



Education and Housing Equity Project Records.

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Education & Housing Equity Project

Board of Directors

Michael Anderson¹

Metropolitan Interfaith Council on Affordable
Housing (MICAH)
122 West Franklin Avenue, Suite 320
Minneapolis MN 55404
tel: 871-8980 (w)
774-4683 (h)
fax: 871-8984

Georgina Y. Stevens

Cowles Media Company
329 Portland Avenue
Minneapolis MN 55415
tel: 673-7060 (w)
222-5515 (h)
fax: 673-7020

Barbara Bearman²

NAACP, Minneapolis Branch
4401 Park Glen Rd #201
St. Louis Park MN 55416
tel: 925-0567

Jerry Timian

St. Louis Park School Board
4115 Raleigh Ave So
St. Louis Park MN 55416
tel: 291-8426 (w)
924-9139 (h)
fax: 291-8353

Institute on Race & Poverty

95 Law Center
229 19th Avenue; 415 Law Center
Minneapolis MN 55454
tel: 625-5344 (Jim Hilbert, Legal Fellow)
645-2607 (Jim at home)
fax: 624-8890

Josie Johnson

400 Groveland Avenue, #4007
Minneapolis MN 55403
tel: 874-8172

Matthew Little³

NAACP, Minneapolis Branch
2670 Germain Court
Maplewood MN 55109
tel: 773-8141

Van D. Mueller

University of Minnesota, Department of Education
Policy & Administration
3609 Maplewood Drive
Minneapolis MN 55418
tel: 624-7093 (w)
789-3600 (h)
fax: 624-3377

¹ Treasurer

² Secretary

³ President

INCLUDE IN
NEXT RD PACKET

rdp: from the minister

I've told you of the conversation I had with philosopher of religion, William Dean. He said that the issue is not diversity. Diversity is everywhere. The issue is engagement.

This has given me a new clarity. It has deepened my sense of what's wrong with our times and what's possible.

"Diversity" often has become a cynical, showcase concern for making it appear that something lively and significant and humane is taking place. I will say it: in one organization after another, frequently it is not working. It is dishonest to pretend it is. Indeed, when we pretend that "window-dressing diversity" improves things between people who are different, we actually reduce the likelihood of significant engagement. It piles dishonesty about what is happening now on top of the centuries of already-existing dishonesty.

I believe in the value of risking engagement with strangers, newcomers, outlanders — unknown, uncomfortable others. I should say: I believe in it in theory and sometimes in

practice. I know that engagement with unknown others is essential in these times if humaneness is to survive as the planet grows more crowded and as time and distance diminish in importance.

Wherever the stranger is, she is "closer" to us now. However odd he is, his ways of being will impact upon us. That's how it's going to be. This can be terrifying for us, evoking our claustrophobia and our xenophobia both at once. Or it can be the most amazing time on earth.

Not diversity — rather engagement, creative interchange. How to be engaged with people different from us: letting them know who we are, how we see it; and seeing them, hearing from them, feeling with them, letting their differentness stimulate our growing. And we, theirs.

This is dangerous: we shall all be changed. But it is not so dangerous as attempting isolation or as pretending authentic presence.

rdp

*Lauren -
Oct 18 will work for me.*

This piece above was written by Roy Phillips - Minister of Unity Church - Unitarian on Holly Ave in St. Paul. I think it is a useful addition to the continuous discussion of pluralism.

The Education & Housing Equity Project
Board Meeting, October 8, 1996

- Van
Mueller
- school finance
equity issues

I. Welcome & Introductions

- BOARD PACKET:**
1. Board roster
 2. 501(c)(3) letter and application (includes background)
 3. Articles of Incorporation and By-Laws (includes amendment)
 4. Start-up Otto Bremer Foundation grant proposal
 5. Study circle project materials

II. Overview of organizational vision & history

- Barb gave history
- Vehicle for engaging com, status input
I added, explained Bd packet

- Incorporated in February 1995
- Grant received in October 1995; MICAH serves as fiscal agent and office space
- Staff hired in late December 1995 (part-time Co-ordinators; one at 10 hrs, one at 15 hrs)
- Best description of overall initial vision is in the first grant proposal
 - Three part vision: coalition, broad-based education, helping communities become integrated
- Developments after staff and its work: Name change and more specific mission statement (note slight change of focus)
- Current focus on working with and broadening existing coalitions and the community education (study circle) work - best description is in current Bremer proposal (sent with Board packet)

III. Activities and accomplishments to date

A. Organizational development work

1. Hiring of staff
2. 501(c)(3) status (received in mid-August 1996)

B. Coalition building/organizing

- Early 1996 spent interviewing leaders and organizations involved in or knowledgeable about these issues
- Large meeting in April 1996 - lessons learned from that
- Focus on working with existing coalitions - deseg rule, fair housing testing in suburbs, com input into NAACP lawsuit remedy

C. Community education: Study Circles (Community Circle Collaborative)

- Our interest dovetailed with MIAR and MMEP interest; convinced them to link the issue this way
- Main partners: MIAR, MMEP, Institute, Urban Coalition, People's Institute, SHARC, MN Council of Churches Anti-Racism Initiative. Other significant partners: Josie, George Latimer, Mayor, MN Council of Nonprofits (case study)
- Overall structure: 5 sessions, Disc Guide, sponsors, kick-off and follow-up "conference"
- Past six months: fundraising, recruiting partners, developing structure
- Now:
 - Preparing for kick-off event on 11/22
 - Writing Discussion Guide
 - Preparing Sponsor packets (brochure - Urban Coalition)
 - Arranging facilitators and training

IV. Funding Report

A. Current financial status

- Very little, though I'll stay on
- CURA in-kind grant (intern through December)

B. Pending grant proposals

- Otto Bremer → *encourage*
- Minneapolis Foundation
- Rejections: McKnight and Thorpe

V. Meeting Schedule (bi-monthly? where?)

- Dates: second Tues. @ lunch
- though next one doesn't at for Josie
 - Nov 12th next one

Josie imp. to reiterate themes → livable communities

Asked about how the new Americans → changes in comp
Jimi's yet title has to be provocative

talk to communities that he w'd → both in integration + individualize
Defeat → Livable Communities: Cage Town or

place where integration has w'd

- Beyond Trotter's Ridge
- Creating equity
- Beyond bus
- Livable Communities
- Beyond Barriers
- what is a livable community?
- Creating livable communities for all?
- Am. Apartheid - Twin Cities Apartheid

→ Matt asked Mike for his thoughts abt issues/org
- Mike: excited early on abt possibility abt linking education w/ hsg
- talked abt MCAT's work + ↑ing concern re segregation

Matt asked for new k to give their impressions abt our aims, goals

- ① Josie
 - when she had met w/ Dick + I: feeling that we're finally putting together the things we've needed to merge
 - imp. to her that we really reach out to those k + org
 - honest review of what w'd, who
 - + try to support those things that seem to hold promise
- ② Georgina
 - likes idea of the collaborative → esp. identifying + engaging the "missing voices"
 - key "missing voices": conservatives + business comty
 - wd like to see us engage the business comty
 - strong them to see that this issue affects the viability of their business → imperative for them
- ③ Van
 - shares interest in taking on broad adult education → Collaborative idea is encourage
 - After 33 yrs. in MN - ~~concerned~~ concerned that we're not making progress
 - Troubled by Beyond Barriers title - puts us back → loaded term

④ Jerry Timian - anthropologist by training
- w/ his wk w/ Children's Initiative, concerned re
"opportunities"

⑤ Institute / Jim
- appreciates ^{encourages} optimism this project requires
→ belief that if we bring it together
- Inst. has always ~~be~~ interested in linking these 2
issues → int. in seeing it "hit home in a public way"

The Education & Housing Equity Project

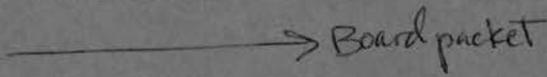
Board Meeting

October 8, 1996

12:00-1:30 p.m.

Hallie Q. Brown Community Center, St. Paul

AGENDA

- I. Welcome & Introductions 
- II. Overview of organizational vision & history
- III. Activities and accomplishments to date
 - A. Organizational development work
 - 1. Hiring of staff
 - 2. 501(c)(3) status
 - B. Coalition building/organizing
 - C. Community education: Study Circles (Community Circle Collaborative)
- IV. Funding Report
 - A. Current financial status
 - B. Pending grant proposals
- V. Meeting Schedule

EDUCATION & HOUSING EQUITY PROJECT

Memorandum

TO: Mike Anderson; Barb Bearman; Institute on Race & Poverty (Jim Hilbert); Josie Johnson; Matt Little; Van Mueller; Georgina Stevens; Jerry Timian

FROM: Darcy Seaver 

DATE: October 1, 1996

RE: October 8, 1996 Board of Directors meeting

Greetings and welcome! This is to remind you that the Board will be meeting on October 8th from 12:00 p.m. to 1:30 p.m. at the Hallie Q. Brown/Martin Luther King, Jr. Community Center in St. Paul. The address there is 270 North Kent Street.

Before the meeting, please return the attached form to let me know the following:

1. The box lunch you'd like me to order (menu attached).
2. How you'd prefer to be identified in the future as a Board member of the Equity Project.

I have also included the following background materials for you:

- ▶ For an overview of what we've been doing in our first year, as well as a description of what we propose to do over the next year, a copy of our current grant proposal to the Otto Bremer Foundation;
- ▶ Our mission statement and current activities as of this summer;
- ▶ A list of issues and organizational roles we have considered; and
- ▶ A combined 1995-1996 income & expense report, as of 8/31/96.

Feel free to contact me with any questions or comments you may have before the meeting. The number here at MICAH is 871-8980.

Thank you and again, welcome!

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAH, 122 West Franklin Ave, #320, Mpls 55404):

Name:

Affiliation:

Address:

Work phone:

Fax:

Home phone:

And for lunch (please circle):

Sandwich Box Lunches

Includes Sandwich, Fruit, Pickle Spear, Brownie, Muffin or Cookie, Chips or Deli Salad

Bread Choices

Bagel (wheat or plain), Butter Croissant, Onion Bun, Whole, White or Rye Bread

Cheese Choices

Cheddar, Swiss, American, Havarti

Topping Choices (Choose 3)

Lettuce, Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickle, Green Pepper, Cucumber

EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢
Extra Cheese - 30¢ Extra Topping - 20¢

	Sandwich	Box Lunch
1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings	\$3.00	\$5.00
2. Grand Croissant Turkey, Cheese, Tomato & Choice of Toppings	\$3.10	\$5.10
3. Vegetarian (cheese) Swiss, Cheddar and Havarti Cheeses with Tomato & Choice of Toppings	\$3.00	\$5.00
4. Metrodome Roast Beef, Cheese, Tomato & Choice of Toppings	\$3.60	\$5.60
5. IDS 1/4 lb. or 1/3 of Meat - Choice of Ham, Turkey, Salami, Roast Beef, Corned Beef or Pastrami & Choice of Toppings	1/4 lb. - \$4.30 1/3 lb. - \$4.80	\$6.30 \$6.80

6. Egg Salad Homemade Egg Salad & Choice of Toppings	\$2.50	\$4.50
7. Charlie Tuna Salad & Choice of Toppings	\$2.65	\$4.65
8. Clucker Chicken Salad & Choice of Toppings	\$2.90	\$4.90
9. Nautilus Hard Salami, Pepperoni, Cheese, Lettuce, Tomato, Salad Dressing and Sauce on Mini French Loaf	\$3.90	\$5.90
10. Le Petite Choice of Meat, Cheese, Tomato, & Toppings on Petite Croissant or Bread	\$1.80	\$3.80
11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings	\$3.00	\$5.00
12. BLT Sandwich Bacon, Lettuce, Tomato & Choice of Toppings	\$3.00	\$5.00

DRINKS

Tea • Coffee • Milk • Pop • Spring Water • Juice
Orangina • Lemonade

Proposal to the Otto Bremer Foundation

A. ORGANIZATION OVERVIEW

History & Mission

The Education & Housing Equity Project (EHEP) was created in early 1995 by a group of education and housing advocates who shared a belief in the pressing need to link the issue of school desegregation/integration with the broader issue of segregated housing and neighborhoods. The organization's mission is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- (1) Coalition building and advocacy;
- (2) Community education and public dialogue; and
- (3) Assisting communities in becoming more inclusive and integrated.

Activities & Accomplishments

In its first year, EHEP was awarded a start-up grant to develop the organization and hired part-time staff in late 1995. Since that time, EHEP has worked to develop itself as an organization (including obtaining 501(c)(3) status and beginning a process of strategic planning) and collaborated with other organizations and individuals to determine the best strategies for making progress on these issues that are as complex and daunting as they are immediate.

With staff time limited to a part-time Coordinator's position, EHEP has been involved in the following activities and accomplished the following over the past eight months:

Coalition building. EHEP has spent its first year in numerous dialogues and collaborations. These have led to several specific coalition projects as well as a fuller understanding of the need for an organization that can link these two issues – housing and education – and help develop the desperately needed consensus and leadership to move forward. After two months of one-on-one interviews with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability, EHEP brought together over 30 organizations to begin the process of building a broad-based coalition that can work on these combined issues. EHEP has also helped expand the base and scope of existing coalitions by connecting the coalitions with related organizations and encouraging the linkage of housing and schools issues in their work. It has worked with a coalition focused on the re-drafting of the State Board of Education's desegregation rule, for example, and linked that

school issue with broader issues of housing segregation and metropolitan stability. Similarly, it has encouraged a coalition working on a fair housing testing campaign in suburban Hennepin to frame this issue in the context of schools and broader life opportunities, too.

Community education & dialogue. In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Minnesota Minority Education Partnership, and the Minnesota Fair Housing Center to create the Community Circle Collaborative (CCC), a metro-wide dialogue project in which at least 200 people from all walks of life will join together – 5-15 at a time – in study circles held throughout the metro area to discuss the question: “How does racial and economic segregation of housing affect educational achievement and life opportunities?” The CCC is now a broad-based collaboration of community-based organizations, public staff and officials, and individuals working in a variety of fields, including anti-racism, housing, education, social justice, religion, law, and social research. The growing list of partners includes: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Dept. of Human Rights; the MN Churches Anti-Racism Initiative (of the MN Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAH); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty. The Collaboration is chaired by Dr. Josie R. Johnson.

Staffing

EHEP employs two staff members who share the part-time position (25 hours/week total) of Coordinator. Co-Coordinator Travis Lee is responsible for community organizing and coalition building tasks, while Co-Coordinator Darcy Seaver focuses on administrative coordination and community education projects (particularly the Community Circle Collaborative’s metro-wide study circle project). The Co-Coordinators work under the direction of the Board of Directors.

Board of Directors

The start-up Board of EHEP consists of Matthew Little, former president of the Minneapolis chapter of the NAACP, current chair of the NAACP’s Education Committee, and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit nearly a quarter of a century ago, a member of the NAACP’s Education Committee, and currently a freelance designer; and Michael Anderson, Executive Director of the Metropolitan Interfaith Council on Affordable Housing (MICAH). The Board is currently in the process of adding at least 4-5 new Directors.

B. PURPOSE OF GRANT

Need

Public discussion about the possibilities for inclusive and integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis, and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse in fact settling into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we've found in our initial discussions, advocates and community leaders as well) feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

The issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized – and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what segregation and integration involves and by offering assistance to communities as they seek to become better integrated.

Our Project

In response to this need and based on the experience and information we have gathered over the past year, we propose to continue and expand our work in coalition building and public education. We want to take the public discussion about racial and

economic segregation and integration to neighborhood centers, public libraries, school buildings, places of business, living rooms, and backyards – the places where ordinary people live their lives and where the real task of building inclusive communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public – that is, to lead people to a more informed, effective understanding of the effects of segregation, why integration is important, and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as society as a whole.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

(1) Supporting and linking existing coalitions and organizations. There are a wide range of groups and individuals in the Twin Cities metro area with a potential stake in the cause of inclusive and integrated communities and schools. We have begun connecting and collaborating with many such groups in our first year, and believe much can be accomplished simply by helping to support and expand existing coalitions that already focus on housing and school issues, but do not necessarily link those two issues together in their work. We propose to continue our coalition-building efforts by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parent organizations, teacher and staff groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others.

These groups all have different interests and different understandings of what integration means for them. Moreover, although we have found that many of them agree in the importance of linking school desegregation/integration with the broader issue of housing, few actively combine those two issues in their work, or in their recruitment of additional coalition members.

Over the past year we have seen – and begun to build on – a great potential for such broad coalition development and support, but also appreciate that it will require a labor-intensive effort to attract the participation of these groups in these combined issues of housing and education in ways that are appropriate to their interests and capacities. Such an effort is critically needed, however, and these groups constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities, and a broader response to the socioeconomic and racial segregation deepening in the Twin Cities area.

(2) Solidifying a broad-based housing/education coalition. The discussions and research we have undertaken over our first year have convinced us that the building of a single coalition that can advocate for more integrated schools and neighborhoods in the Twin Cities will be challenging and slow-going. We have begun to lay the foundation for such a coalition, however – by working within existing coalitions, by listening closely to both mainstream and community leaders and citizens, and by educating them about the realities and options facing us – and will work to solidify it over the next year. We plan to move from the dialogue phase to the issue-identification and action stage, working with the same broad range of organizations and individuals we have identified over the past year, as well as others. As we have found already, once groups have the information and tools to delve into these issues and see how they must be linked and pursued in coalition, there is a powerful movement to work together. The challenge over the next year will be to support these groups and individuals in figuring out *how* to further these issues in a way that is equitable, manageable, and capable of attracting widespread support.

(3) Creating informed public dialogue and analysis. The issues of residential and school segregation have become increasingly polarized and complex. There is a palpable sense of ambivalence about what to do about segregation, as both past and present strategies seem inadequate, flawed, or even misdirected. This is true even in those communities most affected by segregation, at every level: citizens, educators, housing advocates, community leaders, and policy makers. Our first year of work has given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity of widespread and well-informed public conversations about these issues. Without such conversations, we fear the silence and ambivalence – to say nothing of poor public policy and lack of leadership – will continue. We propose, therefore, to create such opportunities for education and dialogue at several levels:

(a) The Community Circle Collaborative and the “Beyond Busing” study circle project. As noted above, EHEP has been a leading partner in this metro-wide collaboration. The CCC will organize at least 20 diverse “community circles” throughout the metropolitan region, book-ended by a Kick-Off Event and a community-wide conference. The “Beyond Busing” community circles will address – through the prepared *Discussion Guide* and their own development of

strategies - the question: "How does racial and economic segregation of housing affect educational achievement and life opportunities?" This project will require: (1) building the Collaborative to include a broad a group as possible, including organizations, public institutions, and individuals from throughout the metropolitan region, (2) promoting and publicizing the project, (3) preparing a *Discussion Guide*, (4) providing research support to the community circles, (5) organizing the Kick-off Event and later conference, (6) fundraising, (7) recruiting and training facilitators, and (8) evaluating and reporting on the outcomes of the community circles, the forums, and subsequent action.

EHEP has provided the lion's share of staff support for this project and will continue to do so through the first round of study circles in late Fall 1996 - particularly by helping to build the number of collaborators involved in the project; coordinating its activities and communication; and preparing the *Discussion Guide* - and in the follow-up conference in early 1997. We also hope to use the *Discussion Guide* in additional study circles later in 1997 and 1998.

(b) EHEP will also organize additional public forums, smaller conversation circles, media contacts, and workshops around these issues. In addition, it will compile information and produce materials - both text and video - that can be used in support of these conversations and forums. EHEP will also organize a speaker's bureau of experts and community leaders available to speak with the media, attend meetings, and brief organizations and policy makers.

Based on our first year's work in the community, we believe these combined strategies of coalition building and community education and dialogue are the best strategies for the coming two years.

Education & Housing Equity Project

Combined Income & Expense Report 1995 & 1996¹

INCOME	1995	1996 (1/1/96-8/31/96)	TOTAL
Grants received (Otto Bremer Foundation)	\$20,000.00	0	\$20,000.00
TOTAL INCOME:	\$20,000.00	0	\$20,000.00
EXPENSES	1995	1996 (1/1/96-8/31/96)	TOTAL
Salaries & Wages	\$487.50	\$13,852.50	\$14,340.00
Employer taxes, etc.	\$43.88	\$1,314.46	\$1,358.34
501(c)(3) application	0	\$500.00	\$500.00
Admin. Fee (MICAH)	0	\$1,000.00	\$1,000.00
Postage	0	\$22.92	\$22.92
Conferences & Meetings	0	\$175.01	\$175.01
Staff Expenses	0	\$5.75	\$5.75
Subscriptions & Memberships	0	\$48.95	\$48.95
TOTAL EXPENSES	\$531.38	\$16,919.59	\$17,450.97
EXCESS OF INCOME OVER EXPENSES	\$19,468.62	(\$16,919.59)	\$2,549.03

¹ Because EHEP has only completed one fiscal year (1995) and in that year incurred minimal expenses, this report includes 1996 year-to-date expenses as well.

Potential issues

I. Education

- Desegregation Rule draft and enforcement
- Roundtable recommendations
- Metropolitan-wide school district
- Minneapolis Community Schools implementation
- NAACP lawsuit
- Resource allocation and priorities
- Community/parental involvement in schools
- Increasing numbers of teachers/staff of color

II. Housing

- Hollman consent decree implementation
- Minneapolis Housing Principles
- Right to Housing Campaign
- Fair housing education/testing/enforcement
- Exclusionary zoning
- Investment and incentives in core city and multi-racial neighborhoods
- Resource allocation and priorities
- Livable Communities Act (current and next legislative session) and other Met Council gatekeeping and jurisdictional issues
- 50-30 Campaign and other homeownership efforts
- NRP housing initiatives

III. Combined education & housing

- Minneapolis Community Schools & Housing Principles
- Linking Hollman resettlement to school opportunities
- Linking neighborhood NRP housing initiatives to school integration (e.g., encouraging neighborhoods to develop housing opportunities for families attending the school in the neighborhood but not currently living there)

Potential roles for Education & Housing Equity Project

- Bring together smallish coalition of interested groups (MMEP, Urban Coalition, OSJ, etc.) to choose and work on 2-3 specific issues, building as we go
- Pick our 2-3 issues and build coalitions around each
- Work with existing coalitions (Alliance for Metro Stability, Right to Housing Campaign, deseg rule coalition, etc.) to push our issues and housing-schools linkage
- Act as networker - connecting existing groups/individuals, informing them of each others' work and resources, encouraging collaboration
- Focus on public education and community discussion (including in existing coalitions) for now as a means of (1) building support and energy for more direct activism and (2) building a constituency

Education & Housing Equity Project

Mission Statement

The purpose of the Education & Housing Equity Project (EHEP) is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

Current Activities:

- (1) Exploring how to build a coalition that can work for racially and economically inclusive communities and respond to the segregation and disparities now developing in the housing and schools of the Twin Cities metro area.
- (2) Working in collaboration with other housing, education, religious, and anti-racism organizations to plan a metro-wide study circle and community forum project for Fall 1996 that will focus on the question: "How does racial and economic segregation of housing affect educational achievement and opportunities?" (*Anyone interested in further information about this should see one of us for an information packet that outlines the project and its current status*)

Contact Information:

Staff:

Travis Lee, Co-Coordinator
Darcy Seaver, Co-Coordinator
tel: 871-8980
fax: 871-8994

Mailing address:

122 West Franklin Ave, #320
Minneapolis MN 55404

E-mail:

seagan@bitstream.net

THE COMMUNITY CIRCLE COLLABORATIVE

PARTNERS (as of 8/13/96)

Alliance Works

Dr. Josie R. Johnson

Education & Housing Equity Project

Institute on Race & Poverty

Mayor Sharon Sayles Belton

Metropolitan Interfaith Council on Affordable Housing (MICAH)

Minneapolis Initiative Against Racism

Minneapolis Public Schools

MN Churches Anti-Racism Initiative (of the MN Council of Churches, the Greater Minneapolis Council of Churches, and the St. Paul Area Council of Churches)

MN Department of Children, Families, and Learning

MN Fair Housing Center

MN Minority Education Partnership

People's Institute for Survival & Beyond, MN Branch

Prof. Carol Horton, Macalester College, Dept. of Political Science

Prof. Edward G. Goetz, University of Minnesota, Housing Program

Rep. Myron Orfield

Southside Neighborhood Housing Services

Study Circle Resource Center

Suburban Hennepin Anti-Racism Coalition

Urban Coalition

Pending:

Alliance for Metropolitan Stability

Jewish Metropolitan Organizing Project

Kettering Foundation

Minneapolis Center for Neighborhoods

Minneapolis Family & Community Education

MN Association for Adult Education

St. Louis Park Housing Redevelopment Authority

~~St. Paul Human Rights Commission~~

St. Paul Human Rights Department

West Metro Education Program

Wilder Foundation

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAHA, 122 West Franklin Ave, #320, Mpls 55404):

Name: Mike Anderson

Affiliation: MICAHA

Address: _____

Work phone: _____

Fax: _____

Home phone: 774-4683

And for lunch (please circle):

Sandwich Box Lunches
Includes Sandwich, Fruit, Pickle Spear, Brownie, Muffin or Cookie, Chips or Deli Salad

Bread Choices
Bagel (wheat or plain), Butter Croissant, Onion Bun, Whole, White or Rye Bread

Cheese Choices
Cheddar, Swiss, American, Havarti

Topping Choices (Choose 3)
Lettuce, Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickle, Green Pepper, Cucumber

EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢
Extra Cheese - 30¢ Extra Topping - 20¢

	Sandwich	Box Lunch
1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings	\$3.00	\$5.00
2. Grand Croissant Turkey, Cheese, Tomato & Choice of Toppings	\$3.10	\$5.10
3. Vegetarian (cheese) Swiss, Cheddar and Havarti Cheeses with Tomato & Choice of Toppings	\$3.00	\$5.00
4. Metrodome Roast Beef, Cheese, Tomato & Choice of Topping	\$3.60	\$5.60
5. IDS 1/4 lb. or 1/3 of Meat - Choice of Ham, Turkey, Salami, Roast Beef, Corned Beef or Pastrami & Choice of Toppings	1/4 lb. - \$4.30 1/3 lb. - \$4.80	\$6.30 \$6.80

6. Egg Salad Homemade Egg Salad & Choice of Toppings	\$2.50	\$4.50
7. Charlie Tuna Salad & Choice of Toppings	\$2.65	\$4.65
8. Clucker Chicken Salad & Choice of Toppings	\$2.90	\$4.90
9. Nautilus Thin Salsami, Pepperoni, Cheese, Lettuce, Tomato, Salad Dressing and Sauce on Mini French Loaf	\$3.90	\$5.90
10. Le Petite Choice of Meat, Cheese, Tomato, & Toppings in Petite Croissant or Bread	\$1.80	\$3.80
11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings	\$3.00	\$5.00
12. BLT Sandwich Bacon, Lettuce, Tomato & Choice of Topping	\$3.00	\$5.00

DRINKS

Tea • Coffee • Milk • Pop • Spring Water • Juice
Orangina • Lemonade

TO: Darcy

From: Jim Hilbert
(Sally about 7:17 AM)

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAHA, 122 West Franklin Ave, #320, Mpls 55404):

Name: Jim Hilbert

Affiliation: Institute on Race and Poverty

Address: 229 19th Ave S ; 415 Law Center
Mpls MN 55454

Work phone: 625-5344

Fax: 624-8890

Home phone: 645-2607

Darcy, if you want/need a title, I am the
LEAD FOLLOW.

And for lunch (please circle):

<p>Sandwich Box Lunches Includes Sandwich, Fruit, Pickle Spear, Brownie, Muffin or Cookie, Chips or Deli Salad</p> <p>Bread Choices Bagel (wheat or plain), Butter Croissant, Onion Bun, Whole, White or Rye Bread</p> <p>Cheese Choices Cheddar, Swiss, American, Havarti</p> <p>Topping Choices (Choose 3) Tattling Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickle, Green Pepper, Cucumber</p> <p>EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢ Extra Cheese - 30¢ Extra Topping - 20¢</p>		<p>6. Egg Salad Homemade Egg Salad & Choice of Toppings \$2.50 \$4.50</p> <p>7. Chicken Three Salad & Choice of Topping \$2.65 \$4.65</p> <p>8. Chicken Chicken Salad & Choice of Topping \$2.90 \$4.90</p> <p>9. Moultrie Head Salad, Peppercorn, Cheese, Lettuce, Tomato, Salad Dressing and Sauce on Mini French Loaf \$3.90 \$5.90</p> <p>10. Le Patis Choice of Meat, Cheese, Tomato, & Toppings on Petite Croissant or Bread \$1.80 \$3.80</p> <p>11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings \$3.00 \$5.00</p> <p>12. BIT Sandwich Bacon, Lettuce, Tomato & Choice of Toppings \$3.00 \$5.00</p>
<p>1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings Sandwich \$3.00 Box Lunch \$5.00</p> <p>2. Grand Croissant Turkey, Cheese, Tomato & Choice of Toppings \$3.10 \$5.10</p> <p>3. Vegetarian (cheese) Nuts, Cheddar and Havarti Cheese with Tomato & Choice of Toppings \$3.00 \$5.00</p> <p>4. Metrodome Roast Beef, Cheese, Tomato & Choice of Toppings \$3.60 \$5.60</p> <p>5. IDS 1/4 lb. or 1/3 of Meat - Choice of Ham, Turkey, Salami, Roast Beef, Carved Beef or Pastrami & Choice of Toppings 1/4 lb. \$4.30 1/3 lb. \$4.80 \$5.30 \$5.80</p>	<p>DRINKS Tea • Coffee • Milk • Fruit • Spring Water • Juice Orangina • Lemonade</p>	

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAH, 122 West Franklin Ave, #320, Mpls 55404):

Name: MATTHEW LITTLE

Affiliation: NAACP

Address: 2670 GERMAIN CT,
MAPLEWOOD, MN 55109

Work phone:

Fax:

Home phone: 773-8141

And for lunch (please circle):

Sandwich Box Lunches
Includes Sandwich, Fruit, Pickle Spear, Brownie, Muffin or Cookie, Chips or Deli Salad

Bread Choices
Bagel (wheat or plain), Butter Croissant, Onion Bun, Whole, White or Rye Bread

Cheese Choices
Cheddar, Swiss, American, Havarti

Topping Choices (Choose 3)
Lettuce, Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickle, Green Pepper, Cucumber

EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢
Extra Cheese - 30¢ Extra Topping - 20¢

	Sandwich	Box Lunch
1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings	\$3.00	\$5.00
2. Grand Croissant Turkey, Cheese, Tomato & Choice of Toppings	\$3.10	\$5.10
3. Vegetarian (cheese) Swiss, Cheddar and Havarti Cheeses with Tomato & Choice of Toppings	\$3.00	\$5.00
4. Metrodome Roast Beef, Cheese, Tomato & Choice of Toppings	\$3.60	\$5.60
5. IDS 1/4 lb. or 1/3 of Meat - Choice of Ham, Turkey, Salami, Roast Beef, Corned Beef or Pastrami & Choice of Toppings	1/4 lb. - \$4.30 1/3 lb. - \$4.80	\$6.30 \$6.80

6. Egg Salad Homemade Egg Salad & Choice of Toppings	\$2.50	\$4.50
7. Charlie Tuna Salad & Choice of Toppings	\$2.65	\$4.65
8. Clucker Chicken Salad & Choice of Toppings	\$2.90	\$4.90
9. Nautilus Hard Salami, Pepperoni, Cheese, Lettuce, Tomato, Salad Dressing and Sauce on Mini French Loaf	\$3.90	\$5.90
10. Le Petite Choice of Meat, Cheese, Tomato, & Toppings in Petite Croissant or Bread	\$1.80	\$3.80
11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings	\$3.00	\$5.00
12. BLT Sandwich Bacon, Lettuce, Tomato & Choice of Toppings	\$3.00	\$5.00

DRINKS

Iba • Coffee • Milk • Pop • Spring Water • Juice
Orangina • Lemonade

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICA, 122 West Franklin Ave, #320, Mpls 55404):

Name: VAN D. MUELLER

Affiliation: UNIVERSITY of MINNESOTA, DEPARTMENT of Educ. Policy & Admin

Address: 3609 Maplewood Dr
MINNEAPOLIS, MN 55418

Work phone: 624-7093

Fax: 624-3377

Home phone: 789-3600

And for lunch (please circle):

Sandwich Box Lunches
Includes Sandwich, Fruit, Pickle Spruce, Apples,
Muffin or Cookie, Chips or Deli Salad

Bread Choices
Bagel (kaiser or plain), Ruffler Croissant, Onion Bun,
Whole, White or Rye Bread

Cheese Choices
Cheddar, Swiss, American, Havarti

Topping Choices (Choose 3)
Ancho Sprouts, Onion, Margarine, Salad Dressing, Mayo,
Sour Cream, Mustard, Horseradish Sauce, Black Olives,
Tomato, Pickle, Green Pepper, Cucumber

EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢
Extra Cheese - 30¢ Extra Topping - 70¢

	Sandwich	Box Lunch
1. Croissant l'Extra Ham, Cheese, Tomato & Choice of Toppings	\$3.00	\$5.00
2. Grand Croissant Turkey, Bacon, Tomato & Choice of Toppings	\$3.10	\$5.10
3. Vegetarian (cheese) Spinach, Cheddar and Tossed Cheese with Tomato & Choice of Toppings	\$3.00	\$5.00
4. Matrodonne Roast Beef, Cheese, Tomato & Choice of Toppings	\$3.60	\$5.60
5. IDE 1/4 lb. or 1/2 lb. of Meat - Choice of Ham, Turkey, Salami, Roast Beef, Carved Beef or Pastrami & Choice of Toppings	1/4 lb. - \$4.30 1/3 lb. - \$4.80	\$6.30 \$6.80

6. Egg Salad Homemade Egg Salad & Choice of Toppings	\$2.50	\$4.50
7. Charlie Tuna Salad & Choice of Toppings	\$2.65	\$4.65
8. Clucker Chicken Salad & Choice of Toppings	\$2.90	\$4.90
9. Novellus Tuna Salad, Peppercorn, Cheese, Lettuce, Tomato, Salad Dressing and Sauces au Mini French Leaf	\$3.90	\$5.90
10. Le Peller Choice of Meat, Cheese, Tomato, & Toppings on Petite Croissants or Bread	\$1.80	\$3.80
11. Garden Sandwich Lettuce, Spinach, Green Peppers, Avocado, Cucumbers & Choice of Toppings	\$3.00	\$5.00
12. BLT Sandwich Bacon, Lettuce, Tomato & Choice of Toppings	\$3.00	\$5.00

DRINKS

1/2l - Coffee - Milk - Pop - Spring Water - Juice
Orange - Lemonade

Post-It® Fax Note 7671 Date 10/4 # of pages 1

To <u>DARCY</u>	From <u>VAN MUELLER</u>
Co./Dept. <u>MICA</u>	Co. <u>U of MN</u>
Phone # <u>871-8980</u>	Phone # <u>624-7093</u>
Fax # <u>871-8984</u>	Fax # <u>624-3377</u>

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAH, 122 West Franklin Ave, #320, Mpls 55404):

Name: Georgina Stephens
 Affiliation: Cowles Media Co
 Address: 329 Portland Ave
Minneapolis 55415
 Work phone: 673-7060
 Fax: 673-7020
 Home phone: 222-5515

And for lunch (please circle):

Sandwich Box Lunches Includes Sandwich, Fruit, Pickle/Sauce, Brownie, Muffin or Cookie, Chips or Doli/Salad			
Bread Choices Bogal (wheat or plain), Butter Croissant, Onion Bun, Whole, White or Rye Bread			
Cheese Choices Cheddar, Swiss, American, Havarti			
Topping Choices (Choose 3) (includes) Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickled Green Pepper, Cucumber			
EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 60¢ Extra Cheese - 30¢ Extra Topping - 70¢			
1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings	Sandwich \$3.00	Box Lunch <u>\$5.00</u>	
2. Grand Croissant Turkey, Cheese, Tomato & Choice of Toppings	\$3.10	\$5.10	
3. Vegetarian (cheese) Swiss, Cheddar and Hamlet Cheese with Tomato & Choice of Toppings	\$3.00	\$5.00	
4. Metrodome Roast Beef, Cheese, Tomato & Choice of Toppings	\$3.60	\$5.60	
5. IDS 1/4 lb. or 1/3 of Meat - Choice of 1 Gen. Turkey, Salami, Ham, Beef, Corned Beef or Pastrami & Choice of Toppings	1/4 lb. - \$4.30 1/3 lb. - \$4.80	\$6.30 \$6.80	
6. Egg Salad Homemade Egg Salad & Choice of Toppings	\$2.50	\$4.50	
7. Chorizo Tuna Salad & Choice of Toppings	\$2.65	\$4.65	
8. Chicken Chicken Salad & Choice of Toppings	\$2.90	\$4.90	
9. Newfuss Tuna, Salmon, Pepperoni, Cheese, Lettuce, Tomato, Salad Dressing and Served on Mini French Loaf	\$3.90	\$5.90	
10. Le Patis Choice of Meat, Cheese, Tomato, & Toppings on Petite Croissant or Bread	\$1.80	\$3.80	
11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings	\$3.00	\$5.00	
12. RET Sandwich Bacon, Lettuce, Tomato & Choice of Toppings	\$3.00	\$5.00	

DRINKS

- Tea • Coffee • Milk • Pop • Spring Water • Juice
 Orange • Lemonade

Please return to Darcy by Monday, October 7th by fax (871-8984), by phone (871-8980), or by mail (c/o MICAHA, 122 West Franklin Ave, #320, Mpls 55404):

Name: Jerry Timian

Affiliation: St. Louis Park School Board

Address: 4115 Raleigh AVE. So.

Work phone: 291-8426

Fax: 291-8353

Home phone: 924-9139

And for lunch (please circle):

- Sandwich Box Lunches**
Includes Sandwich, Fruit, Pickle Spear, Brownie, Muffin or Cookie, Chips or Deli Salad
- Bread Choices**
Bogel (wheat or plain), Butter Croissant, Onion Bun, Witzel, White or Rye Bread
- Cheese Choices**
Cheddar, Swiss, American, Havarti
- Topping Choices (Choose 3)**
Lettuce, Sprouts, Onion, Margarine, Salad Dressing, Mayo, Sour Cream, Mustard, Horseradish Sauce, Black Olives, Tomato, Pickle, Green Pepper, Cucumber
- EXTRAS: Avocado - 50¢ Bacon - 60¢ Extra Meat - 40¢
Extra Cheese - 30¢ Extra Topping - 20¢
- | | Sandwich | Box Lunch |
|--|--------------------------------------|------------------|
| 1. Croissant L'Extra Ham, Cheese, Tomato & Choice of Toppings | \$3.00 | \$5.00 |
| 2. Grand Croissant Turkey, Bacon, Tomato & Choice of Toppings | \$3.10 | \$5.10 |
| 3. Vegetarian (cheese) Swiss, Cheddar and Hummus (Cheese with Tomato & Choice of Toppings) | \$3.00 | \$5.00 |
| 4. Metrodome Roast Beef, Cheese, Tomato & Choice of Toppings | \$3.60 | \$5.60 |
| 5. IDS 1/4 lb. or 1/3 of Ham - Choice of Ham, Turkey, Salami, Roast Beef, Corned Beef or Portunum & Choice of Toppings | 1/4 lb. - \$4.30
1/3 lb. - \$4.80 | \$6.30
\$6.80 |

- | | | |
|---|--------|--------|
| 6. Egg Salad Homemade Egg Salad & Choice of Toppings | \$2.50 | \$4.50 |
| 7. Chorizo Thin Salad & Choice of Toppings | \$2.65 | \$4.65 |
| 8. Clucker Chicken Salad & Choice of Toppings | \$2.90 | \$4.90 |
| 9. Navillus Hot Salami, Peppercini, Cheese, Lettuce, Tomato, Salad Dressing and Sauce on Mini French Loaf | \$3.90 | \$5.90 |
| 10. La Petite Choice of Meat, Cheese, Tomato, & Toppings on Petite Croissant or Bread | \$1.80 | \$3.80 |
| 11. Garden Sandwich Lettuce, Sprouts, Green Peppers, Avocado, Cucumbers & Choice of Toppings | \$3.00 | \$5.00 |
| 12. BLT Sandwich Bacon, Lettuce, Tomato & Choice of Toppings | \$3.00 | \$5.00 |

DRINKS

'Ica • Coffee • Milk • Pop • Spring Water • Juice
Orangina • Lemonade

Common themes heard over the last 3 months (1/96 - 3/96)

General

- Importance of including class/socioeconomic issues in the discussion of segregation and disparity. Many even say the primary focus should be a socioeconomic one.
- Agreement that a focus just on school integration is too limited; that the underlying problem of neighborhood and housing segregation needs to be addressed, too (and perhaps should be the priority) - now more than ever (particularly in light of State Board of Ed direction and Minneapolis Public Schools community schools initiative)
- Necessity of having both expanded opportunity in traditionally exclusive communities and a strengthening of the inner city's schools and housing - the need to provide for both those options
- Importance of forming a shared vision of what our schools and communities should look like - and the lack of such a vision right now; importance of starting with the question: what do we want our neighborhoods and cities and region to look like? Citizens' visions of the ideal community is often more inclusive and innovative than our existing policies presume people will want or tolerate
- Need for diversifying the governmental bodies responsible for our housing & education policies - to make them more representative of our schools and neighborhoods (and especially our schools, which are now majority children of color)

LANGUAGE ISSUES:

- Different definitions of "integration" or "inclusiveness" or "diversity" (see *American Apartheid* survey findings); importance of avoid a language or perspective that is seen by many as assimilationist
- Importance of talking about opportunity and access
- Be careful of the word "choice" - Mechanism of choice works only for those with means

Schools - Common themes

- School integration thus far has been done primarily by whites and to the benefit of whites
- Importance of having more teachers and staff of color, and better training and "retraining" of white teachers and staff
- Importance of truly welcoming and involving parents of color in schools - which will happen only if our current system is significantly changed (it continues to be done simply "the white middle class way"); need to push to have this looked at and addressed systematically -- Parents of color do not feel a belonging with schools for the same reasons that their children do not
- Problems with how school desegregation has been implemented here -- critical difference between desegregation and racial balance - our system has been limited to the latter, with a special focus on not having white children the minority in a given school (related to the State deseg rule phrasing). Desegregation, on the other hand, was also supposed to include curriculum changes, staff preparation, community participation, and assurance of racially representative staff. Also, resegregation often happens within the schools (on a program basis)
- School desegregation must include a commitment to multicultural understanding and respect permeating the curriculum and interactions between and among school staff, young people, and families - or it may actually be harmful

Schools - Possible issue/action areas

- Mpls neighborhood schools issue - collect data, track their parent involvement and student achievement, work with MPS in pushing City, Met Council, State on housing piece
- Pushing for metropolitan-wide school district
- Push for more teachers and staff of color
- Pushing for better "retraining" of teachers

Housing issues - Common themes

- Importance of home ownership by people of color - income vs. wealth
- MHFA and others' bias toward home ownership - what about rental support and opportunities? Development policies and practices that overemphasize single family housing
- Importance of landlord-renter relationship and issues
- Importance of better marketing within communities of color regarding the housing opportunities available to them
- Importance of providing a range of options - in the city and in the suburbs, in communities of color and interracial communities
- Importance that people see it can work - demonstration projects
- *Who* decides where housing goes and the types of housing put there?
- Affordable housing vs. appropriate housing
- Structural racism in the real estate industry

Housing - Possible issue/action areas

- Fair housing community campaign: survey testing + education + organizing
- Using the opportunity of the Hollman settlement to push for affordable and public housing that
 - truly expands housing opportunities in currently exclusive communities (including here in the city of Minneapolis)
 - that is planned and developed by communities of color and low-income families
 - that is linked to educational access and opportunities
- Strategies for encouraging investment in inner city and multi-racial neighborhoods/communities: property value insurance program; mortgage subsidies (see also Internet piece); tax incentives (e.g., tax credits for private rental development in multiracial communities or real estate tax exemptions for set periods of time), rehab financing,
- Section 8 reform
- Zoning reform
- Property and mortgage insurance reform
- Mortgage banking reform
- Real estate industry reform

Common themes on coalition building

Who we are

- Important that we be truly grassroots – including in the generation of ideas and decision-making -- people of color in particular have a huge amount of experience of people trying to sell them something or get their reaction to something already in existence. People must see that they are listened to, not just talked at.
- Must be representative of the people we claim to be helping – must be as diverse as possible (racial, ethnic, age, socioeconomic, different communities and cities, etc.)
- Importance of education and electorate/constituency building
- Importance of involving business
- Can we “build at both ends”? (Coalition that is both grassroots and involves groups like the MN Business Partnership?)
- Importance of having coalition members who have real, active constituencies
- Importance of trust building – may want to work with different constituencies separately at first

What we do

- Coalition has to be action-oriented – action must be foreseeable and some has to happen fairly quickly
- Need local, specific, winnable issues – could focus on a specific community, a specific piece of legislation, a specific school
- Importance of intermediary goals – things that lie between a long-term vision and short-term strategies (that are by definition structured and fractured)
- Importance of having our constituency be directly involved in developing our goals and strategies
- Don't set it up as an us-they thing with the white and/or suburban community – must involve and organize the white community, business community, teachers, etc.; with white groups, try to avoid blame and have them work on developing solutions
- Frame issues in a way that makes people angry enough to take action
- Could use focus groups to determine best way to “cut the issues” resonates best
- Frame issues in a way that gets to peoples' values (again, focus groups might help us discover how different framings are heard)

The Education & Housing Equity Project

Advisory Board Meeting

July 25, 1996

10:00 a.m.

MN Church Center

AGENDA

- I. Updates/Reports
 - A. Study Circles
 - 1. Timeline
 - 2. Status of various work areas
 - B. Coalition building
 - 1. Desegregation Rule ad hoc coalition
 - 2. Suburban fair housing initiative
- II. Finances
 - A. 501c(3) application
 - B. Financial status
 - C. Otto Bremer Foundation grant
 - D. Other fundraising
- III. Staffing
 - A. End of 6-month contracts
 - B. Staffing scenarios
- IV. Advisory Board development
- V. Next steps

The Education & Housing Equity Project

Advisory Board Meeting

July 25, 1996

10:00 a.m.

MN Church Center

AGENDA

I. Updates/Reports

A. Study Circles

1. Timeline *Kickoff Conf 9/28, trainings in Sept, grantor mtgs in August*
2. Status of various work areas

B. Coalition building

1. Desegregation Rule ad hoc coalition
- we filed a letter w/ comments
2. Suburban fair housing initiative

Fundraising
- Bush (site visit) - other proposals
- SCRC letter + support - CURA - evaluation
Partner Recruitment
- St Paul groups
- Schl A
- Suburban hsg authorities + parent groups
Discussion Guide

II. Finances

A. 501c(3) application *- filed 5/30/96; asked for more info 7/11*

B. Financial status *(see report)*

C. Otto Bremer Foundation grant *- year up 7/6/95 need to request back ~~to~~ w/in 30 days*

D. Other fundraising *(study circle project)*

Forums/Publicity

Honorary Bd
- Josie Johnson

III. Staffing

A. End of 6-month contracts

B. Staffing scenarios

- Hire someone else, focus on
- Keep us on - Other??

IV. Advisory Board development *(see list)*

V. Next steps *- next mtg*

Potential EHEP Advisory Board members

Debra Leigh
Executive Director, MMEP
330-1645

Carlos Mariani
MN Hispanic Education Project (?)
State Representative
296-9714

Georgina Stevens
Cowles Media Co
673-7060

john powell
Institute on Race & Poverty
625-5529

Yusef Mgeni
Urban Coalition
348-8550

Art Higgins
MN Fair Housing Center
872-6088

Ed McDonald
Family & Children's Service

James Cook
Sabathini Community Center

Kaliq Davis
St. Paul NAACP

Ed Goetz
University of Minnesota

Fred Smith
CURA

Julio Almonzo (sp?)
- St Paul Schools

Josie Johnson

Carol Johnson

George Latimer

Ruth Anne Olson
Consultant (diversity in schools)
724-1025

Sharon Tolbert-Glover (?)
Communities of Color Institute
379-3931

Charlie Warner
Community Action for Suburban
Hennepin (CASH)
933-9639

Louis King (?)
Minneapolis School Board

Rosemarie Kellie
Executive Director (new)
League of Women Voters of Mpls

Bev Propes
United Way

Deborah Bushrod
MN Council of Nonprofits

Tom Triplett
~~Faegre & Benson~~

Emmett Carson
Minneapolis Foundation

Denny Schapiro

Lawrence Perlman
Credent Corp.

John Davis
- was Superintendent of Mpls Schools
- " Chancellor of Macalester

Van Mueller
JGM

MICAH
General Ledger

For the Period From Jul 1, 1996 to Jul 31, 1996

Filter Criteria includes: 1) GL Account IDs Masked as ****CC. Report order is by ID. Report is printed in Detail Format.

Account ID Account Description	Date Reference	Jrnl	Trans Description	Debit Amt	Credit Amt	Balance
5000CC Wages	7/1/96		Beginning Balance			10,920.00
	7/15/96 3478	PRJ	Travis R. Lee	390.00		
	7/15/96 3481	PRJ	Darcy L. Seaver	487.50		
	7/31/96 3487	PRJ	Travis R. Lee	390.00		
	7/31/96 3490	PRJ	Darcy L. Seaver	487.50		
			Current Period Change	1,755.00		1,755.00
	7/31/96		Ending Balance			12,675.00
5240CC Staff Expense	7/1/96		Beginning Balance			5.75
	7/31/96		Ending Balance			5.75
5280CC Subscriptions & Membersh	7/1/96		Beginning Balance			48.95
	7/31/96		Ending Balance			48.95
5420CC Postage	7/1/96		Beginning Balance			
	7/12/96 3499	CDJ	Greater Mpls. Council of Churc - Postage March-May	22.92		
			Current Period Change	22.92		22.92
	7/31/96		Ending Balance			22.92
5440CC Conferences & Meetings	7/1/96		Beginning Balance			79.26
	7/31/96		Ending Balance			79.26
5900CC Miscellaneous	7/1/96		Beginning Balance			500.00
	7/31/96		Ending Balance			500.00

13331.88 YTD

Darcy 12/31 paycheck 487.50

Payroll taxes (12675.00 + 487.50) * 9%
1184.63

As of July 31st \$15,004.01

(payroll + taxes)
Each month = \$192.95

*Money will run out end of September



July 3, 1996

Darcy Seaver
Community Circle Collaborative
c/o MICAH
122 W. Franklin Ave. #320
Minneapolis, MN 55404

ADVISORY BOARD

Benjamin Barber
Walt Whitman Center for the
Culture and Politics of Democracy
Rutgers University

Mary Birmingham
Metronet (A Library Network)

Paul J. Edelson
School of Continuing Education
State University of New York
at Stony Brook

Peter Engberg
National Swedish Federation
of Adult Educational Associations

Susan Graseck
Center for Foreign Policy Development
Brown University

Joseph V. Julian
The Maxwell School of Citizenship
and Public Affairs
Syracuse University

Jon Rye Kinghorn
National Issues Forums

Frances Moore Lappe
Institute for the Arts
of Democracy

Leonard P. Oliver
Oliver Associates

Neil Parent
National Conference of Bishops
Directors of Religious Education

Dorothy Shields
AFL-CIO Department of Education

David T. Taylor
Connecticut Conference
of the United Church of Christ

Dear Ms. Seaver:

As you know, we are delighted that the Community Circle Collaborative has decided to submit funding proposals for the Community Circles project. We are honored to write this letter of support.

Since we provide free materials and services, we have to apply strict criteria to our participation in a project. We chose to assist the Community Circle Collaborative for several reasons: your articulation of the challenges posed by residential segregation in the Twin Cities; your appreciation of the community-building power of study circles; and the fact that the Collaborative already represents a broad array of Twin Cities organizations. These qualities provide a strong foundation for your study circle efforts.

We are confident that the proposed project can achieve the same successes as community-wide study circle projects in other cities. Beginning in 1992, large-scale study circle programs began to pave a new path to collaborative community action. The first programs, in Lima and Columbus, Ohio, involved thousands of citizens in discussions of race relations. Organizers were often surprised to see the collaborative efforts that resulted from dialogue, since consensus or even an explicit action plan are not the endproducts of a study circle. But the action evolved very naturally, as participants shared personal experiences, analyzed local problems, discovered common ground, and identified community assets. People realized that change could start with them, with their individual behavior and accomplishments, and that as individuals, as members of small action groups, and as members of large institutions they could make a difference.

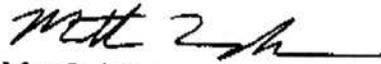
Since 1992, nineteen cities have planned and implemented study circle programs on relations, crime and violence, and education. Some examples of concrete outcomes are: youth mentoring projects, a film festival on ethnic diversity, collaborative school-business efforts, a multiracial "unity choir," improvements to a community policing program, new playgrounds, a new soup kitchen, neighborhood "peace zones," and a city-wide plan for violence prevention. Coalitions in 82 communities, ranging in size from rural counties to large cities, are in various stages of planning and implementing community-wide study circle programs.

897 Pomfret Street P.O. Box 203 Pomfret, Connecticut 06258
(860) 928-2616 FAX (860) 928-3713
e-mail <scrc@neca.com>

Page 2

The Study Circles Resource Center is committed to assisting the Community Circle Collaborative in this work. We are glad to provide discussion materials, consultation, and other assistance to this project. I look forward to the continuation of this productive working relationship.

Sincerely,



Matt Leighninger
Program Director

Board mtg

7/28/96

Study circle project

- Barb: talk to Gail Dorfman
re project → to get her Council
+ Human Rts.

Mike: asked where this will fit in
w/ the ^{submission} superintendent who are now
talking abt this stuff thanks to
the NAACP lawsuit

Matt: the superintendent's initiative
(basically) pushed by Hutchinson → whose main concern
is that the lawsuit get dropped or delayed
to the end of the year - in the meantime
talk settlement)

- yet NAACP don't delay it easily
now ~~that~~ that it's in the ~~the~~ hand of the judiciary

- State Deseq Advisory Bd

- some of the superintendents are on it
& might be willing to do smthg

Barb: gets impression from Carol Johnson
that no one member will carry the ball
on this

- The group tried talking w/ Carlson
- but go no where
- Only contact they've made w/ WAAEP
has been letter + news conference
- no on-going

Mike: so project is to propel the public dialogue, but this has to be plugged into policy-level dialogue/action

- ^{Barb:} Idea of having study circles w/in city councils, school bds, mayors, state legislators, etc.

Date of kickoff forum
- Sat ~~AM~~ will be had for Jewish leadership - though we may get away to

I.B. Coalition - build

- Travis updated re Ad hoc desegregation coalition
- handed out our comments

- ~~AM~~ Suburban Fair Hsg initiative
- background + status

- Strick advertising booklet abt metro area
 - interesting to look @ what it says abt schol districts

- Alliance
 - getting them to link
 - remedy for NAACP lawsuit

~~Financial~~

- Issues: remedy → input on remedy

Financial

- ~~501~~ 501(c)(3)

- Otto Bremer

- need to do request

- **Barb**: set direction

- emphasize regional stuff

- Myrl Edtn - 9/15 is deadline
- set their guidelines

- what to ask for: ~~a~~ continuation of same thing

- emphasizing ^{first} two things

- Mike: don't be timid

- Also use common grant appl.

- basis: Bremer Edtn proposal

- Study circles as public dialogue ⊕
- as input into remedy

Coalition Mde

- Mike: wire on right track - seizing
opports (like Deep Rule + fair housing initiative)

- + pushing public dialogue

- Show
fundraising
materials
from
C3
(Disc Guide,
etc.)

- Matt: get to work ^{coming up w/} @remedies

- Baab: will give us NAACP grant proposals

Other fundraising: talk to Mike

III. Staff

A. 6-month K's

- Travis

- Me

→ agreed to hv Travis + I continue,
w/ ~~substantive~~ ^{increased} work on fundraising
- I'll work 15 hrs in August,
go down to 10 in September

The Housing & Education Equity Project

Advisory Board Meeting
April 30, 1996

AGENDA

I. Updates/Reports

A. Study Circles

B. Coalition building

1. Meeting of potential coalition members
2. Desegregation Rule ad hoc coalition *Urban Coalition, OSS, MAPA, MMEP, (HEEP)*
3. Alliance for Metropolitan Stability *Deseg discussion tomorrow - subsequent work*

II. Issue/position/strategy formulation (see Issue sheet)

A. Need to identify the issues we will focus on and our positions

B. Need to determine our role, particularly vis-à-vis existing coalitions

III. Advisory Board development

IV. Finances

A. 501c(3)

1. Status
2. Amendment to Articles of Incorporation

B. Fundraising

V. May meeting

Follow-up

- Board names
- ~~Strategy~~ Issues - position + strategy

Potential issues

I. Education

- ① Desegregation Rule draft and enforcement *- Integration w/in the school?*
 - Roundtable recommendations
- ① Metropolitan-wide school district
 - Minneapolis Community Schools implementation
 - NAACP lawsuit
- ① Resource allocation and priorities *- How we fund education*
 - Community/parental involvement in schools
 - Increasing numbers of teachers/staff of color *→ Staff Development*

II. Housing

- ① Hollman consent decree implementation *5/20*
 - Minneapolis Housing Principles
 - Right to Housing Campaign *Mike: Their primary is this resource for affordable*
 - Fair housing education/testing/enforcement
 - Exclusionary zoning
 - Investment and incentives in core city and multi-racial neighborhoods
 - Resource allocation and priorities
 - Livable Communities Act (current and next legislative session) and other Met Council gatekeeping and jurisdictional issues
 - 50-30 Campaign and other homeownership efforts
 - NRP housing initiatives

III. Combined education & housing

- ① Minneapolis Community Schools & Housing Principles
- ① Linking Hollman resettlement to school opportunities
- ① Linking neighborhood NRP housing initiatives to school integration (e.g., encouraging neighborhoods to develop housing opportunities for families attending the school in the neighborhood but not currently living there)

Potential roles for HEEP

- Bring together smallish coalition of interested groups (MMEP, Urban Coalition, OSJ, etc.) to choose and work on 2-3 specific issues, building as we go
- Pick our 2-3 issues and build coalitions around each
- Work with existing coalitions (Alliance for Metro Stability, Right to Housing Campaign, deseg rule coalition, etc.) to push our issues and housing-schools linkage
- Act as networker - connecting existing groups/individuals, informing them of each others' work and resources, encouraging collaboration
- Focus on public education and community discussion (including in existing coalitions) for now as a means of (1) building support and energy for more direct activism and (2) building a constituency

Issues identified by participants

(at 4/2/96 meeting convened by the Housing & Education Equity Project)

MICAH

1. How to expand housing choice - where can we work together?

Legal Aid Need to be holistic: political, social, and economic approaches

1. Churches should be a primary place in which to organize
2. More involvement/collaboration on the Right to Housing Campaign (to put more money into both housing and schools)
3. MAPA's livable wage initiative/corporate welfare
4. Hollman lawsuit opportunities, including focus groups
5. Housing principles (need City Council support, political support through caucuses, etc.)

Suburban Hennepin Anti-Racism Coalition (SHARC)

1. Better education of community-based groups' constituencies about political activities, etc. - developing a community voice

Jewish Metropolitan Organizing Project (JMOP)

1. Lack of participation in the political process, especially around metro issues (including housing & education) -- need to organize this constituency, particularly in certain geographic areas

Minnesota Minority Education Partnership

1. Aggressive monitoring of the Minneapolis Public Schools (especially with the initiation of the community schools program)
2. Developing models for engaging and involving the community in all levels of school system
3. NAACP lawsuit - need to educate the community about what the lawsuit is and what its potential impact could be - such education would be important even if the lawsuit fails

CLUES

1. Priorities on resource allocation/distribution - where/how is the money being spent?
2. Encouragement of incentive programs, including for the middle class

NAACP (Barb Bearman and Pat Schulman)

1. Emphasize education - talk about how housing affects education, including lifetime opportunities - need informed discussions to help people understand the connections
2. Repository of information - what info is needed for this coalition and for our constituencies
3. Need for more adults to be involved in children's' education
4. Will help in any efforts to educate the community about the lawsuit (Pat Schulman)

MN Fair Housing Center

1. Educate and organize about both education and housing

Dick Little (Mpls Planning Commission, MICAH, MIAR)

1. Race and class are intertwined - don't isolate one from the other
2. Study/strategy circles project

MN Council of Churches

1. Mobilization of the faith community - issues of justice
2. Need for more caring adults to be involved in the lives of children - need to create "systems of redundancy"
3. Work with the American Indian Division and its Horizons Unlimited program - a housing rehab program that uses apprentices

4/2/96

Housing & Education Equity Project

Mission Statement

The purpose of the ~~Housing & Education~~^{+ Housing} Equity Project (HEEP) is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

Current Activities:

- (1) Exploring how to build a coalition that can work for racially and economically inclusive communities and respond to the segregation and disparities now developing in the housing and schools of the Twin Cities metro area.
- (2) Working in collaboration with other housing, education, religious, and anti-racism organizations to plan a metro-wide study circle and community forum project for Fall 1996 that will focus on the question: "How does racial and economic segregation of housing affect educational achievement and opportunities?" (Anyone interested in further information about this should see one of us for an information packet that outlines the project and its current status)

Education + Housing
Equity Project

122 West Franklin Ave, #320
Minneapolis MN 55404
tel: 871-8980
fax: 871-8994
e-mail: seagan@bitstream.net

Staff:

Travis Lee, Co-Coordinator
Darcy Seaver, Co-Coordinator

TRAVIS

FOR IMMEDIATE RELEASE

**COMMUNITY URGED TO ATTEND STATE DESEGREGATION RULE
WORKSHOP**

The Urban Coalition, Minnesota Alliance for Progressive Action (MAPA), and the Catholic Charities Office for Social Justice will be sponsoring several community discussion groups about the State Desegregation Rule in Minneapolis and St. Paul. The community discussion groups are scheduled for Thursday, May 2nd at the Martin Luther King Center, 270 Kent Street, St. Paul from 6:30 p.m. to 8:00 p.m., and Tuesday, May 7th at Sabathani Community Center, 310 E. 38th Street, Minneapolis, from 6:00 p.m. to 7:30 p.m. Everyone is encouraged to attend to learn more about the Desegregation Rule and ways to make their voices heard in the rulemaking process.

The public will have an opportunity to review the current Desegregation Rule, which has been recently amended by the State Board of Education; discuss its impact; and formulate their own suggestions for input to the proposed rule which is currently in the public comment process in the State Register. Parents are especially encouraged to attend since the Desegregation Rule will have the most immediate impact upon their children's equitable educational achievement opportunities. The meetings are open to the public. Childcare will be available at both community centers and refreshments will be served. For further information contact: Nancy Smith at the Urban Coalition (348-8550); Bettye King at MAPA (641-4050); or Shirley Lee at the Office for Social Justice (291-4487).



**REGIONAL (MULTI-JURISDICTIONAL) PLANNING STRATEGIES
CONDUCTIVE TO INTEGRATED COMMUNITIES**

- 1. CHANNEL HUD-ASSISTED HOUSING EXPENDITURES TO LESSEN RACIAL CONCENTRATION**
- 2. ESTABLISH REGIONAL GOVERNMENT CAMPAIGN AGAINST RESIDENTIAL SEGREGATION**
- 3. INCREASE DENSITIES AND COMPACT GROWTH. DISCOURAGE INCOME-SEGREGATING SPRAWL**
- 4. REQUIRE "FAIR SHARE" AFFORDABLE HOUSING OBLIGATIONS**
- 5. REQUIRE LOCALITIES TO ACCOMMODATE PROJECTED GROWTH**
- 6. ENCOURAGE BALANCED DISTRIBUTION OF JOBS AND HOUSING.**

**REGIONAL (MULTI-JURISDICTIONAL) PLANNING STRATEGIES
CONDUCTIVE TO INTEGRATED COMMUNITIES**

- 7. TARGET REGIONAL TRANSPORTATION
AND REDEVELOPMENT STRATEGIES**

- 8. MODIFY DEVELOPMENT REVIEW TO
ADVANTAGE DISTRESSED AREAS.**

- 9. SITE "LULUS" BASED ON EQUITY CRITERIA**

- 10. DEVELOP GUIDELINES FOR LOCAL
INTEGRATION MAINTENANCE PROGRAMS**

- 11. ATTACK ROOT FISCAL REASONS
BEHIND MUNICIPAL PLANNING.**

KEEP BOARD
4/30/96

Mike: 5/21
Barb, OK
5/23
Barb M+on
Mike Open
5/28
note OK
Barb

Andy Cioches
- My report on status

Matt's concerns re:

- straying from original intent?
- worried abt

Barb

- Concerned abt losing focus
- " " "

Mike-

- imp. to involve lots of P

Matt

- concerned that this is loyal

Coalition Bldg

- Travis + I regulated
- Barb
 - lack of energy there
 - But part of STE is

Mike: what he learned from the mtg is that leadership is needed

- group didn't really know where to go
- need someone to think & plan these issues + come up w/

- some of it may be need to inject some energy / direction into the existing groupings

- also: difficulty in finding a way to cut an issue that hits both hsg + educ

- prob. always will be hard
- our role: ed be to help bring hsg to educ issues, etc.

→ + help make the theoretical connection

- Mike: imp to hv HEEP official comment in

- take NAACP stmt + add stuff abt hsg

→ circulate to Bd /

II Issue / strategy formulation

- Barb: ^{some} suburban schools they abt sitting down + talk abt lawsuit's issues ^{including} security

- Mike:

> Deseg rule imp - prob shd wk

> Metrowide school district

- wd really scare

- Barb pointed out that a St Louis Park school member Bd say that there are too many school districts

Barb

- urging state mtg to

Mike: need to push for specific legis.
- Metrowide

Josnes - I went through

- Mike: ^{For next mtg:} Have Travis + I prioritize the issues w/ (1) take a leadership role and (2) w/

Mike's issues - esp. for mobilization

- ① Deseg Rule
- ② Metrowide
- ③ How ~~schools~~ are funded
- > ④ Mpls Cnty Schools + Hsg Principles
- ⑤ How we get

Barb

- ① Deseg Rule
- ② Metrowide school district
- ③

Matt

- agrees w/ Mike

- ① Hollmann suit
- ② NRP Hsg initiatives

III. Advisory Bd

- Mike: too busy to do

- short for 7/1 for a Bd of 7 (4 add'l
^)

- ~~Mike~~ Mike: Travis + I come up w/
4 names

7/23/96 mts w/ Travis re: 7/25 Bd mts

~~BoA agenda~~

A. Updates

1. Study Circle Project
2. Coalition build → Fair Use project
3. SDI(c)(3) → ~~Sub~~ Deseg rule

~~B. Issues identification / dev.~~

C. Advisory Bd development

- Yusuf Mgeni
- Bev Proppes - United Way
- Deborah Bushrod
- MCN

D. Financial report

- SDI(c)(3)
- Fund status → Study Circle
- Staffing

- Our fees
- Options

- Hire someone ^{else} for 2 months
- w/ four on fund
- Continue w/ 2 months

- SCRC → Fair Use
- TRAVIS → ~~state~~ deseg rule
- YOUR IDEAS

The Housing & Education Equity Project

Advisory Board Meeting
March 14, 1996

Travis @ YD's
fax: 287-7003

AGENDA

1. Status Report

- a. Study Circle collaboration project
- b. Coalition meeting planning
- c. Alliance for Metropolitan Stability
- d. State Board of Education and Minneapolis Public Schools
- e. City of Minneapolis and neighborhood planning
- f. Board reports/issues

Wtr.
- focus on all the events going on
- obligation to be as knowledgeable

→ Fair Housing Conference

2. Need for input from Board

- a. Mission statement development (and relation to organization name)
- b. Need for clarity regarding our structure and future plans
- c. Board assistance needed for fundraising and strategic planning
- d. Possibility of expanding Board (or Advisory Council)

3. Coalition meeting

- a. Approach
- b. Presentations/briefings
- c. Dialogue
 - i. Common ground/principles
 - ii. Issue identification
 - iii. Coalition structure
- d. Next steps/outcomes

→ Send list of invitees to mtg

→ Would you be interested in mtg on these issues
- How does this serve

4. Study Circles

- a. Proposal developed with MMEP and MIAR
- b. Approval

5. Fundraising

- a. Study circle project
- b. Barb's request for Data Coordinator fundraising
- c. Post-June funding



think about time involvement also adding "life" to purpose stmt

6. Meeting schedule

- a. Regular Board meeting time
- b. Coalition meeting dates

→ send out notices
→ 4/2 2:00 PM

Mission statement possibilities

To encourage metropolitan-wide racial and economic integration in both schools and housing, through:

- Advocating for expanded housing and educational opportunities throughout the metro area;
- Advocating for a metropolitan-wide school system that is racially and economically integrated and equitable;
- Working to reverse the metropolitan trends of polarization and concentrations of both poverty and wealth;
- Educating both citizens and policymakers about the growing disparities in the metro area and how they hurt the entire region;
- Educating both citizens and policymakers about the long-term benefits of and need for racial and economic integration; and
- Coalition building and collaborative efforts that broaden and build upon our work as an individual organization.

To work toward establishing equity in the resources allocated to and the opportunities available in the schools and housing of the Twin Cities metropolitan region for all racial, ethnic, and socioeconomic groups, through:

- Advocating for expanded housing and educational opportunities throughout the metro area;
- Working to reverse the metropolitan trends of polarization and concentrations of both poverty and wealth;
- Educating both citizens and policymakers about the growing disparities in the metro area and how they hurt the entire region;
- Educating both citizens and policymakers about the long-term benefits of racial and economic integration and equity; and
- Coalition building and collaborative efforts that broaden and build upon our work as an individual organization.

To promote the purpose of the HEED is to promote racial + incl...
- thru ~~collab~~, serving as a catalyst to

To work toward a metropolitan region and individual communities:

- That are racially and economically inclusive and diverse;
- That give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area;
- That have policies and practices in place to prevent the concentration and isolation of any one group of children or citizens.

act as a catalyst to ~~these~~ ~~conditions~~ + ~~engage~~ the ~~city~~ in ~~public~~ ~~discuss~~

The purpose of HEED is to ~~create~~ ~~racially~~ + ~~economically~~ inclusive + diverse communities that give families of all incomes, races + ethnicities access to schools + hsg throught the metro area

+ advocacy that ~~will~~ ~~promote~~ for the purpose of ~~improving~~

pages: 680-2088

EDUCATION AND HOUSING EQUITY PROJECT

POSSIBLE MISSION STATEMENTS

TRAVIS LEE MARCH 1996

TO FACILITATE INFORMED PUBLIC DISCOURSE
THAT WILL LEAD TO A BROADBASED COALITION
DEDICATED TO A PROSPEROUS METROPOLITAN
AREA THAT IS CULTURALLY DIVERSE IN BOTH
EDUCATIONAL AND LIVING PURSUITS

WE BELIEVE THAT THE ENVIRONMENT THAT FOSTERS
THE MOST PROGRESS FOR OUR SOCIETY IS ONE THAT
IS INTEGRATED BOTH GEOGRAPHICALLY AND EDUCATIONALLY
THIS GOAL CAN ONLY BE OBTAINED THROUGH THE
CONTINUOUS ENLIGHTENMENT OF THE PEOPLE AS TO
THE REWARDS OF SUCH A SOCIETY THAT IS JUST,
IMPARTIAL, AND FAIR

Go to Otto Bremer foundation:

> To create a broad-based coalition in the
TC metropolitan area that can advocate for
integrated communities

MEMORANDUM

TO: MIAR Education Task Force Members and Collaborators
FROM: Darcy Seaver, Bruce Vandal, and Dick Little
DATE: March 12, 1996
RE: Proposal for metrowide study/strategy circles

As you know, the MIAR Education Task Force -- in collaboration with a growing number of organizations and individuals -- has begun planning a community-wide study circle project on race-related issues (specifically, on the connection between segregated housing and schools).

We attach a draft proposal for your consideration and feedback. The proposal is based on the February 1 meeting of the Task Force and interested groups. For those of you who did or could not attend that meeting: Dick introduced the model of study circles and MIAR's interest in helping incubate such a project. Although group members were interested in the concept, many felt that instead of general discussions on racism and race-related issues strictly according the study circle model, a more useful project for the metro Twin Cities today would:

- Focus on specific issues -- in particular, the relationship between school desegregation/integration and residential integration and diversity;
- Adopt more of a perspective than the traditional study circle model does (as one group member pointed out, "We are the initiative *against* racism -- we *have* an opinion");
- Be more action-oriented than traditional study circles;
- Consider incorporating other models of community-based discussion and education, such as the MN Minority Education Partnership's "Communities of Color Empowerment Model," which stresses providing information and research services to the groups, the development of strategies by the groups, and subsequent community forums organized by the groups;
- Combine the study/strategy circles with larger Community Forums, in which citizens would have the opportunity to learn more about the issues and policy options, and to discuss these with various "experts" and as a group.

We have developed the attached proposal simply as a starting point. Because many people missed our March 7 meeting (we apologize for failing to send reminder notices), we have rescheduled that meeting to **Thursday, March 21 at 8:00 a.m. (again at the MN Church Center at 122 Franklin Ave, at Pillsbury and Franklin)**. If you have any questions, comments, or suggestions before the meeting, please contact Darcy at MICAH (871-8980) or Bruce at MMEP (). We hope that you can join us!

Draft proposal for Study/Strategy Circles
Prepared for the MIAR Education Task Force
by Bruce Vandal (MMEP) and Darcy Seaver (MICAH)

[March 10, 1996 draft]

Purpose: To have citizens examine how racial and economic segregation of housing affects educational achievement and ^{life} opportunities.

Objectives:

- To discuss how the community in which we live and our personal experiences as members of that community affect the education of our children.
- To educate participants about other communities' perspectives and experiences in these areas.
- To examine the challenges that racial and economic segregation of housing pose for our educational system.
- To develop strategies to overcome these challenges

Structure of discussion groups:

- Location of groups: throughout the Twin Cities metro area
- Number of individuals in each group: 5-15
- Number of groups: 20 (or more depending on resources and collaborator support)
- Length of meeting time: Each group to meet for 12 hours (they decide how to break that up), but all groups will begin and end around the same dates
- Each group to be as diverse as possible (by race, ethnicity, nationality, income, age, profession, education, political perspective, etc.)
- Discussion sections begin with common base discussion materials and goals for session
- Goal: Citizen group development of strategies
 - What group members can do in their community
 - What group members can do in other communities
 - What larger policies are needed

Planning steps:

1. Identify and engage collaborators and agree to basic project structure (by 3/30 and continuing)
 - (a) **Project Coordinators.** Will manage the project by providing the necessary staff support, fundraising, and conducting appropriate research and evaluation. Will sign a "Pledge of Participation" outlining their roles and responsibilities in the project.
 - (b) **Resource Partners.** Will play an advisory role regarding project design, fundraising, and future projects, and/or provide information, in-kind

contributions, or technical assistance. Will sign a "Pledge of Participation" outlining their roles and responsibilities in the project.

- (c) **Sponsors.** Will sponsor study circles by recruiting individuals for study circles, facilitating study circles, and providing a location for study circle meetings. Will sign a "Pledge of Participation" outlining their roles and responsibilities in the project.
 - (d) **Public officials/institutions.** Will sign a "Pledge of Respect," signifying their support of the project and their intent to consider and respect the strategies developed by the groups. (Sample institutions and officials: the Governor; the Met Council; MN Dept of Children, Families, and Learning; MN Housing Finance Agency; mayors; school boards, etc.)
2. Develop budget and fundraise (proposal by 4/30; funding by 6/30)
 3. Recruit sponsors (who will recruit facilitators, participants, etc.) (Summer 1996)
 4. Develop base materials to be used in groups (Summer 1996)
 5. Train facilitators (August)
 6. Organize Community Forum I (early September)
 - To introduce the issues and why they are important
 - To kick off the community-wide strategy discussion project
 7. Conduct the discussion groups (mid-September through October)
 8. Groups conduct their mini-community forums (early November)
 9. Organize overall Community Forum II (January 1997)
 10. Issue some form of report/findings

Get books/articles on coalitions

Agenda

- Areas of Bd input
- ① Mission stmt
 - ② Outcome of mtg
 - ③ Approval of study circle proposal
 - ④ Random

1. Status

- Study circles
- Coalition mtg
- Alliance mtg
- MNEP + Cnty Schools

2. Mission stmt

3. Coalition mtg planning

a. Presentations/briefings

- Carlos
- Myron
- Georgina + for Debra Leigh
- Matt

- b. Travis + I →
1. Report on mtg one-on-ones + other research
 2. Possible issues/avenues - Study circles

Where do we introduce

- c. Dialogue
- Ask k what 2 or 3 issues they feel are important, workable
 - Ask k what coalition shd look like

3. Study circles
- proposed
 - Fundraising
 - Bas's request
 - Mtg schedule

d. Outcomes

To expand encourage metrowide racial + economic integration in both schools + residential housing through

Educate both citizens + policymakers about the long-term benefits of racial + economic integration

Advocating for expanded housing + educational opportunities throughout the metro area, middle + upper class communities

Education Work to reverse the metro trends of polarization + the concentration of both poverty +

Education Advocacy for more citizens + policymakers about the long-term benefits of racial + economic integration

Education Advocacy for more citizens + policymakers about the long-term benefits of racial + economic integration

To work toward a metropolitan region which all that is racially + economically integrated + inclusive

- that provides all families with access to schools + housing throughout the metro area
- that provides all families with access to schools + housing throughout the metro area

accept to schools + housing throughout the metro area

that provides all families with access to schools + housing throughout the metro area

that provides all families with access to schools + housing throughout the metro area

Agenda
January 9, 1996

At some point will have to delineate what we

1. Updates

- Reflections about the new project

- Project update

- Frank - MMEP
- Fred Smith - Art Higgins
- Georgina

scheduled:
 > Art Higgins
 > CAH
 > Specc
 > Yusuf
 > Kathy Tomlin, OSJ
 > Dick Little

to be sch:
 > John Powell
 > Carlos

Feedback so far

- > Interested
 - > Interesting ideas
- Fred Smith
MHC: community organizers using*

→ Ask Bd how Bd dev. is going

2. Work plan

- Proposed plan - agreed

- Set a date
- meet first mtg

*① 2/13 8:00 AM
 ② 2/15 8:00 AM
 ③ 2/18 3:00 PM*

- Points of clarification

- Coalition ① purpose → advocacy ② discussion?
- ② vic as the coalition or no? If latter, what is our non-coalition w/?

Groups

- Need to know what their constituency is
- Have groups agree to certain level of commitment
- Have to agree to certain principles:
 - ① determine
 - ② hrs & schools

3. Organizational name

- Name ideas

Save the World

- Current stance: we believe of different colors & incomes shd live together & go to school together

- an adequate education must also incl. an integrated education, but if we had integrated communities

Vouchers

Barbara

- ~~from~~ w/ must be supportive of lawsuit
- we need to clarify this

Mike

- but lawsuit has no remedy
- don't we want to hear what k of color think? (cf Holman suit)

Math

- two constituencies: ~~no~~ low comm. of colors
- new attitude among k of color: to hell w/ integration (if white k don't want it)
- if we have any hope @ all for future ...

Barbara

- nec. but most effective to hv 80% support from comm of color, 20% white
→ majority effort toward L of color

Mike

- re lawsuit: we need to be abt more general solutions
 - hv to be going to L asking for their help in dev. these solutions
 - need to allow for ~~things~~ like Afro-Centric schools
- fundamental question we hv to address: does it exist to build support for the lawsuit ~~or~~ for different integrated hsg + integrated education
 - ~~we~~ coalition may be able to agree to things like metro-wide districts, or to pushing the state not to cut funding for segregation efforts

Matt

- understood that broad support wd be needed for lawsuit
- ~~when we~~ a concern for lawsuit legal staff: ~~for~~ ^{org must be a} ~~separate~~ separate from NAACP
- Barb: legal staff sees a need for a ~~an~~ means of bldg support in black comty, esp. against Mpls Schls Community Schls initiative
 - forums, etc.
 - we might be able to help
 - cd ask NAACP to participate in one of our forums
 - specific black groups
 - Urban Coalition
 - met w/ Nancy Smith (Educational Director)
 - Sabathin
 - Urban League
 - Council of Negro #

TO: Mike, Matt, Barbara
FROM: Darcy and Travis
RE: Organization name ideas
DATE: January 2, 1996

Since our last meeting, we have been discussing the issue of what to call our new organization. After reading more background information and talking to more people, we are even more convinced that we should consider changing the name "Citizens for Integrated Communities." The following are just some possibilities we would like to throw out (note that many of these words are, of course, interchangeable; for example, project could just as easily be coalition or alliance or the like):

Citizens for Inclusive Communities

The Equal Access Project

Baw Mike #1 The Education and Housing Equity Project *KEEP EHEP*

" " The Equitable Education and Housing Partnership

The Desegregation Action Network

The Coalition for Quality Schools and Fair Housing *- BO's sound*

The ^{Project}Coalition for Educational and Housing Equity

Mike # Citizens for Equal Opportunity in Housing and Education

The Equitable Communities & Schools Project

The Diversity Action Network

Matt # Citizens for Inclusive Communities and Quality Schools
Baw #
Mike

MEMORANDUM

TO: Board of Directors, File
FROM: Travis and Darcy
DATE: January 4, 1996
RE: Proposed six-month work plan

The following is a proposed six-month work plan for our work for CIC. We have organized it first by task area and within that, by date:

Part I: Building a broad-based coalition

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. Identify potential coalition members	12/13/95-1/31/96	All
2. Interview potential coalition members	12/15/95- 1 15/96	Travis, Darcy
3. Hold initial coalition meeting	Mid-January Feb <i>meat</i>	Travis, Darcy
a. Arrange for presenters		
b. Facilitate discussion, feedback		
4. Develop common agenda/issues	Mid- Jan ^{Feb} thru 2 ³ /96	Travis
a. Develop overall principles of coalition		
b. Identify issues, including three specific, winnable ones (e.g., the fair housing campaign in West St. Paul, a specific legislative initiative, etc.)		
c. Develop strategies		
5. Work with coalition on issues, actions	³ 2/96-6/96	Travis
6. Hold large public event (catalyst for both organizing work and study circle work)	Late 3 ² /96, early 4/96	Travis, Darcy

Part II: Conducting public education/discussion

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. With coalition, develop plan for this	3 2/96	Travis, Darcy
2. With coalition, identify potential leaders	3 2/96	Travis, Darcy
3. Gather/prepare supporting materials (text and video)	12/95-4/96	Travis, Darcy, <i>Jim Holbert?</i>
4. Begin work on "study circles" (or variation thereof)	3/96-4/96	Darcy
a. Build working group of community leaders		
b. Hold study circle among working group		
c. Assist working group in recruiting organizers who can offer sites and/or recruit study circle participants		
d. Recruit potential study circle leaders		
e. Schedule simultaneous study circles		
f. Hold training session for leaders		

- g. Hold "kickoff" event (this could be the same as the public event referred to above)
- h. Assist in matching leaders, participants, and sites
- 5. Hold larger public forums (panels, workshops, etc.) 4/96-6/96 Travis
- 6. Develop media contacts 3/96-6/96 Travis

Part III: Developing CIC as an organization

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. Finalize name	By 1/15/96	Travis, Darcy, Board
2. Expand Board	2/96	Current Board
3. Apply for 501c(3) status	Late 1/96-2/96	Darcy
4. Apply for additional funding	2/96-6/96	Darcy

Back NAACP needs to raise \$ for lawsuit
 - Bremer willing to pay for specifics
 - Jim Hillbert catalog
 + produce digests + summaries for use in engorgent of public discussions (in addition to straight legal)
 - want to give him \$20/m for 9 hrs/wk
 → Back wd like EHEP to try to obtain funding for this (informal let agreed. to Bremer probably)
 - will get more info

TO: Travis, File
DATE: December 19, 1995
RE: December 15 meeting with Mike (memo #2)

In addition to the contact names that Mike provided in this meeting, we also talked in more detail about the coalition building effort, some about the public education piece, and timetable issues.

Mike suggests holding the first group meeting of potential coalition members in mid-January, preferably before the Legislative session opens (on 1/16/96). We checked our calendars and two possible dates are Friday 1/12 and Tuesday 1/16. Mike's vision is to have at the meeting 15-20 of the best groups that are working on these issues or those that "should" be working on it.

His ideal format: (1) have Carlos Mariani brief the group on what his going on at the legislative level and challenge the group to come together around some of these issues; (2) have Georgina Stevens brief the group on the State Board of Education and other issues from her perspective; (3) have Matt brief the group on the NAACP lawsuit; and^a (4) have Travis and I introduce CIC (or its new name), our goal of a coalition, and that we can offer initial staff support for such a coalition; and (5) have Travis and I facilitate an open-ended discussion about where the coalition could go from here, perhaps just going around the table and hearing folks' reactions, ideas, suggestions, precautions, etc.

He suggests that you and I meet with these 15-20 groups before the meeting. He suggested starting with Carlos Mariani, Fred Smith, Yusef Mgeni, the Addingtons, John Powell, and Dick Little.

He noted three areas the initial coalition organizing might focus on: (1) the upcoming legislative session (this would probably be largely reactive work), (2) the NAACP lawsuit (although he noted that there really isn't much the coalition itself could do around this), and (3) the neighborhoods/school issues.

✓ On the education/schools piece of our work, Mike emphasized that it was important to find out what the MMEP has done on this already (see also the 12/24/95 and 12/25/95 Star Tribune articles that reference some of their work) and what else needs to be done.

Looking ahead, Mike thought it might be good to plan a larger, more structured public event (for 75-150 people) on these two issues, perhaps in late March or early April. This could act as a catalyst for both the study circle piece and the organizing piece. His idea: to present it as a means (1) to develop collaborative organizing responses to housing and school issues and (2) to develop a public education plan around these issues (this is where the study circle groups could begin to be formed).

Mike noted that getting to this point would help fundraising efforts, too. He noted that it would be good if by June 1995, we could demonstrate to the Bremer Foundation (and others) that we had (1) developed a strong alliance of groups around these issues and (2) held a public event that was the start of a formal education effort.

On a related note, he suggested that we try to file our 501(c)(3) application in the second half of January 1995.

Darcy

TO: Travis, [✓]File
DATE: December 19, 1995
RE: December 7 meeting with Mike, Matt, Barb, Travis, Darcy

This was our first meeting with the Board since Travis and I were hired. Discussion focused on where to go from here.

Mike introduced Travis and I and explained that we would be hired for a 6-month period to start and outlined the basic division of responsibilities between us (Travis focusing on the organizing and public education pieces and me on the organizational development and some public education/study circle work).

Barb urged us to feel free to express ourselves with the Board and to expect the same from them. She wants to see our creative thoughts emerge from what we understand the goals and issues to be; the Board cannot dictate what we do.

In terms of community organizing, Barb suggested that we try to involve the business community, too. She also recommended that we deal with the generic issue of integrated housing and schools (rather than the specific issue of the NAACP lawsuit). We need background information for all of this, some of which she can provide. She also suggested we contact Jim Hilbert, who is working with ~~Dan~~^{Jake} Schulman (the attorney representing the NAACP); Myron Orfield; and Art Higgins with the MN Fair Housing Project. For the study circles, she suggested talking to/getting material from Mary Tracy and Barb herself.

I asked about the development of the Board (or Advisory Board). Mike and Matt agreed that the existing Board should be responsible for this, and they will begin work on it right away. Barb noted that we should develop letterhead, including Board names along the side.

In terms of priorities for Travis and I, Mike's opinion was that we should try to bring together a group of potential coalition members as soon as possible (in January). The goal of the meeting would be to see what people think and to see what a common agenda could be. It would also include presentations that would brief people on what is going on at the Legislature and in the NAACP lawsuit. Mike has already talked to about 10 groups that are interested in such a coalition; he will give us these names and others we might contact (see 12/18 memo).

We next discussed the question of staff roles and titles. Barb was concerned that there be one person who could speak for the organization and do the overall coordination of the organization's work; she saw me as the "Director," responsible for overall administration. Mike suggested that Travis and I continue to talk about this; he was not willing to identify either of us as the "Director." He thought issues like who could speak for the organization to the press and others could be handled by assigning

Community Today	Assets	Solutions
Elite, disparity, development	Holistic social services (agency coalitions, self-sufficiency, etc.)	Habitat for Humanity 3 sites in WACO by 2000
Sheltered (unreal)	Funding sources (individual, foundations, etc.)	Access to information, user friendly, database (?) to share limited resources grant to start up
Sleepy	People themselves (residents, churches, etc.)	Volunteer drivers for housing search, access to other services (through Family Violence Network and other agencies)
Affluent		
Homogeneous		
Masking		
Growing		
Desirable Location		

specific roles (e.g., one of ^{us} would be the media contact or spokesperson). Matt agreed that we should not name a head person right now; he thinks it is premature to do so now. It will sort itself out over time. Travis noted that he had no problem with my being the Director, but I said I envisioned us more as Co-Coordinator or the like, with specific duties that will become clearer over time. We agreed to wait a while on the question of titles.

Going back to priorities, I asked if we could use as our guide the Bremer proposal: was this still the basic outline of what CIC was to do in the next 6 months? The answer was yes, with a particular focus on the first two parts of the proposal (coalition-building and public education/discussion efforts), as the last part (working with communities dealing with integration) will be a longer-term effort that will most likely have to come later.

In the next month, Mike suggested talking to potential coalition members (before the mid-January meeting) and saying we're a new group, that we want to help start a broader coalition, that we think a grassroots discussion and response is needed, that we want a citizen's voice for these issues (apart from the major players that have been heard) and that we want to talk to them about the issues.

Travis asked if property tax issues would be part of what we focused on. Barb explained how this issue might take us "off base," but also why it was important. She discussed what she thought the main issues were: (1) that the people living in poor and segregated areas have not had a choice whether to live in such communities, that segregation has been caused by policies and practices at all levels of government, (2) the state's responsibility for education, (3) if we had integrated neighborhoods, we'd have integrated schools, (4) the danger of resegregation, (5) the concentration of poverty, (6) the redistribution of educational attainment in the U.S., that equal outcomes are the goal, and (7) the issue of people thinking that they don't have to sit next to a white child to get a good education.

Mike said that this last point should be part of the discussion. How can we include ideas/goals like Afro-centric schools, etc.?

Barb also noted that studies show that integration needs to be metro-wide and must provide that a critical mass of black children are in each school (it is not enough to send just a few black children to a suburban white school; they must be part of a group that they can identify with, etc.).

In conclusion, the two biggest parts of our job are (1) organizing a coalition that is action oriented and guided by a common agenda/goals and (2) public education (putting the facts out and getting more discussion about these issues going, especially at the grassroots level).

Darcy



Community Toady	Assets	Solutions
Growing	space	Create a CHDO in Washington County
Wealthy	Willingness	St. Croix Valley Ministerial take leadership role (like they did for Hope House)
Contrasts (old vs. new, rural vs. urban)	Educations	Business (St Criox Valley Banks) /non-profit partnership (i.e. CHDO, church groups)

12/13/95
For CIC Bd Mtg:

- Need to clearly define ~~the~~ goals - define winnable issues + develop strategies
- Bremer proposal (3-part project) still to guide us?
 1. Coalition
Create board
 2. Create informed public conversations
 3. Assist communities in becoming integrated
- 6 month priorities
- Proposal that Travis + I develop work plan outline for Bd's review

Questions still to be answered?

- ~~Indeg~~ ^{but supportive}
- Relationship to NAACP lawsuit / pressuring of State Bd of Ed
 - Structure of CIC, esp. Bd → will give Bd ~~the~~ (current Bd to do)
 - Coalition structure → separate from CIC (but will help set it going)

For 12/13 mtg w/ Travis

~~We need to do~~

- We need to:

- Develop work plan

- identify our respective roles/assign tasks
- work under ~~the~~ first 2 parts of Bremer proposal
 - (1) Coalition-building
 - (2) Public education / discussion
- plus general organizational development
 - (1) Board development
 - (2) Fundraising, 501(c)(3), etc.

MEMORANDUM

TO: Board of Directors, File
FROM: Travis and Darcy
DATE: January 2, 1996
RE: Proposed six-month work plan

The following is a proposed six-month work plan for our work for CIC. We have organized it first by task area and within that, by date:

Part I: Building a broad-based coalition

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. Identify potential coalition members	12/13/95-1/31/96	Travis, Darcy, Mike
2. Interview potential coalition members	12/15/95-1/15/96	Travis, Darcy
3. Hold initial coalition meeting	Mid-January	Travis, Darcy
a. Arrange for presenters	Feb	
b. Facilitate discussion, feedback	March	
4. Develop common agenda/issues	Mid-Jan thru 2/96	Travis, Darcy?
a. Develop overall principles of coalition	Feb	
b. Identify issues, including three specific, winnable ones (e.g., the fair housing campaign in West St. Paul, a specific legislative initiative, etc.)		
c. Develop strategies		
5. Work with coalition on issues, actions	2/96-6/96	Travis
6. Hold large public event (catalyst for both organizing work and study circle work)	Late 3/96, early 4/96	Travis, Darcy

Part II: Conducting public education/discussion

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. With coalition, develop plan for this	2/96	Travis, Darcy
2. With coalition, identify potential leaders	2/96	Travis, Darcy
3. Gather/prepare supporting materials (text and video)	12/95-4/96	Travis, Darcy
4. Begin work on "study circles" (or variation thereof)	3/96-4/96	Travis, Darcy
a. Build working group of community leaders		
b. Hold study circle among working group		
c. Assist working group in recruiting organizers who can offer sites and/or recruit study circle participants		
d. Recruit potential study circle leaders		
e. Schedule simultaneous study circles		
f. Hold training session for leaders		

g. Hold "kickoff" event (this could be the same as the public event referred to above)

h. Assist in matching leaders, participants, and sites

- | | | | |
|----|---|-----------|--------|
| 5. | Hold larger public forums (panels, workshops, etc.) | 4/96-6/96 | Travis |
| 6. | Develop media contacts | 3/96-6/96 | Travis |

Part III: Developing CIC as an organization

<u>Tasks</u>	<u>Timeline</u>	<u>Who</u>
1. Finalize name	By 1/15/96	Travis, Darcy, Board
2. Expand Board	2/96	Current Board
3. Apply for 501c)(3) status	Late 1/96-2/96	Darcy
4. Apply for additional funding	2/96-6/96	Darcy

TO: Travis
FROM: Darcy
DATE: December 21, 1995
RE: Ideas for our interviews with potential coalition members and other contacts

- 1) Introduce ourselves (emphasizing that we are still collecting information and determining a course of action)
- 2) Explain our desire to develop a broad-based coalition
 - Goal: developing a grassroots, citizens' voice and response to the issues of metropolitan integration of schools and housing
 - Want to develop a common agenda and specific issues to work on
 - Although integration is one goal, we want to approach it in a way that the coalition can agree to
 - We may need to focus on broader issues of access; quality education for poor children and children of color; fair housing, etc.
 - Want the coalition to be truly broad-based, with strong grassroots representation and constituency
 - Especially important to involve low-income communities and communities of color
 - Faith community
3. Ask for their thoughts/suggestions
 - General thoughts about integration, etc.
 - What issues/approaches do they think would work?
 - What would they be willing to work on? What constituents would they bring with them?
 - Who would they suggest for other coalition members?

FAMILY NIGHT SUBSCRIPTION 1995 - '96

WHAT FAMILY NIGHT OFFERS:

FAMILIES

Access to Fun, Entertainment, Education, Two Nights you can forget about cooking and get to know your family, neighbors and community.

Family Night is a subscription plan for Minneapolis and St. Paul families which includes a choice of several events on the Northrop Auditorium Dance Series. Northrop Auditorium is located on the east bank campus of the University of Minnesota, convenient to communities throughout the twin cities. Families choose two events from a selection of three events.

Family Night subscribers make a choice of two out of three events:

- Cuban National Folkloric Dance Ensemble -- Saturday, Feb. 3
- Bale Folclorico da Bahia -- Friday, March 22
- Rhythm in Shoes -- Saturday, April 13

Family Night also includes free dinners the night of the event hosted by University of Minnesota Dance and Ethnomusicology Faculty and members of the Twin Cities dance community who help to fill in information about the performance.

Family of four; two adults and two children.	19.00
Family of four; 1 adult and three children.	\$16.00
Family of three; 2 adults and 1 child.	\$17.00
Family of three; 1 adult and 2 children	\$14.00
Family of two; 2 adults	\$15.00
Family of two; 1 adult and 1 child	\$12.00

YES! My family is interested in having a great time at Family Night. Please send me more information.

Please return to Lyndale Farmstead Park by December 10, 1995. Call Ann Lynch at the Park for more information (370-4948).

INTEROFFICE MEMO

DATE: 11/30/95
TO: MIKE ANDERSON
FROM: TIM SULLIVAN
RE: MICAH'S RELATIONSHIP WITH CIC

I have talked with several people regarding our relationship with CIC including Phil Hatlie, Neil Ritchie, and Charlie Ravine at MAP. Below I have summarized what I have learned.

General

- MICAH and CIC should have a written agreement that spells out their relationship with the responsibilities of each organization clearly outlined.
- MICAH can charge an administrative fee of 5% - 10% of CIC's expenses. This should be in the written agreement.
- Phil mentioned a requirement that the new organization not run a deficit.

Financial

- The money can remain in MICAH's account as long as we have an accurate way of tracking the funds and we are aware that our cash balance is artificially high.
- MICAH can take care of CIC's disbursements, receipts, and financial reports. In return, MICAH gets the administrative fee.

Payroll (two ways to handle this)

- MICAH can treat any CIC staff as employees and file their reporting on MICAH's payroll reports. The drawback to this is that CIC staff are considered MICAH employees and is then responsible for any unemployment claims or worker comp claims made by CIC employees.
- CIC can file its own payroll taxes, unemployment forms and probably workers comp. MICAH can do this for CIC as part of the administrative fee, but it is more work for our staff.

Hiring of staff

- CIC can hire its own staff and control its own staff.
- Phil said that GMCC would require the new organization to follow GMCC personnel policies when hiring new staff members.
- Everybody I talked to recommended against hiring someone as an independent contractor. If it is not truly a contractor relationship, MICAH could be responsible for payroll taxes and penalties. I have a list that helps to determine if somebody is an employee or contractor. When you contract, that person should be given the desired outcome, the date the work should be completed, and the payment terms. Anything much more specific than that and you have an employee. I can give you more specifics if you want.

I hope that you find this information useful in structuring our relationship with CIC. If you need anything else, let me know.

11/30/95

To: Darcy FROM: TRAVIS

Fax #
1871-8984

HEEP Mailing List
as of 3/14/96

FirstName	LastName	Company	Address1	City	State	PostalCode	WorkPhone	HomePhone
		CLUES					292-0117	
John & Nadine	Addington	Tri-Council Coordinating Commission	122 West Franklin Ave, Suite 100	Minneapolis	MN	55404	871-0229	
Mike	Anderson	MICAH	122 Franklin Ave, Ste 320	Minneapolis	MN	55404	871-8980	
Dale	Anderson	Ramsey Action Programs	Park Square Ct 215 E 6th St	St Paul	MN	55101		220-1820
Carol	Banister	East Metro Women's Council	3521 Century Ave N, #213	White Bear Lake	MN	55110	426-5107	
James	Battle	[REDACTED]	[REDACTED]					
Barb	Bearman	Minneapolis NAACP		St Louis Park	MN		925-0567	925-0567
Louise	Brown	Family & Children's Service	414 South Eighth Street	Minneapolis	MN	55404-1081		
James	Cook	Sabathini Community Center	310 E 38th St Mpls. MN. 55408	Minneapolis	MN			
Steve	Cramer	Project for Pride in Living, Inc.	2516 Chicago Ave S	Minneapolis	MN	55404	874-8511	
Nic	Davis	St Paul NAACP						
Bill	Davis	Community Action of Minneapolis	401 2nd Ave S Suite 500	Mpls	MN	55401-2307		
Aaron	Dorfman	ACORN					642-9639	
Mel	Duncan	MAPA					641-4050	
Susan	Eyestone	MN Congress of Parents, Teachers, & Students	5055 Dwyer Ave S c/o OSJ			55419	Not	
Maureen	Gedes	Interfaith Alliance	328 W Kellogg Blvd	St Paul	MN	55702		
Louis	Gonzales	Centro Cultural Chicano	2025 Nicollet Ave S	Mpls	MN	55404	874-1412	
Chip	Haibach	Minnesota Housing Partnership	122 W Franklin Ave, Suite 522	Minneapolis	MN	55404	874-0112	
Art	Higgins	MN Fair Housing	2414 Park Ave S	Minneapolis	MN		872-6088	

✓ GET ADDRESS

FirstName	LastName	Company	Address1	City	State	PostalCode	WorkPhone	HomePhone
		Center						
Frank	Hornstein	Jewish Metropolitan Organizing Project	40 Temple Israel 0324 Emerson Ave	Mpls	MN	55405	377-8800 (Temple #)	
Carol	Horton	Macalester College	1600 Grand Ave			55415		
	Hui	Organization of Chinese Americans of MN	5					
Lindsay	Jones	Community Law Center	529 S Seventh St, Suite 636	Minneapolis	MN	55415	288-0545	288-0546
Karen	Kingsley	Community Action for Suburban Hennepin	33 10th Avenue South, Suite 150	Hopkins	MN	55343	933-9639	
Debra	Leigh	MMEP	2211 Riverside Ave So	Minneapolis	MN	55454	330-1645	330-1510
Matt	Little	Minneapolis NAACP	7160 Cahill Rd	Edina	MN	55439	947-9187	947-9187
Dick	Little	INTER-RACE	600-21st Ave So, Angsburg College, Box 212	Minneapolis	MN	55454	724-5662	339-3288
Jackie	Leary	DEBARS						
Allan	Malkis	Urban Coalition	2610 University Ave, Suite 201	St Paul	MN	55114	348-8550	348-2533
Carlos	Mariani	MN House of Representatives	403 State Office Bldg	St Paul	MN	55155	296-9714	224-6647
Patrick	McFarland	Anoka County Community Action Program	1201 82nd Ave NE	Blaine	MN	55347	783-4747	
Yusef	Mgeni	Urban Coalition	2610 University Ave, Suite 201	St Paul	MN	55114	348-8550	348-2533
Lar	Mundstock	United Cambodian Assn of MN	821 Univ Ave Suite 321	STP		55104	222- 3299	NO ANSWER
Ann	Ochoa	NEMCAH	P.O. Box 10786	White Bear Lake	MN	55110	429-4794	
Ruth Anne	Olson		5015 Woodlawn Boulevard	Minneapolis	MN	55417	724-1025	724-1025

Ruth Anne

FirstName	LastName	Company	Address	City	State	PostalCode	WorkPhone	HomePhone
Myron	Orfield	MN House of Representatives	521 State Office Building	St Paul	MN	55155	296-9281	926-9205
	nh	Association						
John	Poupart	American Indian Research & Policy Institute	749 Simpson St S	St. Paul	MN	55104	644-1728	
John	powell	Institute on Race & Poverty	415 Law Center, 229-19th Ave So	Minneapolis	MN	55455	625-5529	624-8890
Robb	Randle	Boss International Inc/MIAR	3989 Central NE	Columbia Heights	MN	55421	789-4444	
Gary	Reiersen	Greater MN Council of Churches					870-3660	
John	Ruffin	MICAH/African American Housing Initiative	122 W Franklin Ave, #302	Minneapolis	MN	55404	871-8980	871-8984
Fred	Smith	CURA	330 Humphrey	Minneapolis		55455	625-1551	
Rob	Smith	St. Paul Black Ministerial Alliance	301 1st Ave S				224-3835	
Bill	Smith	Minneapolis Black Ministerial Alliance						
Nancy	Smith	Urban Coalition	2610 University Ave, Suite 201	St Paul	MN	55114	348-8550	348-2533
Georgina	Stevens	Cowles Media Co	329 Portland Avenue	Minneapolis	MN	55415	673-7060	
Tom	Streitz	Legal Aid	430 1st Ave N Suite 300	mpls.	MN	55401	334-5785, ext. 265	
Gary	Suddeth	Urban League	2000 Plymouth Ave N	Mpls	MN	55411		
Kathy	Tomlin	Office of Social Justice	328 Kellogg Blvd	St Paul		55102	291-4477	
Art	Treadwell	Exodus Development Corp	2414 Park Ave S	Mpls	MN	55404	871-6195	
Pamela	Twiss	SPEAC	451 Central Ave N	St Paul	MN	55103	290-9192	
Bruce	Vandal	MMEP	2211 Riverside	Minneapolis	MN	55454	330-1509	330-1510

Kuehn Baker W Harry Davis Leadership Institute 1015 Olson Memorial Hwy 55405 378 2227

Mp... A

1305 224th 55404

LES-871-0221

train Am Ind kids

Put in Am

FirstName	LastName	Company	Address	City	State	PostalCode	WorkPhone	HomePhone
			Ave So					
Charlie	Warner	Community Action for Suburban Hennepin	33 Tenth Ave So, #150	Hopkins	MN	55343	933-9639	
Laura	Waterman Wittstock	Migizi Communications	3123 Elakey	Mpls	MN	55406	721-6631	
Carol	Wirtschaftler	JCRC/World of Difference	1111 3rd Ave So, Suite 112	Minneapolis	MN	55404	338-7816	349-6569
Lee Pao	Xiong	Council on Asian-Pacific Minnesotans	200 University Ave West, Suite 100	St Paul	MN	55103	296-0538	
Gabe	Yang	Agency on Aging						

2-23-96

Darcy -

Here is description of
"Data Coordinator," and
hourly rate. Don't feel obliged
to offer suggestions.

By the way, goose Mike to
get the 50(C)3 status filed
with IRS.

Also, does the equity project
have calling cards for you
and Travis? Letter books
would be nice, but I suppose we
need to expand board and get
an advisory Committee ---
to have an impressive letter
head! Thanks for all you &
Jesse are doing - Love

~~Research Assistant~~

DATA COORDINATOR

The purpose of this position is to

catalog, produce digests and summaries,

and generating a clearing house of research,

sociological analyses, and legal approaches,

regarding school desegregation, and housing policies and

practices, for use in promoting informed public

conversation through the means of Study Circles,

multi contact workshops, etc.

public forums, ~~public~~ (etc) to advance community

education and citizen participation in overcoming

the effects of structural racism in the twin cities

metro area,

~~0.667~~
20% for how many hours = 400

1600