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1997

CONTRIBUTIONS



REPORT

COWLES
Media Foundation

Strengthening
the Communities
We Serve

Sabathani Community
Capital campaign for re-provides core programs for the community and has other nonprofit organizations as building tenants. \$2,500 capital campaign; \$1,000 general operating.

Area Chamber of Commerce Foundation...5,000
are Saint Paul program which promotes business schools regarding workforce readiness.

...5,000

COWLES MEDIA FOUNDATION receives funding through Cowles Media Company, which is committed to contributing an average of five percent of pre-tax income, as we have done for over thirty years. During the fiscal year which ended March 29, 1997, the Foundation received over 1,050 grant requests, including 397 for matching gifts, and even more inquiries about our areas of funding. During fiscal 1997, Cowles Media Foundation, on behalf of Cowles Media Company and its operating units, made grants totaling \$2,497,303 to 219 organizations and programs and 397 matching grants to 203 organizations. These funds included grants for operating support, major and one-time gifts, and matching grants to employee contributions. The matching grants were made to match employees' or retirees' individual gifts to educational and certain civic and cultural organizations on whose boards they serve.

This report lists grants according to the Cowles Media Foundation areas of focus and priorities, instead of the more traditional functional areas such as education, the arts, human services, etc. These areas of focus, together with other guidelines, are described at the end of this report.

Through the Foundation we support programs and organizations that strengthen the communities of which we are a part. Our philanthropy is focused on the communities in which we do business, whether they are communities defined by geography such as the Twin Cities, or communities of interest and activity which bring together our magazine audiences.

COWLES MEDIA FOUNDATION
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COMMUNITY INVOLVEMENT

Community Involvement has a long history at Cowles Media Company, dating from the purchase of *The Minneapolis Star* by John Cowles in the summer of 1935. Employees have always been encouraged to participate in civic activities as volunteers and as members of boards. The Company itself has given financial support to scores of organizations and civic efforts. The program became official policy in 1947, and as late as 1970, John Cowles, Jr. noted in his annual report to shareholders that the Company had affirmed its policy of giving five percent of pretax profit to philanthropy — noting that Dayton Hudson Corporation was the only other major company with a similar policy.

In 1973 the Company began to match financial contributions of employees to educational institutions, dollar for dollar, up to \$1,000 per year. That program has since been expanded to include civic organizations where the employees serve on the governing board, to include retirees, and to increase the annual limit to \$4,000 per year. In the latest fiscal year employees made 397 gifts to 203 different institutions totaling \$199,445. During the holidays employee contributions totaling \$7,885 to the Emergency Food Shelves were matched. In recent years, support for employee giving has been broadened in other ways.

When the flood waters of the Red River inundated Grand Forks, North Dakota, and East Grand Forks, Minnesota, earlier this year, employees immediately looked for ways to help. One vehicle was through contributions to community organizations there, and the Foundation agreed to match employees' gifts to the Salvation Army and American Red Cross. By the end of May, employees had contributed over \$25,000 dollars, matched dollar for dollar by the Foundation, making a total of over \$50,000 given to residents of those communities on the western border of Minnesota. The Foundation also made a gift of \$25,000 for flood relief over and above the employee match.

We will continue to support our employees as they find ways to strengthen their communities through our matching gifts program.

ABOUT THE COVER

The Saint Paul Chamber Orchestra, under the direction of Creative Chair Bobby McFerrin, delights music-lovers in the Twin Cities and throughout the world with their precise and innovative interpretations of the classical and family-oriented repertoires. (Photographer: Tim Rummelhoff)

THOSE THAT HELP PEOPLE REALIZE THEIR INDIVIDUAL ABILITIES BY CREATING OPPORTUNITIES AT CRITICAL POINTS IN THEIR LIVES:

- CLUES (Chicanos Latinos Unidos En Servicio)\$ 5,000**
Education and employment programs for the Chicano Latino community.
- Cornelia Place.....5,000**
To help sustain self-sufficiency programs for women in crisis.
- Episcopal Community Services, Inc.5,000**
Families Working Together program that strengthens low-income families and benefits children.
- Greater Minneapolis Council of Churches10,000**
Program to develop new initiatives through grassroots collaborations and partnerships (final payment on \$30,000 pledge).
- Greater Minneapolis Council of Churches, Department of Indian Work10,000**
\$5,000 for Horizons' Unlimited program consisting of employment counseling and on-the-job training for American Indian people; \$5,000 for Teen Indian Parent Program.
- Harriet Tubman Women's Shelter15,000**
Capital campaign for new facility that would double its residential capacity (final payment on \$50,000 pledge).
- W. Harry Davis Leadership Institute5,000**
African American Youth Leadership Training Initiative.
- Health Start, Inc.....5,000**
School-based adolescent health-care program.
- House of Charity.....25,000**
Rehabilitation and redevelopment of their main building to maintain and expand their services.
- Katahdin, Inc.....25,000**
Capital campaign to purchase and renovate a building to serve as its home. Programs provide juvenile offenders and chronic truants with an alternative to incarceration.
- Minnesota Lesbian and Gay Community Funding Partnership/Minneapolis Foundation5,000**
To help Minnesota's philanthropic sector better understand lesbian and gay issues and needs.
- Neighborhood House3,000**
Mujeres Hispanas Activas project strengthening the Latino families by addressing the needs of women in St. Paul's West Side.

North Vista Educational Center/North Memorial Community Foundation5,000
School for pregnant teens who reside in the northwest suburbs of Hennepin County and north Minneapolis.

Oak Park Neighborhood Center.....3,000
"Juneteenth" African American neighborhood celebration.

Pillsbury Neighborhood Services, Inc.30,000
\$5,000 for Family Advocate Network System (FANS Project); \$25,000 for Community Resident Internship program involving neighborhood residents in developing and implementing programs for neighborhood improvement and individual employment and educational readiness projects (first payment on \$75,000 pledge).

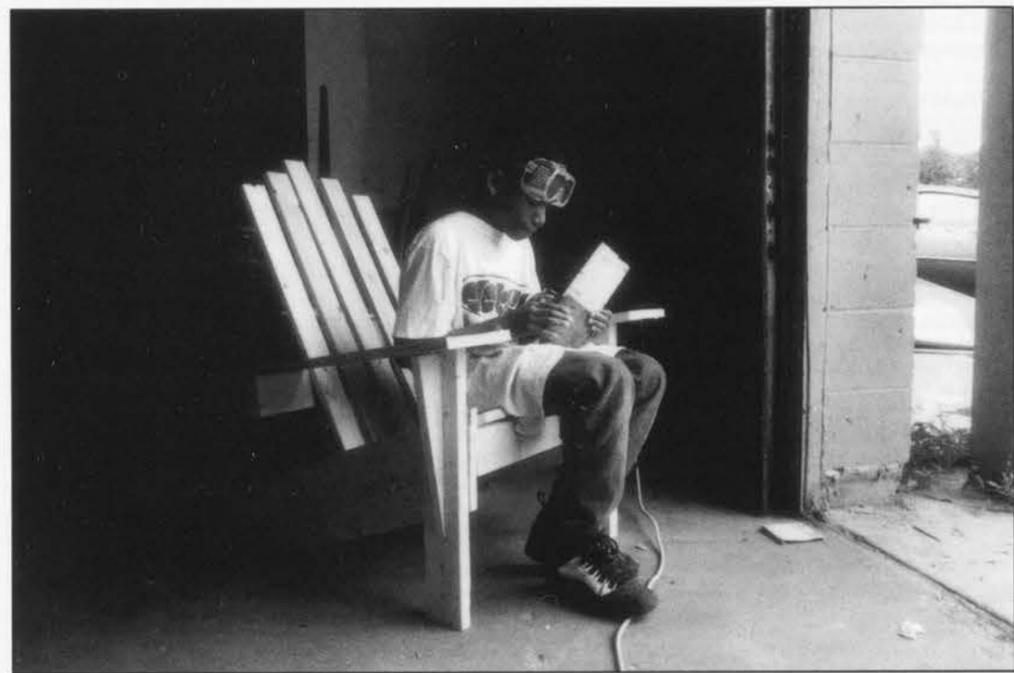
Planned Parenthood of Minnesota/South Dakota62,000
\$50,000 toward capital campaign (last payment on \$150,000 pledge); \$12,000 general operating.

Ramsey Action Program, Inc.50,000
Capital campaign to purchase a building to consolidate its programs and reduce ongoing operating expenses. RAP serves Ramsey and Washington Counties with programs for families in poverty.

Storefront/Youth Action.....20,000
Capital campaign to purchase and renovate a building as their principal facility. Programs include youth counseling directed at both prevention and intervention.

THOSE THAT AID

SELF-RELIANCE



Green Chair Project

An inner-city Twin Cities program of FORECAST Public Artworks, the Green Chair Project employs young people to build and market handsome, functional green lawn chairs. The program teaches youngsters responsibility, teamwork and pride in craftsmanship as it promotes awareness, understanding and support for public art. (Photographer: Janell Koenen)

THOSE THAT AID SELF-RELIANCE:

American Indian Opportunities Industrialization Center	\$5,000	Junior Achievement of the Upper Midwest, Inc. Urban Outreach Program	3,000
Support of AIOIC's School of Business and Office Technology.		Help youth complete high school and prepare for the workplace.	
AMICUS	5,000	Learning Disabilities Association	7,500
Project RAFIKI, a joint project with the Minneapolis Urban League to recruit, train and match African American volunteers with African American prison inmates to help them avoid recidivism (first payment on \$15,000 pledge).		Learning Connections, a new literacy program involving three elementary schools that will include family literacy, after school tutoring, volunteer teacher aids and adult literacy classes.	
Asian Mutual Assistance Associations Coalition/HMONG American Partnership	30,000	Loring Nicollet-Bethlehem Community Centers, Inc. ..5,000	
To help with organizational development and assist the Coalition in playing a more active role in representing the cultural values of the Southeast Asian community in public policy formulation.		Educational and employment training for disadvantaged people.	
Boys and Girls Club of Minneapolis	5,000	Lyndale Neighborhood Association	5,000
Activities for inner-city Minneapolis youth to build skills, self-confidence and respect for one another.		Summer Youth Programs.	
Center School, Inc.	3,000	Metropolitan Interfaith Council on Affordable Housing	5,000
A school serving Native American students to improve their academic skills and address problems that impede them.		African American Housing Initiative.	
Central Community Housing Trust	5,000	Minneapolis American Indian Center	5,000
Summer youth employment project.		American Indian Youth Intervention Program.	
The City, Inc.	5,000	Minneapolis Center for Neighborhoods	3,000
Outreach and counseling services for inner-city young people and their families.		Advocating for the enhanced livability and vitality of urban neighborhoods.	
CLUB FED	5,000	Minneapolis Way To Grow	5,000
Creating positive alternative summer activities for youth in north Minneapolis.		School readiness initiative which seeks to assist parents in meeting the needs of their children from conception through age six.	
Commonbond Communities	3,000	Minnesota Literacy Council	22,525
Ongoing services to low-income families.		To help create training space in St. Paul headquarters for project coordinators and tutors to learn to use computers and internet applications in literacy training.	
Creatives for Causes	5,000	Neighborhood Employment Network	2,500
Creative program called "Art Buddies" for children at risk by pairing them with professional creative mentors.		Training programs and job placement.	
District 202	10,000	Next Innovations	1,000
Capital campaign to purchase new quarters for youth center that provides social, cultural and educational opportunities by and for lesbian, gay, bisexual, transgender youth and their friends.		An apprenticeship program providing a mentor and corporate coach to young persons working in the community service area.	
Glenwood-Lyndale Community Center	22,500	North Career Center/Minneapolis Public Schools	7,500
Expanding existing programs serving the African American and Southeast Asian communities in Minneapolis' Near North Side (\$15,000 final payment on \$45,000 pledge); \$7,500 for general operating.		Comprehensive program to prepare students at North High School in Minneapolis for career opportunities (second payment of \$25,000 pledge).	
HIRED	14,000	North End Area Revitalization, Inc.	10,000
Prepares unemployed and underemployed people to become self-sufficient through employment. \$10,000 for capital assistance in relocating offices at Sabathani and for improvements to JOB LINK program; \$4,000 general operating.		NEAR is committed to strengthening the economic and social infrastructure of the North End of Saint Paul (final payment on \$30,000 pledge).	
		Northside Residents Redevelopment Council	5,000
		Provides residents of the Northside community opportunities for self-empowerment.	

Page Education Foundation.....10,000
Minority programs that encourage and reward completing high school; \$5,000 for general operating; \$5,000 for Senior Mentors Program.

Park Avenue Foundation5,000
Leadership and training programs for children and teenagers in south Minneapolis neighborhoods.

Phillips Community Development Corporation.....3,000
Combines job development activities with economic development assistance programs.

Phillips Tender Loving Care.....5,000
Prenatal care and healthy early childhood development for families in the Phillips neighborhood.

Phyllis Wheatley Community Center.....18,000
Cooperative Living program to build community action capability. \$15,000 second payment on \$50,000 pledge; \$1,000 for WESAC at Wheatley Wrestling Program; \$2,000 for focus group study.

Project for Pride In Living, Inc.8,000
Housing, employment and neighborhood programs to foster self-sufficiency. \$5,000 general operating; \$2,000 for 25th Anniversary; \$1,000 for Walk for One Community.

Sabathani Community Center, Inc.26,000
Capital campaign for renovation of building. Sabathani provides core programs for the community and has over 40 other nonprofit organizations as building tenants. \$25,000 for capital campaign; \$1,000 general operating.

Saint Paul Area Chamber of Commerce Foundation ...5,000
Prepare Saint Paul program which promotes business involvement with schools regarding workforce readiness.

Saint Paul Council of Churches.....5,000
American Indian Parenting Skills Project.

Saint Paul Foundation10,000
Ronald M. Hubbs Center for Lifelong Learning collaborating with other community-based organizations to increase numbers of adults served throughout the East Metropolitan Area and improve the quality of services provided (final payment on \$30,000 pledge).

Saint Stephens Church/Community Center5,000
Capital campaign for building improvements to accommodate St. Stephens partnership among its human services programs and community organizations through the use of a single site (first payment on \$15,000 pledge).

Somali Committee for Culture and Development/Minneapolis Foundation.....5,000
Toward communication programs for the Somali community.

Southeast Asian Community Council5,000
Expand youth development and leadership program.

Southeast Asian Refugee Community Home3,000
Employment Intervention Project providing innovative employment and support services for hard-to-employ Southeast Asian refugees and former refugees.

Twin Cities One To One.....10,000
This program brings community leaders into mentoring relationships with disadvantaged young people (final payment on \$30,000 pledge).

Twin Cities Opportunities Industrialization Center, Inc.5,000
Training and job placement services for the economically disadvantaged.

Two or More3,000
Jobs training and leadership training for youth.

Upper Midwest American Indian Center25,000
New multi-service center for American Indian people in North and Northeast Minneapolis (final payment on \$50,000 pledge).

West Seventh Community Center, Inc......5,000
Family Project which provides multi-social services to low-income underserved families.

YMCA Black Achievers Program500
Provides African American youth with ongoing, personal interaction with African American professionals in the Twin Cities.

Cooperating Fund Drive\$6,000
Raises general operating support for over 40 self-help nonprofit organizations in the Twin Cities.

United Way of Minneapolis Area.....359,000
Supports about 350 programs run by more than 135 agencies serving people in Anoka, Carver, Dakota, Hennepin and Scott counties. \$239,000 for general support; \$120,000 for development of initiatives of the Nurturing Children and Youth Vision Council.

United Way of Saint Paul Area19,000
Supports over 190 local programs at 78 agencies serving people in Dakota, Ramsey and Washington counties.

THOSE THAT HELP PEOPLE MEET THEIR BASIC NEEDS:

THOSE THAT STRENGTHEN MINNEAPOLIS AND SAINT PAUL THROUGH INSTITUTIONS NECESSARY TO RESPOND TO CURRENT AND FUTURE NEEDS:

Dial-A-Teacher/Minneapolis Public Schools.....\$26,490
Distribution of booklets, Help Your Child Learn to Read and Help Your Child Learn Math, to parents of children in the Minneapolis Public Schools to stimulate parent involvement in helping children learn reading and math.

Elliot Park Neighborhood, Inc.5,000
Community project to provide employment and economic development opportunities for neighborhood residents.

Headwaters Fund.....5,000
Makes grants to social-change organizations in the Twin Cities whose projects work to eliminate social, economic and racial obstacles to full participation in society.

Minneapolis Foundation15,000
The Imagination Fund – the Star Tribune Mini Grant Program for Teachers.

Minnesota Council of Nonprofits5,000
Civic Engagement Project to strengthen the ability of nonprofit organizations to involve previously disengaged citizens in the lives of their communities (first payment on \$15,000 pledge).

Minnesota Futures Fund/Minneapolis Foundation ...10,000
Work with funders and nonprofits to deal with the effects of governmental financial restructuring (first payment on \$30,000 pledge).

Minnesota Health Data Institute2,000
Works to improve the quality and efficiency of health care.

Plymouth Christian Youth Center.....30,000
West Broadway Business Association Revitalization Plan. \$5,000 general operating; \$25,000 for WBBA employment youth project (first payment on \$50,000 pledge).

Saint Paul Foundation.....25,000
Supporting Diversity in Saint Paul Public Schools (final payment on \$50,000 pledge).



THE CULTURAL COMMUNITY

The Performing Arts

Cowles Business Media has underwritten The Cowles Media Performing Arts Series at the Stamford Center for the Arts in Stamford, Connecticut. This series brings the arts to young people who might otherwise not be exposed to them.

CULTURAL INSTITUTIONS THAT PROVIDE THE BASE AND STIMULATE THE CULTURAL VITALITY OF THE COMMUNITY:

Children's Theatre Company	\$8,000	Intermedia Arts Minnesota	10,000
Guthrie Theater Foundation	20,000	Develops and presents new works of art that address contemporary social issues and foster intercultural interaction. Capital campaign for new building in the LynLake neighborhood (final payment on \$30,000 pledge).	
Minneapolis Institute of Arts	16,000	Jungle Theater	25,000
Minnesota Opera	5,000	\$20,000 for capital campaign for new building which will double their space; \$5,000 general operating.	
Minnesota Orchestral Association	22,000	The Loft	34,000
Saint Paul Chamber Orchestra	112,000	\$30,000 for long-range planning and acquisition of computer and internet technology for future development; \$4,000 general operating.	
\$100,000 to help underwrite expenses of capital campaign; \$12,000 general operating.		Milkweed Editions	19,000
Science Museum of Minnesota	116,000	Literary publisher of works having contemporary social significance. \$10,000 for National Fiction Prize (final payment on \$30,000 pledge); \$5,000 for institutional stabilization work; \$4,000 general operating.	
\$100,000 for capital campaign for new building on Riverfront in Saint Paul (second payment on \$500,000 pledge); \$16,000 general operating.		Minnesota Center for Book Arts	24,000
Walker Art Center	16,000	Facilities for printing, papermaking, bookbinding, and exhibitions of the book arts. \$20,000 for expansion of artistic programs (final payment on \$64,500 pledge); \$4,000 general operating.	

WRITING, PUBLISHING AND THEATER PROGRAMS THAT STIMULATE CREATIVITY, DIVERSITY AND EXPRESSION OF SOCIETAL VALUES:

Coffee House Press	\$14,000	Minnesota Museum of American Art	3,000
A publisher of contemporary fiction and poetry, including letterpress books. \$11,000 to help fund publication of six books by Asian American writers (second payment on \$33,000 pledge); \$3,000 general operating.		Mixed Blood Theatre	4,000
COLORS	2,000	A professional multi-racial company.	
A magazine providing the vehicle of expression for the ideas and visions of all communities of color to the overall community.		New Rivers Press	2,000
Givens Foundation for African American Literature	10,000	A literary publishing house with focus on regional and emerging writers.	
Library resource guide of African American literature for African American girls and young women.		Penumbra Theatre Company	5,000
Graywolf Press	14,000	A regional theater promoting cultural diversity through presenting drama from an African American perspective.	
A publisher of literary works by emerging and midcareer writers. \$10,000 for publication of the Graywolf Annual (second payment on \$30,000 pledge); \$4,000 general operating.		Playwrights' Center	3,000
		Professional support of playwrights.	
		Saint Paul Foundation	25,000
		Literature Festival aimed at young people, primarily high school literature students, in celebration of F. Scott Fitzgerald's 100th Birthday.	
		Theatre de la Jeune Lune	4,000
		A collaborative ensemble of theater artists who act in, direct, design and write plays.	
		YMCA of Metropolitan Minneapolis	2,500
		Writer's Voice Project provides access to the arts through programs and services in creative writing.	

PROGRAMS AND ORGANIZATIONS THAT HELP PEOPLE UNDERSTAND THE WORLD WE LIVE IN AND ENCOURAGE THEM TO PARTICIPATE IN IMPORTANT CIVIC ISSUES:

- Center of the American Experiment\$5,000
Public affairs programs that foster civic involvement (final payment on \$15,000 pledge).
- Children's Defense Fund-Minnesota5,000
Co-sponsored Minnesota's first Freedom School (an academic and cultural enrichment summer program) in north Minneapolis.
- FORECAST Public Artworks1,500
Green Chair Project, which employs young people. FORECAST promotes awareness, understanding and support for public art.
- The League of Women Voters Minnesota Education Fund11,000
\$10,000 for study on adolescent health and wellness; \$1,000 general operating.
- Minneapolis Urban League6,000
Education, employment, training and advocacy services to the minority and disadvantaged residents of the city of Minneapolis and suburban Hennepin County.
- Minnesota E-Democracy/Minneapolis Telecommunications Network15,000
Expanding the use of electronic communications technologies for programs to promote increased citizen participation in elections and public discourse.
- Minnesota International Center2,500
World Affairs program which promotes awareness of global issues and emphasizes the interconnections between Minnesotans and the world.
- pARTS Photographic Arts2,000
For the publication of *pARTS Journal* dedicated to the presentation and promotion of fine photography in Minnesota.
- Public Art Saint Paul20,000
Support for the Downtown Placemaking Workshop.
- Twin Cities Black Film Project2,000
For Twin Cities Black Film Festival providing community access to new work by Black artists.
- Twin Cities Public Television50,000
Capital campaign to build program capability, add to endowment, equipment and seed money to expand education and production initiatives (final payment on \$150,000 pledge).
- United Negro College Fund1,000
A common fund-raising effort among these colleges.
- Urban Coalition of Minneapolis5,000
Community group to improve the educational, economic, social and legal status of minorities and low-income residents of greater Minneapolis.

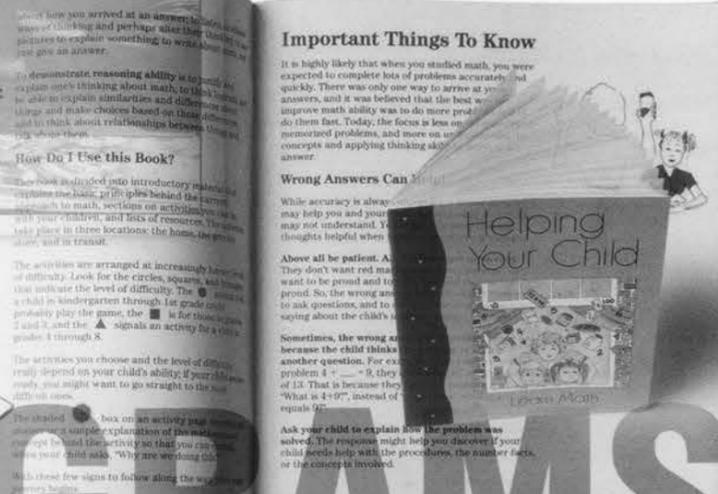
MEDIA-RELATED PROGRAMS DIRECTED AT PRESERVING FIRST AMENDMENT RIGHTS AND A FREE PRESS AND STRENGTHENING JOURNALISM EDUCATION, PARTICULARLY FOR MINORITIES:

- American Press Institute\$7,000
Provides seminars and workshops for career training to newspaper professionals.
- American Society of Newspaper Editors Foundation13,500
\$6,000 for media usage study and diversity-related projects; \$7,500 general operating.
- Asian American Journalists Association1,000
Support for development programs for journalists.
- Asian Media Access500
Asian American Youth Media Camp designed to inspire more Asian American youth to choose media as their careers.
- Associated Press Managing Editors Foundation500
Support for projects of APME's continuing studies committees.
- Committee To Protect Journalists1,000
Promotes press freedoms throughout the world and supports colleagues abroad who work without the benefit of the First Amendment.
- Freedom of Information Center1,500
Programs to monitor, collect and disseminate information about freedom of the press.
- Investigative Reporters and Editors, Inc.12,000
\$10,000 for Minority Fellowships program; \$2,000 general operating.
- Minnesota News Council12,500
An organization for resolving disputes between the public and the media.
- Minnesota Newspaper Foundation30,000
Helps improve the quality of newspapers in Minnesota and supports better understanding by the public of what newspapers do. \$25,000 to Minnesota Newspaper Museum Endowment Fund; \$5,000 general operating.
- National Association of Hispanic Journalists1,000
Support for programs of the organization, including ones to assist students and increase the number of Latinos who pursue journalism degrees.
- National Conference of Editorial Writers Foundation2,500
Finances journalism education programs and publications.
- National Lesbian and Gay Journalists Association1,000
Programs that encourage accurate portrayals of gays and lesbians in the media and to foster a comfortable working environment for them.



The Loft

The Foundation supports programming through The Loft, Inc. that helps youngsters develop and strengthen their creative writing talents. (Photographer: Ann Luce)



Learning Books

A major grant from the Foundation helped to provide parents of Minneapolis Public Schools students with the *Help your Child Learn to Read* and *Help Your Child Learn Math* books. The books are for parents to use in helping their children with reading and math homework.

PROGRAMS THAT FOSTER CIVIC INVOLVEMENT AND STRENGTHEN THE PLACE OF THE MEDIA IN SOCIETY

Native American Journalists Association1,000
Annual conference student workshops.

Reporters Committee for Freedom of the Press.....9,000
Provides legal defense services to the press community. \$5,000 for fellowships for law school graduates to specialize in First Amendment Law; \$4,000 general operating.

Society of Professional Journalists.....1,000
Development opportunities for professional and student journalists.

Twin Cities Black Journalists2,000
Programs and development opportunities for journalists.

University of Minnesota Humphrey Institute21,000
Humphrey Forum Youth News Service to encourage high school journalism by providing training and publication outlets.

University of Minnesota Journalism Scholarship1,000

Urban Journalism Workshop3,500
Provides free basic training in journalism to minority high school students.

Washington Center for Politics and Journalism1,000
Internship program for journalism/communication students with an interest in politics to intern in Washington bureaus.

World Press Institute8,000
A program at Macalester College for foreign journalists visiting this country for career development.



GRANTS LEVERAGING EMPLOYEE INVOLVEMENT

The Science Museum

The Science Museum of Minnesota's Experiment Gallery features more than 40 hands-on experiments about light, electricity, waves, sound, color, weather and more. The Foundation has made a significant grant to the capital campaign for the Museum's new building. (Photo courtesy of the Science Museum of Minnesota.)

OPERATING UNIT CONTRIBUTIONS

Cowles Media Foundation makes contributions on behalf of Cowles Media Company's operating units, reflecting the needs and interest of the communities they serve.

On behalf of **Cowles Business Media**, Cowles Media Foundation made the following contributions:

Columbus Magnet Elementary School\$1,500
Teacher Innovator Program.

The Conflict Center1,000
Teaches people to handle everyday conflict nonviolently through hands-on conflict management skills.

Curtain Call, Inc.1,000
Sponsors Stamford Youth Center.

Fate Productions, Inc.1,000
Children's productions which help build poise and self-esteem.

First Calvary Baptist Church/CMI-Community Family Life and Recreation Center5,000
Folio's "MAGIC" annual award at the "Editorial Excellence" presentation.

Jawonio Foundation2,000
Community employment services for individuals with disabilities.

The Junior League of the City of New York, Inc.500
Trained women volunteers work in communities focusing on areas of Domestic Violence, Healthy Foundations for Children, Family Support and Cultural Enrichment of Youth.

Kids In Crisis, Inc.2,000
Provides preventive services and immediate intervention in the lives of children in crisis.

Meals on Wheels of Stamford-Darien, Inc.1,000
Meals delivered to homes of convalescent, disabled or homebound persons.

Northwestern University/Medill School of Journalism30,000
\$25,000 toward research on "The Role of Magazines in the New Media Age" project; \$5,000 general operating.

Scarsdale Fire Company #1, Inc.1,000
Children's educational programs in fire safety.

Special Olympics500
Greater Fairfield Area 12; sports training and competition for individuals with mental retardation.

Stamford Center for the Arts51,500
The Cowles Media Performing Arts Series, bringing the arts to young people and others who might not have ready access.

Thomas Merton Center/Catholic Charities U.S.A.1,000
Youth Enrichment Program for neighborhood children focusing on self-esteem and healthy relationships.

The Wilton Playshop1,000
The Wilton Student Summer Workshop.

On behalf of **Cowles Enthusiast Media**, Cowles Media Foundation made the following contributions:

Bethesda Mission of Harrisburg2,000
Men's Shelter Renovation Project.

Cincinnatus158,458
Analysis of information needs to improve physical activity/exercise motivation and adherence. Preliminary results due to be announced at the Association of Sports Medicine in June, 1998.

The Civil War Trust15,000
Preservation and maintenance of Civil War battlefields and historic sites.

Historical Society of Dauphin County2,500
Lincoln Train Exhibit at the John Harris Mansion, one of the Historical Society's urban sites.

The Institute of the Sisters of Mercy of the Americas/The Catholic Health Association1,500
New Van Fund for Project Mercy.

Landis Valley Associates2,500
Preservation of the Lancaster County heritage.

Loudoun County Volunteer Center2,500
"Make A Difference" Program providing summer camp, cultural and recreation activities to youth who otherwise could not afford.

The Loudoun Museum2,500
Heritage Education Programs Development for students.

The Loudoun Symphony Association, Inc.2,500
Expand in-school concert series for elementary children.

South Central Pennsylvania Food Bank1,000
Support for the Food Bank.

Stamford Historical Society2,000
Reproducing a Civil War diary, kept by a local resident, for publication and sale.

Visiting Nurses Association of York County/Hospice of York, Inc.500
Camp Mend-A-Heart, a grief support camp for children who have lost a sibling or parent.

Women's Resource Center/Loudoun Citizens for Social Justice, Inc.2,500
Loudoun Abused Women's Shelter.

EMPLOYEE MATCHING GIFTS PROGRAMS

Educational Institutions\$ 138,548

The Foundation matched 356 employee and retiree gifts to 173 schools and colleges. (Any person regularly employed by or retired from Cowles Media Company and its operating units and whose normal workweek consists or consisted of a sufficient number of hours per week to be benefits eligible, is eligible to have contributions to qualified educational institutions matched up to a maximum total per employee or retiree of \$4,000 per fiscal year.)

Schools and colleges receiving matching gifts include: Academy of Holy Angels, American Indian College Fund, Amherst College, Annunciation School, Anoka-Ramsey Community College, Ascension School, Augsburg College, Augustana College, Ball State University, Barnard College, Beaver River Christian School, Benilde-Saint Margaret's School, Bennington College, Berea College, Blake School, Brandeis University, Breck School, Brooklyn Tech Research Foundation, Inc., Brunswick School, Carleton College, Case Western Reserve University, Catlin Gabel School, Central Methodist College, Choate Rosemary Hall Foundation, Inc., Claremont Graduate School, Clarkson University, Coe College, Colgate University, College of Saint Benedict, College of Saint Catherine, College of Saint Scholastica, Columbia University, Convent of the Visitation School, Cornell College, Crosier Seminary, Crown College, Dartmouth College, Deerfield Academy, DeLaSalle High School, DePauw University, Drew University, Dunwoody Institute, Earlham College, East Liverpool High School, Ellis School, Emory University, Episcopal Divinity School, Fairfield University, Father Lopez High School, Geneseo Foundation, Inc., Greens Farms Academy, Grinnell College, Guadalupe Area Project, Gustavus Adolphus College, Hamline University, Harvard University, Haverford College, Hill-Murray School, Hollins College, Hope College, Houghton College, Illinois Institute of Technology, Iowa State University, Ithaca College, James Madison University, Kansas State University, Kansas University, Kent State University, Kenyon College, Lake Country School, Lakeland School, Lasell College, Lawrenceville School, Lewis & Clark College, Loras College, Loyola University Chicago, Macalester College, MacPhail Center for the Arts, Mankato State University, Marlboro Music School, Mary Institute, Meredith College, Metropolitan State University, Miami University, Middlebury College, Minneapolis

College of Art and Design, Minneapolis Public Schools, Minnesota Waldorf School, Mount Holyoke College, Muhlenberg College, Northeastern University, Northwestern College, Northwestern University, Norwich Free Academy, Oakland City University, Oberline College, Oglala Lakota College, Ohio University, Ohio Wesleyan University, Our Lady of Peace School, Pace University, Pennsylvania State University, Philadelphia College of Textiles & Science, Phillips Exeter Academy, Prescott College, Princeton University, Radcliffe College, Red Cloud Indian School, Rensselaer Polytechnic Institute, Rosemont College, Rush-Presbyterian-St. Luke's Medical College, Sacred Heart Academy, Saint Agnes Schools, Saint Bonaventure University, Saint Cloud State University, Saint Francis College, Saint John's University, Saint Joseph's College, Saint Joseph's Indian School, Saint Labre Indian School, Saint Lawrence University, Saint Mary's University, Saint Olaf College, Saint Paul Academy and Summit School, Saint Ursula Academy, Seattle University, Seton Hall University, Sidwell Friends School, Simmons College, Simpson College, Smith College, Southwest State University, Stanford University, State University of New York, Susquehanna University, Swarthmore College, Syracuse University, Temple University, Tilton School, Totino-Grace High School, United Negro College Fund, University of California Riverside, University of Connecticut, University of Evansville, University of Maryland, University of Michigan, University of Minnesota, University of Missouri, University of Nebraska, University of New Hampshire, University of North Carolina at Chapel Hill, University of North Dakota, University of Northern Iowa, University of Notre Dame, University of Rhode Island, University of Saint Thomas, University of Washington, University of Wisconsin, Utah State University, Valparaiso University, Wagner College, Wartburg College, Washington & Lee University, Washington University, Wellesley College, Wells College, Weston Jesuit School of Theology, Wheaton College, Williams College, Winona State University, Wittenberg University and Yale University.

Cultural Organizations60,898
The Foundation matched 41 employee and retiree gifts to 30 civic and cultural organizations for which employees or retirees serve on the governing boards. (Same donor eligibility applies as for educational institutions plus donor must serve on the governing board of the recipient organization.)

Emergency Food Shelves7,885
The Foundation matched employee gifts to the Emergency Food Shelves during the holidays.

This Committee of ten employees set criteria and made grants totaling \$55,000 to community organizations this year. The program is a way of involving interested employees in corporate philanthropy and community service, and of broadening the reach of the Foundation's giving. Committee members for fiscal 1997: Kris Both, Tom Carpenter, Courtney Dowd, Dave Grill, Steve Guida, Pat Mahoney, Janet Reid, Callie Riser, Dan Walsh and Mark Weber. Grants in fiscal 1997 included:

PROJECTS THAT SUPPORT PEOPLE AT VULNERABLE POINTS IN THEIR LIVES

- Assistance League of Minneapolis/St. Paul.....\$ 3,000
ASK (Assault Survivor Kit) Project.
- The Bridge for Runaway Youth, Inc.3,000
Youth Consultant Network Project.
- Cabrini House2,000
Transitional residential program for the homeless.
- Fraser Community Services3,000
Fraser Child & Family Center for Exceptional Children with Communication and Interaction Disorders and Preschool Mental Health programs.
- Harriet Tubman Center, Inc.3,000
Jobs, Education and Training Program.
- Human Services, Inc. in Washington County.....2,500
Resident Services Coordinator Position for Aging Services Division.
- Kateri Residence/St. Stephens Church.....1,000
Comprehensive residential services to chemically dependent American Indian women.
- Minneapolis Crisis Nursery.....1,000
Programs providing support to children and parents in times of crisis.
- Point Northwest For Runaway Youth/Northwest Hennepin Human Services Council.....3,000
Diversion group for first time runaways and their families.
- Scott, Carver, Dakota CAP Agency, Inc.2,000
Crisis Nursery Advocate support.
- West Seventh Community Center, Inc.2,000
Living at Home/Block Nurse Senior Program.

COMMUNITY ORGANIZATIONS THAT PROVIDE CREATIVE, MENTORING, PRODUCTIVE AND ESTEEM-BUILDING OPPORTUNITIES FOR CHILDREN AND YOUTH

- Boys & Girls Club of Minneapolis.....\$2,500
Program support for inner-city, disadvantaged youth.
- Center School, Inc.2,000
Team Works Employability Project, a work readiness program for at risk American Indian youth.
- The Cookie Cart/Mercy Missionaries5,000
Program teaching basic skills for manufacturing and selling a product; a place to receive after school mentoring and develop life skills.
- District 2023,000
A community center providing an adult volunteer & mentoring program for lesbian, gay, bisexual, trans-gender youth and their friends.
- Girl Scout Council of Greater Minneapolis.....2,000
Leadership in Action program for Hmong girls.
- Phyllis Wheatley Community Center2,000
Youth Skills for the Future program for African-American youth.
- Saint Paul Area Council of Churches2,000
Project SPIRIT, an after school academic and cultural enrichment program for African American children, parents and community leaders.
- Twin Cities Public Television, Inc.3,000
PTV Ready To Learn Service, educational children's programming.

PROJECTS PROMOTING LITERACY

- The City, Inc.\$2,000
Publication of "Crossroads" - a book of student writings.
- The Friends of the Minneapolis Public Library.....2,000
The Franklin Learning Center and the Home Book Delivery Service.
- The Loft, Inc.1,000
BASIC NEEDS, a program to develop the reading and writing skills of teenage parents.
- Plymouth Christian Youth Center3,000
Rocking Readers, a program bringing together kindergarten children with volunteers for weekly reading sessions at North Minneapolis schools.

The Bridge

The Bridge for Runaway Youth, Inc. provides troubled Twin Cities youth with a safe haven and family counseling services.



EMPLOYEE

**CONTRIBUTIONS
COMMITTEE**

Cowles Media Company supports programs and organizations that strengthen the communities we serve.

In the Twin Cities, where Cowles Media, the Star Tribune and Cowles Creative Publishing are based, we focus on activities that build community and the social and physical infrastructure that connects us all as citizens and enriches the shared life of the community.

Other communities of interest we serve are marked by the keen interest of a group of people across the country in a particular personal or professional subject. Giving priorities reflect those interests. Communities associated with Cowles Enthusiast Media include areas such as history, healthy living and environmental conservation. Cowles Business Media serves the media and marketing services communities.

We list our objectives and priorities as a way of helping organizations understand the likelihood of favorable consideration of a grant request. The number of grant requests exceeds our ability to fund, and many organizations will not receive funding, even though they appear to have programs that are consistent with our objectives. Our inability to fund an organization should not be taken as a criticism of either the organization or its programs, rather as an indication that other proposals appear to us to more nearly meet current community needs.

In the Twin Cities we have three broad areas of focus:

- * programs that enable people to move from dependency to self-reliance;
- * the cultural community with emphasis on preeminent institutions and on writing-related programs that also enlighten social consciousness;
- * programs that foster civic involvement and that strengthen the place of media in society.

Our educational support is provided primarily through our employee matching gifts program for schools and colleges.

A major commitment to the United Way provides support for many programs outside our areas of emphasis.

PRIORITY WILL BE GIVEN IN THE FOLLOWING AREAS:

1. Programs that help people realize their individual abilities by creating opportunities at critical points in their lives – such as those that support family stability, family planning and responsible parenting.
2. Programs to aid self-reliance, including youth development, training for employment and career development.
3. Programs that strengthen Minneapolis and Saint Paul as vital central cities and the systems and institutions necessary to respond to current and future needs.

4. Cultural institutions that provide the base and stimulate the cultural vitality of the community.
5. Writing, publishing and theater programs that stimulate creativity, diversity and expression of societal values.
6. Programs and organizations that help people understand the world we live in and encourage them to participate in important civic issues.
7. Media-related programs directed at preserving First Amendment rights and a free press and strengthening journalism education, particularly for minorities.

We will give priority to organizations that serve a cross-section of the community as defined by need and opportunity, rather than by traditionally used categories.

CONTRIBUTIONS TO FEDERATED FUNDS WILL HELP MEET TWO OTHER AREAS OF NEED:

- * programs helping people who cannot help themselves in emergency or chronic situations;
- * programs that help minimize the effects of stressful living situations, such as dealing with chemical dependency, abusive relationships and stress.

AS A GENERAL RULE, WE DO NOT SUPPORT THE FOLLOWING:

- a. organizations whose objectives are principally related to medicine and specific diseases, substance abuse, rehabilitation and related research;
- b. religious programs;
- c. international programs;
- d. political, lobbying and advocacy groups;
- e. individuals, including travel, conferences and writing or performing;
- f. publications and films not related to a major program interest of the Foundation;

- g. recreation and athletic groups and sporting events;
- h. benefits, fund-raisers, recognition events and event sponsorships;
- i. development of low income housing.

FUNDING PROCEDURES

Applications for funding may be made by letter or through a brief proposal that includes information about the purpose of the funds, the total project budget for which funds are being requested, a description of the organization and its objectives, and information on how the programs will be administered. Include information on officers and directors, current year budget, most recent audited financial statements and current contributors, together with a copy of your organization's tax-exempt ruling from the Internal Revenue Service.

The Minnesota Council on Foundations has recently adopted a common application form. We have agreed to accept that form in the hope that doing so will reduce the administrative burden on grant seekers, although the form requests more information than we typically require.

We continue to urge new applicants to review our guidelines before submitting any proposal. Preliminary applications or inquiries may be useful in determining the extent to which a proposed project may relate to guidelines and existing commitments.

Contact the Foundation Coordinator by letter or telephone, (612) 673-7100, with questions about guidelines and the suitability of specific programs. Inquiries may also be made via FAX to: (612) 673-7020.

Applications for major or one-time grants are generally considered on a calendar-quarter basis. Presentations and interviews are not usually required. We reply to requests as promptly as possible, although it may be three months before a final response is received.

Proposals for annual operating grants should be submitted in January.

Proposals and requests for information should be sent to:

Foundation Coordinator
Cowles Media Foundation
329 Portland Avenue
Minneapolis, MN 55415-1112

Cowles Media Foundation
329 Portland Avenue
Minneapolis, MN 55415-1112
(612) 673-7100

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COWLES

COWLES MEDIA FOUNDATION

1995 Contributions Report

COWLES MEDIA FOUNDATION
BOARD OF DIRECTORS

James A. Alcott, *Chairman*

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Joel R. Kramer

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James J. Viera

Cowles Media Foundation receives funding through **Cowles Media Company** which is committed to contributing an average of five percent of pre-tax income, as we have done for over thirty years. During the fiscal year which ended April 1, 1995, **Cowles Media Foundation**, on behalf of Cowles Media Company and its operating units, made grants of \$1,516,827 to over 475 organizations and programs. These funds included grants for operating support, major and one-time gifts, and matching grants to employee contributions.

This report lists grants according to the Cowles Media Foundation areas of focus and priorities, instead of the more traditional functional areas such as education, the arts, human services, etc. Those areas, together with other guidelines, are described at the end of the report.

Through the Foundation we support programs and organizations which strengthen the communities of which we are a part. Our philanthropy is focused on the communities in which we do business, whether they are communities defined by geography like the Twin Cities, or communities of interest and activity which bring together our magazine audiences.

Cowles Media Company brings people together by serving, enriching and creating communities of interest as a trusted and valued source of information and ideas. Similarly, the **Cowles Media Foundation** has for many years supported programs and organizations that strengthen the communities where we live.

Traditionally this has meant that most of our funding has been in the Twin Cities, where Cowles Media and the Star Tribune are based, and in the general field of journalism.

As the company has grown and its businesses diversified, we are increasingly serving other, non-geographic, communities. These com-

munities are marked by the keen interest of a group of people across the country in a particular subject matter - like history, or fly fishing, or walking. The Foundation will increasingly do more to support activities vital to those communities.

In the Twin Cities we will continue our focus on activities that build community and the social and physical infrastructure that connects us all as citizens. One of the highlights last year was the publication of "*Planning to Stay*," the report of a multi-year project at the Design Center for American Urban Landscape at the University of Minnesota. Its epilogue provides a challenge for all who care about their community.

"We, the citizens, have been given a great physical legacy. The gift of our city has been built block by block, layer by layer, for more than one hundred years by those who came before us. Spreading outward from our downtown core - and helping to sustain it - are homes, infrastructures, services, and the diverse social fabric, which is our commonwealth. But we recognize that our city is at a turning point. Therefore, we declare our stewardship of this legacy and pledge our efforts to ensure safe neighborhoods, stable schools, affordable housing, amenable streets, resourceful development, equitable access to goods, services and jobs, and an integration of the natural environment. Let our acts not diminish this gift, but leave it greater, better, and more beautiful than it was given to us. This ground - our common ground - is a good place to start."

Programs that enable people to move from dependency to self-reliance

THOSE THAT HELP PEOPLE REALIZE THEIR
INDIVIDUAL ABILITIES BY CREATING OPPORTUNITIES
AT CRITICAL POINTS IN THEIR LIVES

AMHERST WILDER FOUNDATION \$ 7,000
Programs addressing problems related to youth at risk.

CLUES
(CHICANOS LATINOS UNIDOS EN SERVICIO) 1,000
Education and employment programs for the Hispanic community.

COP'S CARE (CANOE OUTREACH PROJECT) 1,800
Special summer program promoting positive experiences between at risk youth and police.

EPISCOPAL COMMUNITY SERVICES, INC.
(FATHERS PROGRAM) 3,000
To help young unemployed fathers secure education and jobs and be successful parents.

GREATER MINNEAPOLIS COUNCIL OF CHURCHES 10,000
Program to develop new initiatives through grassroots collaborations and partnerships. (first payment on \$30,000 pledge).

GREATER MINNEAPOLIS GIRL SCOUT COUNCIL 5,000
Activity Center Programs for Inner City.

HARRIET TUBMAN WOMEN'S SHELTER 20,000
Capital campaign for new facility that would double its residential capacity; (first payment on \$50,000 pledge).

W. HARRY DAVIS LEADERSHIP INSTITUTE 6,000
African American Youth Leadership Training Initiative.

HEALTH START, INC. 5,000
School-based adolescent health-care program.

NORTH VISTA EDUCATION CENTER 10,000
A new high school education center for pregnant and parenting teenagers.

PILLSBURY NEIGHBORHOOD SERVICES, INC. 15,000
\$10,000 for Family Advocate Network System; \$5,000 general operating.

PLANNED PARENTHOOD OF MINNESOTA 62,000
\$50,000 toward capital campaign; (first payment on \$150,000 pledge); \$12,000 general operating.

SURVIVAL SKILLS INSTITUTE, INC. 5,000
Facilitates the healthy family functioning of minority "at risk" children and their parents.

YWCA OF MINNEAPOLIS CHILDREN'S CENTER 5,000
Affordable early childhood education and care.

THOSE THAT AID SELF-RELIANCE

AMERICAN INDIAN OPPORTUNITIES
INDUSTRIALIZATION CENTER \$ 3,000
Support of AIOIC's School of Business and Office Technology.

CENTER SCHOOL, INC. 3,000
A school serving Native American students to improve their academic skills and problems that impede them.

THE CITY, INC. 14,000
Outreach and counseling services for inner-city young people and their families. \$5,000 for Group Home for Girls; \$4,000 for annual publication *Crossroads*; \$5,000 general operating.

CLUB FED 5,000
Creating positive alternative summer activities for youth in north Minneapolis.

GLENWOOD-LYNDALE COMMUNITY CENTER 22,500
\$15,000 for expanding existing programs serving the African American and Southeast Asian communities in Minneapolis' near north side; (first payment on \$45,000 pledge); \$7,500 general operating.

GREATER MINNEAPOLIS CHAMBER OF COMMERCE
YOUTH INTERNSHIP PROGRAM 1,000
Summer employment for junior and senior high school students.

HIRED 4,000
Prepares unemployed and underemployed people to become self-sufficient through employment.

HOME OF THE GOOD SHEPHERD 2,000
For Wellsprings Living Center working with economically disadvantaged women to help transition them to long-term self-sufficiency.

JUNIOR ACHIEVEMENT OF THE UPPER MIDWEST, INC.
URBAN OUTREACH PROGRAM 6,500
To help youth complete high school and prepare for the workplace.

LAO FAMILY COMMUNITY OF MINNESOTA, INC. 20,000
Renovation and purchase of equipment for new Hmong Community Center.

LORING NICOLLET-BETHLEHEM
COMMUNITY CENTERS, INC. 30,000
\$25,000 for purchase and renovation of facilities; \$5,000 general operating.

MINNEAPOLIS AMERICAN INDIAN CENTER 3,000
American Indian Youth Intervention Program.

MINNEAPOLIS/ST. PAUL HOUSING FUND 5,000
Long term care facility in downtown area.

MINNEAPOLIS YOUTH TRUST 14,950
School/Business/Community Partnership Program focusing on long term development of life and work readiness skills for Minneapolis children and youth; (\$8,000 final payment on \$25,000 pledge); \$6,950 for North High Career Center.

NATIONAL RETIREE VOLUNTEER COALITION 2,000
Mayors' Task Force, a collaborative project engaging retirees from Corporate Retiree Volunteer Programs throughout the Twin Cities.

NEIGHBORHOOD EMPLOYMENT NETWORK 2,500
Training programs and job placement.

NEXT INNOVATIONS 1,000
An apprenticeship program providing a mentor and corporate coach to young persons working in the community service area.

NORTH END AREA REVITALIZATION, INC. 10,000
NEAR is committed to strengthening the economic and social infrastructure of the North End of St. Paul; (first payment on \$30,000 pledge).

NORTHSIDE RESIDENTS REDEVELOPMENT COUNCIL 5,000
Provides residents of the Northside community opportunities for self-empowerment.

PAGE EDUCATION FOUNDATION 5,000
Minority programs which encourage and reward completing high school.

PARK AVENUE FOUNDATION 9,000
Leadership and training programs for children and teenagers in south Minneapolis neighborhoods; \$4,000 for general operating; \$5,000 for special summer youth development programs.

PHILLIPS TENDER LOVING CARE 5,000
Prenatal care and healthy early childhood development for families in the Phillips Neighborhood.

PHYLLIS WHEATLEY COMMUNITY CENTER 1,600
Renovation project at Camp Katharine Parsons, a summer day camp for low-income, inner-city youth.

PROJECT FOR PRIDE IN LIVING, INC. 55,000
Housing, employment and neighborhood programs to foster self-sufficiency; \$50,000 for capital campaign (first payment on \$100,000 pledge); \$5,000 general operating.

SAINT PAUL AREA CHAMBER
OF COMMERCE FOUNDATION 5,000
Toward Prepare Saint Paul program which promotes business involvement with schools regarding workforce readiness; (final payment on \$15,000 pledge).

SAINT PAUL COUNCIL OF CHURCHES 5,000
American Indian Parenting Skills Project.

SAINT PAUL FOUNDATION 10,000
Ronald M. Hubbs Center for Lifelong Learning collaborating with other community-based organizations to increase numbers of adults served throughout the East Metropolitan Area and improve the quality of services provided; (first payment on \$30,000 pledge).

TWIN CITIES ONE TO ONE 10,000
This program brings community leaders into mentoring relationships with disadvantaged young people providing them quality mentoring and economic self-sufficiency experiences; (first payment on \$30,000 pledge).

TWO OR MORE 13,000
Jobs training and leadership training for youth; \$10,000 for summer house painting project; (first payment on \$20,000 pledge); \$3,000 general operating.

URBAN VENTURES LEADERSHIP FOUNDATION 5,000
Children, youth and family programs for the south Minneapolis Central and Phillips neighborhoods.

VIETNAMESE SOCIAL SERVICES OF MINNESOTA 5,000
English as a Second Language program.

WEST SEVENTH COMMUNITY CENTER, INC. 3,000
Family Project which provides multi-social services to low-income underserved families.

WESTMINSTER CORPORATION 2,000
Affordable housing and ongoing services to low-income families.

WOMEN VENTURE 2,000
Provides career development and employment services to women.

WORKING OPPORTUNITIES FOR WOMEN 3,000
Career development services for women.

YMCA BLACK ACHIEVERS PROGRAM 2,000
Provides African American youth with on-going, personal interaction with African American professionals in the Twin Cities.

THOSE THAT HELP PEOPLE MEET THEIR BASIC NEEDS

- COOPERATING FUND DRIVE \$ 6,000
 Raises general operating support for over 40 self-help non-profit organizations in the Twin Cities.
- UNITED WAY OF MINNEAPOLIS AREA 215,000
 Supports about 350 programs at more than 140 agencies serving Anoka, Carver, Dakota, Hennepin and Scott counties.
- UNITED WAY OF SAINT PAUL AREA 17,850
 Supports over 220 programs at more than 80 agencies serving Dakota, Ramsey and Washington counties.

The cultural community with emphasis on preeminent institutions and writing-related programs that also enlighten social consciousness

CULTURAL INSTITUTIONS THAT PROVIDE THE BASE AND STIMULATE THE CULTURAL VITALITY OF THE COMMUNITY

- CHILDREN'S MUSEUM \$50,000
 Capital fund to move facility to downtown Saint Paul; (final payment on \$150,000 pledge).
- CHILDREN'S THEATRE COMPANY 7,000
- GUTHRIE THEATER FOUNDATION 18,000
- INTERMEDIA ARTS MINNESOTA 10,000
 Develops and presents new works of art that address contemporary social issues and foster intercultural interaction. Capital campaign for new building in the LynLake neighborhood; (first payment on \$30,000 pledge).
- MINNEAPOLIS INSTITUTE OF ARTS 15,000
- MINNESOTA ORCHESTRAL ASSOCIATION 20,000
- MINNESOTA MUSEUM OF ART 3,000
- MINNESOTA OPERA 3,500
- SAINT PAUL CHAMBER ORCHESTRA 36,000
 \$24,000 for 35th Anniversary Campaign; \$12,000 for general operating.
- SCIENCE MUSEUM OF MINNESOTA 15,000
- WALKER ART CENTER 14,000

THOSE THAT STRENGTHEN MINNEAPOLIS AND SAINT PAUL THROUGH INSTITUTIONS NECESSARY TO RESPOND TO CURRENT AND FUTURE NEEDS

- DESIGN CENTER FOR AMERICAN URBAN LANDSCAPE (UNIVERSITY OF MINNESOTA) \$ 825
 Support for community roundtables.
- HEADWATERS FUND 5,000
 Makes grants to social-change organizations in the Twin Cities whose projects work to eliminate social, economic and racial obstacles to full participation in society.
- MINNEAPOLIS FOUNDATION 10,000
 The Imagination Fund Mini-Grant Program for Teachers; (first payment on \$20,000 grant).
- MINNESOTA COUNCIL OF NONPROFITS 2,000
 The Council provides information, advocacy and services to small and medium sized nonprofits.

WRITING, PUBLISHING AND THEATER PROGRAMS THAT STIMULATE CREATIVITY, DIVERSITY AND EXPRESSION OF SOCIETAL VALUES

- COFFEE HOUSE PRESS \$ 3,000
 A publisher of contemporary fiction and poetry, including letterpress books.
- COLORS 1,000
 A bimonthly journal providing an opportunity to expand the market for emerging and established writers of color.
- GRAYWOLF PRESS 13,000
 A publisher of literary works by emerging and mid-career writers; \$10,000 for special fundraising initiatives; \$3,000 general operating.
- ILLUSION THEATRE 3,000
 Programs which combine theater and social service to prevent sexual abuse and interpersonal violence.
- IN THE HEART OF THE BEAST PUPPET AND MASK THEATRE 3,000
- THE LOFT 4,000
 Twin Cities-based literary center.
- MILKWEED EDITIONS 18,185
 Literary publisher of works having contemporary social significance; \$10,000 for National Fiction Prize; (first payment on \$30,000 pledge); \$5,185 special grants, including a needs assessment and feasibility study; \$3,000 for general operating.

Writing, publishing and theater programs, continued

- MINNESOTA CENTER FOR BOOK ARTS 28,500
 Facilities for printing, papermaking, bookbinding, and exhibitions of the book arts; \$24,500 for expansion of artistic programs; (first payment on \$64,500 pledge); \$4,000 general operating.
- MIXED BLOOD THEATRE 2,500
 A professional multi-racial company.
- NEW RIVERS PRESS 17,000
 A literary publishing house with focus on regional and emerging writers; \$15,000 for new marketing program; \$2,000 general operating.

Programs that foster civic involvement and that strengthen the place of the media in society

PROGRAMS AND ORGANIZATIONS THAT HELP PEOPLE UNDERSTAND THE WORLD WE LIVE IN AND ENCOURAGE THEM TO PARTICIPATE IN IMPORTANT CIVIC ISSUES

- CENTER OF THE AMERICAN EXPERIMENT \$ 5,000
 Public affairs programs that foster civic involvement; (first payment on \$15,000 pledge).
- CHILDREN'S DEFENSE FUND 5,000
 Provides a strong voice for children of America.
- FORECAST PUBLIC ARTWORKS 2,500
 Promotes awareness, understanding and support for public art.
- FRIENDS OF THE COMMUNICATION CENTER 10,000
 Radio Talking Book for the blind and physically handicapped; (final payment on \$50,000 pledge).
- FRIENDS OF THE NATIONAL JOURNALISM LIBRARY 1,600
 Mat restoration fund for famous front pages of newspapers to be exhibited in the National Press Club.
- LEAGUE OF WOMEN VOTERS MINNESOTA 1,000
 Support for the LWV Education Fund.
- MINNEAPOLIS URBAN LEAGUE 5,000
 Education, employment, training and advocacy services to the minority and disadvantaged residents of the city of Minneapolis and suburban Hennepin County.
- MINNESOTA PUBLIC RADIO 50,000
 25th Anniversary Campaign for endowment, extension of services and to upgrade technology; (final payment on \$100,000 pledge).
- STATE OF MINNESOTA/ROY WILKINS MEMORIAL 5,000
 Memorial to be constructed on the Minnesota State Capitol commemorating Roy Wilkins, a Minnesotan known for his outstanding contributions to the cause of Civil Rights in our country.

- PENUMBRA THEATRE COMPANY 3,000
 A regional theater promoting cultural diversity through presenting drama from an African American perspective.
- PLAYWRIGHTS' CENTER 3,000
 Professional support of playwrights.
- WALKER COMMUNITY UNITED METHODIST CHURCH 2,000
 Native American Contemporary Performing Arts Centers.

- TWIN CITIES PUBLIC TELEVISION 50,000
 Capital campaign to build program capability, add to endowment, equipment and seed money to expand education and production initiatives; (first payment on \$150,000 pledge).

- UNITED NEGRO COLLEGE FUND 1,000
 A common fund-raising effort among these colleges.

- UNIVERSITY OF MINNESOTA FOUNDATION, HUMPHREY INSTITUTE POLICY FORUM 25,000
 Conferences and programs which will involve emerging leaders and provide a focal point in the Upper Midwest for the discussion of critical national and international policy issues; (second payment on \$75,000 pledge).

- URBAN COALITION OF MINNEAPOLIS 5,000
 Community group to improve the educational, economic, social and legal status of minorities and low-income residents of greater Minneapolis.

- WESTMINSTER TOWN HALL FORUM 4,000
 A lecture series held at Westminster Church with national speakers on social and political topics.

MEDIA-RELATED PROGRAMS DIRECTED AT PRESERVING FIRST AMENDMENT RIGHTS AND A FREE PRESS AND STRENGTHENING JOURNALISM EDUCATION, PARTICULARLY FOR MINORITIES

- AMERICAN PRESS INSTITUTE \$ 6,430
 Provides seminars and workshops for career training to newspaper professionals.
- ASIAN MEDIA ACCESS WORKSHOPS 500
 Workshops in media awareness, literacy and critique provided for Asian American organizations.

Media related programs, continued

AMERICAN SOCIETY OF NEWSPAPER EDITORS 4,000
Operating support.

ASSOCIATED PRESS MANAGING

EDITORS FOUNDATION 500
Toward establishing an APME Foundation to support projects of APME's continuing studies committees.

COMMITTEE TO PROTECT JOURNALISTS 1,000
Promotes press freedoms throughout the world and supports colleagues abroad who work without the benefit of the First Amendment.

FREEDOM OF INFORMATION CENTER 1,500
Program to monitor, collect and disseminate information about freedom of the press.

MINNESOTA NEWS COUNCIL 10,000
An organization for resolving disputes between the public and the media.

MINNESOTA NEWSPAPER FOUNDATION 5,000
Helps improve the quality of newspapers in Minnesota and supports better understanding by the public of what newspapers do.

NATIONAL CONFERENCE OF EDITORIAL

WRITERS FOUNDATION 2,500
Finances journalism education programs and publications.

NEW YORK PUBLIC LIBRARY 1,000
General operating.

REPORTERS COMMITTEE FOR FREEDOM OF THE PRESS 4,000
Provides legal defense services to the press community.

SOCIETY OF PROFESSIONAL JOURNALISTS 500
Development opportunities for professional and student journalists.

UNIVERSITY OF MINNESOTA JOURNALISM

SCHOLARSHIP 1,000

URBAN JOURNALISM WORKSHOP 3,500
Provides free basic training in journalism to minority high school students.

WASHINGTON CENTER FOR POLITICS

AND JOURNALISM 1,000
Internship program for journalism/communication students with an interest in politics to intern in Washington bureaus.

WORLD PRESS INSTITUTE 7,500
A program at Macalester College for foreign journalists visiting this country for career development.

Operating Unit Contributions

Cowles Media Foundation makes contributions on behalf of **Cowles Media Company's** operating units, reflecting the needs and interest of the communities they serve.

On behalf of **Cowles Business Media**, Cowles Media Foundation made a contribution of \$20,000 to Northwestern University for their Integrated Marketing Communications Residency Program and a \$1,000 grant to The Business Press Educational Foundation, Inc.

A contribution of \$17,500 to the United Way of the Capital Region in Harrisburg, PA was made on behalf of **Cowles Magazines**. Additional grants totaling \$9,500 were made on behalf of Cy DeCosse, Inc., a unit of Cowles Magazines.

Cowles Media Foundation made a contribution of \$25,000 to the Felker Magazine Center at the University of California-Berkeley Foundation on behalf of both Cowles Business Media and Cowles Magazines. The Center is an innovative graduate journalism curriculum devoted solely to magazines.

Employee Matching Gifts Program

EDUCATIONAL INSTITUTIONS \$94,536
The Foundation matched 255 employee and retiree gifts to 138 schools and colleges. (Any person regularly employed by or retired from Cowles Media Company and its operating units and whose normal workweek consists or consisted of a sufficient number of hours per week to be benefits eligible, is eligible to have contributions to qualified educational institutions matched up to a maximum total per employee or retiree of \$4,000 per fiscal year.)

Schools and colleges receiving matching gifts include: Academy of Holy Angels, Agnes Irwin School, American Indian College, Aquinas College, Ascension School, Augsburg College, Augustana College, Benilde-Saint Margaret's, Bennington College, Berea College, Bethany Lutheran College, Blake School, Breck School, Bryn Mawr College, Carleton College, Centenary College of Louisiana, Central Catholic Jr./Sr. High School, Central Methodist College, Choate Rosemary Hall Foundation, Claremont Graduate School, Coe College, College of Saint Benedict, College of Saint Catherine, College of Saint Scholastica, Colorado State University, Columbia University, Concordia College, Convent of the Visitation School, Cornell College, Crosier Seminary, Dartmouth College, Deerfield Academy, Douglass College, Dunwoody Institute, DeLaSalle High School, DePaul University, DePauw University, Earlham College, Ellis School, Ely High School, Emory University, Fairfield University, Father

Lopez High School, Fessenden School, Georgetown University, Greens Farm Academy, Grinnell College, Guadalupe Area, Hamline University, Harvard University, Haverford College, Hill Murray High School, Hollins College, Hope College, Hotchkiss School, Illinois Institute of Technology, Indiana University, Iowa State University, Kansas State University, Kent State University, Knox College, Lake Country School, Lasell College, Lawrenceville School, Loras College, Loyola University College, MacPhail Center for the Arts, Mankato State University, Massachusetts Institute of Technology, Meredith College, Metropolitan State University, Middlebury College, Minneapolis College of Art and Design, Minnesota Bible College, Moody Bible Institute, Moorhead State University, North Park College and Theological Seminary, Northeastern University, Northfield Mount Hermon School, Northwestern University, Norwich Free Academy, Oakland City College, Oberlin College, Ohio University, Ohio Wesleyan University, Our Lady of Peace School, Pennsylvania State University, Philadelphia College of Textiles and Science, Phillips Exeter Academy, Radcliffe College, Red Cloud Indian School, Rensselaer Polytechnic Institute, Rider University, Roanoke College, Rush University/Medical College, Saint Agnes Schools, Saint Cloud State University, Saint Francis College, Saint John's University, Saint Joseph's Indian School, Saint Labre Indian School, Saint Lawrence University, Saint Mark's High School, Saint Mary's College, Saint Olaf College, Saint Paul Academy and Summit School, Saint Tikhon's Orthodox Theological Seminary, Sidwell Friends School, Simpson College, Smith College, Southwest High School, Stanford University, State University of New York, Susquehanna University, Totino Grace High School, Trinity Bible College, Trinity Evangelical Divinity School, United Negro College Fund, University of Evansville, University of Minnesota, University of Missouri, University of Nebraska, University of North Carolina, University of Notre Dame, University of Saint Thomas, University of Wisconsin, Utah State University, Wagner College, Washington and Lee University, Washington University, Wellesley College, Westbrook College, Winona State University and Wittenberg University.

CULTURAL ORGANIZATIONS 70,921
The Foundation matched 45 employee and retiree gifts to 32 civic and cultural organizations for which employees or retirees serve on the governing boards. (Same donor eligibility applies as for educational institutions plus donor must serve on the governing board of the recipient organization.)

EMERGENCY FOOD SHELVES 8,130
The Foundation matched employee gifts to the Emergency Food Shelves during the holidays.

Employee Contributions Committee

This Committee of ten employees sets criteria and makes grants totaling \$50,000 to community organizations each year. The program is a way of involving interested employees in corporate philanthropy and community service, and of broadening the reach of the Foundation's giving. Grants in fiscal 1995 included:

PROJECTS AIMED AT STRENGTHENING FAMILIES

FAMILY & CHILDREN'S SERVICES OF THE MINNEAPOLIS METRO AREA \$3,000
Family Connections Programs.

GILLETTE CHILDREN'S HOSPITAL FOUNDATION 1,500
Family Resource Center.

PACER CENTER, INC. 2,000
Parent Advocacy Coalition for Educational Rights.

PREVENTION ALLIANCE 2,000
Family Alliance Program.

ST. STEPHEN'S HUMAN SERVICES 3,500
For Clinton Avenue Community Center's Non-Traditional Adult Education Parents Support Forum.

PROJECTS THAT SUPPORT PEOPLE AT VULNERABLE POINTS IN THEIR LIVES

BIG BROTHERS AND SISTERS OF GREATER MINNEAPOLIS \$2,500
High School Mentoring Program which establishes relationships between high school students and grade school students.

BOYS AND GIRLS CLUB OF ST. PAUL 1,100
One With One Mentoring Program matching young people with adults from careers in which they have an interest.

FAMILY HOPE SERVICES 1,500
LifeSkills Education for Youth and Families.

GIRL SCOUT COUNCIL OF GREATER MINNEAPOLIS 2,000
Wanawake Wa Nia Program for African American girls.

INNER CITY YOUTH COLLABORATIVE 3,000
Minneapolis Kids Project helping prevent youth from dropping out of school.

MINNEAPOLIS COMMUNITY ACTION AGENCY 1,000
"Hands On" Child Development Center.

MOTHERS AGAINST DRUNK DRIVING 2,500
Victim Assistance Program.

TWIN CITIES TREE TRUST 1,000
Summer Youth Employment and Training Program.

Foundation Objectives and Guidelines

PROJECTS IN THE AREA OF CRISIS INTERVENTION

ASSISTANCE LEAGUE OF MINNEAPOLIS/SAINT PAUL . . . Assault Survivor Kit Program.	\$3,000
BRIDGE FOR RUNAWAY YOUTH, INC. Youth Adult Partnership Project.	2,000
METROPOLITAN INTERFAITH COUNCIL ON AFFORDABLE HOUSING. Metropolitan Homeless Family Initiative.	2,000
MINNEAPOLIS CRISIS NURSERY	3,000
NORTHWEST HENNEPIN HUMAN SERVICES COUNCIL Point Northwest for Runaway Youth.	2,000

PROJECTS PROMOTING LITERACY

EDUCATION FOUNDATION OF BLOOMINGTON For South Hennepin Adult Programs in Education (SHAPE) Scholarship Fund.	\$1,000
LAO FAMILY COMMUNITY OF MINNESOTA, INC. English Education Program.	2,000

COMMUNITY ORGANIZATIONS THAT PROVIDE PARTICIPATIVE CREATIVE OR PRODUCTION OPPORTUNITIES FOR INDIVIDUALS (CHOIR, MUSIC, THEATER)

BOYS & GIRLS CLUB OF MINNEAPOLIS Kaleidoscope Theater Program gives inner-city youth the opportunity to develop confidence through theater they create.	\$ 3,000
COMPAS, INC. Preventing Domestic Violence for Latinas by using participatory arts activities at shelters.	1,000
PARK AVENUE FOUNDATION Park Avenue Performing Arts Academy.	3,400
TWIN CITIES PUBLIC TELEVISION PTV/Ready to Learn Service.	1,000

Cowles Media Foundation supports programs and organizations which strengthen the communities where we live. With them we strive to improve the quality of life through creating opportunities for all people to participate more fully in our society and economy. We emphasize those which — in our judgment — are directed at factors underlying basic social issues.

WE HAVE THREE BROAD AREAS OF FOCUS:

- programs that enable people to move from dependency to self-reliance;
- the cultural community with emphasis on preeminent institutions and writing-related programs that also enlighten social consciousness;
- programs that foster civic involvement and that strengthen the place of the media in society.

Our educational support is provided primarily through our employee matching gifts programs for schools and colleges.

A major commitment to the United Way provides support for many programs outside our areas of emphasis.

PRIORITY WILL BE GIVEN IN THE FOLLOWING AREAS:

1. Programs that help people realize their individual abilities by creating opportunities at critical points in their lives — such as those that support family stability, family planning and responsible parenting.
2. Programs to aid self-reliance, including youth development, training for employment and career development.
3. Programs that strengthen Minneapolis and St. Paul as vital central cities and the systems and institutions necessary to respond to current and future needs.
4. Cultural institutions that provide the base and stimulate the cultural vitality of the community.
5. Writing, publishing and theater programs that stimulate creativity, diversity and expression of societal values.
6. Programs and organizations that help people understand the world we live in and encourage them to participate in important civic issues.
7. Media-related programs directed at preserving First Amendment rights and a free press and strengthening journalism education, particularly for minorities.

Funding Procedures

We will give priority to organizations that serve a cross section of the community as defined by need and opportunity, rather than by traditionally used categories.

CONTRIBUTIONS TO FEDERATED FUND DRIVES WILL HELP MEET TWO OTHER AREAS OF NEED:

- programs helping people who cannot help themselves in emergency or chronic situations;
- programs that help minimize the effects of stressful living situations, such as dealing with chemical dependency, abusive relationships and crime.

AS A GENERAL RULE, WE WILL NOT SUPPORT THE FOLLOWING:

- a. organizations whose objectives are principally related to:
 - health and medicine
 - substance abuse
 - rehabilitation
 - research
- b. religious programs
- c. international programs
- d. political or lobbying
- e. individuals
- f. subsidize publications or films
- g. conferences
- h. travel
- i. advertising
- j. benefits and fund-raising events; we contribute directly to organizations within our guidelines and priorities.

Applications for funding may be made by letter or through a brief proposal which includes information about the purpose of the funds, the total project budget for which funds are being requested, a description of the organization and its objectives, and information on how the program will be administered. Include information on officers and directors, current year budget, most recent audited financial statements and current contributors, together with a copy of your organization's current tax exempt ruling from the Internal Revenue Service.

Preliminary application or inquiries may be useful in determining the extent to which a proposed project may relate to guidelines and existing commitments.

Contact the Contributions Coordinator by letter or telephone, (612) 673-7100, with questions about guidelines and the suitability of specific programs.

Applications for major or one-time grants are generally considered on a calendar-quarter basis, presentations and interviews are not usually required. We reply to requests as promptly as possible, although it may be three months before a final response is received.

Proposals for annual operating grants should be submitted in January.

Proposals and requests for information should be sent to:

CONTRIBUTIONS COORDINATOR
COWLES MEDIA FOUNDATION
329 PORTLAND AVENUE
MINNEAPOLIS, MN 55415-1112



COWLES MEDIA FOUNDATION 329 Portland Avenue Minneapolis, MN 55415-1112 (612) 673-7100



50% recycled
20% post consumer waste



August 15, 1997

Dick Little
Coordinator
Education & Housing Equity Project
122 West Franklin Avenue, #320
Minneapolis, MN 55404

Dear Mr. Little:

As we discussed, the Board of Cowles Media Foundation is pleased to support your request for the Education & Housing Equity Project with a pledge of \$20,000 payable over two years.

Enclosed is a Cowles Media Foundation check for \$10,000 payable to the Education & Housing Equity Project on behalf of the Star Tribune and Cowles Media Company.

This check represents the first payment on our \$20,000 pledge. The remaining \$10,000 will be submitted to you in August of 1998.

For purposes of acknowledgment of this grant, please indicate Star Tribune/Cowles Media Company.

At your convenience, please send us a copy of your latest financial or annual report.

Sincerely,

A handwritten signature in cursive script that reads 'Jan Veith'.

Jan Veith
Foundation and Community Relations Coordinator

Enclosure

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.

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.

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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.

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B. PURPOSE OF GRANT

The Need

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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.

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.

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

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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.