



2009 Annual Report Cultural Diversity Resources

2009 BOARD OF DIRECTORS

Ron Nielsen (Chair)
Moorhead Public Schools

Donna Norquay (Vice-Chair)
Moorhead Public Schools

Fauzia Haider (Secretary)
Physician

Johnathan Judd (Treasurer)
Aaland Law Office

Abner Arauza
MN State University Moorhead

Azem Elezovic
Microsoft Company

Christine Chapweske
Etiquette Professionals, Owner

David Dietz
Personnel Preference

Tom Fiebiger
ND State Senator

Cultural Diversity Resources, Inc. (CDR) is a 501 (c) 3 tax-exempt non-profit organization. CDR was established in 1994 with grants from the Pew Charitable Trusts.

Cultural Diversity Resources, Inc. is a proactive diversity initiative to address the challenges and opportunities of increased cultural and ethnic diversity in the Fargo-Moorhead metropolitan area.

Financial support in 2008 came from the cities of Fargo, Moorhead, West Fargo, Clay County, Otto Bremer Foundation, West Central Initiative, Spectrum Trust of St. Paul Foundation, Lutheran Church of the Good Shepherd, FM Area Foundation, Blue Cross Blue Shield of Minnesota, Burlington Northern Sante Fe Foundation, and United Way of Cass-Clay.

STAFF

Yoke-Sim Gunaratne
Executive Director

Donna Wood
Office Manager

Pierre Atilio
Program Coordinator

Eleverna Vilas
Office Assistant

Judy Azure
Program Assistant

Nezira Ahmed
Americorp Vista Volunteer

PROGRAMS & SERVICES

Diversity Training
Diversity Conference
Self-Sufficiency Program
Multi-Ethnic Leadership &
Capacity Building Program
Intercultural Civic
Engagement Project
Education & Development
Center
Cultural Activities

CULTURAL DIVERSITY RESOURCES

303 Roberts Street
Fargo, ND 58102

Ph: (701) 526-3000

Fax: (701) 526-3001

Website

www.culturaldiversityresources.org

MISSION

Building communities that value diversity.

VISION

Serving as an intercultural bridge that strengthens bonds and facilitates understanding among diverse communities.

GOALS

- (1) To increase understanding of the value of diversity in our communities.
- (2) To create opportunities by eliminating barriers to community participation.

2008 HIGHLIGHTS

- ◆ Conducted diversity training for 689 individuals from various organizations: Moorhead Public Schools (57), MN State Community & Technical College (27), Tricollege graduate students (10), Global Electric Motors (80), FM Chamber of Commerce Leadership program (40), YWCA (65), Diversity Conference (150), Village Family Service's Explorer Project (15), Association of Professional Communication Operators' conference (60), Teaching as a Second Language Conference at MSUM (30), NDSU Mass Communications students (100), Presentation Sisters Peace Forum (15), MSUM social work graduates (25), and MSUM education students (14).
- ◆ Organized the first annual diversity conference on August 11th with three tracks on education, business and community. The theme was "Designing, Developing and Implementing Diversity Initiatives for the Community, Workplace and Educators." It was a successful event attended by 150 participants from ND, SD & MN with great sponsorships from many local businesses, schools and colleges. Well known presenters included the Doug Burgum (former VP for Fargo Microsoft), Chung-Hall Young (first 'Certified Diversity Professional' graduate from Cornell University) and Greg Brown Lewis (owner of Griggs Productions on diversity videos). Participants received credits from American Staffing Association (7.5), Society for Human Resource Management (5) and Continuing Education (.8).
- ◆ CDR assisted with design of a cultural competency curriculum "Working across differences" for the leadership program to be implemented by Blandin Foundation.
- ◆ Provided cultural presentations to students and teachers at Woodrow Wilson (25), Madison Elementary School (100).
- ◆ Donated 50 cultural books about children around the world to various organizations such as Fargo Public Library, Moorhead School District etc.
- ◆ Cultural Diversity Resources helped to establish the first ever Multicultural Parents-Teachers Association (MPTA) in North Dakota. CDR's staff, Pierre Atilio, served as their chairperson and played a vital role in developing bylaws, incorporation and membership recruitment. Ethnic leaders mediated on several occasions to resolve conflicts for 60 students of color in Fargo Public Schools.
- ◆ Pierre Atilio was selected as one of 20 promising leaders under 40 and featured in a special 'Forum' newspaper edition.
- ◆ CDR served as the fiscal agent for White Earth Veterans Association (WEVA) and assisted with the grant writing which was successful in receiving \$120,000 for WEVA over three years from Otto Bremer Foundation. CDR also provided training on board and nonprofits issues for WEVA.
- ◆ Assisted and/or referred 248 low income clients with self-sufficiency needs e.g. bus vouchers, food pantry, clothing etc. In addition, ethnic community connectors partnered with CDR to assist 117 refugees on a wide variety of issues.

- ◆ Provided training on a variety of leadership and nonprofit issues e.g. board issues, financial management, grant research and writing, personal financial literacy to local ethnic individuals and groups such as the “Bosnian-Herzegovian Community of Fargo-Moorhead, and New Sudanese Community Association. Also presented at conferences such as: (1) Equatorian Sudanese Community (400) in Dallas, Texas, (2) Otuho Sudanese Community (200) in Sioux Falls, SD. Worked with ethnic youth leaders for training and programming activities for New American youth-at-risk. Collaborated with the Village Family Service Center’s Explorer project on mental health issues among new American students. Also assisted with the recruitment of multicultural mentors for the students.
- ◆ Provided free office and meeting space for Bosnian-Herzegovian Community of Fargo-Moorhead, Daughters of the Earth and two Somali groups. Christy Goulet started her consulting and training business on Native American issues in CDR’s basement office.
- ◆ CDR partnered with ‘Main Street Project’ from Minneapolis and ‘People Escaping Poverty Project’ in Moorhead on a civic engagement project to educate, inform and engage minority individuals and refugees on public and community issues. About 35 individuals participated in two community forums to identify and prioritize issues and action plans. The Project was funded by Blue Cross Blue Shield of Minnesota which also provided training and dialogue on civic engagement.
- ◆ Established the ‘Education & Development Center’ to provide computer and personal financial literacy classes and pre-employment training called STEPS which stands for Self Examination, Training, Employment, Participation and Self Confidence to about 81 individuals. Collaborated with YWCA to provide computer training classes to 80 women living at the Women’s Shelter. CDR staff, Donna Wood, attended ‘Dollar Works II – Train-the-trainer’ workshop conducted by University of Minnesota’s Extension Service.
- ◆ Twenty four (24) participants attended personal financial literacy classes held every Thursday evening in September and October. Presenters came from CDR, Northwestern Financial Network, Village Family Service Center, IRS, and State Farm Insurance.
- ◆ Organized ‘Cultivate Our Cultures’ event in partnership with Heritage Hjemkomst Center. Yoke Sim received the ‘Spirit of Pangaea’ award in appreciation for starting; and for her community service to the ‘Cultivate our Cultures’ event since 1994. Long-time CDR Volunteer, Irene Hogan also received this award. The award was given during Pangaea ‘Cultivate our Cultures’ event held on Nov. 15th from 11:00-4:00 p.m. where 1,300 individuals attended.
- ◆ Sponsored and coordinated a summer picnic for 400 refugees and minority individuals in Lindenwood Park.
- ◆ Nezira Ahmed started as Americorp Vista Community Coordinator in July. In addition to attending various training workshops (e.g community organizing, volunteerism etc.), she attended many community meetings (e.g. MPTA, interagency, etc.), assisted with the planning and coordination of the diversity conference, multi-ethnic picnic and Cultivate our Cultures event. She also completed a variety of tasks: (i) researched on various ethnic cultures which were linked to CDR’s website, (ii) created a directory list of local ethnic businesses,

- (iii) assisted Kirk Roos with his ‘Herro’ documentary film which is a true story of a the success of an Kurdish refugee woman from Minot, ND, (iv) developed a volunteer opportunities form, (v) collected survey forms about the type of CDR’s programs and services that are needed in the community, (vi) assisted two MSUM mass communications students with the documentary film about new American youth at risk.
- ◆ Provided office and administrative training for three referrals from ‘Experience Works’-Eileen Komroksy, Carol Sullivan and Judy Azure. Also provided office training for MN Concentrated Employment Program referrals – Michelle Werner, Vanessa Swanson, and Elverna Vilas.
 - ◆ Concordia College intern, Stephanie Sabartek assisted with research and planning for the first diversity conference. MSUM intern, Meri Dallakyan researched and developed cultural profiles on Hispanics, Native and Asian Americans.
 - ◆ CDR staff and board attended strategic planning workshops in January and April which resulted in the rewording of the vision and goals. Some programs were expanded to include (1) first annual diversity conference, and (2) civic engagement project.

<h2 style="margin: 0;">ACKNOWLEDGEMENTS</h2>
--

Our sincere thanks to our contributors

2008 Diversity Conference

- West Central Initiative, Sam’s Club, Warner’s Insurance, Global Electric Motorcars, Cargil Financial Services, State Bank & Trust, Fargo & Moorhead Public Schools, North Dakota State University, Minnesota State University Moorhead, Concordia College, Cardinal Insulated Glass, Village Family Service Center, Supervalu, Fargo Cass County Economic Development Corporation, YMCA, Hornbacher’s Food, Hotel Donaldson, Staybridge Suites, Mutual of America,
- Gift prizes came from Old Chicago, Mexican Village, Haute Boutique, Famous Dave, A Grand Affair, and SJ Hair Studio.

Corporate donations

- Bremer Bank, State Bank & Trust, Excel Energy, Gate City Bank, Barnes & Nobles, Microsoft, Western State Bank, Wells Fargo Bank

Individual donations

- Ron Nielsen, Tom Fiebiger, David Dietz, Shelton & Yoke-Sim Gunaratne, Donna Wood, Rick Henderson, Lewis Lubka, Dan Burling, Rick Henderson, Johnathan Judd, Peter Geib, Tony & Sharon Ingle, Jim Danielson.

In-Kind donations

- Employee volunteer time - Northwestern Financial Network, State Farm Insurance, Internal Revenue Service
- Hornbacher’s Foods, Cole Papers, Walmart, Cashwise