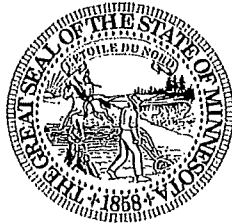


STATE OF MINNESOTA



TIM WALZ  
GOVERNOR

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NOTICE OF APPOINTMENT

**Francisco Gonzalez**

8573 72<sup>nd</sup> Street S  
Cottage Grove, MN 55016  
County of Washington  
Congressional District 2

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed and commissioned you to have and to hold the office of:

**DISTRICT 12 REPRESENTATIVE**

**METROPOLITAN COUNCIL**

Effective: March 4, 2019

Term Expires: January 2, 2023

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Minnesota to be affixed at the State Capitol in the City of Saint Paul, March 4, 2019.



Handwritten signature of Tim Walz in black ink.

Governor

Handwritten signature of Steve Simon in black ink.

Secretary of State

Replacing: Harry Melander

OFFICE OF THE MINNESOTA  
SECRETARY OF STATE **STEVE SIMON**

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# Application for the position District 12 Rep.

## Part I: Position Sought

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**Agency Name:** Metropolitan Council  
**Position:** District 12 Rep.

## Part II: Applicant Information

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**Name:** Francisco Gonzalez  
**Phone:** (651) 900-2475  
**Mailing Address:** 8573 - 72ND ST S Cottage Grove 55016  
**Email:** donbenito2009@yahoo.com  
**County:** Washington  
**Felony Conviction:** No  
**Mn House District:** 54A  
**US House District:** 2  
**Recommended by the Appointing Authority:** False

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## Part III: Appending Documentation

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### Cover Letter and Resume

Type	File Type	
Cover Letter	application/pdf	
Resume	application/pdf	

### Additional Documents (.doc, .docx, .pdf, .txt)

Type	File Name
------	-----------

Type

File Name

No additional documents found.

## Part IV: Optional Statistical Information

---

Race and Natural Origin: Other

Political Party: Democratic-Farm-Labor

Age:

Gender: Male

Disability: No

Hispanic, Latino or Spanish origin: No Answer

## Part V: Signature

---

Signature: Francisco J. Gonzalez

Date: 1/3/2019 11:16:59 AM

### APPLICANT INDEX

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January 3, 2019

Office of the Secretary of State  
Open Appointments  
180 State Office Building  
100 Rev. Martin Luther King, Jr. Blvd.  
St. Paul, MN 55155

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Re: District 12 Representative, Metropolitan Council

President of the Senate

Dear Application Review members:

It is with great interest and commitment that I formally submit this letter and additional documents as my application for the District 12 Representative position with the Metropolitan Council. My motivation derives from my desire to contribute to the success of our Greater Metropolitan Area and to present the perspectives of my district of residence, a growing part of the Metro. I also believe that that rapidly changing demographics of District 12 require innovative approaches and fresh perspectives in order to bring our diverse communities together.

I bring to this position the knowledge, skills and experience acquired during close to 30 years working in non-profit community organizations, government agencies, local governmental bodies and advisory groups, and in k-12 and higher education settings. I also bring a strong desire to serve, contribute and collaborate in this leadership capacity.

As a long-term resident of Cottage Grove (over 12 years of residency in the same neighborhood) I have seen our community endure the hardships of the 2007 Great Recession, the painful recovery and the current exciting rebirth. I have volunteered in several capacities, including serving as Chair of the Cottage Grove Human Rights Commission.

I also had the privilege of being appointed to the Region Nine Development Commission while residing in St. Peter, Minnesota, where I was Representative for Minority Populations. I participated in the creation of funding mechanisms for the Commission's programs and also provided input on the needs and concerns of Latinos and other minority populations regarding matters of economic development and general livability issues.

I also volunteered to the Saint Peter Human Rights Commission and other community groups. My work as a co-founder and member of the Board of Directors of several not-for-profit community organizations provided me with valuable experience in grassroots engagement, in how to listen and understand diverse communities and their concerns, and to advocate effectively on their behalf.

Currently I serve on the Board of the Minnesota Council on Latino Affairs, a state agency that advises the government on matters of interest to Latinos who live in Minnesota. It is a bridge of communication and collaboration between Latinos and the government, the private sector and nonprofits.

My professional work experience is particularly strong on Affirmative Action, Equal Employment Opportunity and Title IX compliance issues as Executive Director of the Office for Equal Employment Opportunity at Wichita State University, as Director of the Office of Equality and Civil Rights with the Minneapolis Public Schools District (Special District 001), and as Equal Employment Opportunity / Affirmative Action Investigator and Diversity Trainer with a consortium of community colleges in south-central Minnesota, with duties that include investigating claims of sexual harassment, hostile work environment and sexual assault.

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During my various volunteer and professional capacities to date, I have designed, implemented and administered programs, supervised staff, managed budgets and prepared financial statements, as well as completed grant applications. In addition, I have provided legal advice to decision-making bodies and administrators regarding the

President of the Senate

interpretation of statutes, policies and regulations; assisted in the development of internal policies and procedures, and provided advice regarding the organization's strategic and operational matters. As a result of my work as a Dispute Resolution Specialist with the Workers' Compensation Unit of the Minnesota Department of Labor and Industry, I have over eight (8) years of experience managing, mediating and resolving complex and sensitive employment issues involving workplace injuries and ensuing requests for accommodations, medical treatment and monetary compensation.

I am a native Spanish speaker with near native-English language fluency skills, and have limited fluency in Arabic (written and spoken).

My academic and professional credentials include a BA degree in Modern European History, from the University of Puerto Rico-Mayaguez Campus; a Master's degree, which I earned at Minnesota State University-Mankato, in addition to Juris Doctor in Law degree from Hamline University School of Law. I am currently licensed to practice law in Minnesota and in Kansas.

I welcome the opportunity to talk with you further about this vital role and how it could contribute to the vision and strategic priorities of Metropolitan Council.

Very truly yours,

Francisco J. González

HOME:

8573 72nd Street South

Cottage Grove, MN 55016

ph. (651) 900-2475

email: donbenito2009@yahoo.com

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Enc.

**CURRICULUM VITAE**

**FRANCISCO J. GONZALEZ, J.D.**  
8573 72<sup>nd</sup> Street South, Cottage Grove, MN 55016  
**Email:** donbenito2009@yahoo.com  
**Cell:** (651) 900-2475

**CAREER OBJECTIVES**

To leverage my expertise my academic, human services and legal background toward the strategic aims of a public agency or organization

**I- PROFESSIONAL PROFILE**

**Diversity Expert ♦ Skilled Educator and Instructor ♦ Attorney, EEOC Investigator**

- Adjunct university instructor, skilled at both introductory-level and upper level courses.
- Demonstrated leader of faculty and staff in higher education settings.
- Organizational leader with strong management and leadership skills, able to motivate professionals and maximize levels of productivity.
- Experienced developer of programs to creatively and effectively promote diversity in hiring and in student retention.
- Volunteer diversity professional with extensive experience in multicultural issues, exhibiting breadth and depth of expertise.
- Highly accomplished, meticulously organized and detailed attorney with a proven track record of success in legal research, analysis, and document and trial preparation.
- Skilled investigator and mediator-arbitrator with broad experience in handling claims such as sexual harassment, hostile work environment, ethnicity and national origin discrimination, as well as with cases related to immigration, civil and criminal proceedings, and workers' compensation.
- Outstanding written and verbal communicator; confident and fully bilingual presenter in English and Spanish, with lesser proficiency in Portuguese, Taino/Arawak and Arabic.

**II- EDUCATION**

**Juris Doctor**, Hamline University School of Law, Saint Paul, MN, May 2000

Honors: Qualified Mediator Neutral, January 2000  
*Journal of Public Law and Policy*, Associate,  
Dean's Honor List, 1997-1998

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Activities: *President*, Hispanic Law Student Association,  
*Vice President*, Native American Law Society  
*Secretary*, Multi-Cultural Law Student Association

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As Hamline's Vice-President, Native American Law Society, helped organize workshops and discussions on treaty rights, and presented initiatives to the Dean for recruitment and

retention of Native American students. Worked with leadership of the Asian-Pacific American Law Student Association to create a special scholarship for Hmong students.

**Visiting Student**, Escuela de Derecho de la Universidad de Puerto Rico (University of Puerto Rico School of Law) Attended January-May 1999 semester

**Master of Arts, History** Minnesota State University, Mankato, MN May 1995

Activities: *President*, Hispanic Student Association, September 1990 to May 1991;  
*Treasurer*, May 1989 to September 1990  
As *Graduate Assistant* with the Multi-Cultural Affairs Office, helped recruit Chicano-Latino students to MSU-Mankato and organize cultural activities.

**Bachelor of Arts, Modern European History**, University of Puerto Rico, Mayaguez, June 1988

Honors: Graduated *Magna Cum Laude*

Activities: Reserve Officer Training Corps (R.O.T.C.) US Army/Air Force  
-- Completed Leader's Training Course, Ft. Knox, Kentucky  
Banda Colegial (University Marching Band): 2<sup>nd</sup> & 3<sup>rd</sup> trumpet

### III- EMPLOYMENT CHRONOLOGY

**Director Office of Equality and Civil Rights with the Minneapolis Public Schools System (Special School District No. 1)**

**Supervisor:** Amy Moore, General Counsel, (612) 668-0486

[Amy.Moore@mpls.k12.mn.us](mailto:Amy.Moore@mpls.k12.mn.us)

**July 2015 to current**

Provide direction and carry out the vision of the Minneapolis Public Schools' goals for diversity and equity, working collaboratively with all our stakeholders in enforcing non-discrimination and equal treatment for all our students, employees, parents and other stakeholders. Assure compliance with policies prohibiting discriminatory treatment, violence and harassment and conducting investigations regarding these issues when necessary.

Assist with the implementation of Minneapolis Public Schools' Business Partner Diversity Program, committed to providing business opportunities for Minority and Women Business Enterprises (M/WBEs) and other diverse businesses.  
([http://equalitycivilrights.mpls.k12.mn.us/diverse\\_business\\_partners](http://equalitycivilrights.mpls.k12.mn.us/diverse_business_partners))

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**Adjunct Faculty, Wichita State University  
Ethnic Studies Program and Department of Political Science**

**Supervisor POLS:** Carolyn Shaw (316) 978-7130

[carolyn.shaw@wichita.edu](mailto:carolyn.shaw@wichita.edu)

**Supervisor ETHS:** Michael Birzer, Phone: (316) 978-6525

[michael.birzer@wichita.edu](mailto:michael.birzer@wichita.edu)

**January 2015 to May 2015, September 2015 to current**

Taught several courses, in person and online, as temporary part-time instructor, for the Ethnic Studies Program. ETHS360 Dealing with Diversity (online course); for Political Science Department, taught POLS-391F Immigration Today (in person course).

**Executive Director of the Office of Equal Employment Opportunity  
Wichita State University**

**Supervisor:** President John Bardo, (316) 978-3001, [john.bardo@wichita.edu](mailto:john.bardo@wichita.edu)

**January 2014 to July 2015**

Working directly under the supervision of the President, provide development, implementation and administration of policies and procedures to promote a respectful and diverse campus community and ensure compliance with Federal and State nondiscrimination, equal access, equal employment opportunity and affirmative action laws, regulations and executive orders and Wichita State University policies that prohibit discrimination and harassment. Responsibilities include preparing all necessary reports to federal and state agencies; working with the Office of Human Resources and the General Counsel, where appropriate, to provide workshops and training for administrators, faculty and staff, and students to raise awareness around issues of discrimination, equal opportunity and sexual harassment/harassment; providing advice and guidance as needed to deal with issues and concerns pertaining to equal opportunity, equitable treatment, discrimination, and sexual harassment/harassment; receiving and investigating or supervising the investigation of all discrimination, harassment and retaliation complaints by applicants, students, faculty, staff and administrators; monitoring the recruitment and hiring process for all faculty and unclassified professional vacancies. The Executive Director serves as the University's Title IX Coordinator; and coordinates responses on behalf of the University on all discrimination complaints received from outside administrative agencies.

**Patient Advocate**

**MN Department of Labor and Industry**

**Supervisor:** Christopher Leifeld, (651) 284-5434, [christopher.leifeld@state.mn.us](mailto:christopher.leifeld@state.mn.us)

**August 2013 to December 2013**

Appointed by the Commissioner of the Dept. of Labor and Industry to implement a two-year Patient Advocate pilot project. The Patient Advocate works with the injured worker to help find the best path toward recovery, by providing information about the benefits and drawbacks of the various types of back surgeries and other treatments available in order to expedite recovery and facilitate a prompt return to work.

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**Dispute Resolution Specialist, Senior (Spanish-speaking)**

**MN Department of Labor and Industry**

**Supervisor:** Mark McCrea, (651) 284-5229, [mark.mccrea@state.mn.us](mailto:mark.mccrea@state.mn.us)

**July 2006 to August 2013**

Responsible for proactive assistance and education in dispute prevention and resolution. Work involves analyzing workers' compensation issues; certifying disputes on medical and vocational rehabilitation benefits; educating clients about dispute resolution; facilitating mediation; and conducting administrative conferences. Develop programs informing underserved, ethnic minority and immigrant communities about their rights.

Significant Accomplishments:

1. Collaborated with US Department of Labor and Minnesota Department of Labor and Industry's Labor Standards Division on workshops for the general public on worker's rights and enforcement of labor-related laws.
2. Developed and submitted for approval a comprehensive program for training and certification of spoken language interpreters in the Minnesota worker's compensation system.
3. Organized a conference to help workers' compensation professionals make the best use of interpreter services.

**Adjunct Faculty, Minnesota State University-Mankato**

**Department of Ethnic Studies**

**Supervisor:** Dr. Kebba Darboe, (507) 389-5014, [kebba.darboe@mnsu.edu](mailto:kebba.darboe@mnsu.edu)

**August 2011 to May 2013**

Taught one course per semester, as temporary part-time instructor, with the Ethnic Studies Department. For Fall Semester (Aug-Dec. 2011) taught ETHN 100 *American Racial Minorities*; for Spring Semester (Jan-May 2012) taught ETHN 204W *Perspectives on Hispanic/Latino issues*. Taught **online** course, Spring Semester (Jan-May 2013) ETHN 450 *Latino/Hispanic Studies*

**Assistant Director, Equal Opportunity and Affirmative Action Office**

**The University of Arizona**

**Current Director and former co-worker:** Mary Beth Tucker, (520) 621-9438, [mtucker@email.arizona.edu](mailto:mtucker@email.arizona.edu)

**August 2005 to July 2006 (12 months)**

Conducted thorough investigations, and made recommendations to administrators and managers to prevent or correct discrimination and retaliation. Provided education on discrimination, equal opportunity, and affirmative action matters and served as the campus point of contact.

Significant Accomplishments:

1. Delivered educational and training workshops about discrimination and equal opportunity, in English and Spanish
2. Participated in the development, planning and policy implementation of the first restrooms available to transgender personnel on campus
3. Investigated a complex and high-profile case at the Sierra Vista campus

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**EEO/AA Investigator and Diversity Trainer, South Central College, Riverland Community College, Minnesota State College-Southeast Technical and Rochester Community and Technical College, Office located at South Central College**  
**Supervisor:** Laural Kubat, (507) 389-7219, [laural.kubat@southcentral.edu](mailto:laural.kubat@southcentral.edu)

**November 2004 to August 2005 (10 months)**

Position created by a consortium of community colleges in south-central Minnesota. Investigated harassment and discrimination complaints filed by students, staff and faculty members. Prepared and conducted presentations on topics such as institutional liability arising from discrimination and harassment. Provided training and resources on cultural diversity issues,

Significant Accomplishments:

1. Conducted a study of campus climate and issues of concern for West African nursing students at Minnesota State College-Southeast Technical.
2. Reviewed institutional policies for religious accommodations for Muslim students.
3. Recommended ways to attract immigrant and minority students to agricultural occupations.
4. Helped develop a faculty and student exchange program with Muffles Junior College in Belize, Central America.
5. Helped design a way for departments and off-campus immigrant and minority communities to interact and collaborate.

**Adjunct Faculty, Minnesota State University-Mankato**

**Department of Ethnic Studies**

**Supervisor:** Dr. Yueh-Ting Lee, (419) 530-2347, [YT.Lee@utoledo.edu](mailto:YT.Lee@utoledo.edu)

**September 2003 to May 2004**

Taught one course per semester for the Ethnic Studies Department.

For Fall Semester (Sept-Dec. 2003) taught ETHN 330 *Immigration and Ethnicity*

For Spring Semester (Jan-May 2004) taught ETHN 100 *American Racial Minorities*.

**Associate Attorney, Somsen, Mueller, Lowther & Franta PA, New Ulm, MN**

**Supervisor:** Steven J. Franta, (507) 354-2161, [steve@thelegalprofessionals.com](mailto:steve@thelegalprofessionals.com)

**April 2002 to October 2004 (supervisory experience: 20 months)**

Associate with a 5-attorney law firm, in the areas of workers' compensation, real estate, criminal defense, personal injury, employment law, family law and immigration.

Supervised one paralegal and two administrative staff at Mankato office.

**Assistant Public Defender, Office of the Public Defender-5th Judicial District, Mankato, MN**

**Supervisor:** James Fleming, (507) 625-6600, [jim\\_fleming@mrr-law.com](mailto:jim_fleming@mrr-law.com)

**April 2002 to June 2003**

Part-time work providing legal representation to low-income criminal defendants

(Juvenile, Misdemeanor, and Gross Misdemeanor cases) in Watonwan County, MN

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Significant Accomplishments:

1. Represented over 80 individuals in criminal court cases, and over 50 juveniles in cases ranging from felonies to truancy.
2. Settled over 90% of my cases without having to resort to trial and won 3 out of 4 court trials in criminal cases that did not settle.

**Staff Attorney, Southern Minnesota Regional Legal Services, Mankato, MN**

**Southern Minnesota Regional Legal Services**

**Supervisor:** Larry Nicol, (507) 385-2800, [lawrence.nicol@smrls.org](mailto:lawrence.nicol@smrls.org)

**August 2000 to April 2002**

Provided legal advice and representation to eligible low-income clients in family law, government benefits and immigration.

**Law Clerk-Community Liaison, Sprenger & Lang, Minneapolis, MN**

**Supervisor:** Lisa Stratton, (651) 789-2090, [lisa.stratton@genderjustice.us](mailto:lisa.stratton@genderjustice.us)

**January 2000 to May 2000**

Helped private law firm research employment discrimination claims for class action certification; served as liaison with the Chicano-Latino community and the lead attorney on these cases. Through research and case preparation, became very familiar with regulations and case law on issues of gender, race and national-origin discrimination.

**Research Assistant (Intern)**

**House of Representatives Research Department, St. Paul, MN**

**Director:** Thomas Todd, **Current Director:** Patrick McCormack, (651) 296-6753, [Patrick.McCormack@house.mn](mailto:Patrick.McCormack@house.mn)

**May 1999 to May 2000**

Helped gather, analyze and present information on legal and public policy issues requested by members of the House of Representatives. Collaborated in a memorandum analyzing the effects of Title IX gender-equity provisions on Minnesota's higher education institutions and in drafting a policy analysis memorandum reviewing race and gender profiles of Minnesota's public assistance recipients.

**Law Clerk**

**Southern Minnesota Regional Legal Services, Mankato, MN**

**Supervisor:** Larry Nicol, (507) 385-2800, [lawrence.nicol@smrls.org](mailto:lawrence.nicol@smrls.org)

**Summer 1998**

Researched case law, investigated issues in family law and landlord-tenant cases.

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**Bilingual Financial Assistance Specialist, Blue Earth County Human Services, Mankato MN**

**Supervisor:** Carole Gealow, **Current supervisor:** Phil Claussen, (507) 304-4064

**April 1992 to June 1997**

Determined eligibility and ongoing management of an average of 130 cases of public assistance recipients. Translated county forms and informational material into Spanish.

**Graduate Assistant, Multi-Cultural Affairs Office (now Institutional Diversity)  
Minnesota State University-Mankato**

**Supervisor:** Mario A. Quintero (deceased)

**August 1989 to April 1991 (20 months)**

Helped recruit Chicano-Latino students to MSU and organize cultural activities such as the Hispanic Symposium and Cinco de Mayo event.

**Graduate Assistant, Department of History**

**Minnesota State University-Mankato**

**Supervisor:** Johannes Postma (retired)

**August 1988 to May 1990**

Assisted instructors with technology; taught one survey course (World History and US History) per school year.

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Minnesota 2000  
Kansas 2014  
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**V. AWARDS/RECOGNITION**  
**President of the Senate**

1. **Certificate of Recognition** - Cultural Diversity Program at MSU-Mankato, 2001
2. **Clarence E. Harris Humanitarian Award** - MSU-Mankato, 1997, for service in promoting cultural diversity within MSU-Mankato and its surrounding community.
3. **LA-MANO, Inc. Service Recognition Plaque** - 1997
4. **Diversity Scholarship** - Hamline University School of Law, St. Paul, MN, 1997-2000
5. **Certificate of Recognition** - Cultural Diversity Program at MSU-Mankato, 1992
6. **Scholarship Recipient** - MSU-Mankato, 1988-1990

**VI- GOVERNMENT ADVISORY APPOINTMENTS**

**Minnesota Council on Latino Affairs (MCLA)**

**Board of Directors Member May 2011-2014; 2016 to Present (supervisory experience: 40 months)**

**Executive Council (Treasurer): September 8, 2012-January 2014**

1. Appointed by Governor Mark Dayton on May 23, 2012 to this statewide government agency created by the legislature in 1978.
2. MCLA serves a liaison role between local, state and federal governments and

Minnesota's Chicano Latino community. It is an information and referral agency; and it also educates legislators, agency heads, the media and the general public about the accomplishments and contributions of Chicano Latinos while raising awareness of the concerns of these communities.

3. Provided oversight on budgetary matters.
4. Helped the Executive Director review the employee manual and develop conflict resolution procedures for the workplace.
5. Issued recommendations to streamline reporting and clarify duties after conducting an informal organizational audit

**Ethnic Heritage and New American Working Group**, appointed by MN Speaker of the House Margaret Kelliher.

**Member, September 2010 to 2011; Working Group not reauthorized for 2011**

**Juvenile Justice Advisory Committee (JJAC)**, appointed by Governor Tim Pawlenty.

**Member June 3, 2005, and served until August 2005**

## VII- DIVERSITY VOLUNTEER WORK

**The Advocates for Human Rights (Minneapolis, MN)**

Volunteer attorney representing asylum applicants in immigration proceedings, 2008 to present.

**City of Cottage Grove Human Rights Commission, Cottage Grove, MN**

**Member, July 2007 to July 2012; Chair, 2012 to 2013.**

**Hispanic Chamber of Commerce of Minnesota (St. Paul, MN)**

**Member of the Board of Directors**

**September 2007 to March 2009 (supervisory experience: 18 months)**

1. Provided board level leadership to nonprofit community and economic development organization that provides training, technical assistance development and other resources to the Latino business community. It is managed by nine unpaid, all professional Board of Directors and has over 300 members
2. Provided oversight, direction and performance evaluation of Executive Director and staff and helped revise employment policies and procedures
3. Helped secure funding for the organization's activities

**Council of Hispanic & Latino Empowerment & Services (Mankato, MN)**

Co-founder and member of the Board of Directors, December 2003 to August 2005.

**City of Saint Peter Human Rights Commission, St. Peter, MN**

**Member, August 2001 to September 2002**

**Region 9 Development Commission, Mankato, MN. President of the Senate**  
Commissioner representing Minority Populations, March 2001 to July 2004

**Facilitator of Prejudice Reduction Workshops, Mankato, MN**  
Completed training May 2005

**Community Initiatives for Economic Empowerment, Mankato, MN**  
Co-founder and Incorporator, February 2001 to 2005

**Latin American-Mexican American Association for Networking and Opportunity (LA-MANO), Mankato, MN.**

Former Executive Director: Victoria Salas, tochtli64@hotmail.com

**Chairman of the Board of Directors and Co-founder, June 1996 to June 1997; and from October 2000 to November 2001. (supervisory experience: 25 months)**

**Advisor, June 1997 to October 2000**

Non-profit organization providing services to Latinos in south-central Minnesota.

Significant Accomplishments:

1. Participated in the creation of this organization and in developing its mission
2. As Chairman of the Board and advisor, collaborated with the Executive Director in creating employment policies for our full and part-time employees. Supervised the management of the organization, including program development, funds disbursement, grant-writing and proposal development
3. Co-founder and trainer of the Chicano Latino Youth Leadership Institute (ChYLI), formed to involve youth in service learning, community decision-making and vision setting, with the goal of increasing graduation rates.

**Chicano, Mexicano and Latino Conferences, Mankato, MN**  
1992-1996; 2001-2002, 2005, 2007-2011.

Planning Committee member and guest speaker for programs developed by Minnesota State University-Mankato and Latino nonprofits and community leaders, to promote awareness and understanding of the Latino presence and contribution in Minnesota.

**Chicano, Mexicano and Latino Education and Career Fair, Mankato, MN**  
1996-1997 and 2000-2002.

Collaborative effort by MSU-Mankato, South Central College, community leaders and non-profits, to promote awareness of higher education and career opportunities among area Chicano-Latino youths. Planning Committee Member and guest speaker in workshops on higher education, immigration and the law.

VIII- WRITINGS RECEIVED

**Research Papers**

*Changes, Trends and Scenarios in European Union: Immigration Policy for the 21st Century: Spain and Italy as Examples.* European Union Law Seminar, Spring 2000

*Autonomy Within Borders: Models of Self-government for Indigenous Groups in the Context of Globalization.* Directed Research in International Protection of Minority Rights Course, Spring 2000

*Banking in the Future: the Role of Banking and Financial Services in the Development of Minnesota's Immigrant and Minority Communities.* Banking Law Course, Fall 1999

*The Future of Financial Institutions: The New US Bank Company and How Will It Invest in the Developing World (Case Scenario: Equatorial Guinea).* Banking Law Course, Fall 1999.

*Unicameral or Bicameral State Legislatures: The Policy Debate,* research assistant for this policy brief by the Minnesota House of Representatives Research Department, 1999.

*Racial Profiling Studies in Law Enforcement: Issues and Methodology,* research assistant for this information brief by the Minnesota House of Representatives Research Department, 2000.

*Characteristics of AFDC/MFIP Recipients,* research assistant for this working paper by the Minnesota House of Representatives Research Department, 2000.

*Key Issues and Trends in Affirmative Action,* paper presented on May 26, 2004 at Minnesota State University-Mankato.

*Diversity in Southern Minnesota,* paper presented on April 13, 2005 at Rochester Community and Technical College, Rochester, MN.

*Al-Andalus: The World of Jews, Christians and Muslims in Spain,* paper presented on June 2008 at the Unitarian Universalist Fellowship, Mankato, MN.

### **Monograph/Thesis**

Monograph: *Origen y naturaleza de los contactos entre las civilizaciones mesoamericanas y los taínos de las Antillas Mayores (Origins and Nature of the Contacts between the Mesoamerican Civilizations and the Taino in the Greater Antilles)* Senior Research Paper, Univ. of Puerto Rico, Mayaguez, 1988.

Thesis: *Origins of the Commonwealth of Puerto Rico in the Context of United States Strategic Interests in the Caribbean (1938-1950)* Master's thesis, Minnesota State Univ.-Mankato, 1995.

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### **Articles**

Contributed articles on the agriculture, social organization and warfare among the Taino and Carib peoples, the Indigenous inhabitants of the Caribbean Islands, for *The Encyclopedia of Latin America, Vol. 1*, Facts On File, published in 2010.

"The Way of Changó" creative fiction short story published in Somos en escrito: The Latino Literary Online Magazine, 2009-2010.

"Guazábara: Notes on Warfare in Pre-Columbian Caribbean" Institute of Maya Studies,



Vol. 37, Issue 9 (September 2008)

“Reclaiming the Indigenous: origins, development and future of the Taino “revival” movement among Caribbean Latinos,” in *Reader on Race and Ethnic Relations: Harmonizing Indigenous and Immigrant Voices*, Kendall Hunt Publishing, 2012.

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**1. Ms. Amy Moore**  
**(current supervisor)**  
*General Counsel*  
Minneapolis Public Schools  
1250 Broadway St W.  
Davis Center Suite N2-240  
Minneapolis, MN 55411  
phone: (612) 668-0480  
cell: (612) 325-8710  
email address: [Amy.Moore@mpls.k12.mn.us](mailto:Amy.Moore@mpls.k12.mn.us)

**2. Dr. John Bardo**  
**(former supervisor)**  
*President*  
Wichita State University  
Office of the President  
1845 Fairmount  
Box 1  
Wichita, KS 67260-0001  
phone: (316) 978-3001  
email address: [john.bardo@wichita.edu](mailto:john.bardo@wichita.edu)  
<https://www.wichita.edu/administration/president/>

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**3. Mr. Henry Jiménez**  
**(collaborator)**  
*Executive Director*  
Minnesota Council on Latino Affairs  
Centennial Office Building  
658 Cedar Street  
Suite G-56  
Saint Paul, MN 55155  
phone: (651) 757-1762  
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**7. Dr. Michael T. Fagin  
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**Personal Statement**

**Francisco J. Gonzalez**

**Applicant for Representative of District 12 before the Metropolitan Council**

I want to thank you for being considered to represent District Twelve (12) as a member of the Metropolitan Council, and also for the opportunity to share more about my background, experience and motivation to join the Council.

Let me just mention briefly my academic and professional background. I have a Juris Doctor in Law degree from Hamline University School of Law in Saint Paul, MN, in addition to a Master's degree (History), which I earned at Minnesota State University-Mankato, and a Bachelor's degree, also in history, from the University of Puerto Rico in Mayaguez. I am currently licensed to practice law in Minnesota and in Kansas. Yes, I am a lawyer, but please do not hold that against me!

I am fortunate to have had the opportunity to work as senior administration with both higher education institutions and public school institutions. Currently I am Director of the Office of Equality and Civil Rights with the Minneapolis Public Schools district; prior to that I was Executive Director of the Office of Equal Employment Opportunity at Wichita State University (Kansas); Dispute Resolution specialist with the Minnesota Department of Labor and Industry, Assistant Director of the Office of Equality and Affirmative Action at the University of Arizona in Tucson, practiced law in private and public interest law firms, and was Financial Assistance Specialist with the Blue Earth County, Minnesota, Department of Human Services.

During my various volunteer and professional capacities to date, I have designed implemented and administered programs, supervised staff, managed budgets and prepared financial statements, as well as completed grant applications. My work as a discrimination investigator, attorney and faculty member, in addition to academic training, community activism and advocacy activities have all provided the opportunity to develop effective communications skills. In particular, my work as a Dispute Resolution Specialist (Mediator), trial attorney and as

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manager of non-profit organizations stressed the importance of sober discourse and structured problem-solving discussions in order to achieve constructive solutions.

I am a native Spanish speaker with near native-English language fluency skills, and have limited fluency in Arabic (written and spoken), but I am trying to get better...**inshallah!**

I was asked to address three questions as part of this presentation. The first one is: **What policy issue before the Council are you most interested in addressing and why?**

I was motivated to apply for this position after the election of Governor Walz, and after he articulated his vision of One Minnesota, recognizing that "disparities in Minnesota, including those based on race, geography, and economic status, keep our entire state from reaching its full potential. " and that "[o]ur state will recognize its full potential when all Minnesotans are provided the opportunity to lead healthy, fulfilled lives. Diversity, inclusion, and equity are therefore essential core values and top priorities to achieve One Minnesota."

I also saw these priorities identified in the Met Council's Thrive 2040 Plan, which sets out the Met Council's mission of working towards a sustainable growth that embraces all our stakeholders, while realizing that our region's recovery from the effects of the Great Recession has been uneven, which affects the economy as a whole.

The Met Council's primary policy issues of Housing, Public Works and Transportation are all interrelated and success on one directly impacts the others. For example, efficient and cost-effective transportation linking affordable housing units to employers is a critical component of any economic development plans.

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From the perspective of District 12, which covers part of the East Metro area and includes the busy I-94 corridor linking Minnesota to Wisconsin and, ultimately, Chicago, transportation is a major issue. Our communities are perfectly positioned to capitalize in our location along this busy corridor. In addition, my district is experiencing a demographic shift, becoming more ethnically and racially diverse, while at the same time having a significant increase in the number

of retired individuals and senior-citizens. These changes create new opportunities; these diverse communities require different services, patronize different amenities, and represent growing niche markets for businesses willing to cater to them.

I am a firm supporter of the expansion of the Gold Line Rapid Transit Bus linking Maplewood, Landfall, Oakdale and Woodbury along I-94, and of the proposed Red Rock Corridor along Highway 61 and I-94 linking Hastings, Cottage Grove, St. Paul Park, Newport, and Saint Paul. These mass transit systems would greatly enhance the economy of my district and would drive further development of the Eastern Metro.

I am particularly interested in working on Transit Oriented Development (TOD) initiatives that can address all these challenges and opportunities for District 12. I firmly believe in the model, described as "walkable, moderate to high density development served by frequent transit with a mix of housing, retail, and employment choices designed to allow people to live and work without need of a personal automobile". I am committed to working towards sustainable growth without sprawl, with limited impact to our environment while maximizing the opportunities provided by existing infrastructure and by the changing demographics the district.

Second question I was asked to address is **Describe the amount of engagement and type of engagement that I will commit to as a council member**

I am committed to engage in open and frequent communication with District stakeholders to request their feedback and perspectives. I will use the whole range of tools available, from social media to in-person listening sessions when possible.

I have had the opportunity to work with community engagement initiatives in several of my prior professional and volunteer positions. For example, as a board member of the Minnesota Council on Latino Affairs, I participated in community forums held across Minnesota, designed to both provide information about the activities of our council and also to request the views from the Latino community regarding issues of concern. I enjoyed these experiences very much, since getting into the community served to increase visibility and relevance of our organization, but

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even more important, it made sure that our activities truly reflected the interests of our stakeholders.

I do work full time and belong to other organizations that require my time, but I believe in the mission of the Met Council and will make sure to be present at all meetings of the Committee of the Whole. I am also interested in serving on the Equity Advisory Committee, the Litigation Review Committee and the Community Development Committee, the committees that most closely fit my interests and experience.

**Third question is: What have I done to advance equity in my district, community or an organization that I have worked with**

As a long-term resident of Cottage Grove (over 12 years of residency in the same neighborhood) I have seen our community endure the hardships of the 2007 Great Recession, the painful recovery and the current exciting rebirth. I have volunteered in several capacities, including serving as Chair of the Cottage Grove Human Rights Commission.

I also had the privilege of being appointed to the Region Nine Development Commission while residing in St. Peter, Minnesota, where I was Representative for Minority Populations. I participated in the creation of funding mechanisms for the Commission's programs and also provided input on the needs and concerns of Latinos and other minority populations regarding matters of economic development and general livability issues.

I also volunteered to the Saint Peter Human Rights Commission and other community groups. My work as a co-founder and member of the Board of Directors of several not-for-profit community organizations provided me with valuable experience in grassroots engagement, in how to listen and understand diverse communities and their concerns, and to advocate effectively on their behalf.

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Currently I serve on the Board of the Minnesota Council on Latino Affairs, a state agency that advises the government on matters of interest to Latinos who live in Minnesota. It is a bridge of

communication and collaboration between Latinos and the government, the private sector and nonprofits.

I believe that we cannot understand the true humanity of another person if we ignore what makes him/her/they a unique individual, those very same traits that often separate us. It is the particular role of public institutions to consider diverse perspectives, and then craft policies that benefit all of these stakeholders. My experience with immigrant, minority and underserved communities include working with Latino, Somali, Arab, Oromo, Hmong and Karen immigrant groups as well as organizations addressing issues of relevance for urban African American and Native American communities in Minnesota, Kansas and Arizona. I have also had the opportunity to collaborate in advocacy and equity initiatives designed to eliminate barriers for self-identified LGBTQ individuals and organizations.

Equity also involves understanding socio-economic and geographical diversity and how to integrate the concerns of these interest groups into our overall policy initiatives. I remember clearly, during the five (5) years I worked as a Financial Assistance Specialist for Blue Earth County in Mankato, the pain, embarrassment and hardship of farmers that came to apply for public assistance as their farms were foreclosed as a result of the Farm Crisis of the 1980s and 90s. Rural communities were devastated by economic hardship and this exacerbated their frustration with government programs that were difficult to navigate and with economic forces that were outside of their control.

Having lived in Minnesota since 1988, I am thoroughly familiar with the type of conflicts as well as opportunities, that arise due to increased ethnic and racial diversity in traditionally homogeneous communities. My own personal background, as the son of a Puerto Rican father (of mixed European, Taino Indian and Black African heritage) and Spanish mother, raised in the Caribbean culture of the island but legally a citizen of both the US and Spain, is an example of the convoluted tangle of legal and social identities that will be the norm in this era of globalization and extensive immigration.

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It is our mission as stake-holders in the success of our region, to make sure that all our communities realize the enormous universe of opportunity and positive change that can (and I hope, will) resulting from these trends. We must make clear to our community members that embracing diversity does **not** mean diminishing their own traditions and values; that this is not a zero-sum game in which gains by one group come at the expense of another. The future belongs to those individuals and communities that are comfortable working and interacting with people from all cultures, religions, ethnicities, gender identities, physical abilities and other affirming individual characteristics.

In short, we need to present to our community members and leaders the idea that embracing diversity not only is the right thing to do, but is also the smart thing to do. And as we work with all of our partners to create a safe and productive environment in which all these issues can be discussed, we do it also realizing that we will need to change and adapt as our concept of diversity also changes. The demographic and social complexity of our community will change, in ways that are almost impossible to foresee. When I first came to Minnesota in 1988, to study at what was then called Mankato State University, there were no Somalis enrolled in this institution and only a handful living in the state. Today Minnesota has the largest community of Somalis in the US, over 30,000, including the first Somali elected to Congress anywhere in America. Societies are never static, and in order to keep up with these changes we have to become lifelong learners.

Let me conclude by saying that trying to navigate across our different perspectives, our diversity in language, ethnicity, culture, outlook and institutional priorities can be messy; this will cause friction and even conflict, but this diversity is the ultimate source of our strength as a community. We are never smarter, more efficient, kinder and more patriotic than when we embrace every one and allow everyone to contribute. This is what I would love to be able to do here at the Met Council, as representative for District 12.

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Thank you!

Gracias! Shukran!

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## Statement of economic interest for a public official

### Official: Gonzalez, Francisco

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Statement last updated: 9/23/2019

Occupation: attorney  
Employer: Minneapolis Public Schools  
1250 West Broadway Ave.  
Minneapolis, MN 55411

### Positions held

Agency	Position held	Appointment date	Appointment ends	Appointment authority
<a href="https://reports-and-data/officials-financial-disclosure/agency/40200000/">Metropolitan Council (/reports-and-data/officials-financial-disclosure/agency/40200000/)</a>	Member - District 12	3/4/2019	1/2/2023	Governor

### Sources of income

Name of source	Relationship to source							
	Director	Officer	Owner	Member	Partner	Employer	Employee	Honorarium
Metropolitan Council								✓
Minneapolis Public School						✓		
Wichita State University						✓		

### Business or professional activity categories

None reported

### Securities

None reported

### Real property

None reported