



Education and Housing Equity Project Records.

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November 20, 1998

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

Dear Mr. Little:

We would like to thank you for submitting a proposal to the Community Investment Fund (CIF) of the United Way of the Saint Paul Area.

After thorough review, the Community Investment Fund Committee approved a grant for \$5,000.00 to Education & Housing Equity Project. The purpose of the grant is "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." Congratulations on your award!

The Committee has several requests of your organization as you move forward with your project. The funding is to be used only for Circles in the east metro area.

- Please keep us informed about what is going on (such as dates of Circles).
- What will happen as a result of the circles? What impact? What action steps or follow-up?

We will need the enclosed "Agreement of Donee" form back from you indicating your acceptance of the conditions for receiving the CIF grant award from United Way of the Saint Paul Area. Once this document is received, we can process your grant award payments.

Your grant award will be awarded in two payments. At the start of the project, or upon your request, a check for \$3,000.00 will be sent to Education & Housing Equity Project. After the project has been completed and you have submitted a final report, with a project expense statement, another check for the remaining balance of \$2,000.00 will be sent to Education & Housing Equity Project.

We also ask each grantee to complete a final report describing their final results and project accomplishments against their original goals. The final project report is included as part of the on-going CIF evaluation and

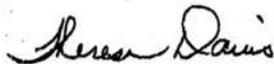
Dick Little
November 20, 1998
Page 2

communicated to the CIF Advisory Committee. These reports help to ensure accountability for donor dollars invested in the Community Investment Fund.

We would appreciate any mention of the CIF grant in your publications and project materials so we can promote the availability of CIF to other prospective groups in the community.

We look forward to hearing about your progress in meeting your project goals and receiving your final report. If you have any questions, please give Marlene a call. Good luck and keep in touch! Best wishes for success!

Sincerely,



Theresa Davis
Chairperson
Community Investment Fund

Enclosure

cc: Marlene Fahning

UNITED WAY OF THE SAINT PAUL AREA
COMMUNITY INVESTMENT FUND

AGREEMENT OF DONEE

As a condition of a total grant of \$ 5,000.00 from the United Way to
the EDUCATION AND HOUSING the undersigned agrees:
EQUITY PROJECT

1. To submit a final report at the conclusion of the project within 60 days to describe what activities and results have been accomplished.
2. To submit a final project expense statement stating how you used the grant award funds.
3. To use the funds only for the designated purpose and not to use the funds for any purpose prohibited by law.
4. To repay any portion of the grant which is not used for that purpose.
5. To communicate with United Way staff to indicate if there are significant changes with your proposed project and grant award.
6. If applicable, to be responsible in working with the project's fiscal agent to prepare a final project report and expense statement.

Name: Richard C. Little Grantee Organization Recipient
EXECUTIVE DIRECTOR

Name: * _____ Fiscal Agent Organization/Title
(If applicable)

Date: DECEMBER 2, 1998

One signed copy of this Agreement must be returned to the United Way before payment can be made. The second copy is for your files.

* NOTE : JEFF SWENSON, ACCOUNTANT, AUGSBURG COLLEGE
OFFICE OF BUSINESS AND FINANCE WILL BE PROVIDING ACTNG +
FISCAL SERVICES FOR OUR ORGANIZATION AND THIS GRANT.

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 build 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 MICA'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.

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TO: Name MARLENE FAHNING

from: Name DICK LITTLE

Company UNITED WAY OF SAINT PAUL AREA
COMMUNITY INVESTMENT FUND

Company EDUCATION & HOUSING

Telephone (651) 291-8358

Telephone ~~612~~ (612) 330-1505

Fax (651) 291-8353

Comments

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

October 30, 1998

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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.

COMMUNITY INVESTMENT FUND (CIF)

Attached is the application material you will need in order to submit a CIF proposal. The Community Investment Fund accepts applications by the first of each month, which are then reviewed by a volunteer committee of community advisors, at the end of the month.

If you have any questions, please call Marlene Fahning at 291-8358.

FX 291-8353

COMMUNITY INVESTMENT FUND

United Way of the Saint Paul Area

PURPOSE

The **Community Investment Fund (CIF)** is a United Way of the Saint Paul Area effort to support neighborhood or community-based responses to local human development opportunities. CIF is intended to provide **small, one-time grants** to emerging organizations or groups of individuals who have a "great idea" for improving their community or enhancing the lives of people within a community, or people who need technical assistance in developing their program. CIF defines "community" as people who are brought together by where they live or by other shared interests, values, or similarities. CIF is interested in funding proposals from groups that involve the people who are affected by an issue or challenge and will plan and implement the solution.

In turn, CIF provides United Way an opportunity to respond to the issues and challenges of diverse populations and to assist organizations with strengthening the capacity of their communities. As a result, United Way will benefit by learning more about the issues of diverse communities, working with emerging leaders, and investing in people and organizations not part of our annual funding.

Proposals will be evaluated according to their potential to meet the following goals.

CIF GOALS

1. Increase the sense of community among individuals who are linked by location or by other shared interests, values, or similarities.
2. Strengthen the capacity of individuals, groups, or communities to solve problems, to make decisions, or, in other ways, to respond more effectively to issues and challenges facing them.
3. Expand individual participation within groups or the communities they create in order to draw upon the collective abilities and skills of those individuals.
4. Increase the leadership skills of individuals within groups or communities to maximize people's efforts to work together and share responsibilities.

WHO'S ELIGIBLE TO APPLY?

Any developing or organized group or non-profit organization in Dakota, Ramsey, or Washington counties may apply. Applicants must demonstrate that they have local leadership, support, and participation. In addition, applicants must be able to clearly define what community they represent and demonstrate that the people affected by the situation are involved with the planning of the solution to their issues. Eligible applicants generally will be volunteer-driven groups, have small or no operating budgets, and have little access to other funding sources. However, applicant groups may apply which have annual budgets of \$100,000 or less. The Committee will consider each applicant's particular situation.

- Generally speaking, CIF does not provide emergency funding, ongoing administrative expenses beyond the scope of the project funding, funding for one-time events that do not have follow-up components addressing the CIF goals, purchase of capital equipment, or pay for a group's non-profit incorporation fees, but will consider each applicant's particular situation.

Approved by the CIF Committee
January 26, 1998

CONDITIONS FOR FUNDING

Groups do not need to be incorporated as a formal non-profit 501(c)3 organization, but should have a person or persons willing to be a contact with United Way and represent the group. Those groups who are not incorporated will need a non-profit 501(c)3 organization to serve as their group's fiscal agent for their project. United Way staff can identify potential 501(c)3 organizations that may be appropriate to act as the groups' fiscal agent.

Projects must be completed in a reasonable time frame. Generally speaking, funds should be spent within a 12-month period. Organizations or groups that receive a grant will be expected to maintain records on the use of funds. Grantees will need to complete a final report and expense statement at the conclusion of the project.

GRANT AWARD AMOUNTS

One-time grants up to \$5,000 will be awarded. Grant awards will be processed and part of the award is sent to the individual grantees or a group's fiscal agent at the start of the project. The balance of the grant is awarded upon successful completion of the project and submission of the final report.

FUNDING PROCESS

A group or organization may apply at any time during the year. Proposals will be reviewed by a committee representing a cross-section of individuals from the community. The committee will attempt to make a decision within six weeks from receiving an application at the United Way.

Staff will evaluate each proposal for the organization's ability to accomplish the project, stability of the group, level of risk, and how well the proposal meets the CIF goals and guidelines. This evaluation will be communicated by United Way staff to the CIF Committee with a recommendation on funding. The CIF Committee will make the final decisions.

For more information or to submit an application, please contact:

Marlene Fahning
Community Resources
United Way of the Saint Paul Area
166 Fourth Street East
St. Paul, MN 55101-1448
(612) 291-8358

APPLICATION PROCEDURE

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If you are interested in submitting a request to CIF, please include the following information in your proposal. **We ask that proposals be not more than 2-3 pages.** In addition, CIF applicants will be contacted by United Way staff for a brief follow-up telephone interview once we receive your proposal and before your application goes forward to the CIF Committee.

CIF PROPOSAL OUTLINE

I. Information about your organization or group:

- A. Name of organization
- B. Name of contact person(s) and daytime phone number(s)
- C. Name(s) of volunteer leader(s)
- D. Mission or goal of organization
- E. Annual budget (if any), including present sources of funds and in-kind contributions
- F. Is the organization an incorporated non-profit 501(c)3 organization? If not, have you identified a 501(c)3 organization that could serve as your fiscal agent?

II. Information about proposed project:

- A. Purpose (include specifically what the project will accomplish or change)
- B. Activities
- C. Budget:
 - Funds requested from CIF (identify your projected expenses for each activity, if known)
 - Information on any funds or in-kind contributions your group is committing to the project
 - Other revenues from other sources
- D. Time period of project from beginning to end
- E. Location (including how much of project will be in Dakota, Ramsey, or Washington counties)
- F. Describe how the project was planned and who was involved in the planning
- G. Explain how the project relates to the CIF goals which are:
 1. Increase a sense of community among individuals participating in project.
 2. Help individuals or groups make more effective decisions and/or help them solve their problems.
 3. Expand individuals involvement within their group or their communities.
 4. Increase leadership skills of individuals in your community.
- H. Describe how you will know if the project is successful

III. Other Comments or Information

COMMUNITY INVESTMENT FUND

United Way of the Saint Paul Area

United Way staff will contact you by telephone after you have submitted your proposal to clarify your proposal request and to ask the following questions. Your comments will provide the CIF Committee with additional background information about your proposed project or activity.

1. What is the history behind your group and/or this project/activity?
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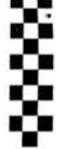


United Way of the Saint Paul Area

166 Fourth Street East, Suite 100, St. Paul, MN 55101-1448

612/291-8300 FAX 612/291-8353

Facsimile Cover Sheet**To: Dick Little****Campus Box 185****Company: AICP, Exec. Dir.****Phone:****Fax: 330-1649****From: Jill Kohler****Company: United Way of the Saint Paul Area****Phone: 291-8333****Fax: 291-8353****Date: 10/27/98****Pages including this
cover page:****Comments:**



Thank you for supporting our community through United Way!

United Way of the Saint Paul Area

166 Fourth Street East, St. Paul, MN 55101-1448

Phone: 612/291-8300 Fax: 612/291-8353

www.uwmisp.org

Fax Cover Sheet

Date: Aug 21, 1998

No. of Pages: 3 (Including this cover sheet)

To: Dick Little

Company:

Phone:

Fax: 813-4501

From: Marlene

Company: United Way of the Saint Paul Area

Phone:

Fax: 291-8353

Comments:

Application must be received by the 1st of the month & be reviewed at the end of the month.

COMMUNITY INVESTMENT FUND

United Way of the Saint Paul Area

PURPOSE

The **Community Investment Fund (CIF)** is a United Way of the Saint Paul Area effort to support neighborhood or community-based responses to local human development opportunities. The CIF is intended to provide **small, one-time grants** to emerging organizations or groups of individuals who have a "great idea" for improving their community or enhancing the lives of people within a community, or people who need technical assistance in developing their program. CIF defines "community" as people who are brought together by where they live or by other shared interests, values, or similarities. CIF is interested in funding proposals from groups that involve the people who are affected by an issue or challenge and will plan and implement the solution.

In turn, the CIF provides the United Way an opportunity to respond to the issues and challenges of diverse populations and to assist organizations with strengthening the capacity of their communities. As a result, United Way will benefit by learning more about the issues of diverse communities, working with emerging leaders, and investing in people and organizations not part of our **annual** funding.

Proposals will be evaluated according to their potential to meet the following goals.

CIF GOALS

1. Increase the sense of community among individuals who are linked by location or by other shared interests, values, or similarities.
2. Strengthen the capacity of individuals, groups, or communities to solve problems, make decisions, or, in other ways, to respond more effectively to issues and challenges facing them.
3. Expand individual participation within groups or the communities they create in order to draw upon the collective abilities and skills of those individuals.
4. Increase the leadership skills of individuals within groups or communities to maximize people's efforts to work together and share responsibilities.

WHO'S ELIGIBLE TO APPLY?

Any developing or organized group or non-profit organization in Dakota, Ramsey, or Washington counties may apply. Applicants must demonstrate that they have local leadership, support, and participation. In addition, applicants must be able to clearly define what community they represent and demonstrate that the people affected by the situation are involved with the planning of the solution to their issues. Eligible applicants generally will be volunteer-driven groups, have small or no operating budgets, and have little access to other funding sources. However, applicant groups may apply which have annual budgets of \$100,000 or less. The Committee will consider each applicant's particular situation.

- Generally speaking, CIF does not provide emergency funding, ongoing administrative expenses beyond the scope of the project funding, funding for one-time events that do not have follow-up components addressing the CIF goals, purchase of capital equipment or pay for a group's non-profit incorporation fees, but will consider each applicant's particular situation.

Approved by the CIF Committee
January 26, 1998

CONDITIONS FOR FUNDING

Groups do not need to be incorporated as a formal non-profit 501(c)3 organization, but should have a person or persons willing to be a contact with United Way and represent the group. Those groups who are not incorporated will need a non-profit 501(c)3 organization to serve as their group's fiscal agent for their project. United Way staff can identify potential 501(c)3 organizations that may be appropriate to act as the groups' fiscal agent.

Projects must be completed in a reasonable time frame. Generally speaking, funds should be spent within a 12-month period. Organizations or groups that receive a grant will be expected to maintain records on the use of funds. Grantees will need to complete a final report and expense statement at the *conclusion of the project*.

GRANT AWARD AMOUNTS

One-time grants up to \$5,000 will be awarded. Grant awards will be processed and *part of the award* is sent to the individual grantees or a group's fiscal agent at the start of the project. *The balance of the grant is awarded upon successful completion of the project and submission of the final report.*

FUNDING PROCESS

A group or organization may apply at anytime during the year. Proposals will be reviewed by a committee representing a cross-section of individuals from the community. The committee will attempt to make a decision within six weeks from receiving an application at the United Way.

Staff will evaluate each proposal for the organization's ability to accomplish the project, stability of the group, level of risk, and how well the proposal meets the CIF goals and guidelines. This evaluation will be communicated by United Way staff to the CIF Committee with a recommendation on funding. The CIF Committee will make the final decisions.

For more information, or to submit an application, please contact:

**Marlene Fahning
Community Resources
United Way of the Saint Paul Area
166 Fourth Street East
St. Paul, MN 55101-1448
(612) 291-8358**

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REPORT OF THE EXECUTIVE DIRECTOR EHEP ACTIVITIES & ACCOMPLISHMENTS Mid-October, 1997 through January, 1998

- Participated in Interfaith Action Dialogues culminating in Convocation on Martin Luther King Sunday for metro-wide action on issues of racial segregation, concentrations of poverty and urban sprawl. The community circles project contributed substantially to these dialogues.
- Organized the results and hosted a debriefing on the Minneapolis and St. Paul Schools "town meetings" sponsored in conjunction with the National Summit on Race and American Public Education held on the 30th anniversary of school desegregation in Little Rock, in September.
- Met with the director of the Metro Urban Studies Term program of the Higher Education Consortium for Urban Affairs to integrate education and housing segregation issues into their urban studies curriculum. A decision was made to use the EHEP conversation guide and the Institute on Race and Poverty report in the course syllabus for the remainder of the semester and in subsequent terms.
- Attended the University of Minnesota Center for School Change's conference on "Increasing Student Achievement - Approaches that Work," October 27-28, 1997. The Center for School Change will likely be a partner in the next round of community circle discussions.
- Completed an all-day training workshop on "Fundamentals of Project Management" sponsored by the Minneapolis Foundation and the University of St. Thomas, November 1, 1997.
- Convened the EHEP Board working group on revising the community circles 'conversation guide. The decision was made that we develop a completely new guide. Meetings have been held on November 12 and December 15, 1997, and January 22, 1998.
- EHEP executive officers and the director participated in the conference on "Closing the Income Gap: Sharing America's Prosperity," sponsored by the DFL Education Foundation. Dick and Barbara persuasively represented EHEP's perspective in the working session on schools and education.
- Participated in the Citizens League's "Conversations on Education" held in late November and early December. Sessions focused on the new laws and programs passed by the legislature this last spring:
 1. Targeting resources for needy students
 2. New education choices for families
 3. New charter school opportunities
- Presentation to the Alliance for Metropolitan Stability, November 20, 1997. Executive Director Russ Adams has invited us to consider becoming a member of the Alliance.
- Phone interview with reporter and editor of *U.S. News and World Report*. Article on the Presidents Commission on Race featured in the December , 1997 issue included brief coverage of our project in Minneapolis.
- Attended Science Museum of Minnesota Computer Education training classes, December 3 and 10, 1997 (Windows 95, Intro and Intermediate and Word 97, Parts 1-4).
- EHEP board members and staff participated in the Institute on Race and Poverty's Conference on spatial barriers to welfare reform, December 5 and 6, 1997. At the conference, we established a connection with the Black Leadership Forum in Washington, D.C. and the St. Paul Ecumenical Action Council (Metro Stability Project) in St. Paul. Yvonne Scruggs, Executive Director of the Black Leadership Forum, talked about our project and concerns national radio the following Tuesday.
- Helped organize the Minneapolis Fair Housing Network. The first meeting was held on December 9, 1997.
- Convened EHEP board financial advisory group. Suggestions were made for improving EHEP financial reporting. Preliminary review and reactions to draft 1998 budget were also begun. Meetings were held December 12, 1997 and January 28, 1998.
- The winter edition of Wilder Foundation's *Community Matters* was issued in mid-December. The entire issue is devoted to "Race and Community." EHEP and its community circles project had a major role in inspiring and developing this publication.
- The Board concluded its review of the draft report on 1997 community circle conversations at a special meeting on December 15, 1997. Board comments and suggested changes have been relayed to contract writer, Joyce Levine.

- Provided copies of our discussion guide *Choices for Community: A Regional Conversation about the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area* to the Urban Training Project for use (along with Myron Orfield's *Metropolitica*) in a course to be offered at all Twin Cities church seminaries. In addition, we have received a request from the Maplewood Human Rights Commission to use our study guide in carrying out their community education and outreach activities.
- Office furniture donations were made by the SuperValu Corporation (board member Keith Hardy) December 24, 1997. Silicon Graphics/ /Cray Research (board member Thomas Stanley) will be making a financial donation for EHEP furnishings.
- Met with staff of St Paul Ecumenical Action Council (SPEAC) in late December and agreed to work together on the community circles project and follow-up actions in 1998 and 1999.
- Secured the assistance of the Study Circle Resource Center in reviewing the draft report on 1997 community circles conversations. We have also secured their commitment to assist us in developing the revised discussion guide for community circle discussions in 1998.
- Following our submission of the 1997 grant report to the Otto Bremer Foundation, they approved the 1998 grant award of \$25,000. EHEP met and exceeded Bremer Foundation's matching fund requirements for 1997 and 1998. Also, the Minneapolis and St. Paul Foundations approved our request to extend the grants for the Citizens Summit to the end of 1998.
- Attended Bremer Foundation's seminar on financial planning and management for non-profits, January 8, 1998.
- Assisted in securing hosts, moderators and dialogue groups for Twin Cities participation in the National Days of Dialogue on Race Relations during the week leading up to Martin Luther King Day. Eight dialogues were organized and four groups completed their discussions. Through this initiative, we secured commitments from the local chapters of the National Association of Community Mediators (NAFCM) and the National Institute of Dispute Resolution Professionals to partner with us in facilitating the next round of community circle discussions.
- Participated as a guest on community radio station KFAI's morning program *Health Notes*, hosted by Kinshasha Kambui, to discuss the National Days of Dialogue on Race Relations and the community circle dialogues on housing segregation and educational equity – the work of the Education and Housing Equity Project.
- Participated in the Richfield Community Dialogue on Race, held at the Richfield City Council Chambers, January 15, 1998. This event was co-sponsored by the School District (Superintendent), the City (City Manager), the Community Council, the Human Rights Commission, the Housing Authority, the Chamber of Commerce and the Richfield Diversity Connection Committee (many of the same people who participated in last year's community circle study group, but many new faces as well).
- Invited by the Minnesota Fair Housing Center to help plan, organize and co-sponsor a policy and technical assistance conference on fair housing for suburban planning officials in Hennepin County. The county has contracted with the Fair Housing Center for this service, which may include a subcontract with us. EHEP hosted the first planning meeting for the conference on January 16, 1998. The conference/workshop will likely be held in May, at about the same time as the premier performance of the MICAH/Illusion Theatre production on fair housing.
- EHEP has been approached by the St. Paul Foundation about including our project in a catalogue they are developing to highlight "promising practices" for addressing issues of race. This initiative parallels the effort by the Presidents Commission on Race to recognize "promising practices" for improving race relations.
- Presented the work of EHEP and the community circles project to the Joint Powers Board of the West Metro Education Program (a consortium of 9 school districts serving Minneapolis and suburban greater Minneapolis) at its quarterly meeting, January 28, 1998. Following the presentation, the superintendents and school board presidents communicated their interest in hosting community circles in each of their districts during the next round of discussions.
- The executive officers and director participated in a public meeting and small group discussions supporting the NAACP lawsuit to improve education in the Minneapolis Public Schools, January 29, 1998.
- During January, EHEP has received a number of requests for information about our project for inclusion in national studies, reports and catalogues (e.g., from the National Conference for Community and Justice—formerly the National Conference of Christians and Jews, the Center for Living Democracy, the National Civic League, etc.). In addition, we have received a request from NBC News in Washington, D.C. to report on our project during the next round of community circle discussions.
- During January and February, EHEP and community circle publications are on display at the Minneapolis Public Library (downtown) as part of an exhibit on the Minneapolis Foundation's "Ten Ways You and Your Family Can Learn More about Other Cultures." Our project is shown as part of Way #10 – "Get involved."

EDUCATION & HOUSING EQUITY PROJECT
'CHOICES FOR COMMUNITY'
COMMUNITY CIRCLES PROJECT
1997 REPORT

During 1997, EHEP established the Community Circle Collaborative, a metro-wide dialogue project that engaged over 500 citizens from 35 different municipalities in informed public conversations focused on the challenges of school achievement, housing integration and racial/economic equity in the Twin Cities metropolitan area.

These discussions included:

- 1) Twenty-five 'community circles,' each composed of 5-20 participants meeting between three and six times (approximately two hours for each meeting) during the months of March through June. These circles were sponsored by a wide variety of organizations and were convened in central city, suburban and outlying communities. Approximately 25% of the 350 or so participants were people of color.
- 2) A Metropolitan Citizens Forum held at Macalester College Chapel in May moderated by George Latimer and Vivian Jenkins Nelsen, two noted facilitators and leaders on issues of race relations and segregation. 125 citizens and public community leaders, including representatives of community circles who shared the results of their circle deliberations attended the forum.
- 3) A set of town meetings in Minneapolis and St. Paul public schools in September held in conjunction with the National Summit on Race Relations and America's Public Schools and co-sponsored with the President's Commission on Race and the National Conference of Christians and Jews. Approximately 50 adults and youth participated in facilitated, nominal group discussions.

EHEP and its Community Circle Collaborative partners accomplished these dialogues through a sequence of organizing and supporting activities, including the following:

- 1) A sponsor kick-off event *Beyond Busing: A Metrowide Dialogue on the Challenges of Education and Housing Segregation* held in December 1996 at the St. Louis Park City Council Chambers. Over 100 citizens representing nearly as many organizations attended the forum, which introduced the project and provided an overview of the issues. Following the forum, approximately 50 different groups (school districts, churches and synagogues, libraries, neighborhood councils, community-based non-profits, housing groups, human rights commissions, chambers of commerce and municipalities) signed pledges of participation, agreeing to sponsor or convene at least one community circle.
- 2) Publication of a newsletter "*Beyond Busing*" in January 1997 to draw attention to the project, announce upcoming activities, provide forms for sponsor, facilitator and

participant sign-up, and to cover the “who, what, why, where, how and when” of the project. The newsletter was mailed out to approximately 500 interested individuals and organizations.

- 3) Facilitator training workshops held in February at Augsburg College. Approximately 85 people with backgrounds or experience in facilitating small groups were recruited and received training on the issues and process to be used in the community circles discussions. Each volunteer moderator/facilitator signed a pledge of participation. Facilitators were subsequently matched with community circles convened by the sponsors. The Community Circle Collaborative worked with the Minnesota Facilitators Network to identify and recruit moderator/facilitators. In addition, many of the sponsor/conveners provided their own experienced facilitators.
- 4) Research and preparation of an issues/discussion guide *Choices for Community: A Regional Conversation about the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area*. In the preparation of this document, the Collaborative was assisted by a CURA-funded graduate intern from the Humphrey Institute of Public Affairs, and by noted journalist, editorial writer and playwright Syl Jones.
- 5) The Collaborative also produced a resource bibliography that includes over 125 publications and articles to help inform the public discussions. The Librarians for Social Responsibility offered to assist in making these resources available for community circle use at branch county libraries. In addition, the Collaborative supplied resource experts who were available to meet with community circles upon request. Community circle participants were also invited to local conferences and seminars, such as the Institute on Race and Poverty’s Spring Conference on housing, education and persistent segregation, to augment their inquiry and knowledge of the issues they were discussing.
- 6) A concluding forum *Coming Together: A Regional Conversation on Schools, Housing and Segregation*, co-sponsored with the Macalester College Department of Urban Studies, the Study Circles Resource Center and the Minnesota Public Radio Civic Journalism Initiative (described above). This event brought together community circle representatives, interested citizens and invited community leaders to achieve a metro-wide conversation and share the results of the individual community conversations.
- 7) An evaluation survey of the community circle sponsors, facilitators, reporters and participants to learn what worked well and what needs to be changed before a second round of community conversations is held. All participating circles completed the survey, and a summary report of the results has been prepared. A focus group meeting with community circle representatives will be held in the near future.
- 8) A summary report of the community circles’ findings, conclusions and recommendations to be made available for public distribution in early 1998. At the

conclusion of their deliberations, the community circles submitted over 100 pages of reports. The substance of these reports, along with the results of the fall town meetings at Minneapolis and Saint Paul Schools, are being synthesized and integrated into a summary report. The final document will report on the substance of the conversations, but will also include a critique of the discussions and process recommendations for a second round of discussions and action steps in 1998.

- 9) Video and audio documentation of the project, which was provided by a community circle partner, the Minneapolis Neighborhood Revitalization Project.
- 10) The project network directory, which now includes over 1,000 participants and interested citizens.

The results of the community circle conversations are already being used and have had some impact on the Twin Cities civic community:

1. The Project was a major contributor to the winter 1997 edition of Wilder Foundation's *Community Matters*. The entire issue is devoted to "Race and Community." The Project has also received media coverage by:
 - *The Star Tribune of the Twin Cities*
 - *The U.S. News & World Report*
 - Minnesota Public Radio's Midday Program (KNOW-FM)
 - Community Radio Station KFAI in Minneapolis
 - Minneapolis Community Television Network, Channel 34
 - A radio program of the Black Leadership Forum (Yvonne Scruggs) in Washington, D.C.
 - The national newsletter of the Study Circles Resource Center
 - Several Twin Cities-based neighborhood and suburban newspapers

We have also received a request from NBC News for coverage of the second round of conversations in 1998. Our project will also be the subject of a major display at the Minneapolis Public Library in January and February 1998.

2. Project staff and participants were invited to be contributors to two other public conversations in September 1997: The Peoples Summit, broadcast by KTCA as part of its Block by Block television series, and the Metropolitan Initiatives Forum, cosponsored by several Twin Cities foundations and the Citizens League.
3. Several new community-wide discussion initiatives have begun which are inspired by or modeled after the community circle discussions we initiated. One prominent example is the dialogue and action project begun by Interfaith Action, a social justice ministry of church congregations in the greater Minneapolis area. EHEP assisted them in convening metro interfaith forums on jobs, housing, sprawl, race and poverty. Their discussion guide and "issues map" are taken directly from the Community Circles project. The chief organizers, planners and resource speakers of the Interfaith Dialogues were participants, sponsors or facilitators in the Community Circles

project. Partly in response to our initiative, education and segregation issues have been added to their agenda.

4. Following completion of the second round of community circle conversations, EHEP board members and staff, and community circle partners, were invited to:
 - Make presentations to the Minnesota Minority Education Partnership at its annual conference, and the West Metropolitan Education Program (consortium of nine suburban school districts and the Minneapolis school district) at one of its quarterly board/superintendent meetings;
 - Meet with and provide input to the mediation consulting team (CMI) for the NAACP v. State of Minnesota educational adequacy law suit;
 - Participate in updating the Minnesota Milestones measures for state and metropolitan outcomes in education, housing and multicultural diversity; and
 - Develop strategies at the Metropolitan Housing Summit cosponsored by the Metropolitan Interfaith Council on Affordable Housing.

EHEP staff and board members have also participated in and helped lead discussions at various conferences focusing on housing and education issues (e.g., the DFL Education Foundation's conference on closing the income gap and the Institute on Race and Poverty's conference on overcoming spatial barriers to welfare reform).

5. EHEP has been contacted by National Days of Dialogue to help promote conversations on race relations in the Twin Cities. The National Days of Dialogue on Race Relations is a coalition effort of national organizations to encourage and highlight dialogue on race relations during the week leading up to Martin Luther King Day. We have also been contacted by the St. Paul Pioneer Press to advise and assist them in establishing a series of community discussions that that would be tied to a newspaper series they will be running on welfare reform and poverty in the Twin Cities.
6. Some of the community circles continue to meet (e.g., the Golden Valley Circle sponsored by the Black History Month Committee of the Human Rights Commission, working with the Twin West Chamber of Commerce and Hopkins School District). EHEP is also monitoring action initiatives that spring from local community circles (e.g., churches getting involved in fair housing initiatives).
7. EHEP formally supported and helped develop MICAH's proposal to HUD for a Fair Housing Initiatives Grant. In the category of "education and outreach – reducing suburban tensions," MICAH was one of only five non-profits in the nation to receive funding. EHEP will be a collaborating partner in this project, which will use theatre as a vehicle for engaging the public in the issues we care about. Other community

and congregational organizing groups (e.g., St. Paul Ecumenical Action Council) are approaching us about collaboration in 1998.

8. We have also received requests from local communities (e.g., Maplewood Human Rights Commission) and academic institutions (e.g., Twin Cities area seminaries' joint course on "Solving Urban Problems" and the Higher Education Consortium for Urban Affairs' Metro Urban Studies Term program) to use our discussion guide as part of their course curricula and community education and outreach initiatives.
9. Also as a result of our accomplishments in 1997, EHEP has been invited to co-sponsor and provide technical assistance and policy direction in developing a comprehensive fair housing training conference for suburban planning officials in 1998.

Our major thrust at the close of 1997 is to plan and organize a second round of community circle conversations and forums in 1998. This round will be built on the results of the first round. The circle discussions will culminate with a Citizens Summit co-sponsored with the Minnesota Meeting and the Minnesota Public Radio Civic Journalism Initiative, and a public action agenda for 1999.

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

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) and Joy Sorensen Navarre (resident in St. Paul's West Side neighborhood and Director of MICAHA, the Metropolitan Interfaith Council on Affordable Housing) *See attached list of all board members*

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 with many members in the St. Paul area are also project partners. Major ^{housing and education} project partners working in the St. Paul and East Metro Area include MICAHA and MMEP (Minnesota Minority Education Partnership). 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 build bridge differences in our communities as we work together to create healthy, vibrant communities*). We are recruiting additional organizations and volunteers ^{particularly from communities of color} to serve as organizing partners, sponsors/convenors, facilitators, scribes, and discussion participants. Many of these will be United Way funded agencies, such as the Hmong American Partnership, the Neighborhood House (Jane Addams School) and CLUES.

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.

\$ 61,000 (rounded) for 1998. \$ 95,000 (rounded for 1999)

Annual Budget: See attached operating budget.

Status of Organization: EHEP is an incorporated 501(c)3 non-profit organization.

Information about our proposed project

Purpose: To implement a community circles project that engages citizens from all walks of life in conversations focusing on questions of housing, education, segregation and equality of opportunity in the Twin Cities metropolitan area. Major questions include:

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?

Activities: The major activity in this project will be the community-based and paired community circle discussions, supported by experienced facilitators, a well-researched discussion guide using a model discussion process, ^{for and} sponsor organizations supplying meeting spaces and supporting services, and convening the discussions, and scribes to record and report the major results of the discussions. The community circles will be preceded by a "kick-off" event, a followed by a Citizens Summit that brings participants together with each other and community leaders and public officials, an Action Forum that connects participants with promising practices and action ^{opportunities} programs and organizations.

We are requesting the Community Initiatives Fund to support strategies for including ^{communities of color} ~~non-traditional communities~~ in the community circles and action forums. The conversations will not be successful if they do not include participants from diverse backgrounds, particularly communities of color. We propose funding to support contracting with culturally competent community consultants and organizers connected with organizations that include African Americans, Southeast Asian Americans, ^{Catinos} Latino/Hispanic Americans and American Indians as their principal constituencies. The community consultants/organizers will assist the project in recruiting sponsors, facilitators, discussion participants and scribes from communities of color and low income communities and in assuring that the project uses inclusive participation practices.

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

Project Budget:

Funds requested from CIF: \$5,000 to procure the services of 2-4 multi-cultural/culture-

specific community consultants/organizers/recruiters for the community circles.

In-kind contributions: estimated at \$15,000 based on the experience with the community circles held in 1997. Our major partners, the Study Circles Resource Center, the facilitator organizations, and contributors to the discussion guide have already contributed or committed and estimated \$15,000 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 being funded by the Minneapolis Foundation and the Saint Paul Foundation.

Time period of project: The community circles will begin with "kick-off" events scheduled for January 20 and 21, 1998. 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 events are underway. Recruiting of the circles participants and an information workshop with sponsors will begin in early December. We have at least one of recruiting consultants lined up and are talking with our collaborating partners about additional consultant/organizers.

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. CIF funds will be targeted toward St. Paul and Greater St. Paul 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 diverse organizations and individuals with EHEP serving as the lead partner. See attached lists of partners and advisors.

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 circles 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.

3. *Expand individuals involvement with their groups or communities:* The discussion guide and facilitator training are 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 and Citizens Forum 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 a valuable training ground for helping citizens find their voice and developing democratic leadership skills and confidence and competence in exercising those skills.

Excellent!

Sentence of current partners to work w/ in identifying reaching east-metro communities

Annual Budget: See attached operating budget.

Status of Organization: EHEP is an incorporated 501(c)3 non-profit organization.

Information about our proposed project

Purpose: To implement a community circles project that engages citizens from all walks of life in conversations focusing on questions of housing, education, segregation and equality of opportunity in the Twin Cities metropolitan area. Major questions include:

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?

Activities: The major activity in this project will be the community-based and paired community circle discussions, supported by experienced facilitators, a well-researched discussion guide using a model discussion process, sponsor organizations supplying meeting spaces and supporting services, and convening the discussions, and scribes to record and report the major results of the discussions. The community circles will be preceded by a "kick-off" event, followed by a Citizens Summit that brings participants together with each other and community leaders and public officials, an Action Forum that connects participants with promising practices and action programs and organizations.

and somewhere?

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

Project Budget:

Several

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Foc:

Quick little

activities that/strategies for
including non-traditional
communities —

- how many hours?
- what rate of pay?

- over what time period?
Dec though
March

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How the project relates to CIF goals:

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