



Education and Housing Equity Project Records.

Copyright Notice:

This material may be protected by copyright law (U.S. Code, Title 17). Researchers are liable for any infringement. For more information, visit www.mnhs.org/copyright.

SAIN'T PAUL. Minnesota's capital city. A city proud of its past and its tradition of strong, tightly knit neighborhoods. Today, many people are migrating here to live and find work, put down new roots, and raise families. The face of **SAIN'T PAUL IS RAPIDLY CHANGING**. We are increasingly becoming a rich, multicultural community that is economically and culturally diverse.



On University Avenue, Asian food markets and restaurants, insurance companies, employment agencies, and many other small businesses open daily to serve a growing Southeast Asian community. Sprinkled in other neighborhoods, community newspapers emerge printed all or partly in Spanish, Hmong, Russian, Cambodian, Somali, and many other languages. Our classrooms are filled with students from many **DIFFERENT CULTURAL BACKGROUNDS**—45,000 of these students speak one of 54 different languages at home.

If we as a community can recognize the richness of this multicultural identity, we can **TAP THE ASSETS** of all our community's residents to create wealth and sustain economic growth in Saint Paul. We can engage all of our youth and our future leaders in planning for the next century. And we can **COLLABORATE ACROSS CULTURAL DIFFERENCES** to strengthen and invigorate our neighborhoods to **CREATE A HEALTHY AND VITAL CITY**.

The **1999 CITIES AT WORK** forum series, *A Continuing Public Dialogue on Race, Connections, and Commitment to Action*, provides a time and place to participate in honest dialogue about shaping our city's future.



This fall, we invite you to join families, interested residents, faith-based groups, policymakers, business leaders, nonprofits, neighborhood organizations, and funders from across Saint Paul at the 1999 *Cities at Work* forums. **SHARE GOOD FOOD**. Engage in respectful, **LIVELY DIALOGUE**. Explore **NEW IDEAS**. Learn more about **WHO WE ARE** as a community. Renew old friendships and make **NEW CONNECTIONS**. Together, we can unleash the power of our community and commit to creating a future Saint Paul that is an attractive place for all of us to live and work.



AMHERST H.
WILDER
FOUNDATION
ESTABLISHED 1906

919 Lafond Avenue
Saint Paul, Minnesota 55104-2198

ADDRESS CORRECTION REQUESTED

NONPROFIT ORG
US POSTAGE
PAID
PERMIT 1598
ST PAUL MN

Cities at Work 1999

The 4th annual series to promote dialogue and discovery about Saint Paul's future

Cities at Work 1999

The 4th annual series to promote dialogue and discovery about Saint Paul's future

FALL FORUMS

**A Continuing
Public Dialogue
on Race,
Connections,
and Commitment
to Action**

**The Changing Faces
of Business**
Thursday, October 14, 1999

**Beyond Tolerance:
A Call to Action**
Monday, November 8, 1999



The Changing Faces of Business

Thursday, October 14, 1999

Saint Paul's business sector is increasingly impacted by our changing population. Minority-owned businesses are sprouting up, entire business districts are changing character, and the mainstream business community is racing to recruit and develop a new workforce and attract a broader customer base. Business has to change as our communities grow and transform. It's time to think globally—and build new connections and partnerships within our local community.

Breakout sessions will feature local businesses that are successfully reaching broader market segments, innovative ventures and partnerships by local companies, doing business in the inner city, success stories on recruiting and retaining workers...AND MORE!

WALK AWAY WITH

- a deeper understanding of our changing business community
- ideas to use the next day
- new connections and potential partners

KEYNOTE SPEAKERS

- Duane Benson, Minnesota Business Partnership
- Dr. Bruce Corrie, Concordia University

Registration/Breakfast: 8:00 AM

Public Forum: 8:30 AM-noon

Light lunch to follow, hosted by 3M

Metro State University

700 East 7th Street

Beyond Tolerance: A Call to Action

Monday, November 8, 1999

Talk. Dialogue. Action. Can we move beyond talk and passive tolerance for our cultural and economic differences to committed action? For the past eight months, over nine hundred people have been engaged in dialogue on the challenges of housing, education, and racial reconciliation in our community. Learn from their experiences and join others in forging action steps that make a difference in our community. We can complement each others' strengths and assets as we work community-wide towards cross-cultural understanding and racial reconciliation.

Registration/Buffer Dinner: 5:00 PM

Public Forum: 5:30-8:30 PM

Arlington High School

1459 Rice Street

KEYNOTE SPEAKER: John Powell, Institute on Race and Poverty

HEAR what others have discussed and learned in the 1999 *Cities at Work* forums and in the Community Circle Dialogues about the impact of racism and economics on their lives.

EXPLORE how group and individual actions can address the challenges of economic and racial injustice.

DISCOVER how you can personally become involved with others to initiate community-wide strategies.

SHARE good food and conversation as we affirm our ongoing commitment to eliminating racism and creating a more inclusive community.

Community Circle Dialogues

What are community circle dialogues?

Small, diverse discussion groups that meet for five, two-hour sessions over a period of two months for honest and open dialogue. The discussions are led by trained facilitators and use a written study guide to explore the challenges of housing, education, racism, and multiculturalism in Saint Paul.

What is the purpose of the community circle dialogues?

Community circle dialogues build a greater understanding of other viewpoints and encourage individuals and communities to take action and promote public policy change.

How can I get involved?

The community circle dialogues are being sponsored by community-based organizations, schools, neighborhoods, and local businesses throughout Saint Paul and the broader metropolitan region. For more information about how you or your organization can participate, call 651-659-6031.

Cities at Work 1999 Sponsors and Funders

Amherst H. Wilder Foundation • Asian Pacific Endowment for Community Development • Catholic Charities • City Solutions • Community Employment Partnership • East Side Neighborhood Development • Education and Housing Equity Project/Community Circles Collaborative • Jane Addams School for Democracy • Leadership Saint Paul • Local Initiatives Support Corporation • MRA Initiatives for Change-Twin Cities • Minnesota Alliance with Youth • MN Hmong Chamber of Commerce • National Conference for Community and Justice • Neighborhood Development Center • Otto Bremer Foundation • St. Paul Area Council of Churches • Saint Paul Human Rights Department • St. Paul/Ramsey Children's Initiative • St. Paul Department of Planning and Economic Development • St. Paul Planning Commission • St. Paul Public Schools • 3M Corporation • United Way of the Saint Paul Area • University UNITED • The Urban Coalition • YMCA of Greater St. Paul • And a diverse group of community volunteers

Registration

All events are free and open to the public, but advanced registration is required for meals. For more information, contact Linda at 651-642-4060 or lmh@wilder.org

Please check the forum(s) you plan to attend:

The Changing Faces of Business

Thursday, October 14, 8:00 AM-noon
Metro State University, 700 East 7th Street

Beyond Tolerance: A Call to Action

Monday, November 8, 5:00-8:30 PM
Arlington High School, 1459 Rice Street

Name _____

Organization (if any) _____

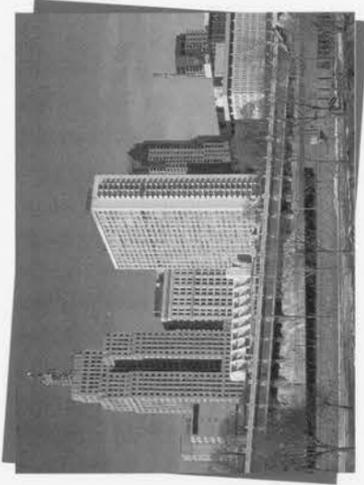
Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Send completed forms to: Linda Hoskins, Wilder Foundation,
919 Lafond Avenue, Saint Paul, MN 55104 OR fax: 651-642-2088

Cities at Work 1999



SAIN T PAUL. Minnesota's capital city. A city proud of its past and its tradition of strong, tightly knit neighborhoods. Today, many people are migrating here to live and find work, put down new roots, and raise families. The face of **SAINT PAUL IS RAPIDLY CHANGING**. We are increasingly becoming a rich, multicultural community that is economically and culturally diverse.

On University Avenue, Asian food markets and restaurants, insurance companies, employment agencies, and many other small businesses open daily to serve a growing Southeast Asian community. Sprinkled in other neighborhoods, community newspapers emerge printed all or partly in Spanish, Hmong, Russian, Cambodian, Somali, and many other languages. Our classrooms are filled with students from many **DIFFERENT CULTURAL BACKGROUNDS** —45,000 of these students speak one of 54 different languages at home.

If we as a community can recognize the richness of this multicultural identity, we can **TAP THE ASSETS** of all our community's residents to create wealth and sustain economic growth in Saint Paul. We can engage all of our youth and our future leaders in planning for the next century. And we can **COLLABORATE ACROSS CULTURAL DIFFERENCES** to strengthen and invigorate our neighborhoods to **CREATE A HEALTHY AND VITAL CITY**.



The **1999 CITIES AT WORK** forum series, *Unleashing the Power of Our Community: A Public Dialogue on Race, Connections, and Commitment*, provides a time and place to participate in honest dialogue about shaping our city's future.

This spring and fall, we invite you to join families, interested residents, faith-based groups, policymakers, business leaders, nonprofits, neighborhood organizations, and funders from across Saint Paul at the 1999 *Cities at Work* forums. **SHARE GOOD FOOD**. Engage in respectful, **LIVELY DIALOGUE**. Explore **NEW IDEAS**. Learn more about **WHO WE ARE** as a community. Renew old friendships and make **NEW CONNECTIONS**. Together, we can unleash the power of our community and commit to creating a future Saint Paul that is an attractive place for all of us to live and work.



Cities at Work 1999

The 4th annual series to promote dialogue and discovery about Saint Paul's future

NONPROFIT ORG
US POSTAGE
PAID
PERMIT 1598
ST PAUL MN



AMHERST H.
WILDER
FOUNDATION

ESTABLISHED 1906

919 Laford Avenue
Saint Paul, Minnesota 55104-2198

ADDRESS CORRECTION REQUESTED

Cities at Work 1999

The 4th annual series to promote dialogue and discovery about Saint Paul's future

Unleashing the Power
of Our Community

A Public Dialogue on
Race, Connections,
and Commitment



Unleashing the Power of Our Community

A Public Dialogue on Race, Connections, and Commitment

Cities at Work 1999—Spring Forums

Stop Talking, Just Do It! Saint Paul Youth's Perspectives on Bridging Differences

JOIN Michael Pritchard, humorist and youth advocate, for a lively and provocative "talk show" discussion with Saint Paul youth about the daily realities of living in a multicultural world.

Wednesday, April 28, 1999
Public Forum: 5:00-8:30 p.m.
Arlington High School
1459 Rice Street

Moderated by Yusef Mgeni
The Urban Coalition

GAIN INSIGHT into how we as a community can learn from—and use—the experiences and perspectives of our youth.

EXPLORE new ways to involve youth in creating collaborative solutions for Saint Paul's future.

Face-to-Face How We Interact

EXPERIENCE the raw poetry, powerful memories, and some funny, yet brave stories told by those who have left behind their homes and culture to create a new life for themselves and their families in Minnesota.

EXPLORE the ways to break through the barriers of culture, communication, and perceptions to build a vibrant Saint Paul.

SHARE food and conversation while learning how to foster cross-cultural understanding and nurture relationships in our increasingly diverse communities.

Tuesday, May 18, 1999
Public Forum: 5:00-8:30 p.m.
Bandana Banquet and Conference Center
Bandana Square (near Energy Park Drive and Lexington Avenue)

Moderated by Yusef Mgeni
The Urban Coalition
Featuring an original performance by Illusion Theater

Cities at Work 1999—Fall Forums

Changing the Way We Do Business

Date and location to be determined

Citizens, nonprofits, neighborhood groups, and businesses in Saint Paul are increasingly working in multi-sector and multicultural groups and partnerships to accomplish both mutual benefit and shared goals for our community. At this forum, we will explore leadership and participation in multicultural decision-making settings and collaborative ventures. We will identify ways to utilize our differences to achieve common purpose, shared commitment, and greater community impact.

Community Circle Dialogues

What are community circle dialogues?

Small, diverse discussion groups that meet for five, two-hour sessions over a period of two months for honest and open dialogue. The discussions are led by trained facilitators and a written study guide to explore the challenges of housing, education, race, and multiculturalism in Saint Paul.

What is the purpose of the community circle dialogues?

Community circle dialogues build a greater understanding of other viewpoints and encourage individuals and communities to take action and promote public policy change.



How can I get involved?

The community circle dialogues are being sponsored by community-based organizations, schools, and local businesses throughout Saint Paul and the broader metropolitan region. For more information about how you or your organization can participate, call 651-659-6031.

Cities at Work 1999 Sponsors and Funders

Amherst H. Wilder Foundation • Asian Pacific Endowment for Community Development • Catholic Charities • City Solutions • East Side Neighborhood Development/VISTA • Education and Housing Equity Project/Community Circles Collaborative • Jane Addams School for Democracy • Local Initiatives Support Corporation • MRA Initiatives for Change - Twin Cities • Minnesota Alliance with Youth • National Conference for Community and Justice • Otto Bremer Foundation • St. Paul Council of Churches • St. Paul/Ramsey Children's Initiative • St. Paul Planning Commission • The Roy Wilkins Center for Human Relations and Social Justice/Humphrey Institute of Public Affairs • United Way of the St. Paul Area • The Urban Coalition • YMCA of Greater St. Paul • And a diverse group of community volunteers

Beyond Tolerance A Call to Action

Date and location to be determined

The final *Cities at Work* forum will generate ideas for taking positive steps to engage Saint Paul as a community in nurturing our diversity, promoting reconciliation, and dismantling racism.

We will explore individual actions that can make a difference, learn how to get involved with groups or organizations already initiating change, and identify community-wide strategies and approaches.

Agendas for Each Forum

5:00-5:30 p.m. Registration and buffet dinner
5:30-8:30 p.m. Program and audience discussion

All events are free and open to the public, but advanced registration is required for dinner. For more information, contact Kate at 651-642-2083 or kmm@wilder.org

Registration

Please use this form to register for the first two *Cities at Work* forums. Advanced registration is required for dinner.

Please check the forum(s) you plan to attend:

- Stop Talking, Just Do It!**
Saint Paul Youth's Perspectives on Bridging Differences
Wednesday, April 28, 5:00-8:30 p.m.

- Face-to-Face**
How We Interact
Tuesday, May 18, 5:00-8:30 p.m.

Name _____

Organization (if any) _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Send completed forms to: Kate Murphy, Wilder Foundation,
919 Lafond Avenue, Saint Paul, MN 55104 OR fax: 651-642-2088

Unleashing the Power of Our Community

A Public Dialogue on Race, Connections, and Commitment

Cities at Work 1999—Spring Forums

Stop Talking, Just Do It!

Saint Paul Youth's Perspectives on Bridging Differences

JOIN Michael Pritchard, humorist and youth advocate, for a lively and provocative "talk show" discussion with Saint Paul youth about the daily realities of living in a multicultural world.

Wednesday, April 28, 1999
Public Forum: 5:00-8:30 p.m.
Arlington High School
1459 Rice Street

Moderated by Yusuf Mgani
The Urban Coalition

GAIN INSIGHT into how we as a community can learn from—and use—the experiences and perspectives of our youth.

EXPLORE new ways to involve youth in creating collaborative solutions for Saint Paul's future.

Face-to-Face

How We Interact

EXPERIENCE the raw poetry, powerful memories, and some funny, yet brave stories told by those who have left behind their homes and culture to create a new life for themselves and their families in Minnesota.

EXPLORE the ways to break through the barriers of culture, communication, and perceptions to build a vibrant Saint Paul.

SHARE food and conversation while learning how to foster cross-cultural understanding and nurture relationships in our increasingly diverse communities.

Tuesday, May 18, 1999
Public Forum: 5:00-8:30 p.m.
Bandana Banquet and Conference Center
Bandana Square (near Energy Park Drive and Lexington Avenue)

Moderated by Yusuf Mgani
The Urban Coalition
Featuring an original performance by Illusion Theater

Community Circle Dialogues

What are community circle dialogues?

Small, diverse discussion groups that meet for five, two-hour sessions over a period of two months for honest and open dialogue. The discussions are led by trained facilitators and a written study guide to explore the challenges of housing, education, race, and multiculturalism in Saint Paul.

What is the purpose of the community circle dialogues?

Community circle dialogues build a greater understanding of other viewpoints and encourage individuals and communities to take action and promote public policy change.

How can I get involved?

The community circle dialogues are being sponsored by community-based organizations, schools, and local businesses throughout Saint Paul and the broader metropolitan region. For more information about how you or your organization can participate, call 651-659-6031.

Cities at Work 1999 Sponsors and Funders

Amherst H. Wilder Foundation • Asian Pacific Endowment for Community Development • Catholic Charities • City Solutions • East Side Neighborhood Development/VISTA • Education and Housing Equity Project/Community Circles Collaborative • Jane Addams School for Democracy • Local Initiatives Support Corporation • MRA Initiatives for Change - Twin Cities • Minnesota Alliance with Youth • National Conference for Community and Justice • Otto Bremer Foundation • St. Paul Council of Churches • St. Paul/Ramsey Children's Initiative • St. Paul Planning Commission • The Roy Wilkins Center for Human Relations and Social Justice/Humphrey Institute of Public Affairs • United Way of the St. Paul Area • The Urban Coalition • YMCA of Greater St. Paul • And a diverse group of community volunteers

Agendas for Each Forum

5:00-5:30 p.m. Registration and buffet dinner
5:30-8:30 p.m. Program and audience discussion

All events are free and open to the public, but advanced registration is required for dinner. For more information, contact Kate at 651-642-2083 or kmm@wilder.org

Registration

Please use this form to register for the first two Cities at Work forums. Advanced registration is required for dinner.

Please check the forum(s) you plan to attend:

- Stop Talking, Just Do It!**
Saint Paul Youth's Perspectives on Bridging Differences
Wednesday, April 28,
5:00-8:30 p.m.
- Face-to-Face**
How We Interact
Tuesday, May 18,
5:00-8:30 p.m.

Name _____

Organization (if any) _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Send completed forms to: Kate Murphy, Wilder Foundation, 919 Lafond Avenue, Saint Paul, MN 55104 OR fax: 651-642-2088.

CITIES AT WORK COMMUNITY CIRCLE DIALOGUES
Training Opportunities

January 22

5:30-9:00 p.m.

Orientation to Community Circles for facilitators & co-facilitators

Society of Professionals in Dispute Resolution

All facilitators and co-facilitators are required to attend.

(Scribes are also welcome to attend if interested.)

January 23

9:00 a.m.-4:30 p.m.

Understanding Community and Institutional Racism

Nadine & Jim Addington

This is an optional training available to all sponsor contacts, facilitators,

co-facilitators and scribes.

Both sessions will be held at Christensen Center, Augsburg College. Free parking will be available.

For more information, call Barbara Blackstone at 651-297-7200, Mariann Johnson at 612-872-7959, or Jan Frankman at 612-935-5158.

.....
Yes, I am interested in being a co-facilitator or scribe for a Cities at Work Community Circle Dialogue.

I will attend the January 22 orientation session.

I will attend the January 23 Understanding Community and Institutional Racism workshop.

Name _____

Address _____

Phone _____ Fax _____ E-mail _____

Please return to Barbara Blackstone, Fax 651-297-7200
Office of Dispute Resolution, 340 Centennial Office Building, St. Paul, MN 55155

UNDERSTANDING AND DISMANTLING RACISM
Introductory Anti-Racism Training for Facilitators and Mediators
Sponsored by The Community Circle Collaborative and
The Education and Housing Equity Project, January 23, 1999
Facilitated by the Minnesota Churches Anti-Racism Initiative

Prelude

Setting the Stage

- Welcome and introduction of facilitators.
- Introductory conversation.
- Aims and Objectives; training design and covenantal framework.

Movement One

Defining Racism

- The struggle for racial justice: then and now.
- Video: *Ending Racism*
- Dialogue and reflection: insights from the video.

STRETCH BREAK

Movement Two

The Power Equation

- Racism: oppressive power that operates simultaneously on three levels.
- Power and privilege: an exercise illustrates racism's *benefits*.
- Deepening the equation: race and identity.

LUNCH BREAK

Movement Three

Dismantling Racism

- Anti-Racism and the spirit of resistance.
- The journey of institutional transformation: the *continuum*.
- Organizing and institutional change: the four tasks.

STRETCH BREAK

Movement Four

The Community Circle Process

- Implications: issues, questions and insights. Small groups/collective sharing.
- Framing the Community Circles Process: how does a systemic view of racism affect the Circles? Small groups.
- Collective conversation.

Postlude

- Where are we now - as individuals and as a group?
- What does today mean for the Community Circles? The larger community?
- What are next steps?

UNDERSTANDING AND DISMANTLING RACISM Principles of Learning and Participants' Covenant

There are several important principles and values in the learning process that we will use in this training event. Together they form a framework that will shape our deliberations and guide our journey. Each participant is asked to join in a covenant to work together in accordance with these principles and others the group may add during this event:

1. No one is a beginner. Everyone at this event is somewhere on a path of learning about racism and working to dismantle it. Each person should be respected for her or his place and pace on this path.
2. All are teachers and learners. Each of us has something to teach, each has something to learn.
3. Mutual respect and caring is asked of all participants. We need to listen carefully to each other, to help each other deal with discomfort, and, above all, to build community. We will seek to carefront, rather than confront.
4. We will seek to create a safe and "liberated " space. Our time and space together will be a liberation zone, rather than a war zone - where each of us can be open, honest and vulnerable without fear.
5. We are seeking to develop an initial common analysis of racism. The emphasis of this workshop will be on developing a collective analysis of racism that is relevant to the Community Circles process and the experience of each participant. The workshop facilitators bring their own experience and analysis to the event, and will facilitate a process in which participants work collectively to develop their understanding of racism within their own context.
6. The subject of racism is difficult and emotion filled. This workshop is designed to develop an initial analysis of racism and clarify practical implications. Each participant is asked to give full time participation to the workshop and to respect the process.
7. Additional items from participants.....adapted from a design by Crossroads Ministry

What are the Cities at Work Community Circle Dialogues?

- **A group of 10-15 people who come together to talk to each other about critical public policy issues and to identify some possible ideas for community action.**
- **A group of people who can participate in a small, democratic discussion and share common concerns, thoughts, and perspectives.**
- **A group of people who can agree that it is not necessary to agree with each other but that it is important to listen and respect all viewpoints to learn from each other.**
- **The groups meet for five sessions over a period of two months followed by a call to action forum.**
- **The discussions are facilitated by a person who is not there to act as an expert on the issues, but to keep the discussion focused and to insure that all voices are heard.**
- **The facilitator and participants use a framework provided in a discussion guide that includes differing points of views about critical issues, questions for discussion, and reference material that can be used to inform the circle participants.**

1999 Conversations at the Crossroads

Site Commitment

Sponsoring Organization: _____

Contact: _____
Name Phone E-mail

We will provide space for Conversations at the Crossroads Circles as follows:

Location	Dates & Times
Name of location: _____	Day _____ Time: _____
Address: _____	
City: _____	Dates: _____
Phone: _____	_____
On Site Contact: _____	

Name of location: _____	Day _____ Time: _____
Address: _____	
City: _____	Dates: _____
Phone: _____	_____
On Site Contact: _____	

_____ EHEP may assign participants to this/these locations.

_____ We, as sponsors, will fill 8-15 places per circle, so please don't assign participants.

*By January 15, 1999
Fax to 612-330-1507 or mail to:
EHEP, Augsburg College, CB185, 2211 Riverside Ave., Minneapolis, MN 55454*

THE COMMUNITY CIRCLE PROJECT

PLEDGE OF PARTICIPATION FOR: SPONSORS

The Education and Housing Equity Project (EHEP) is excited to partner with you as we anticipate the next successful round of Community Circle Conversations. As a sponsor, we invite you to thoughtfully review the Pledge of Participation form, carefully noting each responsibility and your capacity to complete the vital sponsor roles, ensuring the full success of this project.

Responsibilities of Sponsors:

1. Recruit between 8 and 15 people for each community circle.
2. Arrange a meeting space and time for each community circle or recruit participants for a designated time and location.
3. Distribute discussion materials to each participant.
4. Promote the program by any means possible, including bulletins, newsletters, and personal contacts.
5. Participate in evaluation process of community circle.
6. Provide childcare and transportation services as needed by participants.
7. Provide hospitality for participants, ensuring light snacks and beverages, writing board and name tags at each meeting.
8. Keep records of participation for your Community Circle, complete with address and phone listings.
9. Designate a scribe for each Community Circle, capturing in written record the highlights of each conversation.

EHEP will work closely along side you, providing:

- Discussion Guide
- Trained facilitator (and training to your facilitators)
- Informative background materials
- Calendar of related events
- Information clearinghouse for pairing organizations
- Action Forum to connect citizens with service and action opportunities

All community Circles will be invited to take part in a Citizens Summit to be co-sponsored with the Minnesota Meeting and Minnesota Public Radio. Results will be shared with legislators and local officials.

Name of sponsoring organization or agency that you represent:	
Your name: (please print)	
Your address:	
Your telephone & fax:	
Your e-mail (if applicable):	

I understand the responsibilities of Sponsors and commit my organization to this project. This commitment is based on approval from our Board of Directors, Executive Director, or other appropriate authority.

In addition, my organization can provide the following:

Co-Facilitator Media equipment Copying services Translator(s)

We will collaborate with the following organization(s) to jointly co-sponsor one or more circle(s): _____

To achieve greater diversity in our community circle, we would like to be paired with a group different from ourselves _____

Signature

Date

Return to:
Dick Little
Education & Housing Equity Project
2211 Riverside Ave CB 185
Minneapolis, MN 55454
tel: (612) 330-1505 fax: (612) 330-1507



AMHERST H.
WILDER
FOUNDATION

ESTABLISHED 1906

SERVICES TO
ORGANIZATIONS
919 Lafond Avenue
Saint Paul, MN 55104
651-642-4022
FAX 651-642-2088

May 25, 1999

Dick Little
EHEP
4116 Vincent Ave. S.
Minneapolis, MN 55410

Dear Dick,

Please join us at a gathering of community circle dialogue participants from across the metropolitan region. We are very excited to bring together all of you who have participated in and facilitated the community circle dialogues on race, housing, and education this spring and last fall. Currently, over 50 groups have met or are currently meeting throughout the Twin Cities area. This will be the first gathering of all these groups and past participants.

On Tuesday, June 22 from 5:30-9:00 p.m., we will be celebrating and reflecting on our experiences and lessons learned, then exploring some possible next steps over good food and discussion. The meeting will be held at **St. Stephanus Lutheran Church, 739 Lafond Avenue** in Saint Paul. A map and an agenda are enclosed.

Another important event is also currently being planned. On **June 18**, we will be hosting an information session for organizations interested in sponsoring new community circle dialogues. This meeting will be held from **9:30-11:30 a.m. at St. Paul's City Hall, 75 W. Kellogg Boulevard**. Please invite your friends and colleagues who have expressed an interest in joining or sponsoring a community circle dialogue to this meeting. This is an opportunity to hear from organizations who have already sponsored a community circle dialogue and to find out more about how to get involved as a sponsor.

We look forward to seeing you soon. **Please call Linda Hoskins at 651-642-4060 by June 16 to RSVP.**

Cordially,

Barb Rose
Cities at Work
Community Circle Dialog Project

Dick Little
Education, Housing,
and Equity Project

Education and Housing Equity Project
&
Cities at Work

**Invite you to Celebrate
at a
Gathering to Share
our Community Circle Dialogues**

Conversations at the Crossroads

AGENDA

Tuesday, June 22, 1999

5:30—9:00 p.m.

St. Stephanus Lutheran Church, 739 Lafond Avenue, St. Paul

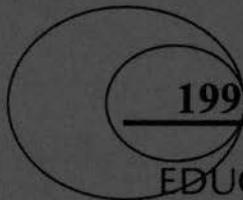
- | | | |
|-------------|--|-----------------------|
| 5:30 | Registration and refreshments | |
| 6:00 | Welcome and introduction | Thomas Ross—moderator |
| 6:20 | Small group discussions | Facilitators |
| 7:20 | Small group feedback | Thomas Ross |
| 7:45 | Open mike: questions, answers and concerns | Thomas Ross |
| 8:15 | What's next? | Thomas Ross |
| 8:45 | Closing—Healing Ceremony | Petey Mitchell |



739 Lafond Ave
Saint Paul, MN 55104-1604



[Icon Latitude: 44.96021, Longitude: -93.131436]



1999 Cities at Work Community Circle Dialogues

EDUCATION AND HOUSING EQUITY PROJECT

SPONSOR INFORMATION MEETING

*Come join others interested in sponsoring a community circle dialogue
on housing, education and race*

WHEN: June 18, 1999
9:30 to 11:30 am

WHERE: St. Paul City Hall
75 W. Kellogg Blvd., Room 40AB

PARKING: Available at Lowry, River Center, or
Kellogg Square Parking Garages

RSVP: Linda Hoskins, 651-642-4060
Wilder Foundation **by June 16**





AMHERST H
WILDER
FOUNDATION

ESTABLISHED 1906

COMMUNITY SERVICES GROUP

919 Lafond Avenue
Saint Paul, MN 55104
PH: 651-642-4060
FAX (651) 642-2088



AMHERST H.
WILDER
FOUNDATION

SERVICES TO
ORGANIZATIONS

919 Lafond Avenue

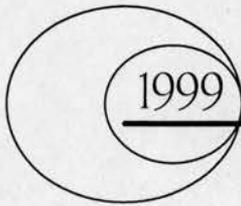
Saint Paul, MN 55104

651-659-6031 FAX 651-642-2088

bar@wilder.org

BARB ROSE

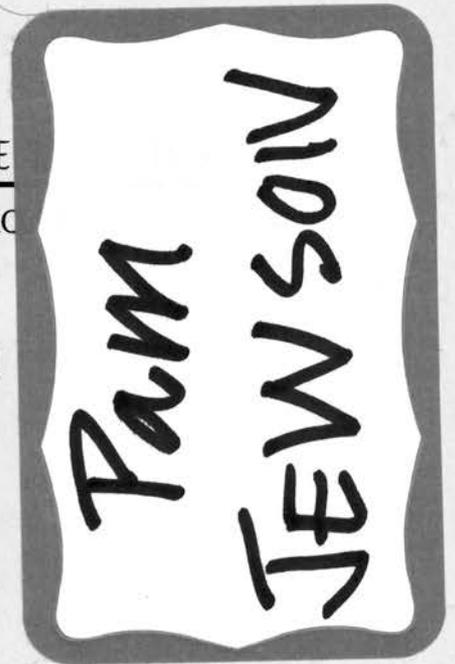
Consultant



1999 CITIES AT WORK COMMUNITY CIRCLE

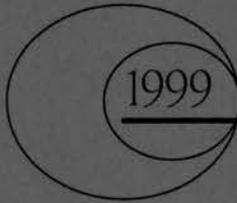
EDUCATION AND HOUSING EQUITY PROJECT

Sponsor Information Meeting
St. Paul City Hall
June 18, 1999
9:30-11:00 a.m.



AGENDA

- I. Welcome
Tyrone Terrill, St. Paul Dept. of Human Rights
- II. Video from Lima, Ohio
What Does a Community Circle Dialogue Look Like?
- III. The Cities at Work Community Circle Dialogue Project
Carol Lukas, Wilder Foundation
- IV. Education, Housing and Equity Project Community Conversations
Dick Little, EHEP
- V. Sponsor Roles and Expectations:
What does it mean to be a community circle dialogue sponsor?
Barb Rose, Wilder Foundation
- VI. Role of the Facilitators
- VII. Questions and Concerns



1999 CITIES AT WORK COMMUNITY CIRCLE DIALOGUES

EDUCATION AND HOUSING EQUITY PROJECT

What are the Cities at Work Community Circle Dialogues?

- A diverse group of 8-15 people who:
 - ...come together to talk to each other about critical public policy issues and to identify some possible ideas for community action.
 - ...participate in a small, democratic discussion and share common concerns, thoughts, and perspectives.
 - ...can agree that it is not necessary to agree with each other, but that it is important to listen and respect all viewpoints in order to learn from each other.
- The groups meet for five sessions over a period of two months followed by a call-to-action forum.
- The discussions are facilitated by a person who is not there to act as an expert on the issues, but to keep the discussion focused and to ensure that all voices are heard.
- The facilitator and participants use a framework provided in a discussion guide that includes differing points of view about critical issues, questions for discussion, and reference material that can be used to inform the circle participants.

What is Required of You as a Sponsor?

Fundamentals:

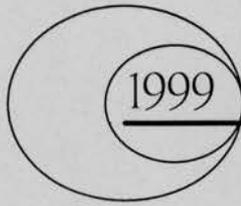
- 1) Recruit a diverse group of between 8 and 15 people for your community circle.
- 2) Arrange a meeting space and time for your community circle.
- 3) Distribute discussion materials to each participant.
- 4) Designate a scribe to capture a written record of the highlights of each circle conversation.
- 5) Participate in an evaluation process.

Other key roles of a sponsor:

- Provide light snacks and beverages, a writing board and name tags at each meeting.
- Recruit a co-facilitator for your circle (may also serve as scribe).
- Keep records of participation for your circle (including address and phone listings).
- Provide child care, transportation and interpretive services as needed by participants.

What Cities at Work will provide for your community circle:

- Discussion guide (plus additional background materials)
- Trained facilitator
- Assistance in linking with other sponsor organizations to ensure group diversity
- Opportunity to share ideas for community action at the *Cities at Work* Call-to-Action forum



1999 CITIES AT WORK COMMUNITY CIRCLE DIALOGUES
EDUCATION AND HOUSING EQUITY PROJECT

Timeline

June 1999

Sponsor Information Meeting

June-August 1999

Sponsor Planning

- Identify sponsor contact
- Participant Recruitment
- Set dialogue time, date, and place
- Publicity

August-September 1999

- Facilitator Refresher /Training (TBD)
- Facilitator Assignments
- Dialogue Groups paired if needed

September-November 1999

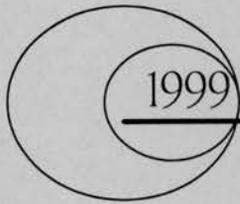
- Community circle dialogues meet 5x
- Facilitator check-in meeting

October 1999

- Cities at Work 1999 fall forum
Changing the Way We Do Business

November-December 1999

- Cities at Work 1999 late fall forum
Beyond Tolerance: A Call to Action
- Citizens Summit



1999 CITIES AT WORK COMMUNITY CIRCLE DIALOGUES

EDUCATION AND HOUSING EQUITY PROJECT

Sponsorship Commitment

Sponsoring Organization: _____

Contact: _____
Name Phone E-mail FAX

Mailing Address: _____

We will provide space for a *Cities at Work* Community Circle Dialogue as follows:

Location

Dates and Times

Name of location: _____

Day of Week: _____ Time: _____

Address: _____

City: _____

Dates: _____

On Site Contact: _____

Scribe (if available): _____

Co-facilitator (if available): _____

_____	We will be able to provide a diverse group of 8 - 15 participants per Circle (not more than half of the group from any one racial/ethnic background).
	-or-
_____	We will need assistance to insure the diversity of our group.

Please fax or mail to:

Barb Rose

Fax: (651) 642-2088

Wilder Foundation, 919 Lafond Ave.

St. Paul, MN 55104

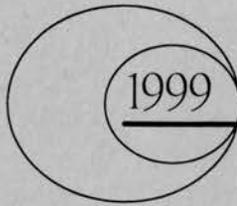
or

Dick Little

Fax: (612) 330-1507

EHEP, 2211 Riverside Ave., CB 185

Minneapolis, MN 55454



1999 CITIES AT WORK COMMUNITY CIRCLE DIALOGUES

EDUCATION AND HOUSING EQUITY PROJECT

CIRCLE DIALOGUE SPONSORS
1998-1999

Bloomington Human Rights Commission
Crystal Human Rights Commission
District Five Teen Council
Frogtown Family Center
Hamline/Midway Coalition Alliance for a Prejudice Free Community
HECUA (Metro Urban Studies Term)
Hiawatha YMCA and Longfellow-Nokomis Family & Community Resource Center
J.J. Hill Montessori Magnet School
League of Women Voters of Minneapolis
Lexington/Hamline Community Council and the Merriam Park Community Council
Mayflower Community Congregational Church
Merriam Park Community Council & Goodwill/Easter Seals
Minneapolis School District
Southwest Area (Barton Open School)
South Area (Bryant Square Park)
East Area (East Lake Library)
North Area (Northstar Elementary School)
Partnerships for Tomorrow
Project for Pride in Living
Ramsey Action Program
Ramsey International Fine Arts School
Richfield Human Rights Commission
St. Mark's Episcopal Church
St. Paul Area Council of Churches
St. Paul Neighborhood Network
The St. Paul Companies
University of St. Thomas
Wooddale Lutheran Church
Young Leaders Caucus

A COMPARISON OF DIALOGUE AND DEBATE

Dialogue is collaborative: two or more sides work together toward common understanding.

Debate is oppositional: two sides oppose each other and attempt to prove each other wrong.

In dialogue, finding common ground is the goal.

In debate, winning is the goal.

In dialogue, one listens to the other side(s) in order to understand, find meaning, and find agreement.

In debate, one listens to the other side in order to find flaws and to counter its arguments.

Dialogue enlarges and possibly changes a participant's point of view.

Debate affirms a participant's own point of view.

Dialogue reveals assumptions for reevaluation.

Debate defends assumptions as truth.

Dialogue causes introspection on one's own position.

Debate causes critique of the other position.

Dialogue opens the possibility of reaching a better solution than any of the original solutions.

Debate defends one's own positions as the best solution and excludes other solutions.

Dialogue creates an open-minded attitude: an openness to being wrong and an openness to change.

Debate creates a closed-minded attitude, a determination to be right.

In dialogue, one submits one's best thinking, knowing that other peoples' reflections will help improve it rather than destroy it.

In debate, one's submits one's best thinking and defends it against challenge to show that it is right.

Dialogue calls for temporarily suspending one's beliefs.

Debate calls for investing wholeheartedly in one's beliefs.

In dialogue, one searches for basic agreements.

In debate, one searches for glaring differences.

In dialogue, one searches for strengths in the other positions.

In debate, one searches for flaws and weaknesses in the other position.

Dialogue involves a real concern for the other person and seeks to not alienate or offend.

Debate involves a countering of the other position without focusing on feelings or relationship and often belittles or deprecates the other person.

Dialogue assumes that many people have pieces of the answer and that together they can put them into a workable solution.

Debate assumes that there is a right answer and that someone has it.

Dialogue remains open-ended.

Debate implies a conclusion.

Adapted from a paper prepared by Shelley Berman, which was based on discussions of the Dialogue Group of the Boston Chapter of Educators for Social Responsibility (ESR). Other members included Lucile Burt, Dick Mayo-Smith, Lally Stowell, and Gene Thompson. For more information on ESR's programs and resources using dialogue as a tool for dealing with controversial issues, call the national ESR office at (617) 492-1764