



Education and Housing Equity Project Records.

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Grants Received and / or Committed to EHEP

<u>Date</u>	<u>Grantor</u>	<u>Amount</u>	<u>Status</u>
	HECUA	\$ 140.00	Received
	Metropolitan Council	\$ 1,000.00	Received
	MICAH	\$ 500.00	Received
	General Mills Foundation	\$ 500.00	Received
	Study Circle Fund	<u>\$ 5,000.00</u>	Received
	Total Received	<u>\$ 7,140.00</u>	
January	Headwaters Fund	\$ 500.00	Committed
February	CURA (Center for Urban and Regional Affairs)	\$ 500.00	Committed
February	Greater St. Paul United Way	\$ 2,000.00	Committed
March/April	Study Circle Fund *	\$ 10,000.00	Committed
May/ June	Star Tribune Foundation	\$ 10,000.00	Committed
June/July	Otto Bremer Foundation	<u>\$ 10,000.00</u>	Committed
	Total Committed	<u>\$ 33,000.00</u>	
	Grand Total	<u>\$ 40,140.00</u>	

* Requires 1:1 match.

**Outstanding Expenses / Accounts Payable and Anticipated
Expenses Based on Current Commitments**

<u>Consultant / Contracts</u>	<u>Activity / Budget Item</u>	<u>Amount</u>
Express Interactive Solutions	Citizens Summit	\$ 3,500.00
Wilder Research Center	Project Evaluation	\$ 5,000.00
Ron Wirtz	Reports on Citizens Summit and Community Circles (1998-99)	\$ 3,000.00
MCARI / NAJA (James Addington)	Community Circle Facilitators Training on Undoing Racism	\$ 2,000.00
1998 & 1999 Tax Liability	(Unknown Amount at Present)	?
Total		\$ 13,500.00

Outstanding Bills / Smaller Expenses

RSC Graphics	Citizens Summit flier	\$ 25.00
Pam Jewson	Building Block visual and misc. Administrative Services	\$ 80.00
MMEP	Copy Services	Waived
Office Max	Office/Business supplies	\$ 51.72
Wilder Foundation	Copies of Community Matters on Race (160)	\$ 150.00
Kinkos	Printing	\$ 238.26
Kaufman Internship Program (Two Students @ \$200 per student)	1999	\$ 400.00
	2000	\$ 200.00
Executive Director Expense Reimb.	1999	\$ 430.70
	2000	\$ 19.04
Augsburg College A/P	1999	\$ 1,792.49
	2000	\$ 150.00
Accounting Services	1999	\$ 300.00
	2000	\$ 150.00
Frogtown Family Center	Community Circle Expenses	\$ 452.89
MN Dept. of Revenue (pending)	Change of Address filing	\$ 35.00
Total		\$ 4,475.10

Grand Total \$ 17,975.10

**COMMUNITY CIRCLE COLLABORATIVE
EDUCATION AND HOUSING EQUITY PROJECT**

122 West Franklin Avenue, Suite 320

Minneapolis, Minnesota 55404

Phone: (612) 871-8980

Fax: (612) 871-8984

February 28, 1997

Mr. George A. Garnett
Vice President, Programs
The Minneapolis Foundation
A200 Foshay Tower
821 Marquette Avenue
Minneapolis, MN 55402

Dear George:

Thanks for the very productive meeting earlier this month. It is a great pleasure to work with funders who are not only supportive of our work but also eager to offer new ideas and to actively help shape projects. You and Paul Williams are both great assets to our work and we thank you.

This letter is to outline the elements of a "Citizens Summit" on creating better schools and affordable housing for every resident of the Twin Cities. The project is designed to bring some closure to the "Community Circles" meetings now, or about to be, underway: to honor the work these dedicated citizens have undertaken, to provide a forum for further exchange of ideas (now in the form of more concrete solutions and next steps) among these diverse citizens, to further build connections among citizens metro-wide to *act*, and, finally to generate attention for those ideas among local and national policy leaders, the media and the public.

As we discussed, our plan is to hold a major public forum featuring a speaker of national stature. The program will be co-hosted by the Community Circle partners and the Minnesota Meeting. I've had a long conversation with George Latimer and he agrees that Andrew Cuomo, the new Secretary of HUD, would be an ideal speaker. Mr. Cuomo has expressed a keen interest in what we are doing – and George thinks we have a good chance at getting Cuomo within our May timeline.

The Citizens Summit with Mr. Cuomo will have two parts:

1) A Citizens Forum with the participants from the Community Circle project. At the forum, participants will present their best ideas for moving from ideas to action on better integrating the metropolitan area. The session will be fully interactive, with the participants having the ability to electronically vote on or rate the various ideas presented. The forum will be moderated by Mr. Latimer and co-facilitated by Jayne Marecek, president of EXPRESS.

In addition to Mr. Cuomo, the forum will be attended by a number of local policy makers/elected officials, from suburban, urban, metropolitan, school, county and state government – all the key officials working on or influencing these issues. The goal of the meeting will be to have these policy makers present to listen to citizens, and to understand the depth of support for their ideas. Our plan is to have 150-200 citizen participants from the study circles join us for the sessions, as well as several dozen policy makers.

2) A Minnesota Meeting address. In conjunction with the forum, the Minnesota Meeting will also host an address by Mr. Cuomo. The larger group of community leaders – largely from business and the professions – will join the 200 or so participants from the morning forum for the Minnesota Meeting, which will likely be held just after the forum. It will be very easy for the forum participants – and the elected officials – to stay on for the luncheon, which will be broadcast live on the stations of Minnesota Public Radio. The Minnesota Meeting will also give Mr. Cuomo an excellent opportunity to relate to this larger audience his understanding of the work that happened that morning. Our target date remains late May.

The cost of the above is \$8,000. That cost will cover complete use of the EXPRESS Communications interactive meeting technology at the forum, and provision of the firm's expertise on meeting design, agenda-setting, media relations, and planning of such events. That amount includes \$1,000 to cover all miscellaneous costs associated with the forum (mailing, copying, etc.) and to purchase lunches for some participants. The Minnesota Meeting will cover all travel and lodging costs for Mr. Cuomo, will provide its staff for making all logistical arrangements and coordinating the large-scale meeting itself, will allow all participants to attend the Minnesota Meeting at the membership rate of \$18 and will provide luncheon scholarships for lunches of some non-profit and low income participants (with the project picking up some, too, on a needs basis).

The Community Circles project will handle all communications with the participants and the elected officials (with professional communications advice and support from EXPRESS, which has handled many similar public policy programs) and will actively recruit diverse participants.

As we stated at the meeting our goal is to bring together a group of diverse people who are all committed to moving ahead on these important issues, to "change how we do business" on these issues (schools, housing and segregation), to quote George Garnett. The group will include diversity by race, gender, income, geographic location and political perspective – and profession. We want new people in this discussion – including business owners and a very good mix of suburban and urban people.

We also desire to provide an evening forum for Community Circle participants, especially for those participants who will not be able to attend the daytime forum coupled with the Minnesota Meeting.

This forum will be moderated by Mr. George Latimer and Ms. Vivian Jenkins Nelsen and will use an interactive process modeled after the public deliberations of the Kettering Foundation's National Issues Forums and the Study Circles Resource Center. It will be held prior to the Minnesota Meeting forum, to enable the fullest possible input into the Citizens Summit. The cost of doing that forum is \$2,000. Accordingly our total request from the Minneapolis Foundation (and its partnering funders) is for \$10,000.

We think it would be ideal to have the project jointly funded by the Minneapolis Foundation and the Saint Paul Foundation (or another major St. Paul-based funder). Please do not hesitate to call me – or any of us – with questions. Thanks, again.

Sincerely,

Dick Little, Coordinator

cc: Paul D. Williams, Project Manager, *Building Better Futures*, The Minneapolis Foundation
 Mike Anderson, Board Member, Education and Housing Equity Project
 Jayne Maracek and Ken Darling, EXPRESS Communications/Minnesota Meeting
 Leonard Witt, Minnesota Public Radio Civic Journalism Project
 George Latimer, Professor of Urban Studies, Macalester College

First Universalist Foundation Grant Application

Summary Information

Title of Project: Choices for Community: A Regional Conversation About the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area (AKA: Community Circles on Housing, Education and Race)

Name of Organization: Education and Housing Equity Project

Contact Person: Dick Little, Director

Address: 2211 Riverside Avenue, #185
Minneapolis, MN 55454

Phone: (612) 330-1505

Requested Amount: \$1,500

Project Summary:

The Education and Housing Equity Project is collaborating with other Twin Cities area organizations to engage citizens from all walks of life in informed public conversations and action forums on education, housing, race and poverty. Hundreds of participants will come together to address the interrelated challenges of residential segregation, racial and economic inequality, and access to quality education and life opportunities for all citizens, especially students and families of color. To accomplish this objective, we have developed the Community Circles Collaborative, an initiative that involves citizens in *community circles*. A community circle is a democratic, highly participatory process for small group deliberation on issues of community-wide significance. We have modeled our circles after three other successful models for public conversation:

- (1) the study circles promoted by the Study Circles Resource Center (an in-kind national partner of our project),
- (2) the issues forums developed by the Kettering Foundation's National Issues Forums, and
- (3) the Communities of Color Empowerment Model of the Minnesota Minority Education Partnership (one of our local partners in this project).

Our project also builds on the study circle guide Creating Common Ground developed by MICAH (another one of our project partners) in the early 1990s. Community circles are comprised of 10 – 15 people who meet over a period of weeks or months (for example, 5 sessions of two hours each) to address a critical public issue in a democratic and collaborative way. We have collaborated with 30 different organizations representing a diversity of viewpoints and expertise to develop a discussion guide that will help to inform and focus the conversations. We have also collaborated with facilitator organizations, such as the Minnesota Facilitators Network and the Society of Professionals in Dispute Resolution, who will moderate the conversations. At this time we are securing sponsor groups that can recruit participants, supply meeting spaces, and provide supporting services that will encourage diverse participation (e.g., child care, transportation, interpretive services, copy services for informative reading material, food and beverages) and scribes who will record and report on conversation highlights. The conversations will culminate with an Action Forum that will connect participants with service and advocacy organizations, social justice opportunities and promising action initiatives. A Citizens Summit will also be held at the conclusion of the circle discussions to bring together the community circles and to share findings, conclusions and recommendations with policy officials and the larger community. Public officials will also be invited to participate in the community circles.

The grant from the Universalist Foundation will be used to support a critical and pivotal segment of this project: **specialized training for the facilitators and sponsors that will assure that the conversations focus on issues of race, equity and social justice.** The first training event will consist of an all-day workshop on the nature of institutional and community-wide racism and how we can collectively “undo” it. The second event will be a workshop on cross-cultural communication skills and multicultural collaboration. These workshops will be offered to the facilitators and sponsors in lieu of financial compensation and as an incentive for volunteering to organize and moderate the circles. The racism workshop will also provide a “lens” through which the issues raised in the community circle discussions can be understood; it will also strengthen the facilitators’ ability to deepen the level of participant conversation to address underlying and structural, root cause issues. The intercultural workshop will expand facilitators’ ability to effectively work with a diverse range of participants and sponsors’ ability to reach out and recruit a diverse range of participants.

How our project will address the social justice needs of our community:

The community circles project is directed at addressing what is one of the most critical but least talked through issues facing our metropolitan community: **the deep seated de facto economic segregation and racial isolation imbedded in our community and the costs we pay for that segregation.** Race and class are the great silent issues that stand in the way of progress on so many other issues facing our communities; yet they are the least discussed topics in most forums on education reform and affordable housing. By design, community circles offer a vehicle for breaking this silence. Recently our project was recognized as a "promising practice" by the President's Initiative on Race because it promotes much needed, respectful but honest dialogue while also focusing on important community issues that must be collectively addressed.

Our plan for involving First Universalist Church:

Our plan is to involve congregations as sponsors in the community circle conversations. In 1999, we intend to work with sponsors in three ways:

- (1) As providers of meeting spaces for circles that are open to the entire community, and to participants recruited by others.
- (2) As recruiters of participants drawn from their constituencies, who would participate in discussions held at community or regional facilities, and/or as
- (3) As convenors of circles, who would draw from their own membership but could also be paired with another sponsor group (e.g., another congregations) to achieve greater diversity of participants.

Our objective is to have as many diverse voices in each conversation as possible. We fully expect to be working with First Universalist Church, whose social justice committee successfully sponsored a community circle in the first round of conversations in 1997. We also plan to work with the Unitarian-Universalist Metro Stability Committee as a project partner, to assist with the Action Forum that will follow the circle conversations and to secure participation from the other Universalist and Unitarian congregations in the metropolitan area. In addition, we would like to advance the work of the Unitarian-Universalists on issues of "racism and white privilege." These partnerships will help to assure that the community circles project successfully advances social justice objectives for Minneapolis and the Twin Cities metropolitan community.

Project Timeline:

- November-December* – Continue sponsor and facilitator recruitment; hold sponsor organizing meeting and begin facilitator training. Print and distribute discussion guide. Work with media to publicize project.
- January* – Facilitator/Sponsor training on racism and cross-cultural communications (January 9 and 23)
Community Circles "Kick Off" events (January 20 and 21, west metro and east metro).
- January-March* – Hold Community Circle conversations (January 25 - March 12); special event during Metro Sabbath (February 5 - 7).
- April* – Convene the Citizens Summit and Action Forum.
- May* – Prepare report to the community; complete survey and evaluation.

Financial Commitments and Resources: We are receiving operating support from several sources, including Otto Bremer Foundation, the Saint Paul Companies and the Star Tribune. The Minneapolis and Saint Paul Foundations are supporting the Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. We are pursuing a funding and in-kind partnership with the Wilder Foundation and the Saint Paul Area United Way to implement the circles project in the East Metro area. The Study Circles Resource Center has provided substantial in-kind support, especially in the development of the discussion guide. We are currently looking for funding or in-kind support to print the discussion guide.

Project budget and budget of overall organization:

The special training of facilitators and sponsors will require \$1,500 (\$1,000 for the anti-racism training and \$500 for the cross-cultural communications training). An additional \$250 - 300 would buy training on multiculturally inclusive recruiting and collaboration. EHEP's overall budget is approximately \$50,000, most of which is directed at the Community Circles project.

Project evaluation and criteria for success:

The Community Circle Collaborative will design a survey and evaluation instrument for each of the training events, ideally to be used both before and after the training events, and at the conclusion of the community circle conversations. The major measures of success will be:

- the extent to which the training leads to diverse participation in the community circle conversations
- the extent to which the circles come to terms with institutional and structural issues underlying residential, economic and racial segregation and inequality of opportunity and achievement in our schools and
- the extent to which the circles identify and suggest remedies that appropriately match these issues.

For Further Information:

Attached is a copy of our proposal to the St. Paul Companies operating support, which was approved this last month. Updates (e.g., the project timeline) have been noted in our application to the First Universalist Foundation. Also attached is a detailed description of the two training events discussed in this request.

Community Investment Fund Proposal to the United Way of the Saint Paul Area

October 30, 1998

Information about our Organization

Organization: Education & Housing Equity Project

Contact Person: Dick Little, Executive Director
(612) 330-1505

Volunteer Leaders:

EHEP Board Members: Those board members living or working in the East Metro Area who will be actively involved in our proposed project include Mathew Little (long-time civil rights leader in Minnesota and resident in Maplewood), Cris Toffolo (University of St. Thomas, co-founder of Teachers Against Racism, and resident of St. Paul), Jerry Timian (Director of First Call for Help of the United Way of the Saint Paul Area), Hope Melton (Ramsey County Prevention Coordinator), Keith Hardy (resident of New Brighton and manager with Supervalu, Inc.) and Joy Sorensen Navarre (resident in St. Paul's West Side neighborhood and Director of MICAHA, the Metropolitan Interfaith Council on Affordable Housing). A complete roster of EHEP board members is available upon request.

Project Partners: Groups in the Greater Saint Paul area that are committing to be sponsors and resource partners in our project so far include NEMCAH (the Northeast Metro Council for Affordable Housing), the East Metro Women's Consortium, RAP (Ramsey Action Program), the Saint Paul Area Council of Churches, and CommonBond Communities. The Society for Professionals in Dispute Resolution and the Minnesota Facilitators Network, either based in St. Paul or having members in the St. Paul area, are also project partners. The major housing and education partners we will be working with in identifying and reaching East Metro communities and "grassroots" groups include MICAHA (the Metropolitan Interfaith Council on Affordable Housing), MMEP (Minnesota Minority Education Partnership) and the Urban Coalition. School districts, district planning and neighborhood councils, human rights commissions local chapters of the League of Women Voters and various youth groups are examples of the kind of organizations that are joining this project. We are also an invited member of the planning group convened by the Wilder Foundation for the 1999 *Cities at Work* Forum series – our project may provide the parallel study circles track being considered as part of the forum planning (theme: *how can we bridge differences in our communities as we work together to create healthy, vibrant communities*). We are continually recruiting additional organizations and volunteers, particularly communities of color and outer ring suburban residents, to serve as organizing partners, sponsors/convenors, facilitators, scribes, discussion participants and evaluators. Many of these will be United Way funded agencies, such as the Hmong American Partnership, the Neighborhood House (Jane Addams School) and CLUES. Full list of project partners is available upon request.

Organization Mission: EHEP's mission is to be a catalyst to build broad-based partnerships and coalitions to engage the community in public discussions, education and advocacy for promoting racially and economically inclusive communities that give families of all incomes, races and ethnic backgrounds access to quality education and affordable housing throughout the metropolitan area.

Annual Budget: The organization's overall budget is approximately \$61,000 for 1998, and \$95,000 for 1999. Financial support for 1998 is presently at \$56,000. Current operating support comes from the Otto Bremer Foundation, the Saint Paul Companies and the Star Tribune. We are seeking additional support from the Grotto Foundation in 1999. EHEP's detailed budget is available upon request.

Status of Organization: EHEP was incorporated and achieved status as a 501(c)3 non-profit organization in 1996.

Information about our proposed project

Purpose: To implement a community circles project that engages citizens from all walks of life in conversations focusing on the challenges of housing, education, segregation and equality of opportunity in the Twin Cities metropolitan area. Community Circles of 5 to 15 participants, meeting for 5 sessions of two hours each will address two principal questions:

1. What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?
2. What can or should we do, as individuals and as a community, to enhance the educational, housing and economic opportunities of *all* children and adults in the Twin Cities area?

Particular emphasis is given to the connection between fair and affordable housing opportunities and educational achievement in public schools.

Activities: The major activity in this project will be the community-based and community-paired circle discussions, supported by experienced facilitators, a well-researched discussion guide using a model discussion process, sponsor organizations convening the circles and/or supplying meeting spaces and supporting services, and scribes to record and report the major results of the discussions. To the extent possible, the community circle project will be connected to other related community activities, such as MICAH's fair housing theatre events and MMEP's issue forums. The community circles will be preceded by a "kick-off" event, and followed by a Citizens Summit that will bring participants together with community leaders, public officials and the media, and an Action Forum that will connect participants with promising practices and action opportunities. A report that synthesizes the findings, conclusions and recommendations of the circles will also be prepared.

We are requesting the Community Initiatives Fund to support strategies for securing the participation of communities of color and low income citizens in the community circles and action forums. The conversations will not be successful if they do not include diverse voices and participants from diverse backgrounds. We propose that funds be used to contract with and compensate culturally competent community consultants and organizers who are connected with organizations that include African Americans, Southeast Asian Americans, Latinos and American Indians as their principal constituencies in the Saint Paul and East Metro area. The community consultants/ organizers will assist the project in recruiting sponsors, facilitators, discussion participants and scribes from communities of color and low-income communities, communicating with the media and assuring that the project uses inclusive participation practices.

In-kind support will come from the many partners who sponsor or convene the community circles (our participation agreement will include such provisions as childcare and transportation). Interpretive services will be sought for the concluding action forum and citizens summit. These activities and others suggested by our consultants and partners will help reduce barriers to participation.

Project Budget:

Funds requested from CIF: \$5,000 to procure the services of several multi-cultural/culture-specific community consultants/organizers/recruiters for the community circles. Identification and selection of these individuals, as well as hours worked and rate of pay, will be determined with the assistance of our multicultural partners. The time period for their services will run from December 1998 through January, possibly through April 1999. CIF funding will be used to leverage additional financial and in-kind support.

In-kind contributions: Conservatively estimated to be \$15,000 in 1999 based on our documented in-kind support for the community circles held in 1997. Our national partner, the Study Circles Resource Center, the facilitator organizations and resource partners (30 groups) consulted in the development of the discussion guide have already contributed or committed an estimated \$15,000 of in-kind support in 1998.

Other revenues and funding services specific to this project: The First Universalist Foundation has expressed strong interest in supporting two major training events for sponsors and facilitators: an all-day workshop on institutional racism to be provided by the Minnesota Churches Anti-Racism Initiative (Jim and Nadine Addington) and a half-day workshop on cross-cultural communications provided by Intercultural Workshops, Inc. (Karima Bushnell). The Citizens Summit to be co-sponsored with the Minnesota Meeting and Minnesota Public Radio is funded by the Saint Paul and Minneapolis Foundations. Saint Paul based HECUA (the Higher Education Consortium for Urban Affairs) is providing intern support. We are presently looking for a funder or organization that will help print copies of the discussion guide, which was completed in October.

Time period of project: The community circles will begin with "kick-off" events scheduled for January 20 and 21, 1999. One of these will be held in the East Metro/St. Paul area. Community circle discussions will take place between the last week in January and the second week in March 1999. The action forum and Citizens Summit will take place in April. Partnership building and organizing activities are underway. Recruiting of the circle participants and an information workshop for committed and potential sponsors will take place in December 1998. We have at least one of

the diversity consultants tentatively lined up and are talking with our collaborating partners about identifying and securing additional consultant/organizers/recruiters, should our grant proposal be approved.

Location: Discussions will take place at sites and in communities throughout the metropolitan area, with at least half of the sites, sponsors and circle discussions located in Saint Paul and the East Metro area. Local volunteers and sponsors will determine the locations. **CIF funds will be targeted to St. Paul and East Metro participation.**

How the project was planned and who was involved in the planning: The community circles project has been developed by the Community Circles Collaborative, a partnership of multiculturally diverse organizations and individuals with EHEP serving as the lead partner. See lists of partners and contributors (available upon request).

How the project relates to CIF goals:

1. *Increase a sense of community among individuals participating in the project:* The community circles are designed to do just this – experience has shown from the 1997 round of conversations and from study circle experiences around the country that new relationships and connections between citizens get formed that carry into community activities and action projects after the community circle discussions have been completed.
2. *Help individuals or groups make more effective decisions or help them solve their problems:* Again, this is one of the principal reasons for the community circle discussion process. Community Circles model a process public discovery and deliberation of difficult and complicated issues facing the community and a means of seeking common ground on important public policy issues. Each discussion is tailored and “owned” by the participants.
3. *Expand individual involvement within their group or communities and between groups:* Circle discussions may be tailored to the specific communities participating in the discussion. The process promotes “Ownership” of the discussions and outcomes. The discussion guide and facilitator training are also designed to move the discussions to informed action. Participants will review and discuss promising practices and action opportunities in the final session or sessions of the community circles. The action forum, Citizens Summit and report to the community will also reinforce opportunities and commitments to further involvement.
4. *Increase leadership skills of individuals in the community:* Participation in civic dialogue through community circles has proven to be a valuable training ground for helping citizens find their voice and for developing democratic leadership skills and confidence and competence in exercising those skills. In our project, the Circles will also be a valuable tool and experience for increasing cross-cultural leadership and community skills essential to bridging differences and building inclusive communities.

Measures of Success:

The Community Circles Project has and will continue to measure success in tangible ways. Measures include:

- The breadth and depth of participation in the community circles in terms of geographic and jurisdictional coverage, numbers of participants and conversations, and in terms of diversity of participation/participants (faith perspectives, political viewpoints, race and ethnic/lingual heritage, age and generation, occupational and socio-economic status, household and family characteristics, and place of residence).
- The extent to which the findings, conclusions and ideas generated by the circle discussions are subsequently included in the agendas of state, metropolitan, local public, private and civic non-profit and community-based organizations and citizen initiatives, and publicly addressed by legislative arenas, such as the State Legislature (e.g., affordable housing legislation), and by the courts (e.g., the circle results could help to inform the mediation of the educational adequacy and equity lawsuits).
- Evidence that the community circle process is modeled in the way stakeholders and sponsor organizations engage in future problem-solving and community-building activities.
- Evidence of new cross-cultural collaborations, alliances and partnerships that result from the community conversations to develop a common vision and address issues of education, housing, racism and economic disparities in ways that recognize their importance to the health of the community as a whole.
- The number of community circle participants who subsequently become involved in an action organization or one of the promising initiatives identified by the circles as a way of moving from discussion to action.

Surveys, focus groups, and tracking of specific data about the process and results will be used to monitor and evaluate the project’s success. Partner organizations will be invited to participate in defining project success and shaping subsequent project initiatives.

**The Education & Housing Equity Project (EHEP)
St. Paul Companies Request: 1998-99**

GENERAL INFORMATION

Date of request: June 1, 1998

Organization Name: Education and Housing Equity Project (EHEP)

Address of organization: 122 West Franklin Avenue, Suite 310, Minneapolis, MN 55404-2452

Phone/Fax: (612) 871-2519 (612) 813-4501

Executive Director: Richard C. Little (Dick Little)

Contact person, title and phone number: Dick Little, Executive Director, 871-2519

Total organizational budget: \$0 – \$149,000

Population served: Multi-Cultural, Low Income

Type of funding: Annual Operating

ST. PAUL COMPANIES INVOLVEMENT

Do any St. Paul Companies employees currently volunteer with your organization?	No
If not, would you like to have St. Paul Companies volunteers?	Yes
Are there any St. Paul Companies employees on your Board of Directors?	No
Have you applied to The St. Paul Companies in the past?	No
If a progress report is due is it enclosed?	N/A

REQUEST SUMMARY

Purpose of the request: EHEP is seeking operating support to expand and strengthen its work in organizing and expanding the collaboration of partner organizations and engagement of citizens from all walks of life in community circle discussions and action forums to address the related challenges of residential, economic and racial segregation and access to quality education and life opportunities for all citizens, especially students of color.

Total amount being requested from the St. Paul Companies: \$15,000 for 1998

Total amount needed for above purpose: \$48,500 additional funds for 1998

Period of time grant monies needed: 7/98 –1/99

Other major sources approached for support, amounts requested, and status of request:

Otto Bremer Foundation	\$50,000	Approved (1997 and 1998)
Bush Foundation	\$10,000	Approved (1997)
Cowles Media Foundation	\$20,000	Approved (1997 and 1998)
Minneapolis Foundation	\$5,000	Approved
Saint Paul Foundation	\$5,000	Approved

Requests will also be made to other sources of funding including the McKnight Foundation, the H.B. Fuller Foundation, the General Mills Foundation and the First Universalist Foundation and will include proposals for multi-year funding.

THE ST. PAUL COMPANIES GRANT APPLICATION NARRATIVE

DESCRIBE YOUR ORGANIZATION

Dates of Fiscal Year: 1/98 to 12/98

Mission, goals and objectives:

The mission of the Education and Housing Equity Project (EHEP) is to act as a catalyst to build broad-based coalitions and engage the Twin Cities metropolitan community in informed public conversations, analysis 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:

- Coalition building and advocacy;
- Community education and informed public conversation; and
- Assisting communities in becoming more inclusive and integrated.

Brief description of your organization's history and major accomplishments:

EHEP was created in 1995 to link the issue of school desegregation /integration with the broader issue of segregated housing and neighborhoods and to build an informed citizenry to advance public understanding and action on these issues.

In 1996, EHEP partnered with other organizations, including the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council on Affordable Housing, the Minneapolis Initiative Against Racism, and the Minnesota Fair Housing Center, to create the Community Circle Collaborative (CCC). In 1997, the Collaborative launched a metro-wide dialogue project in which 500 citizens from different walks of life joined together, 5 to 15 at a time, in community circles throughout the metropolitan area to discuss two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children in the Twin Cities area?"

These community circles were convened by a variety of local sponsoring organizations. All were provided with discussion guides and were moderated by trained facilitators. The conversations culminated in a Metropolitan Citizens Forum held at Macalester College. A report that synthesized the findings, conclusions and action recommendations of the community circles has subsequently been prepared and will be shared with the community partners and various decision makers in the metropolitan area.

Current programs and activities:

Since the conclusion of the first round of community conversations, EHEP has been evaluating the first round, expanding the collaboration of partners, identifying promising practices that advance educational success and expand affordable housing choices, and revising and improving the discussion guide.

EHEP is also planning a second, expanded round of Community Circle conversations to be held in the fall of 1998. The second round will build upon the findings of the first round and will include additional groups not represented in the first round, such as the business community, outer suburban residents and a wider range of participants from communities of color. These conversations will be more clearly focused on systemic barriers to building inclusive communities and institutions. The discussions will also include an action component that will connect citizens with opportunities for involvement in their community and more directly connect the work of the community circles with key decision-makers and decision-making bodies. At the conclusion of Round Two, EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will use electronic key pad technology to elicit focused responses and discussion of specific issues and solutions from Community Circle participants on the best ways the metropolitan community can address issues of educational access and achievement, and housing and school desegregation. Round two will help inform the policy and action agendas of partners in the collaborative as well as public decision-making bodies in 1999.

Geographic area and population served:

The work of EHEP is intended to benefit the entire Twin Cities metropolitan area. The project intentionally emphasizes the involvement of citizens of many ethnic, racial, and socioeconomic backgrounds from both urban and suburban communities, institutions and organizations. We all are major stakeholders in the outcomes of this project. In 1997 over 500 citizens from 35 communities participated in the community circle dialogues. At least 25% of the participants were persons of color. For 1998, over 100 organizations will sign on and the community circles will engage over 1,000 citizens. Organizations that have or will use our work represent thousands of adults and young people.

ORGANIZATIONAL STRUCTURE/ADMINISTRATION

Briefly describe how your organization works: What are the responsibilities of the board, staff, volunteers and (if a membership organization) members.

The success of EHEP's efforts rests largely on an active and committed board of directors and the strong partnership of organizations and volunteers in the Community Circle Collaborative.

The board of directors has been expanded each year and now includes 15 members; all are key leaders in fields and institutions related to the mission of EHEP. The board has direct and extensive experience in addressing issues of housing, education and race. Board member's connections and contacts in the community facilitate EHEP's ability to accomplish its objectives. The board is responsible for setting policy direction for the organization; the board has also played an active role in preparing the discussion guide and the report on the first round conversations, and in bringing new partners into the collaborative.

The Community Circle Collaborative includes:

- organizing partners, who have helped design the process, frame the discussion issues, prepare the discussion guide, recruit and orient/train sponsors, facilitators, reporters/recorders and resource partners, and assist with reporting and evaluation and project follow-through;
- resource partners who supply expertise on the issues, written materials to help inform the discussions, media coverage, project documentation and/or financial backing of project activities;
- sponsors (typically organizations) that supply meeting spaces (and child care, transportation, translators, and other services as needed) for the conversations, recruit community circle participants, convene the community circles and provide recorders who prepare reports on the conversations;
- experienced facilitators, who moderate the community circle conversations;
- participants who commit to 3 to 6 sessions of up to two hours each and participate with 5 to 15 other citizens in informed and deliberative dialogue.

In-kind support from the organizing partners alone in 1997 amounted to more than \$15,000 in documented resources.

How representative are these groups of the communities with which you work? Please outline general demographics of the organization.

EHEP works through its partners in many diverse settings throughout the metropolitan area. Its board, staff, and project partners reflect to varying degrees this diversity.

Staff: 1 male, 1 female; 1 European American, 1 Asian American.

Board: Board members come from business, civic, legislative, academic, community service, housing advocacy, civil rights, media, education and law backgrounds. 5 of the 15 board members, including the president, are African Americans. Three additional African Americans and Asian Americans have served on the board. We plan to recruit American Indians, Latinos/Latinas and Southeast Asian Americans to the board in the near future.

Collaborative Partners: Nine of the twenty original organizing partners of the Community Circle Collaborative come from groups primarily representing interests of communities of color. A majority of the new groups recruited for the next round of community circles are culture specific or multicultural organizations. Partner and sponsor organizations include churches, non-profits, human rights commissions, neighborhood and block groups, youth groups, schools and school districts, housing organizations, child care and parent support groups, chambers of commerce, union locals, university groups, voter organizations, community centers and community councils, and Mayors offices. Although there is a reasonably good demographic and geographic balance of sponsors, the next round of conversations will include better representation of the outer suburbs, the business community, recent immigrants, students and Saint Paul area communities. Public officials will also be invited to participate in the circles.

Who will be involved in carrying out the plans outlined in this request? What are the qualifications of the key individuals involved?

Two individuals staff EHEP: a full-time executive director and a part-time student intern. EHEP has been resourceful in retaining interns and research assistants from the Center for Urban Affairs at the University of Minnesota, the University of St. Thomas and the Higher Education Consortium for Urban Affairs. Occasionally part-time and temporary staff has also been retained. Use of consultants and "pro bono" services has also augmented the ability of EHEP to carry out its mission. Most important are in-kind staff and volunteer resources that have been provided by partner organizations. EHEP also has a fiscal service agreement with MICAH to assure that all financial responsibilities are carried out.

Dick Little is the Executive Director, and is responsible for all aspects of the organization and project: organizing, coalition building, administration and community education. He has an extensive background in housing, education, race relations, and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. More recently he has been a research associate with the International Institute for Interracial Action (INTER-RACE) at Augsburg College, a technical assistant with the Minnesota Community Policing Institute, a member of the planning team for the City of New Orleans Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also been active as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his tenth year serving as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves on the boards of several non-profit organizations including the Metropolitan Interfaith Council for Affordable Housing and the Minneapolis Initiative Against Racism.

Kesha Tanabe is a senior in political science and sociology with a concentration in race and gender issues at the University of St. Thomas. She has significant experience in dealing with multicultural diversity issues. She is a board member of Asian Students in Action and an active member of a multi-racial student coalition (Hispanic-African American-Native American-Asian Pacific American Students at the University of St. Thomas) and the Japanese American Citizens League, Twin Cities Chapter. She is also involved in developing a new organization, the National Asian Pacific American Women's Forum.

DESCRIPTION OF REQUEST

EHEP is requesting \$15,000 operating support from the St. Paul Companies to help meet our 1998 organizational budget requirements essential to our ability to drive the community circle project and to carry out our commitment to promote the successful development of inclusive communities and schools.

How does it fit within The St. Paul's guidelines?

EHEP is committed to expanding access to quality education for students of all races, ethnicities and cultural and socio-economic backgrounds and to increasing low-income housing opportunities throughout the metropolitan area. Our method is a model of collaboration and information-sharing among multiple nonprofit and community-based groups. The grassroots sponsored and paired community circles can also serve to inform the agendas and build the capacities of their non-profit sponsors to become more inclusive and to achieve important diversity objectives for their organizations and for the larger community.

What are the goals, objectives, and activities/strategies involved in this request? What is your time-line?

We propose to continue and expand our current work on three fronts:

- Supporting and linking existing coalitions that are working on the related issues of housing, education and segregation,
- Solidifying a broad-based coalition that can advocate for racially, culturally, and economically inclusive/integrated schools and housing throughout the metropolitan area, and
- Sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities.

Each of these elements reinforces the others.

The informed conversations are critical. 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. Our first two years of work have given us a deep appreciation of this confusion, and have convinced us of the necessity for widespread and well-informed public conversations – across racial and economic boundaries – 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.

The partnership and coalition-building is also important. The discussions and research we have undertaken so far have convinced us that building a single coalition that can advocate for more integrated schools and communities 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 grassroots and mainstream community leaders and citizens, and by educating each other about the realities and options facing us and discovering shared ground – and will work to solidify this foundation over the next year.

During this next year we plan to move from conversation to action. As we have found already, once participants have the information and tools they need to delve into these issues, there is a desire to act. The challenge over the next year will be to develop action and service opportunities, connect citizens to partner organizations working for change, and “move the community” to make needed legislative and administrative changes.

Our time-line for accomplishing the second round of public conversations and, in the process, building a stronger link between housing, education and various community organizations runs through the end of 1998. It includes actions already taken as well as to be taken, including:

- completing the evaluation of the first round of discussions
- completing the report and sharing the results of the first round of discussions
- recruiting new partners
- conducting study circle training workshops for facilitators and organizers
- negotiating commitments and pledge agreements among partners
- updating research and completing the revised discussion guide
- holding a “kick off” event for round two
- conducting and supporting the community circle conversations
- holding an action forum to look at promising practices and connect citizens to action opportunities
- conducting a Citizens Summit with support from the Minnesota Meeting and Minnesota Public Radio
- using the results to set forth an agenda for 1999

Parallel and complementary activities in the Fall of 1998 will involve EHEP as a principal co-sponsor. Examples include the MICAH fair housing theatre performances, “Like Waters Rolling Down,” and the conference on “Building Inclusive Communities” for metro area municipal officials to be co-sponsored with the Minnesota Fair Housing Center.

There is 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. These groups all have different interests and different understandings of what inclusion/integration means for them. We have found that while many of them agree on the importance of linking school desegregation/integration with the broader issue of housing, few actively connect these two issues in their work or in their recruitment of additional coalition members. We have begun connecting and collaborating with many such groups in our first few years. We propose to expand the Community Circle Collaborative by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, youth and seniors, parent organizations, teacher and staff groups, professional education programs, fair housing and housing advocacy groups, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others. A labor-intensive effort is required to attract the participation of these groups in ways that are appropriate to their interests and capacities. We will also expand the conversations to make connections to other important related issues, including jobs, economic development, transit, growth management and public safety.

How does your request help to achieve those objectives?

Your support of our request will help us to pay for staff and operating costs essential to advancing the activities described in this proposal and to securing and leveraging the support and participation of the numerous partners required to fulfill the goals and objectives described in our proposal.

Describe your community and how you work with others.

Noted in previous sections.

What is the systemic or social change you are trying to achieve?

The removal of systemic barriers to racial and economic integration in communities, schools and housing, and to equitable access to resources and opportunities in education, housing and jobs by all citizens regardless of race, ethnicity or income.

Problem statement: What problems, needs or issues does your request address?

It is apparent that we in this metropolitan community do not know how to talk about race and class and are fearful of honest discourse, thus making public conversation about the possibilities for inclusive and integrated communities rare. If and when conversations do occur, they are usually superficial, divisive, poorly informed, not conducted on a systematic or sustained basis or include too few individuals and groups. 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 is fast settling into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, “haves versus have-nots,” 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 or 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 inclusive/integrated communities. There is also 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.

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 (integration has too often been framed in terms of assimilation). These conflicts will not be resolved by talk alone. But without a concerted effort to bring people together for informed and civil conversations, the most extreme voices will continue 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.

EVALUATION

Our plan for evaluating the success of our project and organization’s work:

We intend to measure success in tangible ways. We have already used surveys and focus groups to evaluate the first round of community circle discussions. We are and will continue to track specific data about the process and results. Measures of success include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of residence, age and generation, family status and economic status. It also includes locations and numbers of participants and conversations. The project’s impact will also be measured by the extent that our process and findings and recommendations are considered and incorporated by stakeholder and sponsor organizations and by public bodies, such as the State Legislature in its next legislative agenda. Another important measure will be the number of new participants who become involved in the work of one of the participating non-profit organizations as one way of moving from discussion to action.

Who will be involved in evaluating this work?

The EHEP board and staff and the organizations that participate in the Community Circle Collaborative will continue to be involved in evaluating this project.

How will the evaluation results be used?

The results of the first round of community circle conversations are being used to plan the second round of conversations. The results of the second round will be used to define the subsequent strategies for moving toward achievement of EHEP’s and the Collaborative’s goals and objectives.

Proposal to the Cowles Media 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 conversations 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 conversation; 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 hire 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, which 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 two years:

Coalition building. EHEP spent its first year in numerous discussions 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 several 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 County to frame this issue in the context of schools and broader life opportunities.

Community education & conversation. 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). This is a metro-wide dialogue project in which at least 500 citizens from all walks of life have joined together - 5-15 at a time - in study circles held throughout the metro area to discuss two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children in the Twin Cities area?"

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 early partners included: 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 has been coordinated by the Director of EHEP, Dick Little.

During its second year, the Community Circle Collaborative has expanded to include more than 20 public, civic and community-based organizations that serve as the principal partners (see attached list). Each partner contributes its unique strengths or resources to the Collaborative, assuring a broad-based and comprehensive initiative.

The "Kick-Off" conference for potential sponsor groups and conveners of Community Circle study/discussion groups was held in December, 1996. It brought together representatives of nearly 100 different organizations and was highlighted in a Star Tribune Editorial. Recruitment of facilitators began in early 1997, with the assistance of such organizations as the Minnesota Facilitators Network, and concluded with two major facilitator training seminars organized by the Collaborative in February. Approximately 75 facilitators were trained and volunteered to be "matched" with community circles. Other members of the Collaborative helped prepare and review the discussion guide, Choices for Community: A Regional Conversation About Education, Housing, and Segregation, used by the Community Circles to help inform and focus

their discussions and deliberative process. Additional resources are being provided at metro area libraries with the assistance of Librarians for Social Responsibility.

Beginning in March, 1997, sponsors convened the community circles, in some cases pairing their circles with others to maximize diversity of participants and perspectives. Most circles have included between 6 and 20 individuals and have met four to six times for periods of two hours each. The MPR Civic Journalism Housing Forum Project helped to stimulate participation in the Community Circles. Some 50 Community Circles have been or are still being convened and many groups will be meeting into the summer months.

On May 29th, a forum titled "COMING TOGETHER: A Regional Conversation on the Challenges of Education, Housing and Segregation" was held at Macalester College. This event brought together representatives of different Community Circles meeting from throughout the metropolitan area to share the results of their small group discussions and to converse with each other about the issues they were charged to address. Selected community leaders, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 154 citizens registered, and 122 citizens attended the Forum. The results of the Forum conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program.

Many Community Circles will also be convening local forums in their communities with representatives from their sponsor organizations as well as local policy makers, educators, community leaders and other members, to discuss the results of their deliberations. Finally, each Community Circle will prepare a written report of its findings and conclusions. These reports will be synthesized into a single document summarizing the results of the first round of Community Circle conversations. In addition, the various conversations, forums, and training events are being recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video.

Future plans for the Community Circles project include a second, expanded round of Community Circle discussions to be held in the Fall of 1997. This round will build upon the findings of the first round of community circle discussions and will include additional groups not represented in the Spring round, such as the business community. The discussions will be resourced by metro area libraries with assistance from Librarians for Social Responsibility and will be more clearly focused on issues of building more inclusive communities and moving the discussion to issue identification and action. EHEP and the Community Circle Collaborative will also co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will use electronic key pad technology to elicit focused responses and discussion of specific issues and solutions from Community Circle participants on the best ways the metropolitan community can address issues of educational access and achievement, and housing, community and school desegregation in the Twin Cities area.

Staffing

Dick Little holds the position of coordinator, and is responsible for all aspects of the project: organizing, coalition building, administration and community education. He works under the direction of a Board of Directors. Mr. Little has an extensive background in housing, education, race relations and use of study circles.

Board of Directors

The Board of EHEP consists of:

- Matthew Little, Vice President for Education, Minneapolis Branch NAACP, former Branch President, and longtime activist for racial and social justice;
- Barbara Bearman, member Executive Committee, Minneapolis Branch NAACP, and community activist who participated in the original Minneapolis school desegregation lawsuit in the early 1970's;
- Michael Anderson, East Side Neighborhood Development Company;
- Dr. Josie Johnson, Senior Fellow, College of Education and Human Development, University of Minnesota;
- Van D. Mueller of the University of Minnesota Department of Education Policy & Administration;
- Joy Sorensen Navarre, Executive Director of the Metropolitan Interfaith Council on Affordable Housing;
- Georgina Stephens, former President of the Minnesota State Board of Education;
- Jerry Timian, Director, First Call for Help, St. Paul United Way and member, St. Louis Park School Board; and
- Jim Hilbert, Co-Director of Programs, The Institute on Race & Poverty, University of Minnesota Law School.

B. PURPOSE OF GRANT

The Need

Public conversation 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 is fast 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 Response

In response to this need, and based on the experience and information we have gathered over the past two years, we propose to continue and expand our work in coalition building and public education. We want to continue to take the public conversation 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 must 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 come to understand the value of integration for themselves, for other people, and for 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 a concerted effort to bring people together for informed and civil conversations, the most extreme voices will remain 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.

Our Project

We propose to continue and expand our current work on three fronts:

- Supporting and linking existing coalitions that are working on these related issues,
- Solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and
- 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 is 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 two years, 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 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, fair housing and housing advocacy groups, 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 on 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 two years we have seen – and begun to build on – a great potential for such broad coalition development and support. Yet we also appreciate that it will require a labor-intensive effort to attract the participation of these groups 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 deepening socioeconomic and racial segregation in the Twin Cities area.

(2) Solidifying a broad-based housing/education coalition. The discussions and research we have undertaken so far have convinced us that the building of a single

coalition that can advocate for more integrated schools and communities 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 this foundation over the next year. We plan to move from dialogue to issue identification and action, 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 they need to delve into these issues and begin to see how the issues 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 efforts toward resolving these issues in a way that is equitable, manageable, and capable of attracting widespread support.

(3) Creating informed public conversation 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 two years of work have given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity for 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 continue creating such opportunities for education and dialogue at several levels:

- (a) The Community Circle Collaborative and the “Choices For Community” Study Circle Project.** As noted above, EHEP has been a leading partner in this metro-wide collaboration. Through the Community Circle Collaborative, EHEP continues to organize and support “community circles” throughout the metropolitan region, which will meet to explore the questions of how existing patterns of residential, economic and racial segregation affect the educational achievement and life opportunities of Twin Cities area children and families, and what we can do as individuals and as a community to enhance those opportunities. Our focus in the upcoming years will be on: (1) expanding the Collaborative to include a broader range of points of view from organizations, public institutions, and individuals throughout the metropolitan region, (2) promoting and publicizing the project, (3) providing research support to the community circles, (4) fundraising, (5) continuing to recruit and train community circle sponsors and facilitators, (6) evaluating and reporting on the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

- (b) **Community and Metro-wide Citizens Forums.** These forums will flow from the study circle conversations and will enable broader engagement and education of the public.
- (c) **A ' Blue Ribbon ' Commission / Task Force.** This group will consist of public, business, church and community leaders selected by the Collaborative to focus on engagement and education of public policy and institutional leaders. This group, modeled after the Latimer Commission, which evaluated the implementation of the Metropolitan Livable Communities Act, will have as its major tasks:
- to use the results of the first round of Community Circle conversations to guide the second round of discussions;
 - to use the results of both rounds to formulate findings and recommendations for public policy makers; and
 - to develop additional strategies for educating and informing the public and "moving the community" to act collectively on needed change.

How Our Project Differs From Other Projects and Organizations

1. Its unique methodology of fostering conversation among disparate members of Twin Cities communities, not only to discuss issues and problems, but to develop action registers and common solutions that can be used by the community at large. Three discussion models for community deliberation have been combined to achieve this outcome: The Study Circles model of the Study Circles Resource Center; the National Issues Forums of the Kettering Foundation; and the Communities of Color Empowerment Model of the Minnesota Minority Education Partnership.
2. Its focus on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, nor nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, and race, locally and regionally.
3. Its use of a collaborative of diverse organizations, including principal organizing partners, media partners, funding partners, project coordinators, resource partners, and community circle sponsor organizations. This project brings together anti-racism organizations, along with civic and media organizations, to focus on challenging segregation in housing and education.
4. Its ability to measure success in tangible ways. These measures include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of ideas, race, place of residence, age, and economic status. It also includes number of participants and conversations. The project's impact will also be measured by having our findings and

recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda.

Application to the _____

COVER SHEET

Date of Application: _____

ORGANIZATION INFORMATION

Education and Housing Equity Project

Legal Name of Organization

Augsburg College, CB 185, 2211 Riverside Avenue

Address

Minneapolis, MN 55454

(612) 330-1505

(612) 330-1507 or 1649

City, State, Zip

Telephone

FAX

Individuals Responsible:

Dick Little

Executive Director

(612) 330-1505 or 724-5662

Name of top paid staff

Title

Direct dial phone #

Contact person (if different from top paid staff)

Title

Direct dial phone #

Organization Description:

The Education and Housing Equity Project was founded in 1995 to promote racially and economically inclusive communities and schools that work for all children in the Twin Cities metropolitan area. Its primary focus is on expanding public understanding and informed public action on community residential, economic and racial segregation and the educational achievement gap in our public schools. To accomplish its mission, EHEP has initiated the Community Circles Collaborative, a project that brings together citizens and community organizations from throughout the metro area in public conversations focusing on the challenges of housing segregation, educational achievement and racial equity in the Twin Cities metropolitan region.

Is your organization an IRS 501(c)(3) not-for-profit? YES NO

If no, is your organization a public agency/unit of government
or religious institution: YES NO

If no, name of fiscal agent (fiscal sponsor) _____

AMOUNT AND TYPE OF SUPPORT REQUESTED

The dollar amount being requested:

\$ _____ for one year (\$ _____ over _____ years)

Funds are being requested for: *Note: we are a project*

general operating support

_____ capital

_____ other: _____

_____ project support

_____ endowment

_____ start-up costs

_____ technical assistance

If a project, give project duration:

_____ Month _____ Year

to _____ Month _____ Year

If operating support, fiscal year:

January Month 1999 Year

to January Month 2000 Year

BUDGET

Total annual organization budget:

\$ 100,000

Total project budget (for support other than general operating):

\$ _____

PROPOSAL SUMMARY

(If operating or start-up support relate to the organization. If project and other support, relate to the project.)

Project name (if applying for project support): Conversations at the Crossroads: Community Circle Dialogues on Education, Housing and Segregation in the Twin Cities Area

Please give a 2-3 sentence summary of the request:

We are requesting support for launching and completing the second round of community circles that will be convened in 1999 focusing on the challenges of achieving racially and economically inclusive schools and communities. Our goal is to engage over 1,000 citizens from 50% of the municipalities in the metro area participating in up to 100 study circles. These circles will consist of 8 to 15 participants each who will meet at least 5 times for 2 hours each meeting. Each circle will meet on specific dates and at specific locations, use a prepared discussion guide, and will be moderated by experienced facilitators. In addition to providing meeting places and/or recruiting diverse participants, sponsoring organizations will provide scribes to record and report the results of each circle conversation. A report to the community will be produced. A citizens summit and action forum will bring participants together at the conclusion of the circle conversations to share findings and conclusions/recommendations with community and public officials (who will also be invited to participate in the circles) and to connect participants with action opportunities and agendas for change (promising practices and organizations).

Geographic area served: The Twin Cities Metropolitan Area

Population served: Adults and young people from many different walks of life in schools and communities in the Twin Cities area. Communities of color and lower income residents and students from inner urban areas as well as suburban communities will be emphasized and targeted in this project. Diversity of participants and participation is a key consideration of this project.

AUTHORIZATION

Name of top paid staff and/or Board Chair:

Richard C. Little, Executive Director
Matthew Little, President, Board of Directors

Signature _____

Special Note: This grant request documents accomplishments over the past year as well as proposed accomplishments for the next year. Action over the second funding year in this proposal will be determined by the results of this next year's community circles and through a strategic planning process to be carried out by the EHEP Board and selected community circle partners. The financial reports will show that we fully matched and leveraged funds from _____ with commitments from other funding sources and other collaborating project partners this past year. We will do so again over the next ___ years.

Application to _____

PROPOSAL NARRATIVE

A. ORGANIZATIONAL INFORMATION

Brief History

The Education & Housing Equity Project was created in 1995 to link the issue of school desegregation/integration with the broader issues of segregated housing and neighborhoods and to build an informed citizenry to advance public understanding and action on these issues.

In 1996, it partnered with some 20 other organizations, including the Minnesota Minority Partnership, the Metropolitan Interfaith Council on Affordable Housing, the Minneapolis Initiative Against Racism, the Minnesota Fair Housing Center and the Minnesota Churches Anti-Racism Initiative to create the Community Circle Collaborative, a multi-sector initiative to promote inter-community dialogue on the critical issues of education, housing race and segregation in the Twin Cities metropolitan area. In 1997 and early 1998, approximately 500 citizens from different walks of life joined together in community circles and forums convened in 25 different communities focusing on the challenges of affordable housing, the achievement gap in our schools, the location mismatch between employees who need jobs and employers who need workers, and the role that race and segregation play in exacerbating these challenges. Each circle was supplied with a facilitator, recruited and trained by the collaborative, and a discussion guide prepared by the collaborative. The discussions culminated in a metropolitan citizen's forum held at Macalester College and a report on the results of the conversations published in 1998.

Based on the experience with these initial conversations, EHEP and other Collaborative partners approached additional organizations about the conversations, and used the results of the conversations to further define agendas and strategies that would advance the common mission of expanding housing, education and economic choices and opportunities for all citizens in the metropolitan area.

A second round of Community Circle conversations began in late 1998 and is currently underway in 1999. Based on the evaluation of the first round of conversations in 1997, we have substantially revised the discussion guide, partnered with professional facilitator and mediator organizations to facilitate the conversations, and have greatly expanded partnerships with potential sponsor groups. In the fall of 1998, Community Circles were held in Minneapolis, co-sponsored by the Minneapolis Public Schools, the Minneapolis Urban League, the Neighborhood Revitalization Program, the Park and Library Boards (providing meeting spaces), the Jefferson Center (providing scribes) and the Society of Professionals in Dispute Resolution (facilitators). In February 1999 we launched a metropolitan-wide round of community circles. We also entered into a major partnership with the Wilder Foundation and "Cities At Work" partners to inaugurate "Cities at Work" community circle conversations on education, housing and race in Saint Paul. As of the date of this grant request, approximately 75 community circles in 20 different cities, engaging approximately 1,000 citizens are underway this spring or are planned to be held next fall.

At the end of 1998, our Community Circles dialogue project was selected by The President's Initiative on Race as a "Promising Practice" for advancing race relations and making progress on issues of race in the United States. In May 1999, we were one of four projects in the country selected to make a presentation at the Brookings Institution's National Symposium on innovative approaches to our nation's racial problems.

Mission & goals

The mission of the Education & Housing Equity Project is to be a catalyst for building broad-based partnerships that engage citizens and communities in public discussion, analysis and advocacy that enhances the prospects for realizing racially and economically inclusive institutions and communities that give families of all incomes, races, and cultural backgrounds access to quality schools and affordable housing choices throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- Coalition and partnership building and advocacy;
 - Community education and informed public conversation; and
 - Assistance to communities in becoming more inclusive and integrated
-

Programs, activities, and major accomplishments

Coalition Building and Advocacy to Inform Public Decision Making

Since its inception, EHEP has spent a significant portion of its energies in discussions and collaborations with other organizations and groups. These have led to several jointly sponsored projects as well as a fuller understanding of the need for an organization and collaborative that can link the issues of housing and education and develop the much needed consensus and leadership to move the metropolitan community forward on these issues, and to connect them to the challenges of race, poverty and segregation. After a year of creating the organization, the second and subsequent years have been devoted to extensive research of the literature, one-on-one interviews and multi-participant focus group meetings with a broad range of community leaders and experts in the fields of housing, education, anti-racism and metropolitan stability, and building a broad-based coalition and partnerships that can work on these combined issues. Our unique contributions have been (1) to encourage the linkage of housing and school issues in the work of existing organizations and connecting this work to issues of race and (2) to promote civil, informed dialogue across economic, racial and political lines as one important way to make progress on these issues. Some of our major accomplishments have included:

- Working with the Institute on Race and Poverty to “popularize” its research by making it broadly available in commonly used language to various publics in the Twin Cities area.
 - Coalescing with both housing and education organizations to focus on the re-drafting of the State Board of Education’s desegregation rule and to link school desegregation issues with the broader issues of housing segregation and metropolitan stability (1996 and 1998).
 - Encouraging a coalition working with the newly formed Minnesota Fair Housing Center on a fair housing testing campaign in suburban Hennepin County to frame the issue of housing discrimination in the context of schools, educational achievement and access to broader life opportunities (beginning in 1996).
 - Engaging the Minneapolis Public Schools and the Mayor of Minneapolis to support and assist in the development of the community circles project and, following a presentation sponsored by the Family Housing Fund, encouraging a study of the linkage between housing/household stability and educational achievement in Minneapolis. This action led to *The Kids Mobility Project* (1997).
 - Collaborating with and supporting MICAH’s (Metropolitan Interfaith Council on Affordable Housing) fair housing initiative proposal to HUD to jointly develop, with the Illusion Theater, a series of theater events that highlight the need for metro-wide fair and affordable housing for people of all backgrounds and to deal forthrightly with community resistance, discriminatory practices, stereotypes and fears that impede the development of affordable housing. EHEP is represented at each of the theater events and is co-sponsoring the Minneapolis and Saint Paul performances (1997 - 1999). The first round of community circle discussions in 1997 provided the genesis for the theatre project.
 - Participating by invitation as an advisor to the consulting teams working with interested parties to mediate the currently pending educational adequacy and educational equity lawsuits (NAACP v. State of Minnesota and St. Paul School District v. State of Minnesota). Community circle partners also participated in the mediation planning retreat organized by the principal parties in the lawsuits (1997 and 1998). In early 1998, EHEP’s director testified in support of the mediation process before the Minneapolis School Board, which subsequently endorsed the same position. EHEP has been asked to continue to be a resource to the mediation process and is participating in mediation workshops in 1999. Many of the ideas that came out of the first round of community circle conversations have been used to contribute to settlement proposals for mediation of the lawsuits.
 - Working with the Alliance for Metropolitan Stability and the Right to Housing Campaign to develop an Inclusionary Housing policy and legislative action proposal that could provide the basis for a new approach to expanding affordable housing choices and mixed income housing development in the Twin Cities metropolitan area (1998 and 1999). The inclusionary housing and zoning concept was one of the major ideas generated by the 1997 community circle conversations.
 - Jointly sponsoring with the Urban Coalition and the Minnesota Minority Education Partnership (MMEP) a series of issue forums on the State’s proposed new Desegregation Rule, the Inclusionary Education Rule (revision of the originally proposed Diversity Rule), and multicultural competency requirements for teacher licensure. The EHEP board also contributed substantive written testimony to the State Board of Education on the proposed changes to the Profiles of Learning (1998) and the revised desegregation rule (1999).
 - Assisting the Minneapolis League of Women Voters with the Minneapolis Middle School Project (1998).
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- Contributing to the work of the Minneapolis Affordable Housing Task Force through EHEP's Director who serves on the Task Force (1998 - 1999). Our message have been that: (1) recommendations should focus not only on providing needed housing but also on expanding people's locational choices and access to economic, social and educational opportunities; (2) recommendations should focus on barriers related to race, not only income, and (3) recommendations should focus on metropolitan as well as municipal remedies. Our message to reverse, or at least avoid, further concentrating poverty has also been heeded.

In 1999, we have agreed to be a partner with the Minnesota Housing Partnership and the Minnesota Coalition for the Homeless as part of their proposals to the Minneapolis Foundation/Thorpe Fund to launch a public relations campaign to break down barriers of public resistance to affordable housing in the Twin Cities area.

Assisting Communities in Becoming More Inclusive and Integrated

EHEP has been less involved with this strategy since it largely evolves from the other two strategies. However, at least two example activities stand out.

Following the first round of community circles, we were invited by the Minnesota Fair Housing Center to assist them in planning and implementing a Hennepin County/Metropolitan Council-funded workshop for suburban housing and planning officials and human rights commissioners on best practices for achieving fair and affordable housing. In September 1998 over 100 city officials and developers attended the "Building Inclusive Communities" Conference in Bloomington. EHEP worked with the Fair Housing Center and the Alliance for Metropolitan Stability to sponsor programs that highlighted promising practices used in other parts of the country. EHEP helped to bring the Vice President of Chicago's Leadership Council for Metropolitan Open Communities to the Twin Cities to discuss the Oak Park, Illinois experience in becoming and sustaining one of the most successful racially integrated cities in the United States.

In the East Metro Area we were invited by the Saint Paul Office of Interdistrict Initiatives to participate in the planning process to develop a multi-school district governance structure to expand inter-district and integrated education initiatives involving Saint Paul and suburban East Metro school districts. Planning workshops were held in late 1998 early 1999. Future inter-district initiatives will be dependent on continuing availability of state funding. Multi- and inter-district initiatives were the subject of considerable discussion in the 1997 Community Circles.

Following the second round of Community Circle conversations, we anticipate additional opportunities to collaborate with, broker and provide assistance to communities and school districts attempting to become more multiculturally, racially and economically inclusive.

Civic Engagement and Community Conversation

By far the most significant and distinctive work of EHEP is the "Choices for Community" Community Circle Project, recently renamed 'Conversations at the Crossroads.' In 1997, the Community Circle Collaborative launched a dialogue project in which citizens from different walks of life came together, 5 to 15 at a time, in community circles throughout the metropolitan area to discuss the future of the Twin Cities area with a focus on two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children and adults in the Twin Cities metropolitan area?"

Community Circles of citizens from thirty-five localities were convened/hosted by a variety of local sponsoring organizations. All participants were provided with discussion guides prepared by the Collaborative, and facilitators, recruited and trained by the Collaborative, moderated each circle. The conversations culminated in a Metropolitan Citizens Forum held at Macalester College Chapel, moderated by Saint Paul's George Latimer and Minneapolis' Vivian Jenkins Nelsen. A report that synthesized the findings, conclusions and action recommendations coming out of the community circles was prepared and has been shared with project partners and various decision makers in the metropolitan area.

Since the conclusion of the first round of conversations, EHEP and its partners have been evaluating the first round, identifying promising practices that advance educational success and expand affordable housing choices, sharing the results of the conversations with various stakeholders (e.g., the West Metro Education Program), and revising and improving the process for a second round of conversations.

During 1997 and 1998, we also assisted with the launching of other civic engagement projects with similar objectives, including the Interfaith Action/Saint Paul Ecumenical Action Council's interfaith dialogue and action forums on poverty, segregation and sprawl, the National Conference of Community and Justice town hall meetings on education and race (we co-sponsored two forums in Minneapolis and Saint Paul), the National Days of Dialogue on Race Relations (we sponsored three dialogues in the Twin Cities), the Saint Paul Pioneer Press civic journalism project "Poverty Among Us, and in 1999 the Minnesota League of Women Voters proposed statewide study circle program on immigration. In April 1998 we co-sponsored a Study Circles training workshop for prospective sponsors and facilitators with the national Study Circles Resource Center. This event greatly increased local capacity for spawning additional civic engagement projects. The workshop also attracted new partners interested in launching the second round of community circles conversations on education, housing and race. One of these new partners is the Wilder Foundation, with whom we are co-sponsoring the 1999 "Cities at Work" Forums on "Race, Connections and Commitment." As part of the forum project, local Saint Paul organizations are or will be co-sponsoring community circle dialogues on education, housing and race.

The second round of Community Circle conversations is now underway. A round of Minneapolis Circles, co-sponsored by the Minneapolis Public School's Office of Family and Community Services and five other partner organizations, took place in the fall of 1998 and served as a prototype for the metropolitan-wide conversations that began in February 1999.

The second round (1999 Community Circle Dialogues) is built on the lessons learned from the first (1997) round. It includes a broader marketing effort and additional groups not represented in the first round, such as the business community, labor unions, outer suburban residents and employers, significantly more residents and leadership groups in Saint Paul and East Metro, and a wider range of participants from communities of color. These conversations are more clearly focused on systemic barriers and changes needed to better integrate our metropolitan community and residential living patterns across barriers of race and class, and, in the process, bring children from different backgrounds to more integrated and diverse learning environments. Added to the discussions is a focus on making our institutions, such as schools, more multiculturally inclusive and equitable. The discussions also include an action component, including an Action Forum, that will emphasize promising practices already underway in various parts of the country and the Twin Cities (e.g., East Metro Interdistrict Initiatives) and connect participants to opportunities for involvement in their community. The action component will also more directly connect the work of the community circles with the policy work of key decision makers and decisions-making bodies.

The quality and scope of the discussion process has also been improved. Thirty different organizations contributed to the development of a new discussion guide. A faith compendium has been prepared by the MICAH for use in community circles sponsored by congregations (churches, mosques, and synagogues). We are also developing an optional session on race and economic development, to be used in conversations sponsored by chambers of commerce and business associations. To assure better reports on the conversation results, we have developed reporting forms for use by the scribes. A partnership with the Society of Professionals in Dispute Resolution and Minnesota Facilitators Network has resulted in a facilitator's guide, a more user-friendly discussion guide and a facilitator's version of the guide. These two groups have been retained as partners in the project. They are recruiting and training the facilitators, most of who are experienced facilitators from their own ranks. We have also secured special training opportunities for the facilitators, scribes and sponsors, including a workshop on understanding community and institutional racism delivered by James and Nadine Addington of the Minnesota Churches Anti-Racism Initiative, and a workshop on cross-cultural communications provided by Intercultural Communications Workshops, Inc., another community circle partner. These opportunities serve as volunteer compensation and as useful tools for deepening and enhancing the conversations. The circles are also being resourced with information provided by a range of organizations, including the Urban Coalition, the Family Housing Fund, the Center for School Change and the Institute on Race and Poverty; brief summaries, such as "What the Research Shows" and "Working Doesn't Always Pay for

a Home" are provided to each circle or circle participant. All of these improvements are contributing to more productive discussions and the likelihood that meaningful ideas and commitments to action will be generated by the circle conversations.

At the conclusion of Round Two, EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will bring together participants from the community circles, and use electronic response technology to discover areas of consensus and to prioritize action steps. Many local policy makers will be invited to attend the Summit. Round two will help inform the policy and action agendas of partners in the collaborative as well as public decision-making bodies.

Organizational Structure and Administration

Project Partners

The success of EHEP's efforts rest largely on an active and committed board of directors and the strong partnership of organizations and volunteers that are part of the Community Circle Collaborative. The Community Circles project was founded by the Collaborative. Collaborative partners (past and present) are identified in the attachments. The Collaborative has been essential for (1) assuring racial, cultural, ethnic, generational, political and geographic diversity of voices in the conversations, (2) fulfilling the various tasks, objectives and leadership requirements of the project using the best possible combination of resources, and (3) assuring that the results of the community circle conversations are widely disseminated and receive widespread attention.

The Community Circle partners include:

- **Organizing partners**, who help to design the process, frame the discussion issues, prepare the discussion guide, recruit and train/orient sponsors, facilitators, scribes, and resource partners, publicize the project and work with the media, and assist with reporting and evaluation and the details of project follow-through.
- **Resource associates**, who supply background research and expertise on the issues, written and audio-visual materials to inform the discussions and provoke spirited but thoughtful conversation, media coverage, project documentation, and/or financial and in-kind backing of project activities.
- **Sponsors** (typically organizations) that supply meeting places (may include child care, transportation, translators, hospitality and other services as needed) for the conversations, schedule the conversations, publicize the circles, recruit circle participants, convene or host the circle dialogues, and secure scribes who will capture in written record the highlights and results of each conversation.
- **Facilitators**, who have professional experience in mediation and facilitation, who moderate the community circle conversations (organizations such as the Society of Professionals in Dispute Resolution and the Minnesota Facilitator Network are partnering with EHEP and the Wilder Foundation to provide facilitators and co-facilitators for each circle conversation). The facilitator organizations also participate in delivering facilitator training to all participating facilitators and in convening the facilitators for assessment and evaluation.
- **Participants** from many diverse backgrounds who commit to at least 5 sessions of 2 hours each and participate with 8 to 15 other citizens in informed and deliberative dialogue. The participants are the "heart and soul" of the Community Circles initiative. These are the citizens who create the "public voice."

In-kind support from the organizing partners alone in the 1997 circles amounted to more than \$15,000 in documented resources. A similar or greater contribution has been made during the 1998 circles in Minneapolis and in preparing for the 1999 circles. We expect this figure to double in 1999.

Diversity of Participation

EHEP works through its partners in many diverse settings throughout the metropolitan area. It is important to us that the groups we work with are representative of the communities with which we work, and reflect the diversity of the metropolitan community. Nine of the twenty organizing partners are groups representing primarily interests of communities of color. Many of the new groups recruited for the current round of conversations are culture-specific and multicultural organizations. Partner and sponsor organizations include congregations, non-profits, human rights commissions, neighborhood associations and community councils, youth groups, schools, family and community councils, university and college groups, a union local, a chamber of commerce, voter organizations, and city governments. Although there has been a reasonably good demographic and geographic balance of sponsors, we are striving to achieve better representation of the outer

suburbs, the business community, recent immigrants and students. Public officials are also being actively invited to participate in the second round of circles. Thanks to our principal partnership with "Cities at Work" and the Wilder Foundation, we have achieved excellent representation of Saint Paul communities. With the help of Saint Paul United Way, participation of communities of color will be significant in the St. Paul conversations.

EHEP and the Community Circle Project are distinctive from many other organizations and initiatives in their unique methodology and objective of engaging citizens and creating dialogue among disparate parts of the Twin Cities metropolitan area not only to discuss issues and challenges, but also to generate ideas and suggestions that can lead to common solutions to those issues and challenges. No other organization in the Twin Cities area is currently engaged in this kind of sustained, collaborative, grassroots dialogue and education/consensus-building and mobilizing effort that specifically links housing, education and race.

Board of Directors

Our success also rests on an active, committed and diverse board of directors. The board of directors has been expanded each year and now includes 16 members; all are key leaders in fields and institutions related to the mission of EHEP. The board has direct and extensive leadership experience in addressing issues of education, housing and race. Board member's connections and contacts in the community enhance EHEP's ability to accomplish its objectives. The board is responsible for setting policy direction for the organization; it also plays an active role in advancing the community circle project and in bringing new partners into the collaborative.

Board members come from business, civic, legislative, community service, housing advocacy, civil rights, media, education and law backgrounds. Seven of the sixteen board members, including the president, are African Americans, Southeast Asian Americans, or Latino Americans. Four additional African Americans and Asian Americans have previously served on the board.

A list and brief description of the board of directors is included in the attachments.

Staff and Volunteers

Two individuals currently staff EHEP: a full-time executive director and a part-time administrative assistant.

Dick Little, Executive Director, is responsible for all aspects of the organization and project. He has an extensive background in housing, education, race relations and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. Since 1990, he has been a research associate with the International Institute for Inter-racial Interaction (INTER-RACE) at Augsburg College, a technical assistant with the Community Policing Institute, a member of the strategic planning team for the City of New Orleans Economic Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also served as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his eleventh year of serving as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves as an officer on the boards of several non-profit organizations including the Metropolitan Interfaith Council on Affordable Housing (MICAHA). Mr. Little was a finalist for gubernatorial appointment to the Metropolitan Council in April 1999.

Pam Jewson, Administrative Assistant, brings previous experience as an administrative assistant and field producer at KSTP, a graphic artist with the Star Tribune, and project development coordinator with the Linden Hills Neighborhood Revitalization Program (NRP).

EHEP has also been successful in procuring the services of three part-time student interns and research assistants over the life of our project, and we expects to do so again. The Center for Urban and Regional Affairs, the University of St. Thomas, the Higher Education Consortium for Urban Affairs, and Augsburg College are our principal internship partners. Use of consultants and 'pro bono' services has also augmented the ability of EHEP to carry out its work. Most important are in-kind staff and volunteer resources that have been provided by partner organizations. EHEP has a fiscal service agreement with Augsburg College to assure that all financial obligations and fiduciary responsibilities are carried out.

Of the five staff persons who have worked for EHEP, two are persons of color (African American and Asian American). Other staff, organizational and resource partners participating in this grant are described as part of the grant project request.

B. PURPOSE OF GRANT

Situation and Need

As the Twin Cities have become increasingly diverse in the 1990's, there has been growing public concern that economic and racial segregation in housing and among our communities is having a profound impact on the overall health and well being of the metropolitan region, and on education and employment opportunities in particular. At the same time, our institutions, especially our schools, have been "tested" by this diversity and have been found wanting: over half of the students, mostly students of color, in core city schools are failing to pass the graduation standards tests. While the overall economy has steadily improved, the unemployment rate among communities of color in the central cities and the lack of affordable housing metro-wide are at crisis levels.

A study by Douglas Massey and Nancy Denton in their publication *American Apartheid: Segregation and the Making of the Underclass* revealed that the Minneapolis-St. Paul metropolitan area is among the ten most segregated in the country. Studies have also shown that the Twin Cities ranks third highest among all U.S. urban areas in persons of color living in poverty. The work of State Representative Myron Orfield in his book *Metropolitica: A Regional Agenda for Community and Stability*, and of Dr. John Powell of the Institute on Race and Poverty at the University of Minnesota in his study *Examining the Relationship Between Housing, Education and Persistent Segregation* has also given testimony to the depth and breadth of issues of segregation, racial and economic isolation and growing disparities between inner and outer communities in the Twin Cities, and their importance in "unlocking the doors" to addressing other significant issues facing the region.

Public actions to grapple with these issues have been growing in number. Examples include:

- education and housing lawsuits (NAACP v. State of Minnesota, Saint. Paul School District v. State of Minnesota, and Holman v. Cisneros)
- legislation (the Metropolitan Livable Communities Act)
- the creation and expansion of civic and advocacy groups (e.g., Alliance for Metropolitan Stability, Interfaith Action and St. Paul Ecumenical Action Council, the Minnesota Right to Housing Campaign, the Metropolitan Interfaith Council on Affordable Housing and the Minnesota Fair Housing Center)
- formation of new compacts of school districts and inter-district school initiatives (West Metro Education Program and the East Metro Office of Interdistrict Initiatives), and
- new State Rules addressing graduation standards, school desegregation, educational diversity (criteria for inclusive schools and teaching practices), and standards for multicultural competency in teacher licensure requirements.

These actions, and the frequently divisive debates some of them have generated, underscore both the opportunity and the need for developing a common understanding and basis of action for moving forward on the issues of education, housing and race in the Twin Cities metropolitan area.

Public conversation about the possibilities for inclusive and integrated communities has been rare, usually divisive and poorly informed, not conducted on a sustained or systematic basis and with too few groups or individuals involved, and virtually no broad public consensus or support. We began our project in the belief that such adverse conditions imperil the chances of building more inclusive communities and integrated institutions in the Twin Cities metropolitan area.

The principal danger has been that public discourse about these issues fast settles into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus school desegregation, deconcentration of poverty versus preservation of existing affordable housing, cultural identity versus assimilation, individual choice versus collective responsibility, core cities versus suburbs, rich versus poor, and of course, whites versus communities of color (especially African Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we have 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 this kind of environment, the issues are too often 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. Others do not get involved because they do not perceive that these issues are their problem (i.e., they are somebody else's problem). Those who *do* take action typically call for reforms without touching on the vital questions of race and segregation.

As the first round of community circle conversations revealed, we do not know how to talk constructively as a community about race, although we are learning. Our project and the actions of our partners are beginning to make a positive impact on this issue.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for and benefits of integrated and inclusive communities. There is a need to expand serious discussion of these issues beyond the courtrooms, the academic halls, emotional public hearings and partisan legislative debates. As many people as possible, from many different stations in life 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 courts.

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 reframing the issues in terms of their importance to health of the entire community, by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed and exploratory civil conversations about what segregation and integration involves and by identifying and articulating promising practices and sources of support available to communities and community institutions as they seek to become more inclusive, better integrated and more equitable.

Our Response

Our response has been to implement informed community conversations about the challenges of racial, economic and residential segregation and unequal opportunity and achievement in our schools. The conversations have proven to be worthwhile and have contributed to building greater public understanding and expanded support for educational equity and inclusionary housing initiatives. We learned a great deal from the conversations, most importantly what can be done to make them more effective in subsequent rounds. The "public voice" that came out of the conversations reflected a growing understanding of the complexities of the issues citizens were grappling with, but also the need to move toward informed collective judgement and concerted public action. The project is helping to inform the proposed mediation process for settlement of the educational adequacy lawsuit and has expanded and deepened public understanding and support for metropolitan-wide affordable housing and regional reform.

Building on the experience of the first round of community circles and, using what we learned, we are again taking the conversation about segregation and race, the gap between the cost of housing and what people can afford, and achievement gap in education, the mismatch between housing choices and job opportunities, and the gaps between school readiness, education and job readiness out to the neighborhood centers, public libraries, schools, places of business, living rooms, and backyards of our cities – the places where ordinary people live their lives and where the real task of building inclusive communities must take place. We wish to encourage and inform public conversation and deliberation that will help lead people to a more informed, more effective understanding of the effects of segregation and lack of choice, why the choice to integrate is important, and how removal of barriers to choice can be accomplished. Through this process, we hope that people move beyond "tolerance" to understand the value of inclusion and of an integrated society for themselves, for other people, and for society as a whole, and to take action. We also hope to see new kinds of action and interaction across racial, ethnic and economic boundaries to make our communities livable for all citizens.

Experience has shown and we have no illusions that all people will be persuaded, or be willing to participate. There are, after all, real conflicts of interest and conflicts of values about these issues. These will not be dissolved by talk alone. But without a concerted *and sustained* effort to bring people together for informed and honest conversation, the most extreme voices will remain to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in a sea of opposition and conflict. Informed, collective action must be preceded by informed and mutual conversation.

Specific Project Activities, Goals and Objectives

The *Choices for Community/Conversations at the Crossroads* Community Circle Project has and continues to be organized by a partnership of groups representing diverse segments of the community. To enable the kind of civic conversation we envisioned, the Collaborative developed "Community Circles," an approach to

community dialogue that draws on elements of four different, nationally and locally recognized models for civic engagement and discussion:

- "Study circles" promoted by the Study Circles Resource Center in Pomfret, Connecticut;
- The National Issues Forums, a public deliberation project begun by the Kettering Foundation in Dayton, Ohio; and
- The Communities of Color Empowerment Model (COCEM) of the Minnesota Minority Education Partnership in Minneapolis, Minnesota, and
- The ORID (Objective-Reflective-Interpretative-Decisional) discussion model developed by the Minnesota Facilitators Network and the Society of Professionals in Dispute Resolution.

The Community Circle dialogues (or conversations) combine the unique elements from each of the above approaches to bring together community members from diverse backgrounds, to engage them in deliberative discussion, to provide educational and technical resources that inform their conversations, and to develop action agendas and connect citizens to action opportunities and promising practices for addressing the issues they have been discussing.

The Community Circle Project is engaging a broad cross-section of the Twin Cities metropolitan community to study, discuss, and build a shared understanding of the issues of racial and economic segregation in the region and their effect on education, employment, and broader "life opportunities." It is intended to be a catalyst for promoting greater community involvement and action on these issues, including expanded efforts to decrease housing segregation and increase affordable housing choices, decrease the gap in educational achievement along racial and economic lines and increase opportunities for successful education in an integrated setting. The circles include a broad cross-section of the both "non-traditional" participants (low-income households and communities of color) and "traditional" participants in a community-wide dialogue about these complex, interconnected issues. Experience in the first round of conversations suggests that community circles can provide unique settings for collaborative learning, for working through often polarizing social and political issues like these, for facilitating honest conversation, and for building more productive exchanges about the prospects for building more inclusive organizations and communities. As similar projects elsewhere in the country have shown, such "circles" broaden perspectives, deepen understanding, and inspire participants to become more involved in the public and civic life of their community. They can also lead to new ways to address difficult and complicated issues in ways that lead to broadly supported, constructive community and legislative initiatives.

The second round of community circle conversations build on the experience and lessons of the first round conversations. We have developed a newly revised and improved discussion guide (based on consultation with and participation of 32 organizations) with a facilitator's version and a participant's version to help further focus the conversations. We are using more experienced facilitators resulting from a formal partnership with the Society of Professionals in Dispute Resolution and the Minnesota Facilitators Organization. We have broadened our publicity and recruiting effort to expand participation by populations under-represented in the first round, most notably through a formal partnership with the Wilder Foundation and Saint Paul "Cities At Work" partners, and we have placed a greater emphasis on follow-through and action that citizens, organizations and the community or region can take following the discussions. At the conclusion of the conversations, we will hold an Action Forum and a metropolitan Citizens Summit. The Wilder Foundation will also conduct a "Call to Action" Forum for Saint Paul participants and the public as part of the "Cities at Work" forum series.

Specific activities and a timeline for accomplishing the 1999 Community Circles and the results they are intended to realize are outlined in the attachments.

Project Resources

In addition to EHEP staff, those most directly involved in achieving these activities include the following individuals and organizations:

Paul Kiley, a media, communications and marketing consultant with past experience as head of the California Literacy Program. He is providing 'pro bono' services to help communicate and market the project to potential sponsors and participants, the public and the media.

Barbara Blackstone, State Mediator with the Minnesota Office of Dispute Resolution and Mediation, and an officer of the Society of Professionals in Dispute Resolution (SPIDR), Minnesota Chapter. Barbara is heading up the process of recruiting, training and assigning facilitators. She and a cadre of facilitators from SPIDR facilitated the Minneapolis Community Circles in fall of 1998. Approximately 65 facilitators are moderating the 1999 Community Circles. They are performing this service voluntarily. In return for their services, we are providing training workshops for the facilitators on subjects ranging from "Understanding Community and Institutional Racism" to "Cross-cultural Communications Skills." This training further advances the objectives and effectiveness of the community circle conversations.

Mariann Johnson, mediator, facilitator with the Minnesota Facilitators Network and professional organizational development consultant. She has led the effort to develop a facilitator's guide and facilitator's version of the discussion guide for the community circle project.

Sponsor representatives, who host the circles and/or arrange the meeting places for the circle dialogues, and *scribes* who record and prepare reports on the discussions. Sponsors and scribes are volunteers or paid staff providing in-kind services.

A *Community Circle working group* of individuals from the EHEP board and volunteers and staff from community circle partner organizations (e.g., *Joy Sorensen Navarre* of MICAH, *Carlos Mariani* of MMEP and *Gavin Kearney* of the Institute on Race and Poverty) assist in planning and carrying out the details of promoting and implementing the community circle project (voluntary/in-kind).

Augsburg College, office of business and financial accounting (*Jeff Swenson and Paul Pierson*), is providing payroll and fiscal services to EHEP.

EHEP has made extensive and creative use of interns, volunteers and consultants (paid and in-kind) in the past and will continue to do so in 1999 (writers, graphic designers, training professionals, speakers, etc.). *James and Nadine Addington* of the Minnesota Churches Anti-Racism Initiative are delivering the workshops on understanding community and institutional racism. *Karima Bushnell* of Intercultural Communications Workshops, Inc. is providing cross-cultural communications training to the facilitators. *Feigenbaum Design Group* and *Community Media Services* provide our graphic and design services. Interns from HECUA (the Higher Education Consortium for Urban Affairs) and CURA (the Center for Urban and Regional Affairs) have provided research and writing services. *Nikki Carlson* of Interfaith Action and principal of EYDYA, Inc. has provided 'pro bono' services for developing our data base and communications plan. She is also developing a directory of 'promising practices' for advancing education, housing and life choices for persons of all races in the Twin Cities.

We are also being assisted by some of our collaborating partners with the organization of the project. In Saint Paul, we are carrying out the community circles as an integral part of the 'Cities at Work' Forums co-sponsored by the *Wilder Foundation*. *Barb Rose*, editor of *Community Matters* at Wilder, and her staff are working with us to organize 'Cities at Work' community circles in Saint Paul. They have also developed a Saint Paul-oriented discussion guide adapted from the *Choices for Community* guide. Staff of the *League of Human Rights Commissions* is working with us to enable suburban human rights commissions to take the lead role in sponsoring community circles in their communities and partnering with other organizations to implement the circles. Our national partner, the *Study Circles Resource Center*, has and will continue to provide substantial advice and in-kind support to our project. Cable TV networks such as *Saint Paul Neighborhood Network (SPNN)* are providing video production services for documenting and broadcasting the project (e.g., the East and West Metro "Kick-Off" Forums). Other media partners covering our project include *Kinshasha Kambui* of KFAI radio, *Brandt Williams* of KMOJ radio and *Al McFarland* of Insight News.

Experience during the last two years has taught us that the project and collaborative will not continue to work unless EHEP is more adequately staffed. Our success to date demands that we expand beyond a one-person non-profit. To effectively carry out its objective of sustaining the momentum of the community circle project and building the successful development of inclusive communities and schools into the agendas of other public and community organizations, EHEP must expand its capacity.

We propose the creation of two new staff positions in 1999: (1) a full-time administrative assistant to assist the director and to manage the daily operations of EHEP activities, and (2) a community circles coordinator to oversee and manage the community circles project as it moves from discussion to action and to coordinate activities with the community circles collaborative. A study has been prepared that has identified and recommended the addition of these staff positions as essential to the continued success of our work. We are also adding computer capacity to complement these staff additions. For these reasons, we are expanding our budget and funding requests in 1999.

A list of the principal project partners and an organizational/project budget are included in the attachments.

Impact of activities

The proposed activities will benefit the communities we are serving by advancing the agenda and prospects for integrated and equitable education in Twin Cities area public schools, and for integrated and inclusive communities that are open and affordable to all Twin Citians. They will also benefit our communities by harnessing the potential of our region's rich diversity of citizens in creating communities that work for all citizens.

The first round of conversations has already been used to inform the areas for mediation of the education lawsuits between the NAACP, Saint Paul Schools and the State of Minnesota. Ideally, the second round of conversations will present a timely opportunity to "test" and discuss the recommendations to the legislature coming out of the first round of mediation talks, focusing on schools. The community conversations will also present an opportunity to inform a possible second round of mediation meetings focusing on external factors, such as housing, transportation, family and community services, and jobs. The community circle conversations should directly contribute to an informed, mediated settlement that will lead to more equitable, inclusive and integrated education for Twin Cities area students. If mediation does not continue, the results of the circle conversations will nevertheless benefit voluntary initiatives to assure educational success for all students.

The first round of conversations has also contributed to building greater public awareness, support and commitment to fair and affordable housing throughout the metropolitan region. Barriers to affordable housing created by exclusionary zoning, other regulatory practices, and lack of public resources was identified by over two-third of the circles as a major factor influencing economic and racial segregation in the Twin Cities. Fair housing violations were also identified as more prevalent than the public generally acknowledges. NIMBYism frequently displayed at public hearings and planning commission meetings in suburban communities was also highlighted in the conversations. One of the suggestions that came out of the conversations was for creating a way to dramatize these issues for the public. MICAH, one of the community circle partners, took this idea to heart and partnered with the Illusion Theatre to develop a fair housing play "Like Waters Rolling Down." This theatre event has received national funding from the Department of Housing and Urban Development and is being performed six times in different parts of the metropolitan area.

The conversations have also led to specific commitments to action. Twelve of the organizations that sponsored a community circle are or have become members of the Metropolitan Interfaith Council for Affordable Housing (MICAH) and have joined its Housing Advocate Network. In addition, several of the first round sponsors and participants were members of Interfaith Action or Saint Paul Ecumenical Action Council, who went on to model our discussion process among their member congregations and organize a metro-wide social justice and action initiative to move the legislature to address city-suburban segregation and racial-economic disparities.

Partly as a result of our project, a record number of affordable housing proposals were submitted to the State Legislature in 1999. The proposed Inclusionary Housing Initiative is an example of a concept that had its genesis in the community circle conversations. EHEP is one of the endorsers and sponsors of this proposal, which is being spearheaded through the legislature with the assistance of the Alliance for Metropolitan Stability, one of our community circle project partners.

Since we began the community circle project in late 1996, reversing segregation (like curbing urban sprawl) has become an accepted part of the nomenclature of at least six major organizations working with issues of housing, education, and growth management in the Twin Cities: the Alliance for Metropolitan Stability, the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council for Affordable Housing, the Saint Paul Ecumenical Action Council and Interfaith Action, and the Saint Paul Area Council of Churches.

The second round of circle conversations will highlight promising practices for expanding housing choices and delivering schools that work for all children, and will build greater public education, awareness and desire to become involved in supporting practices identified by circle participants as the most promising.

We think that our project will also lead to the already growing agreement on the importance of linking school desegregation/integration issues with the broader issue of housing (and related issues of public transportation and jobs). The project is contributing to greater support by advocate organizations for broader coalitions that embrace both housing and education and other related issues. The Alliance for Metropolitan Stability is an example. Through our coalition-building activities we expect that there will be broader public support of housing *and* education reforms that lead to more inclusive schools *and* communities.

At the conclusion of the second round of conversations, the conversation results will be presented as findings, conclusions and possible recommendations to the legislature and other decision-making bodies, and hopefully contribute to better policy making. The circle conversations should also result in greater participation in the civic life of the community by community circle participants, many of whom have not been actively involved in these issues in the past.

C. EVALUATION

How effectiveness will be measured

We intend to measure success in tangible ways. We have been and will continue track specific data about the process and results. We have already used surveys to evaluate the first round and will use focus groups to evaluate the second round of community circle discussions. Surveys will also be used to track the civic actions taken by citizens following their participation in the community circles. The research division of the Wilder Foundation and the evaluation staff of the Study Circles Resource Center are designing measures that will be used to track project results and impacts.

Criteria for a successful program and the results you expect to have achieved

Measures of success include the breadth and depth of participation in the study circles by citizens. Measures of breadth and depth include diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of work or residence, age or generation, family status and economic status. It also includes locations and numbers of participants and conversations. Participant comments about what they got out of the circle experience and how they grew or changed as a result of the experience will also be considered.

The project's impact will also be measured by the extent that our process and the circle findings, conclusions and recommendations are considered and incorporated by stakeholder and sponsor organizations, and by public decision-making bodies, such as school boards, planning commissions, city councils, the Metropolitan Council and the State Legislature. Another important measure will be the number of new participants that become involved in the work of one of the promising practices or one of the participating non-profit or community organizations as one way of moving from discussion to action. The extent to which discussion participants become more involved in the civic life of their community is an important measure that will be tracked as part of the second round of conversations.

We hope to at least double the number of participating community circles that successfully complete a dialogue in the second round from 25 circles to over 50 circles. We intend to have representation of Asian Americans and Pacific Islanders, Native Americans, and Latino/Chicanos and Mexican Americans as well as African Americans in the circles in numbers reflecting their percentage of the population of the metropolitan area. We are also striving through pairing of circles, cross-culturally competent recruiting and outreach practices, and partnerships with organizations reflecting diverse populations to achieve richly diverse community circle groups. We also aim to engage citizens from outer ring suburbs who presently do not see these issues as their issues. This may be the more difficult, but equally if not more important, challenge.

If these circle discussions receive public attention, raise the level of public awareness, understanding and engagement in creatively addressing issues at the intersection of race, housing and schools, and if they prompt publicly informed actions and strategies that lead to more successfully inclusive schools and communities, then our project will have been successful. When breaking down barriers to 'one community' becomes a center piece of the agendas of Twin Cities area public bodies and community-based organizations, we will have accomplished our objective and will proudly put ourselves out of business.

Who will be involved in the evaluation?

The EHEP board and staff and the partner organizations that participate in the Community Circle project will continue to be involved in evaluating the project. The Study Circles Resource Center, one of our national partners has already been assisting us in the preparation of evaluation measures and criteria for the second round of community dialogues. In addition, the Wilder Foundation Research Center is preparing an evaluation strategy for the 'Cities at Work' forums and community circle dialogues in Saint Paul. Their experience and expertise with evaluation will also be used to inform the evaluation process for the metro-wide circle project.

How evaluations will be used

The results of the first round of community circle conversations are being used primarily to plan the second round of conversations and also to inform the agendas of participating partners. As previously mentioned, they have also been used in designing the process for mediation of the educational lawsuits.

The results of the second round of conversations will be used to define subsequent strategies for achieving more inclusive, equitable and integrated schools and communities and to inform public policy actions that help to break down barriers to more opportunities and to desegregate the Twin Cities metropolitan area.

1999 COMMUNITY CIRCLES PROJECT

PROJECT TIMETABLE

- | | |
|---|----------------------|
| ➤ Evaluate the first round of community circles | Completed 1997 |
| ➤ Co-sponsor National Days of Dialogue groups in the Twin Cities | February 1998 |
| ➤ Issue report sharing the results of the first round of discussions | Completed April 1998 |
| ➤ Co-sponsor study circles informational and training workshop | April 25, 1998 |
| ➤ Prepare revised <i>Choices for Community</i> discussion guide | May - September 1998 |
| ➤ Publish revised discussion guide <i>Conversations at the Crossroads</i> | March 1999 |
| ➤ Recruit new partners and sponsors | Fall/Winter 1998/99 |
| ➤ Co-sponsor "Building Inclusive Communities" Conference and Dinner Event | Sept. 17 & 18, 1998 |
| ➤ Launch Minneapolis Public Schools Community Circles (pilots for 1999 circles) | Oct. - Dec. 1998 |
| ➤ Hold Sponsor Information Workshops | December 9, 1998 |
| | January 13, 1998 |
| | January 4, 1999 |
| ➤ Issue letter to mayors of Twin Cities area. | January 15, 1999 |
| ➤ National Conversation on Race (co-sponsored by EHEP with NCCJ) | January 21, 1999 |
| ➤ Hold Community Circle "Kick-Off" Forums (West Metro) | February 4, 1999 |
| (East Metro) | January 22, 1999 |
| ➤ Conduct facilitator and scribe training workshops | March 5, 1999 |
| | January 23, 1999 |
| ➤ Hold workshops on Understanding Community and Institutional Racism
(for community circle sponsors, facilitators and scribes) | March 6, 1999 |
| ➤ MICAH fair housing theatre event "Like Waters Rolling Down"
Central Presbyterian Church, Saint Paul (co-sponsored by EHEP) | February 7, 1999 |
| ➤ Sponsors convene first community circles | February 1999 |
| Community Circles meet 5 times for 2 hours each session | Feb - June 1999 |
| ➤ Hold mid-point sharing sessions with facilitators and sponsors | April 23, 1999 |
| | May 18, 1999 |
| ➤ Co-sponsor "Cities at Work" Forums held in Saint Paul | April 28, 1999 |
| | May 18, 1999 |
| ➤ Co-sponsor MICAH fair housing theatre event - in Minneapolis
- in northern metro suburbs | April 25, 1999 |
| | May 23, 1999 |
| ➤ Community Circles make presentations to sponsoring organizations'
governing bodies | May-June 1999 |
| ➤ Hold first action forum | June 22, 1999 |
| ➤ Hold sponsor information workshop for fall 1999 circles | June 21, 1999 |
| ➤ Prepare interim report | June - August 1999 |
| ➤ Continue evaluation of circles process and results | Summer 1999 |
| ➤ Hold training workshops for facilitators and sponsors | August or Sept. 1999 |
| ➤ Convene fall round of 1999 community circles | Sept. - Nov. 1999 |
| ➤ Co-sponsor "Cities at Work" Forums III and IV
(includes "Call to Action" Forum at conclusion of Community Circles) | Sept. and Oct. 1999 |
| ➤ Hold "Citizens Summit" with the Minnesota Meeting and Minnesota Public Radio | Nov. or Dec., 1999 |
| ➤ Complete evaluation process and issue final report to community and
and metropolitan decision makers | January 2000 |
| ➤ Develop and implement Year 2000 Action Agenda with stakeholders
and community partners | Jan. - Dec. 2000 |

The Study Circle Fund

Grant Application by

The Education and Housing Equity Project Minneapolis, Minnesota

STUDY CIRCLE FUND CATEGORY: Established community-wide study circle project

AMOUNT REQUESTED IN FALL, 1999 FUNDING CYCLE: \$30,000

ORGANIZATION/PROJECT OVERVIEW:

Legal Name: The Education and Housing Equity Project

Address: Augsburg College, CB 185
2211 Riverside Avenue
Minneapolis, MN 55454

Phone (612) 330-1505 *FAX* (612) 330-1507 *e-mail* ehpe@augsb.org

Individual Responsible: Dick Little, Executive Director - *Phone* (612) 330-1505 or 724-5662

The Education and Housing Equity Project was founded in 1995 to provide leadership in linking the continuing struggle over school desegregation with the issue of housing segregation, and to highlight awareness of the racism underlying both. It began utilizing the community circle strategy in 1996. Its current mission is to promote racially and economically inclusive communities and schools that work for all children in the Twin Cities metropolitan area. EHEP aims to expand public understanding and informed action on residential, economic and racial segregation and the educational achievement gap in public schools. It is the first -- and perhaps still the only -- metropolitan-wide community circle project in the country.

EHEP held its first community forum in December, 1996. This was followed by community circle discussions with the theme "Choices for Community: A Regional Conversation About the Challenges of Education, Housing, and Race in the Twin Cities Metropolitan Area." Building a wide network of organizational partners and sponsors, it formed the Metropolitan Community Circles Collaborative. This brings together citizens and community organizations throughout the metro area to focus on the challenges of housing segregation, educational achievement and racial equity, and actions required for progress in the Twin Cities metropolitan region.

The Community Circles Collaborative has produced major accomplishments in its first three years, including vital resources for a 1999 legislative initiative to address the region's major shortage of affordable housing. Accomplishments are described in greater detail on pages 5 and 6 of this proposal. EHEP has been the catalyst that has led to greater citizen awareness of regional problems, heightened citizen empowerment to address those problems, and increased citizen action in solving them.

EHEP is an IRS 501(c)(3) not-for-profit organization (**IRS determination letter attached**).

Total annual organization budget (excluding Wilder commitments): \$150,000 (**budget attached**). Also attached is a list of existing local grant sources, which we are working to expand.

Governing body, leadership and staff (Board list attached): Board members come from diverse backgrounds in business, civic, legislative, community service, housing advocacy, civil rights, media, education and law. Seven of the sixteen board members, including the president, are African Americans, Southeast Asian Americans, or Latino/a Americans. Four other African Americans and Asian Americans previously served on the board. Of the five staff persons who have worked for EHEP, two have been persons of color (African American and Asian American). Dick Little, Executive Director since 1996, provides staff leadership in collaboration with key partners. Other staff will be added in the near future.

A description follows of the Collaborative, its community and issue contexts, and future plans.

PROJECT SUMMARY

The Community

Like most metropolitan regions, the Twin Cities has experienced steady growth. Many of the migrants come from New York, California, Illinois and neighboring states, while others are immigrants and refugees from Mexico, Central America, the Caribbean and countries in Africa, Asia, the Middle East and Eastern Europe. Low unemployment rates have helped to attract a large secondary migration of refugees and immigrants to Minnesota. Since 1970, these trends have led to a major increase in the racial and ethnic diversity of a major metropolitan area that was historically one of the least diverse in the US. The majority of students in inner city schools now come from families with other than European heritage. The largest Hmong settlement in the Western Hemisphere, more than 45,000 people, is now located in Saint Paul. Minneapolis is home to the largest concentration of Somalis in this hemisphere.

A book-length study by Douglas Massey and Nancy Denton, *American Apartheid: Segregation and the Making of the Underclass*, revealed that the Minneapolis-St. Paul metropolitan area is among the ten most segregated in the country. Other studies have shown that the Twin Cities ranks third highest among all U.S. urban areas in the proportion of persons of color living in poverty. Minnesota State Representative Myron Orfield, in his book *Metropolitics: A Regional Agenda for Community and Stability*, has further documented regional patterns of segregation, racial and economic isolation and the growing disparities between inner-city and outer-suburban communities. And in *Examining the Relationship Between Housing, Education and Persistent Segregation*, Dr. John Powell of the Institute on Race and Poverty at the University of Minnesota testifies to the importance of "unlocking the doors" to address other significant issues facing the region.

Critical Issues

These trends have been accompanied during the 1990's by enviable economic growth, resulting in a statewide unemployment rate of less than three per cent. As in other metropolitan areas, however, many of the new jobs are in service industries paying at or near the minimum wage. Moreover, public policy changes initiated in Congress during the past 20 years have resulted in a steady deterioration of and reduction in the supply of housing affordable to low-income people. As a result, one-third -- some say as many as one-half -- of residents of homeless shelters in the Cities are employed or consist of families whose sole parent/provider is employed. More importantly, the vast majority of the low-income employed who are not homeless cannot afford suitable housing.

Concomitant with these trends has been the continued flight of middle- and upper-income, predominantly white, people from the central cities and some first-ring suburbs into more distant suburban communities. With few restrictions on urban fringe development, there has been massive suburban sprawl; metro population grew 9.7 per cent from 1970-1984 but the land it occupied increased by 25.1 per cent. A high proportion of new jobs has been created in the urban fringe unaccompanied by housing affordable to the persons holding many of those jobs. In addition, many of the people who could take such jobs cannot reach them because they do not own cars and public transit is unavailable.

The most significant result of this situation is a concentration of poverty, including low-wage earners as well as those receiving public assistance, in the inner cities. The poverty rate in Minneapolis is 18.5 percent and in Saint Paul it is 16.7 percent, but in the suburbs poverty affects only 4.5 percent of the population. Moreover, poverty is much more prevalent among households of color, who are disproportionately concentrated in the central cities as well.

Informal steering procedures in the real estate industry and other practices often impose *de facto* limits on access to new communities by persons of other than European descent. The proportion of people of color who live in poverty in the central cities of Minneapolis and Saint Paul is higher than in any other central city -- 37 percent of African Americans, 40 percent of Native Americans, 32 percent of Latina/os. Schools in the central cities serve only 22 percent of the region's children, but 55 percent of all elementary school children who come from impoverished families.

Public opinion and school testing results in the mid-1990s produced widespread impressions that current school busing practices have failed to achieve school desegregation and inter-racial educational equity. After a year of organizing, in December 1996 20 collaborating organizations sponsored a community forum in St. Louis Park, a first-tier Minneapolis suburb, with the theme, "Beyond Busing." More than 100 people came, from a wide variety of groups -- churches, advocacy organizations, academia, public agencies and foundations. Plans were announced for a series of community circle discussions on the critical issues of housing, race, education and segregation, and an invitation was issued to potential sponsors and participants.

Organizations participating in the coalition (see also attached list)

EHEP's major initial partners included the Minnesota Minority Education Partnership (MMEP), the Metropolitan Interfaith Council on Affordable Housing (MICAHA), the Minneapolis Initiative Against Racism (MIAR), the Minnesota Fair Housing Center, and the Minnesota Churches Anti-Racism Initiative (MCARI). These groups formed the Community Circle Collaborative, a multi-sector initiative to promote both inter- and intra-community dialogue on education, housing, race and segregation in the Twin Cities metropolitan area.

In 1998, EHEP was joined, as lead partner, by the Wilder Foundation, a self-endowed community foundation primarily serving the Saint Paul area. EHEP provided resources and helped to promote discussion of these issues in the "Cities at Work" initiative organized by Wilder for the East Metro area. This strengthened EHEP's outreach in the eastern portion of the region and also extended Wilder's administrative, organizing, and evaluative research capacities to support the community circles project in the West Metro area.

Although MIAR is no longer active, the other original partners remain closely associated with EHEP. The partnership has also grown to include additional partners such as the Alliance for Metropolitan Stability, the Minnesota League of Human Rights Commissions, the Council of

Metropolitan Area Leagues of Women Voters, the Saint Paul Area Council of Churches, the Minneapolis Public Schools, and the Study Circles Resource Center. Other additional partners, who provide a rich resource for study circle facilitators, are the Minnesota Facilitators Network and the Minnesota Chapter of the Society of Professionals in Dispute Resolution. Several important media partners have emerged to assist in disseminating public information about the community circles and the issues they address. These partners include the Minnesota Center for Journalism, the *Star Tribune*, *Pioneer Press* and *Insight News* newspapers, Minnesota Public Radio, radio stations KMOJ and KFAI, and cable TV station SPNN, which provides video documentation of major community circle and forum events.

EHEP is also a partner with the Minnesota Housing Partnership and the Minnesota Coalition for the Homeless in their proposals for funding to launch a public relations campaign to reduce public resistance to affordable housing in the Twin Cities area.

Partners are crucial to (1) help assure racial, cultural, ethnic, gender, generational, political and geographic diversity of voices in the conversations, (2) fulfill the various tasks, objectives and leadership requirements of the project using the best possible combination of resources, and (3) assure that the results of the community circle conversations are widely disseminated and receive widespread attention. Partners are of five different types:

A. Organizing partners, who help to design the process; frame issues for discussion; prepare the discussion guide; recruit, train and orient sponsors, facilitators, scribes, and resource partners; publicize the project and work with the media; and assist with reporting and evaluation and the details of project follow-through.

B. Resource associates, who supply background research and expertise on the issues; written and audio-visual materials to inform the discussions and provoke spirited but thoughtful conversation; media coverage and project documentation; and/or financial and in-kind backing of project activities.

C. Sponsors (typically organizations) that supply meeting places (with child care, transportation, translators, hospitality, and other services as needed) for conversations, schedule the conversations, publicize the circles, recruit participants, convene or host the dialogues, and secure scribes who will record highlights and results of each conversation.

D. Facilitators with professional experience in mediation and facilitation who moderate the community circle conversations. Organizations of professional facilitators also participate in delivering facilitator training and in convening facilitators for assessment and evaluation. In addition, they have been instrumental in making the discussion guides more user-friendly.

E. Participants from diverse backgrounds who commit to at least five sessions of two hours each and participate with eight to fifteen other citizens in informed, deliberative dialogue.

In-kind support from organizing partners alone in the 1997 circles amounted to more than \$15,000 in documented resources, and a somewhat greater contribution was made in 1998. However, we estimate that this figure *tripled* in 1999.

An Action Forum is scheduled in the Fall of 1999 to shift the focus from discussion to action. Among the goals of the forum are to expand faith community participation, facilitate increased suburban participation, and recruit groups that can help to assure strong participation by persons of color. More importantly, though, the Collaborative is poised to take the important next step of moving beyond discussion to action by building community

awareness and galvanizing meaningful change. The primary goal of the upcoming Forum is to mobilize citizen action by developing a community-wide action agenda and connecting citizens to opportunities for involvement.

EHEP strongly emphasized to community circle sponsors in 1998-99 the importance of building racial/ethnic diversity into their discussions. Nine of the twenty organizing partners of the Collaborative are groups representing primarily interests of communities of color. Many of the new groups recruited for the 1998-99 conversations are minority culture-specific or multicultural organizations. Partner and sponsor organizations include congregations, non-profits, human rights commissions, neighborhood associations and community councils, youth groups, schools, family and community councils, university and college groups, a union local, a chamber of commerce, voter organizations, and city governments.

Although there has been reasonably good demographic and geographic balance among sponsors, we are striving to achieve better representation of the outer suburbs, the business community, recent immigrants, and students. Public officials also have been invited and encouraged to participate actively. As a means of continuing to promote diverse discussion groups, EHEP will encourage partnering of inner-city and suburban sponsors. EHEP also provides its facilitators with training to improve their multicultural awareness and skills. MCARI conducted a one-day introductory anti-racism workshop for facilitators early in 1999. A multicultural awareness workshop is scheduled for facilitators in the Fall, presented by Intercultural Communications Workshops, Inc., another community circle partner. These skills-development workshops are provided to facilitators as volunteer compensation.

The metropolitan-wide study circle program

In 1997 and early 1998, about 500 citizens from different walks of life joined in community circles and forums in 25 communities. They focused on the issues outlined above, with emphasis on the role that race and segregation play in exacerbating these challenges. Each circle was supplied with a facilitator, recruited and trained by the Collaborative, and a discussion guide prepared by the Collaborative. The discussions culminated in a metropolitan citizens' forum held at Macalester College and a report on the results of the conversations that was published in 1998.

After overhauling the discussion guide in response to 1997 evaluations, partnering with facilitator organizations, securing additional sponsors, and engaging the Wilder Foundation as a partner to expand the program's reach into the east metro area, the Collaborative launched further conversations in 1998-99, engaging about 1,000 people in 60 groups in 20 municipalities. This process, which is still going on, has helped to further define strategies and actions that will advance the common mission of expanding housing, education and economic choices and opportunities for all citizens.

Another round of Community Circle conversations was completed in the spring of 1999. A round of Circles, conducted in the fall of 1998 and co-sponsored by the Minneapolis Public Schools Office of Family and Community Services and five partner organizations, became a prototype for metro-wide conversations that began in February 1999. Drawing upon lessons learned in the 1997 and 1998 rounds, this round included a broader marketing effort and additional groups such as business and labor organizations, outer suburban residents and employers, more residents and leadership groups in Saint Paul and East Metro, and a wider range of participants from communities of color. These conversations were more clearly focused on systemic barriers and on changes needed to better integrate our metropolitan community, residential patterns and schools across barriers of race and class, and to make

institutions such as schools more multiculturally inclusive and equitable. This effort represents a major leap forward that brought the Wilder Foundation into the process and led to a more active and meaningful role for MMEP and MICAH.

The Action Forum, "Beyond Tolerance: A Call to Action," scheduled for the fall of 1999, will emphasize promising practices underway in the Twin Cities and elsewhere, and connect participants to volunteer opportunities. This action component will directly link the work of the community circles with the action agendas of partners in the Community Circle Collaborative, and also with the policy work of key decision makers and decisions-making bodies in the metro region and the state.

A major outcome of the three years of work to date was a legislative initiative, strongly influenced by partners in the Community Circle Collaborative, that significantly expands state resources and incentives available for development of affordable housing. Although it provided less in terms of resources than many would have liked, it was a very important start in rectifying some of the most urgent problems addressed in our discussions.

In cooperation with the Minnesota Meeting, a joint project of the *Star Tribune* and Minnesota Public Television, and the Minnesota Public Radio Civic Journalism Initiative, EHEP and the Collaborative will cosponsor a Metropolitan Citizens Summit in December 1999 to collectively address issues highlighted in individual discussions. The Summit will bring together community circle participants with public policy leaders, and it will use electronic response technology to discover areas of consensus and to prioritize action steps. This event will further help to inform the policy and action agendas of partners in the collaborative.

Since it started to plan its December 1996 event, EHEP has worked closely with the Study Circles Resource Center and has relied upon its guidance in developing this initiative. In April, 1998, under EHEP sponsorship, SCRC provided a workshop for prospective sponsors and facilitators. This event greatly increased local capacity for initiating additional civic engagement projects, and it attracted new partners to launch community circle conversations. Executive Director Dick Little remains in close touch with SCRC.

One of the most important new activities now being undertaken by EHEP involves one of the partners attracted to the process by the SCRC workshop, the Wilder Foundation, which is now EHEP's lead partner in the Collaborative. With Wilder's help, EHEP is developing a ground-breaking, comprehensive and systematic evaluation of its region-wide study circle program. The Wilder research division is the principal contractor involved in collecting data and carrying out the evaluation.

Other Accomplishments of the Collaborative

Major EHEP accomplishments that have flowed directly from its success in its community discussions have included the following:

- "Popularized" the research done by the Institute on Race and Poverty at the University of Minnesota by making it broadly available in commonly used language to various publics in the Twin Cities area. This has made participants and decision makers much more aware of this valuable regional resource.
- Convened with both housing and education organizations to focus on re-drafting the State Board of Education's desegregation rule, and to link school desegregation issues with the broader issues of housing segregation and metropolitan stability (1996 and 1998).

- Supported a coalition working with the newly formed Minnesota Fair Housing Center on a fair housing testing campaign in suburban Hennepin County to frame the issue of housing discrimination in the context of schools, educational achievement, and access to broader life opportunities (beginning in 1996).
- Engaged the Minneapolis Public Schools and the Mayor of Minneapolis in support of and assistance in developing the community circles project and, after a presentation sponsored by the Family Housing Fund, encouraged study of the linkage between housing, household stability and educational achievement. This resulted in formation of The Kids Mobility Project (1997).
- Provided resources to, collaborated with and supported MICAH's proposal to the U.S. Department of Housing and Urban Development for joint development, with the Illusion Theater, of a series of theater events highlighting the issues raised in community circles (1997 - 1999).
- Participated by invitation as an advisor to the consulting teams working to mediate the currently pending lawsuits on educational adequacy and equity (*NAACP v. State of Minnesota* and *St. Paul School District v. State of Minnesota*). Helped secure Minneapolis School Board endorsement of mediation. Ideas emerging from community circle conversations have made important contributions to the settlement proposals being considered.
- Worked with the Alliance for Metropolitan Stability and the Right to Housing Campaign to develop an inclusionary housing policy and proposed legislation that offered a new approach to expanding affordable housing choices and mixed income housing development in the metropolitan area. Such legislation was enacted in 1999 by the State Legislature.
- With the Urban Coalition and MMEP, jointly sponsored a series of forums to discuss the State's proposed new Desegregation Rule, Inclusionary Education Rule and multicultural competency requirements for teacher licensure. The EHEP board also contributed substantive written testimony to the State Board of Education on the proposed changes to the Profiles of Learning (1998) and the revised desegregation rule (1999).
- Assisted the Minneapolis League of Women Voters with the Minneapolis Middle School Project (1998), which assessed possible ways to restructure and reform middle-school education.
- Contributed to the work of the Minneapolis Affordable Housing Task Force (1998 - 1999) conveying concerns, which emerged from study circles, that: (1) recommendations should focus not only on providing needed housing but also on expanding people's locational choices and access to economic, social and educational opportunities; (2) recommendations should focus on barriers related to race, not only income, and (3) recommendations should focus on metropolitan as well as municipal remedies.
- Upon invitation, assisted the Minnesota Fair Housing Center in planning and implementing a Hennepin County/Metropolitan Council-funded workshop for suburban housing and planning officials and human rights commissioners on best practices for achieving fair and affordable housing. More than 100 city officials and developers attended the "Building Inclusive Communities" Conference in the Fall of 1998.
- Co-sponsored, with the Fair Housing Center and the Alliance for Metropolitan Stability, programs that highlighted promising practices in other parts of the country.
- By invitation of the Saint Paul Office of Interdistrict Initiatives, participated in planning development of a multi-school district governance structure to expand inter-district and integrated city/suburban education initiatives in the East Metro area.
- Initiated conversations, which are still underway, to explore collaboration in a similar inter-district effort in the Minneapolis metro area, the West Metro Educational Consortium.
- Assisted in the Interfaith Action/Saint Paul Ecumenical Alliance of Congregations interfaith dialogue and action forums on poverty, segregation and sprawl.

- Co-sponsored town-hall forums in Minneapolis and Saint Paul public schools as part of a national teleconference presented by the National Conference for Community and Justice on education and race.
- Organized three Twin Cities-area dialogues as part of the National Days of Dialogue on Race Relations.
- Assisted in the Saint Paul *Pioneer Press* civic journalism project "Poverty Among Us."
- Helped the Minnesota League of Women Voters to develop a plan for a statewide study circle program on immigration, which will take place in 2000.

In addition to these outcomes of EHEP's work, the past three years experience has improved the quality and scope of the discussion process. Thirty organizations contributed to the development of a new discussion guide. A faith compendium has been prepared by MICAH for use in community circles sponsored by churches, mosques, and synagogues. Guidelines and resources are being developed for an optional discussion session on race and economic development. It will be especially encouraged for use in conversations sponsored by business and labor organizations.

To assure better reporting of conversation results, reporting forms were developed for scribes. Professional facilitators helped to make the discussion guide more user-friendly and to develop a facilitator's version of the guide. The circles are also being resourced by the Urban Coalition, the Family Housing Fund, the Center for School Change, and the Institute on Race and Poverty. These organizations are providing research summaries to circle participants. All of these improvements are contributing to more productive discussions and the likelihood that meaningful ideas and commitments to action will be generated.

Awards and Recognition

At the end of 1998, our Community Circles dialogue project was selected by The President's Initiative on Race as a "Promising Practice" for advancing race relations and making progress on issues of race in the United States.

In May 1999, the Collaborative was one of four projects in the country selected to make a presentation at the Brookings Institution's National Symposium on innovative approaches to our nation's racial problems.

Sustainable Development Plan

The experiences of the past three years have taught us that continued development of EHEP and the Collaborative, as community resources, will require additional staff. To sustain the momentum of the community circle project and help to build inclusive communities and schools into the agendas of other public and community organizations, EHEP must expand its staff capacity.

The vacant position of administrative assistant will be filled in early September. However, to assist the director and to manage the daily operations of EHEP activities full-time, it is critical that we engage a Community Circles Coordinator to oversee and manage the community circles project as it moves from discussion to action, to coordinate activities with the Community Circles Collaborative, and to help ensure implementation of the action agendas developed by community participants. A recently prepared study has recommended the addition of this staff position as essential to the continued success of our work as we expand from discussion alone into action and implementation.

Additional funds are also needed to expand the Wilder Foundation's research efforts. To date, the foundation has not been involved in activities that extend beyond the confines of the city of St. Paul. In order to fully evaluate the Collaborative's region-wide effort, additional resources are needed for data collection and management.

In a larger sense, we also understand that EHEP's mission will not be achieved in just a couple of years. Ultimately, of course, EHEP would like to "put itself out of business," by fostering a new regional ethos that is sustained by the agendas and activities of the partner organizations, as well as the healthy civic habits of democratic discussion, deliberation and decision-making. However, these goals remain somewhere in the future. Early in 2000, the board of EHEP hopes to convene its major partners to develop a strategic plan that begins charting a course toward achievement of that ultimate goal.

Equally important to the long-range sustainability of the impact of the study circles is establishment of a more independent funding base. EHEP is exploring alternatives that include developing a donor base and generating income from distribution of its high-quality products and services. This too will be further explored as part of the strategic planning process anticipated to take place next year.

Although our budget expanded in 1999, we have not yet garnered funding for either of these two essential additions to our capacity. It is for these purposes that we request a \$30,000 grant from The Study Circles Fund.

Leadership and Staff

Board of Directors: EHEP's success rests heavily on an active, committed and diverse board of directors. The board has been expanded each year and now includes 16 members -- all key leaders in fields and institutions related to the mission of EHEP. The board includes extensive direct leadership experience addressing issues of education, housing and race. Members' connections and contacts enhance EHEP's ability to accomplish its objectives. The board sets policy direction and plays an active role in advancing the community circle project and bringing new partners into the collaborative. Board Chair is Matthew Little, a long-time leader of the NAACP and a major figure in the Civil Rights Movement in the Twin Cities.

Top paid staff: Richard C. Little, Executive Director

Dick Little is responsible for all aspects of the organization and project. He has an extensive background in housing, education, race relations and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. Since 1990, he has been a research associate with the International Institute for Inter-racial Interaction (INTER-RACE) at Augsburg College, a technical assistant with the Community Policing Institute, a member of the strategic planning team for the City of New Orleans Economic Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also served as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his eleventh year as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves as an officer on the boards of several non-profit organizations, including the Metropolitan Interfaith Council on Affordable Housing (MICAH). Mr. Little was a finalist for gubernatorial appointment to the Metropolitan Council in April 1999.

The position of Administrative Assistant will be filled in September.

The Board of Directors of the Metropolitan Council is pleased to announce the appointment of Mr. Richard C. Little to the position of Executive Director of the Metropolitan Council. Mr. Little has been selected to lead the Council in its efforts to provide a high quality, efficient, and cost-effective public transit system for the region.

Mr. Little has a long and distinguished career in public transit. He has served in various capacities for the Metropolitan Council, including as Executive Director of the Metropolitan Council's Transit Division. He has also served as Executive Director of the Metropolitan Council's Transit Division in other cities. Mr. Little has a strong background in transit planning, operations, and management. He has a proven track record of leading successful transit agencies and has been instrumental in the development of new transit services and infrastructure.

Mr. Little's appointment is a testament to the Council's commitment to providing the highest quality of service to its customers. He will be working closely with the Council's Board of Directors and the Metropolitan Council's staff to ensure the continued success of the Council's transit services. We are confident that Mr. Little will bring his extensive experience and leadership skills to the Council and will play a key role in the Council's future success.

Mr. Little will be reporting to the Board of Directors and will be taking office on April 1, 1999. He will be based in the Council's headquarters in St. Louis, Missouri. We welcome Mr. Little to the Council and wish him every success in his new position.

Leadership and Staff

Executive Director: Richard C. Little
Deputy Executive Director: [Name]
General Manager: [Name]
Assistant General Manager: [Name]
Director of Operations: [Name]
Director of Planning and Development: [Name]
Director of Customer Service: [Name]
Director of Finance and Administration: [Name]
Director of Marketing and Public Affairs: [Name]
Director of Safety and Security: [Name]
Director of Information Systems: [Name]
Director of Legal and Compliance: [Name]
Director of Human Resources: [Name]
Director of Environmental and Community Relations: [Name]

For more information, contact:

Richard C. Little, Executive Director
Metropolitan Council
100 North 2nd Street
St. Louis, Missouri 63102
Phone: (314) 241-1000
Fax: (314) 241-1001
Website: www.metrocouncil.org

EHEP has employed three part-time student interns and research assistants over the life of the project, and expects to have two interns during the 1999-2000 academic year. The Center for Urban and Regional Affairs, the University of St. Thomas, the Higher Education Consortium for Urban Affairs, and Augsburg College are our principal internship partners. Use of consultants and *pro bono* services has also augmented the ability of EHEP to carry out its work. Most important are in-kind staff and volunteer resources provided by partner organizations. EHEP has a fiscal service agreement with Augsburg College to assure that all financial obligations and fiduciary responsibilities are carried out.

In addition to EHEP staff, those most directly involved in assisting and working with the work of the Collaborative include the following individuals and organizations:

- Paul Kiley, a media, communications and marketing consultant with experience as head of the California Literacy Program, is providing *pro bono* services to help communicate and market the project to potential sponsors and participants, the public, and the media.
- Barbara Blackstone, State Mediator with the Minnesota Office of Dispute Resolution and Mediation, and an officer of the Society of Professionals in Dispute Resolution (SPIDR), Minnesota Chapter, heads up the process of recruiting, training and assigning facilitators.
- Mariann Johnson, mediator, facilitator with the Minnesota Facilitators Network and professional organizational development consultant, has led the effort to develop the facilitators' guide and the facilitator's version of the discussion guide.

EHEP has made extensive and creative use of volunteers and consultants, recruited through its own resources and those of its partners, and will continue to do so to provide assistance with writing, graphic design, professional training, speaking, etc.

1999-2000 COMMUNITY CIRCLES TIMELINE

- | | |
|--|-----------------|
| • Continue evaluation of circles process and results | September 1999 |
| • Hold training workshops for facilitators and sponsors | September 1999 |
| • Convene fall round of 1999 community circles | Sept.-Nov. 1999 |
| • Co-sponsor "Cities at Work" Forums III and IV, Saint Paul (includes "Call to Action" Forum for 1998-99 Community Circles) | Sept.-Oct. 1999 |
| • Hold "Citizens Summit" with the Minnesota Meeting and MN Public Radio | December 1999 |
| • Secure funding for and fill position of Community Circle Coordinator | December 1999 |
| • Complete evaluation process and issue report to community and metropolitan decision makers | January 2000 |
| • Develop and implement Year 2000 Action Agenda with stakeholders and community partners | Jan.-Dec. 2000 |
| • Implement new community circle conversations focusing on specific actionable agendas flowing from the 1999 forums and dialogues (e.g., working with the school districts to define the elements of an inclusionary school) | Jan.-Dec. 2000 |

**EDUCATION AND HOUSING EQUITY PROJECT
BALANCE SHEET
JUNE 30, 2000**

ASSETS

Cash (Riverside Bank)	\$	18,244
Petty Cash	\$	-
Equipment	\$	1,204
Total Assets:	<u>\$</u>	<u>19,448</u>

LIABILITIES and FUND BALANCE

Accounts Payable		
Augsburg College - Other	\$	2,235
Accounting Services		
Payroll Taxes Payable		
Federal Income Tax Withheld	\$	-
FICA Tax Withheld	\$	79
EFICA Tax Withheld	\$	-
State Income Tax Withheld	\$	-
Fund Balance	\$	(18,288)
Total Liabilities and Fund Balance:	<u>\$</u>	<u>(15,974)</u>
	\$	3,474

**EDUCATION AND HOUSING EQUITY PROJECT
INCOME STATEMENT AND FUND BALANCE RECAP
PERIOD ENDING JUNE 30, 2000**

	REVENUE	Budgeted	Year to Date	Remaining
4001	Grants	<u> </u>	\$ 26,500	\$ (26,500)
	Total Revenue:	\$ -	\$ 26,500	\$ (26,500)
	EXPENSES			
5001	Consulting		\$ 2,468	\$ (2,468)
5002	Office Supplies		\$ 781	\$ (781)
5003	Telephone/Fax		\$ -	\$ -
5004	Postage		\$ -	\$ -
5005	Copying		\$ 22	\$ (22)
5006	Printing		\$ -	\$ -
5007	Publications		\$ 17	\$ (17)
5008	Equipment		\$ -	\$ -
5009	Dues, Fees, Registration		\$ -	\$ -
5010	Conferences and Meetings		\$ 221	\$ (221)
5011	Travel		\$ -	\$ -
5012	Mileage		\$ -	\$ -
5013	Miscellaneous		\$ 270	\$ (270)
5014	Office Rental		\$ -	\$ -
5015	Insurance		\$ -	\$ -
5016	Staff Development		\$ (70)	\$ 70
5201	Director Salary		\$ 4,000	\$ (4,000)
5202	Clerical Salary		\$ -	\$ -
5203	Accounting Services		\$ 900	\$ (900)
5204	EFICA Expenses		\$ 375	\$ (375)
5205	State Unemp Insurance		\$ 78	\$ (78)
5301	Program Training Events		\$ -	\$ -
	Total Expenses:	\$ -	\$ 9,062	\$ (9,062)
	Total Surplus/(Deficit):		<u>\$ 17,438</u>	
Beginning Fund Balance Jan 1, 2000:			\$ 850	
Revenue Added January 1 thru January 31, 2000			\$ 26,500	
Expenses Added January 1 thru January 31, 2000			\$ (9,062)	
Ending Fund Balance June 30, 2000			<u>\$ 18,288</u>	

GENERAL LEDGER

5001 Consulting

3/8/00 Julie Allen	\$ 750.00	5130
3/27/00 Geek Squad	\$ 264.00	5131
4/5/00 Geek Squad	\$ 132.00	5132
5/19/00 Wilder Research Center	\$ 342.00	5143
5/19/00 Pam Jewson	\$ 80.00	5145
5/31/00 Cincinnatus	\$ 500.00	5146
5/31/00 Augsburg (Kauffman Int)	\$ 400.00	5147

\$ 2,468.00

5002 Office Supplies

2/1/00 Officemax	\$ 51.72	5124
2/1/00 Kinko's	\$ 238.26	5125
2/2/00 Richard Little	\$ 430.70	5129
5/19/00 Officemax	\$ 59.99	5144

\$ 780.67

5003 Telephone/Fax

\$ -

5004 Postage

\$ -

5005 Copying

4/7/00 Kinko's	\$ 12.84	5137
5/19/00 Kinko's	\$ 9.15	5142

\$ 21.99

5006 Printing

\$ -

5007 Publications

4/7/00 Citizen's League	\$ 16.50	5138
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\$ 16.50

5008 Equipment

\$ -

5009 Dues, Fees, Registration

\$ -

5010 Conferences and Meetings			
	4/7/00 Univ of St. Thomas	\$ 221.25	5136
		<u>\$ 221.25</u>	
5011 Travel		\$ -	
5012 Mileage		\$ -	
5013 Miscellaneous			
	2/1/00 Viking Discount Blinds	\$ 270.00	5128
		<u>\$ 270.00</u>	
5014 Office Rental		<u>\$ -</u>	
5015 Insurance		\$ -	
5016 Staff Development			
	1/31/00 Void check 5089	<u>\$ (69.50)</u>	
		\$ (69.50)	
5201 Director Salary			
	1/31/00 Richard Little	\$ 2,000.00	5122
	6/23/00 Richard Little	\$ 2,000.00	5148
		<u>\$ 4,000.00</u>	
5202 Clerical Salary		<u>\$ -</u>	
5203 Accounting Services			
	4/10/00 Paul Pierson	\$ 450.00	5139
	6/23/00 Paul Pierson	\$ 450.00	5149
		<u>\$ 900.00</u>	
5204 EFICA Expenses			

1/31/00 Richard Little	\$	153.00	5122
4/30/00 Paul Pierson	\$	34.43	5139
6/23/00 Richard Little	\$	153.00	5148
6/23/00 Paul Pierson	\$	34.43	5149

\$ 374.86

5205 State Unemp Insurance

1/24/00 MN U.C. Fund	\$	7.70	5121
4/7/00 MN U.C. Fund	\$	14.00	5134
4/7/00 MN U.C. Fund	\$	56.62	5135

\$ 78.32

5301 Program Training Events

\$ -

\$ 9,062.09

GENERAL LEDGER

1001 Cash

		<u>Check #</u>	<u>Balance</u>
1/1/2000 Beginning Balance	\$ 62.12		\$ 62.12
1/14/2000 Deposit	\$ 5,000.00		\$ 5,062.12
1/21/2000 MN Dept of Revenue	\$ (109.00)	5120	\$ 4,953.12
1/24/2000 MN U.C. Fund	\$ (7.70)	5121	\$ 4,945.42
1/31/2000 Deposit	\$ 500.00		\$ 5,445.42
1/31/2000 Richard Little	\$ (1,529.00)	5122	\$ 3,916.42
1/31/2000 United States Treasury	\$ (528.00)	5123	\$ 3,388.42
2/1/2000 Deposit	\$ 500.00		\$ 3,888.42
2/1/2000 Office Max	\$ (51.72)	5124	\$ 3,836.70
2/1/2000 Kinko's	\$ (238.26)	5125	\$ 3,598.44
1/31/2000 MN Dept of Revenue	\$ (111.00)	5126	\$ 3,487.44
1/31/2000 Void check 5012	\$ 101.10		\$ 3,588.54
1/31/2000 Void check 5014	\$ 50.00		\$ 3,638.54
1/31/2000 Void check 5055	\$ 270.00		\$ 3,908.54
1/31/2000 Void check 5081	\$ 155.00		\$ 4,063.54
1/31/2000 Void check 5089	\$ 69.50		\$ 4,133.04
1/31/2000 Void check 5120	\$ 109.00		\$ 4,242.04
2/1/2000 Richard Little	\$ (101.10)	5127	\$ 4,140.94
2/1/2000 Viking Discount Blinds	\$ (270.00)	5128	\$ 3,870.94
2/2/2000 Richard Little	\$ (430.70)	5129	\$ 3,440.24
2/3/2000 Deposit	\$ 500.00		\$ 3,940.24
3/8/2000 Julie Allen	\$ (750.00)	5130	\$ 3,190.24
3/27/2000 Geek Squad	\$ (264.00)	5131	\$ 2,926.24
3/31/2000 Deposit	\$ 500.00		\$ 3,426.24
4/5/2000 Geek Squad	\$ (132.00)	5132	\$ 3,294.24
4/7/2000 MN Dept of Revenue	\$ (96.00)	5133	\$ 3,198.24
4/7/2000 MN U.C. Fund	\$ (14.00)	5134	\$ 3,184.24
4/7/2000 MN U.C. Fund	\$ (56.62)	5135	\$ 3,127.62
4/7/2000 Univ of St. Thomas	\$ (221.25)	5136	\$ 2,906.37
4/7/2000 Kinko's	\$ (12.84)	5137	\$ 2,893.53
4/7/2000 Citizen's League	\$ (16.50)	5138	\$ 2,877.03
4/10/2000 Paul Pierson	\$ (415.57)	5139	\$ 2,461.46
4/30/2000 U.S. Treasury	\$ (68.86)	5140	\$ 2,392.60
5/16/2000 Vector Internet Svcs	\$ (119.70)	5141	\$ 2,272.90
5/19/2000 Kinko's	\$ (9.15)	5142	\$ 2,263.75
5/19/2000 Wilder Research	\$ (342.00)	5143	\$ 1,921.75
5/19/2000 Office Max	\$ (59.99)	5144	\$ 1,861.76
5/19/2000 Pam Jewson	\$ (80.00)	5145	\$ 1,781.76
5/31/2000 Cincinnati	\$ (500.00)	5146	\$ 1,281.76
5/31/2000 Augsburg (Intern. Prog)	\$ (400.00)	5147	\$ 881.76
6/15/2000 Deposit	\$ 10,000.00		\$ 10,881.76
6/23/2000 Richard Little	\$ (1,529.00)	5148	\$ 9,352.76
6/23/2000 Paul Pierson	\$ (415.57)	5149	\$ 8,937.19
6/23/2000 U.S. Treasury	\$ (596.86)	5150	\$ 8,340.33
6/23/2000 MN Dept of Revenue	\$ (96.00)	5151	\$ 8,244.33
6/28/2000 Deposit	\$ 10,000.00		\$ 18,244.33
	\$ 18,244.33		

1002 Petty Cash

1-Jan Beginning Balance	\$ 50.00
31-Jan Void check 5014	\$ (50.00)
	<u>\$ -</u>

1003 Equipment

1/1/2000 Beginning Balance	\$ 1,474.00
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1/31/2000 Void check 5055	\$	(270.00)	
	\$	<u>1,204.00</u>	

2001 Accounts Payable

1/1/2000 Beginning Balance	\$	(704.00)	
1/31/2000 Void check 5012	\$	(101.10)	5012
2/1/2000 Dick Little	\$	101.10	5127
5/16/2000 Vector Internet Svcs	\$	119.70	5141
5/31/2000 Augsburg College	\$	2,819.11	
	\$	<u>2,234.81</u>	

2201 Federal Income Tax Withheld

1/1/2000 Beginning Balance	\$	-	
31-Jan Richard Little	\$	(222.00)	5122
1/31/2000 U.S. Treasury	\$	222.00	5123
4/30/2000 U.S. Treasury	\$	34.43	5140
4/30/2000 Paul Pierson	\$	(34.43)	5139
6/23/2000 Richard Little	\$	(222.00)	5148
6/23/2000 U.S. Treasury	\$	222.00	5150
	\$	<u>-</u>	

2202 FICA Withheld

1/1/00 Beginning Balance	\$	79.00	
1/31/2000 Richard Little	\$	(153.00)	5122
1/31/2000 U.S. Treasury	\$	153.00	5123
4/10/2000 Paul Pierson	\$	(34.43)	5139
4/30/2000 U.S. Treasury	\$	34.43	5140
6/23/2000 Richard Little	\$	(153.00)	5148
6/23/2000 Paul Pierson	\$	(34.43)	5149
6/23/2000 U.S. Treasury	\$	187.43	5150
	\$	<u>79.00</u>	

2203 EFICA Withheld

1/1/00 Beginning Balance	\$	-	
1/31/2000 Richard Little	\$	(153.00)	5122
1/31/2000 U.S. Treasury	\$	153.00	5123
6/23/2000 Richard Little	\$	(153.00)	5148
6/23/2000 U.S. Treasury	\$	153.00	5150
	\$	<u>-</u>	

2204 State Income Tax Withheld

1/1/00 Beginning Balance	\$	(111.00)	
1/21/2000 Mn Dept of Revenue	\$	109.00	5120
1/21/2000 Void check 5120	\$	(109.00)	
1/31/2000 Richard Little	\$	(96.00)	5122
1/31/2000 Mn Dept of Revenue	\$	111.00	5126
4/7/2000 Mn Dept of Revenue	\$	96.00	5133
6/23/2000 Richard Little	\$	(96.00)	5148
6/23/2000 Mn Dept of Revenue	\$	96.00	5151
	\$	<u>-</u>	

4001 Grants

1/14/2000 Study Circle	\$	(5,000.00)	
1/26/2000 MICAH	\$	(500.00)	

1/28/2000 General Mills	\$ (500.00)
3/31/2000 Deposit	\$ (500.00)
6/15/2000 Deposit	\$ (10,000.00)
6/28/2000 Deposit	\$ (10,000.00)
	<hr/>
	\$ (26,500.00)

CHECK REGISTER

Total Checks Written:

\$9,572.39

2000

Check #	Amount	Vendor	Date
5120	\$109.00	Mn Dept of Revenue	21-Jan-00
5121	\$7.70	Minnesota U.C. Fund	24-Jan-00
5122	\$1,529.00	Richard Little	31-Jan-00
5123	\$528.00	United States Treasury	31-Jan-00
5124	\$51.72	OfficeMax	31-Jan-00
5125	\$238.26	Kinkos	1-Feb-00
5126	\$111.00	Mn Dept of Revenue	31-Jan-00
5127	\$101.10	Richard Little	1-Feb-00
5128	\$270.00	Viking Discount Blinds	1-Feb-00
5129	\$430.70	Richard Little	2-Feb-00
5130	\$750.00	Julie Allen	8-Mar-00
5131	\$264.00	Geek Squad	27-Mar-00
5132	\$132.00	Geek Squad	5-Apr-00
5133	\$96.00	Mn Dept of Revenue	7-Apr-00
5134	\$14.00	Mn U. C. Fund	7-Apr-00
5135	\$56.62	Mn U. C. Fund	7-Apr-00
5136	\$221.25	University of St. Thomas	7-Apr-00
5137	\$12.84	Kinkos	7-Apr-00
5138	\$16.50	Citizen's League	7-Apr-00
5139	\$415.57	Paul Pierson	10-Apr-00
5140	\$68.86	U.S. Treasury	30-Apr-00
5141	\$119.70	Vector Internet	16-May-00
5142	\$9.15	Kinkos	19-May-00
5143	\$342.00	Wilder Research Center	19-May-00
5144	\$59.99	OfficeMax	19-May-00
5145	\$80.00	Pam Jewson	19-May-00
5146	\$500.00	Cincinnatus	31-May-00
5147	\$400.00	Augsburg (Kauffman Internship)	31-May-00
5148	\$1,529.00	Richard Little	23-Jun-00
5149	\$415.57	Paul Pierson	23-Jun-00
5150	\$596.86	U.S. Treasury	23-Jun-00
5151	\$96.00	Mn Dept of Revenue	23-Jun-00

**EDUCATION AND HOUSING EQUITY PROJECT
BALANCE SHEET
DECEMBER 31, 1999**

ASSETS

Cash (Riverside Bank)	\$	62
Petty Cash	\$	50
Equipment	\$	1,474
Total Assets:	<u>\$</u>	<u>1,586</u>

LIABILITIES and FUND BALANCE

Accounts Payable		
Augsburg College - Computer	\$	(704)
Augsburg College - Other		
Accounting Services		
Payroll Taxes Payable		
Federal Income Tax Withheld	\$	-
FICA Tax Withheld	\$	79
EFICA Tax Withheld	\$	0
State Income Tax Withheld	\$	(111)
Fund Balance	\$	(850)
Total Liabilities and Fund Balance:	<u>\$</u>	<u>(1,586)</u>
	\$	0

**EDUCATION AND HOUSING EQUITY PROJECT
INCOME STATEMENT AND FUND BALANCE RECAP
PERIOD ENDING DECEMBER 31, 1999**

	REVENUE	Budgeted	Year to Date	Remaining
4001	Grants	<u>\$ 100,000</u>	<u>\$ 42,241</u>	<u>\$ 57,760</u>
	Total Revenue:	\$ 100,000	\$ 42,241	\$ 57,760
	EXPENSES			
5001	Consulting	\$ 14,600	\$ 2,588	\$ 12,012
5002	Office Supplies	\$ 600	\$ 492	\$ 108
5003	Telephone/Fax	\$ 750	\$ 572	\$ 178
5004	Postage	\$ 1,800	\$ 1,078	\$ 722
5005	Copying	\$ 3,500	\$ 2,216	\$ 1,284
5006	Printing	\$ 800	\$ 279	\$ 521
5007	Publications	\$ 150	\$ 72	\$ 78
5008	Equipment	\$ 1,300	\$ 241	\$ 1,059
5009	Dues, Fees, Registration	\$ 100	\$ 90	\$ 10
5010	Conferences and Meetings	\$ 10,000	\$ 5,587	\$ 4,414
5011	Travel	\$ 500	\$ 43	\$ 457
5012	Mileage	\$ 1,500	\$ -	\$ 1,500
5013	Miscellaneous	\$ 250	\$ 160	\$ 90
5014	Office Rental	\$ 1,800	\$ 1,200	\$ 600
5015	Insurance	\$ -	\$ -	\$ -
5016	Staff Development	\$ 1,000	\$ 430	\$ 571
5201	Director Salary	\$ 26,500	\$ 17,000	\$ 9,500
5202	Clerical Salary	\$ 11,610	\$ 7,963	\$ 3,648
5203	Accounting Services	\$ 1,750	\$ 1,450	\$ 300
5204	EFICA Expenses	\$ 3,049	\$ 2,021	\$ 1,028
5205	State Unemp Insurance	\$ 80	\$ 75	\$ 5
5301	Program Training Events	<u>\$ 3,200</u>	<u>\$ 1,132</u>	<u>\$ 2,068</u>
	Total Expenses:	\$ 84,839	\$ 44,686	\$ 40,153
	Total Surplus/(Deficit):		<u><u>\$ (2,446)</u></u>	
Beginning Fund Balance Jan 1, 1999:			\$ 3,296	
Revenue Added January 1 thru December 31, 1999			\$ 42,241	
Expenses Added January 1 thru December 31, 1999			\$ (44,686)	
Ending Fund Balance December 31, 1999			<u><u>\$ 850</u></u>	

Richard Little	Federal and State Taxable Wages	Federal Withheld	Social Sec Withheld	Medicare Withheld	State Withheld	Net Pay	Check Number
26-Feb	\$ 1,000.00	\$ 135.00	\$ 62.00	\$ 14.50	\$ 60.00	\$ 728.50	5016
1-Apr	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5019
4/12/1999 for 3-15	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5020
15-Apr	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5035
30-Apr	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5038
17-May	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5043
31-May	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5047
15-Jun	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5052
1-Jul	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5058
16-Jul	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5060
30-Jul	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5068
13-Aug	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5078
3-Sep	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5083
16-Sep	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5086
30-Sep	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5092
15-Oct	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5100
31-Oct	\$ 1,000.00	\$ 111.00	\$ 62.00	\$ 14.50	\$ 48.00	\$ 764.50	5105
YTD Totals:	\$ 17,000.00	\$ 1,911.00	\$ 1,054.00	\$ 246.50	\$ 828.00	\$ 12,960.50	

Pamela Jewson	Federal and State Taxable Wages	Federal Withheld	Social Sec Withheld	Medicare Withheld	State Withheld	Net Pay	Check Number
26-Feb	\$ 580.00	\$ 55.00	\$ 35.96	\$ 8.41	\$ 28.00	\$ 452.63	5015
15-Mar	\$ 347.50	\$ 35.00	\$ 21.55	\$ 5.04	\$ 17.00	\$ 268.92	5017
1-Apr	\$ 485.00	\$ 56.00	\$ 30.07	\$ 7.03	\$ 27.00	\$ 364.90	5018
15-Apr	\$ 472.50	\$ 54.00	\$ 29.30	\$ 6.85	\$ 25.98	\$ 356.37	5036
30-Apr	\$ 480.00	\$ 55.00	\$ 29.76	\$ 6.96	\$ 24.00	\$ 364.28	5037
17-May	\$ 502.50	\$ 56.00	\$ 31.16	\$ 7.29	\$ 27.00	\$ 381.06	5044
31-May	\$ 500.00	\$ 56.00	\$ 31.00	\$ 7.25	\$ 27.00	\$ 378.75	5048
15-Jun	\$ 542.50	\$ 58.00	\$ 33.64	\$ 7.87	\$ 29.00	\$ 414.00	5053
1-Jul	\$ 377.50	\$ 42.00	\$ 23.41	\$ 5.47	\$ 21.00	\$ 285.62	5057
19-Jul	\$ 50.00	\$ 4.00	\$ 3.10	\$ 0.73	\$ 2.00	\$ 40.18	5061
30-Jul	\$ 310.00	\$ 34.00	\$ 19.22	\$ 4.50	\$ 17.01	\$ 235.28	5067
13-Aug	\$ 132.50	\$ 12.00	\$ 8.22	\$ 1.92	\$ 6.00	\$ 104.36	5067
3-Sep	\$ 300.00	\$ 31.00	\$ 18.60	\$ 4.35	\$ 15.00	\$ 231.05	5082
16-Sep	\$ 50.00	\$ 3.00	\$ 3.10	\$ 0.73	\$ 2.00	\$ 41.18	5087
YTD Totals:	\$ 5,130.00	\$ 551.00	\$ 318.06	\$ 74.39	\$ 267.99	\$ 3,918.57	

Jeff Swenson	Federal and State Taxable Wages	Federal Withheld	Social Sec Withheld	Medicare Withheld	State Withheld	Net Pay	Check Number
15-Apr	\$ 300.00	\$ 46.01	\$ 18.60	\$ 4.35	\$ 24.00	\$ 207.04	5034
30-Apr	\$ 150.00	\$ 23.01	\$ 9.30	\$ 2.18	\$ 12.00	\$ 103.52	5039
31-May	\$ 150.00	\$ 23.01	\$ 9.30	\$ 2.18	\$ 12.00	\$ 103.52	5049
1-Jul	\$ 150.00	\$ 23.01	\$ 9.30	\$ 2.18	\$ 12.00	\$ 103.52	5059
19-Jul	\$ 100.00	\$ 10.00	\$ 6.20	\$ 1.45	\$ 5.00	\$ 77.35	5062
30-Jul	\$ 150.00	\$ 23.01	\$ 9.30	\$ 2.18	\$ 12.00	\$ 103.52	5069
3-Sep	\$ 150.00	\$ 23.01	\$ 9.30	\$ 2.18	\$ 12.00	\$ 103.52	5084
30-Sep	\$ 75.00	\$ -	\$ 4.65	\$ 1.09	\$ -	\$ 69.26	5094
YTD Totals:	\$ 1,225.00	\$ 171.06	\$ 75.95	\$ 17.76	\$ 89.00	\$ 871.23	

Maire McMahon	Federal and State Taxable Wages	Federal Withheld	Social Sec Withheld	Medicare Withheld	State Withheld	Net Pay	Check Number
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16-Sep	\$	515.00	\$	6.00	\$	31.93	\$	7.47	\$	9.00	\$	460.60	5088
30-Sep	\$	622.50	\$	27.00	\$	38.60	\$	9.03	\$	12.00	\$	535.88	5093
15-Oct	\$	585.00	\$	27.00	\$	36.27	\$	8.48	\$	12.00	\$	501.25	5101
31-Oct	\$	420.00	\$	-	\$	26.04	\$	6.09	\$	1.00	\$	386.87	5106
15-Nov	\$	450.00	\$	-	\$	27.90	\$	6.53	\$	2.00	\$	413.58	5115
30-Nov	\$	240.00	\$	-	\$	14.88	\$	3.48	\$	-	\$	221.64	5117

YTD Totals: \$ 2,832.50 \$ 60.00 \$ 175.62 \$ 41.07 \$ 36.00 \$ 2,519.81

Paul Pierson		Federal and State Taxable Wages	Federal Withheld	Social Sec Withheld	Medicare Withheld	State Withheld	Net Pay	Check Number
	30-Sep	\$ 75.00	\$ 5.00	\$ 4.65	\$ 1.09	\$ 2.00	\$ 62.26	5095
	31-Oct	\$ 150.00	\$ -	\$ 9.30	\$ 2.18	\$ -	\$ 138.53	5107
	YTD Totals:	<u>\$ 225.00</u>	<u>\$ 5.00</u>	<u>\$ 13.95</u>	<u>\$ 3.26</u>	<u>\$ 2.00</u>	<u>\$ 200.79</u>	

Quarter 1	\$	1,927.50	\$	225.00	\$	119.51	\$	27.95	\$	105.00	\$	1,450.05
Quarter 2	\$	10,582.50	\$	1,204.03	\$	656.12	\$	153.45	\$	543.98	\$	8,024.93
Quarter 3	\$	10,057.50	\$	1,020.03	\$	623.57	\$	145.83	\$	463.01	\$	7,805.06
Quarter 4	\$	3,845.00	\$	249.00	\$	238.39	\$	55.75	\$	111.00	\$	3,190.86
	<u>\$</u>	<u>26,412.50</u>	<u>\$</u>	<u>2,698.06</u>	<u>\$</u>	<u>1,637.58</u>	<u>\$</u>	<u>382.98</u>	<u>\$</u>	<u>1,222.99</u>	<u>\$</u>	<u>20,470.89</u>

Employee Totals \$ 26,412.50 \$ 2,698.06 \$ 1,637.58 \$ 382.98 \$ 1,222.99 \$ 20,470.89

\$ - \$ - \$ - \$ - \$ - \$ -

GENERAL LEDGER

5001 Consulting

4/12/1999	Edward Schulte	\$ 138.00	5026 p
11/12/1999	Karina Vargas Bushnell	\$ 450.00	5114
11/17/1999	American Program Bur	\$ 1,000.00	5116
12/14/1999	American Program Bur	\$ 1,000.00	5119
		\$ 2,588.00	

5002 Office Supplies

2/1/1999	Contact Services	\$ 29.90	5004 a
5/31/1999	Richard Little	\$ 116.28	5051 a
2/1/1999	Riverside-Checks	\$ 71.75	Bank a
3/1/1999	Riverside-Stamps	\$ 16.95	Bank a
4/14/1999	Augsburg College	\$ 65.66	5031 a
7/30/1999	Augsburg College	\$ 17.92	5076 p
10/15/1999	OfficeMax	\$ 79.60	5102
10/31/1999	OfficeMax	\$ 94.34	5111
		\$ 492.40	

5003 Telephone/Fax

4/22/1999	Vector Internet	\$ 50.00	5022 a
4/14/1999	Augsburg College	\$ 156.40	5031 a
5/17/1999	Vector Internet	\$ 119.70	5046 a
7/20/1999	Pam Jewson	\$ 28.87	5066 a
7/30/1999	Augsburg College	\$ 96.89	5076 p
10/15/1999	Vector Internet	\$ 119.70	5104
		\$ 571.56	

5004 Postage

4/14/1999	Augsburg College	\$ 695.31	5031 p
5/31/1999	Richard Little	\$ 167.86	5051 p
6/15/1999	Pam Jewson	\$ 33.00	5054 p
7/30/1999	Augsburg College	\$ 156.02	5076 p
10/15/1999	Emily Chen	\$ 25.52	5103
		\$ 1,077.71	

5005 Copying

4/12/1999	MMEP	\$ 555.20	5030 p
5/31/1999	Richard Little	\$ 1,156.03	5051 p
4/30/1999	Deposit	\$ (70.09)	Refund p
4/30/1999	Deposit	\$ (43.74)	Refund p
7/30/1999	MMEP	\$ 188.85	5072 p
7/30/1999	Kinko's	\$ 191.27	5074 p
7/30/1999	Augsburg College	\$ 78.85	5076 p
9/30/1999	MMEP	\$ 33.40	5096
10/31/1999	MMEP	\$ 126.55	5109

		\$ 2,216.32	
5006 Printing			
	2/1/1999 Pam Jewison	\$ 38.50	5010 p
	4/12/1999 Min Facil Netwrk	\$ 53.78	5027 p
	4/12/1999 CMAL	\$ 17.97	5028 p
	4/14/1999 Augsburg College	\$ 51.13	5031 p
	9/3/1999 Snap Print	\$ 117.83	5080 p
		<hr/> \$ 279.21	
5007 Publications			
	5/31/1999 Richard Little	\$ 25.08	5051 p
	7/30/1999 Citizen's League	\$ 16.50	5075 p
	10/31/1999 Star Tribune	\$ 30.00	5110
		<hr/> \$ 71.58	
5008 Equipment			
	5/31/1999 Richard Little	\$ 85.54	5051 a
	9/3/1999 First Tech	\$ 155.00	5081 a
		<hr/> \$ 240.54	
5009 Dues, Fees, Registration			
	4/12/1999 MMEP	\$ 25.00	5030 p
	7/30/1999 State of Minnesota	\$ 25.00	5071 a
	9/16/1999 Citizen's League	\$ 40.00	5090
		<hr/> \$ 90.00	
5010 Conferences and Meetings			
	4/12/1999 St Paul Area Churches	\$ 30.00	5029 a
	4/14/1999 Augsburg College	\$ 421.00	5031 a
	5/31/1999 Richard Little	\$ 45.50	5051 p
	7/30/1999 SPNN	\$ 70.00	5073 p
	9/16/1999 MMEP	\$ 20.00	5091
	11/5/1999 Express Interactive Sol.	\$ 5,000.00	5113
		<hr/> \$ 5,586.50	
5011 Travel			
	5/31/1999 Richard Little	\$ 43.10	5051 p
		<hr/> \$ 43.10	
5012 Mileage			
		<hr/> \$ -	
5013 Miscellaneous			
	7/30/1999 Augsburg College Signs	\$ 160.00	5076 p

		\$ 160.00	
5014 Office Rental			
	4/14/1999 Augsburg College	\$ 450.00	5031 a
	7/30/1999 Augsburg College	\$ 750.00	5076 a
		<u>\$ 1,200.00</u>	
5015 Insurance			
		<u>\$ -</u>	
5016 Staff Development			
	5/31/1999 Richard Little	\$ 360.00	5051 a
	9/16/1999 Rockhurst College	\$ 69.50	5089
		<u>\$ 429.50</u>	
5201 Director Salary			
	2/26/1999 Richard Little	\$ 1,000.00	5016
	4/1/1999 Richard Little	\$ 1,000.00	5019
	4/12/1999 Richard Little	\$ 1,000.00	5020
	4/15/1999 Richard Little	\$ 1,000.00	5035
	4/30/1999 Richard Little	\$ 1,000.00	5038
	5/17/1999 Richard Little	\$ 1,000.00	5043
	5/31/1999 Richard Little	\$ 1,000.00	5047
	6/15/1999 Richard Little	\$ 1,000.00	5052
	7/1/1999 Richard Little	\$ 1,000.00	5058
	7/16/1999 Richard Little	\$ 1,000.00	5060
	7/30/1999 Richard Little	\$ 1,000.00	5068
	8/13/1999 Richard Little	\$ 1,000.00	5078
	9/3/1999 Richard Little	\$ 1,000.00	5083
	9/16/1999 Richard Little	\$ 1,000.00	5086
	9/30/1999 Richard Little	\$ 1,000.00	5092
	10/15/1999 Richard Little	\$ 1,000.00	5100
	10/31/1999 Richard Little	\$ 1,000.00	5105
		<u>\$ 17,000.00</u>	
5202 Clerical Salary			
	2/26/1999 Pam Jewson	\$ 580.00	5015
	3/15/1999 Pam Jewson	\$ 347.50	5017
	4/1/1999 Pam Jewson	\$ 485.00	5018
	4/15/1999 Pam Jewson	\$ 472.50	5036
	4/30/1999 Pam Jewson	\$ 480.00	5037
	5/17/1999 Pam Jewson	\$ 502.50	5044
	5/31/1999 Pam Jewson	\$ 500.00	5048
	6/15/1999 Pam Jewson	\$ 542.50	5053
	7/1/1999 Pam Jewson	\$ 377.50	5057
	7/19/1999 Pam Jewson	\$ 50.00	5061
	7/19/1999 Pam Jewson	\$ 310.00	5067

8/13/1999	Pam Jewson	\$ 132.50	5079
9/3/1999	Pam Jewson	\$ 300.00	5082
9/16/1999	Pam Jewson	\$ 50.00	5087
9/16/1999	Maire McMahon	\$ 515.00	5088
9/30/1999	Maire McMahon	\$ 622.50	5093
10/15/1999	Maire McMahon	\$ 585.00	5101
10/31/1999	Maire McMahon	\$ 420.00	5106
11/15/1999	Maire McMahon	\$ 450.00	5115
11/30/1999	Maire McMahon	\$ 240.00	5117
		\$ 7,962.50	

5203 Accounting Services

4/15/1999	Jeff Swenson	\$ 300.00	5034 a
4/30/1999	Jeff Swenson	\$ 150.00	5039 a
5/31/1999	Jeff Swenson	\$ 150.00	5049 a
7/1/1999	Jeff Swenson	\$ 150.00	5059 a
7/19/1999	Jeff Swenson	\$ 100.00	5062 a
7/30/1999	Jeff Swenson	\$ 150.00	5069 a
9/3/1999	Jeff Swenson	\$ 150.00	5084 a
9/30/1999	Jeff Swenson	\$ 75.00	5094
9/30/1999	Paul Pierson	\$ 75.00	5095
10/31/1999	Paul Pierson	\$ 150.00	5107
		\$ 1,450.00	

5204 EFICA Expenses

2/26/1999	Richard Little	\$ 76.50	5016
2/26/1999	Pam Jewison	\$ 44.37	5015
3/15/1999	Pam Jewison	\$ 26.59	5017
4/1/1999	Richard Little	\$ 76.50	5019
4/1/1999	Pam Jewison	\$ 37.10	5018
4/12/1999	Richard Little	\$ 76.50	5020
4/15/1999	Richard Little	\$ 76.50	5035
4/15/1999	Pam Jewison	\$ 36.15	5036
4/15/1999	Jeff Swenson	\$ 22.95	5034
4/30/1999	Richard Little	\$ 76.50	5038
4/30/1999	Pam Jewison	\$ 36.72	5037
4/30/1999	Jeff Swenson	\$ 11.48	5039
5/17/1999	Richard Little	\$ 76.50	5043
5/17/1999	Pam Jewison	\$ 38.45	5044
5/31/1999	Richard Little	\$ 76.50	5047
5/31/1999	Pam Jewison	\$ 38.25	5048
5/31/1999	Jeff Swenson	\$ 11.48	5049
6/15/1999	Richard Little	\$ 76.50	5052
6/15/1999	Pam Jewison	\$ 41.50	5053
7/1/1999	Richard Little	\$ 76.50	5058
7/1/1999	Pam Jewison	\$ 28.88	5057
7/1/1999	Jeff Swenson	\$ 11.48	5059
7/16/1999	Richard Little	\$ 76.50	5060
7/19/1999	Pam Jewison	\$ 3.83	5061
7/19/1999	Jeff Swenson	\$ 7.65	5062

7/30/1999	Richard Little	\$	76.50	5068
7/30/1999	Pam Jewison	\$	23.72	5067
7/30/1999	Jeff Swenson	\$	11.48	5069
8/13/1999	Richard Little	\$	76.50	5078
8/13/1999	Pam Jewison	\$	10.14	5079
9/3/1999	Pam Jewison	\$	22.95	5082
9/3/1999	Richard Little	\$	76.50	5083
9/3/1999	Jeff Swenson	\$	11.48	5084
9/16/1999	Richard Little	\$	76.50	5086
9/16/1999	Pam Jewison	\$	3.82	5087
9/16/1999	Maire McMahon	\$	39.40	5088
9/30/1999	Richard Little	\$	76.50	5092
9/30/1999	Maire McMahon	\$	47.63	5093
9/30/1999	Jeff Swenson	\$	5.74	5094
9/30/1999	Paul Pierson	\$	5.74	5095
10/15/1999	Richard Little	\$	76.50	5100
10/15/1999	Maire McMahon	\$	44.75	5101
10/31/1999	Richard Little	\$	76.50	5105
10/31/1999	Maire McMahon	\$	32.13	5106
9/30/1999	Paul Pierson	\$	11.48	5107
11/15/1999	Maire McMahon	\$	34.43	5115
11/30/1999	Maire McMahon	\$	18.36	5117

\$ 2,020.63

5205 State Unemp Insurance

4/30/1999	Minn U.C. Fund	\$	3.86	5042
7/19/1999	Minn U.C. Fund	\$	21.16	5065
7/30/1999	Minn U.C. Fund	\$	29.54	5070
10/31/1999	Minn U.C. Fund	\$	20.12	5112

\$ 74.68

5301 Program Training Events

4/12/1999	Metro State	\$	80.00	5024 p
4/12/1999	Aramark	\$	112.00	5025 p
5/9/1999	SPIDR/Minnesota	\$	20.00	5040 p
5/6/1999	Prom Catering	\$	375.00	5041 p
5/17/1999	Varbiner International	\$	75.00	5045 p
5/31/1999	Richard Little	\$	200.00	5051 p
5/31/1999	Rainbow Foods	\$	342.93	5056 p
7/31/1999	Wilder Foundation	\$	(72.78)	Deposit

\$ 1,132.15

\$ 44,686.38

GENERAL LEDGER

1001 Cash

		<u>Check #</u>	<u>Balance</u>
1/1/1999	Beginning Balance		\$ 10,565.25
2/1/1999	Management Assistance	5001	\$ 10,315.25
2/1/1999	General Office Products	5002	\$ 10,188.25
2/1/1999	Citizen's League	5003	\$ 10,148.25
2/1/1999	ConnectCo.	5004	\$ 10,118.35
2/1/1999	Alpha Print, Inc	5005	\$ 10,058.36
2/1/1999	James J McDonough	5006	\$ 9,628.36
2/1/1999	Vector Internet	5007	\$ 9,508.66
2/1/1999	Community Media Servic	5008	\$ 9,450.16
2/1/1999	University of St. Thomas	5009	\$ 9,305.16
2/1/1999	Pam Jewison	5010	\$ 9,266.66
2/1/1999	Snap Print	5011	\$ 8,642.57
2/1/1999	Richard Little	5012	\$ 8,541.47
2/1/1999	Grants	Deposit	\$ 24,641.47
2/1/1999	Checks	Bank	\$ 24,569.72
2/3/1999	Feigenbaum Design Groi	5013	\$ 23,569.72
2/3/1999	Riverside Bank	5014	\$ 23,519.72
2/26/1999	Pam Jewison	5015	\$ 23,067.09
2/26/1999	Richard Little	5016	\$ 22,338.59
3/1/1999	Stamps	Bank	\$ 22,321.64
3/15/1999	Pam Jewison	5017	\$ 22,052.72
4/1/1999	Pam Jewison	5018	\$ 21,687.82
4/1/1999	Richard Little	5019	\$ 20,923.32
4/1/1999	Printing Rebate	Deposit	\$ 20,993.41
4/12/1999	Richard Little	5020	\$ 20,228.91
4/12/1999	Feigenbaum Design Groi	5021	\$ 19,343.91
4/12/1999	Vector Internet	5022	\$ 19,293.91
	VOID	5023	\$ 19,293.91
4/12/1999	Metropolitan State Univer	5024	\$ 19,213.91
4/12/1999	Aramark	5025	\$ 19,101.91
4/12/1999	Edward Schulte	5026	\$ 18,963.91
4/12/1999	Minnesota Facilitators Ne	5027	\$ 18,910.13
4/12/1999	CMAL	5028	\$ 18,892.16
4/12/1999	St Paul Area Council of C	5029	\$ 18,862.16
4/12/1999	MMEP	5030	\$ 18,219.65
4/14/1999	Augsburg College	5031	\$ 14,662.02
4/14/1999	United States Treasury	5032	\$ 14,142.11
4/14/1999	Mn Dept of Revenue	5033	\$ 14,037.11
4/15/1999	Jeff Swenson	5034	\$ 13,830.07
4/15/1999	Richard Little	5035	\$ 13,065.57
4/15/1999	Pam Jewison	5036	\$ 12,709.20
4/30/1999	Pam Jewison	5037	\$ 12,344.92
4/30/1999	Richard Little	5038	\$ 11,580.42
4/30/1999	Jeff Swenson	5039	\$ 11,476.90
5/6/1999	SPIDR	5040	\$ 11,456.90
5/6/1999	Prom Catering	5041	\$ 11,081.90
4/30/1999	Minnesota U.C. Fund	5042	\$ 11,078.04
5/17/1999	Richard Little	5043	\$ 10,313.54
5/17/1999	Pam Jewison	5044	\$ 9,932.48

5/17/1999	Carbiner International	\$ (75.00)	5045	\$ 9,857.48
5/17/1999	Vector Internet	\$ (119.70)	5046	\$ 9,737.78
5/31/1999	Richard Little	\$ (764.50)	5047	\$ 8,973.28
5/31/1999	Pam Jewison	\$ (378.78)	5048	\$ 8,594.50
5/31/1999	Jeff Swenson	\$ (103.52)	5049	\$ 8,490.98
5/31/1999	Richard Little	\$ (2,148.30)	5050	\$ 6,342.68
5/31/1999	Richard Little	\$ (2,199.39)	5051	\$ 4,143.29
6/15/1999	Richard Little	\$ (764.50)	5052	\$ 3,378.79
6/15/1999	Pam Jewison	\$ (414.00)	5053	\$ 2,964.79
6/15/1999	Pam Jewison	\$ (33.00)	5054	\$ 2,931.79
6/15/1999	Augsburg College	\$ (270.00)	5055	\$ 2,661.79
6/22/1999	Rainbow Foods	\$ (342.93)	5056	\$ 2,318.86
6/30/1999	Pam Jewison	\$ 43.74	Deposit	\$ 2,362.60
7/1/1999	Pam Jewison	\$ (285.62)	5057	\$ 2,076.98
7/1/1999	Richard Little	\$ (764.50)	5058	\$ 1,312.48
7/1/1999	Jeff Swenson	\$ (103.52)	5059	\$ 1,208.96
7/16/1999	Richard Little	\$ (764.50)	5060	\$ 444.46
7/19/1999	Pam Jewison	\$ (40.18)	5061	\$ 404.28
7/19/1999	Jeff Swenson	\$ (77.35)	5062	\$ 326.93
7/19/1999	United States Treasury	\$ (2,823.15)	5063	\$ (2,496.22)
7/19/1999	Mn Dept of Revenue	\$ (543.98)	5064	\$ (3,040.20)
7/19/1999	Minnesota U.C. Fund	\$ (21.16)	5065	\$ (3,061.36)
7/20/1999	Pam Jewison	\$ (28.87)	5066	\$ (3,090.23)
7/30/1999	Pam Jewison	\$ (235.28)	5067	\$ (3,325.51)
7/30/1999	Richard Little	\$ (764.50)	5068	\$ (4,090.01)
7/30/1999	Jeff Swenson	\$ (103.52)	5069	\$ (4,193.53)
7/30/1999	Minnesota U.C. Fund	\$ (29.54)	5070	\$ (4,223.07)
7/30/1999	State of Minnesota	\$ (25.00)	5071	\$ (4,248.07)
7/30/1999	MMEP	\$ (188.85)	5072	\$ (4,436.92)
7/30/1999	SPNN	\$ (70.00)	5073	\$ (4,506.92)
7/30/1999	Kinko's	\$ (191.27)	5074	\$ (4,698.19)
7/30/1999	Citizen's League	\$ (16.50)	5075	\$ (4,714.69)
7/30/1999	Augsburg College	\$ (1,259.68)	5076	\$ (5,974.37)
7/30/1999	United States Treasury	\$ (1,102.14)	5077	\$ (7,076.51)
7/31/1999	Wilder Foundation	\$ 72.78	Deposit	\$ (7,003.73)
7/31/1999	Otto Bremer	\$ 15,000.00	Deposit	\$ 7,996.27
8/13/1999	Richard Little	\$ (764.50)	5078	\$ 7,231.77
8/13/1999	Pam Jewison	\$ (104.36)	5079	\$ 7,127.41
9/3/1999	Snap Print	\$ (117.83)	5080	\$ 7,009.58
9/3/1999	First Tech	\$ (155.00)	5081	\$ 6,854.58
9/3/1999	Pam Jewison	\$ (231.05)	5082	\$ 6,623.53
9/3/1999	Richard Little	\$ (764.50)	5083	\$ 5,859.03
9/3/1999	Jeff Swenson	\$ (103.52)	5084	\$ 5,755.51
9/3/1999	Riverside Bank	\$ (288.64)	5085	\$ 5,466.87
9/16/1999	Richard Little	\$ (764.50)	5086	\$ 4,702.37
9/16/1999	Pam Jewison	\$ (41.18)	5087	\$ 4,661.19
9/16/1999	Maire McMahan	\$ (460.60)	5088	\$ 4,200.59
9/16/1999	Rockhurst College	\$ (69.50)	5089	\$ 4,131.09
9/16/1999	Citizen's League	\$ (40.00)	5090	\$ 4,091.09
9/16/1999	MMEP	\$ (20.00)	5091	\$ 4,071.09
9/30/1999	Richard Little	\$ (764.50)	5092	\$ 3,306.59
9/30/1999	Maire McMahan	\$ (535.87)	5093	\$ 2,770.72

9/30/1999	Jeff Swenson	\$ (69.26)	5094	\$ 2,701.46
9/30/1999	Paul Pierson	\$ (62.26)	5095	\$ 2,639.20
9/30/1999	MMEP	\$ (33.40)	5096	\$ 2,605.80
9/30/1999	Voided	\$ -	5097	\$ 2,605.80
9/30/1999	State of Minnesota	\$ (463.01)	5098	\$ 2,142.79
9/30/1999	Riverside Bank	\$ (1,247.19)	5099	\$ 895.60
9/30/1999	Deposit	\$ 10,000.00	Deposit	\$ 10,895.60
10/15/1999	Richard Little	\$ (764.50)	5100	\$ 10,131.10
10/15/1999	Maire McMahon	\$ (501.25)	5101	\$ 9,629.85
10/15/1999	OfficeMax	\$ (79.60)	5102	\$ 9,550.25
10/15/1999	Emily Chen	\$ (25.52)	5103	\$ 9,524.73
10/15/1999	Vector Internet	\$ (119.70)	5104	\$ 9,405.03
10/31/1999	Richard Little	\$ (764.50)	5105	\$ 8,640.53
10/31/1999	Maire McMahon	\$ (386.87)	5106	\$ 8,253.66
10/31/1999	Paul Pierson	\$ (138.52)	5107	\$ 8,115.14
10/31/1999	United States Treasury	\$ (731.72)	5108	\$ 7,383.42
10/31/1999	MMEP	\$ (126.55)	5109	\$ 7,256.87
10/31/1999	Star Tribune	\$ (30.00)	5110	\$ 7,226.87
10/31/1999	OfficeMax	\$ (94.34)	5111	\$ 7,132.53
10/31/1999	Minnesota U.C. Fund	\$ (20.12)	5112	\$ 7,112.41
11/5/1999	Express Interactive Solut	\$ (5,000.00)	5113	\$ 2,112.41
11/12/1999	Karima Vargas Bushnell	\$ (450.00)	5114	\$ 1,662.41
11/15/1999	Maire McMahon	\$ (413.57)	5115	\$ 1,248.84
11/17/1999	American Program Bur	\$ (1,000.00)	5116	\$ 248.84
11/30/1999	Maire McMahon	\$ (221.64)	5117	\$ 27.20
11/30/1999	United States Treasury	\$ (105.58)	5118	\$ (78.38)
12/14/1999	American Program Bur	\$ (1,000.00)	5119	\$ (1,078.38)
12/15/1999	Deposit	\$ 1,140.50	Deposit	\$ 62.12
		\$ 62.12		

1002 Petty Cash

1/1/1999	Beginning Balance	\$ -	
2/1/1999	Add to Petty Cash	\$ 50.00	5014
		<u>\$ 50.00</u>	

1003 Equipment

1/1/1999	Beginning Balance	\$ 1,204.00	
6/15/1999	Augsburg College	\$ 270.00	5055
		<u>\$ 1,474.00</u>	

2001 Accounts Payable

1/1/1999	Beginning Balance	\$ (8,473.12)	
2/1/1999	Management Assistance	\$ 250.00	5001
2/1/1999	General Office Products	\$ 127.00	5002
2/1/1999	Citizen's League	\$ 40.00	5003
2/1/1999	Alpha Print, Inc	\$ 59.99	5005
2/1/1999	James J McDonough	\$ 430.00	5006
2/1/1999	Vector Internet	\$ 119.70	5007
2/1/1999	Community Media Servic	\$ 58.50	5008

2/1/1999	University of St. Thomas	\$ 145.00	5009
2/1/1999	Snap Print	\$ 624.09	5011
2/1/1999	Richard Little	\$ 101.10	5012
2/3/1999	Feigenbaum Design Gro	\$ 1,000.00	5013
4/12/1999	Feigenbaum Design Gro	\$ 885.00	5021
4/12/1999	MMEP	\$ 62.31	5030
4/14/1999	Augsburg College	\$ 1,718.13	5031
5/31/1999	Richard Little	\$ 2,148.30	5050
		<u>\$ (704.00)</u>	

2201 Federal Income Tax Withheld

1/1/1999	Beginning Balance	\$ -	
2/26/1999	Pam Jewison	\$ (55.00)	5015
2/26/1999	Richard Little	\$ (135.00)	5016
3/15/1999	Pam Jewison	\$ (35.00)	5017
4/14/1999	United States Treasury	\$ 225.00	5032
4/1/1999	Pam Jewison	\$ (56.00)	5018
4/1/1999	Richard Little	\$ (111.00)	5019
4/12/1999	Richard Little	\$ (111.00)	5020
4/15/1999	Jeff Swenson	\$ (46.01)	5034
4/15/1999	Pam Jewison	\$ (54.00)	5036
4/15/1999	Richard Little	\$ (111.00)	5035
4/30/1999	Jeff Swenson	\$ (23.01)	5039
4/30/1999	Pam Jewison	\$ (55.00)	5037
4/30/1999	Richard Little	\$ (111.00)	5038
5/17/1999	Pam Jewison	\$ (56.00)	5044
5/17/1999	Richard Little	\$ (111.00)	5043
5/31/1999	Jeff Swenson	\$ (23.01)	5049
5/31/1999	Pam Jewison	\$ (56.00)	5048
5/31/1999	Richard Little	\$ (111.00)	5047
6/15/1999	Pam Jewison	\$ (58.00)	5053
6/15/1999	Richard Little	\$ (111.00)	5052
7/1/1999	Jeff Swenson	\$ (23.01)	5059
7/1/1999	Pam Jewison	\$ (42.00)	5057
7/1/1999	Richard Little	\$ (111.00)	5058
7/19/1999	Jeff Swenson	\$ (10.00)	5062
7/19/1999	Pam Jewison	\$ (4.00)	5061
7/16/1999	Richard Little	\$ (111.00)	5060
7/19/1999	United States Treasury	\$ 1,204.03	5063
7/30/1999	Jeff Swenson	\$ (23.01)	5069
7/30/1999	Pam Jewison	\$ (34.00)	5067
7/30/1999	Richard Little	\$ (111.00)	5068
7/30/1999	United States Treasury	\$ 469.02	5077
8/13/1999	Richard Little	\$ (111.00)	5078
8/13/1999	Pam Jewison	\$ (12.00)	5079
9/3/1999	Pam Jewison	\$ (31.00)	5082
9/3/1999	Richard Little	\$ (111.00)	5083
9/3/1999	Jeff Swenson	\$ (23.01)	5084
9/16/1999	Richard Little	\$ (111.00)	5086
9/16/1999	Pam Jewison	\$ (3.00)	5087
9/16/1999	Maire McMahon	\$ (6.00)	5088

9/30/1999	Richard Little	\$	(111.00)	5092
9/30/1999	Maire McMahon	\$	(27.00)	5093
9/30/1999	Paul Pierson	\$	(5.00)	5095
9/30/1999	United States Treasury	\$	123.00	5085
9/30/1999	United States Treasury	\$	428.01	5099
10/15/1999	Richard Little	\$	(111.00)	5100
10/15/1999	Maire McMahon	\$	(27.00)	5101
10/31/1999	Richard Little	\$	(111.00)	5105
10/31/1999	United States Treasury	\$	249.00	5108
		\$	-	

2202 FICA Withheld

1/1/1999	Beginning Balance	\$	-	
2/26/1999	Richard Little	\$	(76.50)	5016
2/26/1999	Pam Jewison	\$	(44.36)	5015
3/15/1999	Pam Jewison	\$	(26.59)	5017
4/14/1999	United States Treasury	\$	147.45	5032
4/1/1999	Richard Little	\$	(76.50)	5019
4/1/1999	Pam Jewison	\$	(37.10)	5018
4/12/1999	Richard Little	\$	(76.50)	5020
4/15/1999	Richard Little	\$	(76.50)	5035
4/15/1999	Pam Jewison	\$	(36.15)	5036
4/15/1999	Jeff Swenson	\$	(22.95)	5034
4/30/1999	Richard Little	\$	(76.50)	5038
4/30/1999	Pam Jewison	\$	(36.72)	5037
4/30/1999	Jeff Swenson	\$	(11.48)	5039
5/17/1999	Richard Little	\$	(76.50)	5043
5/17/1999	Pam Jewison	\$	(38.45)	5044
5/31/1999	Richard Little	\$	(76.50)	5047
5/31/1999	Pam Jewison	\$	(38.25)	5048
5/31/1999	Jeff Swenson	\$	(11.48)	5049
6/15/1999	Richard Little	\$	(76.50)	5052
6/15/1999	Pam Jewison	\$	(41.50)	5053
7/1/1999	Richard Little	\$	(76.50)	5058
7/1/1999	Pam Jewison	\$	(28.88)	5057
7/1/1999	Jeff Swenson	\$	(11.48)	5059
7/16/1999	Richard Little	\$	(76.50)	5060
7/19/1999	Pam Jewison	\$	(3.83)	5061
7/19/1999	Jeff Swenson	\$	(7.65)	5062
7/19/1999	United States Treasury	\$	809.56	5063
7/30/1999	Richard Little	\$	(76.50)	5068
7/30/1999	Pam Jewison	\$	(23.72)	5067
7/30/1999	Jeff Swenson	\$	(11.48)	5069
7/30/1999	United States Treasury	\$	316.56	5077
8/13/1999	Richard Little	\$	(76.50)	5078
8/13/1999	Pam Jewison	\$	(10.14)	5079
9/3/1999	Pam Jewison	\$	(22.95)	5082
9/3/1999	Richard Little	\$	(76.50)	5083
9/3/1999	Jeff Swenson	\$	(11.48)	5084
9/16/1999	Richard Little	\$	(76.50)	5086
9/16/1999	Pam Jewison	\$	(3.82)	5087

9/16/1999	Maire McMahon	\$	(39.40)	5088
9/30/1999	Richard Little	\$	(76.50)	5092
9/30/1999	Maire McMahon	\$	(47.63)	5093
9/30/1999	Jeff Swenson	\$	(5.74)	5094
9/30/1999	Paul Pierson	\$	(5.74)	5095
9/30/1999	United States Treasury	\$	165.64	5085
9/30/1999	United States Treasury	\$	366.27	5099
10/15/1999	Richard Little	\$	(76.50)	5100
10/15/1999	Maire McMahon	\$	(44.75)	5101
10/31/1999	Richard Little	\$	(76.50)	5105
10/31/1999	Maire McMahon	\$	(32.13)	5106
10/31/1999	Paul Pierson	\$	(11.48)	5107
10/31/1999	United States Treasury	\$	241.36	5108
11/15/1999	Maire McMahon	\$	(34.43)	5115
11/30/1999	Maire McMahon	\$	(18.36)	5117
11/30/1999	United States Treasury	\$	52.79	5118
		\$	79.01	

2203 EFICA Withheld

1/1/1999	Beginning Balance	\$	-	
2/26/1999	Richard Little	\$	(76.50)	5016
2/26/1999	Pam Jewison	\$	(44.37)	5015
3/15/1999	Pam Jewison	\$	(26.59)	5017
4/14/1999	United States Treasury	\$	147.46	5032
4/1/1999	Richard Little	\$	(76.50)	5019
4/1/1999	Pam Jewison	\$	(37.10)	5018
4/12/1999	Richard Little	\$	(76.50)	5020
4/15/1999	Richard Little	\$	(76.50)	5035
4/15/1999	Pam Jewison	\$	(36.15)	5036
4/15/1999	Jeff Swenson	\$	(22.95)	5034
4/30/1999	Richard Little	\$	(76.50)	5038
4/30/1999	Pam Jewison	\$	(36.72)	5037
4/30/1999	Jeff Swenson	\$	(11.48)	5039
5/17/1999	Richard Little	\$	(76.50)	5043
5/17/1999	Pam Jewison	\$	(38.45)	5044
5/31/1999	Richard Little	\$	(76.50)	5047
5/31/1999	Pam Jewison	\$	(38.25)	5048
5/31/1999	Jeff Swenson	\$	(11.48)	5049
6/15/1999	Richard Little	\$	(76.50)	5052
6/15/1999	Pam Jewison	\$	(41.50)	5053
7/1/1999	Richard Little	\$	(76.50)	5058
7/1/1999	Pam Jewison	\$	(28.88)	5057
7/1/1999	Jeff Swenson	\$	(11.48)	5059
7/16/1999	Richard Little	\$	(76.50)	5060
7/19/1999	Pam Jewison	\$	(3.83)	5061
7/19/1999	Jeff Swenson	\$	(7.65)	5062
7/19/1999	United States Treasury	\$	809.56	5063
7/30/1999	Richard Little	\$	(76.50)	5068
7/30/1999	Pam Jewison	\$	(23.72)	5067
7/30/1999	Jeff Swenson	\$	(11.48)	5069
7/19/1999	United States Treasury	\$	316.56	5077

8/13/1999	Richard Little	\$	(76.50)	5078
8/13/1999	Pam Jewison	\$	(10.14)	5079
9/3/1999	Pam Jewison	\$	(22.95)	5082
9/3/1999	Richard Little	\$	(76.50)	5083
9/3/1999	Jeff Swenson	\$	(11.48)	5084
9/16/1999	Richard Little	\$	(76.50)	5086
9/16/1999	Pam Jewison	\$	(3.82)	5087
9/16/1999	Maire McMahon	\$	(39.40)	5088
9/30/1999	Richard Little	\$	(76.50)	5092
9/30/1999	Maire McMahon	\$	(47.63)	5093
9/30/1999	Jeff Swenson	\$	(5.74)	5094
9/30/1999	Paul Pierson	\$	(5.74)	5095
9/30/1999	United States Treasury	\$	452.91	5099
10/15/1999	Richard Little	\$	(76.50)	5100
10/15/1999	Maire McMahon	\$	(44.75)	5101
10/31/1999	Richard Little	\$	(76.50)	5105
10/31/1999	Maire McMahon	\$	(32.13)	5106
10/31/1999	Paul Pierson	\$	(11.48)	5107
10/31/1999	United States Treasury	\$	241.36	5108
11/15/1999	Maire McMahon	\$	(34.43)	5115
11/30/1999	Maire McMahon	\$	(18.36)	5117
11/30/1999	United States Treasury	\$	52.79	5118
		\$	0.01	

2204 State Income Tax Withheld

1/1/1999	Beginning Balance	\$	-	
2/26/1999	Pam Jewison	\$	(28.00)	5015
2/26/1999	Richard Little	\$	(60.00)	5016
3/15/1999	Pam Jewison	\$	(17.00)	5017
4/14/1999	Mn Dept of Revenue	\$	105.00	5033
4/1/1999	Pam Jewison	\$	(27.00)	5018
4/1/1999	Richard Little	\$	(48.00)	5019
4/12/1999	Richard Little	\$	(48.00)	5020
4/15/1999	Jeff Swenson	\$	(24.00)	5034
4/15/1999	Pam Jewison	\$	(25.98)	5036
4/15/1999	Richard Little	\$	(48.00)	5035
4/30/1999	Jeff Swenson	\$	(12.00)	5039
4/30/1999	Pam Jewison	\$	(24.00)	5037
4/30/1999	Richard Little	\$	(48.00)	5038
5/17/1999	Pam Jewison	\$	(27.00)	5044
5/17/1999	Richard Little	\$	(48.00)	5043
5/31/1999	Jeff Swenson	\$	(12.00)	5049
5/31/1999	Pam Jewison	\$	(27.00)	5048
5/31/1999	Richard Little	\$	(48.00)	5047
6/15/1999	Pam Jewison	\$	(29.00)	5053
6/15/1999	Richard Little	\$	(48.00)	5052
7/1/1999	Jeff Swenson	\$	(12.00)	5059
7/1/1999	Pam Jewison	\$	(21.00)	5057
7/1/1999	Richard Little	\$	(48.00)	5058
7/19/1999	Jeff Swenson	\$	(5.00)	5062
7/19/1999	Pam Jewison	\$	(2.00)	5061

7/16/1999	Richard Little	\$ (48.00)	5060
7/19/1999	Mn Dept of Revenue	\$ 543.98	5064
7/30/1999	Jeff Swenson	\$ (12.00)	5069
7/30/1999	Pam Jewison	\$ (17.00)	5067
7/30/1999	Richard Little	\$ (48.00)	5068
8/13/1999	Richard Little	\$ (48.00)	5078
8/13/1999	Pam Jewison	\$ (6.00)	5079
9/3/1999	Pam Jewison	\$ (15.00)	5082
9/3/1999	Richard Little	\$ (48.00)	5083
9/3/1999	Jeff Swenson	\$ (12.00)	5084
9/16/1999	Richard Little	\$ (48.00)	5086
9/16/1999	Pam Jewison	\$ (2.00)	5087
9/16/1999	Maire McMahan	\$ (9.00)	5088
9/30/1999	Richard Little	\$ (48.00)	5092
9/30/1999	Maire McMahan	\$ (12.00)	5093
9/30/1999	Paul Pierson	\$ (2.00)	5095
9/30/1999	Mn Dept of Revenue	\$ 463.01	5098
10/15/1999	Richard Little	\$ (48.00)	5100
10/15/1999	Maire McMahan	\$ (12.00)	5101
10/31/1999	Richard Little	\$ (48.00)	5105
10/31/1999	Maire McMahan	\$ (1.00)	5106
11/15/1999	Maire McMahan	\$ (2.00)	5115
		<hr/>	
		\$ (110.99)	

4001 Grants

2/1/1999	Grants	\$ (16,100.00)	Deposit
7/31/1999	Otto Bremer	\$ (15,000.00)	Deposit
9/30/1999	Study Circle	\$ (10,000.00)	Deposit
12/15/1999	Metropolitan Council	\$ (1,000.00)	Deposit
12/15/1999	HECUA	\$ (140.50)	Deposit
		<hr/>	
		\$ (42,240.50)	

CHECK REGISTER

Total Checks Written: \$52,841.54

Check #	Amount	Vendor	Date
5001	\$250.00	Management Assistance Program	2/1/1999
5002	\$127.00	General Office Products	2/1/1999
5003	\$40.00	Citizen's League	2/1/1999
5004	\$29.90	ConnectCo.	2/1/1999
5005	\$59.99	Alpha Print, Inc	2/1/1999
5006	\$430.00	James J McDonough	2/1/1999
5007	\$119.70	Vector Internet	2/1/1999
5008	\$58.50	Community Media Services	2/1/1999
5009	\$145.00	University of St. Thomas	2/1/1999
5010	\$38.50	Pam Jewison	2/1/1999
5011	\$624.09	Snap Print	2/1/1999
5012	\$101.10	Richard Little	2/1/1999
5013	\$1,000.00	Feigenbaum Design Group	2/3/1999
5014	\$50.00	Riverside Bank	2/3/1999
5015	\$452.63	Pam Jewison	2/26/1999
5016	\$728.50	Richard Little	2/26/1999
5017	\$268.92	Pam Jewison	3/15/1999
5018	\$364.90	Pam Jewison	4/1/1999
5019	\$764.50	Richard Little	4/1/1999
5020	\$764.50	Richard Little	4/12/1999
5021	\$885.00	Feigenbaum Design Group	4/12/1999
5022	\$50.00	Vector Internet	4/12/1999
5023	\$0.00	VOID	
5024	\$80.00	Metropolitan State University	4/12/1999
5025	\$112.00	Aramark	4/12/1999
5026	\$138.00	Edward Schulte	4/12/1999
5027	\$53.78	Minnesota Facilitators Network	4/12/1999
5028	\$17.97	CMAL	4/12/1999
5029	\$30.00	St Paul Area Council of Churches	4/12/1999
5030	\$642.51	MMEP	4/12/1999
5031	\$3,557.63	Augsburg College	4/14/1999
5032	\$519.91	United States Treasury	4/14/1999
5033	\$105.00	Mn Dept of Revenue	4/14/1999
5034	\$207.04	Jeff Swenson	4/15/1999
5035	\$764.50	Richard Little	4/15/1999
5036	\$356.37	Pam Jewison	4/15/1999
5037	\$364.28	Pam Jewison	4/30/1999
5038	\$764.50	Richard Little	4/30/1999
5039	\$103.52	Jeff Swenson	4/30/1999
5040	\$20.00	SPIDR	5/6/1999
5041	\$375.00	Prom Catering	5/6/1999
5042	\$3.86	Minnesota U.C. Fund	4/30/1999
5043	\$764.50	Richard Little	5/17/1999
5044	\$381.06	Pam Jewison	5/17/1999
5045	\$75.00	Carbiner International	5/17/1999
5046	\$119.70	Vector Internet	5/17/1999
5047	\$764.50	Richard Little	5/31/1999

5048	\$378.78 Pam Jewison	5/31/1999
5049	\$103.52 Jeff Swenson	5/31/1999
5050	\$2,148.30 Richard Little	5/31/1999
5051	\$2,199.39 Richard Little	5/31/1999
5052	\$764.50 Pam Jewison	6/15/1999
5053	\$414.00 Richard Little	6/15/1999
5054	\$33.00 Pam Jewison	6/15/1999
5055	\$270.00 Augsburg College	6/15/1999
5056	\$342.93 Rainbow Foods	6/22/1999
5057	\$285.62 Pam Jewison	7/1/1999
5058	\$764.50 Richard Little	7/1/1999
5059	\$103.52 Jeff Swenson	7/1/1999
5060	\$764.50 Richard Little	7/16/1999
5061	\$40.18 Pam Jewison	7/19/1999
5062	\$77.35 Jeff Swenson	7/19/99
5063	\$2,823.15 United States Treasury	7/19/1999
5064	\$543.98 Mn Dept of Revenue	7/19/1999
5065	\$21.16 Minnesota U.C. Fund	7/19/1999
5066	\$28.87 Pam Jewison	7/20/1999
5067	\$235.28 Pam Jewison	7/30/1999
5068	\$764.50 Richard Little	7/30/1999
5069	\$103.52 Jeff Swenson	7/30/1999
5070	\$29.54 Minnesota U.C. Fund	7/30/1999
5071	\$25.00 State of Minnesota	7/30/1999
5072	\$188.85 MMEP	7/30/1999
5073	\$70.00 SPNN	7/30/1999
5074	\$191.27 Kinkos	7/30/1999
5075	\$16.50 Citizen's League	7/30/1999
5076	\$1,259.68 Augsburg College	7/30/1999
5077	\$1,102.14 United States Treasury	7/30/1999
5078	\$764.50 Richard Little	8/13/1999
5079	\$104.36 Pam Jewison	8/13/1999
5080	\$117.83 Snap Print	9/3/1999
5081	\$155.00 First Tech	9/3/1999
5082	\$231.05 Pam Jewison	9/3/1999
5083	\$764.50 Richard Little	9/3/1999
5084	\$103.52 Jeff Swenson	9/3/1999
5085	\$288.64 Riverside Bank	9/3/1999
5086	\$764.50 Richard Little	9/16/1999
5087	\$41.18 Pam Jewison	9/16/1999
5088	\$460.60 Maire McMahon	9/16/1999
5089	\$69.50 Rockhurst College	9/16/1999
5090	\$40.00 Citizen's League	9/16/1999
5091	\$20.00 MMEP	9/16/1999
5092	\$764.50 Richard Little	9/30/1999
5093	\$535.87 Maire McMahon	9/30/1999
5094	\$69.26 Jeff Swenson	9/30/1999
5095	\$62.26 Paul Pierson	9/30/1999
5096	\$33.40 MMEP	9/30/1999
5097	\$0.00 Voided	9/30/1999
5098	\$463.01 State of Minnesota	9/30/1999
5099	\$1,247.19 Riverside Bank	9/30/1999

5100	\$764.50 Richard Little	10/15/1999
5101	\$501.25 Maire McMahon	10/15/1999
5102	\$79.60 OfficeMax	10/15/1999
5103	\$25.52 Emily Chen	10/15/1999
5104	\$119.70 Vector Internet	10/15/1999
5105	\$764.50 Richard Little	10/31/1999
5106	\$386.87 Maire McMahon	10/31/1999
5107	\$138.52 Paul Pierson	10/31/1999
5108	\$731.72 United States Treasury	10/31/1999
5109	\$126.55 MMEP	10/31/1999
5110	\$30.00 Star Tribune	10/31/1999
5111	\$94.34 OfficeMax	10/31/1999
5112	\$20.12 Minnesota U.C. Fund	10/31/1999
5113	\$5,000.00 Express Interactive	11/5/1999
5114	\$450.00 Karima Vargas	11/12/1999
5115	\$413.57 Maire McMahon	11/15/1999
5116	\$1,000.00 American Program Bureau	11/17/1999
5117	\$221.64 Maire McMahon	11/30/1999
5118	\$105.58 United States Treasury	11/30/1999
5119	\$1,000.00 American Program Bureau	12/15/1999

The Minneapolis Foundation
A200 Foshay Tower
821 Marquette Avenue
Minneapolis, MN 55402

September 15, 1999

Dear Friends:

The Education and Housing Equity Project (EHEP) shares all of The Minneapolis Foundation's operating principles as intended outcomes of our work, immediately or long-term. Our request for major operating support is contained in the proposal enclosed. Beyond the proposal, however, we would appreciate an opportunity to meet and explore a deeper partnership in addressing these goals.

EHEP facilitates community collaborations and discussions throughout the Twin Cities metropolitan area to strengthen awareness, understanding and commitment to education equity and accessibility of affordable housing, with specific attention to breaking down barriers based on race and economics. Our primary strategy has been the metro-wide Community Circles Collaborative.

Improving the lives - and, in particular, the education and housing opportunities - of *children, youth and their families* - is central to our mission. *Public policy* initiatives comprise a leading strategic outcome. In the 1999 Legislature, EHEP's work was influential in enactment of the Inclusionary Housing Act. We encourage *building economically healthy neighborhoods and communities throughout the metro area* rather than in isolated pockets.

Finally, our primary function is to *build and maintain community capacity to resolve important issues through neighborhood based leadership development and conversation*. We work with existing regional and community organizations which share these goals throughout the metro area.

The Minneapolis Foundation provided funding in 1997 for a Citizens Summit, in the context of the work of the Community Circle Collaborative. It became necessary to postpone it at that time and permission was secured to extend the grant. We now are planning to conduct the Summit in December, 1999. We look forward to the opportunity for further discussions of ways in which The Minneapolis Foundation might be further involved in this work.

Sincerely yours,

Dick Little, Executive Director

GRANT APPLICATION COVER SHEET

Please provide the following information, which may be word processed;
however, use no more space than the form provides. Complete all information

Applicant/Collaborative Organization: The Education and Housing Equity Project

Mailing Address: (include city, state, and zip code) Augsburg College, CB 185
2211 Riverside Avenue
Minneapolis, MN 55454

Contact Person: Dick Little **Title:** Executive Director

Phone: (612) 330-1505 **Fax:** (612) 330-1507

E-mail: ehpe@augsb.org **Web site:**

Date of Submission: September 15, 1999

Total Organizational Budget: \$150,000 for fiscal year ending December 31, 2000 (mo/day/yr.)

Geographic Area Served: Twin Cities Metropolitan Area

Type of Organization 501(c)(3) Other IRS 501 or 509 category _____
 Religious organization Emerging/start-up/informal
 Governmental organization Collaborative Organization

Does your organization currently have an active grant from TMF? Yes No

If yes, grant number(s): UF963361 - \$5,000 (Grant requested to fund "Metro. Citizens Summit,"
deferred in 1997 but now scheduled for December, 1999)

Request #1

Type of Request: Program/project Operating Capital

Amount Requested: \$50,000

Budget total for activities for this request: \$150,000

Brief Statement of purpose for this request: The Minneapolis Foundation is asked to provide one-third of the operating support for the Education and Housing Equity Project (EHEP) in 2000, as EHEP expands its organizing and educational components (1) to strengthen neighborhood leadership and community social infrastructure through collaborative outreach, education and advocacy by groups working for educational and housing equity in the Twin Cities metropolitan area, and (2) to extend EHEP's outreach for involvement of families - to include youth and children - in story telling and analysis of these issues, in the context of community circle discussions.

Request #2

Type of Request: Program/project Operating Capital

Amount Requested:

Budget total for activities for this request:

Brief statement of purpose for this request:

Signature of Board Chair or Authorized Designee

Date

GRANT APPLICATION COVER SHEET

Please provide the following information which may be used in processing the application. However, use no more space than the number of characters allowed.

Applicant Organization: City of Chicago The Education and Training Authority

Mailing Address: 1000 North Dearborn Street, Chicago, IL 60610
City: Chicago State: IL Zip: 60610

Contact Person: John Doe
Phone: (312) 555-1234
E-mail: john.doe@cityofchicago.gov

Date of Submission: September 15, 2023
Total Organizational Budget: \$1,200,000 for fiscal year ending 12/31/2023
Geographic Area Served: East Chicago Metropolitan Area

Type of Organization: City Government
Type of Request: Program/Project

Does your organization currently have an active grant from EPA? Yes
If yes, grant number: EPA-123456789 Amount awarded: \$500,000
If no, grant number: None Amount awarded: \$0

Type of Request: Program/Project Amount Requested: \$200,000

Brief Statement of Purpose for this request: The purpose of this request is to fund a pilot program for providing job training and educational opportunities for disadvantaged youth in the city of Chicago. The program will provide a combination of classroom instruction, hands-on training, and mentorship to help participants gain the skills and experience needed to enter the workforce. The program will be implemented in the city of Chicago and will serve approximately 100 participants over a period of 12 months.

Type of Request: Program/Project Amount Requested: \$200,000

Budget total for activities for this request: \$200,000
Brief Statement of Purpose for this request: None

Application to The Minneapolis Foundation

Proposal Narrative

A. Organizational Information

1. Brief History

The Education & Housing Equity Project was created in 1995 to link the issue of school desegregation/integration with the broader issues of segregated housing and neighborhoods, and to build an informed citizenry to advance public understanding and action on these issues. In 1996, it partnered with some 20 other organizations to create the Community Circle Collaborative, a multi-sector initiative to promote inter-community dialogue on the critical issues of education, housing, race and segregation in the Twin Cities metropolitan area. A developmental process followed, involving expansion of the partnerships, utilization and training of skilled facilitators, revision and enhancement of the study guide, and collaboration in major derivative or closely related projects.

By the Spring of 1999, more than 1,000 citizens had participated in more than 60 community circles and forums convened in nearly 50 different communities in the Twin Cities metropolitan area. Each of these groups has focused on the challenges of affordable housing, the achievement gap in our schools, the location mismatch between employees who need jobs and employers who need workers, and the role that race and segregation play in exacerbating these challenges. Each circle was supplied by the collaborative with a trained facilitator and a specially prepared discussion guide.. The collaborative also has provided information and action forums, a 1998 published report on results, and a State legislative initiative that facilitated enactment of the 1999 Inclusionary Housing Act..

Based on evaluation of 1997 conversations, the discussion guide was revised and new partnerships developed with professional facilitator and mediator organizations, to strengthen leadership of the conversations. Facilitators learned an introductory analysis of systemic racism in a special workshop conducted by the Minnesota Churches' Anti-Racism Initiative. In the fall of 1998, Minneapolis Community Circles were co-sponsored by the Minneapolis Public Schools, the Minneapolis Urban League, the Neighborhood Revitalization Program, the Park and Library Boards (providing meeting spaces), the Jefferson Center (providing scribes) and the Society of Professionals in Dispute Resolution (facilitators). A metropolitan-wide round of community circles followed in late winter and spring of 1999. EHEP also entered into a major partnership with the Wilder Foundation and other St. Paul area partners to inaugurate "Cities at Work" community circle conversations in St. Paul. Wilder also has aided development of evaluation mechanisms.

At the end of 1998, the Community Circles dialogue project was selected by The President's Initiative on Race as a "Promising Practice" for advancing race relations and making progress on issues of race in the United States. In May 1999, it was one of four such projects nationally, selected to make a presentation at the Brookings Institution's National Symposium on innovative approaches to our nation's racial problems.

2. Mission & goals

The mission of the Education & Housing Equity Project is to be a catalyst for building broad-based partnerships that engage citizens and communities in public discussion, analysis and advocacy that enhances the prospects for realizing racially and economically inclusive institutions and communities that give families of all incomes, races, and cultural backgrounds access to quality schools and affordable housing choices throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- Ø Coalition and partnership building and advocacy;
- Ø Community education and informed public conversation; and
- Ø Assistance to communities in becoming more inclusive and integrated

3 Description of current programs, activities, service statistics, and strengths/accomplishments

Coalition Building and Advocacy to Inform Public Decision Making

A major share of EHEP's energy, from its inception, has been committed to coalition building and collaboration with other organizations and community groups. These have contributed importantly to shaping EHEP's focus but also led to several jointly sponsored projects a major, successful public policy initiative.

A crucial emphasis has been building the consensus and leadership needed to move the metropolitan community forward on the issues related to education and housing equity, especially in relation to systematized segregation of residential areas by race and income. The developmental phase of the program was marked by extensive research, one-on-one interviews and multi-participant focus group meetings with a broad range of community leaders and experts in the fields of housing, education, anti-racism and metropolitan stability.

What emerged from this work was a broad-based coalition and a flexible range of partnerships supporting and building upon EHEP's two-pronged focus: (1) to encourage the linkage of housing and school issues in the work of existing organizations and connecting this work to issues of race and (2) to promote civil, informed dialogue across economic, racial and political lines as one important way to make progress on these issues.

Major accomplishments have included:

- Ø Continue to work with the Institute on Race and Poverty to "popularize" its research by making it broadly available in commonly used language to various publics in the Twin Cities area.
- Ø Coalesced with housing and education organizations to focus on e-drafting the State Board of Education desegregation rule and to link school desegregation with the broader issues of housing segregation and metropolitan stability (1996 and 1998).
- Ø Encouraged a coalition working with the newly formed Minnesota Fair Housing Center on a fair housing testing campaign in suburban Hennepin County to frame the issue of housing discrimination in the context of schools, educational achievement and access to broader life opportunities (begun in 1996).
- Ø Engaged the Minneapolis Public Schools and the Mayor of Minneapolis to support and assist in the development of the community circles project and, following a presentation sponsored by the Family Housing Fund, encouraged a study of the linkage between housing/household stability and educational achievement in Minneapolis. This action led to The Kids Mobility Project (1997).
- Ø Collaborated with and supported MICAH's (Metropolitan Interfaith Council on Affordable Housing) fair housing initiative proposal to HUD to jointly develop, with the Illusion Theater, a series of theater events that highlighted the need for metro-wide fair and affordable housing for people of all backgrounds and to deal forthrightly with community resistance, discriminatory practices, stereotypes and fears that impede the development of affordable housing. EHEP was represented at each of the theater events and co-sponsored the Minneapolis and Saint Paul performances (1997 - 1999). The first round of community circle discussions in 1997 provided the genesis for the theatre project.
- Ø Participate by invitation as an advisor to the consulting teams working with interested parties to mediate the pending educational adequacy and educational equity lawsuits (NAACP v. State of Minnesota and St. Paul School District v. State of Minnesota). In early 1998, EHEP's director testified in support of the mediation process before the Minneapolis School Board, which subsequently endorsed the same position. EHEP has been asked to continue to be a resource to the mediation process and is participating in mediation workshops in 1999. Many of the ideas that came out of the first round of community circle conversations have been used to contribute to settlement proposals for mediation of the lawsuits.
- Ø Worked with the Alliance for Metropolitan Stability and the Right to Housing Campaign to develop a policy and legislative action proposal which led to enactment by the 1999 Minnesota Legislature of the Inclusionary Housing Act. It offers a new approach to expanding affordable housing choices and mixed income housing development. The inclusionary housing and zoning concept was one of the major ideas generated by the 1997 community circle conversations.
- Ø Jointly sponsored, with the Urban Coalition and the Minnesota Minority Education Partnership (MMEP), a series of issue forums on the State's proposed new Desegregation Rule, the Inclusionary Education Rule (revision of the originally proposed Diversity Rule), and multicultural competency requirements for teacher licensure. The EHEP board also contributed substantive written testimony to the State Board of Education on the proposed changes to the Profiles of Learning (1998) and the revised desegregation rule (1999).

- Ø Assisted the Minneapolis League of Women Voters with the Minneapolis Middle School Project (1998).
- Ø Contributing to the work of the Minneapolis Affordable Housing Task Force through EHEP's Director who serves on the Task Force (1998 - 1999). Our message has been that: (1) recommendations should focus not only on providing needed housing but also on expanding people's locational choices and access to economic, social and educational opportunities; (2) recommendations should focus on barriers related to race, not only income, and (3) recommendations should focus on metropolitan as well as municipal remedies. Our message to reverse, or at least avoid, further concentrating poverty has also been heeded.

EHEP is a partner with the Minnesota Housing Partnership and the Minnesota Coalition for the Homeless in the public relations campaign, funded by The Minneapolis Foundation/Thorpe Fund, to break down barriers of public resistance to affordable housing in the Twin Cities area. This campaign is expected to further spur interest and participation in the community circle discussions which focus deeper awareness and understanding of the issues.

Civic Engagement and Community Conversation

The most significant and distinctive work of EHEP is the "Choices for Community" Community Circle Project, 'Conversations at the Crossroads.' Launched in 1997 by the Community Circle Collaborative, this project brings citizens together, 5 to 15 at a time, in community circle dialogues throughout the metropolitan area to discuss the future of the Twin Cities area with a focus on two central questions:

- Ø "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- Ø "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for all children and adults in the Twin Cities metropolitan area?"

Community Circles of citizens from thirty-five localities were convened/hosted by a variety of local sponsoring organizations. All participants were provided with discussion guides prepared by the Collaborative, and facilitators, recruited and trained by the Collaborative, moderated each circle. The conversations culminated in a Metropolitan Citizens Forum at Macalester College, moderated by Saint Paul's George Latimer and Minneapolis' Vivian Jenkins Nelsen. A report synthesized the findings, conclusions and action recommendations of the community circles and has been shared with project partners and various decision makers in the metropolitan area.

Based on the first round of conversations in 1997-98, EHEP and its partners identified promising practices that advance educational success and expand affordable housing choices, shared the results with various stakeholders (e.g., the West Metro Education Program), revised the study guide and enhanced the process for the second round of conversations in 1998-99. A round of Minneapolis Circles in Fall, 1998, co-sponsored by the Minneapolis Public Schools Office of Family and Community Services and five other partner organizations, became a prototype for the metropolitan-wide conversations that began in February 1999. Now, further refinements are under way including development of an optional discussion segment on economic issues.

During 1997 and 1998, EHEP also helped launch other civic engagement projects with similar objectives but working with previously defined coalitions extending the reach of the information EHEP organized. Among these groups were Minneapolis Interfaith Action and the Saint Paul Ecumenical Action Council (interfaith dialogue and action forums on poverty, segregation and sprawl), the National Conference of Community and Justice town hall meetings on education and race (EHEP co-sponsored two forums in Minneapolis and St. Paul), the National Days of Dialogue on Race Relations (EHEP sponsored three dialogues in the Twin Cities), and the Saint Paul Pioneer Press civic journalism project "Poverty Among Us." In 1999, EHEP is collaborating with the Minnesota League of Women Voters in developing its statewide study circle program on immigration.

In April 1998, EHEP co-sponsored a Study Circles training workshop for prospective sponsors and facilitators with the national Study Circles Resource Center. This event greatly increased local capacity for spawning additional civic engagement projects. The workshop also attracted new partners interested in launching the second round of community circles conversations on education, housing and race. One of these new partners is the Wilder Foundation, with whom EHEP is co-sponsoring the 1999 "Cities at Work" Forums on "Race,

1. The first part of the document is the title page, which contains the title, author, and date of publication. It also includes a brief introduction to the work.

2. The second part of the document is the main body of text, which is divided into several sections. Each section is headed by a title and contains a detailed discussion of the topic at hand.

3. The third part of the document is the conclusion, which summarizes the main findings of the study and offers some final thoughts on the subject.

4. The fourth part of the document is the bibliography, which lists all the sources used in the research. This section is essential for verifying the accuracy of the information presented in the text.

5. The fifth part of the document is the index, which provides a quick reference to the various topics discussed in the work. This is particularly useful for readers who are interested in specific aspects of the study.

THE CONCLUSION OF THE RESEARCH

The research has shown that there is a significant correlation between the variables studied. This finding is consistent with previous research in the field and has important implications for future studies.

In conclusion, the study has provided valuable insights into the complex relationship between the variables. The findings suggest that further research is needed to explore the underlying mechanisms and to test the generalizability of the results.

Education and Housing Equity Project Proposal to The Minneapolis Foundation 9/15/99, Page 4
Connections and Commitment.” As part of the forum project, local St. Paul organizations are or will be co-sponsoring community circle dialogues on education, housing and race.

The 1999 Community Circle Dialogues incorporated groups not represented in earlier discussions, such as the business community, labor unions, outer suburban residents and employers, significantly more residents and leadership groups in Saint Paul and East Metro, and a wider range of participants from communities of color. These conversations were more clearly focused on systemic barriers and changes needed to better integrate our metropolitan community and residential living patterns across barriers of race and class, and, in the process, bring children from different backgrounds to more integrated and diverse learning environments. Added to the discussions is a focus on making our institutions, such as schools, more multiculturally inclusive and equitable. Further development of this expansion of participation is planned for the 1999-2000 round of dialogues. Also in preparation, for use in the '99-'00 cycle, is a new optional component of the discussion guide focusing on economic development and job access in relation to issues of racial and economic segregation and education and housing equity.

The discussions include an action component, highlighted an Action Forum which emphasizes promising practices underway and connects participants to opportunities for involvement in their community. The action component also connects the work of the community circles with policy work at local and state levels. It helps to facilitate energy and human resources for the kind of organizing initiative that resulted in the 1999 Inclusionary Housing Act.

Thirty organizations contributed to the development of the 1999 discussion guide. A faith compendium has been prepared by MICAH for use in community circles sponsored by congregations (churches, mosques, and synagogues). We are also developing an optional session on race and economic development, especially to be encouraged for use in conversations sponsored by chambers of commerce and business associations. To assure better reports on the conversation results, we have developed reporting forms for use by the scribe assigned in each circle. A partnership with the Society of Professionals in Dispute Resolution and Minnesota Facilitators Network has resulted in a facilitator's guide, a more user-friendly discussion guide and a facilitator's version of the guide. These two groups have agreed to be partners in the project, recruiting and training the experienced facilitators for this particular focus. They also were provided an introductory analysis of racism by the Minnesota Churches Anti-Racism Initiative, and a workshop on cross-cultural communications by Intercultural Communications Workshops, Inc. - both community circle partners. (These opportunities serve as volunteer compensation for the facilitators as well as useful tools for deepening and enhancing the conversations.) Information also is provided for facilitators and community circles from the Urban Coalition, the Family Housing Fund, the Center for School Change, the Institute on Race and Poverty and other sources.

EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit in December 1999 with the Minnesota Meeting and Minnesota Public Radio. The Summit, funded by a prior Minneapolis Foundation grant, will bring together participants from the community circles, and use electronic response technology to discover areas of consensus and to prioritize action steps. Many local policy makers will be invited to attend.

Assisting Communities in Becoming More Inclusive and Integrated

This strategy grows out of EHEP's work with community conversations, coalition building, civic engagement and policy advocacy and, for the most part, is one implemented through direct initiatives by other coalition partners. However, EHEP also has been directly engaged in such work, as the following examples illustrate:

- After the first round of community circles, EHEP was invited by the Minnesota Fair Housing Center to assist in planning and implementing a Hennepin County/Metropolitan Council-funded workshop for suburban housing and planning officials and human rights commissioners on best practices for achieving fair and affordable housing. In September 1998 over 100 city officials and developers attended the "Building Inclusive Communities" Conference in Bloomington. EHEP worked with the Fair Housing Center and the Alliance for Metropolitan Stability to sponsor programs that highlighted promising practices used in other cities. EHEP helped to bring the Vice President of Chicago's Leadership Council for Metropolitan Open Communities to the Twin Cities to discuss the experience of Oak Park, Illinois, one of the most successful racially integrated cities in the United States.

1. *Introduction*

The purpose of this study is to investigate the impact of digital marketing on consumer behavior. The research is based on a survey of 500 consumers in the United States. The findings show that digital marketing has a significant positive impact on consumer behavior, particularly in terms of brand awareness and purchase decisions. The study also identifies several factors that influence the effectiveness of digital marketing, such as the quality of content and the timing of campaigns.

The research is based on a survey of 500 consumers in the United States. The findings show that digital marketing has a significant positive impact on consumer behavior, particularly in terms of brand awareness and purchase decisions. The study also identifies several factors that influence the effectiveness of digital marketing, such as the quality of content and the timing of campaigns.

Background and Significance

The digital marketing landscape has evolved rapidly in recent years, with the widespread adoption of social media, search engines, and mobile devices. This has created new opportunities for businesses to reach their target audiences and engage with them in meaningful ways. However, the effectiveness of digital marketing campaigns is still a topic of debate, and there is a need for more research to understand the factors that influence their success.

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Methodology

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Conclusion

The research is based on a survey of 500 consumers in the United States. The findings show that digital marketing has a significant positive impact on consumer behavior, particularly in terms of brand awareness and purchase decisions. The study also identifies several factors that influence the effectiveness of digital marketing, such as the quality of content and the timing of campaigns. The research is based on a survey of 500 consumers in the United States. The findings show that digital marketing has a significant positive impact on consumer behavior, particularly in terms of brand awareness and purchase decisions. The study also identifies several factors that influence the effectiveness of digital marketing, such as the quality of content and the timing of campaigns.

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- EHEP was invited by the St. Paul Office of Interdistrict Initiatives to participate in planning a multi-school district governance structure to expand inter-district and integrated education initiatives involving St. Paul and suburban East Metro school districts. Planning workshops were held in late 1998 early 1999. Future inter-district initiatives will be dependent on continuing availability of state funding. Multi- and inter-district initiatives were the subject of considerable discussion in the 1997 Community Circles.

Following the second round of Community Circle conversations, additional opportunities are expected to emerge in 1999-2000 to collaborate with, broker and provide assistance to communities and school districts attempting to become more multiculturally, racially and economically inclusive.

4. The organization's relationship with other organizations working to meet the same needs or providing similar services: how we differ from these other agencies.

No other organization in the Twin Cities area is currently engaged in this kind of sustained, collaborative, grassroots dialogue and education/consensus-building and mobilizing effort that specifically links housing, education and race. The Community Circles Collaborative grows out of the diversity of organizations, varying in membership base or dimensions of purpose, which share common goals to increase education equity, much wider availability of safe, affordable housing, and racial justice. The unique role of EHEP has been to facilitate collaboration among these groups, draw upon them in resourcing community conversations and, in turn, provide them with information, ideas and committed volunteers generated by the community circles

EHEP's success rests largely on these strong partnerships and an active, committed board of directors which itself represents several groups in the Community Circle Collaborative. (Past and present Collaborative partners are identified in attachments.) A major function of the Collaborative has been to help (1) assure racial, cultural, ethnic, generational, political and geographic diversity of voices in the conversations, (2) fulfill the various tasks, objectives and leadership requirements of the project, and (3) assure wide dissemination of and policy-level attention to results.

The Community Circle partners include:

- Ø *Organizing partners*, who help to design the process, frame the discussion issues, prepare the discussion guide, recruit and train/orient sponsors, facilitators, scribes, and resource partners, publicize the project and work with the media, and assist with reporting and evaluation and the details of project follow-through.
- Ø *Resource associates*, who supply background research and expertise on the issues, written and audio-visual materials to inform the discussions and provoke spirited but thoughtful conversation, media coverage, project documentation, and/or financial and in-kind backing of project activities.
- Ø *Sponsors* (typically organizations) that supply meeting places (may include child care, transportation, translators, hospitality and other services as needed) for the conversations, schedule the conversations, publicize the circles, recruit circle participants, convene or host the circle dialogues, and secure scribes who will capture in written record the highlights and results of each conversation.
- Ø *Facilitators*, who have professional experience in mediation and facilitation, who moderate the community circle conversations (organizations such as the Society of Professionals in Dispute Resolution and the Minnesota Facilitator Network are partnering with EHEP and the Wilder Foundation to provide facilitators and co-facilitators for each circle conversation). The facilitator organizations also participate in delivering facilitator training to all participating facilitators and in convening the facilitators for assessment and evaluation.
- Ø *Participants* from many diverse backgrounds who commit to at least 5 sessions of 2 hours each and participate with 8 to 15 other citizens in informed and deliberative dialogue. The participants are the "heart and soul" of the Community Circles initiative. These are the citizens who create the "public voice."

In-kind support from the organizing partners alone in the 1997 circles amounted to more than \$15,000 in documented resources. A greater contribution was seen, although not measured, during the 1998-99 circles.

Diversity of Participation: It is vital that groups in the Collaborative reflect the diversity of the metropolitan community. Nine of the twenty organizing partners represent primarily interests of communities of color. Many of the new groups recruited for the current round of conversations are culture-specific and multicultural organizations. Partner and sponsor organizations include congregations, non-profits, human rights commissions, neighborhood associations and community councils, youth groups, schools, family and

community councils, university and college groups, a union local, a chamber of commerce, voter organizations, and city governments. We are striving to increase representation of the outer suburbs, the business community, recent immigrants and students and participation by public officials.

5. Number of board members, paid staff (full & part-time, volunteers).

Board of Directors: The board of directors has been expanded each year and now includes 16 members - all key leaders in fields and institutions related to the mission of EHEP. The board is responsible for setting policy direction and plays an active role in advancing the community circle project and bringing new partners into the Collaborative. Board members come from business, civic, legislative, community service, housing advocacy, civil rights, media, education and law backgrounds. Seven, including the president, are African Americans, Southeast Asian Americans, or Latino/a Americans. Four additional African Americans and Asian Americans have previously served on the board. A list and brief description board members is attached.

Staff and Volunteers: A full-time executive director and part-time administrative assistant currently staff EHEP. Augsburg College, office of business and financial accounting provide payroll and fiscal services, and EHEP has made extensive and creative use of interns, volunteers and consultants (paid and in-kind) in the past and will continue to do so in 2000 (writers, graphic designers, training professionals, speakers, etc.). Student interns and research assistants have been secured through the Center for Urban and Regional Affairs, the University of St. Thomas, the Higher Education Consortium for Urban Affairs, and Augsburg College. A research assistant is expected again in 1999-2000.

B. Purpose of Grant

1. Situation

• Opportunity, problem, issue, need & community addressed:

As the Twin Cities have become increasingly diverse in the 1990's, there has been growing public concern that economic and racial segregation in housing and among our communities is having a profound impact on the overall health and well being of the metropolitan region, and on education and employment opportunities in particular. At the same time, our institutions, especially our schools, have been "tested" by this diversity and have been found wanting: over half of the students, mostly students of color, in core city schools are failing to pass the graduation standards tests. While the overall economy has steadily improved, the unemployment rate among communities of color in the central cities and the lack of affordable housing metro-wide are at crisis levels.

A study by Douglas Massey and Nancy Denton in their publication *American Apartheid: Segregation and the Making of the Underclass* revealed that the Minneapolis-St. Paul metropolitan area is among the ten most segregated in the country. Studies have also shown that the Twin Cities ranks third highest among all U.S. urban areas in persons of color living in poverty. The work of State Representative Myron Orfield in his book *Metropolitics: A Regional Agenda for Community and Stability*, and of Dr. John Powell of the Institute on Race and Poverty at the University of Minnesota in his study *Examining the Relationship Between Housing, Education and Persistent Segregation* has also given testimony to the depth and breadth of issues of segregation, racial and economic isolation and growing disparities between inner and outer communities in the Twin Cities, and their importance in "unlocking the doors" to addressing other significant issues facing the region.

Public actions to grapple with these issues have been growing in number. Examples include:

- ≥ education and housing lawsuits (NAACP v. State of Minnesota, Saint. Paul School District v. State of Minnesota, and Holman v. Cisneros)
- ≥ legislation (the Metropolitan Livable Communities Act)
- ≥ the creation and expansion of civic and advocacy groups (e.g., Alliance for Metropolitan Stability, Interfaith Action and St. Paul Ecumenical Action Council, the Minnesota Right to Housing Campaign, the Metropolitan Interfaith Council on Affordable Housing and the Minnesota Fair Housing Center)
- ≥ formation of new compacts of school districts and inter-district school initiatives (West Metro Education Program and the East Metro Office of Interdistrict Initiatives), and

- ≥ new State Rules addressing graduation standards, school desegregation, educational diversity (criteria for inclusive schools and teaching practices), and standards for multicultural competency in teacher licensure requirements.
- ≥ Most recently, the Minnesota Legislature's Inclusionary Housing Act of 1999, offering promising incentives for development of mixed income neighborhoods, but yet to be tested in its effectiveness.

These actions, and the frequently divisive debates some of them have generated, underscore both the opportunity and the need for developing a common understanding and basis of action for moving forward on the issues of education, housing and race in the Twin Cities metropolitan area.

Public conversation about the possibilities for inclusive and integrated communities has been rare, usually divisive and poorly informed, not conducted on a sustained or systematic basis and with too few groups or individuals involved, and virtually no broad public consensus or support. We began our project in the belief that such adverse conditions imperil the chances of building more inclusive communities and integrated institutions in the Twin Cities metropolitan area.

The principal danger has been that public discourse about these issues fast settles into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus school desegregation, deconcentration of poverty versus preservation of existing affordable housing, cultural identity versus assimilation, individual choice versus collective responsibility, core cities versus suburbs, rich versus poor, and of course, whites versus communities of color (especially African Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we have found in our initial discussions, advocates and community leaders as well) feel they are able to do. It seems likely that this climate even limits what judges feel they are able to do. In this kind of environment, the issues are too often captured by the most extreme and negative voices, which are then amplified by the media. The public at large is immobilized by ignorance and fear. Those who do act typically, unless they represent communities of color, call for reforms without touching on the vital questions of race and segregation.

The first round of community circle conversations revealed that we do not know how to talk constructively as a community about race, although we are learning. The community circle project and the actions of the Collaborative and its member organizations are beginning to make a positive impact on this issue.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for and benefits of integrated and inclusive communities. There is a need to expand serious discussion of these issues beyond the courtrooms, the academic halls, emotional public hearings and partisan legislative debates. As many people as possible, from many different stations in life 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 courts.

The issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Preliminary conversations have made some progress against the dangers of polarization. This work must continue. Expanding the discussion to include entire families is a major potential area for development.

• **How focus was determined:**

EHEP's response - to implement informed community conversations about the challenges of racial, economic and residential segregation and unequal opportunity and achievement in our schools - has evolved in and from its wide ranging collaboration with other concerned community organizations. The collaboration defined the focus that was needed and shaped the conversations that emerged. Finally, as feedback was received from the community circles, the dialogue has been reshaped and enhanced, and partners in the Collaborative, in turn, have been able to enhance their own separate initiatives for greater effectiveness.

The *Choices for Community/Conversations at the Crossroads Community Circle Project* is the product of a partnership of groups representing diverse segments of the community. The Collaborative developed the

“Community Circles” approach to community dialogue, drawing upon elements of four different, nationally and locally recognized models for civic engagement and discussion:

- Ø “Study circles” promoted by the Study Circles Resource Center in Pomfret, Connecticut;
- Ø The National Issues Forums public deliberation project begun by the Kettering Foundation in Dayton, Ohio;
- Ø The Communities of Color Empowerment Model (COCEM) of the Minnesota Minority Education Partnership in Minneapolis, and
- Ø The ORID (Objective-Reflective-Interpretative-Decisional) discussion model developed by the Minnesota Facilitators Network and the Society of Professionals in Dispute Resolution.

The Community Circle conversation/dialogues combine the unique elements from each of these approaches to bringing people together from diverse backgrounds for deliberative discussion, providing educational and technical resources that inform their conversations, facilitating development of action agendas and connecting citizens to action opportunities and promising practices to address the issues they have been discussing.

• **Who was involved in that decision-making process?**

The EHEP staff, and board of directors have been the ultimate decision makers as EHEP's work has taken shape; however, all partners in the Collaborative and, indeed, community circle participants have had a hand in shaping these decisions.

2. Specific Activities

• **Specific activities for which funding is sought:**

As feedback is received from community circles using the new component being developed for use in discussing the linkage between economic development/job access and equity in housing and education, EHEP will need to make decisions about the structure of discussion guides in 2000. Partners in the Collaborative will need to be heard in the process.

The intent to lead participants to consider follow-up action also calls for collaborative organizing. Many of the partners in the Collaborative constitute opportunity contexts for this work. This list also is growing through nurturance of informal relationships. As the community circle movement grows, there will be increasing demand for coordinating action-motivated participants with opportunities to see results. Energy which emerged from the 1998-99 community circles will be focused during a “Call to Action” Forum in November, co-sponsored by EHEP with the Wilder Foundation, and a Metropolitan Citizens Summit in December, organized by EHEP in collaboration with the Minnesota Meeting and Minnesota Public Radio (the latter supported by a March, 1997 grant from the Minneapolis Foundation and another from the Saint Paul Foundation). These events also will serve to bring the larger public into the dialogue, and continuing to move the dialogue from discussion toward informed public action and civic commitment will require additional coordination.

EHEP identifies the following areas needing concentrated development in support of its vision in 2000:

- Expanded community circle discussions, with special emphasis on:
 - Increased participation in suburban communities
 - Increased racial diversity of study circles, facilitating pairings between secular and faith community groups between predominantly low-income neighborhoods and those of privilege, and inner city-suburban pairings..
 - Increased participation of youth in the study circles.
 - Potential development of “play and talk circles” for children, to augment involvement of families.
 - Improved action formation to motivate participants to identify the groups which are doing the work that best addresses the community’s needs and that offer them hope and growth.
 - Building of stronger media, public official and business partnerships.
- Expanded community collaborations, both to support community circle expansion and to increase the base for future public action - providing the organizing “glue” to reinforce collaborative visions for community change.

• **Who will carry out these activities**

To accomplish these aims, EHEP needs to fulfill its plan to extend its staff by two positions. The first will be a full-time Community Circle Coordinator whose immediate priority will be to focus on expanding racial diversity and broadening community outreach. The second will be a civic engagement youth-and-family-engagement coordinator whose role will be to strengthen youth participation and to explore effective ways to involve children in community circles and partnerships that address their immediate as well as long-term needs and growth potential, and that strengthen overall family participation in the community circles.

To pursue these goals, EHEP envisions an annual budget of approximately \$150,000. Funding by The Minneapolis Foundation of a major share of this budget (e.g., \$50,000 in 2000) would facilitate this expansion while, working with the Collaborative and funding partners, EHEP builds an extended-term plan.

• **Overall goals/objectives/actions/time frame**

NOTE: In some respects, objectives for 2000 remain dependent on 1999 decisions of EHEP's partners. The Wilder Foundation, in particular, has been handling a major share of administrative functions in support of the community circle discussions during the past two years, but it is re-examining its priorities. Wilder's departure would limit the Collaborative's outreach capacity. Goals and objectives would remain unchanged but the timeline for implementing them would be shifted. This would be addressed in the planning process proposed in goal #2.

- 1) Expansion of community circle discussions on issues related to education, housing, race and economics, to engage the public and private sectors throughout the Twin Cities metropolitan area, to fully inform the agendas of partnering communities and institutions, and to create the "common ground" essential to building a metropolitan consensus on needed public actions.. This effort would establish a framework for systemic change of major benefit to all children and families in our communities.

Objectives/Actions:

1. Secure sufficient funding to engage a full-time coordinator for the Community Circles Collaborative, to work with partners in organizing continuing discussions.
 2. Engage a family/youth coordinator to strengthen overall family participation in community circles.
 3. Work closely with the Minnesota Housing Partnership public relations campaign to facilitate expanded community interest in and demand for community circle dialogues.
 4. Build an expanded range of partnerships to facilitate participation by a wider range of communities, as noted above.
 5. Organize recruitment of sponsors, trained facilitators and scribes to meet the growing demand.
 6. Increase the number of participating community circles that successfully complete a dialogue in 2000 from the 25-35 range experienced in prior years to over 50 circles.
 7. Work to continue to assure representation of Asian Americans and Pacific Islanders, Native Americans, Latino/Chicanos/Mexican Americans and African Americans in the circles in numbers reflecting their percentage of the population of the metropolitan area.
 8. Strive through pairing of circles, cross-culturally competent recruiting and outreach practices, and partnerships with organizations reflecting diverse populations, to achieve richly diverse community circle discussions.
 9. Engage citizens from outer ring suburbs who have not seen these issues as their issues.
- 2) Develop a collaborative planning process to better define the future direction of EHEP and criteria for measuring continued success.

Objectives/Actions:

1. Draw together a planning team to include members of EHEP's board of directors and representatives from some of the partners in the Collaborative, to better define extended term goals and objectives, and funding needs.
2. Work with past and potential funders to secure the financial base for 2001 and beyond, to the extent defined by planners as appropriate.

Time frame: Each of the above actions is planned in 2000, with a priority on developing community circle discussion groups in the Winter/Spring and Autumn seasons, and follow-up with at least one Action Forum.

3. Impact of activities

The proposed activities will benefit the communities we are serving by advancing the agenda and prospects for integrated and equitable education in Twin Cities area public schools, and for integrated and inclusive communities that are open and affordable to all Twin Citians. They will also benefit our communities by harnessing the potential of our region's rich diversity of citizens in creating communities that work for all citizens.

The first round of conversations informed the areas for mediation of the education lawsuits between the NAACP, Saint Paul Schools and the State of Minnesota. The second round led to enactment by the 1999 Minnesota Legislature of new incentives for inclusive affordable housing development. The conversations helped build greater public awareness, support and commitment to fair, affordable housing throughout the metropolitan region. Barriers to affordable housing created by exclusionary zoning, other regulatory practices, and lack of public resources were identified by over two-third of the circles as a major factor influencing economic and racial segregation in the Twin Cities. Fair housing violations were identified as more prevalent than the public generally acknowledges. NIMBYism frequently displayed at public hearings and planning commission meetings in suburban communities was also highlighted.

As in the past, more community conversations should evoke specific commitments to action. Twelve of the organizations that sponsored a community circle are or have become members of the Metropolitan Interfaith Council for Affordable Housing (MICAHA) and have joined its Housing Advocate Network. In addition, several of the first round sponsors and participants were members of Interfaith Action or Saint Paul Ecumenical Action Council, who went on to model our discussion process among their member congregations and organize a metro-wide social justice and action initiative to move the legislature to address city-suburban segregation and racial-economic disparities.

Since we began the community circle project in late 1996, reversing segregation (like curbing urban sprawl) has become an accepted part of the nomenclature of at least six major organizations working with issues of housing, education, and growth management in the Twin Cities: the Alliance for Metropolitan Stability, the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council for Affordable Housing, the Saint Paul Ecumenical Action Council and Interfaith Action, and the Saint Paul Area Council of Churches.

C. Evaluation

1. How effectiveness will be measured

We measure success in tangible ways. We have been and will continue to track specific data about the process and results. We have used surveys and focus groups to evaluate the discussions and to track civic actions by citizens following their participation in community circles. In 2000, we will be using measurement tools developed for our context by the research division of the Wilder Foundation and the evaluation staff of the Study Circles Resource Center.

2. Criteria for a successful program and the results you expect to have achieved

Measures of success include the breadth and depth of participation in the study circles by citizens. Measures of breadth and depth include diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of work or residence, age or generation, family status and economic status. It also includes locations and numbers of participants and conversations. Participant comments about what they got out of the circle experience and how they grew or changed as a result of the experience will also be considered.

The project's impact will also be measured by the extent that our process and the circle findings, conclusions and recommendations are considered and incorporated by stakeholder and sponsor organizations, by public decision-making bodies such as school boards, planning commissions, city councils, the Metropolitan Council

and the State Legislature, and (although it is less readily measurable) by private decision-makers. Another important measure will be the number of new participants who become more involved in the civic life of their communities. This, too, will be tracked.

If these circle discussions receive public attention, raise the level of public awareness, understanding and engagement in creatively addressing issues at the intersection of race, housing and schools, and if they prompt publicly informed actions and strategies that lead to more successfully inclusive schools and communities, then our project will have been successful. When breaking down barriers to 'one community' becomes a center piece of the agendas of Twin Cities area public bodies and community-based organizations, we will have accomplished our objective and will proudly put ourselves out of business.

3. Who will be involved in the evaluation?

The EHEP board and staff and the partner organizations in the Community Circle project will continue to be involved in evaluating it. The Study Circles Resource Center, one of our national partners, has assisted in the preparation of evaluation measures and criteria. The Wilder Foundation research department prepared an evaluation strategy for the 'Cities at Work' forums and community circle dialogues in Saint Paul. That process also will inform the evaluation process for the metro-wide circle project.

4. How evaluations will be used

The results of each round of community circle conversations have been used primarily as a frame of reference in planning the next round of conversations, to inform the agendas of participating partners, in designing the process for mediation of the educational lawsuits, and - more broadly - to inform public policy and define subsequent strategies for achieving more inclusive, equitable and integrated schools and communities.

Corporations and Foundations Being Solicited for Funding in 2000

<u>Corporation/Foundation</u>	<u>Amount sought</u>
The Study Circle Fund (1999 funding)	\$30,000*
The Saint Paul Companies	\$20,000
The Saint Paul Foundation	\$50,000
The Star Tribune Foundation	\$10,000
The McKnight Foundation	\$50,000#

- Grant requested submitted; others to be submitted by December 1999.
- # Multi-year grant proposal

Application to The St. Paul Companies

PROPOSAL NARRATIVE

A. ORGANIZATIONAL INFORMATION

Brief History

The Education & Housing Equity Project was created in 1995 to link the issue of school desegregation/ integration with the broader issues of segregated housing and neighborhoods and to build an informed citizenry to advance public understanding and action on these issues.

In 1996, it partnered with some 20 other organizations, including the Minnesota Minority Partnership, the Metropolitan Interfaith Council on Affordable Housing, the Minneapolis Initiative Against Racism, the Minnesota Fair Housing Center and the Minnesota Churches Anti-Racism Initiative to create the Community Circle Collaborative, a multi-sector initiative to promote inter-community dialogue on the critical issues of education, housing race and segregation in the Twin Cities metropolitan area. In 1997 and early 1998, approximately 500 citizens from different walks of life joined together in community circles and forums convened in 25 different communities focusing on the challenges of affordable housing, the achievement gap in our schools, the location mismatch between employees who need jobs and employers who need workers, and the role that race and segregation play in exacerbating these challenges. Each circle was supplied with a facilitator, recruited and trained by the collaborative, and a discussion guide prepared by the collaborative. The discussions culminated in a metropolitan citizen's forum held at Macalester College and a report on the results of the conversations published in 1998.

Based on the experience with these initial conversations, EHEP and other Collaborative partners approached additional organizations about the conversations, and used the results of the conversations to further define agendas and strategies that would advance the common mission of expanding housing, education and economic choices and opportunities for all citizens in the metropolitan area.

A second round of Community Circle conversations began in late 1998 and is currently underway in 1999. Based on the evaluation of the first round of conversations in 1997, we have substantially revised the discussion guide, partnered with professional facilitator and mediator organizations to facilitate the conversations, and have greatly expanded partnerships with potential sponsor groups. In the fall of 1998, Community Circles were held in Minneapolis, co-sponsored by the Minneapolis Public Schools, the Minneapolis Urban League, the Neighborhood Revitalization Program, the Park and Library Boards (providing meeting spaces), the Jefferson Center (providing scribes) and the Society of Professionals in Dispute Resolution (facilitators). In February 1999 we launched a metropolitan-wide round of community circles. We also entered into a major partnership with the Wilder Foundation and "Cities At Work" partners to inaugurate "Cities at Work" community circle conversations on education, housing and race in Saint Paul. As of the date of this grant request, approximately 75 community circles in 20 different cities, engaging approximately 1,000 citizens are underway this spring or are planned to be held next fall.

At the end of 1998, our Community Circles dialogue project was selected by The President's Initiative on Race as a "Promising Practice" for advancing race relations and making progress on issues of race in the United States. In May 1999, we were one of four projects in the country selected to make a presentation at the Brookings Institution's National Symposium on innovative approaches to our nation's racial problems.

Mission & goals

The mission of the Education & Housing Equity Project is to be a catalyst for building broad-based partnerships that engage citizens and communities in public discussion, analysis and advocacy that enhances the prospects for realizing racially and economically

inclusive institutions and communities that give families of all incomes, races, and cultural backgrounds access to quality schools and affordable housing choices throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- Ø Coalition and partnership building and advocacy;
- Ø Community education and informed public conversation; and
- Ø Assistance to communities in becoming more inclusive and integrated

Programs, activities, and major accomplishments

Coalition Building and Advocacy to Inform Public Decision Making

Since its inception, EHEP has spent a significant portion of its energies in discussions and collaborations with other organizations and groups. These have led to several jointly sponsored projects as well as a fuller understanding of the need for an organization and collaborative that can link the issues of housing and education and develop the much needed consensus and leadership to move the metropolitan community forward on these issues, and to connect them to the challenges of race, poverty and segregation. After a year of creating the organization, the second and subsequent years have been devoted to extensive research of the literature, one-on-one interviews and multi-participant focus group meetings with a broad range of community leaders and experts in the fields of housing, education, anti-racism and metropolitan stability, and building a broad-based coalition and partnerships that can work on these combined issues. Our unique contributions have been (1) to encourage the linkage of housing and school issues in the work of existing organizations and connecting this work to issues of race and (2) to promote civil, informed dialogue across economic, racial and political lines as one important way to make progress on these issues. Some of our major accomplishments have included:

- Ø Working with the Institute on Race and Poverty to “popularize” its research by making it broadly available in commonly used language to various publics in the Twin Cities area.
- Ø Coalescing with both housing and education organizations to focus on the re-drafting of the State Board of Education’s desegregation rule and to link school desegregation issues with the broader issues of housing segregation and metropolitan stability (1996 and 1998).
- Ø Encouraging a coalition working with the newly formed Minnesota Fair Housing Center on a fair housing testing campaign in suburban Hennepin County to frame the issue of housing discrimination in the context of schools, educational achievement and access to broader life opportunities (beginning in 1996).
- Ø Engaging the Minneapolis Public Schools and the Mayor of Minneapolis to support and assist in the development of the community circles project and, following a presentation sponsored by the Family Housing Fund, encouraging a study of the linkage between housing/household stability and educational achievement in Minneapolis. This action led to *The Kids Mobility Project (1997)*.
- Ø Collaborating with and supporting MICA’s (Metropolitan Interfaith Council on Affordable Housing) fair housing initiative proposal to HUD to jointly develop, with the Illusion Theater, a series of theater events that highlight the need for metro-wide fair and affordable housing for people of all backgrounds and to deal forthrightly with community resistance, discriminatory practices, stereotypes and fears that impede the development of affordable housing. EHEP is represented at each of the theater events and is co-sponsoring the Minneapolis and Saint Paul performances (1997 - 1999). The first round of community circle discussions in 1997 provided the genesis for the theatre project.
- Ø Participating by invitation as an advisor to the consulting teams working with interested parties to mediate the currently pending educational adequacy and educational equity lawsuits (NAACP v. State of Minnesota and St. Paul School District v. State of Minnesota). Community circle partners also participated in the mediation planning retreat organized by the principal parties in the lawsuits (1997 and 1998). In

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early 1998, EHEP's director testified in support of the mediation process before the Minneapolis School Board, which subsequently endorsed the same position. EHEP has been asked to continue to be a resource to the mediation process and is participating in mediation workshops in 1999. Many of the ideas that came out of the first round of community circle conversations have been used to contribute to settlement proposals for mediation of the lawsuits.

- Ø Working with the Alliance for Metropolitan Stability and the Right to Housing Campaign to develop an Inclusionary Housing policy and legislative action proposal that could provide the basis for a new approach to expanding affordable housing choices and mixed income housing development in the Twin Cities metropolitan area (1998 and 1999). The inclusionary housing and zoning concept was one of the major ideas generated by the 1997 community circle conversations.
- Ø Jointly sponsoring with the Urban Coalition and the Minnesota Minority Education Partnership (MMEP) a series of issue forums on the State's proposed new Desegregation Rule, the Inclusionary Education Rule (revision of the originally proposed Diversity Rule), and multicultural competency requirements for teacher licensure. The EHEP board also contributed substantive written testimony to the State Board of Education on the proposed changes to the Profiles of Learning (1998) and the revised desegregation rule (1999).
- Ø Assisting the Minneapolis League of Women Voters with the Minneapolis Middle School Project (1998).
- Ø Contributing to the work of the Minneapolis Affordable Housing Task Force through EHEP's Director who serves on the Task Force (1998 - 1999). Our message have been that: (1) recommendations should focus not only on providing needed housing but also on expanding people's locational choices and access to economic, social and educational opportunities; (2) recommendations should focus on barriers related to race, not only income, and (3) recommendations should focus on metropolitan as well as municipal remedies. Our message to reverse, or at least avoid, further concentrating poverty has also been heeded.

In 1999, we have agreed to be a partner with the Minnesota Housing Partnership and the Minnesota Coalition for the Homeless as part of their proposals to the Minneapolis Foundation/Thorpe Fund to launch a public relations campaign to break down barriers of public resistance to affordable housing in the Twin Cities area.

Assisting Communities in Becoming More Inclusive and Integrated

EHEP has been less involved with this strategy since it largely evolves from the other two strategies. However, at least two example activities stand out.

Following the first round of community circles, we were invited by the Minnesota Fair Housing Center to assist them in planning and implementing a Hennepin County/Metropolitan Council-funded workshop for suburban housing and planning officials and human rights commissioners on best practices for achieving fair and affordable housing. In September 1998 over 100 city officials and developers attended the "Building Inclusive Communities" Conference in Bloomington. EHEP worked with the Fair Housing Center and the Alliance for Metropolitan Stability to sponsor programs that highlighted promising practices used in other parts of the country. EHEP helped to bring the Vice President of Chicago's Leadership Council for Metropolitan Open Communities to the Twin Cities to discuss the Oak Park, Illinois experience in becoming and sustaining one of the most successful racially integrated cities in the United States.

In the East Metro Area we were invited by the Saint Paul Office of Interdistrict Initiatives to participate in the planning process to develop a multi-school district governance structure to expand inter-district and integrated education initiatives involving Saint Paul and suburban East Metro school districts. Planning workshops were held in late 1998 early 1999. Future inter-district initiatives will be dependent on continuing availability of state funding. Multi- and inter-district initiatives were the subject of considerable discussion in the 1997 Community Circles.

Following the second round of Community Circle conversations, we anticipate additional opportunities to collaborate with, broker and provide assistance to communities and school districts attempting to become more multiculturally, racially and economically inclusive.

Civic Engagement and Community Conversation

By far the most significant and distinctive work of EHEP is the "Choices for Community" Community Circle Project, recently renamed 'Conversations at the Crossroads.' In 1997, the Community Circle Collaborative launched a dialogue project in which citizens from different walks of life came together, 5 to 15 at a time, in community circles throughout the metropolitan area to discuss the future of the Twin Cities area with a focus on two central questions:

- Ø "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- Ø "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children and adults in the Twin Cities metropolitan area?"

Community Circles of citizens from thirty-five localities were convened/hosted by a variety of local sponsoring organizations. All participants were provided with discussion guides prepared by the Collaborative, and facilitators, recruited and trained by the Collaborative, moderated each circle. The conversations culminated in a Metropolitan Citizens Forum held at Macalester College Chapel, moderated by Saint Paul's George Latimer and Minneapolis' Vivian Jenkins Nelsen. A report that synthesized the findings, conclusions and action recommendations coming out of the community circles was prepared and has been shared with project partners and various decision makers in the metropolitan area.

Since the conclusion of the first round of conversations, EHEP and its partners have been evaluating the first round, identifying promising practices that advance educational success and expand affordable housing choices, sharing the results of the conversations with various stakeholders (e.g., the West Metro Education Program), and revising and improving the process for a second round of conversations.

During 1997 and 1998, we also assisted with the launching of other civic engagement projects with similar objectives, including the Interfaith Action/Saint Paul Ecumenical Action Council's interfaith dialogue and action forums on poverty, segregation and sprawl, the National Conference of Community and Justice town hall meetings on education and race (we co-sponsored two forums in Minneapolis and Saint Paul), the National Days of Dialogue on Race Relations (we sponsored three dialogues in the Twin Cities), the Saint Paul Pioneer Press civic journalism project "Poverty Among Us, and in 1999 the Minnesota League of Women Voters proposed statewide study circle program on immigration. In April 1998 we co-sponsored a Study Circles training workshop for prospective sponsors and facilitators with the national Study Circles Resource Center. This event greatly increased local capacity for spawning additional civic engagement projects. The workshop also attracted new partners interested in launching the second round of community circles conversations on education, housing and race. One of these new partners is the Wilder Foundation, with whom we are co-sponsoring the 1999 "Cities at Work" Forums on "Race, Connections and Commitment." As part of the forum project, local Saint Paul organizations are or will be co-sponsoring community circle dialogues on education, housing and race.

The second round of Community Circle conversations is now underway. A round of Minneapolis Circles, co-sponsored by the Minneapolis Public School's Office of Family and Community Services and five other partner organizations, took place in the fall of 1998 and served as a prototype for the metropolitan-wide conversations that began in February

The second round (1999 Community Circle Dialogues) is built on the lessons learned from the first (1997) round. It includes a broader marketing effort and additional groups not represented in the first round, such as the business community, labor unions, outer suburban residents and employers, significantly more residents and leadership groups in Saint Paul and East Metro, and a wider range of participants from communities of color. These conversations are more clearly focused on systemic barriers and changes needed to better integrate our metropolitan community and residential living patterns across barriers of race and class, and, in the process, bring children from different backgrounds to more integrated and diverse learning environments. Added to the discussions is a focus on making our institutions, such as schools, more multiculturally inclusive and equitable. The discussions also include an action component, including an Action Forum, that will emphasize promising practices already underway in various parts of the country and the Twin Cities (e.g., East Metro Interdistrict Initiatives) and connect participants to opportunities for involvement in their community. The action component will also more directly connect the work of the community circles with the policy work of key decision makers and decisions-making bodies.

The quality and scope of the discussion process has also been improved. Thirty different organizations contributed to the development of a new discussion guide. A faith compendium has been prepared by the MICAH for use in community circles sponsored by congregations (churches, mosques, and synagogues). We are also developing an optional session on race and economic development, to be used in conversations sponsored by chambers of commerce and business associations. To assure better reports on the conversation results, we have developed reporting forms for use by the scribes. A partnership with the Society of Professionals in Dispute Resolution and Minnesota Facilitators Network has resulted in a facilitator's guide, a more user-friendly discussion guide and a facilitator's version of the guide. These two groups have been retained as partners in the project. They are recruiting and training the facilitators, most of who are experienced facilitators from their own ranks. We have also secured special training opportunities for the facilitators, scribes and sponsors, including a workshop on understanding community and institutional racism delivered by James and Nadine Addington of the Minnesota Churches Anti-Racism Initiative, and a workshop on cross-cultural communications provided by Intercultural Communications Workshops, Inc., another community circle partner. These opportunities serve as volunteer compensation and as useful tools for deepening and enhancing the conversations. The circles are also being resourced with information provided by a range of organizations, including the Urban Coalition, the Family Housing Fund, the Center for School Change and the Institute on Race and Poverty; brief summaries, such as "What the Research Shows" and "Working Doesn't Always Pay for a Home" are provided to each circle or circle participant. All of these improvements are contributing to more productive discussions and the likelihood that meaningful ideas and commitments to action will be generated by the circle conversations.

At the conclusion of Round Two, EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will bring together participants from the community circles, and use electronic response technology to discover areas of consensus and to prioritize action steps. Many local policy makers will be invited to attend the Summit. Round two will help inform the policy and action agendas of partners in the collaborative as well as public decision-making bodies.

Organizational Structure and Administration

Project Partners

The success of EHEP's efforts rest largely on an active and committed board of directors and the strong partnership of organizations and volunteers that are part of the Community Circle Collaborative. The Community Circles project was founded by the Collaborative. Collaborative partners (past and present) are identified in the attachments. The Collaborative has been essential for (1) assuring racial, cultural, ethnic, generational

political and geographic diversity of voices in the conversations, (2) fulfilling the various tasks, objectives and leadership requirements of the project using the best possible combination of resources, and
(3) assuring that the results of the community circle conversations are widely disseminated and receive widespread attention.

The Community Circle partners include:

- Ø **Organizing partners**, who help to design the process, frame the discussion issues, prepare the discussion guide, recruit and train/orient sponsors, facilitators, scribes, and resource partners, publicize the project and work with the media, and assist with reporting and evaluation and the details of project follow-through.
- Ø **Resource associates**, who supply background research and expertise on the issues, written and audio-visual materials to inform the discussions and provoke spirited but thoughtful conversation, media coverage, project documentation, and/or financial and in-kind backing of project activities.
- Ø **Sponsors** (typically organizations) that supply meeting places (may include child care, transportation, translators, hospitality and other services as needed) for the conversations, schedule the conversations, publicize the circles, recruit circle participants, convene or host the circle dialogues, and secure scribes who will capture in written record the highlights and results of each conversation.
- Ø **Facilitators**, who have professional experience in mediation and facilitation, who moderate the community circle conversations (organizations such as the Society of Professionals in Dispute Resolution and the Minnesota Facilitator Network are partnering with EHEP and the Wilder Foundation to provide facilitators and co-facilitators for each circle conversation). The facilitator organizations also participate in delivering facilitator training to all participating facilitators and in convening the facilitators for assessment and evaluation.
- Ø **Participants** from many diverse backgrounds who commit to at least 5 sessions of 2 hours each and participate with 8 to 15 other citizens in informed and deliberative dialogue. The participants are the "heart and soul" of the Community Circles initiative. These are the citizens who create the "public voice."

In-kind support from the organizing partners alone in the 1997 circles amounted to more than \$15,000 in documented resources. A similar or greater contribution has been made during the 1998 circles in Minneapolis and in preparing for the 1999 circles. We expect this figure to double in 1999.

Diversity of Participation

EHEP works through its partners in many diverse settings throughout the metropolitan area. It is important to us that the groups we work with are representative of the communities with which we work, and reflect the diversity of the metropolitan community. Nine of the twenty organizing partners are groups representing primarily interests of communities of color. Many of the new groups recruited for the current round of conversations are culture-specific and multicultural organizations. Partner and sponsor organizations include congregations, non-profits, human rights commissions, neighborhood associations and community councils, youth groups, schools, family and community councils, university and college groups, a union local, a chamber of commerce, voter organizations, and city governments. Although there has been a reasonably good demographic and geographic balance of sponsors, we are striving to achieve better representation of the outer suburbs, the business community, recent immigrants and students. Public officials are also being actively invited to participate in the second round of circles. Thanks to our principal partnership with "Cities at Work" and the Wilder Foundation, we have achieved excellent representation of Saint Paul communities. With the help of Saint Paul United Way, participation of communities of color will be significant in the St. Paul conversations.

EHEP and the Community Circle Project are distinctive from many other organizations and initiatives in their unique methodology and objective of engaging citizens and creating dialogue among disparate parts of the Twin Cities metropolitan area not only to discuss issues and challenges, but also to generate ideas and suggestions that can lead to common

solutions to those issues and challenges. No other organization in the Twin Cities area is currently engaged in this kind of sustained, collaborative, grassroots dialogue and education/consensus-building and mobilizing effort that specifically links housing, education and race.

Board of Directors

Our success also rests on an active, committed and diverse board of directors. The board of directors has been expanded each year and now includes 16 members; all are key leaders in fields and institutions related to the mission of EHEP. The board has direct and extensive leadership experience in addressing issues of education, housing and race. Board member's connections and contacts in the community enhance EHEP's ability to accomplish its objectives. The board is responsible for setting policy direction for the organization; it also plays an active role in advancing the community circle project and in bringing new partners into the collaborative.

Board members come from business, civic, legislative, community service, housing advocacy, civil rights, media, education and law backgrounds. Seven of the sixteen board members, including the president, are African Americans, Southeast Asian Americans, or Latino Americans. Four additional African Americans and Asian Americans have previously served on the board.

A list and brief description of the board of directors is included in the attachments.

Staff and Volunteers

Two individuals currently staff EHEP: a full-time executive director and a part-time administrative assistant.

Dick Little, Executive Director, is responsible for all aspects of the organization and project. He has an extensive background in housing, education, race relations and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. Since 1990, he has been a research associate with the International Institute for Inter-racial Interaction (INTER-RACE) at Augsburg College, a technical assistant with the Community Policing Institute, a member of the strategic planning team for the City of New Orleans Economic Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also served as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his eleventh year of serving as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves as an officer on the boards of several non-profit organizations including the Metropolitan Interfaith Council on Affordable Housing (MICAH). Mr. Little was a finalist for gubernatorial appointment to the Metropolitan Council in April 1999.

Pam Jewson, Administrative Assistant, brings previous experience as an administrative assistant and field producer at KSTP, a graphic artist with the Star Tribune, and project development coordinator with the Linden Hills Neighborhood Revitalization Program (NRP).

EHEP has also been successful in procuring the services of three part-time student interns and research assistants over the life of our project, and we expects to do so again. The Center for Urban and Regional Affairs, the University of St. Thomas, the Higher Education Consortium for Urban Affairs, and Augsburg College are our principal internship partners. Use of consultants and 'pro bono' services has also augmented the ability of EHEP to carry out its work. Most important are in-kind staff and volunteer resources that have been provided by partner organizations. EHEP has a fiscal service agreement with Augsburg College to assure that all financial obligations and fiduciary responsibilities are carried out.

Of the five staff persons who have worked for EHEP, two are persons of color (African American and Asian American). Other staff, organizational and resource partners participating in this grant are described as part of the grant project request.

B. PURPOSE OF GRANT

Situation and Need

As the Twin Cities have become increasingly diverse in the 1990's, there has been growing public concern that economic and racial segregation in housing and among our communities is having a profound impact on the overall health and well being of the metropolitan region, and on education and employment opportunities in particular. At the same time, our institutions, especially our schools, have been "tested" by this diversity and have been found wanting: over half of the students, mostly students of color, in core city schools are failing to pass the graduation standards tests. While the overall economy has steadily improved, the unemployment rate among communities of color in the central cities and the lack of affordable housing metro-wide are at crisis levels.

A study by Douglas Massey and Nancy Denton in their publication *American Apartheid: Segregation and the Making of the Underclass* revealed that the Minneapolis-St. Paul metropolitan area is among the ten most segregated in the country. Studies have also shown that the Twin Cities ranks third highest among all U.S. urban areas in persons of color living in poverty. The work of State Representative Myron Orfield in his book *Metropolitics: A Regional Agenda for Community and Stability*, and of Dr. John Powell of the Institute on Race and Poverty at the University of Minnesota in his study *Examining the Relationship Between Housing, Education and Persistent Segregation* has also given testimony to the depth and breadth of issues of segregation, racial and economic isolation and growing disparities between inner and outer communities in the Twin Cities, and their importance in "unlocking the doors" to addressing other significant issues facing the region.

Public actions to grapple with these issues have been growing in number. Examples include:

- Ø education and housing lawsuits (NAACP v. State of Minnesota, Saint. Paul School District v. State of Minnesota, and Holman v. Cisneros)
- Ø legislation (the Metropolitan Livable Communities Act)
- Ø the creation and expansion of civic and advocacy groups (e.g., Alliance for Metropolitan Stability, Interfaith Action and St. Paul Ecumenical Action Council, the Minnesota Right to Housing Campaign, the Metropolitan Interfaith Council on Affordable Housing and the Minnesota Fair Housing Center)
- Ø formation of new compacts of school districts and inter-district school initiatives (West Metro Education Program and the East Metro Office of Interdistrict Initiatives), and
- Ø new State Rules addressing graduation standards, school desegregation, educational diversity (criteria for inclusive schools and teaching practices), and standards for multicultural competency in teacher licensure requirements.

These actions, and the frequently divisive debates some of them have generated, underscore both the opportunity and the need for developing a common understanding and basis of action for moving forward on the issues of education, housing and race in the Twin Cities metropolitan area.

Public conversation about the possibilities for inclusive and integrated communities has been rare, usually divisive and poorly informed, not conducted on a sustained or systematic basis and with too few groups or individuals involved, and virtually no broad public consensus or support. We began our project in the belief that such adverse conditions imperil the chances of building more inclusive communities and integrated institutions in the Twin Cities metropolitan area.

The principal danger has been that public discourse about these issues fast settles into simplistic, distorted polarities - neighborhood schools versus forced busing, quality education versus school desegregation, deconcentration of poverty versus preservation of existing affordable housing. cultural identity versus assimilation. individual choice versus

collective responsibility, core cities versus suburbs, rich versus poor, and of course, whites versus communities of color (especially African Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we have 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 this kind of environment, the issues are too often 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. Others do not get involved because they do not perceive that these issues are their problem (i.e., they are somebody else's problem). Those who *do* take action typically call for reforms without touching on the vital questions of race and segregation.

As the first round of community circle conversations revealed, we do not know how to talk constructively as a community about race, although we are learning. Our project and the actions of our partners are beginning to make a positive impact on this issue.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for and benefits of integrated and inclusive communities. There is a need to expand serious discussion of these issues beyond the courtrooms, the academic halls, emotional public hearings and partisan legislative debates. As many people as possible, from many different stations in life 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 courts.

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 reframing the issues in terms of their importance to health of the entire community, by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed and exploratory civil conversations about what segregation and integration involves and by identifying and articulating promising practices and sources of support available to communities and community institutions as they seek to become more inclusive, better integrated and more equitable.

Our Response

Our response has been to implement informed community conversations about the challenges of racial, economic and residential segregation and unequal opportunity and achievement in our schools. The conversations have proven to be worthwhile and have contributed to building greater public understanding and expanded support for educational equity and inclusionary housing initiatives. We learned a great deal from the conversations, most importantly what can be done to make them more effective in subsequent rounds. The "public voice" that came out of the conversations reflected a growing understanding of the complexities of the issues citizens were grappling with, but also the need to move toward informed collective judgement and concerted public action. The project is helping to inform the proposed mediation process for settlement of the educational adequacy lawsuit and has expanded and deepened public understanding and support for metropolitan-wide affordable housing and regional reform.

Building on the experience of the first round of community circles and, using what we learned, we are again taking the conversation about segregation and race, the gap between the cost of housing and what people can afford, and achievement gap in education, the mismatch between housing choices and job opportunities, and the gaps between school readiness, education and job readiness out to the neighborhood centers, public libraries, schools, places of business, living rooms, and backyards of our cities - the places where ordinary people live their lives and where the real task of building inclusive communities must take place. We wish to encourage and inform public conversation and deliberation that will help lead people to a more informed. more

effective understanding of the effects of segregation and lack of choice, why the choice to integrate is important, and how removal of barriers to choice can be accomplished. Through this process, we hope that people move beyond "tolerance" to understand the value of inclusion and of an integrated society for themselves, for other people, and for society as a whole, and to take action. We also hope to see new kinds of action and interaction across racial, ethnic and economic boundaries to make our communities livable for all citizens.

Experience has shown and we have no illusions that all people will be persuaded, or be willing to participate. There are, after all, real conflicts of interest and conflicts of values about these issues. These will not be dissolved by talk alone. But without a concerted *and sustained* effort to bring people together for informed and honest conversation, the most extreme voices will remain to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in a sea of opposition and conflict. Informed, collective action must be preceded by informed and mutual conversation.

Specific Project Activities, Goals and Objectives

The *Choices for Community/Conversations at the Crossroads* Community Circle Project has and continues to be organized by a partnership of groups representing diverse segments of the community. To enable the kind of civic conversation we envisioned, the Collaborative developed "Community Circles," an approach to community dialogue that draws on elements of four different, nationally and locally recognized models for civic engagement and discussion:

- Ø "Study circles" promoted by the Study Circles Resource Center in Pomfret, Connecticut;
- Ø The National Issues Forums, a public deliberation project begun by the Kettering Foundation in Dayton, Ohio; and
- Ø The Communities of Color Empowerment Model (COCEM) of the Minnesota Minority Education Partnership in Minneapolis, Minnesota, and
- Ø The ORID (Objective-Reflective-Interpretative-Decisional) discussion model developed by the Minnesota Facilitators Network and the Society of Professionals in Dispute Resolution.

The Community Circle dialogues (or conversations) combine the unique elements from each of the above approaches to bring together community members from diverse backgrounds, to engage them in deliberative discussion, to provide educational and technical resources that inform their conversations, and to develop action agendas and connect citizens to action opportunities and promising practices for addressing the issues they have been discussing.

The Community Circle Project is engaging a broad cross-section of the Twin Cities metropolitan community to study, discuss, and build a shared understanding of the issues of racial and economic segregation in the region and their effect on education, employment, and broader "life opportunities." It is intended to be a catalyst for promoting greater community involvement and action on these issues, including expanded efforts to decrease housing segregation and increase affordable housing choices, decrease the gap in educational achievement along racial and economic lines and increase opportunities for successful education in an integrated setting. The circles include a broad cross-section of the both "non-traditional" participants (low-income households and communities of color) and "traditional" participants in a community-wide dialogue about these complex, interconnected issues. Experience in the first round of conversations suggests that community circles can provide unique settings for collaborative learning, for working through often polarizing social and political issues like these, for facilitating honest conversation, and for building more productive exchanges about the prospects for building more inclusive organizations and communities. As similar projects elsewhere in the country have shown, such "circles" broaden perspectives, deepen understanding, and inspire participants to become more involved in the public and civic life of their community. They can also lead to new ways to address difficult and complicated issues in ways that lead to broadly supported, constructive community and legislative initiatives.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the integrity of the financial system and for the ability to detect and prevent fraud. The document also notes that records should be kept for a sufficient period of time to allow for a thorough audit.

The second part of the document outlines the procedures for the collection and distribution of funds. It states that all funds should be collected in a timely and efficient manner, and that they should be distributed to the appropriate parties as soon as possible. The document also discusses the importance of maintaining accurate records of all funds collected and distributed.

The third part of the document discusses the procedures for the collection and distribution of funds. It states that all funds should be collected in a timely and efficient manner, and that they should be distributed to the appropriate parties as soon as possible. The document also discusses the importance of maintaining accurate records of all funds collected and distributed.

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The second round of community circle conversations build on the experience and lessons of the first round conversations. We have developed a newly revised and improved discussion guide (based on consultation with and participation of 32 organizations) with a facilitator's version and a participant's version to help further focus the conversations. We are using more experienced facilitators resulting from a formal partnership with the Society of Professionals in Dispute Resolution and the Minnesota Facilitators Organization. We have broadened our publicity and recruiting effort to expand participation by populations under-represented in the first round, most notably through a formal partnership with the Wilder Foundation and Saint Paul "Cities At Work" partners, and we have placed a greater emphasis on follow-through and action that citizens, organizations and the community or region can take following the discussions. At the conclusion of the conversations, we will hold an Action Forum and a metropolitan Citizens Summit. The Wilder Foundation will also conduct a "Call to Action" Forum for Saint Paul participants and the public as part of the "Cities at Work" forum series.

Specific activities and a timeline for accomplishing the 1999 Community Circles and the results they are intended to realize are outlined in the attachments.

Project Resources

In addition to EHEP staff, those most directly involved in achieving these activities include the following individuals and organizations:

Paul Kiley, a media, communications and marketing consultant with past experience as head of the California Literacy Program. He is providing 'pro bono' services to help communicate and market the project to potential sponsors and participants, the public and the media.

Barbara Blackstone, State Mediator with the Minnesota Office of Dispute Resolution and Mediation, and an officer of the Society of Professionals in Dispute Resolution (SPIDR), Minnesota Chapter. Barbara is heading up the process of recruiting, training and assigning facilitators. She and a cadre of facilitators from SPIDR facilitated the Minneapolis Community Circles in fall of 1998. Approximately 65 facilitators are moderating the 1999 Community Circles. They are performing this service voluntarily. In return for their services, we are providing training workshops for the facilitators on subjects ranging from "Understanding Community and Institutional Racism" to "Cross-cultural Communications Skills." This training further advances the objectives and effectiveness of the community circle conversations.

Mariann Johnson, mediator, facilitator with the Minnesota Facilitators Network and professional organizational development consultant. She has led the effort to develop a facilitator's guide and facilitator's version of the discussion guide for the community circle project.

Sponsor representatives, who host the circles and/or arrange the meeting places for the circle dialogues, and *scribes* who record and prepare reports on the discussions. Sponsors and scribes are volunteers or paid staff providing in-kind services.

A *Community Circle working group* of individuals from the EHEP board and volunteers and staff from community circle partner organizations (e.g., *Joy Sorensen Navarre* of MICA, *Carlos Mariani* of MMEP and *Gavin Kearney* of the Institute on Race and Poverty) assist in planning and carrying out the details of promoting and implementing the community circle project (voluntary/in-kind).

Augsburg College, office of business and financial accounting (*Jeff Swenson and Paul Pierson*), is providing payroll and fiscal services to EHEP.

EHEP has made extensive and creative use of interns, volunteers and consultants (paid and in-kind) in the past and will continue to do so in 1999 (writers, graphic designers, training professionals, speakers, etc.). *James and Nadine Addington* of the Minnesota

Churches Anti-Racism Initiative are delivering the workshops on understanding community and institutional racism. *Karima Bushnell* of Intercultural Communications Workshops, Inc. is providing cross-cultural communications training to the facilitators. *Feigenbaum Design Group* and Community Media Services provide our graphic and design services. Interns from HECUA (the Higher Education Consortium for Urban Affairs) and CURA (the Center for Urban and Regional Affairs) have provided research and writing services. *Nikki Carlson* of Interfaith Action and principal of EYDYA, Inc. has provided 'pro bono' services for developing our data base and communications plan. She is also developing a directory of 'promising practices' for advancing education, housing and life choices for persons of all races in the Twin Cities.

We are also being assisted by some of our collaborating partners with the organization of the project. In Saint Paul, we are carrying out the community circles as an integral part of the 'Cities at Work' Forums co-sponsored by the *Wilder Foundation*. *Barb Rose*, editor of Community Matters at Wilder, and her staff are working with us to organize 'Cities at Work' community circles in Saint Paul. They have also developed a Saint Paul-oriented discussion guide adapted from the *Choices for Community* guide. Staff of the *League of Human Rights Commissions* is working with us to enable suburban human rights commissions to take the lead role in sponsoring community circles in their communities and partnering with other organizations to implement the circles. Our national partner, the *Study Circles Resource Center*, has and will continue to provide substantial advice and in-kind support to our project. Cable TV networks such as *Saint Paul Neighborhood Network (SPNN)* are providing video production services for documenting and broadcasting the project (e.g., the East and West Metro "Kick-Off" Forums). Other media partners covering our project include *Kinshasha Kambui* of KFAI radio, *Brandt Williams* of KMOJ radio and *Al McFarland* of Insight News.

Experience during the last two years has taught us that the project and collaborative will not continue to work unless EHEP is more adequately staffed. Our success to date demands that we expand beyond a one-person non-profit. To effectively carry out its objective of sustaining the momentum of the community circle project and building the successful development of inclusive communities and schools into the agendas of other public and community organizations, EHEP must expand its capacity.

We propose the creation of two new staff positions in 1999: (1) a full-time administrative assistant to assist the director and to manage the daily operations of EHEP activities, and (2) a community circles coordinator to oversee and manage the community circles project as it moves from discussion to action and to coordinate activities with the community circles collaborative. A study has been prepared that has identified and recommended the addition of these staff positions as essential to the continued success of our work. We are also adding computer capacity to complement these staff additions. For these reasons, we are expanding our budget and funding requests in 1999.

A list of the principal project partners and an organizational/project budget are included in the attachments.

Impact of activities

The proposed activities will benefit the communities we are serving by advancing the agenda and prospects for integrated and equitable education in Twin Cities area public schools, and for integrated and inclusive communities that are open and affordable to all Twin Citians. They will also benefit our communities by harnessing the potential of our region's rich diversity of citizens in creating communities that work for all citizens.

The first round of conversations has already been used to inform the areas for mediation of the education lawsuits between the NAACP, Saint Paul Schools and the State of Minnesota. Ideally, the second round of conversations will present a timely opportunity to "test" and discuss the recommendations to the legislature coming out of the first round of mediation talks, focusing on schools. The community conversations will also present an opportunity to inform a possible second round of mediation meetings focusing on external

factors, such as housing, transportation, family and community services, and jobs. The community circle conversations should directly contribute to an informed, mediated settlement that will lead to more equitable, inclusive and integrated education for Twin Cities area students. If mediation does not continue, the results of the circle conversations will nevertheless benefit voluntary initiatives to assure educational success for all students.

The first round of conversations has also contributed to building greater public awareness, support and commitment to fair and affordable housing throughout the metropolitan region. Barriers to affordable housing created by exclusionary zoning, other regulatory practices, and lack of public resources was identified by over two-third of the circles as a major factor influencing economic and racial segregation in the Twin Cities. Fair housing violations were also identified as more prevalent than the public generally acknowledges. NIMBYism frequently displayed at public hearings and planning commission meetings in suburban communities was also highlighted in the conversations. One of the suggestions that came out of the conversations was for creating a way to dramatize these issues for the public. MICAH, one of the community circle partners, took this idea to heart and partnered with the Illusion Theatre to develop a fair housing play "Like Waters Rolling Down." This theatre event has received national funding from the Department of Housing and Urban Development and is being performed six times in different parts of the metropolitan area.

The conversations have also led to specific commitments to action. Twelve of the organizations that sponsored a community circle are or have become members of the Metropolitan Interfaith Council for Affordable Housing (MICAH) and have joined its Housing Advocate Network. In addition, several of the first round sponsors and participants were members of Interfaith Action or Saint Paul Ecumenical Action Council, who went on to model our discussion process among their member congregations and organize a metro-wide social justice and action initiative to move the legislature to address city-suburban segregation and racial-economic disparities.

Partly as a result of our project, a record number of affordable housing proposals were submitted to the State Legislature in 1999. The proposed Inclusionary Housing Initiative is an example of a concept that had its genesis in the community circle conversations. EHEP is one of the endorsers and sponsors of this proposal, which is being spearheaded through the legislature with the assistance of the Alliance for Metropolitan Stability, one of our community circle project partners.

Since we began the community circle project in late 1996, reversing segregation (like curbing urban sprawl) has become an accepted part of the nomenclature of at least six major organizations working with issues of housing, education, and growth management in the Twin Cities: the Alliance for Metropolitan Stability, the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council for Affordable Housing, the Saint Paul Ecumenical Action Council and Interfaith Action, and the Saint Paul Area Council of Churches.

The second round of circle conversations will highlight promising practices for expanding housing choices and delivering schools that work for all children, and will build greater public education, awareness and desire to become involved in supporting practices identified by circle participants as the most promising.

We think that our project will also lead to the already growing agreement on the importance of linking school desegregation/integration issues with the broader issue of housing (and related issues of public transportation and jobs). The project is contributing to greater support by advocate organizations for broader coalitions that embrace both housing and education and other related issues. The Alliance for Metropolitan Stability is an example. Through our coalition-building activities we expect that there will be broader public support of housing *and* education reforms that lead to more inclusive schools *and* communities.

Section 1: Introduction

The first part of the document discusses the importance of maintaining accurate records. It highlights the need for consistency and the potential consequences of errors. The text emphasizes that proper record-keeping is essential for the overall success of the organization.

Section 2: Objectives and Scope

This section outlines the primary objectives of the project. It defines the scope of the work and identifies the key areas of focus. The goals are clearly stated to ensure that all team members are aligned and working towards the same outcomes.

Section 3: Methodology

The methodology section describes the approach used to gather and analyze data. It details the various techniques and tools employed throughout the project. This section provides a clear understanding of how the research was conducted and how the findings were derived.

Section 4: Results and Findings

This section presents the results of the study. It includes a detailed analysis of the data collected and discusses the key findings. The results are presented in a clear and concise manner, allowing for easy interpretation and understanding of the project's outcomes.

Section 5: Discussion and Conclusion

The discussion section provides a critical analysis of the results. It explores the implications of the findings and discusses any limitations of the study. The conclusion summarizes the main points of the report and offers recommendations for future research and practice.

Section 6: References and Bibliography

This section lists the sources of information used in the document. It includes a comprehensive list of references and a bibliography. The references are formatted according to standard academic guidelines, ensuring that all sources are properly cited and acknowledged.

Section 7: Appendix

The appendix contains supplementary information that supports the main text. It includes additional data, charts, and tables that provide further detail and context. This section is designed to be a helpful resource for readers who want to explore the data more deeply.

At the conclusion of the second round of conversations, the conversation results will be presented as findings, conclusions and possible recommendations to the legislature and other decision-making bodies, and hopefully contribute to better policy making. The circle conversations should also result in greater participation in the civic life of the community by community circle participants, many of whom have not been actively involved in these issues in the past.

C. EVALUATION

How effectiveness will be measured

We intend to measure success in tangible ways. We have been and will continue track specific data about the process and results. We have already used surveys to evaluate the first round and will use focus groups to evaluate the second round of community circle discussions. Surveys will also be used to track the civic actions taken by citizens following their participation in the community circles. The research division of the Wilder Foundation and the evaluation staff of the Study Circles Resource Center are designing measures that will be used to track project results and impacts.

Criteria for a successful program and the results you expect to have achieved

Measures of success include the breadth and depth of participation in the study circles by citizens. Measures of breadth and depth include diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of work or residence, age or generation, family status and economic status. It also includes locations and numbers of participants and conversations. Participant comments about what they got out of the circle experience and how they grew or changed as a result of the experience will also be considered.

The project's impact will also be measured by the extent that our process and the circle findings, conclusions and recommendations are considered and incorporated by stakeholder and sponsor organizations, and by public decision-making bodies, such as school boards, planning commissions, city councils, the Metropolitan Council and the State Legislature. Another important measure will be the number of new participants that become involved in the work of one of the promising practices or one of the participating non-profit or community organizations as one way of moving from discussion to action. The extent to which discussion participants become more involved in the civic life of their community is an important measure that will be tracked as part of the second round of conversations.

We hope to at least double the number of participating community circles that successfully complete a dialogue in the second round from 25 circles to over 50 circles. We intend to have representation of Asian Americans and Pacific Islanders, Native Americans, and Latino/Chicanos and Mexican Americans as well as African Americans in the circles in numbers reflecting their percentage of the population of the metropolitan area. We are also striving through pairing of circles, cross-culturally competent recruiting and outreach practices, and partnerships with organizations reflecting diverse populations to achieve richly diverse community circle groups. We also aim to engage citizens from outer ring suburbs who presently do not see these issues as their issues. This may be the more difficult, but equally if not more important, challenge.

If these circle discussions receive public attention, raise the level of public awareness, understanding and engagement in creatively addressing issues at the intersection of race, housing and schools, and if they prompt publicly informed actions and strategies that lead to more successfully inclusive schools and communities, then our project will have been successful. When breaking down barriers to 'one community' becomes a center piece of the agendas of Twin Cities area public bodies and community-based organizations, we will have accomplished our objective and will proudly put ourselves out of business.

Who will be involved in the evaluation?

The EHEP board and staff and the partner organizations that participate in the Community Circle project will continue to be involved in evaluating the project. The Study Circles Resource Center, one of our national partners has already been assisting us in the preparation of evaluation measures and criteria for the second round of community dialogues. In addition, the Wilder Foundation research department is preparing an evaluation strategy for the 'Cities at Work' forums and community circle dialogues in Saint Paul. Their experience and expertise with evaluation will also be used to inform the evaluation process for the metro-wide circle project.

How evaluations will be used

The results of the first round of community circle conversations are being used primarily to plan the second round of conversations and also to inform the agendas of participating partners. As previously mentioned, they have also been used in designing the process for mediation of the educational lawsuits.

The results of the second round of conversations will be used to define subsequent strategies for achieving more inclusive, equitable and integrated schools and communities and to inform public policy actions that help to break down barriers to more opportunities and to desegregate the Twin Cities metropolitan area.

1999 COMMUNITY CIRCLES PROJECT

PROJECT TIMETABLE

- Ø Evaluate the first round of community circles Completed
1997
- Ø Co-sponsor National Days of Dialogue groups in the Twin Cities
February 1998
- Ø Issue report sharing the results of the first round of discussions
Completed April 1998
- Ø Co-sponsor study circles informational and training workshop
April 25, 1998
- Ø Prepare revised *Choices for Community* discussion guide
May - September 1998
- Ø Publish revised discussion guide *Conversations at the Crossroads*
March 1999
- Ø Recruit new partners and sponsors
Fall/Winter 1998/99
- Ø Co-sponsor "Building Inclusive Communities" Conference and Dinner Event
Sept. 17 & 18, 1998
- Ø Launch Minneapolis Public Schools Community Circles (pilots for 1999 circles) Oct. -
Dec. 1998
- Ø Hold Sponsor Information Workshops December
9, 1998
- Ø Issue letter to mayors of Twin Cities area. January 13, 1998
January 4,
1999
- Ø National Conversation on Race (co-sponsored by EHEP with NCCJ)
January 15, 1999
- Ø Hold Community Circle "Kick-Off" Forums (West Metro) January 21,
1999 February 4,
(East Metro)
- 1999
- Ø Conduct facilitator and scribe training workshops
January 22, 1999
- Ø Hold workshops on Understanding Community and Institutional Racism
January 23, 1999
(for community circle sponsors, facilitators and scribes)
March 5, 1999
- Ø MICAH fair housing theatre event "Like Waters Rolling Down"
February 7, 1999
Central Presbyterian Church, Saint Paul (co-sponsored by EHEP)
- Ø Sponsors convene first community circles
February 1999
- Community Circles meet 5 times for 2 hours each session Feb -
June 1999
- Ø Hold mid-point sharing sessions with facilitators and sponsors
April 23, 1999 May 18, 1999

- Ø Co-sponsor "Cities at Work" Forums held in Saint Paul
1999 April 28,
May 18, 1999
- Ø Co-sponsor MICAH fair housing theatre event - in Minneapolis
April 25, 1999 May
- in northern metro suburbs May
23, 1999
- Ø Community Circles make presentations to sponsoring organizations'
governing bodies May-June
1999
- Ø Hold first action forum June 22,
1999
- Ø Hold sponsor information workshop for fall 1999 circles
June 21, 1999
- Ø Prepare interim report June -
August 1999
- Ø Continue evaluation of circles process and results
Summer 1999
- Ø Hold training workshops for facilitators and sponsors August or
Sept. 1999
- Ø Convene fall round of 1999 community circles Sept. -
Nov. 1999
- Ø Co-sponsor "Cities at Work" Forums III and IV Sept. and
Oct. 1999
(includes "Call to Action" Forum at conclusion of Community Circles)
- Ø Hold "Citizens Summit" with the Minnesota Meeting and Minnesota Public Radio Nov.
or Dec., 1999
- Ø Complete evaluation process and issue final report to community and
January 2000
and metropolitan decision makers
- Ø Develop and implement Year 2000 Action Agenda with stakeholders Jan.
- Dec. 2000
and community partners

Year	Country	Value
1990	USA	1.00
1991	USA	1.00
1992	USA	1.00
1993	USA	1.00
1994	USA	1.00
1995	USA	1.00
1996	USA	1.00
1997	USA	1.00
1998	USA	1.00
1999	USA	1.00
2000	USA	1.00
2001	USA	1.00
2002	USA	1.00
2003	USA	1.00
2004	USA	1.00
2005	USA	1.00
2006	USA	1.00
2007	USA	1.00
2008	USA	1.00
2009	USA	1.00
2010	USA	1.00
2011	USA	1.00
2012	USA	1.00
2013	USA	1.00
2014	USA	1.00
2015	USA	1.00
2016	USA	1.00
2017	USA	1.00
2018	USA	1.00
2019	USA	1.00
2020	USA	1.00

TRI-COUNCIL COORDINATING COMMISSION

122 WEST FRANKLIN AVENUE • SUITE 100

MINNEAPOLIS • MINNESOTA • 55404

612-871-0229 • FAX 612-870-3622

<http://www.gmcc.org/TCC.html>



Nadine R.H. Addington
R. James Addington
DIRECTORS

September 27, 1999

Margaret E. Gage
Executive Director, Study Circle Fund
264 N. Pleasant Street, 2nd Floor
Amherst, MA 01002

Dear Ms. Gage:

I am writing to express the support of our office for the request for funding submitted to you by the Education and Housing Equity Project in Minneapolis. EHEP has been the organizing sponsor of the Community Circles Collaborative in Minneapolis-Saint Paul.

The Minnesota Churches Anti-Racism Initiative was one of the initial sponsors of the Collaborative (the Initiative is staffed by the Tri-Council Coordinating Commission). We have continued to be involved in the Collaborative (providing anti-racism training for circle facilitators and sponsors) and believe it is a very important effort to the greater Twin City community.

The Collaborative provides a rare opportunity for citizens to enter into serious conversation about the impact of race in housing and education – and carry this conversation through to framing practical responses that are locally relevant.

In short, this work is needed and, I believe, is making an important difference in our communities. I hope you can respond favorably to EHEP's request for funding to enable this effort to continue.

Sincerely,

R. James Addington, Co-Director

c. Dick Little

Special Opportunity Grant Request to the Headwaters Fund

The Community Circles project was launched in 1997 by a collaborative of organizations concerned about issues of affordable housing, inequality of opportunities and the achievement gap in the schools, and the growing challenges and impacts of racism and segregation in the Twin Cities and metropolitan area. Community circles are small, highly democratic, participatory discussion groups brought together by community-based, grass-roots organizations throughout the Twin Cities, who serve as sponsors of the dialogues. These groups and a host of other organizations prepared a discussion guide, the most recent version of which is written at the 8th grade reading level. The various human rights and education mediators, dispute resolution professionals, and moderators from several organizations in the Twin Cities volunteered their time to moderate the dialogues. Training on community and institutional racism was provided by the Minnesota Churches anti-racism initiative, and training on communicating across cultures was also provided by Intercultural Workshops, Inc. Citizens from all walks of life came together 5 to 15 in a circle and met at least five times for two hours each to explore these issues and develop new relationships to people different from themselves. Upon completion of the circle, circles were invited to make a presentation to their sponsor organization, including findings and recommendations that could be implemented at the local level. Each group explored the reasons for segregation and inequality, what we can do about the challenges of housing (e.g., affordable housing), what we can do about the achievement gap in the public schools, and what actions can we take as individuals and as a community to make a difference on these issues. Since 1997, over 75 community circles focusing on education, housing and race have been convened Minneapolis, Saint Paul, and suburbs. Over 1,000 citizens have participated in the circle conversations, represented a broad cross-section of the citizenry. Communities of color and low income participants were a major share of the citizens who participated.

This has been a major civic engagement project in the Twin Cities, in which most of the social justice organizations along with many public institutions have played a major part. Founded by a group of 1990's civil rights activists, the Education and Housing Equity Project has served as the catalyst for this project; but the drive and direction of the project has clearly come from the community circles themselves. In 1999, we partnered with the Cities at Work in Saint Paul, which also engaged many neighborhood organizations, ethnic groups, schools, family centers, and congregations in sponsoring community circle dialogues.

The grant will be used to support the Metropolitan Citizens Summit, an interactive event that will serve (along with the Call to Action Forum held last month in Saint Paul) as the culminating event that will bring community circle participants together with public officials and move the discussions to action, in this case, action at the policy level and at the metropolitan level. Please see the attached letters which describe the objectives and the approach of the Summit.

Your grant will be specifically used for scholarships to enable participation by low income individuals and persons of color as well as representatives of social justice organizations with limited budgets at the Summit. It is critical that their voice be part of the summit; they participated in the circles and many more than we anticipated are registering for the summit under our scholarship option.

The outcome of the Summit will be to raise the level of grassroots conversations to the public policy and metropolitan level, so that the circles and citizen dialogues may have some impact on the community at large. The Metropolitan Council has joined as one of the funders and sponsors of the Summit out of the belief that citizens who have deliberated about these social and economic issues can significantly inform the Council's work to assure socially equitable and responsible "smart growth." Many other public bodies have also been convinced to join the Summit for the same reason.

The Summit will take place Friday, December 17th (See attached letter). Our measures of success include the extent to which the Summit represents the rich diversity of participants who participated in the community circles - and represents the diversity of citizens who share the Twin Cities community - and the extent to which the ideas that are surfaced and explored at the Citizens Summit become incorporated in the agenda's and work programs of the agencies and public bodies that will be represented at the event. A report will be produced following the Summit and activities involving the participants to follow up on the Summit will take place this next year.

The underlying objective of this project has been to strengthen citizens and local organizational voices and capacity in addressing the underlying, structural causes for segregation and unequal opportunity in our community and to articulate better strategies for addressing these issues, at the community/region-wide level as well as at the personal and neighborhood level.



The Study Circle Fund

A Project of the Topsfield Foundation

December 13, 1999

Dick Little
Education and Housing Equity Project
Augsburg College, CB 185
2211 Riverside Avenue
Minneapolis, MN 55454

Dear Dick,

I am pleased to inform you that the Board of Directors of the Topsfield Foundation has approved a grant of \$15,000 to **Education and Housing Equity Project**. The grant is for the Study Circle Project.

This grant requires \$10,000 to be matched dollar for dollar from sources within the project's region. The grant match must be raised by September 15, 2000. In-kind contributions do not count toward the match requirement.

Upon receipt of a signed copy of this letter, the Topsfield Foundation will release \$5,000. The remainder of the grant will be released upon receipt of documentation that matching funds have been received by the grant recipient (Grantee). If necessary, the matching amount may be released in installments of \$5,000 or 50% of the match amount, whichever is larger.

The grant is subject to the following terms and conditions:

1. Use of grant. The grant recipient (Grantee) will utilize and expend the grant only for charitable, educational, and scientific activities consistent with the Topsfield Foundation's (and, if applicable, Grantee's) tax-exempt status, Grantee's proposal for funding, and the Agreement's terms. Without limiting the preceding sentence's generality, Grantee will comply with §501(c)(3) criteria in all activities funded by the Topsfield Foundation's grant and will not engage in any (i) electoral advocacy (support of or opposition to a candidate for public office) or (ii) act of private inurement or private benefit.

The Grantee will engage in no substantial lobbying or, if IRC sections 501(h) and 4911 are applicable, will not engage in lobbying or grassroots lobbying in excess of the limits permitted by those laws. If Grantee is a private foundation, it will engage in no lobbying or other activity that would constitute a taxable expenditure under the IRC §4945.

2. Compliance with law. The Grantee will comply with all applicable laws in its activities, whether or not funded by this grant, and will notify the Topsfield Foundation promptly of any legal problem, question or violation it learns of regarding its actual or contemplated activities funded in whole or in part by the Topsfield Foundation's grant.

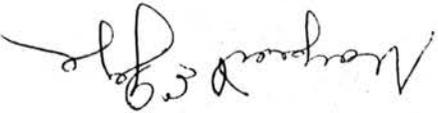
3. Expenditure Responsibility. This grant is not earmarked for transmittal to any other entity or person, whether or not mentioned in Grantee's proposal or in any other communication with the Topsfield Foundation. Rather, the Grantee accepts full responsibility for the grant, its expenditure and disposition, and compliance with the Agreement's terms and conditions, and agrees to return to the Topsfield Foundation any granted funds not so expended or committed as of the grant term's termination.

4. Reporting Requirements: The Grantee must submit a progress report ten months after the receipt of this grant agreement. This report should include a narrative review and financial statements for the Grantee and the funded project. The narrative section should critically assess the activities and programs the organization has undertaken to achieve the program's goal. The report should be no longer than three (3) pages. It may have other, relevant, materials attached to it. Financial statements should include the last audited financial statements of the organization and updated project and organization statements, as appropriate.

5. Violations of Agreement and Grant Monitoring: In case of any violation of these terms and conditions, the Topsfield Foundation reserves the right to withhold payment of the grant. Any grant funds not expended or committed for the purposes of the grant, or within the one-year period covered by this Agreement, will be returned to the Foundation. The Topsfield Foundation may monitor and conduct a review of operations under this grant, which may include a visit from Foundation personnel to observe the Grantee, discuss the program, and review financial or other records and materials connected with the activities financed by this grant.

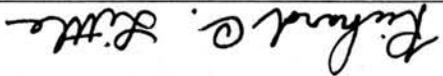
Please have the Executive Officer of the Grantee sign the enclosed copy of this grant letter as an acceptance to these terms and conditions and return it to me. Please note that if the Grantee acts as a fiscal sponsor, the Executive Officer of the sponsoring organization must sign this Agreement. Keep one copy for your files.

Sincerely,



Margaret E. Gage

Accepted for Education and Housing Equity Project:



Signature

EXECUTIVE DIRECTOR

Title
EDUCATION & HOUSING EQUITY PROJECT

DECEMBER 31, 1999

Date

	GRANTS	RECEIVED \$/OR	COMMITTED TO	LET/LET*
	HECVA (Honorarium + Exp. Reimbr)	\$ 140		Received
	METROPOLITAN COUNCIL	\$ 1,000		Received
	MICAH	\$ 500		Received
	GENERAL MILLS FOUNDATION	\$ 500		Received
FEB.	CURA (Center for Urban + Regional Affairs)	\$ 500		Committed
JAN.	Headwaters Fund	\$ 500		Committed
FEB.	ST. PAUL ST. PAUL UNITED WAY	\$ 2,000		Committed
	Study Circle Fund	\$ 5,000		Received
MARCH APRIL	Study Circle Fund ⁺	\$ 10,000		Committed
JUNE JULY	Otto Bremer Foundation ¹	\$ 10,000		Committed (Requires 1:1 match)
MAY- JUNE	STAR TRIBUNE FOUNDATION	\$ 10,000		Application to be submitted in February
TOTAL		\$ 40, 000 140		

~~7,000~~
 + 7,140 → Received
 \$ 23,000 → Committed
 \$ 10,000 → Requested/Anticipated

+ Requires Match

GRANT	RECEIVED \$/OR COMMITTED TO BILLY		
METROPOLITAN COUNCIL	(Maintenance + Exp. Funds)	\$ 1,000	Received
MICHAEL		\$ 200	Received
WIFE FOUNDATION		\$ 200	Received
CUBA	(Order for Home Support Refund)	\$ 200	Committed
FOUNDATION FUND		\$ 200	Committed
ST. PAUL UNITED WAY		\$ 5,000	Committed
STUDY Circle Fund		\$ 2,000	Received
STUDY Circle Fund		\$ 10,000	Committed
OFF BREWER FOUNDATION		\$ 10,000	Committed
ST. JOSEPH FOUNDATION		\$ 10,000	Application to be submitted in February

TOTAL \$ 40,000

\$ 10,000 → Received

\$ 2,000 → Committed

\$ 10,000 → Reported/Assigned

+ Jeffrey Miller

OUTSTANDING EXPENSES/ ACCOUNTS PAYABLE

\$ ANTICIPATED EXPENSES BASED ON CURRENT COMMITMENTS

Contractor Contracts

Activity/Budget Item

1. Expense Literature Solution \$3,500
Citizens Summit \$4,000

2. Wilder Research Foundation Report Evaluation 2,500
Center for Survey Instrument + Sample Preparation (total) \$5,000
Reports on Citizen Summit and Community Circle \$3,000-5,000

3. Ron Wirtz \$2,000
Reports on Citizen Summit and Community Circle
Circle (1998-99) \$3,000-5,000

4. MCARI / NABJA (James Adlington) \$2,000
Community Circle
Fall, Try. on
Understanding Racism

5. Tax Liability (Unknown at present/loft--)

OUTSTANDING BILLS / SMALLER EXPENSES

1. RSC Graphics \$25
Citizens Summit Floor

2. Pam Johnson \$80
Binding Book vinyl
and Mrs. Administrative Services
press expenses for copying

3. MMEP [TO BE WAIVED]
Copy Services

4. Office Max \$51.72
Office/Bus Supplies

(5) Wilder Foundation \$150.00
Copies of Community Matters, on Beer(160)

6. a. Kinross (in duplicate) \$238.26
\$587.00

OUTSTANDING EXPENSES / ACCOUNT PAYABLE
 & AMOUNTS EXPANDED BASED ON CURRENT BALANCE

Accountant's Certificate / Activity / Receipts

1. Expense Statement / Statement

2. Wilber K. K... / ...

3. Ken Wilber / ...

Circle (118-11)

\$ 2,000

4. NICARI / NABA (Dance Administration)

Community Circle
 1000 17th St. NW
 Washington DC

5. Tax Liability (Wilber at present / left)

OUTSTANDING BILLS / EXPENSES

1. RSC / ...

2. Ken Wilber / ...

Building & ...

TO BE
 WAIVED

3. MM:9 / ...

4. Office Man / ...

\$ 21.75

(5) Wilber Foundation / ...

\$ 38.50

(6) Wilber (in duplicate) / ...

\$ 285.00

- 7. Kaufman Internship Program, Local Matching Share (2 students @ \$ 200 each) \$ 400
 - ① Fall Semester - 1999 \$ 200
 - ② Spring Semester (intern) 2000 \$ 200
- (8) Reimbursements to Executive Director, DL 5FB
1999 & 2000 \$ 19.04
\$ 2000 430.70 SUP. SHF
- (9) AUGSBURG ~~SB~~ ACCOUNTS PAYABLE \$ 1,792 5FB
1999 / 2000 \$ 150 (want) SUP. SHF
- 10. Frogtown Family Center Expense for Community Circle \$ 452.89
(involvement of low income pers. & comm. of color)

~~[11.] Office Equipment Office Furnishings, (\$ 270.00)
 Augsburg College pd. Blinds Pd. 3~~

~~WORK IN PROGRESS Copy Services~~
 (11. Fee - MN Dept of Perany; \$ 35⁰⁰)

NOTES -

00P 7

last year's... (Class 00S 4 (9) ...)

00S 4

last year's... (00S 4 (9) ...)

last year's... (00S 4 (9) ...)

00S 4

last year's... (00S 4 (9) ...)

00S 4

last year's... (00S 4 (9) ...)

2310M

MY EXPENSES - 1999

1999
TOTAL
\$ 720.68
2000
\$ 19.04

~~SALES~~
OFFICE
MAX ACCT
\$ 51.72

OFFICE SUPPLIES \$ 189.61
~~POSTER~~

POSTAGE \$ 47.45

PHONE/FAX \$ 4.00 (FAX)

COPYING/PRINTING ~~\$ 23.41~~ \$ 19.41

\$ 12.84
(2000 AD)

~~EVER~~
KINKOS
ACCT.
\$ 238.26

PUBLICATIONS \$ 3.95
\$ 5.37 (POSTER - PHOTO, for office)
9.32

~~DUES, REGISTRATIONS~~
~~OFF~~

CONF. + MTGS. \$ 25 + ~~57.07~~ 37.07 = 62.07
(REG.-) (FOOD-)
CIT. SUMM.

TRAVEL **PARKING** \$ 42.00 \$ 6.20 (2000)

MISC. \$ 40.86 (GIFT TO OUTGOING EMPLOYEES)
\$ 101.11 (MEALS -> BUS. MTGS.)
\$ 15.98 (FILM PROCESSING)

STAFF DEV.

1999
TOTAL: 430.7 // 531.81 w/ meals
REIMBURSEMT.

\$ 35.00 (2000)
~~19.04~~
TOTAL 2000 = 54.04 (w/ SLUCE)
REIMB. -35.00
MY EXPENSES (2000) 19.04

OTHER TRAVEL - HARTFORD TRIP - 5.00 TAXI
3.95 FOOD
TRAVEL - KANSAS CITY TRIP - \$ 5.00 TAXI
40.41 FOOD

TOPSFIELD FOUNDATION

Ed. & Housing Equity Project

Check Number: 11689

11689

Check Date: Dec 20, 1999

Check Amount: \$5,000.00

Item to be Paid - DescriptionDiscount Taken Amount Paid

SCF Grant

5,000.00

**The Education & Housing Equity Project (EHEP)
St. Paul Companies Request: 1998-99**

GENERAL INFORMATION

Date of request: June 1, 1998

Organization Name: Education and Housing Equity Project (EHEP)

Address of organization: 122 West Franklin Avenue, Suite 310, Minneapolis, MN 55404-2452

Phone/Fax: (612) 871-2519 (612) 813-4501

Executive Director: Richard C. Little (Dick Little)

Contact person, title and phone number: Dick Little, Executive Director, 871-2519

Total organizational budget: \$0 – \$149,000

Population served: Multi-Cultural, Low Income

Type of funding: Annual Operating

ST. PAUL COMPANIES INVOLVEMENT

Do any St. Paul Companies employee currently volunteers with your organization? No

If not, would you like to have St. Paul Companies volunteers? Yes

Are there any St. Paul Companies employees on your Board of Directors? No

Have you applied to The St. Paul Companies in the past? No

If a progress report is due is it enclosed? NA

REQUEST SUMMARY

Purpose of the request: EHEP is seeking operating support to expand and strengthen its work in organizing and expanding the collaboration of partner organizations and engagement of citizens from all walks of life in community circle discussions and action forums to address the related challenges of residential, economic and racial segregation and access to quality education and life opportunities for all citizens, especially students of color.

Total amount being requested from the St. Paul Companies: \$15,000 for 1998

Total amount needed for above purpose: \$48,500 for 1998

Period of time grant monies needed: 7/98 –1/99

Other major sources approached for support, amounts requested, and status of request:

Otto Bremer Foundation	\$50,000	Approved (1997 and 1998)
Bush Foundation	\$10,000	Approved in 1997
Cowles Media Foundation	\$20,000	Approved (1997 and 1998)
Minneapolis Foundation	\$5,000	Approved
Saint Paul Foundation	\$5,000	Approved
McKnight Foundation		Letter of Intent
Fredrikson & Byron Foundation		Application

Requests will soon be made to other sources of funding including the H.B. Fuller Company Foundation and General Mills Foundation.

THE ST. PAUL COMPANIES GRANT APPLICATION NARRATIVE

DESCRIBE YOUR ORGANIZATION

Dates of Fiscal Year: 1/98 to 12/98

Mission, goals and objectives:

The mission of the Education and Housing Equity Project (EHEP) is to act as a catalyst to build broad-based coalitions and engage the Twin Cities metropolitan community in informed public conversations, analysis 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:

- Coalition building and advocacy;
- Community education and informed public conversation; and
- Assisting communities in becoming more inclusive and integrated.

Brief description of your organization's history and major accomplishments:

EHEP was created in 1995 to link the issue of school desegregation /integration with the broader issue of segregated housing and neighborhoods and to build an informed citizenry to advance public understanding and action on these issues.

In 1996, EHEP partnered with other organizations, including the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council on Affordable Housing, the Minneapolis Initiative Against Racism, and the Minnesota Fair Housing Center, to create the Community Circle Collaborative (CCC). In 1997, the Collaborative launched a metro-wide dialogue project in which 500 citizens from different walks of life joined together, 5 to 15 at a time, in community circles throughout the metropolitan area to discuss two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children in the Twin Cities area?"

These community circles were convened by a variety of local sponsoring organizations. All were provided with discussion guides and were moderated by trained facilitators. The conversations culminated in a Metropolitan Citizens Forum held at Macalester College. A report that synthesized the findings, conclusions and action recommendations of the community circles has subsequently been prepared and will be shared with the community partners and various decision makers in the metropolitan area.

Current programs and activities:

Since the conclusion of the first round of community conversations, EHEP has been evaluating the first round, expanding the collaboration of partners, identifying promising practices that advance educational success and expand affordable housing choices, and revising and improving the discussion guide.

EHEP is also planning a second, expanded round of Community Circle conversations to be held in the fall of 1998. The second round will build upon the findings of the first round and will include additional groups not represented in the first round, such as the business community, outer suburban residents and a wider range of participants from communities of color. These conversations will be more clearly focused on systemic barriers to building inclusive communities and institutions. The discussions will also include an action component that will connect citizens with opportunities for involvement in their community and more directly connect the work of the community circles with key decision-makers and decision-making bodies. At the conclusion of Round Two, EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will use electronic key pad technology to elicit focused responses and discussion of specific issues and solutions from Community Circle participants on the best ways the metropolitan community can address issues of educational access and achievement, and

**The Education & Housing Equity Project (EHEP)
St. Paul Companies Request: 1998-99**

GENERAL INFORMATION

Date of request: June 1, 1998

Organization Name: Education and Housing Equity Project (EHEP)

Address of organization: 122 West Franklin Avenue, Suite 310, Minneapolis, MN 55404-2452

Phone/Fax: (612) 871-2519 (612) 813-4501

Executive Director: Richard C. Little (Dick Little)

Contact person, title and phone number: Dick Little, Executive Director, 871-2519

Total organizational budget: \$0 – \$149,000

Population served: Multi-Cultural, Low Income

Type of funding: Annual Operating

ST. PAUL COMPANIES INVOLVEMENT

Do any St. Paul Companies employees currently volunteer with your organization?	No
If not, would you like to have St. Paul Companies volunteers?	Yes
Are there any St. Paul Companies employees on your Board of Directors?	No
Have you applied to The St. Paul Companies in the past?	No
If a progress report is due is it enclosed?	N/A

REQUEST SUMMARY

Purpose of the request: EHEP is seeking operating support to expand and strengthen its work in organizing and expanding the collaboration of partner organizations and engagement of citizens from all walks of life in community circle discussions and action forums to address the related challenges of residential, economic and racial segregation and access to quality education and life opportunities for all citizens, especially students of color.

Total amount being requested from the St. Paul Companies: \$15,000 for 1998

Total amount needed for above purpose: \$48,500 additional funds for 1998

Period of time grant monies needed: 7/98 – 1/99

Other major sources approached for support, amounts requested, and status of request:

Otto Bremer Foundation	\$50,000	Approved (1997 and 1998)
Bush Foundation	\$10,000	Approved (1997)
Cowles Media Foundation	\$20,000	Approved (1997 and 1998)
Minneapolis Foundation	\$5,000	Approved
Saint Paul Foundation	\$5,000	Approved

Requests will also be made to other sources of funding including the McKnight Foundation, the H.B. Fuller Foundation, the General Mills Foundation and the First Universalist Foundation and will include proposals for multi-year funding.

housing and school desegregation. Round two will help inform the policy and action agendas of partners in the collaborative as well as public decision-making bodies in 1999.

Geographic area and population served:

The work of EHEP is intended to benefit the entire Twin Cities metropolitan area. The project intentionally emphasizes the involvement of citizens of many ethnic, racial, and socioeconomic backgrounds from both urban and suburban communities, institutions and organizations. We all are major stakeholders in the outcomes of this project. In 1997 over 500 citizens from 35 communities participated in the community circle dialogues. At least 25% of the participants were persons of color. For 1998, over 100 organizations will sign on and the community circles will engage over 1,000 citizens. Organizations that have or will use our work represent thousands of adults and young people.

ORGANIZATIONAL STRUCTURE/ADMINISTRATION

Briefly describe how your organization works: What are the responsibilities of the board, staff, volunteers and (if a membership organization) members.

The success of EHEP's efforts rests largely on an active and committed board of directors and the strong partnership of organizations and volunteers in the Community Circle Collaborative.

The board of directors has been expanded each year and now includes 15 members; all are key leaders in fields and institutions related to the mission of EHEP. The board has direct and extensive experience in addressing issues of housing, education and race. Board member's connections and contacts in the community facilitate EHEP's ability to accomplish its objectives. The board is responsible for setting policy direction for the organization; the board has also played an active role in preparing the discussion guide and the report on the first round conversations, and in bringing new partners into the collaborative.

The Community Circle Collaborative includes:

- organizing partners, who have helped design the process, frame the discussion issues, prepare the discussion guide, recruit and orient/train sponsors, facilitators, reporters/recorders and resource partners, and assist with reporting and evaluation and project follow-through;
- resource partners who supply expertise on the issues, written materials to help inform the discussions, media coverage, project documentation and/or financial backing of project activities;
- sponsors (typically organizations) that supply meeting spaces (and child care, transportation, translators, and other services as needed) for the conversations, recruit community circle participants, convene the community circles and provide recorders who prepare reports on the conversations;
- experienced facilitators, who moderate the community circle conversations;
- participants who commit to 3 to 6 sessions of up to two hours each and participate with 5 to 15 other citizens in informed and deliberative dialogue.

In-kind support from the organizing partners alone in 1997 amounted to more than \$15,000 in documented resources.

How representative are these groups of the communities with which you work? Please outline general demographics of the organization.

EHEP works through its partners in many diverse settings throughout the metropolitan area. Its board, staff, and project partners reflect to varying degrees this diversity.

Staff: 1 male, 1 female; 1 European American, 1 Asian American.

Board: Board members come from business, civic, legislative, academic, community service, housing advocacy, civil rights, media, education and law backgrounds. 5 of the 15 board members, including the president, are African Americans. Three additional African Americans and Asian Americans have served on the board. We plan to recruit American Indians, Latinos/Latinas and Southeast Asian Americans to the board in the near future.

Collaborative Partners: Nine of the twenty original organizing partners of the Community Circle Collaborative come from groups primarily representing interests of communities of color. A majority of the new groups recruited for the next round of community circles are culture specific or multicultural organizations. Partner and sponsor organizations include churches, non-profits, human rights commissions, neighborhood and block groups, youth groups, schools and school districts, housing organizations, child care and parent support groups, chambers of commerce, union locals, university groups, voter organizations, community centers and community councils, and Mayors offices. Although there is a reasonably good demographic and geographic balance of sponsors, the next round of conversations will include better

representation of the outer suburbs, the business community, recent immigrants, students and Saint Paul area communities. Public officials will also be invited to participate in the circles.

Who will be involved in carrying out the plans outlined in this request? What are the qualifications of the key individuals involved?

Two individuals staff EHEP: a full-time executive director and a part-time student intern. EHEP has been resourceful in retaining interns and research assistants from the Center for Urban Affairs at the University of Minnesota, the University of St. Thomas and the Higher Education Consortium for Urban Affairs. Occasionally part-time and temporary staff has also been retained. Use of consultants and "pro bono" services has also augmented the ability of EHEP to carry out its mission. Most important are in-kind staff and volunteer resources that have been provided by partner organizations. EHEP also has a fiscal service agreement with MICAH to assure that all financial responsibilities are carried out.

Dick Little is the Executive Director, and is responsible for all aspects of the organization and project: organizing, coalition building, administration and community education. He has an extensive background in housing, education, race relations, and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. More recently he has been a research associate with the International Institute for Interracial Action (INTER-RACE) at Augsburg College, a technical assistant with the Minnesota Community Policing Institute, a member of the planning team for the City of New Orleans Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also been active as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his tenth year serving as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves on the boards of several non-profit organizations including the Metropolitan Interfaith Council for Affordable Housing and the Minneapolis Initiative Against Racism.

Kesha Tanabe is a senior in political science and sociology with a concentration in race and gender issues at the University of St. Thomas. She has significant experience in dealing with multicultural diversity issues. She is a board member of Asian Students in Action and an active member of a multi-racial student coalition (Hispanic-African American-Native American-Asian Pacific American Students at the University of St. Thomas) and the Japanese American Citizens League, Twin Cities Chapter. She is also involved in developing a new organization, the National Asian Pacific American Women's Forum.

DESCRIPTION OF REQUEST

EHEP is requesting \$15,000 operating support from the St. Paul Companies to help meet our 1998 organizational budget requirements essential to our ability to drive the community circle project and to carry out our commitment to promote the successful development of inclusive communities and schools.

How does it fit within The St. Paul's guidelines?

EHEP is committed to expanding access to quality education for students of all races, ethnicities and cultural and socio-economic backgrounds and to increasing low-income housing opportunities throughout the metropolitan area. Our method is a model of collaboration and information-sharing among multiple nonprofit and community-based groups. The grassroots sponsored and paired community circles can also serve to inform the agendas and build the capacities of their non-profit sponsors to become more inclusive and to achieve important diversity objectives for their organizations and for the larger community.

What are the goals, objectives, and activities/strategies involved in this request? What is your time-line?

We propose to continue and expand our current work on three fronts:

- Supporting and linking existing coalitions that are working on the related issues of housing, education and segregation,
- Solidifying a broad-based coalition that can advocate for racially, culturally, and economically inclusive/integrated schools and housing throughout the metropolitan area, and
- Sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities.

Each of these elements reinforces the others.

The informed conversations are critical. 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. Our first two years of work have given us a deep

appreciation of this confusion, and have convinced us of the necessity for widespread and well-informed public conversations – across racial and economic boundaries – 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.

The partnership and coalition-building is also important. The discussions and research we have undertaken so far have convinced us that building a single coalition that can advocate for more integrated schools and communities 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 grassroots and mainstream community leaders and citizens, and by educating each other about the realities and options facing us and discovering shared ground – and will work to solidify this foundation over the next year.

During this next year we plan to move from conversation to action. As we have found already, once participants have the information and tools they need to delve into these issues, there is a desire to act. The challenge over the next year will be to develop action and service opportunities, connect citizens to partner organizations working for change, and “move the community” to make needed legislative and administrative changes.

Our time-line for accomplishing the second round of public conversations and, in the process, building a stronger link between housing, education and various community organizations runs through the end of 1998. It includes actions already taken as well as to be taken, including:

- completing the evaluation of the first round of discussions
- completing the report and sharing the results of the first round of discussions
- recruiting new partners
- conducting study circle training workshops for facilitators and organizers
- negotiating commitments and pledge agreements among partners
- updating research and completing the revised discussion guide
- holding a “kick off” event for round two
- conducting and supporting the community circle conversations
- holding an action forum to look at promising practices and connect citizens to action opportunities
- conducting a Citizens Summit with support from the Minnesota Meeting and Minnesota Public Radio
- using the results to set forth an agenda for 1999

Parallel and complementary activities in the Fall of 1998 will involve EHEP as a principal co-sponsor. Examples include the MICAH fair housing theatre performances, “Like Waters Rolling Down,” and the conference on “Building Inclusive Communities” for metro area municipal officials to be co-sponsored with the Minnesota Fair Housing Center.

There is 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. These groups all have different interests and different understandings of what inclusion/integration means for them. We have found that while many of them agree on the importance of linking school desegregation/integration with the broader issue of housing, few actively connect these two issues in their work or in their recruitment of additional coalition members. We have begun connecting and collaborating with many such groups in our first few years. We propose to expand the Community Circle Collaborative by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, youth and seniors, parent organizations, teacher and staff groups, professional education programs, fair housing and housing advocacy groups, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others. A labor-intensive effort is required to attract the participation of these groups in ways that are appropriate to their interests and capacities. We will also expand the conversations to make connections to other important related issues, including jobs, economic development, transit, growth management and public safety.

How does your request help to achieve those objectives?

Your support of our request will help us to pay for staff and operating costs essential to advancing the activities described in this proposal and to securing and leveraging the support and participation of the numerous partners required to fulfill the goals and objectives described in our proposal.

Describe your community and how you work with others.

Noted in previous sections.

What is the systemic or social change you are trying to achieve?

The removal of systemic barriers to racial and economic integration in communities, schools and housing, and to equitable access to resources and opportunities in education, housing and jobs by all citizens regardless of race, ethnicity or income.

Problem statement: What problems, needs or issues does your request address?

It is apparent that we in this metropolitan community do not know how to talk about race and class and are fearful of honest discourse, thus making public conversation about the possibilities for inclusive and integrated communities rare. If and when conversations do occur, they are usually superficial, divisive, poorly informed, not conducted on a systematic or sustained basis or include too few individuals and groups. 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 is fast settling into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, “haves versus have-nots,” 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 or 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 inclusive/integrated communities. There is also 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.

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 (integration has too often been framed in terms of assimilation). These conflicts will not be resolved by talk alone. But without a concerted effort to bring people together for informed and civil conversations, the most extreme voices will continue 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.

EVALUATION

Our plan for evaluating the success of our project and organization’s work:

We intend to measure success in tangible ways. We have already used surveys and focus groups to evaluate the first round of community circle discussions. We are and will continue to track specific data about the process and results. Measures of success include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of residence, age and generation, family status and economic status. It also includes locations and numbers of participants and conversations. The project’s impact will also be measured by the extent that our process and findings and recommendations are considered and incorporated by stakeholder and sponsor organizations and by public bodies, such as the State Legislature in its next legislative agenda. Another important measure will be the number of new participants who become involved in the work of one of the participating non-profit organizations as one way of moving from discussion to action.

Who will be involved in evaluating this work?

The EHEP board and staff and the organizations that participate in the Community Circle Collaborative will continue to be involved in evaluating this project.

How will the evaluation results be used?

The results of the first round of community circle conversations are being used to plan the second round of conversations. The results of the second round will be used to define the subsequent strategies for moving toward achievement of EHEP’s and the Collaborative’s goals and objectives.

GRANT APPLICATION COVER SHEET

Please provide the following information, which may be word processed; however, use no more space than the form provides. Complete all information.

For the Life of Our Community.
THE
MINNEAPOLIS
FOUNDATION



Since 1915

Applicant/Collaborative Organization:

Metropolitan Interfaith Council on Affordable Housing

Mailing Address (include city, state and zip code):

122 W. Franklin Ave. #320

Minneapolis, MN 55404

Contact Person: Joy Sorensen Navarre

Title: Executive Director

Phone: (612)871-8980 Fax (if any): (612)871-8984

Date of Submission: September 15, 1997

Total Organizational Budget: \$ 360,000 for fiscal year ending 1998 (mo./day/yr.)

Geographic Area Served: Twin Cities Metropolitan Area

Type of Organization: 501(c)(3) Other IRS 501 or 509 category
 Religious organization
 Governmental organization
 Emerging/start-up/informal

Request #1

Type of Request: Program/Project Operating Capital

Amount Requested: \$55,000 1 YR.

Budget total for activities for this request: \$213,722

Brief statement of purpose for this request:

The Suburban Housing Initiative will utilize grassroots organizing efforts within the religious community to expand housing choices for individuals and families in low poverty areas of the metropolitan region. Working with religious congregations and in collaboration with community leaders, affordable housing organizations and elected officials, the Suburban Housing Initiative will challenge the patterns of concentrated poverty and segregated communities in the metropolitan region through education, advocacy and volunteer service projects.

Request #2

Type of Request: Program/Project Operating Capital

Amount Requested:

Budget total for activities for this request:

Brief statement of purpose for this request:

Sue Waco Phelly

Signature of Board Chair or Authorized Designee

9/15/97

Date

METROPOLITAN INTERFAITH COUNCIL ON AFFORDABLE HOUSING

"Do justice, love mercy, walk humbly with your God." Micah 6:8



September 15, 1997

Mr. Emmett Carson
The Minneapolis Foundation
821 Marquette Avenue, A200 Foshay Tower
Minneapolis, MN 55402

Dear Mr. Carson:

The Metropolitan Interfaith Council on Affordable Housing (MICAHA) is deeply appreciative of The Minneapolis Foundation for its support of the Suburban Housing Initiative over the past three years. Your generous support leveraged additional funding for the Initiative, allowing MICAHA to increase its draft budget for 1998 by \$145,000. MICAHA has accomplished a great deal, and in the coming year we propose to broaden the scope and depth of our work. *e.g. the HUD Grant*

MICAHA is now requesting \$55,000 for its Suburban Housing Initiative to organize and mobilize suburban congregations to:

1. ↑ Increase the supply of affordable housing in suburban communities. **OUTCOME**
2. Advocate for public policy changes at the municipal, metropolitan and state levels to increase urban investment and expand affordable housing opportunities in the suburbs.
3. Develop a greater sense of regionalism and shared responsibility.

Historically, MICAHA has responded effectively to affordable housing issues as they become problematic. Recently however, MICAHA has adopted a new paradigm for its work with member congregations. MICAHA will identify, develop and train lay individuals within its congregations to develop leadership skills, community organizing skills and strategic planning. Thus, in the coming grant period, MICAHA proposes to significantly increase its grassroots organizing efforts, developing lay leaders from within the religious community and will continue to use innovative approaches to affordable housing education.

I look forward to talking with your staff about the Suburban Housing Initiative and how it can help The Minneapolis Foundation accomplish its mission of addressing crucial community needs by changing systems to serve people better.

Sincerely,

Joy Sorensen Navarre
Executive Director

- Board of Directors**
- President*
Sue Watlov Phillips
Elim Transitional Housing
- Vice President*
Rev. David McCauley
Minn. Catholic Conference
- Treasurer*
Dick Little
INTER-RACE
- Secretary*
Rev. Steve Van Kulken
Presbyterian Church of the Apostles
- Joseph Errigo**
Commonbond Communities
- Sr. Mary Ellen Foster, CSJ**
Sisters of St. Joseph
- Thomas Fulton**
Family Housing Fund of
Minneapolis and St. Paul
- Rev. Robert Hazel**
Ascension Catholic Church
- Rabbi Harold Kravitz**
Adath Jeshurun Congregation
- Ron Latz**
Jewish Community Relations Council
- Dan Lieberman**
Adath Jeshurun Congregation
- Denise Miller**
Progressive Missionary Baptist Church
- All Newman**
Masjid An-Nur, Islamic Centers of
Minneapolis and St. Paul
- Carolyn Olson**
Greater Mpls. Metropolitan Housing
Corporation
- Rev. Donald Rudrud**
Evangelical Lutheran Church In
America - Minneapolis Synod
- Rev. Wade Schemmel**
St. Paul's United Church of Christ
- Rev. Arthur Tredwell**
Exodus Development Company
- Staff**
Joy Sorensen Navarre
Executive Director

What reputation does MICAHA have in the foundation world?

Who else is working on public policy w/ HUD funding that MICAHA can consider collaborating with?

Willing to help us identify thinkers (+ speakers) for advisory group? "the message"

Minnesota Church Center, Suite 320
122 West Franklin Avenue
Minneapolis, MN 55404

Phone: (612) 871-8980
Fax: (612) 871-8984
micah@mtn.org

Last years funding decision indicative of F. policy? Why?

**Minneapolis Foundation 1998 Grant Application
SUBURBAN HOUSING INITIATIVE**

The Suburban Housing Initiative of the Metropolitan Interfaith Council on Affordable Housing (MICAHA) will mobilize the religious community to effect public policy changes that will impact affordable housing in the Twin Cities metropolitan region.

Part 1. Structure and Purpose of MICAHA

MICAHA, founded in 1989 by a group of religious leaders, housing advocates and low income housing developers, is now a coalition of over 100 Protestant, Catholic, Jewish and Islamic congregations and housing organizations dedicated to the vision that everyone in our metropolitan region should have a decent, safe and affordable place to live. MICAHA's mission is to mobilize congregations and people of all faiths to work towards this vision.

MICAHA seeks to overcome the root causes of inadequate housing, homelessness and poverty by moving people from awareness to action and from charity to justice. MICAHA's members represent the seven county metropolitan region and are evenly located between cities and the suburbs.

The year 1996-97 has been one of great change within the organization and has created opportunities for growth and development. In January 1997, MICAHA's Executive Director since 1991, Mike Anderson, resigned; in June 1997, MICAHA's Program Director since 1995, John Ruffin, left. While the loss of these individuals is significant, the housing expertise, skills and commitment of MICAHA's new Executive Director, recently hired congregational organizers and Associate Director promise continued and improved operations for MICAHA.

While MICAHA's new leadership and staff reaffirm the organization's regional focus to address affordable housing needs, MICAHA is enacting a new strategy and approach towards its work.

① Historically, MICAHA has effectively responded to affordable housing issues as they became problematic. Recently, however, MICAHA has adopted a new paradigm for its work with member congregations. ② MICAHA will identify, develop and train lay individuals within its congregations to develop leadership skills. This will enable these congregational leaders to empower themselves, gain confidence, knowledge and expertise in their communities' housing issues, make decisions and take effective action. Thus, in the coming grant period, MICAHA proposes to significantly increase its grassroots organizing efforts by developing lay leaders from within the religious community and using innovative approaches to affordable housing education.

MICAHA pursues its mission through a three-fold strategy of advocacy, education and service. The **Advocacy** component mobilizes the religious community to promote local initiatives to expand housing opportunities for people with low incomes. It brings the religious community's concern for justice to bear on public policy decisions related to affordable housing, homelessness and neighborhood revitalization. The **Education** component stimulates concrete actions by individuals and congregations by raising awareness of affordable housing issues through community discussions, workshops and forums. The **Service** component provides congregations the opportunity to rebuild houses in the core cities. Through the **Regional Opportunity Counseling Program** of the U.S. Department of Housing and Urban Development (HUD), congregations will develop programs to welcome newcomers to their suburban communities.

Illusion Theater

Part 2. The Metropolitan Housing Crisis and Housing Opportunities

PROB-FACT
According to HUD, affordable housing is defined as costing a household no more than 30 percent of the household income. In 1995, the Metropolitan Council reported that in the metropolitan region, approximately 125,000 households paid more than 30 percent of their income for housing. In addition, the lack of affordable housing hinders low-income individuals and families who wish to move from areas of high poverty to areas of greater opportunity. According to State Representative Myron Orfield, author of *Metropolitics: A Regional Agenda for Community and Stability*, "The Twin Cities metropolitan region has a little more than half the affordable housing needed by the lowest income groups, and most of it is located in the Twin Cities and inner suburbs."

PROB-FACT
In addition, the market wages earned by many low-income workers are insufficient to allow them to purchase or rent market rate housing, especially in the developing suburban communities where job growth is most rapid and housing costs are the highest. The Metropolitan Council estimates that 296,274 jobs will be created in the metropolitan region over the next fifteen years (Preliminary Forecasts of Population, Households and Employment Twin Cities Metropolitan Region, 2010 and 2020). From 45 to 48 percent of these jobs will pay less than \$22,000 a year (1996 dollars). More than 67,000 units of housing will need to be created in suburban communities over the next fifteen years if all of the employees in these new jobs in low paying industries in the suburbs seek housing within suburban communities.

Hollman Consent Decree Opportunity

The *Hollman Consent Decree* offers an unparalleled opportunity for affordable housing development in suburban communities. In 1994, the *Hollman v. Cisneros* lawsuit alleged that a concentration of public and low-income housing on the Near North Side of Minneapolis had the effect of discriminating against people of color, denying them economic opportunity and a choice of decent, safe housing. In the settlement in April 1995, HUD committed \$112 million dollars and the Minneapolis Public Housing Authority (MPHA) committed \$12 million dollars over seven years for the development of 770 units of replacement housing. To date, the MPHA has had some success in developing *Hollman Consent Decree* units in the suburbs, but progress has come very slowly due to fierce community opposition.

The Development of the Suburban Housing Initiative Focus

In April 1996, the MICAHA Board of Directors approved a strategic plan for 1996 through 1999. The development of the strategic plan entailed interviews with 35 elected officials, community activists, clergy and lay people from MICAHA member congregations, board members and staff. Analyzing the metropolitan region's existing needs, MICAHA's strengths and opportunities created by the *Hollman Consent Decree*, the board of directors developed the strategic plan, determining the avenues through which MICAHA could add the greatest service and value to the metropolitan region. A central organizing vision was established: "Think regionally. Act locally. Live faithfully."

The board of directors reaffirmed MICAHA's advocacy and education work, designed to create a regional sense of community and regional policy structures. The Board also reconfirmed a commitment to the existing Suburban Housing Initiative and its expansion. This Initiative creates housing opportunities for low-income households by organizing suburban congregations to advocate for affordable housing public policy at the local, metropolitan and state level.

Part 3. Specific Activities: Suburban Housing Initiative Work Plan

The Suburban Housing Initiative will increase MICAH's grassroots organizing efforts within the religious community to expand housing choices for individuals and families in low poverty areas of the metropolitan region. The scope and depth of MICAH's work will increase significantly as MICAH moves from a staff-directed model of congregational organizing to a congregational-based model. Directions, actions and decisions regarding affordable housing issues will come from congregational lay leaders who have been trained in affordable housing issues, community organizing skills and strategic planning by MICAH staff. A congregation will set the agenda regarding affordable housing issues, choose the approach and direction it will follow and take action.

Thus, while a congregation is focused on affordable housing issues, it is gaining skills to deal with other community issues. A congregation can take responsibility and action for creating change within its own community as it gains leadership and advocacy skills. Working with religious congregations and in collaboration with community leaders, affordable housing organizations and elected officials, the Suburban Housing Initiative will challenge the patterns of concentrated poverty and segregated communities in the metropolitan region through education, advocacy and volunteer service projects.

Program Goals

1. Increase support within suburban communities for local, metropolitan and state policies to increase urban investment, reduce barriers and expand affordable housing opportunities in the suburbs.
2. Increase the supply of affordable housing in suburban communities.
3. Develop a greater sense of regionalism, common destiny and shared responsibility among the people that live in the Twin Cities metropolitan region.

Actions to Accomplish Goals

The Suburban Housing Initiative will involve congregations in advocacy to address systemic changes, education for action and volunteer service projects.

Advocacy

With MICAH's new approach of congregational organizing, congregations may choose to work with affordable housing developers to create community support for specific development proposals. Organizing and mobilizing people in suburban communities in which affordable housing developments are encountering opposition, congregations will build support from the beginning of an affordable housing proposal in order to counter the almost inevitable community opposition to such developments. Past experience demonstrates that with adequate education and support, people of faith in the suburbs can be an effective antidote to the almost automatic response of "Not In My Back Yard" to any suburban affordable housing development.

MICAH is currently involved in Brooklyn Center, Maple Grove, Mounds View and Washington County. Based on current organizing efforts, MICAH anticipates additional development opportunities in Eden Prairie and Plymouth in 1988.

MICAH will work with its 1100 Housing Network Advocates and coalition partners, such as the Right to Housing Campaign, Alliance for Metropolitan Stability, and religious advocacy groups, to increase state financial allocations for affordable housing, including urban investment and fiscal equity policies. In addition, MICAH will work with its coalition partners to hold the Metropolitan Council accountable for the promotion of affordable suburban housing.

Education

As part of its organizing strategy, MICAH will educate congregations and individuals about affordable housing issues, urban and suburban poverty and the need to develop a regional consciousness. Policy solutions which increase housing choices for low income people in the suburbs and which increase investment in core city neighborhoods must be discussed. These educational events confront and discuss the strongest attitudes and opinions that people maintain regarding race and economic status.

MICAH will work closely with the Education and Housing Equity Project on a metropolitan wide study circle discussion that will explore the relationship between housing, educational achievement and life opportunities. The study circles will be conducted during the spring of 1998. The findings of the study circles will lead to policy action during the fall of 1998 and into 1999.

Service Projects

Numerous congregations will be involved in revitalization projects in the core cities of Minneapolis and St. Paul. In addition, through the Regional Opportunity Counseling Program sponsored by HUD, congregations will offer a program of welcome and hospitality to newcomers to their suburban communities. This will enable people from diverse backgrounds to interact, discovering similarities, respecting cultural characteristics and building relationships across race and culture. *SUGGESTION - DIV. TRNG. W/ VIVIAN JENKINS NELSEN*

Key Personnel

These activities will be organized and carried out by three experienced congregational organizers to organize and mobilize suburban congregations to be involved in the initiative. MICAH's Executive Director will provide supervision; MICAH's Associate Director will provide staff support and coordination of efforts.

Leveraging Other Resources

Funding for the Suburban Housing Initiative originated from the Minneapolis Foundation in 1996. These start up dollars combined with general operating funds from other funders allowed MICAH to expand the initiative and leverage additional funding from individuals, foundations and government sources. Current funders include the Jay and Rose Phillips Family Foundation, the Regional Opportunity Counseling program of HUD and the St. Paul Foundation. A recent proposal for additional funding was submitted to HUD Fair Housing Initiative Program. The total budget for the Suburban Housing Initiative has grown to \$214,000. MICAH requests a program support grant of \$55,000 from the Minneapolis Foundation for the Suburban Housing Initiative.

EHEP

100,000
received
9/20/97

6

Part 4. Benchmark Benefits to the Community

The outcomes of the Suburban Housing Initiative in the Twin Cities metropolitan region in 1998 include:

- Secure community support for development of 60 Hollman Consent Decree units through initiatives in Maple Grove (20 units) and Washington County (60 scattered site units). *proposed.*
- Conduct seven (7) meetings with public officials from different communities on affordable housing issues.
- Assure preservation of 1,000 units at affordable rates in Brooklyn Park and in Minneapolis subsidized hi-rises.
- Increase the ability of the Metropolitan Council to promote affordable housing in suburban communities.
- Begin to create political support for statewide affordable housing replacement policy by 1999.

There are several critically important benefits which individuals will gain through participation in advocacy and education, which include:

- Acknowledge their power as citizens and members of a democracy to act on their opinions and beliefs.
- Recognize their responsibility to create ^{COINED - COMMUNITY CIRCLE/ EHEP TERM} [racially and economically inclusive communities.]
- Challenge and change public policy resulting in affordable housing opportunities.

Long term results of the Suburban Housing Initiative throughout the metropolitan region include:

- Develop leadership skills of thirty (30) congregational lay leaders.
- Work with five communities each year on specific affordable housing projects.
- Five (5) congregations will mobilize their members to be involved in affordable housing advocacy issues.
- Five (5) religious congregations will offer a welcome tour to clients of the Regional Opportunity Counseling program.
- Ten (10) low-income households currently living in areas of poverty will visit neighborhoods of low poverty as guests of religious congregations.
- Four (4) residential units will be rehabilitated or built.

Part 5. How Does the Initiative Address the Mission of The Minneapolis Foundation?

MICAH shares The Minneapolis Foundation's vision that the "well-being of each citizen is connected to that of every other and that the vitality of any community is determined by the quality of those relationships."

The overarching belief that motivates MICAH's Suburban Housing Initiative is that people of diverse races and classes must come together if the Twin Cities are to address its housing and human needs. MICAH believes that the artificial political boundaries of over 186 local units of government in the Twin Cities must not be used to separate the metropolitan region. The metropolitan region will not be effective at addressing the most pressing needs of the region until citizens of the Twin Cities begin to "Think regionally. Act locally. Act faithfully."

MICAH shares the Foundation's deep concern for revitalizing core city neighborhoods and deeply values the Building Better Futures initiative. MICAH believes the people in these neighborhoods hold the key to their revitalization, but that in the absence of regional policy structures that support investment in these neighborhoods, the most valiant efforts at "boot strapping" will not succeed. MICAH also believes people within these neighborhoods should have a broader range of housing opportunities available to them, both within their own Minneapolis neighborhoods and within the metropolitan suburban communities.

MICAH, through its advocacy and education work, is committed to addressing the underlying causes that have led to a pattern of racially and economically segregated housing which limits opportunities for individuals. Segregated housing hinders relationships from being created across race, class and political distinctions. The Suburban Housing Initiative aims to address the political and psychological barriers that separate citizens of a community.

Creating affordable housing opportunities for people with low incomes in the suburbs and enhancing core city revitalization efforts will break the segregated resettlement patterns of the Twin Cities. Currently, racial and economic segregation patterns lead to polarization, decline and economic decay. Significant public policy advocacy by the religious community will not only expand housing choices, but will enhance the quality of children's education, enable the region to be more culturally competent and advance economic growth.

Supporting Materials

1. List of current board members with their affiliations
2. Income and expense budget for MICAH and the Suburban Housing Initiative project
3. IRS determination letter
4. Evidence of registration with the Minnesota Attorney General's Office

Comments to
Mpls Plan

DIRECT
CONTRIBUT.
TO MICAH'S
THINKING,
FROM ETHIO
&
COMM.
CIRCLES
PROJECT

8

MICAH
1998 SUBURBAN INITIATIVE BUDGET (DRAFT)

	<u>Total</u>	
<u>Support and Revenue</u>		
Congregations	\$ 7,500	
Individuals	\$ 2,500	
Foundations/Corp.	\$ 80,313	
Denominations	\$ 20,000	
Government	\$ 106,250	
Interest	\$ 600	
Publications/Regist.	\$ -	
Fiscal Sponsorship	\$ -	
Miscellaneous	\$ -	
TOTAL REVENUE	\$ 217,163	
 <u>Expenses</u>		
Wages	\$ 91,613	
Payroll Taxes	\$ 8,245	
Fringe Benefits	\$ 15,574	
Professional Services	\$ 12,750	- Production coordinator
Local Auto	\$ 5,250	
Staff Expense	\$ 1,000	
Staff Development	\$ 4,950	
Educational Resources	\$ 2,000	
Office Supplies	\$ 1,250	
Equipment	\$ 5,000	
Printing-Non-program	\$ 1,000	
Rent	\$ 6,115	
Telephone	\$ 2,000	
Postage	\$ 4,125	
Conferences/Meetings	\$ 46,750	- Illusion Theater, plus productions (5)
Program Printing	\$ 3,750	
Insurance	\$ 1,350	
Miscellaneous	\$ 1,000	
TOTAL EXPENSES	\$ 213,722	

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

APR 08 1997

METROPOLITAN INTERFAITH COUNCIL ON
AFFORDABLE HOUSING
122 W FRANKLIN AVE STE 320
MINNEAPOLIS, MN 55404-2452

Employer Identification Number:
41-1715777

DLN:
17053082995007

Contact Person:
D. A. DOWNING

Contact Telephone Number:
(513) 241-5199

Our Letter Dated:
June 1992

Addendum Applies:
No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

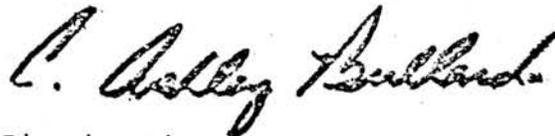
Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,



District Director

Letter 1050 (DO/CG)

1. What did TMF's 1997 grant accomplish? How will \$55,000 grant provide significantly higher outcomes?
 - Unprecedented opportunity to influence, sway public opinion
 - Shift to grassroots organizing in congregations - staff intensive
(building for the future) time intensive
 - continue to impact public policy for systems change

Why time int. now to integrate SHI

- 1) Opport pres. by HUD Grant
- 2) Lawsuit settlement; also NAACP
- 3) Holman Settlement; tougher than thought it would be

2. Budget review

Total budget increase from \$^{LAST YR}230,000 to \$^{THIS YR.}360,000
 Suburban Initiative budget ↑: \$70,650 to \$213,722 [200% increase]
 True cost of experienced C.O. = \$23,000 - ^{PRIORITY}35,000, not \$21,000

• Spun off direct service projects \leftarrow SPUN OFF DIRECT SERVICE PROJECTS

* Costs more to get an experienced Cong. Org. Do what we do best.

3. EX:

Promises Deferred. Henn City Consol. Plan - Brooklyn P.
 HUD Mtg. Mpls Plan. Henn City + Ramsey City Shelter Plans.
 (Maple Grove).

WHAT
 MICAH
 HAS
 DONE
 ABOUT
 PUBLIC
 POLICY

Doc's needed:

- Copy of HUD pre-contract, abstract + newspaper article. (Joy)
- Map up showing member congregations. (E)



STATE OF MINNESOTA

OFFICE OF THE ATTORNEY GENERAL

HUBERT H. HUMPHREY III
ATTORNEY GENERAL

July 10, 1996

BUSINESS REGULATION SECTION
SUITE 1200
445 MINNESOTA STREET
ST. PAUL, MN 55101-2130
TELEPHONE: (612) 296-9412

METROPOLITAN INTERFAITH COUNCIL ON AFFORDABLE HOUSING
ATTN MIKE ANDERSON
122 W FRANKLIN AVE
STE 320
MINNEAPOLIS, MN 55404

Dear Sir or Madam:

This office has received the annual report which was recently filed for the above referenced charitable organization. Your organization's registration has been continued pursuant to Minnesota Statutes chapter 309, the Charitable Solicitations Act.

We wish to remind you that registration is not an endorsement of the organization and that Minnesota law prohibits any person from misrepresenting the meaning of registration.

Since many grant making organizations and foundations require evidence of registration with this office, we suggest that you retain this letter in your files.

* | Your next annual report and financial statement will be due six months after the close of your organization's fiscal year.

Very truly yours,

ANNE M. HENSELER
Legal Assistant

Charities Division
Telephone: (612) 296-6172

411715777
AMH:arlr.doc
AG:15798

v1

Facsimile: (612) 296-7438 • TDD: (612) 296-1410 • Toll Free Lines: (800) 657-3787 (Voice), (800) 366-4812 (TDD)

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521-1784 (f)

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Minneapolis, MN 55404
870-3610 (w) 870-0170 (f)
822-3285 (h)

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Rev. Arthur Tredwell
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521-8327 (h)

*Executive Committee

STAFF

Joy Sorensen Navarre
Executive Director

Tim Sullivan
Associate Director

Elaine Lyford-Nojima
Congregational Organizer

Jodi Nelson
Congregational Organizer

**MICAH
1998 BUDGET (DRAFT)**

	<u>Total</u>
<u>Support and Revenue</u>	
Congregations	\$ 30,000
Individuals	\$ 10,000
Foundations/Corp.	\$ 153,750
Denominations	\$ 40,000
Government	\$ 125,000
Interest	\$ 1,200
Publications/Regist.	\$ -
Fiscal Sponsorship	\$ 3,500
Miscellaneous	\$ 500
TOTAL REVENUE	\$ 363,950

<u>Expenses</u>	
Wages	\$ 182,700
Payroll Taxes	\$ 16,443
Fringe Benefits	\$ 31,059
Professional Services	\$ 15,500
Local Auto	\$ 7,000
Staff Expense	\$ 2,000
Staff Development	\$ 6,900
Educational Resources	\$ 4,000
Office Supplies	\$ 2,500
Equipment	\$ 10,000
Printing-Non-program	\$ 2,000
Rent	\$ 12,230
Telephone	\$ 4,000
Postage	\$ 5,500
Conferences/Meetings	\$ 48,500
Program Printing	\$ 5,000
Insurance	\$ 2,700
Miscellaneous	\$ 2,000
TOTAL EXPENSES	\$ 360,032

Proposal to the Cowles Media 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 conversations 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 conversation; 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 hire 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, which 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 two years:

Coalition building. EHEP spent its first year in numerous discussions 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 several 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 County to frame this issue in the context of schools and broader life opportunities.

Community education & conversation. 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). This is a metro-wide dialogue project in which at least 500 citizens from all walks of life have joined together - 5-15 at a time - in study circles held throughout the metro area to discuss two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children in the Twin Cities area?"

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 early partners included: 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 has been coordinated by the Director of EHEP, Dick Little.

During its second year, the Community Circle Collaborative has expanded to include more than 20 public, civic and community-based organizations that serve as the principal partners (see attached list). Each partner contributes its unique strengths or resources to the Collaborative, assuring a broad-based and comprehensive initiative.

The "Kick-Off" conference for potential sponsor groups and conveners of Community Circle study/discussion groups was held in December, 1996. It brought together representatives of nearly 100 different organizations and was highlighted in a Star Tribune Editorial. Recruitment of facilitators began in early 1997, with the assistance of such organizations as the Minnesota Facilitators Network, and concluded with two major facilitator training seminars organized by the Collaborative in February. Approximately 75 facilitators were trained and volunteered to be "matched" with community circles. Other members of the Collaborative helped prepare and review the discussion guide, Choices for Community: A Regional Conversation About Education, Housing, and Segregation, used by the Community Circles to help inform and focus

their discussions and deliberative process. Additional resources are being provided at metro area libraries with the assistance of Librarians for Social Responsibility.

Beginning in March, 1997, sponsors convened the community circles, in some cases pairing their circles with others to maximize diversity of participants and perspectives. Most circles have included between 6 and 20 individuals and have met four to six times for periods of two hours each. The MPR Civic Journalism Housing Forum Project helped to stimulate participation in the Community Circles. Some 50 Community Circles have been or are still being convened and many groups will be meeting into the summer months.

On May 29th, a forum titled "COMING TOGETHER: A Regional Conversation on the Challenges of Education, Housing and Segregation" was held at Macalester College. This event brought together representatives of different Community Circles meeting from throughout the metropolitan area to share the results of their small group discussions and to converse with each other about the issues they were charged to address. Selected community leaders, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 154 citizens registered, and 122 citizens attended the Forum. The results of the Forum conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program.

Many Community Circles will also be convening local forums in their communities with representatives from their sponsor organizations as well as local policy makers, educators, community leaders and other members, to discuss the results of their deliberations. Finally, each Community Circle will prepare a written report of its findings and conclusions. These reports will be synthesized into a single document summarizing the results of the first round of Community Circle conversations. In addition, the various conversations, forums, and training events are being recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video.

Future plans for the Community Circles project include a second, expanded round of Community Circle discussions to be held in the Fall of 1997. This round will build upon the findings of the first round of community circle discussions and will include additional groups not represented in the Spring round, such as the business community. The discussions will be resourced by metro area libraries with assistance from Librarians for Social Responsibility and will be more clearly focused on issues of building more inclusive communities and moving the discussion to issue identification and action. EHEP and the Community Circle Collaborative will also co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will use electronic key pad technology to elicit focused responses and discussion of specific issues and solutions from Community Circle participants on the best ways the metropolitan community can address issues of educational access and achievement, and housing, community and school desegregation in the Twin Cities area.

Staffing

Dick Little holds the position of coordinator, and is responsible for all aspects of the project: organizing, coalition building, administration and community education. He works under the direction of a Board of Directors. Mr. Little has an extensive background in housing, education, race relations and use of study circles.

Board of Directors

The Board of EHEP consists of:

- Matthew Little, Vice President for Education, Minneapolis Branch NAACP, former Branch President, and longtime activist for racial and social justice;
- Barbara Bearman, member Executive Committee, Minneapolis Branch NAACP, and community activist who participated in the original Minneapolis school desegregation lawsuit in the early 1970's;
- Michael Anderson, East Side Neighborhood Development Company;
- Dr. Josie Johnson, Senior Fellow, College of Education and Human Development, University of Minnesota;
- Van D. Mueller of the University of Minnesota Department of Education Policy & Administration;
- Joy Sorensen Navarre, Executive Director of the Metropolitan Interfaith Council on Affordable Housing;
- Georgina Stephens, former President of the Minnesota State Board of Education;
- Jerry Timian, Director, First Call for Help, St. Paul United Way and member, St. Louis Park School Board; and
- Jim Hilbert, Co-Director of Programs, The Institute on Race & Poverty, University of Minnesota Law School.

B. PURPOSE OF GRANT

The Need

Public conversation 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 is fast 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 Response

In response to this need, and based on the experience and information we have gathered over the past two years, we propose to continue and expand our work in coalition building and public education. We want to continue to take the public conversation 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 must 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 come to understand the value of integration for themselves, for other people, and for 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 a concerted effort to bring people together for informed and civil conversations, the most extreme voices will remain 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.

Our Project

We propose to continue and expand our current work on three fronts:

- Supporting and linking existing coalitions that are working on these related issues,
- Solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and
- 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 is 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 two years, 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 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, fair housing and housing advocacy groups, 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 on 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 two years we have seen – and begun to build on – a great potential for such broad coalition development and support. Yet we also appreciate that it will require a labor-intensive effort to attract the participation of these groups 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 deepening socioeconomic and racial segregation in the Twin Cities area.

(2) Solidifying a broad-based housing/education coalition. The discussions and research we have undertaken so far have convinced us that the building of a single

coalition that can advocate for more integrated schools and communities 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 this foundation over the next year. We plan to move from dialogue to issue identification and action, 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 they need to delve into these issues and begin to see how the issues 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 efforts toward resolving these issues in a way that is equitable, manageable, and capable of attracting widespread support.

(3) Creating informed public conversation 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 two years of work have given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity for 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 continue creating such opportunities for education and dialogue at several levels:

(a) The Community Circle Collaborative and the “Choices For Community” Study Circle Project. As noted above, EHEP has been a leading partner in this metro-wide collaboration. Through the Community Circle Collaborative, EHEP continues to organize and support “community circles” throughout the metropolitan region, which will meet to explore the questions of how existing patterns of residential, economic and racial segregation affect the educational achievement and life opportunities of Twin Cities area children and families, and what we can do as individuals and as a community to enhance those opportunities. Our focus in the upcoming years will be on: (1) expanding the Collaborative to include a broader range of points of view from organizations, public institutions, and individuals throughout the metropolitan region, (2) promoting and publicizing the project, (3) providing research support to the community circles, (4) fundraising, (5) continuing to recruit and train community circle sponsors and facilitators, (6) evaluating and reporting on the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

(b) Community and Metro-wide Citizens Forums. These forums will flow from the study circle conversations and will enable broader engagement and education of the public.

(c) A ' Blue Ribbon ' Commission / Task Force. This group will consist of public, business, church and community leaders selected by the Collaborative to focus on engagement and education of public policy and institutional leaders. This group, modeled after the Latimer Commission, which evaluated the implementation of the Metropolitan Livable Communities Act, will have as its major tasks:

- to use the results of the first round of Community Circle conversations to guide the second round of discussions;
- to use the results of both rounds to formulate findings and recommendations for public policy makers; and
- to develop additional strategies for educating and informing the public and “moving the community” to act collectively on needed change.

How Our Project Differs From Other Projects and Organizations

1. Its unique methodology of fostering conversation among disparate members of Twin Cities communities, not only to discuss issues and problems, but to develop action registers and common solutions that can be used by the community at large. Three discussion models for community deliberation have been combined to achieve this outcome: The Study Circles model of the Study Circles Resource Center; the National Issues Forums of the Kettering Foundation; and the Communities of Color Empowerment Model of the Minnesota Minority Education Partnership.

2. Its focus on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, nor nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, and race, locally and regionally.

3. Its use of a collaborative of diverse organizations, including principal organizing partners, media partners, funding partners, project coordinators, resource partners, and community circle sponsor organizations. This project brings together anti-racism organizations, along with civic and media organizations, to focus on challenging segregation in housing and education.

4. Its ability to measure success in tangible ways. These measures include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of ideas, race, place of residence, age, and economic status. It also includes number of participants and conversations. The project's impact will also be measured by having our findings and

recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda.

Community Investment Fund Proposal to the United Way of the Saint Paul Area

October 30, 1998

Information about our Organization

Organization: Education & Housing Equity Project

Contact Person: Dick Little, Executive Director
(612) 330-1505

Volunteer Leaders:

EHEP Board Members: Those board members living or working in the East Metro Area who will be actively involved in our proposed project include Mathew Little (long-time civil rights leader in Minnesota and resident in Maplewood), Cris Toffolo (University of St. Thomas, co-founder of Teachers Against Racism, and resident of St. Paul), Jerry Timian (Director of First Call for Help of the United Way of the Saint Paul Area), Hope Melton (Ramsey County Prevention Coordinator), Keith Hardy (resident of New Brighton and manager with Supervalu, Inc.) and Joy Sorensen Navarre (resident in St. Paul's West Side neighborhood and Director of MICAHA, the Metropolitan Interfaith Council on Affordable Housing). A complete roster of EHEP board members is available upon request.

Project Partners: Groups in the Greater Saint Paul area that are committing to be sponsors and resource partners in our project so far include NEMCAH (the Northeast Metro Council for Affordable Housing), the East Metro Women's Consortium, RAP (Ramsey Action Program), the Saint Paul Area Council of Churches, and CommonBond Communities. The Society for Professionals in Dispute Resolution and the Minnesota Facilitators Network, either based in St. Paul or having members in the St. Paul area, are also project partners. The major housing and education partners we will be working with in identifying and reaching East Metro communities and "grassroots" groups include MICAHA (the Metropolitan Interfaith Council on Affordable Housing), MMEP (Minnesota Minority Education Partnership) and the Urban Coalition. School districts, district planning and neighborhood councils, human rights commissions local chapters of the League of Women Voters and various youth groups are examples of the kind of organizations that are joining this project. We are also an invited member of the planning group convened by the Wilder Foundation for the 1999 *Cities at Work* Forum series – our project may provide the parallel study circles track being considered as part of the forum planning (theme: *how can we bridge differences in our communities as we work together to create healthy, vibrant communities*). We are continually recruiting additional organizations and volunteers, particularly communities of color and outer ring suburban residents, to serve as organizing partners, sponsors/convenors, facilitators, scribes, discussion participants and evaluators. Many of these will be United Way funded agencies, such as the Hmong American Partnership, the Neighborhood House (Jane Addams School) and CLUES. Full list of project partners is available upon request.

Organization Mission: EHEP's mission is to be a catalyst to build broad-based partnerships and coalitions to engage the community in public discussions, education and advocacy for promoting racially and economically inclusive communities that give families of all incomes, races and ethnic backgrounds access to quality education and affordable housing throughout the metropolitan area.

Annual Budget: The organization's overall budget is approximately \$61,000 for 1998, and \$95,000 for 1999. Financial support for 1998 is presently at \$56,000. Current operating support comes from the Otto Bremer Foundation, the Saint Paul Companies and the Star Tribune. We are seeking additional support from the Grotto Foundation in 1999. EHEP's detailed budget is available upon request.

Status of Organization: EHEP was incorporated and achieved status as a 501(c)3 non-profit organization in 1996.

Information about our proposed project

Purpose: To implement a community circles project that engages citizens from all walks of life in conversations focusing on the challenges of housing, education, segregation and equality of opportunity in the Twin Cities metropolitan area. Community Circles of 5 to 15 participants, meeting for 5 sessions of two hours each will address two principal questions:

1. What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?
2. What can or should we do, as individuals and as a community, to enhance the educational, housing and economic opportunities of *all* children and adults in the Twin Cities area?

Particular emphasis is given to the connection between fair and affordable housing opportunities and educational achievement in public schools.

Activities: The major activity in this project will be the community-based and community-paired circle discussions, supported by experienced facilitators, a well-researched discussion guide using a model discussion process, sponsor organizations convening the circles and/or supplying meeting spaces and supporting services, and scribes to record and report the major results of the discussions. To the extent possible, the community circle project will be connected to other related community activities, such as MICAH's fair housing theatre events and MMEP's issue forums. The community circles will be preceded by a "kick-off" event, and followed by a Citizens Summit that will bring participants together with community leaders, public officials and the media, and an Action Forum that will connect participants with promising practices and action opportunities. A report that synthesizes the findings, conclusions and recommendations of the circles will also be prepared.

We are requesting the Community Initiatives Fund to support strategies for securing the participation of communities of color and low income citizens in the community circles and action forums. The conversations will not be successful if they do not include diverse voices and participants from diverse backgrounds. We propose that funds be used to contract with and compensate culturally competent community consultants and organizers who are connected with organizations that include African Americans, Southeast Asian Americans, Latinos and American Indians as their principal constituencies in the Saint Paul and East Metro area. The community consultants/ organizers will assist the project in recruiting sponsors, facilitators, discussion participants and scribes from communities of color and low-income communities, communicating with the media and assuring that the project uses inclusive participation practices.

In-kind support will come from the many partners who sponsor or convene the community circles (our participation agreement will include such provisions as childcare and transportation). Interpretive services will be sought for the concluding action forum and citizens summit. These activities and others suggested by our consultants and partners will help reduce barriers to participation.

Project Budget:

Funds requested from CIF: \$5,000 to procure the services of several multi-cultural/culture-specific community consultants/organizers/recruiters for the community circles. Identification and selection of these individuals, as well as hours worked and rate of pay, will be determined with the assistance of our multicultural partners. The time period for their services will run from December 1998 through January, possibly through April 1999. CIF funding will be used to leverage additional financial and in-kind support.

In-kind contributions: Conservatively estimated to be \$15,000 in 1999 based on our documented in-kind support for the community circles held in 1997. Our national partner, the Study Circles Resource Center, the facilitator organizations and resource partners (30 groups) consulted in the development of the discussion guide have already contributed or committed an estimated \$15,000 of in-kind support in 1998.

Other revenues and funding services specific to this project: The First Universalist Foundation has expressed strong interest in supporting two major training events for sponsors and facilitators: an all-day workshop on institutional racism to be provided by the Minnesota Churches Anti-Racism Initiative (Jim and Nadine Addington) and a half-day workshop on cross-cultural communications provided by Intercultural Workshops, Inc. (Karima Bushnell). The Citizens Summit to be co-sponsored with the Minnesota Meeting and Minnesota Public Radio is funded by the Saint Paul and Minneapolis Foundations. Saint Paul based HECUA (the Higher Education Consortium for Urban Affairs) is providing intern support. We are presently looking for a funder or organization that will help print copies of the discussion guide, which was completed in October.

Time period of project: The community circles will begin with "kick-off" events scheduled for January 20 and 21, 1999. One of these will be held in the East Metro/St. Paul area. Community circle discussions will take place between the last week in January and the second week in March 1999. The action forum and Citizens Summit will take place in April. Partnership building and organizing activities are underway. Recruiting of the circle participants and an information workshop for committed and potential sponsors will take place in December 1998. We have at least one of

the diversity consultants tentatively lined up and are talking with our collaborating partners about identifying and securing additional consultant/organizers/recruiters, should our grant proposal be approved.

Location: Discussions will take place at sites and in communities throughout the metropolitan area, with at least half of the sites, sponsors and circle discussions located in Saint Paul and the East Metro area. Local volunteers and sponsors will determine the locations. **CIF funds will be targeted to St. Paul and East Metro participation.**

How the project was planned and who was involved in the planning: The community circles project has been developed by the Community Circles Collaborative, a partnership of multiculturally diverse organizations and individuals with EHEP serving as the lead partner. See lists of partners and contributors (available upon request).

How the project relates to CIF goals:

1. *Increase a sense of community among individuals participating in the project:* The community circles are designed to do just this – experience has shown from the 1997 round of conversations and from study circle experiences around the country that new relationships and connections between citizens get formed that carry into community activities and action projects after the community circle discussions have been completed.
2. *Help individuals or groups make more effective decisions or help them solve their problems:* Again, this is one of the principal reasons for the community circle discussion process. Community Circles model a process public discovery and deliberation of difficult and complicated issues facing the community and a means of seeking common ground on important public policy issues. Each discussion is tailored and “owned” by the participants.
3. *Expand individual involvement within their group or communities and between groups:* Circle discussions may be tailored to the specific communities participating in the discussion. The process promotes “Ownership” of the discussions and outcomes. The discussion guide and facilitator training are also designed to move the discussions to informed action. Participants will review and discuss promising practices and action opportunities in the final session or sessions of the community circles. The action forum, Citizens Summit and report to the community will also reinforce opportunities and commitments to further involvement.
4. *Increase leadership skills of individuals in the community:* Participation in civic dialogue through community circles has proven to be a valuable training ground for helping citizens find their voice and for developing democratic leadership skills and confidence and competence in exercising those skills. In our project, the Circles will also be a valuable tool and experience for increasing cross-cultural leadership and community skills essential to bridging differences and building inclusive communities.

Measures of Success:

The Community Circles Project has and will continue to measure success in tangible ways. Measures include:

- The breadth and depth of participation in the community circles in terms of geographic and jurisdictional coverage, numbers of participants and conversations, and in terms of diversity of participation/participants (faith perspectives, political viewpoints, race and ethnic/lingual heritage, age and generation, occupational and socio-economic status, household and family characteristics, and place of residence).
- The extent to which the findings, conclusions and ideas generated by the circle discussions are subsequently included in the agendas of state, metropolitan, local public, private and civic non-profit and community-based organizations and citizen initiatives, and publicly addressed by legislative arenas, such as the State Legislature (e.g., affordable housing legislation), and by the courts (e.g., the circle results could help to inform the mediation of the educational adequacy and equity lawsuits).
- Evidence that the community circle process is modeled in the way stakeholders and sponsor organizations engage in future problem-solving and community-building activities.
- Evidence of new cross-cultural collaborations, alliances and partnerships that result from the community conversations to develop a common vision and address issues of education, housing, racism and economic disparities in ways that recognize their importance to the health of the community as a whole.
- The number of community circle participants who subsequently become involved in an action organization or one of the promising initiatives identified by the circles as a way of moving from discussion to action.

Surveys, focus groups, and tracking of specific data about the process and results will be used to monitor and evaluate the project’s success. Partner organizations will be invited to participate in defining project success and shaping subsequent project initiatives.

**The Education & Housing Equity Project (EHEP)
St. Paul Companies Request: 1998-99**

GENERAL INFORMATION

Date of request: June 1, 1998

Organization Name: Education and Housing Equity Project (EHEP)

Address of organization: 122 West Franklin Avenue, Suite 310, Minneapolis, MN 55404-2452

Phone/Fax: (612) 871-2519 (612) 813-4501

Executive Director: Richard C. Little (Dick Little)

Contact person, title and phone number: Dick Little, Executive Director, 871-2519

Total organizational budget: \$0 – \$149,000

Population served: Multi-Cultural, Low Income

Type of funding: Annual Operating

ST. PAUL COMPANIES INVOLVEMENT

Do any St. Paul Companies employees currently volunteer with your organization?	No
If not, would you like to have St. Paul Companies volunteers?	Yes
Are there any St. Paul Companies employees on your Board of Directors?	No
Have you applied to The St. Paul Companies in the past?	No
If a progress report is due is it enclosed?	N/A

REQUEST SUMMARY

Purpose of the request: EHEP is seeking operating support to expand and strengthen its work in organizing and expanding the collaboration of partner organizations and engagement of citizens from all walks of life in community circle discussions and action forums to address the related challenges of residential, economic and racial segregation and access to quality education and life opportunities for all citizens, especially students of color.

Total amount being requested from the St. Paul Companies: \$15,000 for 1998

Total amount needed for above purpose: \$48,500 additional funds for 1998

Period of time grant monies needed: 7/98 –1/99

Other major sources approached for support, amounts requested, and status of request:

Otto Bremer Foundation	\$50,000	Approved (1997 and 1998)
Bush Foundation	\$10,000	Approved (1997)
Cowles Media Foundation	\$20,000	Approved (1997 and 1998)
Minneapolis Foundation	\$5,000	Approved
Saint Paul Foundation	\$5,000	Approved

Requests will also be made to other sources of funding including the McKnight Foundation, the H.B. Fuller Foundation, the General Mills Foundation and the First Universalist Foundation and will include proposals for multi-year funding.

THE ST. PAUL COMPANIES GRANT APPLICATION NARRATIVE

DESCRIBE YOUR ORGANIZATION

Dates of Fiscal Year: 1/98 to 12/98

Mission, goals and objectives:

The mission of the Education and Housing Equity Project (EHEP) is to act as a catalyst to build broad-based coalitions and engage the Twin Cities metropolitan community in informed public conversations, analysis 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:

- Coalition building and advocacy;
- Community education and informed public conversation; and
- Assisting communities in becoming more inclusive and integrated.

Brief description of your organization's history and major accomplishments:

EHEP was created in 1995 to link the issue of school desegregation /integration with the broader issue of segregated housing and neighborhoods and to build an informed citizenry to advance public understanding and action on these issues.

In 1996, EHEP partnered with other organizations, including the Minnesota Minority Education Partnership, the Metropolitan Interfaith Council on Affordable Housing, the Minneapolis Initiative Against Racism, and the Minnesota Fair Housing Center, to create the Community Circle Collaborative (CCC). In 1997, the Collaborative launched a metro-wide dialogue project in which 500 citizens from different walks of life joined together, 5 to 15 at a time, in community circles throughout the metropolitan area to discuss two central questions:

- "What are the impacts of existing patterns of residential, economic and racial segregation on the educational achievement and life opportunities of Twin Cities area children and families?" and
- "What can or should we do, as individuals and as a community, to enhance educational success, and housing and economic opportunities for *all* children in the Twin Cities area?"

These community circles were convened by a variety of local sponsoring organizations. All were provided with discussion guides and were moderated by trained facilitators. The conversations culminated in a Metropolitan Citizens Forum held at Macalester College. A report that synthesized the findings, conclusions and action recommendations of the community circles has subsequently been prepared and will be shared with the community partners and various decision makers in the metropolitan area.

Current programs and activities:

Since the conclusion of the first round of community conversations, EHEP has been evaluating the first round, expanding the collaboration of partners, identifying promising practices that advance educational success and expand affordable housing choices, and revising and improving the discussion guide.

EHEP is also planning a second, expanded round of Community Circle conversations to be held in the fall of 1998. The second round will build upon the findings of the first round and will include additional groups not represented in the first round, such as the business community, outer suburban residents and a wider range of participants from communities of color. These conversations will be more clearly focused on systemic barriers to building inclusive communities and institutions. The discussions will also include an action component that will connect citizens with opportunities for involvement in their community and more directly connect the work of the community circles with key decision-makers and decision-making bodies. At the conclusion of Round Two, EHEP and the Community Circle Collaborative will co-sponsor a Citizens Summit with the Minnesota Meeting and Minnesota Public Radio. The Summit will use electronic key pad technology to elicit focused responses and discussion of specific issues and solutions from Community Circle participants on the best ways the metropolitan community can address issues of educational access and achievement, and housing and school desegregation. Round two will help inform the policy and action agendas of partners in the collaborative as well as public decision-making bodies in 1999.

Geographic area and population served:

The work of EHEP is intended to benefit the entire Twin Cities metropolitan area. The project intentionally emphasizes the involvement of citizens of many ethnic, racial, and socioeconomic backgrounds from both urban and suburban communities, institutions and organizations. We all are major stakeholders in the outcomes of this project. In 1997 over 500 citizens from 35 communities participated in the community circle dialogues. At least 25% of the participants were persons of color. For 1998, over 100 organizations will sign on and the community circles will engage over 1,000 citizens. Organizations that have or will use our work represent thousands of adults and young people.

ORGANIZATIONAL STRUCTURE/ADMINISTRATION

Briefly describe how your organization works: What are the responsibilities of the board, staff, volunteers and (if a membership organization) members.

The success of EHEP's efforts rests largely on an active and committed board of directors and the strong partnership of organizations and volunteers in the Community Circle Collaborative.

The board of directors has been expanded each year and now includes 15 members; all are key leaders in fields and institutions related to the mission of EHEP. The board has direct and extensive experience in addressing issues of housing, education and race. Board member's connections and contacts in the community facilitate EHEP's ability to accomplish its objectives. The board is responsible for setting policy direction for the organization; the board has also played an active role in preparing the discussion guide and the report on the first round conversations, and in bringing new partners into the collaborative.

The Community Circle Collaborative includes:

- organizing partners, who have helped design the process, frame the discussion issues, prepare the discussion guide, recruit and orient/train sponsors, facilitators, reporters/recorders and resource partners, and assist with reporting and evaluation and project follow-through;
- resource partners who supply expertise on the issues, written materials to help inform the discussions, media coverage, project documentation and/or financial backing of project activities;
- sponsors (typically organizations) that supply meeting spaces (and child care, transportation, translators, and other services as needed) for the conversations, recruit community circle participants, convene the community circles and provide recorders who prepare reports on the conversations;
- experienced facilitators, who moderate the community circle conversations;
- participants who commit to 3 to 6 sessions of up to two hours each and participate with 5 to 15 other citizens in informed and deliberative dialogue.

In-kind support from the organizing partners alone in 1997 amounted to more than \$15,000 in documented resources.

How representative are these groups of the communities with which you work? Please outline general demographics of the organization.

EHEP works through its partners in many diverse settings throughout the metropolitan area. Its board, staff, and project partners reflect to varying degrees this diversity.

Staff: 1 male, 1 female; 1 European American, 1 Asian American.

Board: Board members come from business, civic, legislative, academic, community service, housing advocacy, civil rights, media, education and law backgrounds. 5 of the 15 board members, including the president, are African Americans. Three additional African Americans and Asian Americans have served on the board. We plan to recruit American Indians, Latinos/Latinas and Southeast Asian Americans to the board in the near future.

Collaborative Partners: Nine of the twenty original organizing partners of the Community Circle Collaborative come from groups primarily representing interests of communities of color. A majority of the new groups recruited for the next round of community circles are culture specific or multicultural organizations. Partner and sponsor organizations include churches, non-profits, human rights commissions, neighborhood and block groups, youth groups, schools and school districts, housing organizations, child care and parent support groups, chambers of commerce, union locals, university groups, voter organizations, community centers and community councils, and Mayors offices. Although there is a reasonably good demographic and geographic balance of sponsors, the next round of conversations will include better representation of the outer suburbs, the business community, recent immigrants, students and Saint Paul area communities. Public officials will also be invited to participate in the circles.

Who will be involved in carrying out the plans outlined in this request? What are the qualifications of the key individuals involved?

Two individuals staff EHEP: a full-time executive director and a part-time student intern. EHEP has been resourceful in retaining interns and research assistants from the Center for Urban Affairs at the University of Minnesota, the University of St. Thomas and the Higher Education Consortium for Urban Affairs. Occasionally part-time and temporary staff has also been retained. Use of consultants and "pro bono" services has also augmented the ability of EHEP to carry out its mission. Most important are in-kind staff and volunteer resources that have been provided by partner organizations. EHEP also has a fiscal service agreement with MICAH to assure that all financial responsibilities are carried out.

Dick Little is the Executive Director, and is responsible for all aspects of the organization and project: organizing, coalition building, administration and community education. He has an extensive background in housing, education, race relations, and use of study circles. For 20 years he was a planning and housing official with the U.S. Department of Housing and Urban Development. More recently he has been a research associate with the International Institute for Interracial Action (INTER-RACE) at Augsburg College, a technical assistant with the Minnesota Community Policing Institute, a member of the planning team for the City of New Orleans Empowerment Zone and Enterprise Community program, and a consultant to the Minneapolis Public Schools. He has also been active as policy chair, parent representative on the site leadership council, and co-founder of the foundation at Ramsey International Fine Arts School in Minneapolis. He is in his tenth year serving as a mayoral appointee on the Minneapolis Planning Commission, and has a graduate degree in urban planning. He also serves on the boards of several non-profit organizations including the Metropolitan Interfaith Council for Affordable Housing and the Minneapolis Initiative Against Racism.

Kesha Tanabe is a senior in political science and sociology with a concentration in race and gender issues at the University of St. Thomas. She has significant experience in dealing with multicultural diversity issues. She is a board member of Asian Students in Action and an active member of a multi-racial student coalition (Hispanic-African American-Native American-Asian Pacific American Students at the University of St. Thomas) and the Japanese American Citizens League, Twin Cities Chapter. She is also involved in developing a new organization, the National Asian Pacific American Women's Forum.

DESCRIPTION OF REQUEST

EHEP is requesting \$15,000 operating support from the St. Paul Companies to help meet our 1998 organizational budget requirements essential to our ability to drive the community circle project and to carry out our commitment to promote the successful development of inclusive communities and schools.

How does it fit within The St. Paul's guidelines?

EHEP is committed to expanding access to quality education for students of all races, ethnicities and cultural and socio-economic backgrounds and to increasing low-income housing opportunities throughout the metropolitan area. Our method is a model of collaboration and information-sharing among multiple nonprofit and community-based groups. The grassroots sponsored and paired community circles can also serve to inform the agendas and build the capacities of their non-profit sponsors to become more inclusive and to achieve important diversity objectives for their organizations and for the larger community.

What are the goals, objectives, and activities/strategies involved in this request? What is your time-line?

We propose to continue and expand our current work on three fronts:

- Supporting and linking existing coalitions that are working on the related issues of housing, education and segregation,
- Solidifying a broad-based coalition that can advocate for racially, culturally, and economically inclusive/integrated schools and housing throughout the metropolitan area, and
- Sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities.

Each of these elements reinforces the others.

The informed conversations are critical. 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. Our first two years of work have given us a deep appreciation of this confusion, and have convinced us of the necessity for widespread and well-informed public conversations – across racial and economic boundaries – 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.

The partnership and coalition-building is also important. The discussions and research we have undertaken so far have convinced us that building a single coalition that can advocate for more integrated schools and communities 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 grassroots and mainstream community leaders and citizens, and by educating each other about the realities and options facing us and discovering shared ground – and will work to solidify this foundation over the next year.

During this next year we plan to move from conversation to action. As we have found already, once participants have the information and tools they need to delve into these issues, there is a desire to act. The challenge over the next year will be to develop action and service opportunities, connect citizens to partner organizations working for change, and “move the community” to make needed legislative and administrative changes.

Our time-line for accomplishing the second round of public conversations and, in the process, building a stronger link between housing, education and various community organizations runs through the end of 1998. It includes actions already taken as well as to be taken, including:

- completing the evaluation of the first round of discussions
- completing the report and sharing the results of the first round of discussions
- recruiting new partners
- conducting study circle training workshops for facilitators and organizers
- negotiating commitments and pledge agreements among partners
- updating research and completing the revised discussion guide
- holding a “kick off” event for round two
- conducting and supporting the community circle conversations
- holding an action forum to look at promising practices and connect citizens to action opportunities
- conducting a Citizens Summit with support from the Minnesota Meeting and Minnesota Public Radio
- using the results to set forth an agenda for 1999

Parallel and complementary activities in the Fall of 1998 will involve EHEP as a principal co-sponsor. Examples include the MICAH fair housing theatre performances, “Like Waters Rolling Down,” and the conference on “Building Inclusive Communities” for metro area municipal officials to be co-sponsored with the Minnesota Fair Housing Center.

There is 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. These groups all have different interests and different understandings of what inclusion/integration means for them. We have found that while many of them agree on the importance of linking school desegregation/integration with the broader issue of housing, few actively connect these two issues in their work or in their recruitment of additional coalition members. We have begun connecting and collaborating with many such groups in our first few years. We propose to expand the Community Circle Collaborative by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, youth and seniors, parent organizations, teacher and staff groups, professional education programs, fair housing and housing advocacy groups, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others. A labor-intensive effort is required to attract the participation of these groups in ways that are appropriate to their interests and capacities. We will also expand the conversations to make connections to other important related issues, including jobs, economic development, transit, growth management and public safety.

How does your request help to achieve those objectives?

Your support of our request will help us to pay for staff and operating costs essential to advancing the activities described in this proposal and to securing and leveraging the support and participation of the numerous partners required to fulfill the goals and objectives described in our proposal.

Describe your community and how you work with others.

Noted in previous sections.

What is the systemic or social change you are trying to achieve?

The removal of systemic barriers to racial and economic integration in communities, schools and housing, and to equitable access to resources and opportunities in education, housing and jobs by all citizens regardless of race, ethnicity or income.

Problem statement: What problems, needs or issues does your request address?

It is apparent that we in this metropolitan community do not know how to talk about race and class and are fearful of honest discourse, thus making public conversation about the possibilities for inclusive and integrated communities rare. If and when conversations do occur, they are usually superficial, divisive, poorly informed, not conducted on a systematic or sustained basis or include too few individuals and groups. 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 is fast settling into simplistic, distorted polarities – neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, “haves versus have-nots,” 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 or 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 inclusive/integrated communities. There is also 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.

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 (integration has too often been framed in terms of assimilation). These conflicts will not be resolved by talk alone. But without a concerted effort to bring people together for informed and civil conversations, the most extreme voices will continue 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.

EVALUATION

Our plan for evaluating the success of our project and organization’s work:

We intend to measure success in tangible ways. We have already used surveys and focus groups to evaluate the first round of community circle discussions. We are and will continue to track specific data about the process and results. Measures of success include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of perspectives and viewpoints, race and ethnicity, place of residence, age and generation, family status and economic status. It also includes locations and numbers of participants and conversations. The project’s impact will also be measured by the extent that our process and findings and recommendations are considered and incorporated by stakeholder and sponsor organizations and by public bodies, such as the State Legislature in its next legislative agenda. Another important measure will be the number of new participants who become involved in the work of one of the participating non-profit organizations as one way of moving from discussion to action.

Who will be involved in evaluating this work?

The EHEP board and staff and the organizations that participate in the Community Circle Collaborative will continue to be involved in evaluating this project.

How will the evaluation results be used?

The results of the first round of community circle conversations are being used to plan the second round of conversations. The results of the second round will be used to define the subsequent strategies for moving toward achievement of EHEP’s and the Collaborative’s goals and objectives.

**THE ST. PAUL COMPANIES GRANT APPLICATION
REQUIRED ATTACHMENTS/APPROVAL**

Your application *must* include the bolded items and Board Approval (see below).
Please remit this checklist/signed approval as a cover sheet for the attachments.

ATTACHMENTS

Please provide the items listed below.

- Evidence of tax exempt status from the Internal Revenue Service: **501(c)(3) Determination Letter**
- Evidence of registration with the Attorney General's Office (Minnesota organizations only)
- List of Board of Directors and affiliations**
- Most recent CPA Audit, or, if unavailable, most recent financial statement**
- Organizational Chart
- Current year Organizational budget** (see attached budget format)
- Current Project budget if other than general support** (see attached budget format)
- Summary of current and/or past financial and volunteer involvement with The St. Paul**
- List ten largest single sources and respective amounts of overall organization revenue
- Letter of intent to act as fiscal agent from fiscal agent's executive director** (if applicable)
- Any other information that would help us assess your application

Capital or Endowment Requests (attach the following information)

- Campaign case statement
- Description of how the moneys raised will be used
- Operating budget projections that show the campaign impact on annual revenue and expenses
- The campaign fundraising plan, including sources approached and pledges to date

BOARD APPROVAL

Education & Housing Equity Project

We approve submission of this grant request and certify that the purpose of this request is charitable and that moneys received from The St. Paul Companies will be used solely for the project stated.

[Handwritten Signature]

9/8/99

Board Signature

Date

Richard C. Little

9/8/99

Executive Director Signature

Date

All information should be mailed to:

Community Affairs Department - MC 514D
The St. Paul Companies
385 Washington Street
St. Paul, MN 55102-1396

Phone: (612) 310-7757

Progress Report to the Saint Paul Companies

Operating Grant Number 98-313

September 1998 – August 1999

Education and Housing Equity Project

Activities supported by the Saint Paul Companies grant this past year include:

- Two metropolitan area “kick-off” forums, one in the East Metro (Metropolitan State University, Great Hall) and one in the West Metro (St. Louis Park City Council Chamber) highlighting issues of education, housing and race in the Twin Cities metropolitan area. Over 100 community leaders, elected officials and education professionals attended the forums. Fifty percent were leaders representing communities of color.
- Two sponsor organizing and information workshops (at Hamline Law School Conference Center and at Blackbear Crossings), that resulted in 35 community circle dialogues hosted by neighborhood organizations, K-12 schools, libraries and colleges, culture-specific institutions, faith-based organizations, and businesses.
- Two major training and recruitment events for facilitators (one at Augsburg College, one at the Como Pavilion), which prepared approximately 60 facilitators to moderate/co-moderate the community circle conversations.
- Two one-day workshops on “Understanding Community and Institutional Racism” provided to all facilitators and willing sponsor representatives and their scribes/repertoires. These workshops served to deepen the community circle dialogues to deal with underlying, systemic issues of race and poverty. The training was provided by staff of MCARI (the Minnesota Churches Anti-Racism Initiative).
- Community Circle dialogues involving approximately 500 participants (40% communities of color) in two languages (Hmong/Laotian and English). Each circle met at least five times (at least 10 hours) and included between 8 and 15 participants. Most of the circle dialogues took place in Minneapolis, Saint Paul and first-ring suburbs. Reports were prepared summarizing the conversations and conclusions of each circle. All circles completed profiles of participants and participant/discussion leader evaluations.
- Completion of two revisions of the community circle discussion guide (one for use in Saint Paul, one for use in Minneapolis and the greater Twin Cities), *Choices for Community: A Regional Conversation about the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area* and *1999 Cities At Work: A Community Conversation about the Challenges of Education, Housing and Race in Saint Paul*. Both editions included a participants version and a facilitator’s version.
- A *Gathering* of the community circles at the conclusion of the circle dialogues, held at St. Stephanus Church in the Frogtown neighborhood of Saint Paul. The *Gathering* included a facilitated conversation identifying “next steps” and areas for individual and community action, as well as suggested policy changes. A written report was prepared highlighting the results of the *Gathering* and shared with all participants and selected stakeholders active in housing, education, social justice and/or public policy.
- A compendium of promising practices and action projects and organizations advancing inclusionary education and housing opportunities for children and adults of all races and backgrounds in the metropolitan area.
- Forging a major partnership with the Wilder Foundation to build “education, housing and race” and use of “community circle dialogues” into the agenda and focus of the annual *Cities at Work* forum series in Saint Paul. The 1999 theme is “A Public Dialogue on Race, Connections and Commitment.”
- Establishing a partnership with the Society of Professionals in Dispute Resolution, Minnesota Chapter and the Minnesota Facilitators Network to recruit and train experienced facilitators, and to design questions for discussion and reflection to be included in the discussion guide.
- Developing partnerships with new organizations such as the League of Human Rights Commissions, whose member human rights commissions are sponsoring many of the suburban circle dialogues. The Bloomington Circle has just completed a presentation of its findings and recommendations to the Human Rights Commission and has

been asked to do the same with the City Council and the School Board. The results of their conversation will be used to inform and revise city agency work priorities.

- Co-sponsoring with the Minnesota Minority Education Partnership (MMEP) and the Urban Coalition a series of "Issue Forums" on proposed State rules and rule revisions on desegregation, educational diversity, and multi-cultural teacher competency.
- Co-sponsoring with the Metropolitan Interfaith Council on Affordable Housing (MICAH) and the Illusion Theatre five major theatre events (in Burnsville, Woodbury, Saint Paul, Minneapolis, and Osseo) on fair and affordable housing in the Twin Cities metropolitan area. These performances corresponded well with the community circle dialogues; many circle participants were drawn to the theatre event, and vice versa. The theatre project had its genesis in the community circle conversations of 1997. In July, the play received a "best practice" award from the U.S. Department of Housing and Urban Development.
- Drafting and co-sponsoring with the Alliance for Metropolitan Stability a proposal for an Inclusionary Housing legislative initiative later approved by the 1999 Minnesota State Legislature. The concept of inclusionary housing was a major outcome of the community circle conversations in 1997.
- Planning and co-sponsoring a conference with the Minnesota Fair Housing Center and Hennepin County for suburban housing and planning officials and human rights commissioners on promising practices for "Building Inclusive Communities." Over 100 local government officials, legislators and private developers attended this conference.
- Providing planning, training and technical assistance to other community dialogue projects that have followed our lead. They include the Macalester College Anti-Racism Initiative, the Partnerships for Tomorrow (Burnsville) study circle program on building strong neighborhoods, and the Minnesota League of Women Voters' statewide community circle initiative on immigration in Minnesota, "Changing Faces, Changing Communities" (community circles and forums to be convened in 2000).
- Participating in workshops and contributing useful citizen information to the mediation of the NAACP educational adequacy lawsuit (identification of key participants and stakeholders, areas of common ground and shared community values, and creative ideas and possible approaches emanating from the community circle conversations).
- By invitation of the Saint Paul Office of Interdistrict Initiatives, we participated in the initial planning and development of a multi-school district governance structure to expand inter-district and integrated city/suburban education initiatives in the East Metro area. Discussions are underway with representatives of the West Metro Education Program to explore facilitated dialogues that would engage citizens and educators in defining a vision for what inclusionary schools might look like in their communities.

Earlier this year the Education and Housing Equity Project and the Community Circle Dialogues on Education, Housing and Race received national recognition from President Clinton's Initiative on Race. The project was selected as a model of a promising practice for racial reconciliation and an innovative approach to addressing race-related issues in the United States. EHEP's executive director was invited to address the Brookings Institution at its national issues forum on "Race in America: New Approaches to Bridging the Divide."

In Minnesota, the affordable housing campaign's coalition of housing advocacy organizations recognized the work of the Community Circles project when it awarded EHEP one of its *housing bricks* for "laying the foundation in 1999." 1999 was a record-breaking year for affordable housing programs and funding approved by the Minnesota Legislature. This victory resulted largely from a major consensus and push by citizens for affordable housing as a priority. The 1997 community conversations laid much of the foundation for this consensus and citizen organization and action.

Many of the activities proposed in our project will be undertaken this next year, including a fall round of community circles, a Call to Action Forum, a Metropolitan Citizens Summit and a comprehensive, systematic evaluation (to be done with the assistance of the Wilder Research Center). Project outcomes and impacts will become clearer during the next year and will be shared with the St. Paul Companies. Subsequent activities will be defined by the results of the valuation and the report on the community conversations.

Please see the enclosed financial reports for 1998 and 1999 (through July). Grant monies were used to support operating activities during parts of both years.