

Puerto Rican Minnesota

This brief is about Puerto Rican Minnesota as a people — boricua, puertorriqueño, puertorriqueña — not as a Mexican variant, not as an immigrant file, and not as the Latino / Hispanic umbrella. U.S. citizens since the Jones Act (2 March 1917). Do not run an immigration script by default. Compass foreign-born is 1.3 percent because ACS does not count birth on the island as foreign. Spanish varieties exist. English-dominant households exist. This is not Mexican. It is not Guatemalan. It is not Salvadoran. Shared Spanish is not shared culture. A full mosaic is not a stereotype. A stereotype is when this page becomes the person in the lobby.

History and place

Origins and the Founding of a People

Puerto Rican peoplehood is older than 1917 and older than the Minnesota file. Borikén. Taíno people, Spanish colonial rule, African enslavement in the sugar and later coffee economy — that three-root sentence is literacy for the desk. It is incomplete. It is not a speech you give the family. Do not start with a salsa tourism sentence or a Heritage Month flag.

History for the meeting

1898: the United States took the island in the war with Spain. Colony. The Jones Act (2 March 1917) made Puerto Ricans U.S. citizens. Citizenship without treating the household as foreign is the first operational fact on this desk. They still cannot vote for president from the island. They can, if they reside in Minnesota. That is colonial status as literacy, not a lecture.

What people brought

Spanish and English are both official on the island. Writing in both exists. Some elders read Spanish and not English. Some Minnesota-born adults read English and not Spanish. Some read both. Ask. Oral skill is not print.

What people brought: language (Caribbean Spanish and English), kinship, Catholic and later Protestant church, Afro-diasporic practice in some families, baseball, a memory of a colony that claimed them. What they met in Minnesota: an English form, one “Latino” checkbox, often one interpreter labeled Spanish, and a lobby that had already decided they were immigrants.

The Geography of the Puerto Rican World

Homeland is the island — municipalities people name, San Juan, Ponce, Mayagüez, the mountains, the coast. Vieques and Culebra are not trivia. Confirm the place if they name it. Do not referee San Juan versus the west in a waiver meeting. Listen.

Homeland

The U.S. Puerto Rican map is New York (Nuyorican as a named diaspora), Chicago, Florida,

Pennsylvania, and also Minnesota. Those hubs are not this map. Secondary migration, military, school, and work pulled people here. Hurricane María (2017) moved people again.

Minnesota

In Minnesota: Twin Cities 67.1 percent, Greater Minnesota 32.9 percent (Compass ACS 2019–2023). Greater Minnesota is not an afterthought. Do not assume Minneapolis. Do not assume the person in front of you has been to the island. Do not assume a Spanish-surnamed household in a plant town is Mexican. A Greater Minnesota household is still this people.

Citizenship, Island, and Internal Migration — Foundational Facts

This is internal U.S. migration, not immigration. Jones Act, 1917. Operation Bootstrap in the mid-twentieth century pushed industrial policy on the island and labor to the mainland — New York, Chicago, and later other states. Nuyorican is a named diaspora. Minnesota is a later present. Do not run an immigration script by default because the name is Spanish.

Foundational events

Hurricane María (September 2017) is displacement literacy for the desk. People left a wrecked grid. Some came here. That is not an immigrant wave. It is citizens moving inside the United States after a disaster. PROMESA and the fiscal control board are political literacy. They are not a speech you give the family.

Who you meet

The desk in 2026 meets island-born elders, U.S.-mainland-born adults, Minnesota-born children, and mixed island–mainland households. Compass foreign-born 1.3 percent is the ACS fact: birth in Puerto Rico is not foreign-born. If you only know “immigrant,” you will miss them and you will harm them.

Enforcement climate in the wider Latino lobby still spills. A Puerto Rican citizen can still be asked for papers because the building mashed the file. That is the gate. Do not collect status you do not need.

Minnesota and Puerto Rican History

Minnesota holds a Puerto Rican community large enough that this department will meet it on waivers, child welfare, health care, cash, food, aging, and employment. Compass: 21,802 (ACS 2019–2023). Twin Cities 67.1 percent; Greater Minnesota 32.9 percent — not an afterthought. Do not write this people as a New York anecdote and do not write them as a Mexican leftover.

Places

Places, not a blob: Twin Cities corridors and suburbs; Greater Minnesota towns with work, school, and military ties. Public culture is not a sombrero mash. A festival visit does not make you the expert.

Partners

Partners: parishes and cultural groups families name; rural partners when the household is Greater Minnesota — name the local one; do not assume Minneapolis. CLUES is a Twin Cities Latino door, adjacent, not automatic reach and not this people. CECLC is a department door, not the community. Pay the partner this household actually uses.

Puerto Rican staff are not unpaid interpreters and not the community. Identity is not a staffing plan. You are a guest at a public event if invited. It does not make you the expert.

Culture and everyday life

People, place, and perspective

This brief is about Puerto Rican Minnesota as a people — boricua, puertorriqueño, puertorriqueña — not as a Mexican variant, not as an immigrant file, and not as the Latino / Hispanic umbrella. U.S. citizens since the Jones Act (2 March 1917). Do not run an immigration script by default. Compass foreign-born is 1.3 percent because ACS does not count birth on the island as foreign. Spanish varieties exist. English-dominant households exist. This is not Mexican. It is not Guatemalan. It is not Salvadoran. Shared Spanish is not shared culture. A full mosaic is not a stereotype. A stereotype is when this page becomes the person in the lobby.

Who this is

Open the Latino umbrella only as adjacent. That page is the mash and the CLAS Spanish line. This page is Puerto Rican. If you leave this door and file the household under “Latino” or under Mexican, or greet them with an ICE speech because the name is Spanish, you have left this door.

Who this is not

Minnesota Compass (ACS 2019–2023) puts the Puerto Rican cultural community at 21,802. Twin Cities 67.1 percent; Greater Minnesota 32.9 percent — not an afterthought. About 38.2 percent age 17 or younger; 5.5 percent 65+. English only (age 5+) 62.2 percent; language other than English 37.8 percent; English less than “very well” 10.2 percent. Date the number you use. LEP 10.2 percent is not “no language gate.” A rate is not the person.

The diversity inside this people is the point. An island-born elder who uses Spanish, a Minnesota-born English-dominant kid, a Nuyorican household that moved west, a person displaced after Hurricane María, an Afro-Puerto Rican student, a Greater Minnesota worker the building filed as Mexican, a queer second-generation adult who uses English with friends and Spanish with a grandmother — share a people and do not share a Tuesday.

How to read this

Always defer to the person in front of you. This page is a hypothesis you still test on this family.

Family

Kin networks often run island to mainland to Minnesota in the same month. Compass: average household size about 2.39 — smaller than some neighboring spines. Still not always a nuclear English form. Elders, adult children, and cousins who are household in practice sit in the same week. Who cares for a child may not match the waiver checkbox. Ask who should be in the room.

Who is in the household

Do not treat this household as mixed-status by default. Citizenship is the fact. Do not collect status you do

not need. Do not treat unmatched last names or a grandmother as caregiver as fraud until you have a reason. Hour caps and “natural supports” language can dump unpaid work onto women in that network and call it culture.

Who speaks

Who speaks in the lobby may be a child. Even in an English-dominant household, a child is not the qualified interpreter for a Spanish-speaking elder — and an English-speaking adult is not a child to be skipped. CLAS still stands when Spanish is needed. Using a child as the go-between is a harm.

Minnesota law still stands. Domestic violence is not culture. Do not skip mandated reporting and call it humility.

Boricua — the heart of a people

To be Puerto Rican in Minnesota is to be a people with an island, a colony, and U.S. citizenship, filed under a checkbox that defaults Mexican and often immigrant. Face, kin, and not shaming the name travel into a waiver meeting. Harmony can look like agreement and then a plan nobody follows. Ask whether they agree. Do not take a smile as consent.

In this state

Afro-Puerto Rican people exist. Colorism is real. Do not bleach this household into a mestizo Latino story, and do not mash them into historic African American because both are Black. Ask.

The Mexican default in this state is a count fact on another page. It is a harm on this one when staff copy Guadalupe, ICE, and “the interpreter” onto a citizen household that may be English-dominant.

This guide is a working orientation. Individual variation always supersedes group generalization. Always defer to the person in front of you.

Core Concepts

Citizenship. Jones Act 1917. Do not run an immigration script by default. Do not collect status you do not need. Foreign-born 1.3 percent on Compass is the ACS clothing of that fact.

Boricua

Peoplehood word. Island and diaspora. Nuyorican is a named stream, not this whole map. Ask how this family names itself.

Spanish and English both

English-dominant households exist (English only 62.2 percent). LEP 10.2 percent is not zero. Ask. Do not assume.

Two surnames still common

The database that keeps one invents a person. English-style single last names exist in some U.S.-born households. Ask.

Afro-Puerto Rican peoplehood

Not a footnote. Not the African American CI as the file.

Colonial status

Literacy for the desk. Not a speech you give the family. María (2017) is displacement, not an immigrant wave.

Religion

Catholic majority in many streams — not all. Protestant and evangelical churches live here. Espiritismo and Santería live in some families. Do not exoticize. Do not assume. Do not treat Afro-diasporic practice as folklore or as a risk note. Our Lady of Guadalupe is Mexican Catholic literacy. Do not install it as the default on this page. Ask.

Streams

Do not make a priest or a pastor the case plan unless this family asked. Do not BCC one parish and call it consultation.

Practice

Three Kings (6 January) is larger than Santa in some rooms. Holy Week, funerals, and family obligation can collide with your calendar. You still keep medical and legal time. You name the conflict instead of punishing it. Do not photograph an altar.

Help that looks like a report is not help. Religious framing of disability, mental health, or gender can sit next to a fierce wish for services. You can hold both.

Greetings

Elders first. A handshake is common in many rooms. Many English-dominant second-generation rooms will move to a first name faster than a Mexican Spanish room. Follow this room. Do not force a first name on an elder because the form printed it.

Titles

Titles — Señor, Señora, Don, Doña — until invited in some Spanish rooms. English “hello” is ordinary in others. Say the name. There may be two surnames. Do not assume a Spanish greeting is required, and do not assume English is a closed door to Spanish.

This room

Do not import Somali right-hand rules or the Black nod onto this page. This is not those grammars. Cross-gender touch: follow this room. A hug from staff is not warmth if the household did not offer it.

Naming Conventions

Two surnames remain common: apellido paterno then apellido materno. A U.S. database that keeps one surname invents a person. That invented name then follows them through MHCP, child welfare, and school. It is a gate.

How to file

English-style single last names exist in some U.S.-born and some mainland-raised households. Ask how to file. Ask how to say it. Pronounce it. Do not drop accents as a joke. Given names may be Spanish, English, or both. Some people use a middle given name as the call-name.

Women may or may not take a husband's surname in U.S. records. Children may carry two surnames that do not match a parent's U.S. "last name" field. That is not fraud until you have a reason.

Do not treat unmatched last names in a household as a fraud flag by default. Do not invent a hyphen and then punish the person when the hyphen moves.

Dates of Significance

6 January — Día de los Reyes / Three Kings. Larger than Santa in some Puerto Rican rooms. Literacy for scheduling. Not a costume for staff.

Calendar

25 July is contested public memory: 1898 U.S. landing, and Constitution Day of the commonwealth. 19 November is marked in some public life. You do not referee independence versus commonwealth versus statehood on a case note. Listen if they name a day.

Hurricane María — September 2017 — is displacement literacy, not a holiday. Hispanic Heritage Month is the umbrella calendar. It is not this people's day and not consultation. Not Cinco de Mayo. Not Mexican 16 September. Do not put "Latino holiday" on a case note. A calendar click is not community engagement and not a day off the work.

Etiquette

Hospitality: food, drink, time. Accepting a little is courtesy. You still keep medical and legal clocks. Titles and elders in some rooms; faster first names in some English-dominant rooms. Follow this room.

In the home

Do not walk into a living room and photograph an altar. Do not touch ritual objects. Do not ask an elder to explain "your culture" as entertainment, or to narrate María for professional development.

Time

On-time for appointments. Social time can run long. Work, clinic, and court time should be treated as on time. Do not write a "Latino time" joke in a case note.

Do not use a child as the go-between. Ask whether they agree with the plan. Do not take a smile as consent.

Language and Communication

Ask. Do not assume they need a Spanish interpreter. Do not assume they do not. Compass: among those 5 and older, English only 62.2 percent; language other than English 37.8 percent; English less than "very well" 10.2 percent. Date the number. English-dominant households exist. Spanish-dominant elders exist in the same cousin-line.

Language

Caribbean Spanish is not Mexican Spanish and not one interpreter accent test. Book a qualified Spanish interpreter if this household needs one. Spanglish is ordinary in some rooms. Register matters. Literacy in any language is not guaranteed: oral skill is not print.

A long answer may be story. A short English yes may be exhaustion or courtesy. Do not take a smile as consent. Ask whether they agree with the plan.

Do not use a child as the interpreter. Do not make a Puerto Rican coworker the interpreter. Do not greet this household with an immigration script.

LGBTQ

Queer and trans Puerto Rican Minnesotans exist. Conservative family and parish climates can mean silence or exile. That is not every family. Afro-Puerto Rican queer people exist. Some people live a public English life and a private Spanish life. You use the name they use. You do not out them to an elder as cultural humility.

This person

Minnesota's Human Rights Act still applies. So does the duty not to treat a whole people as a family-values exhibit. Do not mash this chapter into the historic African American LGBTQ chapter. Do not use this chapter to raid a household. Do not pretend the tension is not there.

Face and parish climate do not get a veto over this person. Always defer to the person in front of you.

Hair, Dress, and Body

There is no Puerto Rican uniform. Second generation looks like Minnesota. Fiesta and bomba dress are public at celebration, not a daily costume, and not yours to request for Heritage Month. Do not ask a woman in clinic whether she "still wears the costume."

Dress

Afro-Puerto Rican hair is not the CROWN Act chapter copied over — and you still do not touch, still do not police, still do not treat tightness or looseness as a professionalism problem. Colorism is a hierarchy. Name it if it is in the room. Do not rank race off hair.

Do not touch. Quinceañera dress, baptism white, funeral black — celebration and devotion, not a case note.

Music

Salsa, bomba, plena, reggaeton, church music. Named variation, not a playlist. A Mexican mariachi default in this waiting room is the mash in speakers.

Variation

A festival stage is not engagement. A playlist is not language access. Bomba and plena are public culture and Afro-diasporic literacy, not staff entertainment.

Knowing that music is public life will not write the waiver. It will stop you from treating one Heritage Month speaker as the community.

Sports

Baseball and softball show up especially in Caribbean households. Boxing has prestige in some streams. Basketball. Fútbol. School sport is ordinary for the second generation. Do not assume the kid plays. Do not make sport the only excellence you can see.

Not the whole person

Leagues are social infrastructure. They are not language access and not a case plan. Greater Minnesota teams are still this people.

A Saturday game does not replace an interpreter on Monday if the elder needs Spanish.

Literature

Spanish- and English-language letters both exist. Nuyorican writing is a named U.S. literature. That fact does not mean the person in the lobby can read your form — in English or in Spanish. Literacy in any language is not guaranteed. English-dominant is not “no culture” and not proof the elder can read the exception process.

Literacy in the lobby

You do not need to quote a poet in the lobby. You need the language this person reads. Print Spanish from Mexico or a machine translation is not automatically this household’s Spanish.

CLAS is qualified language, not Google and not a child.

Art

Bomba and plena as public culture. Contemporary diaspora visual work. Not a sombrero mash and not a Mexican ofrenda copied over.

Guest

Guest, not researcher. A festival is not a case plan. A Heritage Month table that mashes this with mariachi has already mashed the adjacent peoples. Do not photograph an altar because it is pretty.

Knowing that this people has a public culture will not write the waiver. It will stop you from treating Puerto Rican Minnesota as a Mexican leftover without one.

Colony, Citizenship, and the State

1898, the Jones Act (1917), commonwealth status, PROMESA, and Hurricane María (2017) are the political literacy. This is not an ICE file by default. Internal U.S. migration. A DHS badge is not automatically help — island experience of federal power is mixed — and you still do not greet this household with an immigration script.

The badge

Do not use María or the colony as a personality. Do not ask a person to narrate the storm or the grid for your professional development. Status politics (commonwealth, statehood, independence) are real. You do not referee them on a case note.

Do not collect status you do not need. SSN theater on the first screen is a gate when the building mashed Latino into enforcement. Mandated reporting still exists. So does the duty not to treat a whole people as a deportation score they do not belong in.

Adjacent Peoples — Do Not Mash

Not Mexican. Not Guatemalan. Not Salvadoran. Not the Latino / Hispanic umbrella. Open that CI as adjacent — CLAS Spanish, the mash, the other origins as a list. This page is Puerto Rican. Do not file this household under “Latino” or under Mexican and call it done. Do not run an immigration script.

Adjacent doors

Not Cuban. Not Dominican. Caribbean is not one file. Name the origin. Not Brazilian. Not Somali.

Not historic African American. Afro-Puerto Rican people exist — ask, do not mash them into the African American CI because both are Black, and do not bleach them into a mestizo Latino blob. Never one Latino module.

Counts, Dated

Minnesota Compass, ACS 2019–2023, Puerto Rican cultural community: 21,802; Twin Cities 67.1 percent; Greater Minnesota 32.9 percent; age 17 or younger 38.2 percent; 65+ 5.5 percent; foreign-born 1.3 percent; English only (age 5+) 62.2 percent; language other than English 37.8 percent; English less than “very well” 10.2 percent; high school or higher (25+) 93.9 percent; bachelor’s or higher 38.6 percent; median household income about \$63,141; poverty 12.0 percent; owner-occupied 42.0 percent; average household size 2.39; disability 12.8 percent.

Counts

Date Compass. Do not invent other rates. Foreign-born 1.3 percent is citizenship in ACS clothing: birth on the island is not foreign-born. Counts disagree across ACS vintages and definitions. Date the number you cite.

What the count is not

A rate is not the person. LEP 10.2 percent is not zero. Disability 12.8 percent is a gate — date it; do not invent a why. Greater Minnesota 32.9 percent is not an afterthought. Do not run an immigration script.

Doors and Sources

Minnesota Compass Puerto Rican profile (ACS 2019–2023) — <https://www.mncompass.org/topics/demographics/cultural-communities/puerto-rican>. Date the retrieval. Parishes and cultural groups families name. Rural partners when the household is Greater Minnesota — name the local one; do not assume Minneapolis. CLUES — <https://clues.org/> — adjacent Twin Cities Latino services, not this people and not the whole state.

Public doors

CECLC is a department door, not the whole community. Open the Latino umbrella CI as adjacent, not as this page. Open Mexican, Guatemalan, Salvadoran when that is the household. Ask language before you book Spanish. Do not open an immigration script.

Learn on your own time

Learn on your own time. Do not make a Puerto Rican colleague your unpaid tutor. Do not BCC a metro org and call it consultation. Pay partners. Report back. Hispanic Heritage Month is not the work.

Services, opportunity, and participation

Education

Compass (ACS 2019–2023): among Puerto Rican Minnesotans 25 and older, about 93.9 percent high school or higher; about 38.6 percent bachelor's or higher. Date Compass. Do not invent a dropout rate. English only (age 5+) 62.2 percent. LEP 10.2 percent is not “no language gate.” The IEP still has to reach the parent who does not read it — in English or in Spanish.

School and language

A parent who speaks fluent Caribbean Spanish and limited English is not illiterate. A parent who is English-dominant is not “no culture” and not proof the elder in the household needs no interpreter. Ask. Do not use a child as interpreter.

Second-generation educational mobility is real. So is a gap that a room that treats everyone the same will call “culture” instead of a school that never learned the second surname, or that filed this student as “immigrant.” Puerto Rican students are not immigrant students by default. Do not collect status you do not need at enrollment theater.

Other Considerations — unvarnished, not Minnesota Nice

Unvarnished, because Minnesota Nice is how a room that treats everyone the same deletes facts.

Named harms

Do not run an immigration script by default. Citizenship since 1917. Foreign-born 1.3 percent. SSN theater on the first screen is a gate even for a citizen when the building mashed Latino into ICE. Do not collect status you do not need.

The Mexican default in this state will talk over this household if you let the umbrella page do this page's job. Colorism is real. Afro-Puerto Rican erasure under a mestizo Latino story is a named harm. Do not mash Afro-Puerto Rican people into the historic African American CI because both are Black, and do not bleach them.

Colonial status is structure: PROMESA, the board, María, the grid. It is not a personality. Machismo is a named harm, not a joke and not “that's culture.” Domestic violence is not culture. You follow mandated reporting. You still see a family.

LGBTQ Puerto Rican Minnesotans exist. You use the name. You do not out someone to kin. Staff who share this community may add facts. They do not get to delete a fact because it is hard to say.

Health

Believe reported pain. Do not invent stoicism or “they are dramatic.” Compass (ACS 2019–2023) puts disability at 12.8 percent — higher than the Mexican, Guatemalan, and Salvadoran Compass profiles in the same vintage. Date it. Do not invent a why. Do not skip screening. Do not fold this history into Tuskegee (African American literacy) or into a generic immigrant-mistrust slide.

Access

Uninsured and delayed-care patterns: date Minnesota figures when you have them. Do not invent a rate. Compass poverty is 12.0 percent — a poverty figure, not an uninsured rate. U.S. public-health literature has treated Puerto Rican communities on the mainland as a higher-prevalence group for asthma in some studies — date CDC or the study you cite. Do not invent a Minnesota rate.

Ask language in clinic. An English-dominant adult and a Spanish-dominant elder can sit in the same room. Do not use a child as interpreter. Do not run an immigration script at check-in.

Gender match may be requested in maternal and intimate care. Offer it. If they name a healer, a parish, or Espiritismo, listen. Do not make any of it the case plan unless they asked.

Work, Markets, and Government

Service, professional second generation, public employment, a military stream as U.S. citizens, plants in some Greater Minnesota towns. Do not assume the worker in the plant is Mexican. Do not assume they need Spanish.

Work

Parishes and cultural groups may be the trusted channel. Name the local one. Do not assume Minneapolis. Do not assume CLUES is this people. Relationship may precede a signature. That is not permission to skip a notice.

Staff

Puerto Rican staff exist inside DHS and counties. They are not unpaid interpreters and not “the community.” Identity is not a staffing plan. Do not make a Puerto Rican colleague your unpaid tutor.

Remittance to kin on the island — including after disaster — is obligation for many, not a disposable luxury. Still not an immigration script.

Health-care and Human-service Encounters

Ask language. English-dominant households exist. Caribbean Spanish if they need it. A Mexican interpreter can still be a closed door. Do not use a child as interpreter. Do not make staff the interpreter. Do not run an immigration script at check-in.

Language

Who is in the room. Gender match in maternal and intimate care if they want it. Titles in some rooms. Two surnames. SSN on the first screen: if you do not need it, do not demand it as theater. Citizenship is the fact. Do not collect status you do not need.

The meeting

Believe reported pain. Do not skip screening. Compass disability 12.8 percent — date it. If they name a healer, a parish, or Espiritismo, listen. Do not make any of it the case plan unless they asked. Mandated reporting still exists. Greater Minnesota 32.9 percent is not an afterthought.

Connections to human services

Workplace culture and service delivery are both candidates.

Language: ask. English-dominant households exist. Caribbean Spanish is not Mexican Spanish. CLAS Spanish is not one Spanish. LEP 10.2 percent (Compass ACS 2019–2023) is not zero. Still book a qualified interpreter when they need one. Do not use a child. Gender match may be requested in maternal and intimate care.

Names: two surnames still common. The database that keeps one invents a person. Unmatched last names are not fraud by default.

Citizenship: Jones Act 1917. Do not run an immigration script by default. SSN theater on the first screen is a gate when the building mashed Latino into ICE. Do not collect status you do not need.

Hour caps, exception processes, and life-sharing matches without asking language are not culturally neutral.

Child welfare and disability: Compass disability 12.8 percent — date it. Help-seeking that becomes a report is part of why people wait. Mandated reporting still exists. So does the duty not to treat a whole community as a risk score. Domestic violence is not culture. You follow law.

Notices and comment: an eList and an English PDF is not how this community was reached if the elder reads Spanish — and an English PDF is not automatically wrong if the household is English-dominant. Ask. Empty follow-up cells are theater. Greater Minnesota is 32.9 percent — a St. Paul meeting is not the whole channel.

Workforce: Puerto Rican staff are not the interpreter pool and not the community. Staff are colleagues, not the curriculum. Do not treat them.

Latino mash: opening Mexican, or the umbrella, because the checkbox says Hispanic is a closed door. Opening an ICE script is a closed door.

Legislation, funding, rule: you cannot advocate for a channel you will not study. This cultural intelligence exists so the 40% has a household in it — not a paternalistic program designed in a building that never learned that Puerto Rican is citizenship.

Continue the connection

- **Equity Analysis Toolkit** — program page </learn/equity-toolkit>
- **Community engagement and connections** — program page </learn/community-connections>
- **Learning and resources** — program page </learn>