

**SENATE
STATE OF MINNESOTA
NINETY-FIRST SESSION**

S.F. No. 730

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OFFICIAL STATUS
Introduction and first reading
Referred to Human Services Reform Finance and Policy

1.1 A bill for an act
1.2 relating to human services; establishing the Minnesota African American Family
1.3 Preservation Act; creating an African American Child Welfare Oversight Council;
1.4 requiring a report; appropriating money; proposing coding for new law in Minnesota
1.5 Statutes, chapter 260.

1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.7 Section 1. [260.61] CITATION.

1.8 Sections 260.61 to 260.68 may be cited as the "Minnesota African American Family
1.9 Preservation Act."

1.10 Sec. 2. [260.62] PURPOSES.

1.11 The purposes of the Minnesota African American Family Preservation Act are to (1)
1.12 protect the best interests of African American children, and (2) promote the stability and
1.13 security of African American families by establishing minimum standards to prevent arbitrary
1.14 and unnecessary removal of African American children from their families.

1.15 Sec. 3. [260.63] DEFINITIONS.

1.16 Subdivision 1. Scope. The definitions in this section apply to sections 260.61 to 260.68.

1.17 Subd. 2. Active efforts. "Active efforts" means a rigorous and concerted level of effort
1.18 that is ongoing throughout the involvement of the local social services agency to continuously
1.19 use culturally appropriate services to preserve the African American child's family and
1.20 prevent out-of-home placement of an African American child and, if placement occurs, to
1.21 return the African American child to the child's family at the earliest possible time that

2.1 return is safe. Active efforts sets a higher standard than reasonable efforts to preserve the
2.2 family, prevent breakup of the family, and reunify the family. Active efforts includes
2.3 reasonable efforts as required by Title IV-E of the Social Security Act, United States Code,
2.4 title 42, sections 670 to 679c.

2.5 Subd. 3. **African American child.** "African American child" is a child of African descent
2.6 or heritage, including a child of two or more races who has at least one parent of African
2.7 descent or heritage.

2.8 Subd. 4. **Best interests of the African American child.** "Best interests of the African
2.9 American child" means compliance with the Minnesota African American Family
2.10 Preservation Act and other applicable state and federal child protection laws to protect an
2.11 African American child from harm and to preserve and maintain an African American child's
2.12 family. The best interests of an African American child support the child's sense of belonging
2.13 to family, extended family, culture, and community.

2.14 Subd. 5. **Child placement proceeding.** (a) "Child placement proceeding" includes a
2.15 judicial proceeding which could have a result described in paragraphs (b) to (e).

2.16 (b) "Adoptive placement" means the permanent placement of an African American child
2.17 for adoption, including an action resulting in a final decree of adoption.

2.18 (c) "Involuntary foster care placement" means an action removing an African American
2.19 child from the child's parents or persons who have legal custody for temporary placement
2.20 in a foster home, shelter care, or the home of a guardian, where the parent or person who
2.21 has legal custody cannot have the child returned upon demand but parental rights have not
2.22 been terminated.

2.23 (d) "Preadoptive placement" means a family-based placement of a child who is under
2.24 the guardianship of the commissioner and for whom an adoptive placement agreement
2.25 (APA) has been signed.

2.26 (e) "Termination of parental rights" means an action resulting in the termination of the
2.27 parent-child relationship under section 260C.301.

2.28 (f) The terms in this subdivision include a placement based upon a juvenile status offense,
2.29 but do not include a placement based upon (1) an act which if committed by an adult would
2.30 be deemed a crime, or (2) an award of custody in a divorce proceeding to one of the parents.

2.31 Subd. 6. **Commissioner.** "Commissioner" means the commissioner of human services.

3.1 Subd. 7. **Family-based services.** "Family-based services" means intensive
3.2 family-centered services to a family primarily in the family's own home and for a limited
3.3 time.

3.4 Subd. 8. **Local social services agency.** "Local social services agency" means the local
3.5 agency under the authority of the county welfare or human services board or county board
3.6 of commissioners which is responsible for human services and child protection.

3.7 Subd. 9. **Parent.** "Parent" means the biological parent of an African American child or
3.8 any person who has lawfully adopted an African American child. Parent does not include
3.9 an unmarried father whose paternity has not been acknowledged or established. Paternity
3.10 has been acknowledged when an unmarried father takes any action to hold himself out as
3.11 the biological father of a child.

3.12 Subd. 10. **Relative.** "Relative" means a person related to the child by blood, marriage,
3.13 or adoption, an individual who is an important friend with whom the child has resided or
3.14 had significant contact, or a person whom the child and family identify as related.

3.15 Subd. 11. **Sexual abuse.** "Sexual abuse" has the meaning given in section 626.556,
3.16 subdivision 2, paragraph (n).

3.17 Subd. 12. **Substantial child endangerment.** "Substantial child endangerment" has the
3.18 meaning given in section 626.556, subdivision 2, paragraph (o).

3.19 **Sec. 4. [260.64] DUTY TO PREVENT OUT-OF-HOME PLACEMENT AND**
3.20 **PROMOTE FAMILY REUNIFICATION.**

3.21 (a) A local social services agency shall make active efforts to prevent out-of-home
3.22 placement of an African American child, eliminate the need for a child's removal from the
3.23 home, and reunify a child and family as soon as practicable.

3.24 (b) Prior to removal, a local social services agency must work with the child's family to
3.25 implement a 60-day in-home safety plan. The child's parent or guardian must actively
3.26 participate in creating the safety plan with guidance and input from the local social services
3.27 agency. The safety plan must address the child's basic needs and incorporate familial and
3.28 community support to ensure the child's safety while keeping the family intact. This
3.29 paragraph does not apply to cases with allegations of sexual abuse, physical abuse, or
3.30 egregious harm.

3.31 (c) A court shall not order an out-of-home or permanency placement for an African
3.32 American child alleged to be in need of protective services unless the court finds that the
3.33 local social services agency made active efforts to preserve the African American child's

4.1 family. In determining whether the local social services agency made active efforts for
4.2 purposes of out-of-home placement and permanency, the court shall make findings regarding
4.3 whether the local social services agency made appropriate and meaningful family-based
4.4 services available to the family based upon that family's specific needs. If a court determines
4.5 that the local social services agency did not make active efforts as required under this section,
4.6 the court shall order the local social services agency to immediately provide appropriate
4.7 and meaningful in-home family services.

4.8 (d) Unless allegations of sexual abuse, physical abuse, or egregious harm are present, a
4.9 court shall not order an out-of-home or permanency placement for an African American
4.10 child alleged to be in need of protective services absent clear and convincing evidence that
4.11 multiple risk factors are present. Multiple risk factors does not include a risk factor which
4.12 the local social services agency may resolve with an in-home safety plan.

4.13 **Sec. 5. [260.65] TEMPORARY OUT-OF-HOME PLACEMENT.**

4.14 (a) Prior to an African American child's placement in foster care, the responsible local
4.15 social services agency must make active efforts to identify and locate the child's relatives
4.16 and the noncustodial or nonadjudicated parent, notify them of the need for a foster home
4.17 for the child, and provide them with a list of legal resources. The agency must also inform
4.18 the relatives and noncustodial or nonadjudicated parent of the option to become a placement
4.19 resource for the child and the possibility that the child will need a permanent placement. If
4.20 prior notice is not practicable, the agency must notify identified relatives and the noncustodial
4.21 or nonadjudicated parent of the need for a foster home for the child within 48 hours of a
4.22 child's removal from the custodial parent's care. The local social services agency must keep
4.23 detailed records of its efforts to notify parents and relatives under this section.

4.24 (b) Notwithstanding the provisions of section 260C.219, if a noncustodial or
4.25 nonadjudicated parent is willing to and capable of providing for the day-to-day care of the
4.26 African American child temporarily or permanently, the local social services agency shall
4.27 temporarily place the child with the noncustodial or nonadjudicated parent. Prior to initial
4.28 placement with a noncustodial or nonadjudicated parent, the local social services agency
4.29 must conduct an immediate assessment of the parent's ability to care for the child.

4.30 (c) If a noncustodial or nonadjudicated parent is unwilling to or incapable of caring for
4.31 the child, and the local social services agency has determined that continued placement of
4.32 the child in the home of either parent would endanger the child's health, safety, or welfare,
4.33 the local social services agency shall comply with the custodial parent or legal custodian's
4.34 request to temporarily place the child with a selected relative. Prior to initial placement with

5.1 the relative, the local social services agency must conduct an assessment of the relative's
 5.2 ability to care for the child.

5.3 (d) The local social services agency must provide a reasonable time period to allow a
 5.4 noncustodial and nonadjudicated parent or a selected relative to remedy minor
 5.5 disqualifications.

5.6 (e) If, after conducting an assessment, the local social services agency determines that
 5.7 the child cannot be placed with the relative or the noncustodial or nonadjudicated parent,
 5.8 the local social services agency must provide specific findings of fact, in writing, explaining
 5.9 why the placement is not possible.

5.10 **Sec. 6. [260.66] EMERGENCY REMOVAL HEARING.**

5.11 Notwithstanding section 260C.163, subdivision 3, and the provisions of Minnesota Rules
 5.12 of Juvenile Protection Procedure Rule 25, an African American parent whose child is subject
 5.13 to an emergency protective care hearing pursuant to section 260C.178 and Minnesota Rules
 5.14 of Juvenile Protection Procedure Rule 30 has the right to be represented by counsel. The
 5.15 court must appoint qualified counsel to represent the African American parent if the African
 5.16 American parent meets the eligibility requirements under section 611.17.

5.17 **Sec. 7. [260.67] TERMINATION OF PARENTAL RIGHTS; CHILD PLACEMENT**
 5.18 **PROCEEDINGS.**

5.19 Subdivision 1. **Termination of parental rights not permitted.** (a) A court shall not
 5.20 terminate the parental rights of an African American parent based solely on that parent's
 5.21 failure to complete case plan requirements.

5.22 (b) A court shall not terminate the parental rights of an African American parent in child
 5.23 placement proceedings that do not involve alleged: sexual abuse; egregious harm as defined
 5.24 in section 260C.007, subdivision 14; murder in the first, second, or third degree under section
 5.25 609.185, 609.19, or 609.195; manslaughter in the first or second degree under section 609.20
 5.26 or 609.205; assault in the first, second, or third degree under section 609.221, 609.222, or
 5.27 609.223; solicitation, inducement, and promotion of prostitution under section 609.322;
 5.28 criminal sexual conduct under sections 609.342 to 609.3451; solicitation of children to
 5.29 engage in sexual conduct under section 609.352; malicious punishment or neglect or
 5.30 endangerment of a child under section 609.377 or 609.378; use of a minor in sexual
 5.31 performance under section 617.246; or failing to protect a child from an overt act or condition
 5.32 that constitutes egregious harm. The court shall, if possible, transfer permanent legal and

6.1 physical custody to a fit and willing relative or third party, if the court determines that there
 6.2 is continued need for out-of-home placement of the child.

6.3 Subd. 2. **Appeals.** Notwithstanding the provisions of Minnesota Rules of Juvenile
 6.4 Protection Procedure Rule 47.02, subdivision 2, an African American parent whose parental
 6.5 rights have been terminated may appeal the decision within 120 days of the service of notice
 6.6 by the court administrator of the filing of the court's order.

6.7 Subd. 3. **Family reunification and reinstatement of parental rights.** (a) The provisions
 6.8 of section 260C.329, subdivisions 3, 5, and 8, shall not apply to African American families.

6.9 (b) An African American parent, an African American child who is ten years of age or
 6.10 older, a local social services agency, or a guardian ad litem may file a petition for the
 6.11 reestablishment of the legal parent and child relationship. A petition for reestablishment of
 6.12 the legal parent and child relationship may be filed regardless of the age of the child or how
 6.13 long the child has been in foster care. An African American parent filing a petition or who
 6.14 is the subject of a petition under this subdivision has the right to be represented by counsel.
 6.15 Notwithstanding section 260C.329, subdivision 10, the court shall appoint a qualified
 6.16 attorney to represent the African American parent if the parent meets the eligibility
 6.17 requirements under section 611.17.

6.18 (c) The court may grant the petition ordering the reestablishment of the legal parent and
 6.19 child relationship only if it finds by clear and convincing evidence that:

6.20 (1) reestablishment of the legal parent and child relationship is in the best interests of
 6.21 the African American child;

6.22 (2) the child has not been adopted;

6.23 (3) the parent has corrected the conditions that led to an order terminating parental rights;
 6.24 and

6.25 (4) the parent is willing and has the capability to provide day-to-day care and maintain
 6.26 the health, safety, and welfare of the child.

6.27 **Sec. 8. [260.68] LOCAL WELFARE AGENCY CONDUCT.**

6.28 (a) A local social services agency employee who has duties related to child protection
 6.29 shall not knowingly:

6.30 (1) make untrue statements about any case involving a child alleged to be in need of
 6.31 protection or services;

7.1 (2) withhold any information that may be material to a case involving a child alleged to
7.2 be in need of protection or services; or

7.3 (3) fabricate or falsify any documentation or evidence relating to a case involving a child
7.4 alleged to be in need of protection or services.

7.5 (b) A local social services agency employee who has duties related to child protection
7.6 who commits any of the acts in paragraph (a) shall be guilty of a felony and may be sentenced
7.7 to imprisonment for not more than two years or to payment of a fine of not more than \$4,000,
7.8 or both.

7.9 (c) When a local social services agency screens in a report alleging maltreatment of an
7.10 African American child or places a child in an involuntary out-of-home placement, the
7.11 agency shall, within seven days after screening in the report or initiating the out-of-home
7.12 placement, notify the African American Child Well-Being Department of the report or
7.13 placement and of the steps taken to investigate and remedy the conditions that led to the
7.14 report or placement. At all stages of a case involving an African American child, the local
7.15 social services agency shall, upon request, fully cooperate with the African American Child
7.16 Well-Being Department and the African American Child Welfare Oversight Council, and
7.17 provide access to all relevant case files.

7.18 (d) In any involuntary adoptive or preadoptive placement proceeding involving an
7.19 African American child, the local social services agency shall notify the African American
7.20 Child Well-Being Department by registered mail with return receipt requested of the pending
7.21 proceeding and of the right of intervention. No preadoptive or adoptive placement proceeding
7.22 may be held until at least 30 days after receipt of the notice by the African American Child
7.23 Well-Being Department. Upon request, the African American Child Well-Being Department
7.24 must be granted up to 30 additional days to prepare for the proceeding. The agency or
7.25 notifying party shall include in the notice the identity of the birth parents and child. In cases
7.26 where an agency or party to an adoptive placement knows or has reason to believe that a
7.27 child is or may be an African American child, proof of service upon the African American
7.28 Child Well-Being Department must be filed with the adoption petition.

7.29 (e) Any local social services agency that is found to be out of compliance with the
7.30 provisions of this chapter will be subject to a fine to be determined by the commissioner.

8.1 Sec. 9. [260.69] AFRICAN AMERICAN CHILD WELFARE OVERSIGHT
8.2 COUNCIL.

8.3 Subdivision 1. **Creation.** (a) The commissioner shall appoint an African American Child
8.4 Welfare Oversight Council to help formulate policies and procedures relating to African
8.5 American child welfare services in order to ensure that African American families are
8.6 provided with all possible services and opportunities to care for their children in their homes.

8.7 (b) The terms, compensation, and removal of African American Child Welfare Oversight
8.8 Council members shall be as provided in section 15.059, except that members shall be
8.9 compensated at the rate of \$100 per day spent on council activities. The advisory council
8.10 does not expire.

8.11 Subd. 2. **Membership.** The council shall consist of 15 African American members
8.12 appointed by the commissioner and must include child welfare policy and social work
8.13 professionals and paraprofessionals, community members, community leaders, and African
8.14 American parents representing all regions of the state.

8.15 Subd. 3. **Meeting.** The council shall meet at least eight times per year, but may meet
8.16 more frequently at the call of the chair, a majority of the council members, or the
8.17 commissioner.

8.18 Subd. 4. **Duties.** The African American Child Welfare Oversight Council shall:

8.19 (1) monitor the number of African American children in out-of-home placement and
8.20 collect and distribute data on African American children in out-of-home placement;

8.21 (2) monitor and review case plans and services offered by local social services agencies
8.22 and interview local social services agency child welfare staff to ensure that case plans and
8.23 services address the unique needs of each African American family and comply with the
8.24 provisions of the Minnesota African American Family Preservation Act;

8.25 (3) partner with the African American Child Well-Being Department to screen shelter
8.26 and foster care settings to ensure that African American children are receiving appropriate
8.27 and adequate care;

8.28 (4) develop and promote public policies and child protection laws that specifically
8.29 consider the needs of African American children and families;

8.30 (5) coordinate stakeholder and agency efforts to improve child welfare outcomes for
8.31 African American children and families;

9.1 (6) initiate a public awareness campaign on the issue of racial disparities in out-of-home
9.2 placement of children;

9.3 (7) partner with the African American Child Well-Being Department to coordinate
9.4 services and create partnerships to provide housing assistance, employment assistance, and
9.5 education support and training for African American children and families; and

9.6 (8) partner with the commissioner and local welfare agencies to ensure that the number
9.7 of African American employees is proportionate to the number of African American families
9.8 served in each county.

9.9 Subd. 5. Data considerations for case review. (a) Members of the African American
9.10 Child Welfare Oversight Council have access to the following data for specific case review
9.11 under subdivision 4:

9.12 (1) police investigative data;

9.13 (2) autopsy records and coroner or medical examiner investigative data;

9.14 (3) hospital, public health, or other medical records of the African American child;

9.15 (4) hospital and other medical records of the African American child's parent that relate
9.16 to prenatal care;

9.17 (5) records created by social service agencies that provided services to the African
9.18 American child or family; and

9.19 (6) personnel data related to an employee's performance in discharging child protection
9.20 responsibilities.

9.21 A state agency, statewide system, or political subdivision shall provide the data upon request
9.22 of the commissioner. Not public data may be shared with members of the council in
9.23 connection with an individual case.

9.24 (b) Notwithstanding the data's classification in the possession of any other agency, data
9.25 acquired by the African American Child Welfare Oversight Council in the exercise of its
9.26 duties are protected nonpublic or confidential data as defined in section 13.02, but may be
9.27 disclosed as necessary to carry out the purposes of the council. The data are not subject to
9.28 subpoena or discovery. The commissioner may disclose conclusions of the council, but may
9.29 not disclose data on individuals that were classified as confidential or private data on
9.30 individuals in the possession of the state agency, statewide system, or political subdivision
9.31 from which the data were received, except that the commissioner may disclose local social
9.32 service agency data as provided in section 626.556, subdivision 11d, on individual cases

10.1 involving a fatality or near fatality of a person served by the local social service agency
10.2 prior to the date of death.

10.3 (c) A person attending an African American Child Welfare Oversight Council meeting
10.4 may not disclose what transpired at the meeting, except to carry out the purposes of the
10.5 council. The proceedings and records of the council are protected nonpublic data as defined
10.6 in section 13.02, subdivision 13, and are not subject to discovery or introduction into evidence
10.7 in a civil or criminal action against a professional, the state, or a county agency arising out
10.8 of the matters the panel is reviewing. Information, documents, and records otherwise available
10.9 from other sources are not immune from discovery or use in a civil or criminal action solely
10.10 because they were presented during proceedings of the council. A person who presented
10.11 information before the council or who is a member of the council is not prevented from
10.12 testifying about matters within the person's knowledge. However, in a civil or criminal
10.13 proceeding, a person must not be questioned about the person's presentation of information
10.14 to the council or opinions formed by the person as a result of the council meetings.

10.15 Subd. 6. **Annual report.** By January 1 of each year, beginning January 1, 2020, the
10.16 advisory council shall report to the chairs and ranking minority members of the legislative
10.17 committees with jurisdiction over child protection on the council's activities under subdivision
10.18 4 and other issues on which the council may choose to report.

10.19 **Sec. 10. ~~[260.694]~~ AFRICAN AMERICAN CHILD WELL-BEING DEPARTMENT.**

10.20 Subdivision 1. **Creation; administration.** (a) The African American Child Well-Being
10.21 Department is created in the Department of Human Services. The office shall be headed by
10.22 a director appointed by the commissioner of human services.

10.23 (b) The commissioner of human services shall provide the African American Child
10.24 Well-Being Department with office space, administrative services, and secretarial and
10.25 clerical assistance.

10.26 Subd. 2. **Staff.** (a) The director may appoint a deputy director, one personal secretary,
10.27 and five additional full-time employees to discharge the responsibilities of the office. Any
10.28 deputy director or personal secretary and all other employees of the office shall be of African
10.29 American heritage and shall be classified full-time employees of the commissioner of human
10.30 services.

10.31 (b) The director shall attempt to appoint staff persons with expertise in areas such as
10.32 law, health care, social work, psychology and mental health, sociology, child care, and

11.1 education as they apply to child protection and disparities between social, racial, and cultural
 11.2 groups.

11.3 Subd. 3. **Duties.** The African American Child Well-Being Department will receive
 11.4 notification of cases involving African American children and shall perform the following
 11.5 functions:

11.6 (1) monitor the number of African American children in out-of-home placement
 11.7 statewide;

11.8 (2) directly oversee, review, and consult on case plans and services offered by local
 11.9 social services agencies to ensure that case plans and services address the unique needs of
 11.10 each African American family and comply with the Minnesota African American Family
 11.11 Preservation Act;

11.12 (3) intervene in an involuntary adoptive or preadoptive placement proceeding involving
 11.13 an African American child;

11.14 (4) screen shelter and foster care settings to ensure that African American children are
 11.15 receiving appropriate and adequate care; and

11.16 (5) coordinate services and create partnerships to provide housing assistance, employment
 11.17 assistance, and education support and training for African American children and families.

11.18 Subd. 4. **Reports.** (a) The African American Child Well-Being Department shall provide
 11.19 a quarterly report outlining its activities to the African American Child Welfare Oversight
 11.20 Council.

11.21 (b) The African American Child Well-Being Department, in partnership with the
 11.22 commissioner, shall publish an annual census of all African American children residing in
 11.23 residential facilities statewide. The census shall include data on the types of facilities, age
 11.24 and sex of the children, how long the children have been in out-of-home placements, and
 11.25 other relevant demographic information.

11.26 **Sec. 11. [260.695] AFRICAN AMERICAN CHILD WELFARE GRANTS.**

11.27 Subdivision 1. **Primary support grants.** The commissioner shall establish direct grants
 11.28 to African American-led organizations, service providers, and programs that serve African
 11.29 American children and their families, to provide primary support for African American
 11.30 child welfare programs to implement the African American Family Preservation Act.

11.31 Subd. 2. **Eligible services.** (a) Services eligible for grant funds include, but are not
 11.32 limited to:

- 12.1 (1) placement prevention and reunification services;
- 12.2 (2) family-based services and reunification therapy;
- 12.3 (3) culturally specific individual and family counseling;
- 12.4 (4) court advocacy;
- 12.5 (5) training and consultation to county and private social services agencies regarding
- 12.6 the Minnesota African American Family Preservation Act; and
- 12.7 (6) other activities and services approved by the commissioner that further the goals of
- 12.8 the African American Family Preservation Act, including but not limited to recruitment of
- 12.9 African American staff for local social services agencies and licensed child-placing agencies.
- 12.10 (b) The commissioner may specify the priority of an activity and service based on its
- 12.11 success in furthering these goals. The commissioner shall give preference to programs that
- 12.12 use African American staff, contract with African American-led organizations, or whose
- 12.13 application is a joint effort between the African American community and non-African
- 12.14 American community to achieve the goals of the Minnesota African American Family
- 12.15 Preservation Act. Programs must have input and support from the African American
- 12.16 community.
- 12.17 Subd. 3. **Ineligible services.** Grant funding may not be used for the following purposes:
- 12.18 (1) child day care necessary solely because of employment or training for employment
- 12.19 of a parent or other relative with whom the child is living;
- 12.20 (2) foster care maintenance or difficulty of care payments;
- 12.21 (3) residential facility payments;
- 12.22 (4) adoption assistance payments;
- 12.23 (5) public assistance payments for Minnesota family investment program assistance,
- 12.24 supplemental aid, medical assistance, general assistance, general assistance medical care,
- 12.25 or community health services; or
- 12.26 (6) administrative costs for income maintenance staff.
- 12.27 Subd. 4. **Requests for proposals.** The commissioner shall request proposals for grants
- 12.28 under subdivisions 1, 2, and 3, and specify the information and criteria required.

13.1 Sec. 12. AFRICAN AMERICAN CULTURAL COMPETENCY TRAINING FOR
13.2 INDIVIDUALS WORKING WITH AFRICAN AMERICAN FAMILIES AND
13.3 CHILDREN IN THE CHILD PROTECTION SYSTEM.

13.4 Subdivision 1. **Applicability.** The commissioner of human services shall ensure African
13.5 American cultural competency training is given to individuals working in the child protection
13.6 system, including child welfare workers, supervisors, attorneys, juvenile court judges, and
13.7 family law judges.

13.8 Subd. 2. **Training.** (a) The commissioner and a representative from the African American
13.9 community shall work together to develop the training content and frequency, and to hire
13.10 the African American individual or individuals who will provide the training.

13.11 (b) The training:

13.12 (1) is required prior to working with the African American population and must be
13.13 provided in a manner that is easily accessible, comprehensive, and includes the option to
13.14 ask questions;

13.15 (2) must be provided by an African American individual who is knowledgeable about
13.16 African American social and cultural norms and historical trauma;

13.17 (3) must raise awareness and increase the competency to value diversity, conduct
13.18 self-assessment, manage the dynamics of difference, acquire cultural knowledge, and adapt
13.19 to diversity and cultural contexts of communities served;

13.20 (4) must be accessible and may be provided in a series of segments, either in person or
13.21 online; and

13.22 (5) must be available by January 1, 2020.

13.23 Subd. 3. **Update.** The commissioner, in coordination with the NAACP Child Protection
13.24 Committee, shall update the legislative committee with jurisdiction over child protection
13.25 issues by January 1, 2020, on the rollout of the training under subdivision 1 and the content
13.26 and accessibility of the training under subdivision 2.

13.27 Sec. 13. DISAGGREGATE DATA.

13.28 The commissioner of human services shall work with representatives of the African
13.29 American community to establish a method to disaggregate data related to families of
13.30 African descent, and begin disaggregating data by January 1, 2020.

14.1 Sec. 14. **INCREASED VISITATION FOR AFRICAN AMERICAN CHILDREN IN**
14.2 **OUT-OF-HOME PLACEMENT.**

14.3 The commissioner of human services shall modify existing practices related to visitation
14.4 after an African American child is placed in out-of-home placement. Visitation with the
14.5 child's parent or guardian must be increased to three to five one-hour visits per week until
14.6 reunified, and a minimum of one two-hour weekly visit with a sibling or siblings, if siblings
14.7 are in separate placements.

14.8 Sec. 15. **APPROPRIATION.**

14.9 \$..... in fiscal year 2020 is appropriated from the general fund to the commissioner of
14.10 human services for the administration of the African American Family Preservation Act
14.11 under Minnesota Statutes, sections 260.61 to 260.695. This is an ongoing appropriation and
14.12 shall be added to the base.