IMPACT REPORT 2017

Moving Minnesota Latinos forward for more than 37 years
Dear friends, investors and partners,

2017 was a year of challenges and opportunities for our community and for CLUES. The impact of the anti-immigrant environment and natural disasters faced throughout the year left many experiencing new waves of emotional and economic trauma. We began 2017 by uniting efforts with others to support Latino and immigrant communities and grew our efforts to assist new arrivals from Puerto Rico who chose Minnesota as their new home. Throughout the year we reached more than 1,000 people through open houses and support events where we built relationships and offered free legal and emotional support, stress management tools and asset protection coaching. The changing needs of our community continue to require us to provide quicker responses and innovative solutions.

Our management and board leadership also took a stand. We reinforced our belief that immigrants and immigration strengthen the fabric of this country and that the American Dream lives on through ideas and opportunities driven by immigrants. We developed new strategic priorities through 2020 and reaffirmed our commitment to focus CLUES resources on advancing Equity, Organizational Excellence, Youth, Advocacy and Cultural Engagement.

As Minnesota’s Latino population nears 300,000, Latinos also have the state’s highest labor force participation rate at 68 percent. Yet Latinos have the third lowest median income ($42k) after African-Americans ($30k) and Native Americans ($33k). In 2017 we launched the Latino Workforce Initiative as a way to provide equity and access for Latino adults and youth to build their skills and enter better paying careers. Our focus on Latino youth stems from the fact that today, 45 percent of Minnesota’s Latino population is under the age of 21. It’s critically important to invest in the development of our future leaders and labor force. In 2017 we hosted our first Latino Youth Conference, Formando Nuestro Futuro | Shaping Our Future, which attracted more than 200 youth, parents and professional volunteers. We expanded our Youth@Work program, which allowed more than 169 high school and college-aged Latino youth to gain hands-on career skills and experience through paid internships and corporate field trips in partnership with more than 25 local employers and businesses.

Our work in 2018 will be focused on expanding opportunities for youth, advancing equity and developing new initiatives that focus on connecting people. New, exciting work is ahead of us! On behalf of our staff and leadership, we thank you for your ongoing support and encourage you to help us continue to advocate for equity, education, healthcare, better jobs and a better future for our Latino community and our young people. We invite you to stay connected to CLUES through our events and social media.

Now more than ever, we must be united to support and advocate for our Latino community.

Ruby Lee,
President & CEO
ADVANCING WORKFORCE EQUITY

A Legislative appropriation helped us provide workforce training and career pathway opportunities for Latino adults and youth to achieve better paying jobs, access to career ladders and increased family stability in the Twin Cities metro area, Rochester and Willmar, Minnesota. We also continued to grow prosperity through financial coaching, asset building services and resource and benefit navigation.

MORE THAN 110 ADULTS participated in soft skills and emotional intelligence courses and holistic and culturally responsive workforce trainings in:

- Healthcare
- Carpentry/Finishing Trades
- Customer Service

Participants gained technical skills and industry-recognized certifications while receiving career coaching, systems navigation and stipends. Most graduates obtained employment with wages averaging $15-$17 per hour.

167 ADULTS GAINED EMPLOYMENT with the help of CLUES’ job coaches and MORE THAN 100 PARTICIPATED in job fairs with quality local employers.

1,130 adults received WRAPAROUND SUPPORT SERVICES including job search support, career pathways preparation, financial literacy and coaching and access to employers offering high-demand jobs with sustainable wages.

Named PROVIDER OF THE YEAR by the City of Minneapolis for outstanding employment and wraparound services preparing residents to obtain and retain quality jobs.

ADVANCING FINANCIAL PROSPERITY

900 individuals received direct financial coaching and tools to establish credit, build assets and manage and grow their finances.

238 PARTICIPANTS attended first-time homebuyers training and 103 families received pre-purchase counseling.

1,130 individuals were screened for access to healthcare, and 644 successfully enrolled in health coverage through Medical Assistance, MinnesotaCare and QHP.

73 people participated in lending circles accessing $78,700 in loans, while 60 increased their credit scores.

ACHIEVING FAMILY STABILITY

99 RESIDENTS OF ST. PAUL’S EAST SIDE were served by our newly established Cultural Broker, who helps clients navigate complex health and human service systems through a pilot partnership with Fairview and Health East.

506 FAMILIES received chemical dependency prevention education.

260 families were screened for benefits and accessed resources to reduce their barriers to prosperity, including healthy food access through SNAP, transportation assistance and medical assistance.

128 parents and 104 youth participated in our two-generation, holistic sexual health education program.
As new anti-immigrant rhetoric and heavy enforcement increased fear and the threat of deportation for many of the families we serve, we created new approaches to address complex economic and emotional trauma, built asset protection initiatives and empowered people through “know your rights” education. Throughout the year we worked to educate parents, connect our community to resources and empower the most vulnerable among us.

### EMPOWERING IMMIGRANTS

- **More than 1,000 People**
  - were informed through immigration forums and open houses that focused on legal support, protecting assets and managing stress and other complex emotions.
  - These events added crisis management tools to people’s toolboxes and helped build resilience and hope.

- **125 City of Minneapolis Employees**
  - participated in trainings led by CLUES staff to increase their awareness of immigrant trauma and grow their capacity to treat survivors with care and dignity.

- **More than 600 Adults**
  - were empowered through 26,000 hours of instruction in life and work skills, English as a Second Language, citizenship classes, computer literacy courses and a new GED program to advance educational outcomes for immigrant integration.

### SUPPORTING LATINO PARENTS & YOUTH

- **30 Latino Parents Participated in Aprendiendo Juntos,**
  - our parent support and advocacy program where parents learn to advocate for their children’s needs within the public school system and plan for their children’s academic success.

- **More than 30 Young Women**
  - were empowered through our Young Latinas Retreat in partnership with the Women’s Foundation of Minnesota, building confidence and learning to take chances, grow trust and boldly step into new opportunities and leadership roles.

### CONNECTING LATINO VOICES

- Expanded our social media audience by more than 60% to better provide information and connect our community with resources critical to their wellbeing.

- Created a new organizational blog and resources section on our website to keep partners and clients informed about issues important to our community.

### EMPOWERING VICTIMS

- **More than 240 Survivors of Sexual Assault and Domestic Violence**
  - received coaching and tools to overcome their abuse and build healthy, stable lives and families.

- **614 Volunteers**
  - 15,552 Hours of Service
As we look to the future, we are working to grow and prepare Minnesota’s future leaders and workforce through programs for youth and young adults. We also look forward to CLUES’ next chapter as we prepare to expand our St. Paul Headquarters and evolve to serve the changing needs of our community.

**Creating Opportunities for Young Latinos**

**Expanded Our Youth in Action (YA!) Program**
To Minneapolis, providing 94 Latino youth and 50 parents with academic and career pathway coaching and educational system navigation through one-on-one mentoring, educational institutes and service projects.

**Presented the 2017 Latino Leadership Award**
To Minnesota’s Latino DREAMers for courageously lifting their voices and advocating for a better future for thousands of Latino youth.

**149 Children**
Ages 3-10 accessed bilingual literacy and STEM learning while parents attended classes.

**Launched Our First Latino Youth Conference**
Event, providing more than 200 youth and their caregivers with informational sessions, inspirational speakers and a variety of valuable resources aimed at making higher education accessible and achievable for our community.

**Youth@Work**
53 Latino youth (ages 16 to 24) learned work readiness skills, gained real-life work experience and built professional networks through our paid internship program. Students were placed at 25 employer partners in industries with high-demand jobs.

**St. Paul Headquarters Expansion**
CLUES new St. Paul Headquarters will be a culturally rich, iconic hub that incorporates health, education, prosperity and technology. We’ve raised $5.5 million toward our $7.2 million capital campaign launched in 2016, including private sources ($3.3 M) and New Market Tax Credits ($2.2 M).

**New Building Features**
- **Latino Elder Day Care Center** that doubles our service capacity to 65+ seniors
- **Best Buy Teen Tech Center** to teach coding, music recording and film production
- **Teaching Kitchen** promoting healthy eating and microbusiness development
- **Six new Classrooms** for ESL, GED, citizenship and computer classes and workforce skills/career training
- **Flexible Meeting Space** with capacity of 140 for staff and community gatherings

**45% of MN Latinos are under age 21**
We thank all our donors for their continued support!
For a complete list of CLUES’ generous corporate, private, government and individual donors, please visit www.clues.org

Our Mission
To advance the capacity of Latino families to be healthy, prosperous, and engaged in their communities.

Our Vision
A thriving multicultural community enriched with confident and strong Latino families who contribute their voice, skills, entrepreneurial spirit and cultural richness.

All numbers audited for 2017.