



Education and Housing Equity Project Records.

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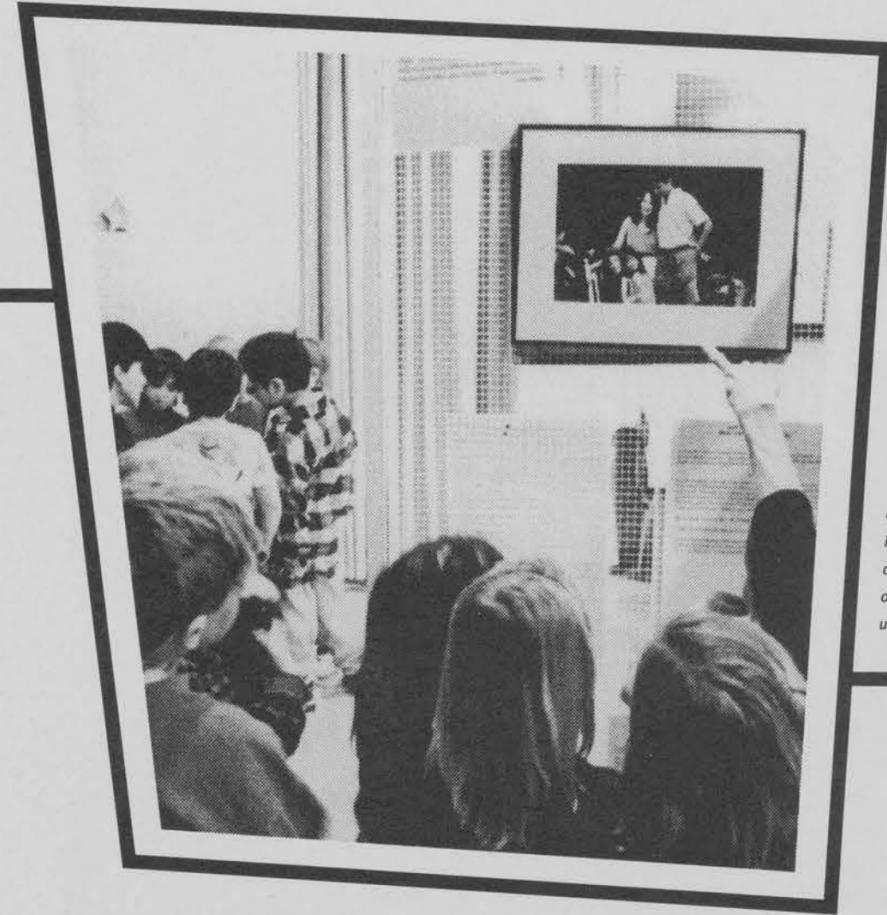
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Headwaters Fund
122 West Franklin Avenue, #518
Minneapolis, MN 55404

**Working with
people to make
a real difference.**

**Working with
people to make
a real difference.**



**Teaching
children
to celebrate
what makes
us each unique.**

As part of its Anti-Bias Project, the parent and educator group called Love Makes a Family brought the award-winning photography exhibition Of Many Colors to the Windom Open school and the larger community. Headwaters Fund helps Love Makes a Family reach children with its strong message of affirmation and understanding.



Headwaters Fund:
When giving really matters



Dear Friend of Headwaters Fund:

I am pleased to provide you with Headwaters Fund's Spring Community Report for 1998. This format is a departure from the typical Annual Report that you might expect from a community foundation. But then again, Headwaters Fund isn't like most foundations in the way we do our work or in who we support.

We want to tell you the countless successes we've shared this year. We also want to spread the word about Headwaters Fund throughout the seven county metropolitan area and that's why we're partnering with The Southwest Journal to help tell our story. The work Headwaters supports impacts every neighborhood in the Twin Cities and we feel that utilizing a neighborhood newspaper to spread the word is a great way to go!

Pull up a chair and take a few minutes. Find out more about the work that makes Headwaters Fund Minnesota's most progressive funder. And most important, learn how the many grassroots groups supported and allied with Headwaters are making a difference in the lives of people while helping to make the Twin Cities a healthier, more just place to live.

Thanks for your interest, support and commitment to grassroots social change and Headwaters Fund. If you're not already in the picture, it's a great time to get in on it!

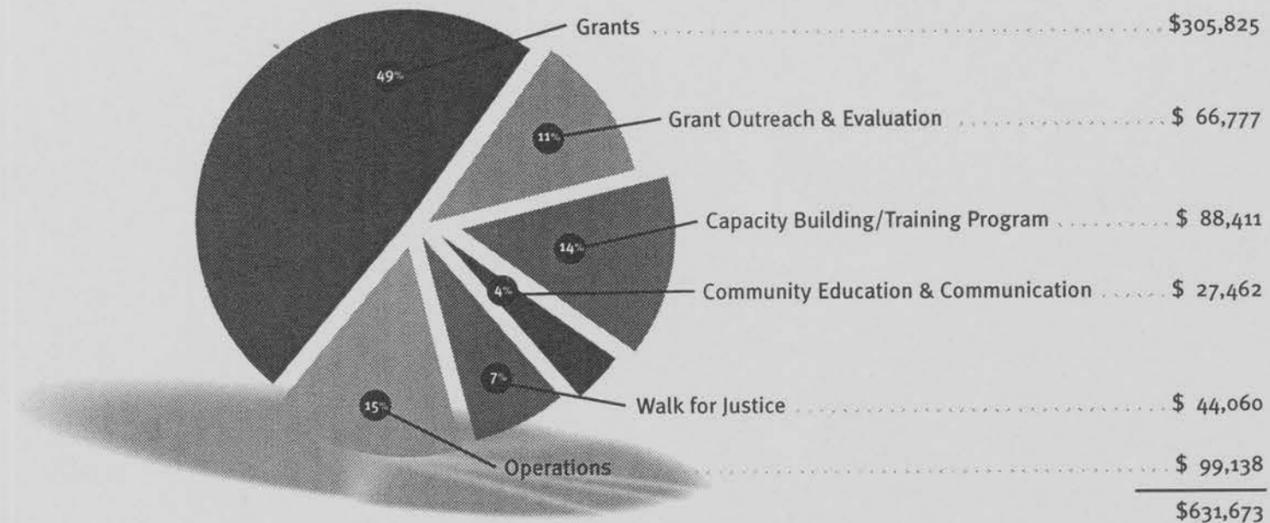
Sincerely,

Steve Newcom
Executive Director

P.S. Headwaters Fund program expenditures for last fiscal year is adjacent to this letter. Take a look at how we put every penny to work for social change! If you want more detailed fiscal information, please request a copy of our audit conducted by Brown & Company; call 612-879-0602.

FY97 Operations & Program Expenditures

FY97 Budget (July 1, 1996 - June 30, 1997)



Total assets under management: \$2,097,229

FY97 Grants (July 1, 1996 - June 30, 1997)

	Number	Dollars
General Grants	31	\$184,965
Special Opportunity Grants	28	\$19,500
Donor Advised Grants/Special Projects	12	\$87,641
Walk for Justice Allocations	38	\$13,719
Grants awarded totals	109	\$305,825

FY97 Community Involvement

Donors:	800 People
Volunteers:	68 Board & Committee volunteers 50 Walk for Justice volunteers
Capacity Building:	638 attendees
Walk for Justice:	550 participants



Headwaters Fund

GRANTMAKING AT HEADWATERS

Headwaters will make grants in the Spring of 1999 through three programs:
General Fund, Allies for Justice and Special Opportunity.

Funding is directed toward groups engaged in social change activities, with constituency leadership addressing root causes of injustice in our society.

Funding is focused on grassroots groups with budgets under \$200,000.

Social service organizations are not eligible.

General Fund grants range from \$4,000 - \$12,500. organizations based in the seven county metro area.

Allies for Justice grants range from \$4,000 - \$12,500, must meet additional Allies criteria, and are available statewide.

Special Opportunity grants from \$500 to \$1,000, available for unexpected and unbudgeted needs, are reviewed monthly.

❖ **January 5 Grants Information Meeting 5:30 p.m. MN Church Center, 122 W. Franklin Ave.**

This casual and informative meeting will answer your questions about Headwaters grantmaking process and help clarify if your project fits Headwaters grant criteria.

❖ **February 1 Proposals due - for General Cycle and Allies for Justice**

Proposals must be received at Headwaters Fund by 6:00 PM, on that date.

CALL FOR THE REVISED GRANT APPLICATION & INFORMATION BOOKLET & ALLIES FOR JUSTICE CRITERIA ~ 879-0602 x.10

Headwaters Funding Criteria

- * Twin Cities based (except Allies for Justice grants)
- * Community based: constituent leadership and governance
- * Organizing for Social Change: addressessing root causes
- * Work in Alliance: knowledge of and collaboration with others
- * Limited Access: to traditional funding sources

Allies for Justice Funding Criteria

- * Meets Headwaters Funding criteria and in addition:
- * Pro-active Strategies: achievable objectives based upon strong political analysis of the "Right"
- * Inclusion and Communication: Build communication and trust across divisions of race, gender, and sexual orientation.



CAPACITY BUILDING PROGRAM



Headwaters' provides affordable, accessible and applicable technical resources to community based organizations:
 The program works in partnership to build the capacity of grassroots organizations and increase the effectiveness of work for social, racial, political, environmental, and economic justice.

❖ **Grassroots Leaders Circles ~**

Circles are being organized on an on-going basis, call Headwaters' office.

The Leaders Circles provide an opportunity for grassroots leaders to share their experiences and knowledge and assist each other in building stronger, more effective organizations. Circles build a network among peers for developing trust and support for each other through the stresses of building and running a grassroots organization.

❖ **Spring into Action, Organizing for Social Change conference ~**

May 3 & 4, 1999, Northwest Inn, 694 & Co Rd. 81, Brooklyn Park

Headwaters, in collaboration with organizations working for social change, is hosting a two-day conference for leaders, staff and volunteers of community organizations and citizen-based groups. The conference is being designed for those who are organizing to address the root causes of social, racial, political, environmental and economic injustice in our society and are building leadership and organizing skills in grassroots non-profits.



If you are currently on our mailing list you will receive further information on up coming programs.

If you are not on our mailing list, call Headwaters at 879-0602 and leave a message with your name, address and phone. We will send you the requested information and add your name to our database.

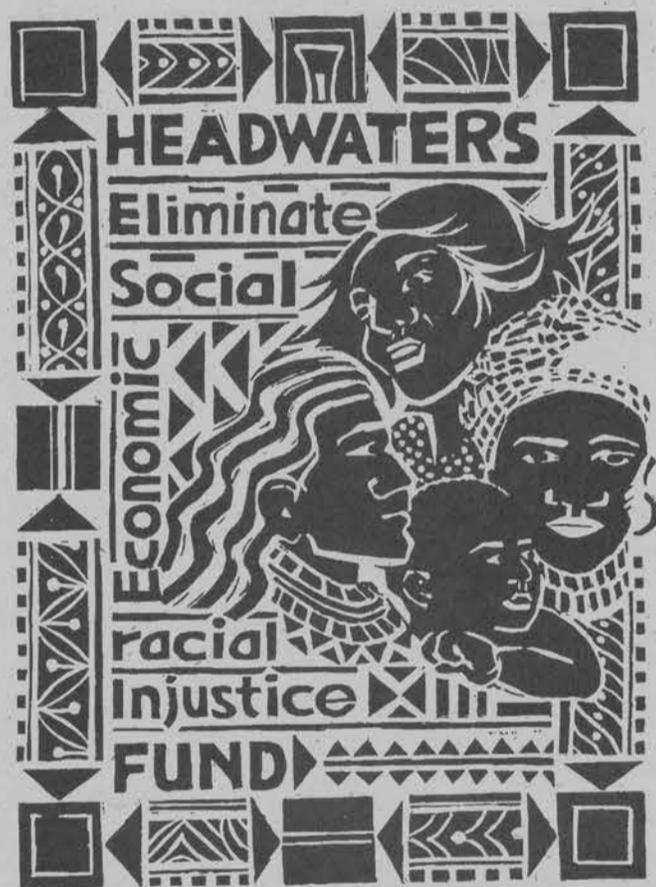


Headwaters Fund
122 W. Franklin Ave., Suite 518
Minneapolis, MN 55404

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MICAH
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Headwaters Fund

CONTACT OUR OFFICE
TODAY

FOR A REVISED APPLICATION BOOKLET
OR INFORMATION ON PROGRAMS

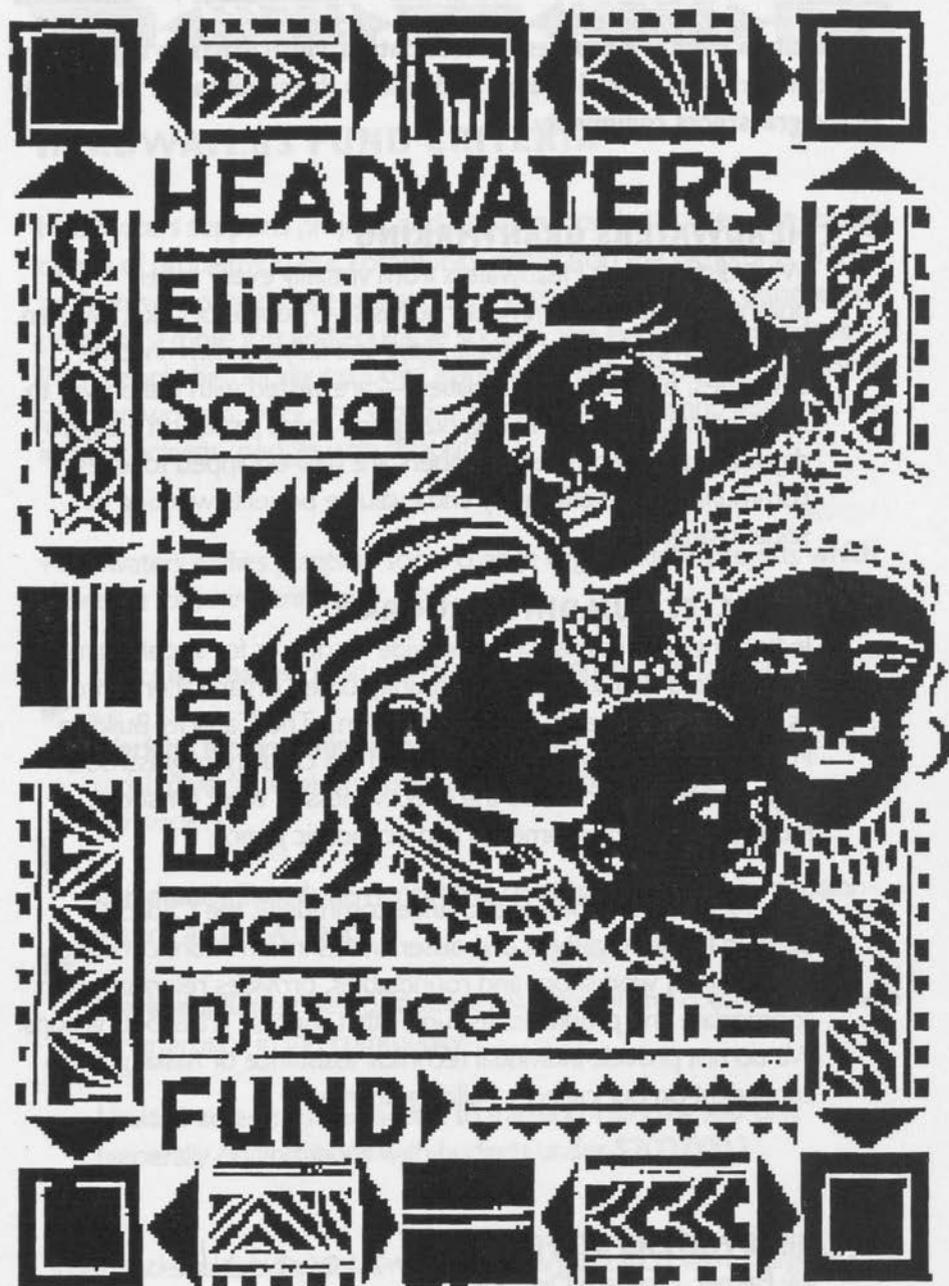
~~ IMPORTANT ~~ NEW ~~ INFORMATION ~~

Please Post

JUSTFUND@aol.com

For further information:

ph (612) 879-0602
fax (612) 879-0613



GRANT INFORMATION AND APPLICATION BOOKLET



Headwaters Fund is a progressive foundation which exists to support the work of grassroots social change and affirms the significance and vitality of the grassroots community.

▶ **HEADWATERS GRANTMAKING**

What distinguishes Headwaters from virtually every other philanthropy is that community activists — people of color, women, poor and working class people, gays and lesbians, low-income advocates, people with disabilities — are vested with the power to make grants. Engaging in organizing and social justice on a day-to-day basis, the committee members are well-equipped to assess community needs effectively and evaluate projects working for social change.

▶ **CAPACITY BUILDING PROGRAM**

In keeping with its mission to provide resources for social change, Headwaters also supports community-based organizations through its Grassroots Capacity Building Program. The Capacity Building Program works in partnership to build the capacity of grassroots organizations and increase the effectiveness of work for social, racial, political, environmental and economic justice.

Building bridges in the social change community, the Capacity Building Program gathers and disseminates information, convenes conferences, workshops and roundtables, provides referrals when appropriate and produces resources that support grassroots groups. We do not provide individual technical assistance or make grants contingent on our capacity building trainings.

▶ **HEADWATERS STAFF**

Joy Palmer, Program Director
Sandy Jones, Administrative Associate
Julie Brekke, Development Director
Steve Newcom, Executive Director



HEADWATERS FUND CRITERIA

Headwaters supports projects and organizations that address the root causes of problems in our community rather than the symptoms of those problems -- social change not social service. Our funding is designed to promote a more just and equitable society. We encourage proposals from people historically excluded from resources and power, ie. people of color, women, poor and working class people, gays and lesbians, low-income activists, people with disabilities.

Headwaters makes grants to social change organizations/projects which meet the following criteria:

- ▶ **Twin Cities based:** located in the seven county metro area
- ▶ **Working for systemic change:** addressing the root causes of social, racial, political, environmental and economic injustice in our society
- ▶ **Community based:** demonstrating constituent leadership, decision-making and governance
- ▶ **Work in alliance:** demonstrate knowledge of and collaborations with other groups in the community
- ▶ **Limited access:** limited access to traditional funding sources, (generally organizations with budgets under \$200,000.)

In instances where a grant is made to an organization with a large budget or one which is fairly well established, Headwaters' support can be directed to a specific project which meets our funding criteria. The same holds true for organizations not based exclusively in the metropolitan area. Headwaters will not fund the organization as a whole but will consider specific projects and activities based in the Twin Cities area.



GRANT CATEGORIES

General Fund - offers three types of grants through two annual grant cycles.

Empowerment Grants are targeted to organizations working on organizational identity, constituency building, education, self-definition, community leadership development, and self-determination.

Strategic Grants are available to groups with strong organizational capacity for work which will have a strategic impact and where Headwaters' support will make a critical difference.

Exceptional Grants are made to previous grantees who have shown both exceptional success and critical need. The Grants Committee may fund in this category where the grantee:

- demonstrates exceptional success and accomplishment,
- continues to be unable to secure traditional funding,
- is at a critical juncture of organizational development and stability,
- clearly exemplifies Headwaters' grant criteria of empowering grassroots constituencies effecting systemic change.

Special Opportunity Grants are intended to help groups respond to unexpected needs, situations and opportunities not included in their regular budget process. These grants are also available to help groups meet needs that arise outside of the normal Headwaters grant cycles. However, they will not cover needs that should be addressed through the grants cycles.

- Special Opportunity Grants of up to \$1,000 can be awarded for education and technical assistance; organizational development training that is longer than one event or to small scale special projects.
- Other Special Opportunity Grants of up to \$500 may be awarded to organize or attend a conference or support a public event.



To Apply For a SPECIAL OPPORTUNITY GRANT

SUBMIT A TWO PAGE PROPOSAL WHICH INCLUDES THE COVER SHEET AND ANSWERS THE FOLLOWING QUESTIONS.

1. Give a brief history of your organization. Describe the decision-making process, leadership base and governance of your organization.
2. What is the specific purpose for which the grant funds will be used? List 3-5 objectives or steps that describe your activities relevant to this grant request. For each objective,
 - A. Describe the objective or action,
 - B. Give a brief timeline for completion, and
 - C. Tell how you will evaluate or measure your results.
(How will you know if you are successful?)
3. Why is this a priority for your organization?
4. How do you see this project making a long-term impact on systems of social, racial, political, economic or environmental injustice?



INFORMATION & TIMELINE



Attach any supporting documents, letters, or publications you wish, these are not counted as part of the three page proposal.

Only one Special Opportunity Grant will be awarded to any group or organization during a fiscal year (July 1 to June 30).

Applications are accepted and reviewed on a monthly basis. Proposals received by the 15th of the month will be reviewed in that month. (Some exceptions apply in emergency cases, contact Headwaters office). Funds are generally available within 2-4 weeks.



To Apply For a **GENERAL FUND GRANT**

YOUR PROPOSAL SHOULD ANSWER THE FOLLOWING QUESTIONS AND NOT EXCEED SEVEN PAGES. Submit TWO copies of the basic proposal with your Cover Sheet copied in a light color.

1. Give a brief history of your organization. Describe the decision-making process, leadership base and governance of your organization.
2. How do you see this project making a long-term impact on systems of social, racial, political, economic or environmental injustice?
3. List 3-5 objectives or steps that describe the specific purpose for which the grant funds will be used. For each objective;
 - A. Describe the objective or action,
 - B. Give a brief timeline for completion, and
 - C. Tell how you will evaluate or measure your success.
4. Describe collaborations or alliances you are building with other groups in the community.
5. What work is being done to promote diversity of the Board, staff, volunteers and within the planned activities of this proposal?
6. Describe your fundraising plan as it relates to individual/membership contributions, and fiscal self-sufficiency.
7. List other funding sources you are seeking and their status.
8. Does Headwaters have your permission to share this proposal with interested individual donors?
9. Include: a copy of your latest financial statement (an audited copy if available), current list of board members, other volunteers and staff and a list of three individuals (with phone numbers) not in your organization who could provide further information about your group or project.



OTHER INFORMATION



Attach any supporting documents, letters, or publications you wish, they will not be counted as part of the seven page proposal.

If this is a repeat request for funds from Headwaters, be clear about the necessity for continued funding. Identify successes and progress within the organization as well as new objectives for which funds are being requested. Reports from previous grant(s) must be on file.

Most grants are made for one year. A group that has received an empowerment grant is eligible in the next cycle (six months later). In all proposals, be sure to specify which grant category and the amount being requested.



GENERAL FUND DEADLINES:



August 1 or the 1st working day of August
AND

February 1 or the 1st working day of February

August 1, 1997

February 2, 1998

Applications must be in Headwaters office by 6:00 p.m. on or before the above due date. Proposals received after that date will not be considered for funding. Funds are generally available within 3 months of the application deadline. Information Meetings are held approximately one month prior to each general cycle. Contact Headwaters office for exact dates.

Headwaters will attempt to make these guidelines available in other languages or formats as needed. If you have any questions about Special Opportunity Grants, the General Grant Cycle, special initiatives, the application or the evaluation process, please contact the Program Director at the Headwaters Fund office (612) 879-0602.



Headwaters Fund

122 W. Franklin Ave., Suite 518

Minneapolis, MN 55404

(612-879-0602)



THE APPLICATION CHECKLIST

Please use the APPLICATION CHECKLIST below to determine if you have included all the materials we need to review your grant proposal. This checklist has been devised to help you create a complete proposal. **INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED.**

EACH COMPLETE APPLICATION MUST INCLUDE:

- GRANTS Application Coversheet (2 sided - SEE INSERT)
-copy ONTO A light colored paper-
-GRANT CATEGORY AND AMOUNT specified-
- SUMMARY of Proposal (ON COVERSHEET)
- ORGANIZATIONAL & PROJECT BUDGET (ON COVERSHEET)

FOR A GENERAL FUND OR ALLIES GRANT

- ANSWERS TO QUESTIONS 1-9 (PAGE 6)
-NOT TO EXCEED SEVEN PAGES-
- LAST YEAR'S FINANCIAL STATEMENT (AUDITED if possible)
- CURRENT list of BOARD MEMBERS, OTHER VOLUNTEERS AND STAFF
- List of THREE individuals (with PHONE NUMBERS) FOR REFERENCE

FOR A SPECIAL OPPORTUNITY GRANT

- ANSWERS TO QUESTIONS 1-4 (PAGE 5)
-NOT TO EXCEED TWO PAGES-

HEADWATERS DOES NOT REQUIRE ORGANIZATIONS TO HAVE A 501(C)3 STATUS. FOR OUR RECORDS SUBMIT ONE OF THE FOLLOWING:

- A copy of your IRS 501(C)3 STATUS
- A copy of your CERTIFICATE OF INCORPORATION

EACH COMPLETE APPLICATION PACKAGE MUST CONTAIN:

- Two copies of your complete application

ALLIES FOR JUSTICE

BUILDING A UNITED MOVEMENT FOR DIVERSITY AND DEMOCRACY

- A FUNDING INITIATIVE -

Headwaters Fund supports a strong and progressive movement grounded on equality and justice, committed to forging common ground. Proposals will be accepted in Headwaters Summer 1997 General Fund Cycle, due August 1. Grants will be made to projects that meet specific "Allies for Justice" criteria listed below, as well as Headwaters grantmaking criteria described in the Grants Application Booklet. Allies for Justice grants are available in either the Empowerment or Strategic category. The committee will consider on-going work of organizations as well as new projects, organizations or coalitions being developed.

HOW TO APPLY:

1. Using the Grant Application, note "ALLIES FOR JUSTICE", at the top of the space marked "Summarize Your Proposal".
2. Address Headwaters criteria in questions 1 - 9 as listed in the Grant Application Booklet.
3. Allies for Justice proposals do not have to be Twin Cities based but must (in answering questions 2 & 3 of the Booklet):
 - a. Have achievable pro-active strategic objectives based upon strong political analysis of the strategies and success of the *Right*.
 - b. Be inclusive and build communication, cooperation and trust across divisions of race, class, gender and sexual orientation. The proposal must identify specific organizations/communities involved in this collaboration.

Headwaters Fund

GRANT APPLICATION COVERSHEET (see reverse side)

2 Complete Proposals Requested

DATE: _____

Name of Group: _____

Project Name: _____

Address: _____

City/Zip: _____ Phone: _____

Contact Person: _____ Phone: _____

(Note amount you are requesting and check one of the following categories)

ALLIES FOR JUSTICE FUND:

GENERAL FUND:

\$ _____ Empowerment (max \$4,000)

\$ _____ Strategic (max (\$7,500)

\$ _____ Exceptional (max \$12,500) must have
previously received a Headwaters grant)

SPECIAL OPPORTUNITY GRANT FUND:

\$ _____ Conference, public event (max \$500)

\$ _____ Education and technical assistance,
organizational development training,
small scale special projects (max \$1,000)

Using this space, **SUMMARIZE YOUR PROPOSAL:** Include a brief history of your organization, the social systems you intend to impact and list your specific objectives (questions 1-3 of application booklet).

Original

ORGANIZATIONAL FUNDING HISTORY

Have you ever applied to Headwaters? Yes No

If Yes, list dates:

Have you received funding from Headwaters? Yes No

If Yes, list dates and amounts:

• Have reports been filed for each of these grants? Yes No

Do we have a copy of either your 501(c)3 or Certificate of Incorporation on file?

ORGANIZATIONAL & PROJECT BUDGET

ORGANIZATIONAL BUDGET				
INCOME	Last Fiscal Year, Ending Mo __ Yr __	Current Fiscal Year, Ending Mo __ Yr __	PROJECT BUDGET	ACTUAL BUDGET (for YearEnd Reporting)
Memberships & Individuals				
Fundraisers / Events				
Corporations/Foundations				
Federated Campaigns				
Other...				
Other...				
Total INCOME Each Column				
EXPENSES				
Salaries				
Payroll Taxes & Benefits				
Consultants				
Rent				
Utilities				
Printing & Copying				
Supplies				
Postage				
Equipment				
Advertising				
Insurance				
Other...				
Other...				
Other...				
Total EXPENSES Each Column				

PROPOSAL SUMMARY

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.

EHEP worked to develop itself as an organization which has included beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on issues of school desegregation / integration and housing / neighborhood segregation. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work.

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 35 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?”

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public. A specially selected Collaborative Task Force will consist of public, business, church and community leaders and will focus on engagement and education of public policy and institutional leaders.

In order to ensure the success of the Community Circle Collaborative's “Choices For Community” Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as sponsors and facilitators, more intensive facilitator training with particular emphasis on multicultural, racism, and classism issues, and the development of relevant training materials. The CCC has established as a primary goal the increase in the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

HEADWATERS FUND – STRATEGIC GRANT PROPOSAL

ORGANIZATIONAL HISTORY AND GOVERNANCE

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.

During the early development of EHEP, the Metropolitan Council on Affordable Housing (MICAH), which shared the same visions of an integrated community with equal access for all persons, served as the sponsoring organization and fiscal agent for the group. EHEP worked to develop itself as an independent organization which has included obtaining its 501(c)(3) status, establishing its own Board of Directors, beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on the issues of school desegregation / integration and housing / neighborhood segregation. Several months of one-to-one interviews and numerous discussions were conducted with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work. It has worked with a coalition focused on re-drafting of the State Board of Education's desegregation rule 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.

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, economic development, social justice, religion, law, and social research. The “Kick-Off” conference for potential sponsor groups and conveners of Community Circle study / discussion groups was held in December 1996. Representatives of nearly 100 different organizations attended and participated in the discussion. 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. Some 35 Community Circles have been or are still being convened 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 from throughout the metropolitan area to share the results of their small group discussions and to dialogue with each other about the issues they were charged to address. Selected community leaders and organizers, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 122 citizens attended the Forum and the results of the conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program. The various conversations, forums, and training events have been recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video. Each Community Circle has prepared a written report and completed a survey questionnaire of its findings and conclusions. These reports and responses will be synthesized into a single document summarizing the results of the first round of Community Circle conversations.

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 significantly represented in the Spring round, such as the business community, and additional groups representing communities of color. It was also suggested that it would be helpful to "pair" disparate groups, e.g. city-suburban, whites-people of color. The discussions 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.

EHEP is governed by a Board of Directors consisting of representatives from various civic and educational organizations. It has been organized as a non-profit, educational organization with its 501(c)(3) status and articles of incorporation. EHEP is staffed by a Coordinator, recently designated as Executive Director, who is responsible for all aspects of the project: organizing, coalition building, administration and community education. The Executive Director/Coordinator works under the direction of the Board of Directors. In addition, the Community Circle Collaborative has established an Advisory Working Group consisting of 23 community and organizational representatives who work with the Coordinator in the implementation of the Community Circle initiative.

LONG-TERM IMPACT OF THE COMMUNITY CIRCLE COLLABORATIVE

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. These barriers and adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse quickly settles 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 elected officials, as well as advocates and community leaders, feel they are able to do. There is a palpable sense of ambivalence about what to do about residential and school desegregation, 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. The Community Circle Collaborative has directed its efforts toward establishing

widespread and well-informed public conversations about these issues. The Education and Housing Equity Project (EHEP) has continued to create such opportunities for education and dialogue at several levels.

EHEP has been the lead partner in the metro-wide Community Circle Collaborative and the "Choices For Community" Study Circle Project. Through the Community Circle Collaborative, EHEP continues to organize and support "community circles" throughout the metropolitan region. The Community Circles 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 individuals and the community can do to enhance those opportunities. Proposed future efforts will focus 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 the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public.

To assure project continuity and follow-through, a "Blue Ribbon" Commission / Task Force will be selected by the Collaborative and will consist of public, business, church and community leaders. It will focus on engagement and education of public policy and institutional leaders. This group will have its major tasks:

- to use the results of preceding rounds of Community Circle conversations to guide subsequent rounds 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.

The Community Circle Collaborative has developed a unique methodology of fostering conversation among disparate members of the 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. As previously stated, the CCC is a multi-level 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 advocacy organizations, to focus on challenging segregation in housing and education.

The CCC is also unique in that it has focused on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, or nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, locally and regionally. It also has and will continue to measure its 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 its findings and recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda, and included in the agendas of local public and civic non-profit / community-based organizations.

COMMUNITY CIRCLE COLLABORATIVE FACILITATOR TRAINING OBJECTIVES

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. Because of limited recruitment and training resources, facilitators were provided with a minimum amount of training, i.e. 3 ½ hours, at the February 1997 training workshops. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as facilitators, and more intensive training with particular emphasis on multicultural, racism, and classism issues. The development of specific materials and resources for this training would also enhance the understanding and skills of the facilitators (see attachment A Failure To Thrive by Syl Jones). The CCC has also established as a primary goal the increase in the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

The primary training of facilitators and sponsors / convenors would continue to include the following components: (1) Introduction to the "Community Circle Discussion Model" (2) Issue Framing and Analysis (3) Deliberation Process and Techniques (4) Developing the "Public Voice" (5) Creating Action Steps. The training will involve both didactic instruction as well as experiential role-playing. The section on "cross cultural communication" as part of the Deliberation Process component and the Action Steps component would be greatly expanded.

In addition, an intensive 12-hour "Anti-Racism Training" facilitator training component would address the dynamics of racism, identification and analysis of systemic and institutional racism, and will increase systemic thinking and analysis of institutional/organizational dynamics as they relate to racism. This training will consist of four modules: (1) Developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions*; (2) Working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; (3) Creating initial strategies to dismantle racism and promote institutional change; (4) Applying this perspective to the Community Circles process. The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group – small group process which will aid participants in applying the perspectives gained to life situations.

Thus facilitators will be prepared to assist, guide and lead Community Circle participants by: (a) providing a **context** of deliberation, (b) bringing **focus** to their deliberation, (c) framing **solutions**, and (d) moving toward an **action** format. With this expanded training format which will address the issues of systemic racism and classism, facilitators will be better prepared to help participants in their deliberative process. They will be able to help the Community Circle participants, not only "talk about" these issues, but also "work through" these issues and "move toward" common ground, solutions, and action steps toward remedying the problems of housing and education segregation.

<u>Objective / Action</u>	<u>Timeline</u>	<u>Evaluation Method</u>
Recruit 75 additional Sponsors & Facilitators (50% people of color)	9/97 – 10/97	Registration Forms Data Analysis
Provide Training for 75 Facilitators	10/97	Evaluation Survey
Match Facilitators with 50 new Community Circles	10/97 – 11/97	Data Base Analysis
Recruit 75 additional Sponsors & Facilitators (50% people of color)	1/98 – 2/98	Registration Forms Data Analysis
Provide Training for 75 Facilitators	2/98	Evaluation Survey
Match Facilitators with 50 new Community Circles	2/98 – 3/98	Data Base Analysis

BUILDING COLLABORATIONS AND ALLIANCES

Both the Education & Housing Equity Project (EHEP) and the Community Circle Collaborative (CCC) are by definition dedicated to building coalitions, collaborations and alliances. The early partners of the CCC, in addition to EHEP, included: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; the Minnesota Minority Education Partnership, Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Department of Human Rights; the Minnesota Churches Anti-Racism Initiative (of the Minnesota Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAHA); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty. The list of partners has continued to expand.

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 Collaborative continues to expand its work in coalition building and public education. EHEP and CCC 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. Continued coalition-building efforts have focused 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 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 EHEP and CCC have seen and begun to build on a great potential for such broad coalition development and support. It will continue to take an 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 EHEP and CCC 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.

EHEP and CCC have begun to lay the foundation for and the solidifying of a broad-based housing/education coalition 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. The plan for the next year is to move from dialogue to issue identification and action, working with the same broad range of organizations and individuals identified over the past year, as well as others. 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.

PROMOTING DIVERSITY

The Education & Housing Equity Project and the Community Circle Collaborative are both dedicated to developing greater inclusiveness and diversity in both their own structures and the coalitions alliances, and collaboratives which they have and will develop. The EHEP Board of Directors represents a constituency of 33% persons of color. The CCC Advisory Working Group represents a constituency of 44% persons of color. It is part of the strategic objectives of expanded recruitment and training of Community Circle sponsors and facilitators to increase the representation of persons of color in the project to 50%.

FUNDRAISING PLAN

Fiscal Self-Sufficiency

The Education and Housing Equity Project and the Community Circle Collaborative has relied primarily on foundation grants and in-kind contributions of their participating members. As the coalition and collaborative building process is strengthened and solidified, it is anticipated that increased funding and contributions from the member organizations will be received. However, the long-range mission of EHEP and CCC is that their role as catalysts which assist communities in becoming more inclusive and integrated will become unnecessary as other organizations take on the role of advocates for inclusiveness and equal access.

Funding Sources

	1997	1998
Otto Bremer Foundation	\$25,000	\$25,000
Cowles Media Foundation	\$10,000	\$10,000
Bush Foundation		
(Community Circle Collaborative Project)	\$10,000	
Minneapolis Foundation	\$ 5,000	
St. Paul Foundation	\$ 5,000	
Center for Urban and Regional Affairs		
(in-kind contributions, internships)	\$ 5,000	
Greater Minneapolis Council of Churches	\$ 300	
General Mills Foundation	\$ 500	

Permission To Share Proposal With Interested Donors

The Education and Housing Equity Project and the Community Circle Collaborative would be most pleased and honored to have Headwaters share this proposal with interested donors.

ATTACHMENTS

Latest Financial Statement

Current List of Board Members, Volunteers and Staff

The Education and Housing Equity Project Board of Directors

Michael Anderson
East Side Neighborhood Development Co.
900 Payne Ave. St. Paul, MN 55101 #771-1152

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

john powell / Jim Hilbert
Institute on Race and Poverty
415 Law Center 229 19th Ave. Mpls., MN 55455 #625-5344

Dr. Josie Johnson
University of Minn., Coll. of Educ.&Human Devel.
400 Groveland Ave. Minneapolis, MN 55403 #874-8172

Mathew Little
NAACP, Minneapolis Branch
2670 Germain Court Maplewood, MN 55403 #773-8141

Dick Little, Executive Director
Education & Housing Equity Project
122 W Franklin Ave., #320 Minneapolis, MN 55404 #871-8980

James Addington
MN Churches Anti-Racism Initiative

Scott Bol
Minneapolis Community Education

Karima Bushnell
Intercultural Communications Workshops

Hal Clap
Southside Neighborhood Services

Linda Garrett-Johnson
Wilder Foundation

Duchess Harris / Jim Hilbert
Institute on Race and Poverty

Zib Hinz
Minneapolis Public Schools

Jeremy Iggers
Media Consultant

Josie Johnson
Minneapolis Initiative Against Racism

Nadine Knibb
Southside Neighborhood Housing Services

Hope Melton
Minneapolis Center for Neighborhoods

Van D. Mueller
University of Minn., Dept. of Educ. Policy & Admin
3609 Maplewood Dr. Minneapolis, MN 55418 #624-7093

Joy Sorensen Navarre
Metro. Interfaith Council on Affordable Housing
122 W Franklin Ave, # 320 Mpls, MN 55404 #871-8980

Georgina Y. Stephens
Cowles Media Co.
329 Portland Ave. Minneapolis, MN 55415 #673-7060

Jerry Timian
St. Louis Park School Board
4115 Raleigh Ave So. St. Louis Park, MN 55416 #291-8426

Staff

Jim McDonough, Administrative Assistant
Community Circle Collaborative
122 W Franklin Ave., #320 Minneapolis, MN 55404 #871-8980

Darcy Seaver
Minneapolis Center for Neighborhoods

Dennis Shapiro
Jolla Publications

Nancy Smith / Yusef Mgeni
Urban Coalition

Joy Sorensen Navarre
Metropolitan Interfaith Council on Affordable Housing

Charmaine Sprengelmeyer
Minnesota Fair Housing Center

Roy Taylor
Civic Engagements - Consultant

Fred Tenfingers
Community Action for Suburban Hennepin

Bruce Vandal
Minnesota Minority Education Partnership

Leonard Witt
MPR Civic journalism Initiative

Jim McDonough
People's Institute - North

List of Three Individuals and Phone Numbers

Mayor Mary Anderson	Golden Valley	#588-8578
Mayor Gail Dorfman	St. Louis Park	#924-2198
Mayor Sharon Sayles Belton	Minneapolis	#673-2100

FUNDRAISING PLAN

Fiscal Self-Sufficiency

The Education and Housing Equity Project and the Community Circle Collaborative has relied primarily on foundation grants and in-kind contributions of their participating members. As the coalition and collaborative building process is strengthened and solidified, it is anticipated that increased funding and contributions from the member organizations will be received. However, the long-range mission of EHEP and CCC is that their role as catalysts which assist communities in becoming more inclusive and integrated will become unnecessary as other organizations take on the role of advocates for inclusiveness and equal access.

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General Mills Foundation	\$ 500	
Collaborative Partners (in-kind support)	\$13,500	

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PROPOSAL SUMMARY

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.

EHEP worked to develop itself as an organization which has included beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on issues of school desegregation / integration and housing / neighborhood segregation. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work.

In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Metropolitan Interfaith Council on Affordable Housing, 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 35 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?”

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public. A specially selected Collaborative Task Force will consist of public, business, church and community leaders and will focus on engagement and education of public policy and institutional leaders.

In order to ensure the success of the Community Circle Collaborative's “Choices For Community” Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as sponsors and facilitators, more intensive facilitator training with particular emphasis on multicultural, racism, and classism issues, and the development of relevant training and discussion materials. The CCC has established as a primary goal the increase in the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

HEADWATERS FUND – STRATEGIC GRANT PROPOSAL

ORGANIZATIONAL HISTORY AND GOVERNANCE

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.

During the early development of EHEP, the Metropolitan Interfaith Council on Affordable Housing (MICAHA), which shared the same visions of an integrated community with equal access for all persons, served as the sponsoring organization and fiscal agent for the group. EHEP worked to develop itself as an independent organization which has included obtaining its 501(c)(3) status, establishing its own Board of Directors, beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on the issues of school desegregation / integration and housing / neighborhood segregation. Several months of one-to-one interviews and numerous discussions were conducted with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work. It has worked with a coalition focused on re-drafting of the State Board of Education's desegregation rule 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.

In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Metropolitan Interfaith Council on Affordable Housing, 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, economic development, social justice, religion, law, and social research. The “Kick-Off” conference for potential sponsor groups and conveners of Community Circle study / discussion groups was held in December 1996. Representatives of nearly 100 different organizations attended and participated in the discussion. 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. Some 35 Community Circles have been or are still being convened 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 from throughout the metropolitan area to share the results of their small group discussions and to dialogue with each other about the issues they were charged to address. Selected community leaders and organizers, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 122 citizens attended the Forum and the results of the conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program. The various conversations, forums, and training events have been recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video. Each Community Circle has prepared a written report and completed a survey questionnaire of its findings and conclusions. These reports and responses will be synthesized into a single document summarizing the results of the first round of Community Circle conversations.

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 significantly represented in the Spring round, such as the business community, and additional groups representing communities of color. It was also suggested that it would be helpful to "pair" disparate groups, e.g. city-suburban, whites-people of color. The discussions 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.

EHEP is governed by a Board of Directors consisting of representatives from various civic and educational organizations. It has been organized as a non-profit, educational organization with its 501(c)(3) status and articles of incorporation. EHEP is staffed by a Coordinator, recently designated as Executive Director, who is responsible for all aspects of the project: organizing, coalition building, administration and community education. The Executive Director/Coordinator works under the direction of the Board of Directors. In addition, the Community Circle Collaborative has established an Advisory Working Group consisting of 23 community and organizational representatives who work with the Coordinator in the implementation of the Community Circle initiative.

LONG-TERM IMPACT OF THE COMMUNITY CIRCLE COLLABORATIVE

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. These barriers and adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse quickly settles 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 elected officials, as well as advocates and community leaders, feel they are able to do. There is a palpable sense of ambivalence about what to do about residential and school desegregation, 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. The Community Circle Collaborative has directed its efforts toward establishing

widespread and well-informed public conversations about these issues. The Education and Housing Equity Project (EHEP) has continued to create such opportunities for education and dialogue at several levels.

EHEP has been the lead partner in the metro-wide Community Circle Collaborative and the "Choices For Community" Study Circle Project. Through the Community Circle Collaborative, EHEP continues to organize and support "community circles" throughout the metropolitan region. The Community Circles 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 individuals and the community can do to enhance those opportunities. Proposed future efforts will focus 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 the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

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- to develop additional strategies for educating and informing the public and "moving the community" to act collectively on needed change.

The Community Circle Collaborative has developed a unique methodology of fostering conversation among disparate members of the 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. As previously stated, the CCC is a multi-level 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 advocacy organizations, to focus on challenging segregation in housing and education.

The CCC is also unique in that it has focused on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, or nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, locally and regionally. It also has and will continue to measure its 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 its findings and recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda, and included in the agendas of local public and civic non-profit / community-based organizations.

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The primary training of facilitators and sponsors / convenors would continue to include the following components: (1) Introduction to the "Community Circle Discussion Model" (2) Issue Framing and Analysis (3) Deliberation Process and Techniques (4) Developing the "Public Voice" (5) Creating Action Steps. The training will involve both didactic instruction as well as experiential role-playing. The section on "cross cultural communication" as part of the Deliberation Process component and the Action Steps component would be greatly expanded, which is particularly important in the effort to successfully "pair" participants from diverse racial and geographic communities.

In addition, an intensive 12-hour "Anti-Racism Training" facilitator training component would address the dynamics of racism, identification and analysis of systemic and institutional racism, and will increase systemic thinking and analysis of institutional/organizational dynamics as they relate to racism. This training will consist of four modules: (1) Developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions*; (2) Working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; (3) Creating initial strategies to dismantle racism and promote institutional change; (4) Applying this perspective to the Community Circles process. The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group – small group process which will aid participants in applying the perspectives gained to life situations.

Thus facilitators will be prepared to assist, guide and lead Community Circle participants by: (a) providing a **context** of deliberation, (b) bringing **focus** to their deliberation, (c) framing **solutions**, and (d) moving toward an **action** format. With this expanded training format which will address the issues of systemic racism and classism, facilitators will be better prepared to help participants in their deliberative process. They will be able to help the Community Circle participants, not only "talk about" these issues, but also "work through" these issues and "move toward" common ground, solutions, and action steps toward remedying the problems of housing and education segregation.

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Match Facilitators with 50 new Community Circles	10/97 – 11/97	Data Base Analysis
Recruit 75 additional Sponsors & Facilitators (50% people of color)	1/98 – 2/98	Registration Forms Data Analysis
Provide Training for 75 Facilitators	2/98	Evaluation Survey
Match Facilitators with 50 new Community Circles	2/98 – 3/98	Data Base Analysis

BUILDING COLLABORATIONS AND ALLIANCES

Both the Education & Housing Equity Project (EHEP) and the Community Circle Collaborative (CCC) are by definition dedicated to building coalitions, collaborations and alliances. The early partners of the CCC, in addition to EHEP, included: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; the Minnesota Minority Education Partnership, Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Department of Human Rights; the Minnesota Churches Anti-Racism Initiative (of the Minnesota Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAHA); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty. The list of partners has continued to expand.

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 Collaborative continues to expand its work in coalition building and public education. EHEP and CCC 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. Continued coalition-building efforts have focused 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 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 EHEP and CCC have seen and begun to build on a great potential for such broad coalition development and support. It will continue to take an 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 EHEP and CCC 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.

EHEP and CCC have begun to lay the foundation for and the solidifying of a broad-based housing/education coalition 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. The plan for the next year is to move from dialogue to issue identification and action, working with the same broad range of organizations and individuals identified over the past year, as well as others. 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.

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The Education & Housing Equity Project and the Community Circle Collaborative are both dedicated to developing greater inclusiveness and diversity in both their own structures and the coalitions alliances, and collaboratives which they have and will develop. The EHEP Board of Directors represents a constituency of 33% persons of color. The CCC Advisory Working Group represents a constituency of 44% persons of color. It is part of the strategic objectives of expanded recruitment and training of Community Circle sponsors and facilitators to increase the representation of persons of color in the project to 50%.

Current List of Board Members, Volunteers and Staff

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john powell / Jim Hilbert
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Dennis Shapiro
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Intercultural Communications Workshops

Nancy Smith / Yusef Mgeni
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Linda Garrett-Johnson
Wilder Foundation

Charmaine Sprengelmeyer
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List of Three Individuals and Phone Numbers

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Mayor Gail Dorfman	St. Louis Park	#924-2198
Mayor Sharon Sayles Belton	Minneapolis	#673-2100

ADDITIONAL ATTACHEMENTS

HEADWATERS FUND – STRATEGIC GRANT PROPOSAL

ORGANIZATIONAL HISTORY AND GOVERNANCE

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.

During the early development of EHEP, the Metropolitan Council on Affordable Housing (MICAH), which shared the same visions of an integrated community with equal access for all persons, served as the sponsoring organization and fiscal agent for the group. EHEP worked to develop itself as an independent organization which has included obtaining its 501(c)(3) status, establishing its own Board of Directors, beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on the issues of school desegregation / integration and housing / neighborhood segregation. Several months of one-to-one interviews and numerous discussions were conducted with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work. It has worked with a coalition focused on re-drafting of the State Board of Education's desegregation rule 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.

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, economic development, social justice, religion, law, and social research. The “Kick-Off” conference for potential sponsor groups and conveners of Community Circle study / discussion groups was held in December 1996. Representatives of nearly 100 different organizations attended and participated in the discussion. 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. Some 35 Community Circles have been or are still being convened 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 from throughout the metropolitan area to share the results of their small group discussions and to dialogue with each other about the issues they were charged to address. Selected community leaders and organizers, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 122 citizens attended the Forum and the results of the conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program. The various conversations, forums, and training events have been recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video. Each Community Circle has prepared a written report and completed a survey questionnaire of its findings and conclusions. These reports and responses will be synthesized into a single document summarizing the results of the first round of Community Circle conversations.

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 significantly represented in the Spring round, such as the business community and additional groups representing communities of color. The discussions 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.

EHEP is governed by a Board of Directors consisting of representatives from various civic and educational organizations. It has been organized as a non-profit, educational organization with its 501(c)(3) status and articles of incorporation. EHEP is staffed by a Coordinator, recently designated as Executive Director, who is responsible for all aspects of the project: organizing, coalition building, administration and community education. The Executive Director/Coordinator works under the direction of the Board of Directors. In addition, the Community Circle Collaborative has established an Advisory Working Group consisting of 23 community and organizational representatives who work with the Coordinator in the implementation of the Community Circle initiative.

LONG-TERM IMPACT OF THE COMMUNITY CIRCLE COLLABORATIVE

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. These barriers and adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse quickly settles 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 elected officials, as well as advocates and community leaders, feel they are able to do. There is a palpable sense of ambivalence about what to do about residential and school desegregation, 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. The Community Circle Collaborative has directed its efforts toward establishing widespread and well-informed public conversations about these issues. The Education and Housing Equity Project (EHEP) has continued to create such opportunities for education and dialogue at several levels.

EHEP has been the lead partner in the metro-wide Community Circle Collaborative and the "Choices For Community" Study Circle Project. Through the Community Circle Collaborative, EHEP continues to organize and support "community circles" throughout the metropolitan region. The Community Circles 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 individuals and the community can do to enhance those opportunities. Proposed future efforts will focus 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 the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public.

To assure project continuity and follow-through, a "Blue Ribbon" Commission / Task Force will be selected by the Collaborative and will consist of public, business, church and community leaders. It will focus on engagement and education of public policy and institutional leaders. This group will have its major tasks:

- to use the results of preceding rounds of Community Circle conversations to guide subsequent rounds 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.

The Community Circle Collaborative has developed a unique methodology of fostering conversation among disparate members of the 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. As previously stated, the CCC is a multi-level 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 advocacy organizations, to focus on challenging segregation in housing and education.

The CCC is also unique in that it has focused on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, or nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, locally and regionally. It also has and will continue to measure its 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 its findings and recommendations publicly

addressed by the State Legislature in its 1998 and 1999 legislative agenda, and included in the agendas of local public and civic non-profit / community-based organizations.

COMMUNITY CIRCLE COLLABORATIVE FACILITATOR TRAINING OBJECTIVES

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. Because of limited recruitment and training resources, facilitators were provided with a minimum amount of training, i.e. 3 ½ hours, at the February 1997 training workshops. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as facilitators, and more intensive training with particular emphasis on multicultural, racism, and classism issues. The CCC has also established as a primary goal the increase in the diversity of Study circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

The primary training of facilitators and sponsors / convenors would continue to include the following components: (1) Introduction to the "Community Circle Discussion Model" (2) Issue Framing and Analysis (3) Deliberation Process and Techniques (4) Developing the "Public Voice" (5) Creating Action Steps. The training will involve both didactic instruction as well as experiential role-playing. The section on "cross cultural communication" as part of the Deliberation Process component and the Action Steps component would be greatly expanded.

In addition, an intensive 12-hour "Anti-Racism Training" facilitator training component would address the dynamics of racism, identification and analysis of systemic and institutional racism, and will increase systemic thinking and analysis of institutional/organizational dynamics as they relate to racism. This training will consist of four modules: (1) Developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions*; (2) Working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; (3) Creating initial strategies to dismantle racism and promote institutional change; (4) Applying this perspective to the Community Circles process. The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group – small group process which will aid participants in applying the perspectives gained to life situations.

Thus facilitators will be prepared to assist, guide and lead Community Circle participants by: (a) providing a **context** of deliberation, (b) bringing **focus** to their deliberation, (c) framing **solutions**, and (d) moving toward an **action** format. With this expanded training format which will address the issues of systemic racism and classism, facilitators will be better prepared to help participants in their deliberative process. They will be able to help the Community Circle participants, not only "talk about" these issues, but also "work through" these issues and "move toward" common ground, solutions, and action steps toward remedying the problems of housing and education segregation.

<u>Objective / Action</u>	<u>Timeline</u>	<u>Evaluation Method</u>
Recruit 75 additional Sponsors & Facilitators (50% people of color)	9/97 – 10/97	Registration Forms Data Analysis
Provide Training for 75 Facilitators	10/97	Evaluation Survey
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BUILDING COLLABORATIONS AND ALLIANCES

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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 Collaborative continues to expand its work in coalition building and public education. EHEP and CCC 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. Continued coalition-building efforts have focused 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.

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FUNDRAISING PLAN

Fiscal Self-Sufficiency

The Education and Housing Equity Project and the Community Circle Collaborative has relied primarily on foundation grants and in-kind contributions of their participating members. As the coalition and collaborative building process is strengthened and solidified, it is anticipated that increased funding and contributions from the member organizations will be received. However, the long-range mission of EHEP and CCC is that their role as catalysts which assist communities in becoming more inclusive and integrated will become unnecessary as other organizations take on the role of advocates for inclusiveness and equal access.

Funding Sources

	1997	1998
Otto Bremer Foundation	\$25,000	\$25,000
Cowles Media Foundation	\$10,000	\$10,000
Bush Foundation		
(Community Circle Collaborative Project)	\$10,000	
Minneapolis Foundation	\$ 5,000	
St. Paul Foundation	\$ 5,000	
Center for Urban and Regional Affairs		
(in-kind contributions, internships)	\$ 5,000	
Greater Minneapolis Council of Churches	\$ 300	
General Mills Foundation	\$ 500	

Permission To Share Proposal With Interested Donors

The Education and Housing Equity Project and the Community Circle Collaborative would be most pleased and honored to have Headwaters share this proposal with interested donors.

ATTACHMENTS

Latest Financial Statement

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Mayor Sharon Sayles Belton	Minneapolis	#673-2100

Headwaters Fund

GRANT APPLICATION COVERSHEET (see reverse side)

2 Complete Proposals Requested

DATE: 8-1-97

Name of Group: THE EDUCATION AND HOUSING EQUITY PROJECT
Project Name: BUILDING MULTI-RACIAL / MULTI-CULTURALLY INCLUSIVE COMMUNITY CIRCLE CONVERSATIONS ON SCHOOLS, HOUSING & SEGREGATION
Address: 122 WEST FRANKLIN AVENUE, #320
City/Zip: MINNEAPOLIS, MN 55404 Phone: 871-8980
Contact Person: DICK LITTLE, EXECUTIVE DIRECTOR Phone: 871-8980

(Note amount you are requesting and check one of the following categories)

ALLIES FOR JUSTICE FUND:

GENERAL FUND:

\$ _____ Empowerment (max \$4,000)

\$ 7,500 Strategic (max (\$7,500))

\$ _____ Exceptional (max \$12,500) must have previously received a Headwaters grant)

SPECIAL OPPORTUNITY GRANT FUND:

\$ _____ Conference, public event (max \$500)

\$ _____ Education and technical assistance, organizational development training, small scale special projects (max \$1,000)

Using this space, **SUMMARIZE YOUR PROPOSAL:** Include a brief history of your organization, the social systems you intend to impact and list your specific objectives (questions 1-3 of application booklet).

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.

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- "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?"

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public. A specially selected Collaborative Task Force will consist of public, business, church and community leaders and will focus on engagement and education of public policy and institutional leaders.

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as sponsors and facilitators, more intensive facilitator training with particular emphasis on multicultural, racism, and classism issues, and the development of relevant training and discussion materials. The CCC has established as a primary goal the increase in the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

ORGANIZATIONAL FUNDING HISTORY

Have you ever applied to Headwaters? Yes No

If Yes, list dates:

Have you received funding from Headwaters? Yes No

If Yes, list dates and amounts:

• Have reports been filed for each of these grants? Yes No

Do we have a copy of either your 501(c)3 or Certificate of Incorporation on file? **YES**

ORGANIZATIONAL & PROJECT BUDGET

ORGANIZATIONAL BUDGET

INCOME	Last Fiscal Year, Ending Mo 2Yr 96	Current Fiscal Year, Ending Mo 2Yr 97	PROJECT BUDGET	ACTUAL BUDGET (for YearEnd Reporting)
Memberships & Individuals				
Fundraisers / Events				
Corporations/Foundations	20,000	60,600	9,050	
Federated Campaigns				
Other... COMMUNITY CIRCLE PARTNERS		12,900		
Other...				
Total INCOME Each Column	20,000	72,900	9,050	
EXPENSES				
Salaries	16,192.50	35,000	2,000	
Payroll Taxes & Benefits	1,457.33	5,200	250	
Consultants		9,700	3,500	
Rent/ 5% ADMIN. FEE	1,000.00	3,400		
Utilities (LD Phone/Fax)		200		
Printing & Copying	221.81	6,500	750	
Supplies	460.88	600	250	
Postage	67.87	2,000	250	
Equipment		2,000		
Advertising				
Insurance		2,000		
Other... Conf, Mtgs, Trng.	302.41	3,500	2,050	
Other... Staff Dev./Exp.	107.20	2,300		
Other... Transportation	200.00	500		
Total EXPENSES Each Column	20,000.00	72,900	9,050	

Headwaters Fund

GRANT APPLICATION COVERSHEET (see reverse side)

2 Complete Proposals Requested

DATE: 8-1-97

Name of Group: THE EDUCATION AND HOUSING EQUITY PROJECT
Project Name: BUILDING MULTI-RACIAL / MULTI-CULTURALLY INCLUSIVE COMMUNITY CIRCLE CONVERSATIONS ON SCHOOLS, HOUSING & SEGREGATION
Address: 122 WEST FRANKLIN AVENUE, #320
City/Zip: MINNEAPOLIS, MN 55404 Phone: 871-8980
Contact Person: DICK LITTLE, EXECUTIVE DIRECTOR Phone: 871-8980

(Note amount you are requesting and check one of the following categories)

ALLIES FOR JUSTICE FUND:

GENERAL FUND:

\$ _____ Empowerment (max \$4,000)

\$ 7,500 Strategic (max (\$7,500)

\$ _____ Exceptional (max \$12,500) must have previously received a Headwaters grant)

SPECIAL OPPORTUNITY GRANT FUND:

\$ _____ Conference, public event (max \$500)

\$ _____ Education and technical assistance, organizational development training, small scale special projects (max \$1,000)

Using this space, **SUMMARIZE YOUR PROPOSAL**: Include a brief history or your organization, the social systems you intend to impact and list your specific objectives (questions 1-3 of application booklet).

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.

EHEP worked to develop itself as an organization which has included beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on issues of school desegregation / integration and housing / neighborhood segregation. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work.

In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Metropolitan Interfaith Council on Affordable Housing, 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 35 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?"

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public. A specially selected Collaborative Task Force will consist of public, business, church and community leaders and will focus on engagement and education of public policy and institutional leaders.

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as sponsors and facilitators, more intensive facilitator training with particular emphasis on multicultural, racism, and classism issues, and the development of relevant training and discussion materials. The CCC has established as a primary goal the increase in the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituencies of communities of color.

ORGANIZATIONAL FUNDING HISTORY

Have you ever applied to Headwaters? Yes No

If Yes, list dates:

Have you received funding from Headwaters? Yes No

If Yes, list dates and amounts:

• Have reports been filed for each of these grants? Yes No

Do we have a copy of either your 501(c)3 or Certificate of Incorporation on file? **YES**

ORGANIZATIONAL & PROJECT BUDGET

ORGANIZATIONAL BUDGET

INCOME	Last Fiscal Year, Ending Mo <u>12</u> Yr <u>96</u>	Current Fiscal Year, Ending Mo <u>12</u> Yr <u>97</u>	PROJECT BUDGET	ACTUAL BUDGET (for YearEnd Reporting)
Memberships & Individuals				
Fundraisers / Events				
Corporations/Foundations	20,000	60,600	9,050	
Federated Campaigns				
Other... COMMUNITY CIRCLE PARTNERS		12,900		
Other...				
Total INCOME Each Column	20,000	72,900	9,050	
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Printing & Copying	221.81	6,500	750	
Supplies	460.88	600	250	
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Equipment		2,000		
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Other... Conf, Mtgs, Trng.	302.41	3,500	2,050	
Other... Staff Dev. / Exp.	107.20	2,300		
Other... Transportation	200.00	500		
Total EXPENSES Each Column	20,000.00	72,900	9,050	

HEADWATERS FUND – STRATEGIC GRANT PROPOSAL

ORGANIZATIONAL HISTORY AND GOVERNANCE

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.

During the early development of EHEP, the Metropolitan Interfaith Council on Affordable Housing (MICAHA), which shared the same visions of an integrated community with equal access for all persons, served as the sponsoring organization and fiscal agent for the group. EHEP worked to develop itself as an independent organization which has included obtaining its 501(c)(3) status, establishing its own Board of Directors, beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on the issues of school desegregation / integration and housing / neighborhood segregation. Several months of one-to-one interviews and numerous discussions were conducted with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work. It has worked with a coalition focused on re-drafting of the State Board of Education's desegregation rule 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.

In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Metropolitan Interfaith Council on Affordable Housing, 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, economic development, social justice, religion, law, and social research. The “Kick-Off” conference for potential sponsor groups and conveners of Community Circle study / discussion groups was held in December 1996. Representatives of nearly 100 different organizations attended and participated in the discussion. 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. Some 35 Community Circles have been or are still being convened 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 from throughout the metropolitan area to share the results of their small group discussions and to dialogue with each other about the issues they were charged to address. Selected community leaders and organizers, academic and business leaders, public elected and appointed officials, and the media were invited to listen and participate in the discussion. 122 citizens attended the Forum and the results of the conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelsen, on Minnesota Public Radio's Mid-Day Program. The various conversations, forums, and training events have been recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video. Each Community Circle has prepared a written report and completed a survey questionnaire of its findings and conclusions. These reports and responses will be synthesized into a single document summarizing the results of the first round of Community Circle conversations.

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 significantly represented in the Spring round, such as the business community, and additional groups representing communities of color. It was also suggested that it would be helpful to "pair" disparate groups, e.g. city-suburban, whites-people of color. The discussions 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.

EHEP is governed by a Board of Directors consisting of representatives from various civic and educational organizations. It has been organized as a non-profit, educational organization with its 501(c)(3) status and articles of incorporation. EHEP is staffed by a Coordinator, recently designated as Executive Director, who is responsible for all aspects of the project: organizing, coalition building, administration and community education. The Executive Director/Coordinator works under the direction of the Board of Directors. In addition, the Community Circle Collaborative has established an Advisory Working Group consisting of 23 community and organizational representatives who work with the Coordinator in the implementation of the Community Circle initiative.

LONG-TERM IMPACT OF THE COMMUNITY CIRCLE COLLABORATIVE

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. These barriers and adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse quickly settles 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 elected officials, as well as advocates and community leaders, feel they are able to do. There is a palpable sense of ambivalence about what to do about residential and school desegregation, 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. The Community Circle Collaborative has directed its efforts toward establishing

widespread and well-informed public conversations about these issues. The Education and Housing Equity Project (EHEP) has continued to create such opportunities for education and dialogue at several levels.

EHEP has been the lead partner in the metro-wide Community Circle Collaborative and the "Choices For Community" Study Circle Project. Through the Community Circle Collaborative, EHEP continues to organize and support "community circles" throughout the metropolitan region. The Community Circles 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 individuals and the community can do to enhance those opportunities. Proposed future efforts will focus 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 the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

At the conclusion of each round of Community Circles, local community meetings and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members. These local meetings and metro-wide forums will provide opportunities to discuss the results of the Community Circle deliberative conversations and will enable broader engagement and education of the public.

To assure project continuity and follow-through, a "Blue Ribbon" Commission / Task Force will be selected by the Collaborative and will consist of public, business, church and community leaders. It will focus on engagement and education of public policy and institutional leaders. This group will have its major tasks:

- to use the results of preceding rounds of Community Circle conversations to guide subsequent rounds of discussions;
- to use the results of the Community Circle conversations 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.

The Community Circle Collaborative has developed a unique methodology of fostering conversation among disparate members of the 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. As previously stated, the CCC is a multi-level 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 advocacy organizations, to focus on challenging segregation in housing and education.

The CCC is also unique in that it has focused on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, or nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, locally and regionally. It also has and will continue to measure its 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 its findings and recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda, and included in the agendas of local public and civic non-profit / community-based organizations.

COMMUNITY CIRCLE COLLABORATIVE FACILITATOR TRAINING OBJECTIVES

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. Because of limited recruitment and training resources, facilitators were provided with a minimum amount of training, i.e. 3 ½ hours, at the February 1997 training workshops. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as facilitators, and more intensive training with particular emphasis on multicultural, racism, and classism issues. This Grant would also be used to develop specific resources to assist Community Circle facilitators and participants in understanding and framing the issues in terms of race (see attachment A Failure To Thrive by Syl Jones). The CCC has also established as a primary goal increasing the diversity of Community Circle participants, with regard to race, income, and political perspective. The promotion and involvement of more people of color in these Community Circles would be greatly enhanced by the involvement of more sponsors and facilitators from communities of color.

The primary training of facilitators and sponsors / convenors would continue to include the following components: (1) Introduction to the "Community Circle Discussion Model" (2) Issue Framing and Analysis (3) Deliberation Process and Techniques (4) Developing the "Public Voice" (5) Creating Action Steps. The training will involve both didactic instruction as well as experiential role-playing. The section on "cross cultural communication" as part of the Deliberation Process component and the Action Steps component would be greatly expanded, which is particularly important in the effort to successfully "pair" participants from diverse racial and geographic communities.

In addition, an intensive 12-hour "Anti-Racism Training" facilitator training component would address the dynamics of racism, identification and analysis of systemic and institutional racism, and will increase systemic thinking and analysis of institutional/organizational dynamics as they relate to racism. This training will consist of four modules: (1) Developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions*; (2) Working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; (3) Creating initial strategies to dismantle racism and promote institutional change; (4) Applying this perspective to the Community Circles process. The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group – small group process which will aid participants in applying the perspectives gained to life situations.

Thus facilitators will be prepared to assist, guide and lead Community Circle participants by: (a) providing a **context** of deliberation, (b) bringing **focus** to their deliberation, (c) framing **solutions**, and (d) moving toward an **action** format. With this expanded training format which will address the issues of systemic racism and classism, facilitators will be better prepared to help participants in their deliberative process. They will be able to help the Community Circle participants, not only "talk about" these issues, but also "work through" these issues and "move toward" common ground, solutions, and action steps toward remedying the problems of housing and education segregation.

<u>Objective / Action</u>	<u>Timeline</u>	<u>Evaluation Method</u>
Recruit 75 additional Sponsors & Facilitators (50% people of color)	9/97 – 10/97	Registration Forms Data Analysis
Provide Training for 75 Facilitators	10/97	Evaluation Survey
Match Facilitators with 50 new Community Circles	10/97 – 11/97	Data Base Analysis
Recruit 75 additional Sponsors & Facilitators (50% people of color)	1/98 – 2/98	Registration Forms Data Analysis
Provide Training for 75 Facilitators	2/98	Evaluation Survey
Match Facilitators with 50 new Community Circles	2/98 – 3/98	Data Base Analysis

BUILDING COLLABORATIONS AND ALLIANCES

Both the Education & Housing Equity Project (EHEP) and the Community Circle Collaborative (CCC) are by definition dedicated to building coalitions, collaborations and alliances. The early partners of the CCC, in addition to EHEP, included: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; the Minnesota Minority Education Partnership, Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Department of Human Rights; the Minnesota Churches Anti-Racism Initiative (of the Minnesota 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 list of partners has continued to expand.

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 Collaborative continues to expand its work in coalition building and public education. EHEP and CCC 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. Continued coalition-building efforts have focused 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 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 EHEP and CCC have seen and begun to build on a great potential for such broad coalition development and support. It will continue to take an 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 EHEP and CCC 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.

EHEP and CCC have begun to lay the foundation for and the solidifying of a broad-based housing/education coalition 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. The plan for the next year is to move from dialogue to issue identification and action, working with the same broad range of organizations and individuals identified over the past year, as well as others. 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.

PROMOTING DIVERSITY

The Education & Housing Equity Project and the Community Circle Collaborative are both dedicated to developing greater inclusiveness and diversity in both their own structures and the coalitions alliances, and collaboratives which they have and will develop. The EHEP Board of Directors represents a constituency of 33% persons of color. The CCC Advisory Working Group represents a constituency of 44% persons of color. It is part of the strategic objectives of expanded recruitment and training of Community Circle sponsors and facilitators to increase the representation of persons of color in the project to 50%.

FUNDRAISING PLAN

Fiscal Self-Sufficiency

The Education and Housing Equity Project and the Community Circle Collaborative has relied primarily on foundation grants and in-kind contributions of their participating members. As the coalition and collaborative building process is strengthened and solidified, it is anticipated that increased funding and contributions from the member organizations will be received. However, the long-range mission of EHEP and CCC is that their role as catalysts which assist communities in becoming more inclusive and integrated will become unnecessary as other organizations take on the role of advocates for inclusiveness and equal access.

Funding Sources

	1997	1998
Otto Bremer Foundation	\$25,000	\$25,000
Cowles Media Foundation	\$10,000	\$10,000
Bush Foundation		
(Community Circle Collaborative Project)	\$10,000	
Minneapolis Foundation	\$ 5,000	
St. Paul Foundation	\$ 5,000	
Center for Urban and Regional Affairs		
(in-kind contributions, internships)	\$ 5,000	
Greater Minneapolis Council of Churches	\$ 300	
General Mills Foundation	\$ 500	
Collaborative Partners (in-kind support)	\$13,500	

Permission To Share Proposal With Interested Donors

The Education and Housing Equity Project and the Community Circle Collaborative would be most pleased and honored to have Headwaters share this proposal with interested donors.

ATTACHMENTS

Latest Financial Statement

Current List of Board Members, Volunteers and Staff

The Education and Housing Equity Project Board of Directors

Michael Anderson

East Side Neighborhood Development Co.
900 Payne Ave. St. Paul, MN 55101 #771-1152

Barbara Bearman

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

john powell / Jim Hilbert

Institute on Race and Poverty
415 Law Center 229 19th Ave. Mpls., MN 55455 #625-5344

Dr. Josie Johnson

University of Minn., Coll. of Educ. & Human Devel.
400 Groveland Ave. Minneapolis, MN 55403 #874-8172

Mathew Little

NAACP, Minneapolis Branch
2670 Germain Court Maplewood, MN 55403 #773-8141

Dick Little, Executive Director

Education & Housing Equity Project
122 W Franklin Ave., #320 Minneapolis, MN 55404 #871-8980

Community Circle Collaborative Advisory Working Group

James Addington

MN Churches Anti-Racism Initiative

Scott Bol

Minneapolis Community Education

Karima Bushnell

Intercultural Communications Workshops

Hal Clap

Southside Neighborhood Services

Linda Garrett-Johnson

Wilder Foundation

Duchess Harris / Jim Hilbert

Institute on Race and Poverty

Zib Hinz

Minneapolis Public Schools

Jeremy Iggers

Media Consultant

Josie Johnson

Minneapolis Initiative Against Racism

Nadine Knibb

Southside Neighborhood Housing Services

Hope Melton

Minneapolis Center for Neighborhoods

Van D. Mueller

University of Minn., Dept. of Educ. Policy & Admin
3609 Maplewood Dr. Minneapolis, MN 55418 #624-7093

Joy Sorensen Navarre

Metro. Interfaith Council on Affordable Housing
122 W Franklin Ave, # 320 Mpls, MN 55404 #871-8980

Georgina Y. Stephens

Cowles Media Co.

329 Portland Ave. Minneapolis, MN 55415 #673-7060

Jerry Timian

St. Louis Park School Board

4115 Raleigh Ave So. St. Louis Park, MN 55416 #291-8426

Staff

Jim McDonough, Administrative Assistant

Community Circle Collaborative

122 W Franklin Ave., #320 Minneapolis, MN 55404 #871-8980

Darcy Seaver

Minneapolis Center for Neighborhoods

Dennis Shapiro

Jolla Publications

Nancy Smith / Yusef Mgeni

Urban Coalition

Joy Sorensen Navarre

Metropolitan Interfaith Council on Affordable Housing

Charmaine Sprengelmeyer

Minnesota Fair Housing Center

Roy Taylor

Civic Engagements - Consultant

Fred Tenfingers

Community Action for Suburban Hennepin

Bruce Vandal

Minnesota Minority Education Partnership

Leonard Witt

MPR Civic journalism Initiative

Jim McDonough

People's Institute - North

List of Three Individuals and Phone Numbers

Mayor Mary Anderson

Golden Valley

#588-8578

Mayor Gail Dorfman

St. Louis Park

#924-2198

Mayor Sharon Sayles Belton

Minneapolis

#673-2100

ADDITIONAL ATTACHEMENTS

Education & Housing Equity Project
Income Statement
For the Seven Months Ending July 31, 1997

	Current Month		Year to Date	
Revenues				
Foundations & Corporations	5,800.00	100.00	45,800.00	100.00
Individuals	0.00	0.00	0.00	0.00
Earned income	0.00	0.00	0.00	0.00
Miscellaneous	0.00	0.00	0.00	0.00
Total Revenues	5,800.00	100.00	45,800.00	100.00
Cost of Sales				
Total Cost of Sales	0.00	0.00	0.00	0.00
Gross Profit	5,800.00	100.00	45,800.00	100.00
Expenses				
Wages	1,420.00	24.48	14,221.25	31.05
Payroll taxes	135.79	2.34	1,677.73	3.66
Fringe Benefits	0.00	0.00	0.00	0.00
Professional Services	300.00	5.17	5,733.47	12.52
Local Auto	0.00	0.00	33.41	0.07
Staff Expense	0.00	0.00	17.50	0.04
Fiscal Agent fees	0.00	0.00	1,575.00	3.44
Office Supplies	96.60	1.67	419.29	0.92
Postage	0.00	0.00	987.02	2.16
Conferences & Meetings	241.04	4.16	1,057.90	2.31
Printing	72.25	1.25	2,091.85	4.57
Telephone	0.00	0.00	77.39	0.17
Miscellaneous	0.00	0.00	47.58	0.10
Total Expenses	2,265.68	39.06	27,939.39	61.00
Net Income	\$ 3,534.32	60.94	\$ 17,860.61	39.00

Education & Housing Equity Project
Balance Sheet
July 31, 1997

ASSETS

Current Assets		
Cash in Checking	\$	18,210.95
		<hr/>
Total Current Assets		18,210.95
Property and Equipment		
		<hr/>
Total Property and Equipment		0.00
Other Assets		
		<hr/>
Total Other Assets		0.00
		<hr/>
Total Assets	\$	<u>18,210.95</u>

LIABILITIES AND CAPITAL

Current Liabilities		
Payroll taxes payable	\$	350.34
		<hr/>
Total Current Liabilities		350.34
Long-Term Liabilities		
		<hr/>
Total Long-Term Liabilities		0.00
		<hr/>
Total Liabilities		350.34
Capital		
Net Income		17,860.61
		<hr/>
Total Capital		17,860.61
		<hr/>
Total Liabilities & Capital	\$	<u>18,210.95</u>

Community Circle Collaborative

Lead Partner

Education and Housing Equity Project

Organizing Partners

Citizens League
City of Minneapolis, Office of the Mayor
Institute on Race and Poverty, University of Minnesota
INTER-RACE, Augsburg College
Macalester College Department of Urban Studies
Metropolitan Interfaith Council on Affordable Housing
Minneapolis Initiative Against Racism
Minneapolis Public Schools
Minneapolis Neighborhood Revitalization Program
Minnesota Minority education Partnership
Minnesota Public Radio Civic Journalism Project
Minnesota Churches Anti-Racism Initiative of the Greater Minneapolis, Minnesota, and
St. Paul Area Councils of Churches
Minnesota Fair Housing Center
Minnesota Meeting
People's Institute for Survival and Beyond, North Chapter
Southside Neighborhood Housing Services
Twin Cities Free-Net
Urban Coalition
West Metro Education Project

Funding Partners

Bremer Foundation
Bush Foundation
Center for Urban and Regional Affairs
Minneapolis Foundation
Saint Paul Foundation

National Partners

Study Circles Resource Center
Kettering Foundation / National Issues Forums

In addition to the organizing and funding partners, many partner organizations and individuals are joining the collaborative as resource partners, facilitators, and as sponsors of the community circles being convened throughout the metropolitan area.

Community Circle Collaborative

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Organizing Partners

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In addition to the organizing and funding partners, many partner organizations and individuals are joining the collaborative as resource partners, facilitators, and as sponsors of the community circles being convened throughout the metropolitan area.

Headwaters Fund

GRANT APPLICATION COVERSHEET (see reverse side)

2 Complete Proposals Requested

DATE: 8/1/97

Name of Group: The Education and Housing Equity Project

Project Name: Facilitator Recruitment and Training

Address: 122 West Franklin Ave. # 320

City/Zip: Minneapolis, MN. 55404

Phone: 871-8980

Contact Person: Dick Little, Executive Director

Phone: 871-8980

(Note amount you are requesting and check one of the following categories)

ALLIES FOR JUSTICE FUND:

GENERAL FUND:

\$ _____ Empowerment (max \$4,000)

\$ X Strategic (max (\$7,500)

\$ _____ Exceptional (max \$12,500) must have previously received a Headwaters grant)

SPECIAL OPPORTUNITY GRANT FUND:

\$ _____ Conference, public event (max \$500)

\$ _____ Education and technical assistance, organizational development training, small scale special projects (max \$1,000)

Using this space, **SUMMARIZE YOUR PROPOSAL:** Include a brief history or your organization, the social systems you intend to impact and list your specific objectives (questions 1-3 of application booklet).

ORGANIZATIONAL FUNDING HISTORY

Have you ever applied to Headwaters? Yes No

If Yes, list dates:

Have you received funding from Headwaters? Yes No

If Yes, list dates and amounts:

• Have reports been filed for each of these grants? Yes No

Do we have a copy of either your 501(c)3 or Certificate of Incorporation on file? Yes

ORGANIZATIONAL & PROJECT BUDGET

ORGANIZATIONAL BUDGET

INCOME	Last Fiscal Year, Ending Mo <u>12</u> Yr <u>96</u>	Current Fiscal Year, Ending Mo <u>12</u> Yr <u>97</u>	PROJECT BUDGET	ACTUAL BUDGET (for YearEnd Reporting)
Memberships & Individuals				
Fundraisers / Events				
Corporations/Foundation	\$ 20,000.00	\$ 60,600.00	\$ 9,050.00	
Federated Campaigns				
Other... (in kind)		\$ 12,300.00		
Other...				
Total INCOME Each Column	\$ 20,000.00	\$ 72,900.00	\$ 9,050.00	
EXPENSES				
Salaries	\$ 16,192.50	\$ 35,000.00	\$ 2,000.00	
Payroll Taxes & Benefits	\$ 1,457.33	\$ 5,200.00	\$ 250.00	
Consultants		\$ 9,700.00	\$ 3,500.00	
Rent / 5% Admin. Fee	\$ 1,000.00	\$ 3,400.00		
Utilities		\$ 200.00		
Printing & Copying	\$ 221.81	\$ 6,500.00	\$ 750.00	
Supplies	\$ 460.85	\$ 600.00	\$ 250.00	
Postage	\$ 67.87	\$ 2,000.00	\$ 250.00	
Equipment		\$ 2,000.00		
Advertising				
Insurance		\$ 2,000.00		
Other... Conf. + Mtgs.	\$ 302.41	\$ 3,500.00	\$ 2,050.00	
Other... Transportation	\$ 200.00	\$ 500.00		
Other... Staff / Exp. / Devlop	\$ 109.20	\$ 2,300.00		
Total EXPENSES Each Column	\$ 20,000.00	\$ 72,900.00	\$ 9,050.00	

ORGANIZATIONAL FUNDING HISTORY

Have you ever applied to Headwaters? Yes No

If Yes, list dates:

Have you received funding from Headwaters? Yes No

If Yes, list dates and amounts:

• Have reports been filed for each of these grants? Yes No

Do we have a copy of either your 501(c)3 or Certificate of Incorporation on file?

+ ADJUST FOR PROJ-
W/ MN MTG (MSP GRANTS)

ORGANIZATIONAL & PROJECT BUDGET

ORGANIZATIONAL BUDGET				
INCOME	Last Fiscal Year, Ending Mo__Yr__	Current Fiscal Year, Ending Mo__Yr__	PROJECT BUDGET	ACTUAL BUDGET (for YearEnd Reporting)
Memberships & Individuals				
Fundraisers / Events				
Corporations/Foundations		55,800 +	7,500	63,300
Federated Campaigns		9,600		
Other..				
Other..				
Total INCOME Each Column		65,400	7,500	63,300 ✓
EXPENSES				
Salaries (2 personnel)			1,000 (2,000)	35,000
Payroll Taxes & Benefits			250 (500)	5,200
Consultants			3,000 (4,000)	9,700
Rent / FISCAL AGENT FEE				3,400
Utilities (LD Phone)				200
Printing & Copying			750 (1,000)	6,500
Supplies			250	600
Postage			250	2,000
Equipment				2,000
Advertising				-
Insurance				2,000
Other... Conf & Mtgs			2,000 (3,000)	3,500
Other... Transportation				500
Other... Staff Exp & Dev				2,300
Total EXPENSES Each Column		65,400		72,900

Headwaters Fund

GRANT APPLICATION COVER SHEET (see reverse side)

2 Complete Proposals Requested

DATE: _____

Name of Group: _____

Project Name: _____

Address: _____

City/Zip: _____ Phone: _____

Contact Person: _____ Phone: _____

(Note amount you are requesting and check one of the following categories)

ALLIES FOR JUSTICE FUND:

GENERAL FUND:

\$ _____ Empowerment (max \$4,000)

\$ _____ Strategic (max \$7,500)

\$ _____ Exceptional (max \$12,500) must have
previously received a Headwaters grant)

SPECIAL OPPORTUNITY GRANT FUND:

\$ _____ Conference, public event (max \$500)

\$ _____ Education and technical assistance,
organizational development training,
small scale special projects (max \$1,000)

Using this space, **SUMMARIZE YOUR PROPOSAL:** Include a brief history of your organization, the social systems you intend to impact and list your specific objectives (questions 1-3 of application booklet).

*5 yrs -> time nec. to
impact public policy.*

EHEP

Initial Otto Bremer Grant
to MICAH for Start up

Wages 487.50 (12/95) + 15705.00 ('96)	16,192.50
Payroll taxes	1,457.33
Staff Expense	10.25
Subscriptions + Misc	48.95
Postage	67.87
Conferences	312.41
Printing	21.81
Misc	<u>500.00</u>
	\$ 18,589.31
Fiscal Admin Fee 5%	<u>1000.00</u>
	\$ 19,589.31

Balance can cover copies, extra postage,
office rent, etc.

20000.00
19589.31
410.69
- 200.00
210.69

+ 50 - staff expense

160.69
300.00
460.69

60.25
48.95
109.20

7/29/97

Dick -

- 1) I have reviewed Headwaters Grant Info.
- 2) Reviewed "Cowles" Media Proposal.
- 3) Reviewed Madine + Jim Addington's Training Proposal
- 4) Prepared Outline for Headwaters Proposal - see attached

ATEGIC GRANT PROPOSAL

NANCE

Y CIRCLE COLLABORATIVE

- 5) We need to discuss how you intend to utilize Headwaters funds for this project. i.e. Training of Facilitators Goals + objectives etc.

ACILITATOR TRAINING OBJECTIVES

ie

Evaluation Method

NCES

PROMOTING DIVERSITY

FUNDRAISING PLAN

Fiscal Self-Sufficiency

Funding Sources

Permission To Share Proposal With Interested Donors

ATTACHMENTS

Latest Financial Statement

Current List of Board Members, Volunteers and Staff

List of Three Individuals and Phone Numbers

ADDITIONAL ATTACHMENTS

7/31/97

Dee: Here's the
Narrative for
Headwaters Grant -
- 5 pages

Total Allowed = 7
would think we could get
financial plan + copy of
latest financial statement
on 1 page

^{EHEP}
and Board of Directors
CC Advisory Working Group
and staff on
1 page

Total: 7 pages

Additional Attachments +
Cover Sheet - Also
Need to be added.

HEADWATERS FUND – STRATEGIC GRANT PROPOSAL

ORGANIZATIONAL HISTORY AND GOVERNANCE

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.

EHEP has worked to develop itself as an organization which has included obtaining its 501(c)(3) status, beginning a process of strategic planning, and collaborating with other organizations and individuals to determine the best strategies for making progress on the issues of school desegregation / integration and housing / neighborhood segregation. Several months of one-to-one interviews and numerous discussions were conducted with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability. EHEP collaboratively brought together over 30 organizations to begin the process of building a broad-based coalition that addresses and works on these inter-related issues. EHEP has also helped expand the base and scope of existing coalitions by connecting them with related organizations and encouraging the linkage of housing and school issues in their work. It has worked with a coalition focused on re-drafting of the State Board of Education's desegregation rule 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.

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 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 “Kick-Off” conference for potential sponsor groups and conveners of Community Circle study / discussion groups was held in December 1996. Representatives of nearly 100 different organizations attended and participated in the discussion. 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. Some 35 Community Circles have been or are still being convened 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 from throughout the metropolitan area to share the results of their small group discussions and to dialogue 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. 122 citizens attended the Forum and the results of the conversation were discussed the following day by the moderators, George Latimer and Vivian Jenkins Nelson, on Minnesota Public Radio's Mid-Day Program. The various conversations, forums, and training events have been recorded for future use and public broadcast by the Minneapolis Neighborhood Revitalization Program and Office of Film and Video. Each Community Circle has prepared a written report and completed a survey questionnaire of its findings and conclusions. These reports and responses will be synthesized into a single document summarizing the results of the first round of Community Circle conversations.

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 significantly represented in the Spring round, such as the business community. The discussions 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.

EHEP is governed by a Board of Directors consisting of representatives from various civic and educational organizations. It has been organized as a non-profit, educational organization with its 501(c)(3) status and articles of incorporation. EHEP is staffed by a coordinator who is responsible for all aspects of the project: organizing, coalition building, administration and community education. The coordinator works under the direction of the Board of Directors. In addition, the Community Circle Collaborative has established an Advisory Working Group consisting of 23 community and organizational representatives who assist the coordinator in the implementation of the Community Circle initiative.

LONG-TERM IMPACT OF THE COMMUNITY CIRCLE COLLABORATIVE

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. These barriers and 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 elected officials, as well as advocates and community leaders, feel they are able to do. There is a palpable sense of ambivalence about what to do about residential and school desegregation, 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. The Community Circle Collaborative has directed its efforts toward establishing widespread and well-informed public conversations about these issues. The Education and Housing Equity Project (EHEP) has continued to create such opportunities for education and dialogue at several levels.

EHEP has been a leading partner in the metro-wide Community Circle Collaborative and the "Choices For Community" Study Circle Project. Through the Community Circle Collaborative, EHEP continues to organize and support "community circles" throughout the metropolitan region. The Community Circles 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 individuals and the community can do to enhance those opportunities. Proposed future efforts will focus 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 the outcomes of community circle deliberations, forums, and subsequent actions, and (7) developing an action component.

The local community and metro-wide Citizens Forums will be convened with representatives from the sponsor organizations as well as policy makers, educators, community leaders, and other study circle members, to discuss the results of their deliberative conversations and will enable broader engagement and education of the public.

A "Blue Ribbon" Commission / Task Force will be selected by the Collaborative and will consist of public, business, church and community leaders and will focus on engagement and education of public policy and institutional leaders. This group will have 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.

The Community Circle Collaborative has developed a unique methodology of fostering conversation among disparate members of the 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. The CCC is 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 advocacy organizations, to focus on challenging segregation in housing and education.

The CCC has also focused on the region as a whole and on consciously linking the issues of housing, education and employment. No other organization in the Twin Cities, or nationally, is currently engaged in this kind of collaborative grassroots dialogue and mobilization effort linking housing and education, locally and regionally. It also has and will continue to measure its success in tangible ways. These measures include the breadth and depth of participation in the study circles by local and regional citizens. Breadth and depth means diversity of participants in terms of ideas, race, place of residence, age, and economic status. It also includes number of participants and conversations. The project's impact will also be measured by having our findings and recommendations publicly addressed by the State Legislature in its 1998 and 1999 legislative agenda.

COMMUNITY CIRCLE COLLABORATIVE FACILITATOR TRAINING OBJECTIVES

In order to ensure the success of the Community Circle Collaborative's "Choices For Community" Study Circle Project, it is essential to provide skilled and well-trained facilitators for the study circles. Because of limited recruitment and training resources, facilitators were provided with a minimum amount of training, i.e. 3 ½ hours, at the February 1997 training workshops. The Headwater's Fund Strategic Grant request would be used to provide increased recruitment efforts for persons of color as facilitators, and more intensive training with particular emphasis on multicultural, racism, and classism issues. The CCC has also established as a primary goal the increase in the diversity of Study circle participants, as regards race, income, and political perspective. The promotion and involvement of more people of color in these Study Circles would be greatly enhanced by the involvement of more sponsors and facilitators who are representative of the constituency of communities of color.

The primary training would continue to include the following components: (1) Introduction to the "Community Circle Discussion Model" (2) Issue Framing and Analysis (3) Deliberation Process and Techniques (4) Developing the "Public Voice" (5) Creating Action Steps. The training will involve both didactic instruction as well as experiential role-playing. The section on "cross cultural communication" as part of the Deliberation Process component and the Action Steps component would be greatly expanded.

In addition, an intensive 12-hour "Anti-Racism Training" would address the dynamics of racism, identification and analysis of systemic and institutional racism, and will increase systemic thinking and analysis of institutional/organizational dynamics as they relate to racism. This training will consist of four modules: (1) Developing an analytic screen based on the functional definition of racism as *race prejudice plus the power of systems and institutions*; (2) Working through the impacts of this perspective on communities of color, white Americans, and the covert social programming which shapes and reinforces institutional life; (3) Creating initial strategies to dismantle racism and promote institutional change; (4) Applying this perspective to the Community Circles process. The training process will be highly participative and experiential. It will utilize a variety of methodologies and media to engage participants and deepen the educational process. It will include a rhythm of large group – small group process which will aid participants in applying the perspectives gained to life situations.

Thus facilitators will be prepared to assist, guide and lead Community Circle participants by: (a) providing a **context** of deliberation, (b) bringing **focus** to their deliberation, (c) framing **solutions**, and (d) moving toward an **action** format. With this expanded training format which will address the issues of systemic racism and classism, facilitators will be better prepared to help participants. They will be able to not only "talk about" these issues, but to also "work through" these issues and "move toward" common ground, solutions, and action steps toward remedying the problems of housing and education segregation.

<u>Objective / Action</u>	<u>Timeline</u>	<u>Evaluation Method</u>
Recruit 75 additional Sponsors & Facilitators (50% people of color)	9/97 – 10/97	Registration Forms Data Analysis
Provide Training for 75 Facilitators	10/97	Evaluation Survey
Match Facilitators with 50 new Community Circles	10/97 – 11/97	Data Base Analysis
Recruit 75 additional Sponsors & Facilitators (50% people of color)	1/98 – 2/98	Registration Forms Data Analysis
Provide Training for 75 Facilitators	2/98	Evaluation Survey
Match Facilitators with 50 new Community Circles	2/98 – 3/98	Data Base Analysis

BUILDING COLLABORATIONS AND ALLIANCES

Both the Education & Housing Equity Project (EHEP) and the Community Circle Collaborative (CCC) are by definition dedicated to building coalitions, collaborations and alliances. The early partners of the CCC, in addition to EHEP, 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 Department of Human Rights; the Minnesota Churches Anti-Racism Initiative (of the Minnesota Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAHA); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty.

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 Collaborative continues to expand its work in coalition building and public education. EHEP and CCC 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. Continued coalition-building efforts have focused 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 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 EHEP and CCC have seen and begun to build on a great potential for such broad coalition development and support. It will continue to take an 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 EHEP and CCC 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.

EHEP and CCC have begun to lay the foundation for and the solidifying of a broad-based housing/education coalition 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. The plan for the next year is to move from dialogue to issue identification and action, working with the same broad range of organizations and individuals identified over the past year, as well as others. 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.

PROMOTING DIVERSITY

The Education & Housing Equity Project and the Community Circle Collaborative are both dedicated to developing greater inclusive and diversity in both their own structures and the coalitions alliances, and collaboratives which they have and will develop. The EHEP Board of Directors represents a constituency of 33% persons of color. The CCC Advisory Working Group represents a constituency of 44% persons of color. It is part of the strategic objectives of expanded recruitment and training of Community Circle sponsors and facilitators to increase the representation of persons of color in the project to 50%.

FUNDRAISING PLAN

Fiscal Self-Sufficiency

Funding Sources

Permission To Share Proposal With Interested Donors

ATTACHMENTS

Latest Financial Statement

Current List of Board Members, Volunteers and Staff

List of Three Individuals and Phone Numbers

ADDITIONAL ATTACHMENTS



To Apply For a **GENERAL FUND GRANT**

YOUR PROPOSAL SHOULD ANSWER THE FOLLOWING QUESTIONS AND NOT EXCEED SEVEN PAGES. Submit TWO copies of the basic proposal with your Cover Sheet copied in a light color.

1. Give a brief history of your organization. Describe the decision-making process, leadership base and governance of your organization.
2. How do you see this project making a long-term impact on systems of social, racial, political, economic or environmental injustice?
3. List 3-5 objectives or steps that describe the specific purpose for which the grant funds will be used. For each objective;
 - A. Describe the objective or action,
 - B. Give a brief timeline for completion, and
 - C. Tell how you will evaluate or measure your success.
4. Describe collaborations or alliances you are building with other groups in the community.
5. What work is being done to promote diversity of the Board, staff, volunteers and within the planned activities of this proposal?
6. Describe your fundraising plan as it relates to individual/membership contributions, and fiscal self-sufficiency.
7. List other funding sources you are seeking and their status.
8. Does Headwaters have your permission to share this proposal with interested individual donors?
9. Include: a copy of your latest financial statement (an audited copy if available), current list of board members, other volunteers and staff and a list of three individuals (with phone numbers) not in your organization who could provide further information about your group or project.

HEADWATERS FUND

RESOURCES FOR SOCIAL CHANGE

September 16, 1997

Dick Little
Education and Housing Equity Project
122 West Franklin Ave. # 320
Mpls, MN 55404

Dear Dick ,

I am sorry to inform you that Headwaters has denied your Strategic grant request of \$7500.

The Committee felt that the project, while of strong merit, had access to traditional funding sources. There was also concern about sufficient grassroots constituent leadership. Based upon this understanding the committee felt your proposal did not meet our grant criteria as well as other proposals under consideration.

On behalf of Headwaters Board and Grants committee we wish you the best for your project. I am sorry that we were unable to support this request.

Sincerely,



Joy Palmer
Program Director





Headwaters Fund

GRANT MAKING

Headwaters will make grants the fall of 1999 through two programs:

General Fund and Special Opportunity.

Funding is directed toward groups engaged in social change activities, with constituency leadership, addressing root causes of injustice in our society.

Funding is focused on grassroots groups with budgets under \$200,000.
Social service organizations are not eligible.

General Fund grants range from \$4,000 - \$12,500. Organizations must be based in the seven county metro area.
(Proposals from Greater Minnesota are accepted only once a year in the February cycle).

Special Opportunity grants of \$500 to \$1,000. Due the 15th of each month and reviewed monthly.
Available for unexpected events, projects, conferences and training.

❖ **June 14 Grants Information Meeting**

This casual and informative meeting will answer your questions about Headwaters grantmaking process and help clarify if your project fits Headwaters grant criteria.

❖ **August 2 Proposals for the next General Fund granting cycle are due August 2, 1999.**

Proposals must be received at Headwaters Fund by 5:00 PM.



Call for the revised GRANT APPLICATION & INFORMATION BOOKLET 612-879-0602 x 11



WALK FOR JUSTICE

❖ **Walk for Justice -- Sunday, September 12, 1999 -- Boom Island, Minneapolis**

A fundraising and publicity event that supports grassroots organizations working to eliminate injustice. Headwaters manages the logistics and participating groups recruit walkers and secure sponsors, raising money and coming together for a community wide celebration. *Call JoAnn Enos at the Walk Hotline for more information: 612-879-5999*

CAPACITY BUILDING PROGRAM

Headwaters' provides affordable and applicable organizational resources to community based organizations.

The program works to build the capacity of grassroots organizations and increase the effectiveness of work for social, racial, political, environmental, and economic justice.

❖ **"The BASICS" Financial and Tax Management for Nonprofits -- October, November, December**

Start the Year 2000 with Confidence -- This six session series is designed to provide hands-on training and exploration that will give you up-to-date information and tools to strengthen your non-profit organization. Financial and tax management practices are presented in an informal, easily understood format with other grassroots activists, organizers and community leaders.

Look for a registration brochure in September.



If you are currently on our mailing list you will receive further information on up coming programs.



If you are not on our mailing list, call Headwaters at 612-879-0602 x 11 and leave a message with your name, address and phone. We will send you the requested information and add your name to our database.

Headwaters Fund

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Headwaters Fund

GRANTMAKING



CAPACITY BUILDING PROGRAMS



LK FOR JUSTICE

Please Post

For further information:

joy@headwatersfund.org

ph(612) 879-0602
fax (612) 879-0613 *2