



# 2007 Annual Report Cultural Diversity Resources

## 2007 BOARD OF DIRECTORS

**Ron Nielsen (Chair)**  
Moorhead Public Schools

**Donna Norquay (Vice-Chair)**  
Moorhead Public Schools

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**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 2007 came from the cities of Fargo, Moorhead, West Fargo Clay County, Otto Bremer Foundation, West Central Initiative, Spectrum Trust of St. Paul Foundation, State Bank & Trust, Bremer Bank, Fargo-Moorhead Area Foundation, and United Way of Cass-Clay, Blue Cross Blue Shield of MN, White Earth Tribal Council, and Lutheran Church of the Good Shepherd.

## STAFF

**Yoke-Sim Gunaratne**  
Executive Director

**Donna Wood**  
Office Manager

**Pierre Atilio**  
Program Coordinator

**Kristen Benais**  
Program Assistant

**Alex Wiegel**  
Technology Coordinator

**Maria Clark**  
Americorp Vista Volunteer

## PROGRAMS & SERVICES

Diversity Training  
Cultural Presentations  
Self-Sufficiency Program  
Multi-Ethnic Leadership  
Training & Development  
Education & Development  
Center  
Cultural Diversity Activities  
Multi Media Project

## CULTURAL DIVERSITY RESOURCES

303 Roberts Street  
Fargo, ND 58102  
Ph: (701) 526-3000  
Fax: (701) 526-3001  
Website

[www.culturaldiversityresources.org](http://www.culturaldiversityresources.org)

## MISSION

To build communities that value diversity.

## VISION

To strengthen the bonds in the community and support everyone by eliminating fear, misinformation and barriers that keep individuals apart.

## GOALS

To increase the understanding of the value of diversity in the community. To eliminate the barriers to community participation experienced by diverse populations.

## 2007 HIGHLIGHTS

- ◆ Conducted diversity training for 796 individuals from various organizations: Moorhead Public Schools (30), MN State Community & Technical College (11), Dilworth, Glyndon & Felton Public Schools (185), USDA Department of Natural Resources & Conservation (200), Concordia College (9), Microsoft Company (35), Dakota Boys & Girls Ranch (30), Agassiz Human Resources Association (12), FDIC Bank employees of North Dakota & Minnesota (30), Sam's Club (15), Fargo Human Resources Association (100), North Dakota State University hospitality students (85) and Minnesota State University Moorhead marketing students (54)
- ◆ Co-facilitated diversity seminars for "Seeking Educational Equity and Diversity" (SEED) groups. Twelve teachers, from the Moorhead School District and St. Joseph School, attended eight monthly seminars to discuss and exchange information on diversity issues. Gunaratne served as panelist and facilitator for SEED conference held on June 25-26<sup>th</sup> at St. Catherine's College.
- ◆ Provided cultural presentations to students and teachers at Madison and Eielson Schools in Fargo, Children Family Services from Cass County, and the Sudanese Conference in Sioux Falls, South Dakota.
- ◆ Assisted and/or referred 319 clients with self-sufficiency needs e.g. bus vouchers, food pantry, clothing etc.
- ◆ Provided training on a variety of leadership and nonprofit issues e.g. board issues, financial management, grant research and writing, personal financial literacy to various ethnic individuals and groups such as 'Immigrant Development Center,' Bosnian-Herzegovinian Community of Fargo-Moorhead, Sweet Medicine and New Sudanese Association. Organized the first joint ethnic meeting where 13 ethnic leaders from various ethnic groups attended. Two community connectors, Gloria Gargard and Vuni Malia acted as liaisons between CDR and the ethnic communities.
- ◆ Conducted strategic planning to develop the mission, goals and programs and also helped with the incorporation of "White Earth Veterans Association." A former client, Ms. Christy Goulet shared her success story about starting 'Christy Goulet Consulting' business at a community function organized by the St. Paul Foundation who funded CDR's leadership program which Ms. Goulet participated.
- ◆ Provided free office and meeting space for Bosnian-Herzegovinian Community of Fargo-Moorhead and Daughters of the Earth.
- ◆ 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. Served 102 individuals. Also provided employment training to some homeless residents living at Churches United for the Homeless.

- ◆ CDR's Volunteer Income Tax Credit Center completed 170 free income tax filing for 2007
- ◆ Multi media project using community cable channels aired multicultural programs on Channel 12 in Moorhead and Fargo. The goal is to promote intercultural understanding in the community and to provide community orientation to new refugees and immigrants. Video topics included: refugee resettlement in different languages, orientation to Fargo Public Schools, ECHO health tapes etc.
- ◆ CDR collaborated on several community projects/activities such as: (1) "Know Your Rights" planning committee regarding housing and credit issues printed on wallet size cards (2) Arranged a meeting between the Somali community leaders with West Fargo Mayor and city staff to discuss various issues, (3) Discussion on setting up a multicultural credit union, (4) Serve on the advisory committee for Metro Interpreter Resource Center to train and schedule bilingual community interpreters, (5) Participate in 'Waking the Sleeping Giant', a coalition of nonprofits to advocate for sustainable funding, (6) Participate in the 'Interagency Network of New Americans' for ongoing dialogue about refugee services among various agencies, (6) CDR's director serve as a Fargo Human Relations Commissioner and chairs the hate crime & prevention planning committee, (7) Assisted MSUM Professor Ruth Lumb on a marketing survey with 30 students and, (8) Red River Coalition on Earn Income Tax Credit Awareness Campaign
- ◆ UND Law students started the Law Clinic in CDR's basement office in August 2007 with services held every Wednesday from 10:00 a.m. to 4:00 p.m. About 30 low income individuals so far have received free legal assistance on issues such as housing, employment, immigration etc.
- ◆ Organized 'Cultivate Our Cultures' event in partnership with Heritage Hjemkomst Center. About 1,000 individuals attended the cultural performance, cultural exhibits and children's activities on November 10<sup>th</sup>.
- ◆ Sponsored and coordinated a summer picnic for 500 refugees and minority individuals in Gooseberry Park.
- ◆ Participated in Midwest Kids Fest at Island Park on June 15<sup>th</sup>. CDR has an exhibit booth with children's activities. CDR also recruited three other ethnic groups to participate for the first time in the event.
- ◆ Kristen Benais started as full time program assistant in October.
- ◆ Maria Clark started in August as Americorp Vista Volunteer Coordinator to recruit and retain volunteers which included: Kevin Zavarol, Catherine Chilton-Werner, Pete Larson, Ryan Christianson, Prashant Balakri and Jobs Daughters Bethel 32 of Moorhead.
- ◆ Provided office and administrative training for Cassandra Belgarde, Maria Gonzalez, and Shelonda Armstrong who were referred by Minnesota Workforce Center.

- ◆ Interns from Concordia College, Celine Hein and Charles Abdullai helped with marketing and web-design respectively. MSUM intern, Gary Johnson assisted with CDR's newsletters and website.
- ◆ Organized "A Financial Affair" event to increase awareness about earned income tax credit. Several businesses such as Park Company, the Village Family Services, Alerus, SCORE and Small Business Association set up booths to provide information on saving, investing, home purchase and credit management.
- ◆ Partnered with MSUM Marketing Professor, Ruth Lumb, and 30 MSUM students to do a marketing survey. CDR coordinated ethnically diverse individuals to be interviewed about their perspectives and attitudes.
- ◆ University of Mary's MBA students completed a survey of local businesses needs regarding diversity issues. Outcomes showed a need for CDR to market its diversity training services. It also indicated diversity interest and needs especially among medium and small businesses.

<b>ACKNOWLEDGEMENTS</b>
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**Our sincere thanks to our contributors**

**In-kind donations**

- **Preference Personnel** for donation of two sets of office furniture and Christianson Furniture for setting up the furniture. Preference Personnel donated three hours a month to teach interviewing skills to CDR clients.
- **Eide Bailey** for the donation of office furniture for usage by ethnic groups in their basement office at CDR.
- **Vogel Law Firm & Attorney Alan Shepherd** for providing in-kind training for CDR clients on employment background screening.
- **Bank of the West** for providing in-kind training for CDR clients on employer expectations.

**Corporate donations**

- Hornbachers, Cashwise, Walmart, Sunmart, Bremer Bank, State Bank & Trust, Western Union Bank, Excel Energy

**Individual donations**

- Christy Goulet, Dewey Possehl, Donna Norquay, Fauzia Haider, Gerald Bjelde, James Lancaster, Jennie MacFarlane, Jim Danielson, Judith Strong, Mark Schneider, Paul Harris, Rick Henderson, Ron Nielsen, Ruth Lumb, Shelton Gunaratne, Sue Gernhardt, Tom Fiebiger, Virginia Duval, Yvonne Condell

<b>CULTURAL DIVERSITY RESOURCES</b> <b>Statement of Income</b> <b>January 1<sup>st</sup> to December 31<sup>st</sup> 2005</b>
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**REVENUE**

Government grants	\$ 73,834
Non-government grants	79,324
Community Interpreter Services	3,750
Diversity Training	5,197
Corporate contributions	888
Individual contributions	1,461
Miscellaneous	177
Investment Income	3,122
<b>Total Revenue</b>	<b><u>\$167,753</u></b>

**FUNCTIONAL EXPENSES**

**Programs:**

Community Interpreter Services	\$ 6,585
Diversity Training & Cultural Presentations	14,733
Multi-Ethnic Leadership Training & Development	81,172
Community Technology Center	16,578
Domestic Violence Project	17,031
Somali Project	10,962
<b>Total Expenses</b>	<b><u>\$147,061</u></b>

<b>General Administrative Expenses</b>	<b><u>\$27,048</u></b>
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<b>Total Functional Expenses</b>	<b>\$174,109</b>
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CHANGE IN NET ASSETS	\$ 6,356
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