foundation's mission to create meaningful and engaging education systems breaks down into three branches, each as crucial as the next.

1. INSTRUCTIONAL RELEVANCE

HOW STUDENTS LEARN.

The traditional instructional approach—batching kids by age and teaching them in the same way at the same pace—does not optimize for the different pace at which students learn and for the different ways that students learn best. We see opportunities to use alternative strategies and new technologies to better support every learner to reach their full potential.

2. CULTURAL RELEVANCE

WHO STUDENTS ARE.

We know that students are more likely to persist and succeed in school when they feel like they belong and are valued. Every educational program has a culture—whether intentional or not. We see opportunities to make learning cultures more inviting and supportive of students from all backgrounds.

3. CAREER RELEVANCE

WHERE STUDENTS WANT TO GO.

Educational success requires taking the long view—picturing the value of 13 or 17 years of education in terms of career and life options. We see opportunities to help more students imagine a future career and provide tailored supports to get them where they want to go.

experience, customized learning tailors instruction to the student's unique learning style.

A division of Black Hills Special Services Cooperative, TIE has piloted customized learning in two South Dakota schools. Educators were introduced to new teaching methods and technologies that allowed them to break from the traditional lecture model of instruction and develop personalized learning plans. The pilot demonstrated that customized learning strategies can increase student engagement and their desire to learn.

The Bush Foundation recently announced it will invest \$4 million over the next four years to help TIE bring customized learning to more schools throughout South Dakota.

Mathiesen, a 2003 Bush Fellow, says the investment will help more students better prepare for their future. "When students develop a sense of agency, they're going to be much more successful."

CULTURAL RELEVANCE

Straddling the border between North Dakota and South Dakota, the Standing Rock Sioux Reservation covers about 1 million acres of land. In an effort to preserve the language and culture of the Lakota and Dakota people who live there, the Lakota Language Consortium was formed in 2004.

A nonprofit language and culture advocacy group, the Lakota

Language Consortium works with **Standing Rock Sioux Tribe** to provide cultural curriculum in the majority of the reservation's schools. Together they formed the Lakota Summer Institute, an annual three-week language training at the local Sitting Bull College campus.

At its inception, the program had 22 participants, all of whom were language teachers. By 2010 there was an influx of participants from within the Standing Rock community, across the country, and even other countries coming to learn the Lakota and Dakota languages. That number has grown significantly according to the Tribe's Education Manager **Sunshine Archambault Carlow**.

With a \$1 million investment from the Bush Foundation, Standing Rock will expand the Lakota Summer Institute into a full-fledged year-round education program. The result is the Language Revitalization Program. The goal is to increase the number of fluent Lakota and Dakota speakers within and beyond the Standing Rock community, ultimately improving student success by increasing cultural awareness.

"WE SEE RELEVANCE IN THREE WAYS: RELEVANCE IN TERMS OF HOW STUDENTS LEARN, RELEVANCE IN TERMS OF WHERE STUDENTS COME FROM, AND RELEVANCE IN TERMS OF WHERE STUDENTS WANT TO GO."

—KAYLA YANG-BEST,
BUSH FOUNDATION EDUCATION PORTFOLIO DIRECTOR

Carlow, a Native Nation Rebuilder from Cohort 7, says Standing Rock will also explore new teaching tools like recordings of fluent speakers, and will invest more time and energy into making Lakota and Dakota language learning easier for all interested learners. They will use advanced language-teaching technology and develop a comprehensive curriculum in Standing Rock schools, increasing the younger generation's exposure to the language.

"You measure the health of a language by the number of children speakers," says Carlow, adding that the Lakota and Dakota languages are largely lost among younger generations at Standing Rock. Her own language, for example, was not a part of her upbringing, so she never imagined that becoming fluent was an option. "We want to empower our people to know that you can learn it, and you can advocate for it," she says.

CAREER RELEVANCE

Resting on the shores of the Mississippi River, Winona, Minn., is home to more than 100 manufacturers. With abundant jobs in diverse fields and cutting-edge technologies, the **Minnesota Chamber of Commerce** felt Winona was a natural location to pilot a new initiative to address workforce challenges that many employers face across the state.

The chamber's Business Education Networks program will help connect

employers with high school and college students, as well as higher education and workforce training systems.

Laura Bordelon, the chamber's vice president for advocacy, says introducing middle school, high school and college students to employers will create an incentive for them to complete certificate and degree programs in areas where there are meaningful employment options.

"We will put the employers right in the heart of conversations, so that they are communicating directly with students about the jobs they have available in their community and the skills needed for those jobs," Bordelon explains.

With a \$300,000 investment from the Bush Foundation, the chamber will be able to run the pilot for two years. Using what they learn from the Winona pilot, they hope to expand the program to other cities throughout the state.

"Manufacturers have a lot to offer, and they need workers," Bordelon says. "The students and companies want to grow, the companies want to stay there, and we want to help them stay there."

Education has been a priority for the Bush Foundation throughout its history. By focusing its investments on efforts to make education relevant to how students learn, who they are and what they aspire to do, the Foundation aims to build on that legacy and change the future of education for the better.



CARLOW HEKIA MEYA

SUNSHINE ARCHAMBAULT CARLOW,
STANDING ROCK TRIBE EDUCATION MANAGER



The Bush Foundation supports constitution reform efforts in Red Lake Nation.

PHOTO: E. JOURDAN JR. PHOTOGRAPHY

NEW RESOURCES: **NATIVE NATION** BUILDING

The launch of the Native Governance Center



Celebrating Labor Day in Obashing, the original village of the Red Lake Tribe.

NATIVE NATION BUILDING has been central to the Bush Foundation’s work since it launched the Native Nations Initiative in 2009. The initiative, designed to span 10 years, invests resources, consultation services and leadership development opportunities to support tribal self-governance work. Since it began, the Native Nations Initiative has invested in 21 of the region’s 23 tribes, developing connections that lead to strategic, thoughtful partnerships.

Because they wanted the vision and goals to be driven by the tribes, the Foundation didn’t know what the initiative outcomes would be—or how long it would take to reach them. According to Portfolio Director for Nation Building June Noronha, it was the high demand for infrastructure around regional self-governance work that would serve as the

Foundation’s guiding force. In response to such high demand, the initiative provided tribes with grants to support a range of nation building work, including one-time community meetings as well as ongoing constitution reform work. The initiative also introduced the Native Nation Rebuilders Program, a unique two-year leadership develop-

ment and networking opportunity for tribal citizens. Despite these efforts, Noronha and her team understood that demand would be too high for the initiative to sustain the work.

The Foundation faced a big question: How do we continue supporting long-term, customized nation building efforts in the most effective and successful way possible? For the next two years, initiative staff held listening sessions with various tribes to find the answers, engaging leadership, grantees and Rebuilders in the process.

An advisory committee was appointed to use both listening session insights and background on other organizational models as the design framework for a strategic action plan. Under the guidance of consultants from CliftonLarsonAllen, this plan led to the incorporation and launch of the Native Governance Center, a new entity dedicated to providing the direct assistance tribes need.

ABOVE: E. JOURDAIN JR. PHOTOGRAPHY



NATIVE GOVERNANCE CENTER LEADERSHIP

WAYNE DUCHENEAUX II
Native Governance Center Executive Director

Wayne Ducheneaux II comes from a family of nation builders, originating in Eagle Butte, S.D. His grandfather was a member of the first Cheyenne River Sioux Tribal Council and served as chairman of the tribe for four terms. His father was also a two-time chairman of the Tribe. “I grew up in a nation building family,” he says. “They were doing this work before the term was coined.”

Most recently, Ducheneaux served on the Cheyenne River Sioux Tribal Council in Eagle Butte, representing District Four. Prior to that, he served as chief administrative officer for his nation, where he oversaw government employees across multiple departments. A former rancher, Ducheneaux also managed the Cheyenne River Motel. Ducheneaux is a Four Bands Community Fund C.R.E.A.T.E graduate, and a 2011 alum of the Bush Foundation Native Nations Rebuilders Program.

RIGHT: BRUCE SILCOX

“That process of candid self-assessment helped us understand that the Native Governance Center was the need. There needed to be a separate entity that could help tribes coordinate nation building activity,” Jaime Pinkham, formerly the Foundation’s vice president of Native Nations, says. Pinkham now serves as a loaned executive at the Native Governance Center, a role he will hold throughout 2016 to ensure a seamless transfer of responsibilities.

A SHARED MISSION

The Native Governance Center became an official nonprofit at the end of 2015, just in time to kick start a year of transition for the Bush Foundation’s longstanding work in nation building. The two entities will serve different yet equally important and complementary purposes, allowing both to achieve more together.

The center will house self-governance resources and coordinate education and training programs. Working directly with tribes, it will manage oversight of and lead the Native Nation Rebuilders Program.

Transitioning the Rebuilders Program from the Foundation to the center connects program participants more directly to the nation building work itself, explains Noronha. “We could not separate the Native Nation Rebuilders Program from the field work,” she says, adding

that former, current and future Rebuilders will always be considered part of the larger Bush Foundation family.

Notably, Wayne Ducheneaux II, the center’s inaugural executive director, is a Rebuilder from Cohort 3. “The 23 tribes in our region are at various levels of governance,” he explains. “Our job at the Native Governance Center is to meet the tribes where they are and partner with them.”

Meanwhile, the Foundation significantly increased its commitment to Native nation building efforts by continuing major grant support for tribes and establishing a long-term strategic initiative to sustain and disseminate successes in nation building. The Foundation will bolster this work through major funding to the Native Governance Center for the next five years.

Looking ahead, the Bush Foundation will also help grow a base of support for the center by building valuable relationships with other funders and key partners. The Northwest Area Foundation, as one example, is housing the Native Governance Center in its Saint Paul, Minn., office.

Native sovereignty and self-determination will need generations of transformational leadership, support and advocacy to take effect. As regional partners, the Bush Foundation and the Native Governance Center will promote the successes and share the lessons to inspire other tribes engaged in similar work. **IB**



Cohort 7 of the Native Nation Rebuilders during their late 2015 kickoff retreat in Prior Lake, Minn.

Better BUSINESS

Bush Fellows in the business sector are leading community change

Since its inception in the mid-1950s, the Bush Fellowship program has helped more than 2,200 exceptional people sharpen their skills, expand their networks and take time to reflect on how to become even more effective leaders. The program has been intentional about supporting and connecting people from various sectors and different walks of life. As a result, some of the region's most influential business leaders point to a Bush Fellowship when they talk about their personal and professional growth.

Take, for example, **Peter Heegaard**. When Heegaard received a Bush Fellowship in 1977 he already had nearly 20 years of experience working in the financial services industry. Working in investments with the Trust Group of Northwestern National Bank of Minneapolis, Heegaard was cognizant of the connection between banks and communities.

Heegaard used the Fellowship to develop his management skills. He also wanted to discover ways to bridge the yawning gap between banks and communities. A Master of Business Administration from the Tuck School of Business at Dartmouth College already under his belt, Heegaard returned to his alma mater for its executive education program. He also studied at the Aspen Institute in Washington, D.C.

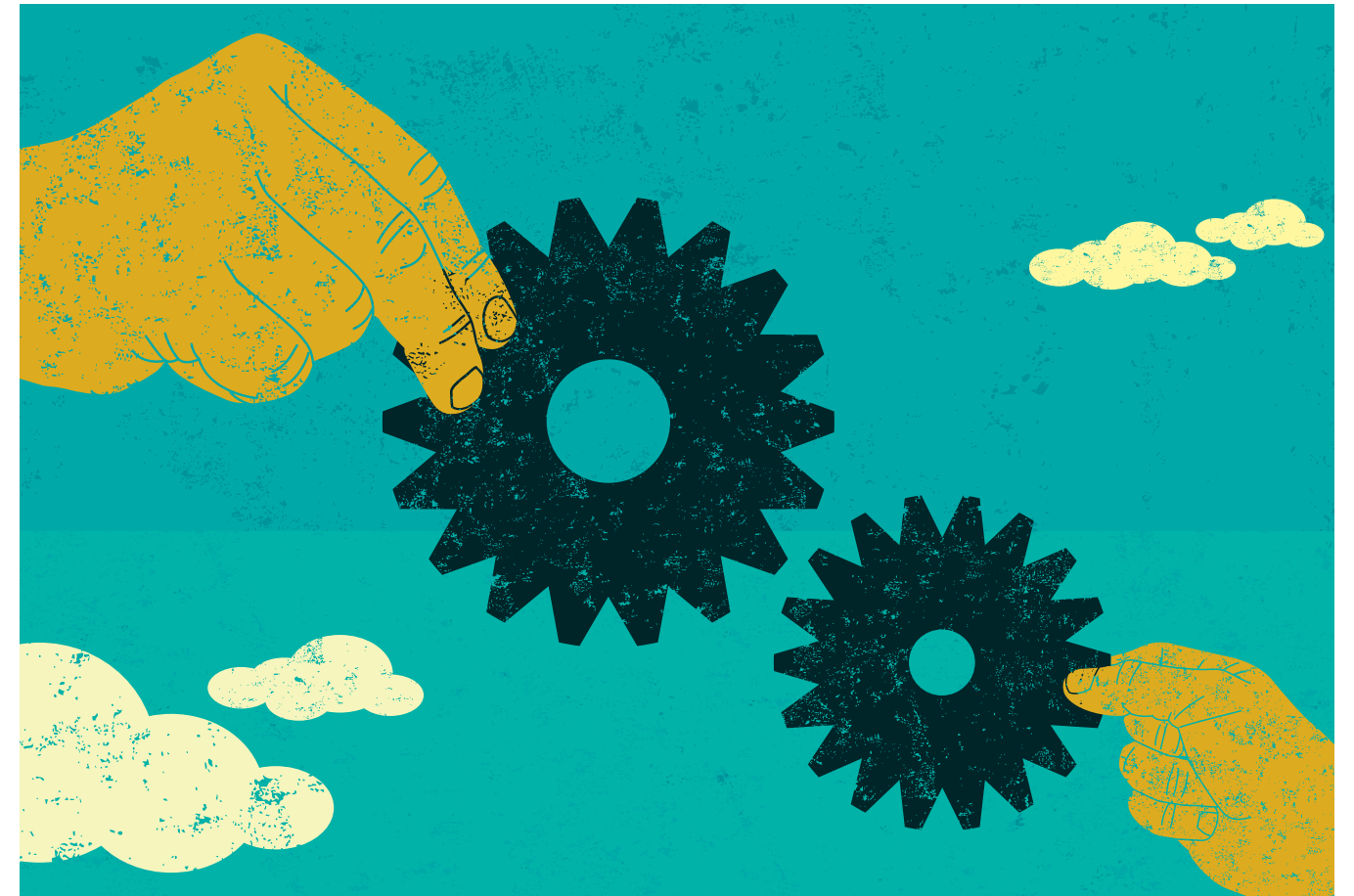
Heegaard says the mid-career Fellowship was like a “booster shot” that not only kept him balanced in a harsh corporate environment, but also sparked a new chapter. With growing curiosity about community development and the role of financial services in that arena, Heegaard started his own urban education program, Urban Adventure.

Since 1997, Urban Adventure has recruited mid-level managers in the business sector to engage in a curriculum that shows the positive outcomes of in-

vesting in a weakened community. The crux of the program is getting financial professionals to see the potential return on investment. Now in its 19th year, Urban Adventure has engaged more than 400 executives of Twin Cities financial institutions in its programming.

“You take the bankers that had the most to gain by turning a depressed neighborhood around and show them how they could apply their skills,” he explains. “The philosophy is a healthy community creates healthy business, and healthy business creates healthy community.”

Heegaard designed Urban Adventure to be an experiential learning model because he believes that’s how people learn best. Through simulations and debate, participants engage each other and challenge themselves to solve real, systemic issues such as bringing back a housing development gone awry or surviving a poverty simulation in which they are given \$35,000 on which to live.



Though they don't face these challenges in reality, Urban Adventure gives these business leaders the opportunity to share ideas and build passion for overcoming the obstacles facing many members in the community.

Heegaard has used this passion for improving communities in other ways as well. He is the author of three books that further explore the potential of individuals and communities when they have the necessary support. *Turnabout*, published last year, looks at the

lives of 14 individuals who moved from dependency to self-sufficiency with the help of community programs and organizations.

Heegaard's work has led him to neighborhoods throughout the Twin Cities, revitalizing communities by investing in people. Similarly, 1988 Bush Fellow and former Board member **Esperanza Guerrero-Anderson** has used her expertise in financial investment and mentorship to help others build successful businesses.

Guerrero-Anderson used the Bush funds to attend the Yale School of Management for its executive program in 1989, furthering her management skills.

She says the Fellowship allowed her to take a step back from her role as president of the Metropolitan Economic Development Association (MEDA), a nonprofit that provides consultant services to entrepreneurs of color and minority-owned companies. “It was a turning point—an absolutely wonderful opportunity to go and hear what



PETER HEEGAARD • 1977 Bush Fellow

Peter Heegaard's career is built on community development in the Twin Cities. With an extensive background in financial services, he is passionate about building up weakened communities through investments. He shares this passion through Urban Adventure, an education program for financial professionals. Now in its 19th year, the program has engaged over 400 participants since its inception.



ESPERANZA GUERRERO-ANDERSON • 1988 Bush Fellow

Esperanza Guerrero-Anderson says her biggest passion in life is mentoring other professionals. She served as president of the Metropolitan Economic Development Association (MEDA), a consultant group that focuses on minority entrepreneurs; launched her own venture capital fund, Milestone Growth Fund; and started her consulting company, Guerrero-Anderson, Inc., which allows her to meet with and help develop professionals.

other people were doing in the country,” Guerrero-Anderson says.

Returning from a month-long stint at the university, she started down a new business path in venture capital funds. Guerrero-Anderson launched Milestone Growth Fund in 1990 and served as its CEO for the next 16 years. Like MEDA, the Minneapolis-based company targeted minority entrepreneurs, helping them get their businesses off the ground with investment dollars. Many of these companies are still in operation today.

Guerrero-Anderson’s support of other businesspeople has not been limited to financial investments. She also spends a considerable amount of time consulting business owners on managing, presenting themselves well and more. She describes it as seeing the diamonds in people—everyone has special skills that are unique to them. It’s just a matter of bringing them to the surface.

Guerrero-Anderson’s life of consulting began when she was young, working in her native Nicaragua. She was only 22 the first time she developed a mentoring relationship with someone. “It’s part of my chemistry,” she says, explaining how she used her professional network to help a third grade teacher she had befriended attain a higher paying position at the local private college.

Perhaps the pinnacle of a life spent sharing her expertise with other people in the business sector was the establishment of her consulting company, Guerrero-Anderson, Inc., in 2008. She coaches professional executives through the company based in Edina, Minn.

Over the years, Guerrero-Anderson has invested time and money in count-

less individuals and, by extension, their companies. And she is the first to emphasize how the Bush Fellowship equipped her to start that ripple effect.

Guerrero-Anderson says the influence she’s had in the business community was sparked by her fellowship.

FELLOWSHIPS FUEL STEM GROWTH

The combined impact of Bush Fellows throughout the region extends to all disciplines and industries. While Guerrero-Anderson and Heegaard’s work has aimed at investing in Twin Cities businesspeople, 2012 Bush Fellow **Kalc Vang** has been busy developing a system that fosters a well-prepared workforce for science, technology, engineering and mathematics (STEM) jobs. Thanks to the Bush Fellowship, Vang’s dream of educating Twin Cities Hmong students in these fields became a reality.

Vang currently works at 3M, the same company Bush Foundation founder Archibald Bush helped lead for decades. With an extensive background in the sciences and a doctorate in coatings and polymeric materials, Vang has built a successful career within the STEM disciplines. Not only does he lead as a project manager at 3M, Vang is also dedicated to sharing his knowledge and passion for these fields with the next generation of his community.

At 3M Vang has an insider’s look into an industry and its dire need for STEM-educated students to rise up and find their places in the workforce. Through the Bush Fellowship, Vang worked with Hmong students in middle and high schools for the past four years, educat-

ing them about STEM fields. In the future Vang hopes to join his work with an existing nonprofit or build his own organization to involve more Hmong professionals and smooth the path for Hmong students interested in STEM-related careers.

“I thought, ‘How can I bring this to my community, particularly to girls and boys that are interested in going into these fields?’” Vang explains. “That’s what led me to the Bush Foundation.”

The Twin Cities metro area is home to more than 80,000 Hmong residents. In 2015 Hmong in Minnesota celebrated their community’s substantial growth and 40th anniversary since immigrating to the state. Though Hmong is considered one of the largest Asian communities in the area, the number of Hmong students entering STEM fields is lacking. Vang says this could be due to language barriers, familial support or a lack of mentoring opportunities.

Vang partnered with Saint Paul’s Hmong College Prep Academy to bridge the gap between STEM education and Hmong students. Speaking to classes about STEM-related careers, helping kids think about what they’d like to do when they grow up, and meeting with parents to explain the importance of these disciplines were all mainstays of his fellowship.

In addition to making STEM education more accessible for Hmong students, Vang’s fellowship focused on learning how to engage parents in dialogue about what their kids wanted to do after high school. Rather than isolating this work to the students, Vang wanted to engage the entire Hmong

community, and that meant educating the parents and families. Fluent in his native Hmong language, Vang was able to communicate with parents that didn’t speak English, which was critical to the success of the program.

By engaging Hmong students and their families, Vang was able to ascertain the reasons for their lack of representation in STEM education. He found that the issue didn’t lie in a lack of interest in these topics—students were excited about STEM education. Rather, they simply didn’t explore the prospect of going into STEM careers with their families because those fields weren’t seen as an option. His hope is that the exposure to these fields will help many Hmong students choose careers they wouldn’t have otherwise known about.

“If they’re not exposed to it and they don’t really have a sense of what they want to do, they don’t take those STEM classes and it doesn’t drive them toward their full potential,” Vang explains. “My goal was to start building some of those platforms.”

BUSH FELLOWS AFFECT CHANGE

A common sentiment among Bush Fellows is that the program helps them accomplish goals they would not have been able to otherwise. Along with this comes more responsibility to follow through and lead change. **Kashif Saroya**, a 2015 Bush Fellow, says the support he has received from the Bush Foundation has pushed him to discover his true potential.

Encouraged by his wife, **Lori Saroya**, who received a Bush Fellowship

the year prior, he sought out the Bush Foundation to support his mission of developing himself into an executive leader within the business sector. The Fellowship enables him to pursue a Master of Business Administration at the University of Minnesota Carlson School of Management.

With several years of leadership roles under his belt, Saroya, a Muslim man from Pakistan, wants to elevate himself into executive positions to diversify the business sector and encourage a positive image of Muslim people. “The importance of the Fellowship is to connect it with the diversity within the corporate world,” he says, adding that companies often feel they have accomplished diversity by sending their employees to a handful of training sessions.

“I feel it’s important not to just take those trainings, but also to grow those minority individuals who qualify and are well suited for these positions,” Saroya says.

Saroya cites a disconcerting statistic as his inspiration for returning to school and grooming himself for leadership. According to a 2014 *Fortune*

article, only 23 Fortune 500 CEOs nationwide were people of color. That adds up to just 4 percent. The Bush Fellow is looking to increase those numbers.

Another key element of the Bush Fellowship for Saroya is networking. Meeting more people and learning about their jobs, companies and experiences is just as important as increasing his knowledge of the corporate sector and business leadership. Taking

classes through the Carlson School of Management’s MBA program, which he began in July 2015, has allowed Saroya to meet more people and learn from his classmates.

Saroya oversees product development for Target Corp. Between his full-time job, the Bush Fellowship, the master’s

program and spending time with his wife and 5-year-old son, Saroya admits that it has been a challenge, but the Bush Fellowship teaches life balance. “I feel it’s worth it,” he says. “The change that you want to see and the things you want to make a difference in don’t come for free; it doesn’t come easy.”

“THE CHANGE THAT YOU WANT TO SEE AND THE THINGS YOU WANT TO MAKE A DIFFERENCE IN DON'T COME FOR FREE; IT DOESN'T COME EASY.”

—KASHIF SAROYA,
2015 BUSH FELLOW



KALC VANG • 2012 Bush Fellow

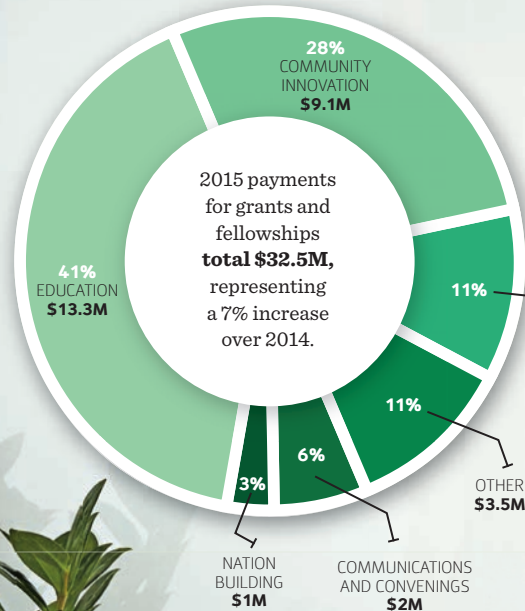
Currently an employee at 3M, Kalc Vang is passionate about sharing science, technology, engineering and math (STEM) education with students in the Hmong community. Through his fellowship, he worked with students at the Hmong College Prep Academy in Saint Paul, Minn. He hopes to increase the number of Hmong professionals working in STEM fields.



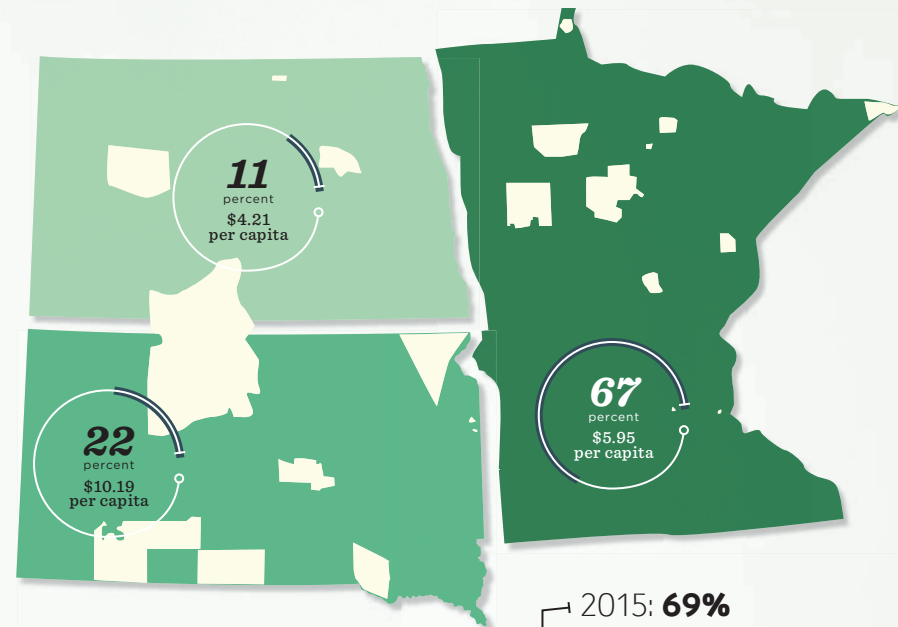
KASHIF SAROYA • 2015 Bush Fellow

Diversity in executive leadership is lacking throughout the country, and Saroya wants to change that. The Bush Fellowship allows him to earn a Master of Business Administration at the University of Minnesota Carlson School of Management, furthering his education and leadership skills. A Muslim man from Pakistan, Saroya wants to become a leading executive to diversify the business sector and reinforce and encourage a positive image of Muslim people.

ASSETS AND GRANTS



\$883 million in assets representing a 2.3% decrease over 2014



GRANT GEOGRAPHY

percent of total payout

- NORTH DAKOTA
- SOUTH DAKOTA
- MINNESOTA
- NATIVE NATIONS

18% of grants went to Native nations across all 3 states

WHAT'S THE STORY: SELECTIONS PROCESS

181

of staff-led one on one feedback calls to applicants not advancing in a process

22

of community leaders selecting Bush Prize winners

56

of community leaders reviewing Bush Fellowship and Rebuilder applications

101

of staff-led site visits

2015: 69%

2014: 40%

2013: 36%

2012: 18%

GRANTS TO ADDRESS ECONOMIC AND/OR RACIAL DISPARITIES

photo by TERRY BRENNAN
styled by LISA HENKEMEYER

Work Beyond Ourselves

The Bush Foundation is committed to publicly sharing lessons learned by its grantees and Fellows

Abiding by one of its five operating values to “Work Beyond Ourselves,” the Bush Foundation is committed to sharing what its grantees and Fellows are learning over the course of their journey. One way the Foundation does this is through Learning Logs. The logs draw insight from grantee reports and are designed to inform and inspire others across our region and beyond.

Community Innovation grant recipients publish interim and final Learning Logs during their grant term. It provides grantees with an active experience to pause and reflect on their own journey, and to gain insight into what fellow grantees are accomplishing.

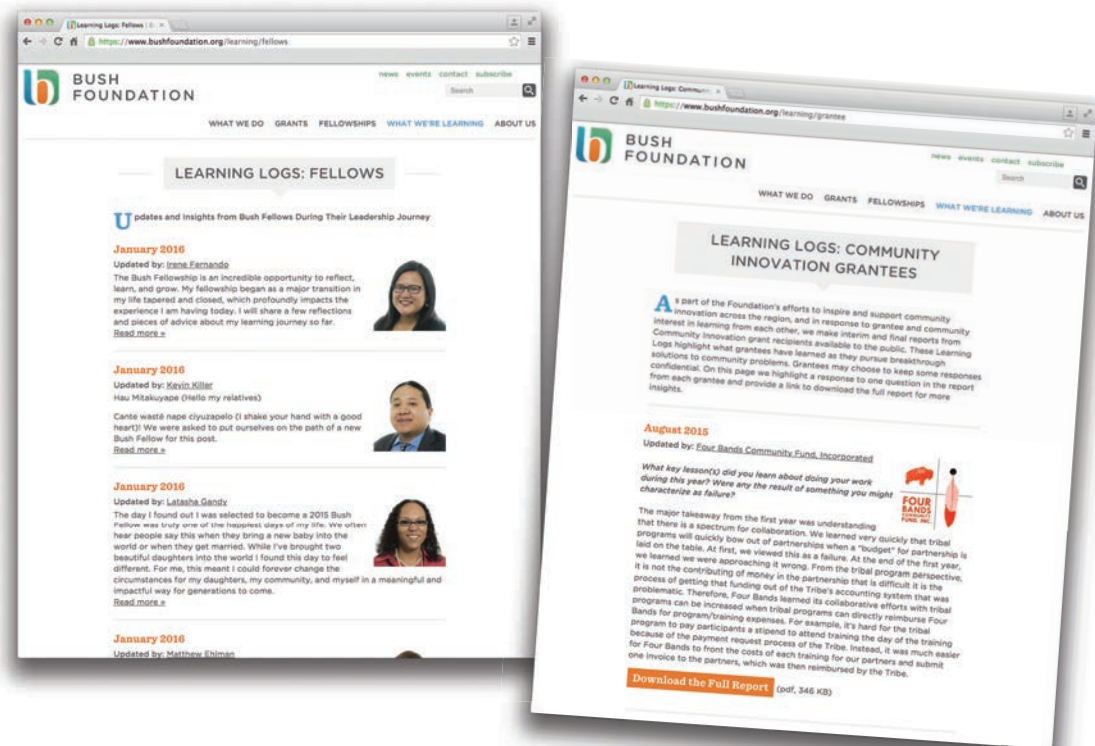
“I hope reading these reports will inspire the broader field to shift how they think about problem-solving by reading about the experiences of grantees that are in the midst of doing it,” says Community Innovation Program co-director Molly

Matheson Gruen. “The Foundation has a really unique platform to be able to do that. In some ways I see us as a megaphone; we can lift up our grantees, and we can connect them in a way that’s particular to our role in the broader system.”

Bush Fellows similarly connect with each other and the community through Learning Logs, published intermittently throughout their Fellowship.

“We hope that sharing the Fellows’ Learning Logs will inspire other people to think bigger and to think differently. It has the potential to influence the region’s leadership landscape,” Leadership Programs Director Anita Patel explains.

As the Learning Logs platform expands, the Bush Foundation will study the impact it has not only on the writers, but also on future recipients of grants and fellowships. Matheson Gruen explains it as a ripple effect: It begins with grantees, followed by inspired applicants, then the greater community. 



LEARNING LOGS EXCERPTS

Read what Community Innovation grantees & Bush Fellows are learning at bushfoundation.org/learning

LAURA ZABEL

Executive Director of Springboard for the Arts
2014 Bush Fellow

Operate from abundance. Scarcity doesn’t feed you. Figure out what you can offer, maybe it’s money, or time, or space, or partnership or creative thinking and then offer it. Say yes to everything for a while until you learn more about what you should say yes to. Even then, make sure your “reckless yeses” outweigh your “prudent nos.” Share what you’ve learned as freely as you can.



MAKRAM EL-AMIN

Imam of Masjid in North Minneapolis
2014 Bush Fellow

One of my main focuses for my fellowship is to create new narratives of what it means to be a Muslim American. This endeavor can only be achieved with the proper infrastructure and supports. I’ve come to the realization that we must work to develop the support for the vision. This has shifted my focus and has been made a priority for our short-term work. Strategic partnerships are going to be critical to our success.

FARGO-MOORHEAD COALITION FOR HOMELESS PERSONS

2014 Community Innovation Grant Recipient



If you could go back to the start of your grant period and give yourself one piece of advice or learning, what would it be? Why would this have been important?

Calm down, things will move much more slowly than you’d like, but it will be better and stronger because of it. Take the time to create more visual learning and communication tools and talk to consumers experiencing homelessness in a formal manner from day one. Had we known this from the start we would have avoided a lot of personal stress and some interpersonal conflict.



AFRICAN IMMIGRANT SERVICES

2014 Community Innovation Grant Recipient

What are the next steps or plans, if any, for continuing this project?

The impact of our work has evidently put so many possibilities within our reach in ways that were never imaginable a few years ago. Our next step, then, is to build on our successes and breakthroughs, facilitate a broader and deeper community ownership, and respond more effectively to overcome our identified blind spots.

LAURA ZABEL SCOTT STREBLE MAKRAM EL-AMIN BRUCE SILCOX



Cranial Sacral Therapy by Carolyn Swiszc

Arts Meet Athletics

The Minnesota Vikings and the Minnesota Sports Facilities Authority have partnered with consulting group Sports & The Arts to curate a visual art collection for the new U. S. Bank Stadium. The Minneapolis stadium will showcase original art commissioned by over three dozen area artists including Bush Fellows **David Rathman** (BF'92), **Peyton Scott Russell** (BF'12) and **Carolyn Swiszc** (BF'02).



Tumbling Text by Peyton Scott Russell

Rathman, whose work has been featured from the Twin Cities to Milan, Italy, primarily creates watercolor and oil paintings on paper and canvas. Many of his scenes depict interpretations of Wild West cowboys, junkyard cars, football players and more.

Russell's graffiti art can be found in public and private spaces across the United States. As a community advocate and teacher, he works to broaden the public's understanding and appreciation of graffiti art.

Taking the overlooked bits of everyday life, Swiszc gives new and interesting life to places like corporate office buildings, strip malls and churches. Her bright combination of painting and printmaking has put the Minnesota-based artist on the map.

BUSH FELLOWS & REBUILDERS NEWS



Adriana Abariotes (BF'14) is executive director of the Twin Cities Local Initiatives Support Corporation program, one of the partners involved with 2700 University Avenue, a groundbreaking mixed income housing development. The \$54 million project, located at the corner of University and Emerald avenues in Saint Paul, Minn., will feature community spaces, public art installation and 3,000 square feet of commercial space on the ground floor. According to Abariotes, "The 2700 University partnership has demonstrated a new replicable approach that leverages public investment and traditional multifamily financing."

Rebuilder **Dave Archambault II** (Cohort 1) was featured on the cover of *City Magazine's* September/October 2015 issue in a story about how his leadership as the 45th Chairman of the Standing Rock Sioux Tribe led to a number of notable accomplishments, particularly for Native youth. Archambault and tribal citizens hosted an historic 2014 visit from President Obama and the First Lady. That visit led to a first-of-its-kind White House convening that brought 875 Native youths from across the country, Michelle Obama and Cabinet members together.



The National Center for American Indian Enterprise Development named Rebuilder **Justin Beaulieu** (Cohort 2) one of their 2015 "Native American 40 under 40." Beaulieu, a citizen of the Red Lake Band of Chippewa, was nominated by members

of his community based on his leadership, initiative and dedication.

Frank Big Bear (BF'08) of Duluth, Minn., won two fellowships in 2015. He was named a USA Knight Foundation Fellow by United States Artists, a grantmaking and arts advocacy group. The prestigious honor includes \$50,000 in unrestricted funds through USA, and an additional \$5,000 through the Knight Foundation to lead a community engagement project. He also received a 2015 Native Arts & Culture Foundation Artist Fellowship to support future art endeavors now that he has shifted from drawing to collage-making and painting.

Jacquie Berglund (BF'14) is behind a growing Minneapolis-based social entrepreneurship movement. Finnegans—the nonprofit brewery she founded in 2000—announced in 2015 that it would be an integral part of a seven-story, 148-room hotel development. The one-of-a-kind "Brewtel" project will house the Finnegans micro-brewery, an event space and a new social-impact "Finnovation Lab" that will serve as a business incubator for social entrepreneur start-ups.



Kevin Brooks (BF'13) received North Dakota State University's 2015 Chamber of Commerce Distinguished

Faculty Service Award. Brooks offered the \$5,000 award as a fundraising match to launch the Refugee Consortium of North Dakota. As a newly established network of advocacy organizations, the Consortium is dedicated to supporting the Fargo-Moorhead refugee community through citizenship classes, youth programs and other resources. In September 2015, the consortium hosted a Welcome Week to recognize refugees' community contributions and encourage integration in the Fargo-Moorhead area.

JUSTIN BEAULIEU JOE ROSSI

ARTHUR AMIOTTE PAUL HORSTED ROLLING STONES COURTESY VOCAL ESSENCE

The Celebration of an Artist's Era



Arthur Amiotte (BF'80) celebrated his decades-long career earlier this year with a traveling exhibit that included stops at the Dahl Arts Center in Rapid City, S.D., and the Heritage Center at Red Cloud Indian School in Pine Ridge, S.D.

Inspired by a mix of historic pictures and his great grandfather's drawings, "Transformation and Continuity of Lakota Culture: The Collages of Arthur Amiotte, 1988-2014" displayed dozens of his most recent collages. The painter, author and educator wanted to tell his family's history on the Pine Ridge Indian Reservation.

The recipient of a Bush Enduring Vision Award and a 2002 Bush Artist Fellowship, the South Dakota artist has shown his work in more than 100 regional, national and international galleries including the Smithsonian.



Choral Collaboration

As founder and artistic director of Minneapolis-based VocalEssence, **Philip Brunelle** (BF'75) is constantly creating new ways to wow an audience.

He garnered much-deserved national media attention in 2015 when his leading choral ensemble was asked to perform "You Can't Always Get What You Want" alongside The Rolling Stones when they performed at TCF Bank Stadium in Minneapolis. Choir members rang out the song's melody while Brunelle directed them from the stage.



A Greener North Dakota

Living in a state with some of the nation's lowest energy costs can lead to waste and a negative impact on the environment. **Malini Srivastava** (BF'14), an architect and North Dakota State University professor, has long recognized the state's potential to dramatically change this trend.

She is part of eFargo, a cross-sector collaborative team competing in the Georgetown University Energy Prize. The national competition challenges a select number of cities to rethink their energy use and, over a two-year span, pilot creative strategies to increase efficiency.

Srivastava's work with the City of Fargo, Cass County Electric Cooperative and Xcel Energy is on a mission to cut citywide energy use by 5 percent between 2014 and 2016. By educating residents, rallying government support, and constructing and renovating energy-efficient buildings, she is leading a groundbreaking movement for a greener state.

Beyond Leadership



People have continually turned to **Brandon Jones** (BF'13) throughout his life. When he discovered his love for all things psychology and sociology, his career path practically chose him, he says.

After growing up with what Jones describes as "trauma and drama," he now uses his experiences to propel his work as a men-

tal health practitioner with the city of Minneapolis. The heart of Jones's work centers on African American families, particularly adolescent males.

Jones sees a void in positive messages aimed at African American males. He uses his passion for writing and public speaking to fill that void with podcasts, articles and other content through the Jegna Institute—an online platform he created prior to his Fellowship but that took off during that journey.

Jones drew inspiration from traditional African culture and language to name his website. The word "Jegna" is a term of distinction he finds deeply powerful. Through content that sheds light on mental health issues, healthy masculinity and trauma care in the black community, Jones inspires others to become a Jegna—the best version of themselves and an inspiring leader to those around them.

Poet and painter **Alvaro Cardona-Hine** (BF'78) celebrated two accomplishments in 2015. He showcased his latest series of paintings, "Dream Cities," in his Cardona-Hine Gallery in Truchas, N.M.; and he received the New Mexico Literary Arts Gratitude Award for his contributions to the local poetry community.



DeAnna Cummings (BF'07 and current Board member), executive director of Juxtaposition

Arts, oversaw a major renovation project in north Minneapolis. The new space, Juxtaposition's fourth such project, is home to the Community Design Studio and a "maker space" where local youth work with artists, architects, landscape architects, planners and organizers on a variety of creative projects for clients.

In 2015 **Vincent Delaney** (BF'03) debuted his play "The Art of Bad Men" in Seattle. The piece taps the insight Delaney gained from interviews with American World War II prison guards and their prisoners of war, telling the story of a group of German prisoners.



Jim Denomie (BF'08) garnered national and international attention for his vivid paintings. The artist, a

member of the Lac Courte Oreilles Band of Ojibwe, won a Regional Artist Fellowship from the Native Arts and Cultures Foundation; he was also the first artist to show work in a new studio gallery space in Germany.

The Huffington Post recently featured **Karen Diver** (BF'02) in a series of articles highlighting the "people and issues that will



shape the world in the next decade." Diver implemented policies benefiting both the economy and the environment as chairwoman of the Fond du Lac Band of Lake Superior Chippewa. In November 2015, President Obama appointed her special assistant to the president for Native American affairs.

Makram El-Amin (BF'14), an imam at Masjid An-Nur in north Minneapolis, met with former Secretary of State Hillary Clinton when she spoke in Minneapolis in December 2015. El-Amin was among a handful of Muslim and Somali community leaders who met with Clinton to discuss their concerns about rising tensions surrounding international terrorist attacks.

In Morris, Minn., one of Stevens County Commissioner **Jeanne Ennen's** (BF'13) dreams has become a reality. Ennen used her Fellowship to develop Raising Up Stearns Stevens County Kinship, or RUSC Kinship, a nonprofit youth mentorship program. The program is an affiliate of Kinship, the regional mentoring organization with a network of 36 affiliates located in the upper Midwest.



Elizabeth Glidden (BF'13) traveled to Brazil in August of 2015 to study the impact of the country's racial inequality reduction laws. Glidden, who serves as vice president of the Minneapolis City Council, is leading efforts to address racial disparities in the city.

Esperanza Guerrero-Anderson (BF'88) was one of eight individuals named to Minnesota Women Business Owner's Hall of Fame by *Minneapolis/St. Paul Business Journal* for her founding of Guerrero-Anderson, Inc.

Explore Your Roots



The Red Lake Nation is unique among reservations that share geography with Minnesota, and a new book by historian and author **Anton Treuer** (BF'08) tells the story. Treuer obtained access to archives and gathered oral histories directly from elders that cover more than four centuries in "Warrior Nation: A History of the Red Lake Ojibwe."

The book, published by the Minnesota Historical Society Press in the fall of 2015, chronicles tribal efforts to retain its reservation lands, governance and cultural identity throughout history. Today, Red Lake is home to the highest number of Ojibwe-speaking people in Minnesota. Formerly the executive director of Bemidji State University's American Indian Resource Center, Treuer only recently returned to his true passion: teaching. He says that in addition to working directly with students on campus, he also looks forward to participating in the university's outreach to engage students—including those in elementary, middle and high schools—across the broader region.

Treuer's engaging stories resonate with students of all ages. "There will be a lot of people who will tell you to spread your wings, but I encourage you to explore your roots," he often tells youth. "We have 10,000 years of history in this place and continue to make history. Our culture, the way we look at the world, our language, our connection to this land, is who we are."

A Perfect Blend

Under the direction of mother-daughter team **Ranee Ramaswamy** (BF'96) and **Aparna Ramaswamy** (BF'02), Ragamala Dance Co.'s work explores the dynamic tension between the ancestral and the contemporary.

As choreographers and performers, Ranee and Aparna create dance landscapes that dwell in opposition—secular and spiritual life, inner and outer worlds, human and natural concerns, rhythm and stillness—to find the transcendence that lies in between.

For the past 30 years, Ranee and Aparna have created their own specific sub-genre that combines a contemporary Western aesthetic with an Indian ethos. And they are heralded worldwide, receiving high praise from *The New York Times* and *The Huffington Post*, as well as countless awards and special honors, the most recent of which is the 2016 Joyce Award.

The company's work has been commissioned by the Walker Art Center, Lincoln Center Out of Doors, the Clarice Smith Performing Arts Center at the University of Maryland, the Krannert Center for Performing Arts at the University of Illinois, the Arts Center at NYU Abu Dhabi (United Arab Emirates), and Opening Nights Performing Arts at Florida State University.



CLOCKWISE FROM TOP LEFT: MIKE CHRISTENSON; BRUCE SILCOX (2); MONICA JONES OF USWELOVE PHOTOGRAPHY

BOOK: COURTESY FOND DU LAC BAND OF LAKE SUPERIOR CHIPPEWA; APARNA RAMASWAMY: COURTESY RAGAMALA DANCE CO.; ELIZABETH GLIDDEN: LISA MILLER



Sharing Her Advocacy and Expertise

When **Beth Zemsky** (BF'00) began advocating for lesbian, gay, bisexual, transgender and queer equity in 1980, she had no idea how much momentum the cause would gather over the years.

OutFront Minnesota, an LGBTQ advocacy group, awarded Zemsky the esteemed Legacy Award at its annual gala in 2015. The distinction is reserved for an individual who demonstrates longstanding commitment to LGBTQ rights in Minnesota.

Zemsky's advocacy includes work at OutFront Minnesota as the founding director of the University of Minnesota GLBTA Programs Office, as an adjunct instructor at the University of Minnesota, and on the National LGBTQ Task Force Board. Zemsky also consults with Twin Cities businesses and organizations in intercultural organization development.

Zemsky helps clients—big and small, nonprofit and government, education and faith-based—tap into their true potential and become what she describes as “interculturally competent” workplaces. Some of her clients include United Way, Best Buy Corp., the YWCA and the Bush Foundation. Her approach helps these organizations connect overarching strategies to their existing diversity, ultimately accomplishing goals more efficiently and effectively.



Richard Iron Cloud (BF'14, Cohort 1) first swam the icy waters between Alcatraz Island and San Francisco in 2003 as part of the inaugural PATHSTAR Alcatraz Swim Week. The weeklong event, which promotes healthy lifestyles for Native Americans, just concluded its 13th swim with 13 participants from across several generations and numerous Native communities.

Kevin Kling (BF'03), one of the notable storytelling voices behind National Public Radio's “All Things Considered” and famed Minnesota artist, performed at the 10th anniversary of the Edge Center for the Arts in Bigfork, Minn.



Megan Laudenschlager (BF'14) created Strength-en ND, a nonprofit with an objective of helping other nonprofits in western North Dakota succeed. The organization was profiled in the *Minot Daily News*, which led to national attention from *The Washington Times*.

Bryan Nelson (BF'97) was named a 2015 Exceptional Master Leader by The ChildCare Exchange, an advocacy group that supports early childhood education professionals worldwide. Nelson, executive director of Men-Teach, joined a cohort of nearly 50 peers for his efforts to increase awareness that men make great teachers.



Maureen Ramirez (BF'14) is director of policy and research for Growth & Justice, a Saint Paul, Minn.-based advocacy organization. In 2015, Minnesota was one of 19 states

without a goal to increase postsecondary attainment. Because of Ramirez's leadership, Growth & Justice helped Gov. Mark Dayton set a goal during the 2015 legislative session to have 70 percent of residents obtain postsecondary degrees by 2025.

We note with sadness the 2015 death of **Sharon Rice Vaughan** (BF'79). Prior to her Fellowship, she was part of a group that established Women's Advocates. In 1974, the group converted a Saint Paul, Minn., home into the nation's first domestic violence shelter—a shelter that continues to serve victims today. Rice Vaughan spent her career creating places where women and children could be safe from domestic violence.



Lori Saroya (BF'14) co-founded and is former executive director of the Minnesota chapter of the Council on American-Islamic Relations (CAIR-MN). Her civil rights activism and leadership at CAIR-MN were honored in 2015 by Minnesota Congressman Keith Ellison.

In late 2015, the Bill Simenson Quintet debuted at The Nicollet, a south Minneapolis cafe. Composer and teacher **Bill Simenson** (BF'99) was on the trumpet, Nathan Hanson on saxophone, David Martin on guitar, Chris Bates on bass and JT Bates on drums. The quintet played many of Simenson's original compositions.

Saint Paul, Minn.-based poet **Richard Solly** (BF'95) passed away in May 2015. His poetry, which often reflected difficult personal themes, can be found in various books such as “From Where the Rivers Come,” published by Holy Cow! Press in 2006. He most recently worked as senior acquisitions editor of publishing at Hazelden Betty Ford Foundation.

FELLOWSHIP: FIVE YEARS OUT Andrea Jenkins

Andrea Jenkins applied for a Bush Fellowship because she wanted to improve the ways in which transgender people were seen in the Twin Cities. In other words, she saw an opportunity to directly influence and lead change in her community.

“There was a deep need in the transgender community to build a leadership development program that was specifically targeting transgender people,” she says. Through that work and with the support of the Bush Foundation, Jenkins has developed herself into a national leader around transgender issues.

In her five years since becoming a Bush Fellow, Jenkins has spoken at various conferences, including the Trans Ohio Conference in 2013, and the Gender Odyssey conference in 2015—where she was a keynote speaker alongside fellow transgender activist and nationally acclaimed writer Kate Bornstein—and many more.

Jenkins is an accomplished poet, writer and performer who uses her art as a vehicle for transgender inclusion and equity. “My art is my advocacy, and my advocacy is my art,” Jenkins explains. “I really believe that art can have an impact on social change.”

Most recently, Jenkins has been integral in the Transgender Oral History Project, which is part of the Jean-Nickolaus Tretter Collection in GLBT Studies at the University of Minnesota. The project comprises interviews with nearly 200 sources sharing their experiences as transgender and gender non-conforming individuals.

“It's the pinnacle of documenting and then offering those stories to the broader community,” Jenkins says, adding that the Fellowship has been a vital part of that sharing.

You might say Jenkins's work is the culmination of a lifetime deeply rooted in achieving complete acceptance and integration of transgender people, and you'd be right.

“That's the real reason why I do this work,” she says. “We have to create awareness, understanding, empathy, acceptance and inclusion of transgender and gender non-conforming people fully and wholly.”



CLOCKWISE FROM TOP LEFT ANNE HODSON, BRUCE SILCOX (3)

LORI SAROYA BRUCE SILCOX ANDREA JENKINS DAVID J. TURNER

Writing from Experience

Minnesota author **David Treuer** (BF'03) uses his fiction and nonfiction writing to debunk stereotypes about Native American people. The son of an Austrian Holocaust survivor and a tribal court judge, Treuer's work often includes stories of his youth, growing up on the Leech Lake Ojibwe Reservation.



Treuer has been a guest at several national events. He was a guest author at the Institute of American Indian Arts' 2016 Winter Writers Festival in Santa Fe, N.M., an annual event that features readings from notable authors as well as showcases students' work. Additionally, Treuer spoke about his nonfiction book "Rez Life," at a school in Le Sueur, Minn.

Treuer has a doctorate in anthropology and has earned fellowships from the Bush Foundation, National Endowment for the Humanities and the Guggenheim Foundation. His work has appeared in *Esquire*, *The Washington Post* and *The New York Times*.

In July 2015 Rebuilder **Sam Strong** (Cohort 1) ran 200 miles to support, encourage and celebrate sobriety as part of the 19th Annual Anishinabe Spirit Run. The four-day run, Strong's seventh consecutive, included up to 50 other runners. The group began in Redby, Minn., and ended at the Fond du Lac Mash-ka-wisen Powwow Grounds in Sawyer, Minn., for the 36th annual Celebration of Sobriety Powwow.

Barton Sutter (BF'89) spent the past five years writing a collection of 150 haiku about his nature walks near Chester Creek in Duluth, Minn. Nodin Press published "Chester Creek Ravine," which features artwork by Cecilia Lieder, in 2015. His May book release was celebrated at Duluth Congregational Church and included Scandinavian music by his brother Ross Sutter.



President Obama appointed **Ryan Taylor** (BF'13) to serve as North Dakota state director for rural development at

the U.S. Department of Agriculture. Taylor, a fourth generation rancher, used his Fellowship to learn how Norway's economy could impact North Dakota as it harnesses its notable energy boom.

Bush Medical Fellow **Patricia Walker** (BF'95) was named president-elect of the American Society of Tropical Medicine and Hygiene. Founded in 1903, it is the largest international scientific organization of its kind, focusing on reducing tropical infectious diseases and improving global health.



In a 2015 Pollen profile, **David Whitesock** (BF'15) shared his personal story of addiction recovery and how

it led to his work helping others overcome the same illness. Whitesock is the addiction informatics officer for Face It TOGETHER Sioux Falls, an organization that received a 2014 Bush Prize for its highly collaborative, community-based approach to solving addiction (see page 17).

A Lasting Legacy

After six years of service in the White House, **Jodi Gillette** (BF'02) resigned from her position as President Barack Obama's special assistant for Native American affairs to pursue a new opportunity. In May 2015 she accepted a position as policy advisor at Sonosky, Chambers, Sachse, Endreson & Perry, LLP, a Washington D.C. law firm devoted to representing Native American interests.



A member of the Standing Rock Sioux Tribe, Gillette provided apt representation for Native communities during her White House tenure. Her work with the Obama administration began in 2009 when she served as an associate director of intergovernmental affairs. One year later, she transitioned into the role of deputy assistant secretary for Indian Affairs at the U.S. Department of the Interior, and in 2012, she became Obama's special assistant for Native American Affairs.

Gillette was an integral part of the administration's focus on Indian Country. In addition to providing insight and advice on behalf of Native communities, Gillette helped develop the annual White House Tribal Conference. Additionally, she played a role in the Violence Against Women Act reauthorization in 2013, providing more support to tribal police, prosecutors and courts.

BUSH BOARD & STAFF NEWS



Jennifer Alstad is a 2015 honoree of the *Minneapolis/St. Paul Business Journal's* Diversity in Business Award. Individuals are selected for outstanding contributions and exceptional business leadership. Alstad co-founded bswing, a Minneapolis-based product design and digital marketing firm in 1997.

Stephanie Andrews was selected to be a 2016 Presidio Institute Fellow. The Presidio Institute fosters collaboration among cross sector leaders to make

meaningful impact in the world. As an Institute Fellow, Stephanie will build her practice of leadership through coaching calls, in-person retreats and online learning courses.

Carly Bad Heart Bull was named a 2015 Aspen Scholar, a group of 300 national and global leaders recognized for their work, accomplishments and ability to transform ideas into action. As a special guest at the Aspen Ideas Festival, she participated in a week's worth of cross-sector discussions, panels and workshops.

Justin Christy was selected to participate in the James P. Shannon Leadership Institute. Organized by the Amherst H. Wilder Foundation,



Archibald and Edyth Bush

the Institute is a yearlong leadership program that offers community-serving leaders from all sectors the opportunity for renewal and reflection.

Mandy Ellerton was selected to be part of the Twin Cities cohort for the Young American Leaders Program. The group of 10 local leaders will join national peers in a program at Harvard to build skills in working across sectors to address civic challenges.

Dr. Eric Jolly stepped in to his new role as president of the Minnesota Philanthropy Partners in 2015. Minnesota Philanthropy Partners is the umbrella organization that comprises The Saint Paul Foundation, Minnesota Community Foundation, F.R. Bigelow Founda-

tion, Mardag Foundation and other charitable groups across the state.

June Noronha received a Life Membership to the NAFSA: Association of International Educators during its 67th Annual Conference & Expo. Life Membership recognizes career achievements in advancing the goals of the association and of international education and exchange. Noronha has spent decades advocating for educational equity, intercultural learning and human rights issues.

Jaime Pinkham was chosen to serve on the leadership council of the Federal Reserve Bank of Minneapolis' Center for Indian Country Development. Launched in 2015,

the CICD will help restore economic prosperity for tribes across the region; Pinkham and the leadership council will advise and assist with the CICD's strategy and priorities.

Dameun Strange was one of three artists to receive the 2015 Minnesota Emerging Composers Award (MECA). The award engages Minnesota-based artists and supports them in their creative endeavors. Strange will collaborate with **Venessa Fuentes** to compose "Mother King," an opera about Alberta Williams King, activist and mother of Dr. Martin Luther King Jr.

Two of **Nancy Weidler's** watercolor paintings were selected for the Edina Art Center Members Juried Art Show.

BOARD MEMBER Q&A

Who is Irv Weiser?

Get to know Bush Foundation Board member Irv Weiser



years before we moved to Buffalo, N.Y. There were a lot of different ways that parents and children dealt with the war. It was just something we never asked in our family. I think I was 21 the first time that I learned anything about my dad's experiences in the war, and he told me everything since. I videotaped my father telling his life story, which was a great thing to do because he died 10 years after I did it.

WHAT ACCOMPLISHMENTS AND AWARDS ARE YOU MOST PROUD OF?

I get Father's Day cards from my daughters that say I'm a great dad, and I get them every year. My wife and I have been married 46 years, and we have two adopted daughters from Korea.

WHO HAS INFLUENCED YOUR LIFE THE MOST?

My father. I think sometimes it takes a long time to realize what you learned from your parents. But I think my father was a very hard-working man. He worked six days a week, three nights a week. He always put family above everything else.

WHAT IS YOUR FAVORITE QUOTE?

My father had a quote he used to tell us. "If I'm not for myself, who will be? If I'm only for myself, who am I? And if not now, when?" That has always guided my life. I've always believed you have to take responsibility for yourself but you have to hold the door open for others in front of you.

CAN YOU SHARE ABOUT YOUR CAREER AND VOLUNTEER WORK?

I went to law school in New York and came to Minneapolis in 1973 to work as an associate for Dorsey & Whitney, where I worked for 12 years. Later I left the practice of law and became president and CEO of RBC Dain Rauscher. I did a lot of volunteering for a couple reasons. One, I had the desire to give back. The other, frankly, is it was fun. You get a window into a broader community. During my tenure on the Bush Foundation Board, I have met people I don't think I ever would have met otherwise.

WHERE WERE YOU BORN?

My parents were Holocaust survivors, and I was born in a refugee camp just outside of Munich in 1947. I lived there for two



BUSH STAFF AS OF MARCH 31, 2016; ALL OTHER LISTS AS OF DECEMBER 31, 2015.

Bush Foundation Board of Directors

- Jennifer Alstad
- Dr. Kathleen Annette
- Paul Batcheller
- DeAnna Cummings 1
- Tony Heredia
- Curtis W. Johnson
- Dr. Eric J. Jolly
- Jan K. Malcolm
- Pamela Moret, Chair
- Wendy M. Nelson
- Michael Solberg
- Irving Weiser
- Tracey Zephier 2

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- Gary Stern

Bush Foundation Staff

- Bilal Alkatout 4,6
- Amy Anderson
- Stephanie Andrews
- Maggie Arzdorf-Schubbe 1,3
- Carly Bad Heart Bull 4
- Allison Barmann
- Maya Beecham
- Shaylyn Bernhardt 6
- Chrissy Carver 6
- Justin Christy
- Erin Dirksen
- Duchesne Drew
- Saroeun Earm 4,6

- Mandy Ellerton
- Megan Forgrave 6
- Venessa Fuentes 4,6
- Katie Gleichman 6
- Elli Haerter
- Yong Her
- Sharon Hollingsworth
- Aya Johnson 4
- Greg Keane
- Naaima Khan 4,6
- Kelly Kleppe
- Molly Matheson Gruen
- Catherine McGuire
- June Noronha
- Beth Norris
- Deb Novak
- John Otterlei
- Anita Patel 6
- Jaime A. Pinkham
- Jen Ford Reedy
- Connie Sangren
- Dameun Strange 4
- Erik Takeshita 1,6
- Kia Vang
- Beth Villaume
- Avi Viswanathan 4
- Kristina Ward
- Dominick Washington
- Nancy Weidler
- Kayla Yang-Best

2016 Bush Fellows Selection Panel

- Calvin Allen
- Chanda Smith Baker
- Yvonne Barrett
- Paul Batcheller
- Duane Benson
- Daniel Pierce Bergin
- Lisa Bodine
- Sarah Duniway
- Rebecca Engelman
- William Goetz
- José L. González
- Dwight Gourneau
- Shalini Gupta
- Cris Linnares
- Abdirizak "Zack" Mahboub
- Anne Rieck McFarland
- Elsie Meeks
- Neeraj Mehta
- Rick Melmer
- Chingwell Mutombu
- Maureen Ramirez
- Darrell Shoemaker
- Connie Sprynczynatyk
- Alfonso Wenker

Bush Prize Selection Panel - Minnesota

- DeAnna Cummings 1
- Don Day
- Pakou Hang
- Lorrie Janatopoulos
- Neeraj Mehta
- Pamela Moret 5

- George Thompson
- Alfonso Wenker

North Dakota Advisory Committee

- Rod Backman
- Lori Brown
- Mary Massad
- Lana Rakow
- Eric Trueblood
- Jessie Veeder

South Dakota Advisory Committee

- Malcom Chapman 1
- Tanya Fiddler
- Kitty Kinsman
- Toby Morris
- Jane Rasmussen
- Dave Rozenboom
- Nick Tilsen
- Diana VanderWoude

Legend

- 1. Bush Fellow
- 2. Native Nation Rebuilder
- 3. Consultant
- 4. Ron McKinley Philanthropy Fellow
- 5. Bush Board Member
- 6. New Bush Staff Member




Road Show

Alec Soth (BF'08) hit the streets, literally, with his latest social-media-meets-art-meets-experimental-education venture known as the Winnebago Workshop. Named for the vehicle he traveled in, Soth's idea was to visit groups of creative young people, gather their stories, and later return to that place to present live, public events using the material gathered.

IRV WEISER: BRUCE SILCOX; ALEC SOOTH COURTESY LITTLE BROWN MUSHROOM (2)

PHOTO: BRUCE SILCOX

Don't miss out! Visit bfdn.org for the latest deadlines and opportunities.



(From left) Bush Fellows Ernesto Velez Bustos (BF'15), Kashif Saroya (BF'15) and John Glover (BF'15)

Organizations and Individuals

Community Innovation Grants (\$10,000 - \$200,000)

Stay tuned for application details
Visit bfdn.org

Grants for organizations that work within their communities to find breakthrough solutions to tough problems.

(\$500 - \$10,000)

These regional intermediary partners are accepting applications three times in 2016. Visit websites for deadline details.

- **MINNESOTA:** Headwaters Foundation for Justice.
headwatersfoundation.org
- **NORTH DAKOTA:** The Consensus Council.
agree.org
- **SOUTH DAKOTA:** The South Dakota Community Foundation.
sdcommunityfoundation.org

Read more about Community Innovation Grants on page 14.

Ecosystem Grants (up to \$200,000)

Accepting applications May 3 - May 26, 2016

Funding for key organizations that create the environment for the work we support to be successful.

Bush Fellowship (up to \$100,000)

Accepting applications Aug. 30 - Sept. 29, 2016

A Bush Fellowship is recognition of extraordinary achievement and a bet on extraordinary potential. Fellows are awarded up to \$100,000 to invest in their leadership development.

Bush Prize for Community Innovation (up to \$500,000)

Accepting applications spring 2017

The Bush Prize for Community Innovation is given to organizations with track records of making great ideas happen.

Read more about the Bush Prize on page 17.



Bush Fellows Malcom Chapman (BF'15) and Sarah Bellamy (BF'15)



Bush Fellow Chris Francis (BF'15)

Native Nations Cohort 8

Accepting applications through the Native Governance Center summer 2016

Visit www.nativegov.org for more details.

Read more about NGC on page 40.

Ron McKinley Philanthropy Fellowship

Accepting applications summer 2016

Visit www.mcf.org for details.

The Ron McKinley Philanthropy Fellowship prepares high-potential people of color for careers in the field. Fellows are employed by the Minnesota Council on Foundations, placed at participating foundations for three years and receive significant professional development and networking opportunities.

Event Sponsorship Program (up to \$50,000)

Accepting applications May 10 - June 9, 2016 and Aug. 2 - Sept. 1, 2016

Support for events that inspire, equip and connect people to think bigger and think differently about what's possible in their communities.

INSET: REBECCA JEAN LAWRENCE PHOTOGRAPHY

Taneeza Islam

Executive Director, Collaborative Incubator Program, Sioux Falls, S.D.

It isn't surprising that Gandhi's famous quote "Be the change you wish to see in the world" serves as Taneeza Islam's personal call to action. When she was just 5 years old she distinctly recalls watching her father, a physician, embody that drive to make a difference as he provided hours of medical treatment to villagers in his home village in Bangladesh.

Born to immigrant parents, Islam has spent the past 15 years advocating for immigrant rights in various roles, including civil rights director for the Council on American Islamic Relations-MN Chapter, complaint investigator at the Minneapolis Department of Civil Rights, and most recently executive director of the Collaborative Incubator Program in Sioux Falls, S.D.

CLIP, as it is known, is part of the American Bar Association's legal incubator collaborative in which local and state governments and key community leaders provide quality legal services to low-income individuals. Islam's goal for this pilot program—which was funded by the South Dakota Bar Association for two years—is to roll it out to other areas throughout the region.

Throughout Minnesota, North Dakota and South Dakota, there are nearly 80,000 immigrants from Burma, Guatemala, El Salvador, Eastern Europe and East/West Africa residing. However, there are only four private attorneys and two nonprofits offering immigration-related services in the same region.

So where does Islam find the inspiration and drive to continue making a difference when the numbers clearly are not in her favor? The Sioux Falls Federal Courthouse. "I've always been inspired by the people I work with," she explains. "The cases I handle can be very stressful and emotional, but it is all so worthwhile—a true privilege—when I go to the federal courthouse with them and they become citizens."

Of course, it isn't just the security that citizenship affords immigrants that inspires Islam. "Following in my father's footsteps and truly making a real difference—being that change agent—is my real inspiration."

Taneeza Islam is a 2013 Bush Fellow.



photo by CHAD PHILLIPS



Alayna Eagle Shield
Standing Rock
Sioux Tribe



Alison Welch
Shakopee Mdewakanton
Sioux Tribe



Allan Demaray Jr.
Mandan, Hidatsa and
Arikara Nation



Amber Finely
Mandan Hidatsa and
Arikara Nation



Dave Williams
Mandan, Hidatsa and
Arikara Nation



Donna Ennis
Fond du Lac Band of
Lake Superior Chippewa



Eric Grey Cloud
Standing Rock
Sioux Tribe



Herb Fineday
Fond du Lac Band of
Lake Superior Chippewa



Janie Schroeder-
Herman
Turtle Mountain
Band of Chippewa



Jayme Davis
Turtle Mountain
Band of Chippewa



Jess Hall
Mandan, Hidatsa and
Arikara Nation

Congratulations to Cohort 7 of Native Nation Rebuilders

The Native Nation Rebuilders Program is a leadership development opportunity for regional tribal citizens who have a passion for learning about innovative governance practices.



Josh Flute
Sisseton-Wahpeton
Oyate



Kenneth Davis
Turtle Mountain
Band of Chippewa



Margaret Rousu
White Earth Nation



Melissa Bowstring
Leech Lake Band
of Ojibwe



Nacole Walker
Standing Rock
Sioux Tribe



Nicole Pieratos
Bois Forte Band
of Chippewa



Pearl Walker-Swaney
Standing Rock Sioux Tribe



Robert Bryan
Rainbow Jr.
Turtle Mountain
Band of Chippewa



Sunshine Woman
Archambault Carlow
Standing Rock Sioux Tribe



Travis Albers
Turtle Mountain
Band of Chippewa

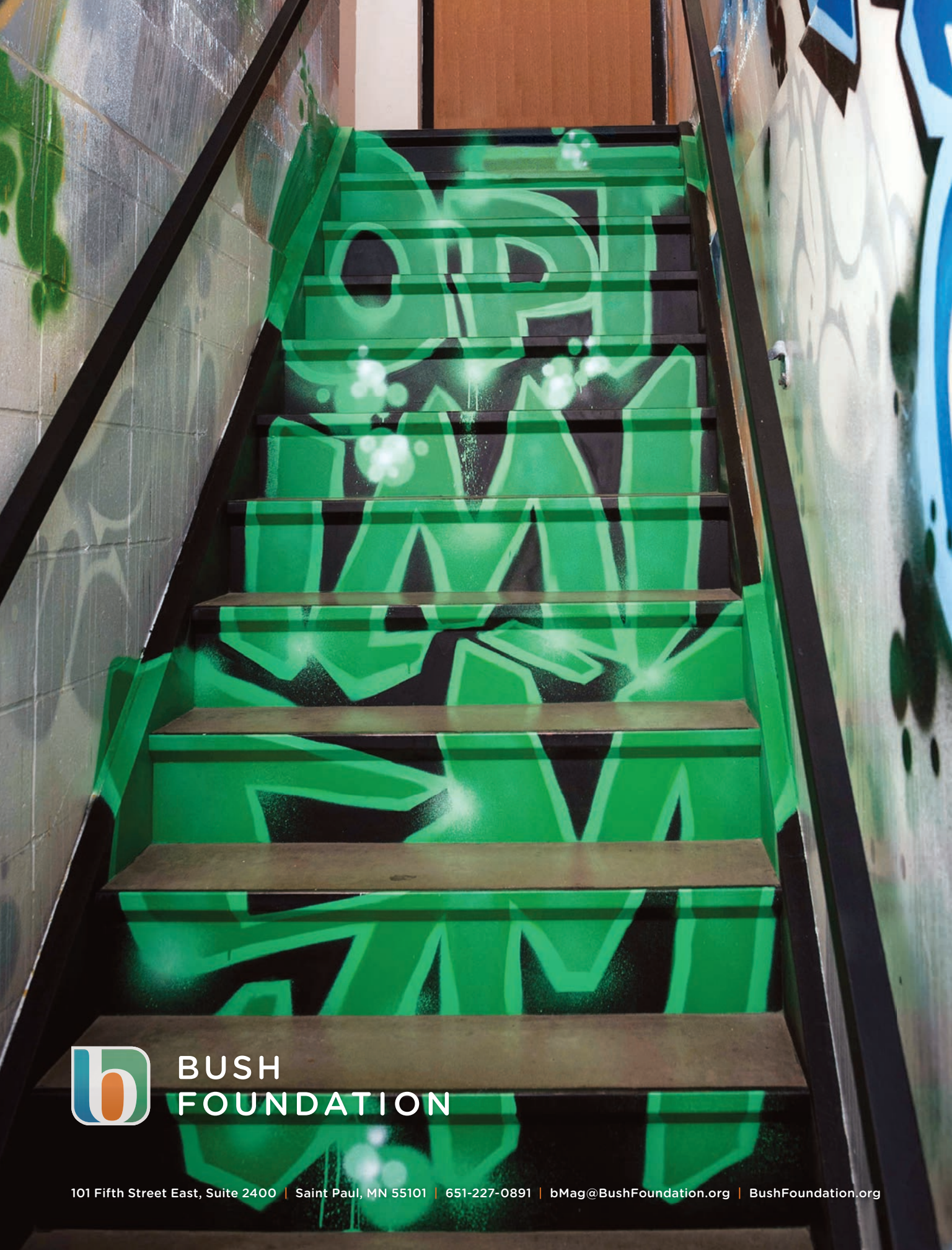


Viola Waln
Rosebud Sioux Tribe

Applications for Cohort 8 will be accepted summer 2016 through the newly established Native Governance Center.

nativegov.org





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