



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.

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:	WOODDALE Lutheran Church
Your name: (please print)	ROSEMARIE ZIPOY
Your address:	3716 INGLEWOOD SLP MN. 55416
Your telephone & fax:	612-920 0529
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

Rosemarie Zipoj

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

1999 Conversations at the Crossroads

Site Commitment

Sponsoring Organization: WOODDALE Lutheran Church

Contact: Rosemarie Zipoy ^{332 1336} via 920 0529
Name Phone E-mail

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

Location	Dates & Times
Name of location: <u>WOODDALE Lutheran Church</u>	Day <u>Thursday</u> Time: <u>7:00-8:30</u>
Address: <u>4003 WOODDALE AVE SO.</u>	
City: <u>ST. LOUIS PARK</u>	Dates: <u>2-25</u> <u>3-18</u>
Phone: <u>926-7403</u>	<u>3-4</u> <u>3-25</u>
On Site Contact: <u>Karen Tharp or Rosemarie Zipoy</u>	<u>3-11</u>

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

Community Circle Participant Profile

1. Community Circle Location Creskside
2. Community where you live: City Bloomington Neighborhood? Papdell Bridge
School District 271
3. Community where you work: City Retired Downtown or Business District? _____
4. Ethnic/Racial background?
- | | |
|--|--|
| <input type="checkbox"/> African American | <input type="checkbox"/> Hispanic/Latino/Chicano |
| <input type="checkbox"/> American Indian/Native American | <input checked="" type="checkbox"/> White/European |
| <input type="checkbox"/> Asian American | <input type="checkbox"/> Mixed Racial Background |
| <input type="checkbox"/> Arab/Middle Eastern | <input type="checkbox"/> Other |
5. Gender Male _____ Female
6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's
7. Household/Family: Married/Partnered no children Married/Partnered with children _____
Single alone _____ Single with children _____ Minor living with family _____ Room Mate _____
Other family configuration (e.g., extended family) _____ Other _____ Number in your household _____
8. Income Level: Low _____ Moderate _____ Middle _____ High _____
9. Education (highest level attained): Grade or Middle School _____ High School _____
College studies Community College/Vo-Tech _____ College Degree AA
Graduate studies _____ Graduate School Degree _____ Are you currently a student? _____
9. Political Affiliation: DFL Republican _____ Reform _____ Other _____
Independent (no affiliation) _____
10. Political Perspective: Liberal Conservative _____ Moderate _____
Libertarian _____ Other _____
11. Housing Situation: Home owner _____ Renter _____ Landlord _____
Single-Family Multi-Family _____ Other _____
12. Religious Affiliation/Faith Group: Catholic _____ Protestant _____ Jewish _____
Muslim _____ Unitarian _____ Other _____ No affiliation _____
13. Employment/Occupation: Government _____ Education _____ Private Industry _____
Corporate _____ Small Business _____ Self Employed _____ Non-profit _____
Not Employed _____ Retired Other _____
14. Do you have children attending K-12 Schools? _____ Public School _____ Private School _____ Other _____

Community Circle Participant Profile

1. Community Circle Location Woodale Lutheran SLP
2. Community where you live: City St Louis Park Neighborhood? Lenox
School District SLP
3. Community where you work: City St. Paul Downtown or Business District? 444 Lafayette
4. Ethnic/Racial background?

<input type="checkbox"/> African American	<input type="checkbox"/> Hispanic/Latino/Chicano
<input type="checkbox"/> American Indian/Native American	<input checked="" type="checkbox"/> White/European
<input type="checkbox"/> Asian American	<input type="checkbox"/> Mixed Racial Background
<input type="checkbox"/> Arab/Middle Eastern	<input type="checkbox"/> Other
5. Gender Male Female
6. Age/Generation: Born in...

<input type="checkbox"/> 1920's	<input checked="" type="checkbox"/> 30's	<input type="checkbox"/> 40's	<input type="checkbox"/> 50's
<input type="checkbox"/> 60's	<input type="checkbox"/> 70's	<input type="checkbox"/> 80's	
7. Household/Family: Married/Partnered no children Married/Partnered with children
Single alone Single with children Minor living with family Room Mate 2
Other family configuration (e.g., extended family) Other Number in your household 3
8. Income Level: Low Moderate Middle High
9. Education (highest level attained): Grade or Middle School High School
College studies Community College/Vo-Tech College Degree
Graduate studies Graduate School Degree Are you currently a student?
9. Political Affiliation: DFL Republican Reform Other
Independent (no affiliation)
10. Political Perspective: Liberal Conservative Moderate
Libertarian Other
11. Housing Situation: Home owner Renter Landlord
Single-Family Multi-Family Other
12. Religious Affiliation/Faith Group: Catholic Protestant Jewish
Muslim Unitarian Other Episcopalian No affiliation
13. Employment/Occupation: Government Education Private Industry
Corporate Small Business Self Employed Non-profit
Not Employed Retired Other
14. Do you have children attending K-12 Schools? Public School Private School Other

Ginny

Community Circle Participant Profile

1. Community Circle Location Wooddale Lutheran
2. Community where you live: City St. Louis Park Neighborhood? Minnetada Vista
School District St Louis Park
3. Community where you work: City _____ Downtown or Business District? _____
4. Ethnic/Racial background?

<input type="checkbox"/> African American	<input type="checkbox"/> Hispanic/Latino/Chicano
<input type="checkbox"/> American Indian/Native American	<input checked="" type="checkbox"/> White/European
<input type="checkbox"/> Asian American	<input type="checkbox"/> Mixed Racial Background
<input type="checkbox"/> Arab/Middle Eastern	<input type="checkbox"/> Other
5. Gender Male _____ Female
6. Age/Generation: Born in...

_____ 1920's	_____ 30's	<input checked="" type="checkbox"/> 40's	_____ 50's
_____ 60's	_____ 70's	_____ 80's	
7. Household/Family: Married/Partnered no children _____ Married/Partnered with children
 Single alone _____ Single with children _____ Minor living with family _____ Room Mate _____
 Other family configuration (e.g., extended family) _____ Other _____ Number in your household 2
8. Income Level: Low _____ Moderate _____ Middle High _____
9. Education (highest level attained): Grade or Middle School _____ High School _____
 College studies _____ Community College/Vo-Tech _____ College Degree
 Graduate studies _____ Graduate School Degree _____ Are you currently a student? _____
9. Political Affiliation: DFL Republican _____ Reform _____ Other _____
 Independent (no affiliation) _____
10. Political Perspective: Liberal Conservative _____ Moderate _____
 Libertarian _____ Other _____
11. Housing Situation: Home owner Renter _____ Landlord _____
 Single-Family _____ Multi-Family _____ Other _____
12. Religious Affiliation/Faith Group: Catholic _____ Protestant Jewish _____
 Muslim _____ Unitarian _____ Other _____ No affiliation _____
13. Employment/Occupation: Government _____ Education _____ Private Industry _____
 Corporate _____ Small Business _____ Self Employed _____ Non-profit _____
 Not Employed Retired _____ Other _____
14. Do you have children attending K-12 Schools? _____ Public School _____ Private School one in college Other _____

Larry

Community Circle Participant Profile

1. Community Circle Location WOODDALE LUTHERAN CHURCH

2. Community where you live: City ST LOUIS PARK Neighborhood? MINI KAGALISTA
School District SLP

3. Community where you work: City SLP Downtown or Business District? _____

4. Ethnic/Racial background?

- African American
- American Indian/Native American
- Asian American
- Arab/Middle Eastern
- Hispanic/Latino/Chicano
- White/European
- Mixed Racial Background
- Other

5. Gender Male Female _____

6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's

7. Household/Family: Married/Partnered no children _____ Married/Partnered with children _____
Single alone _____ Single with children Minor living with family _____ Room Mate _____
Other family configuration (e.g., extended family) _____ Other _____ Number in your household _____

8. Income Level: Low _____ Moderate Middle _____ High _____

9. Education (highest level attained): Grade or Middle School _____ High School _____
College studies _____ Community College/Vo-Tech _____ College Degree _____
Graduate studies _____ Graduate School Degree Are you currently a student? _____

9. Political Affiliation: DFL _____ Republican _____ Reform _____ Other
Independent (no affiliation) _____

10. Political Perspective: Liberal _____ Conservative _____ Moderate
Libertarian _____ Other _____

11. Housing Situation: Home owner Renter _____ Landlord _____
Single-Family _____ Multi-Family _____ Other _____

12. Religious Affiliation/Faith Group: Catholic _____ Protestant Jewish _____
Muslim _____ Unitarian _____ Other _____ No affiliation _____

13. Employment/Occupation: Government _____ Education _____ Private Industry _____
Corporate _____ Small Business _____ Self Employed Non-profit _____
Not Employed _____ Retired _____ Other _____

14. Do you have children attending K-12 Schools? Public School _____ Private School _____ Other _____

R2

Community Circle Participant Profile

1. Community Circle Location WOODDALE Lutheran Church
 2. Community where you live: City St Louis Park Neighborhood? Minnekade Vista
 School District 283

3. Community where you work: City Minneapolis Downtown or Business District? Downtown

4. Ethnic/Racial background?

- African American
- American Indian/Native American
- Asian American
- Arab/Middle Eastern
- Hispanic/Latino/Chicano
- White/European
- Mixed Racial Background
- Other

5. Gender Male Female

6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's

7. Household/Family: Married/Partnered no children Married/Partnered with children

Single alone Single with children Minor living with family Room Mate

Other family configuration (e.g., extended family) Other Number in your household 3

8. Income Level: Low Moderate Middle High

9. Education (highest level attained): Grade or Middle School High School

College studies Community College/Vo-Tech College Degree

Graduate studies Graduate School Degree Are you currently a student?

9. Political Affiliation: DFL Republican Reform Other

Independent (no affiliation)

10. Political Perspective: Liberal Conservative Moderate

Libertarian Other

11. Housing Situation: Home owner Renter Landlord

Single-Family Multi-Family Other

12. Religious Affiliation/Faith Group: Catholic Protestant Jewish

Muslim Unitarian Other No affiliation

13. Employment/Occupation: Government Education Private Industry

Corporate Small Business Self Employed Non-profit

Not Employed Retired Other

14. Do you have children attending K-12 Schools? Public School Private School Other

No Longer

Community Circle Participant Profile

1. Community Circle Location WOODDALE LUTHERAN CHURCH

2. Community where you live: City EDINA Neighborhood? _____

School District _____

3. Community where you work: City EDINA Downtown or Business District? HOME

4. Ethnic/Racial background?

- African American
- American Indian/Native American
- Asian American
- Arab/Middle Eastern
- Hispanic/Latino/Chicano
- White/European
- Mixed Racial Background
- Other

5. Gender Male Female _____

6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's

7. Household/Family: Married/Partnered no children _____ Married/Partnered with children

Single alone _____ Single with children _____ Minor living with family _____ Room Mate _____

Other family configuration (e.g., extended family) _____ Other _____ Number in your household _____

8. Income Level: Low _____ Moderate _____ Middle High _____

9. Education (highest level attained): Grade or Middle School _____ High School _____

College studies _____ Community College/Vo-Tech _____ College Degree _____

Graduate studies _____ Graduate School Degree Are you currently a student? _____

9. Political Affiliation: DFL _____ Republican Reform _____ Other _____

Independent (no affiliation) _____

10. Political Perspective: Liberal _____ Conservative Moderate _____

Libertarian _____ Other _____

11. Housing Situation: Home owner Renter _____ Landlord _____

Single-Family _____ Multi-Family _____ Other _____

12. Religious Affiliation/Faith Group: Catholic _____ Protestant Jewish _____

Muslim _____ Unitarian _____ Other _____ No affiliation _____

13. Employment/Occupation: Government _____ Education _____ Private Industry _____

Corporate _____ Small Business _____ Self Employed Non-profit _____

Not Employed _____ Retired _____ Other _____

14. Do you have children attending K-12 Schools? Public School _____ Private School _____ Other _____

Lynn

Community Circle Participant Profile

1. Community Circle Location Wooddale Lutheran

2. Community where you live: City St Louis Park Neighborhood? Elmwood
School District 283

3. Community where you work: City Mpls. Downtown or Business District? Mpls.

4. Ethnic/Racial background?

- African American
- American Indian/Native American
- Asian American
- Arab/Middle Eastern
- Hispanic/Latino/Chicano
- White/European
- Mixed Racial Background
- Other

5. Gender Male Female

6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's

7. Household/Family: Married/Partnered no children Married/Partnered with children
Single alone Single with children Minor living with family Room Mate
Other family configuration (e.g., extended family) Other Number in your household

8. Income Level: Low Moderate Middle High

9. Education (highest level attained): Grade or Middle School High School
College studies Community College/Vo-Tech College Degree
Graduate studies Graduate School Degree Are you currently a student? always - Life long learner
just

9. Political Affiliation: DFL Republican Reform Other
Independent (no affiliation)

10. Political Perspective: Liberal Conservative Moderate
Libertarian Other

11. Housing Situation: Home owner Renter Landlord
Single-Family Multi-Family Other

12. Religious Affiliation/Faith Group: Catholic Protestant Jewish
Muslm Unitarian Other No affiliation

13. Employment/Occupation: Government Education Private Industry
Corporate Small Business Self Employed Non-profit
Not Employed Retired Other

14. Do you have children attending K-12 Schools? Public School Private School Other

Community Circle Participant Profile

1. Community Circle Location Woodale Lutheran
2. Community where you live: City St. Louis Park Neighborhood? Minikahda Vista
School District 288
3. Community where you work: City St. Paul Downtown or Business District? Yes
4. Ethnic/Racial background?
- | | |
|--|--|
| <input type="checkbox"/> African American | <input type="checkbox"/> Hispanic/Latino/Chicano |
| <input type="checkbox"/> American Indian/Native American | <input checked="" type="checkbox"/> White/European |
| <input type="checkbox"/> Asian American | <input type="checkbox"/> Mixed Racial Background |
| <input type="checkbox"/> Arab/Middle Eastern | <input type="checkbox"/> Other |
5. Gender Male Female
6. Age/Generation: Born in... 1920's 30's 40's 50's
 60's 70's 80's
7. Household/Family: Married/Partnered no children Married/Partnered with children
Single alone Single with children Minor living with family Room Mate
Other family configuration (e.g., extended family) Other Number in your household
8. Income Level: Low Moderate Middle High
9. Education (highest level attained): Grade or Middle School High School
College studies Community College/Vo-Tech College Degree
Graduate studies Graduate School Degree Are you currently a student? NO
9. Political Affiliation: DFL Republican Reform Other
Independent (no affiliation)
10. Political Perspective: Liberal Conservative Moderate
Libertarian Other
11. Housing Situation: Home owner Renter Landlord
Single-Family Multi-Family Other
12. Religious Affiliation/Faith Group: Catholic Protestant Jewish
Muslim Unitarian Other No affiliation
13. Employment/Occupation: Government Education Private Industry
Corporate Small Business Self Employed Non-profit
Not Employed Retired Other
14. Do you have children attending K-12 Schools? Public School Private School Other

Community Circle Participant Profile

1. Community Circle Location St Wooddale Church
2. Community where you live: City St. Louis Park Neighborhood? _____
School District 11
3. Community where you work: City _____ Downtown or Business District? _____
4. Ethnic/Racial background?
 African American Hispanic/Latino/Chicano
 American Indian/Native American White/European
 Asian American Mixed Racial Background
 Arab/Middle Eastern Other
5. Gender Male _____ Female
6. Age/Generation: Born in... _____ 1920's _____ 30's _____ 40's _____ 50's
_____ 60's _____ 70's _____ 80's
7. Household/Family: Married/Partnered no children _____ Married/Partnered with children
Single alone _____ Single with children _____ Minor living with family _____ Room Mate _____
Other family configuration (e.g., extended family) _____ Other _____ Number in your household 2
8. Income Level: Low _____ Moderate _____ Middle _____ High
9. Education (highest level attained): Grade or Middle School _____ High School _____
College studies _____ Community College/Vo-Tech _____ College Degree _____
Graduate studies _____ Graduate School Degree Are you currently a student? _____
9. Political Affiliation: DFL Republican _____ Reform _____ Other _____
Independent (no affiliation) _____
10. Political Perspective: Liberal Conservative _____ Moderate _____
Libertarian _____ Other _____
11. Housing Situation: Home owner Renter _____ Landlord _____
Single-Family _____ Multi-Family _____ Other _____
12. Religious Affiliation/Faith Group: Catholic _____ Protestant _____ Jewish _____
Muslim _____ Unitarian _____ Other _____ No affiliation
13. Employment/Occupation: Government _____ Education Private Industry _____
Corporate _____ Small Business _____ Self Employed _____ Non-profit _____
Not Employed _____ Retired Other _____
14. Do you have children attending K-12 Schools? _____ Public School _____ Private School _____ Other _____

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

2. Which sessions were of most value to you? Why?

First 4

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

Meadowbrook Collaborative

4. If you could change one thing about race relations in [city or region of your program], what would it be?

5. What important issue would you like study circles to address in the future?

I wish everyone could take the course "dismantling Racism" by the Addingtons

6. In your opinion, how should [city or sponsor] follow up these study circles?

With action

7. Please list the three most serious problems facing our community which involve [topic of study circles].

Affordable housing
TRANSPORTATION
work force development/training

Planning Community-wide Study Circle Programs: A Step-by-Step Guide

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over

9. What is your sex?
 male female

10. What is your race or ethnicity? *3/4 Italian 1/4 Irish*

11. What is your occupation? *office manager (PT) + Daycare provider*

12. What is your zip code? *55416*

13. In which of the following ranges does your family income fall?

less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over

14. Additional comments:

*Thanks
(Would have appreciated the "fact" package the first night of study or even before circles started)*

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

I missed 2 sessions

2. Which sessions were of most value to you? Why?
I liked the last session because it was wholistic & focused on solutions
3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?
She work at Meadowbrook to promote community & help those in need
4. If you could change one thing about race relations in [city or region of your program], what would it be?
up-grade facilities for those in need
5. What important issue would you like study circles to address in the future?
I think we have plenty to work on with housing, racism, & transportation
6. In your opinion, how should [city or sponsor] follow up these study circles?
Hopefully, we will come up with actions for our group & follow through
7. Please list the three most serious problems facing our community which involve [topic of study circles].
*poverty
ignorance
stratification (very diverse community)*

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity? *Caucasian*
11. What is your occupation?
12. What is your zip code?
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over

14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

2. Which sessions were of most value to you? Why?

Session 2, 4

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

4. If you could change one thing about race relations in [city or region of your program], what would it be?

5. What important issue would you like study circles to address in the future?

6. In your opinion, how should [city or sponsor] follow up these study circles?

Have another session to work on plan of action - what was talked about tonight

7. Please list the three most serious problems facing our community which involve [topic of study circles].

*Shortage of affordable housing
Communication between city - community agency*

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity? *caucasian*
11. What is your occupation? *teacher*
12. What is your zip code? *55416*
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over
14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

Jerry

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	(2)	1
Your understanding of your own attitudes and beliefs	(3)	2	1
Your understanding of others' attitudes and beliefs	(3)	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	(2)	1

2. Which sessions were of most value to you? Why?

Housing, Education

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

4. If you could change one thing about race relations in [city or region of your program], what would it be?

people would be open to each others differences.

5. What important issue would you like study circles to address in the future?

Race issues

6. In your opinion, how should [city or sponsor] follow up these study circles?

with action

7. Please list the three most serious problems facing our community which involve [topic of study circles].

Housing, education and caring for children.

Planning Community-wide Study Circle Programs: A Step-by-Step Guide

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity? *German*
11. What is your occupation? *Manager*
12. What is your zip code? *55416*
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over
14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

Blank

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	(3)	2	1
Your understanding of your own attitudes and beliefs	(3)	2	1
Your understanding of others' attitudes and beliefs	(3)	2	1
Your ability to communicate more effectively with people who may have different beliefs	(3)	2	1

- 2. Which sessions were of most value to you? Why? *would take all mtgs to be of value*
- 3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community? *neighborhood assns*
- 4. If you could change one thing about race relations in [city or region of your program], what would it be? *wish I could get to know greater variety of people*
- 5. What important issue would you like study circles to address in the future? *conceptions of what means success*
- 6. In your opinion, how should [city or sponsor] follow up these study circles? *group project*
- 7. Please list the three most serious problems facing our community which involve [topic of study circles]. *Housing/affordable
Public Transportation north & south
Evening teen activities*

GAIL

Planning Community-wide Study Circle Programs: A Step-by-Step Guide

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity? *Caucasian*
11. What is your occupation? *Analyst*
12. What is your zip code? *55426*
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over

14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

Bob

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

2. Which sessions were of most value to you? Why?

SESSION 4. UNDERSTANDING IMPACT OF MOBILITY ON SCHOOLS

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

NEIGHBORHOOD SCHOOLS TO BUILD COMMUNITY

4. If you could change one thing about race relations in [city or region of your program], what would it be?

INCREASE HOME OWNERSHIP

5. What important issue would you like study circles to address in the future?

6. In your opinion, how should [city or sponsor] follow up these study circles?

COMMUNICATE RESULTS OF SUMMARIES TO PARTICIPANTS. PRIORITIZE OPPORTUNITIES

7. Please list the three most serious problems facing our community which involve [topic of study circles].

THEFT & SECURITY DRIVEN BY DRUGS
LACK OF FAMILY MODEL LIFESTYLES
EDUCATION TO MEET RAPIDLY CHANGING NEEDS.

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity? *CAUCASIAN*
11. What is your occupation? *CONSULTANT*
12. What is your zip code? *55436*
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over
14. Additional comments:
*INTERESTING PROCESS OF BETTER UNDER-
STANDING AND SHARING DIFFERENT
BACKGROUND, IDEAS INTERESTS.*

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

2. Which sessions were of most value to you? Why?

The Education session - provided alternatives to the present structure

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

Student Human Rights Commission High School level - with a positive focus.

4. If you could change one thing about race relations in [city or region of your program], what would it be?

Provide positive interchanges to promote change. Ex. a community event.

5. What important issue would you like study circles to address in the future?

The Value of Diverse Cultures in our city.

6. In your opinion, how should [city or sponsor] follow up these study circles?

Continue - identify neighborhood problem areas and include interested residents

7. Please list the three most serious problems facing our community which involve [topic of study circles].

*① Educating youth in the value of diversity
② an inter-generational approach to Race relations
③ Interaction with Police to promote change*

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity?
11. What is your occupation? *Retired*
12. What is your zip code? *55437*
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over
I don't share financial information
14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

Community Circle Report Form

Session #1: Getting Started

Sponsoring Organization: WOODDALE Luth. Church Date: 2-25-99

Meeting Location: WOODDALE Number of Participants: 8

Facilitator: Lee Renz Scribe: R Zypoy

Please describe two or three main themes or ideas about experiences with racism or segregation which your group discussed today: (1-2 sentences each)

1. One participant explained that he grew up on an Indian reservation as a child.

2. One participant says that she moved to the Twin Cities with unrealistic views. She discovered that she is frightened of black people.

3. Several of us mentioned that we grew up in average middle class families sheltered from the realities of racism. I was shocked to learn that racism is institutionalized + that white people have automatic opportunity + people of color don't, until I recently attended a seminar (dismantling racism)

4. **Please use this space to note action ideas, if any, that were mentioned in today's discussion:**

Community Circle Report Form

Session #2: What are the reasons for segregation in the Twin Cities?

Sponsoring Organization: Wooddale Lutheran Church Date: _____

Meeting Location: " " Number of Participants: 9

Facilitator: Lee Remy / Jeanne Kelly Scribe: [Signature]

Please describe two or three main themes or ideas about the reasons for segregation in the Twin Cities that your group discussed today: (1-2 sentences each)

1. Families w. lower incomes need help from the community

2. Public policy is instrumental in the provision of child care

3. Fear, personal fear, is an important factor in segregation

4. Please use this space to note action ideas, if any, that were mentioned in today's discussion:

Model cooperative projects that assist new "neighbors": schools, city government, business, hospital assist families is "stabilizing" (Medwayblock + Girls Program are examples)

Draft

Community Circle Dialogue Report Form Session #~~1~~ #3

Sponsoring Organization: Wooddale Lutheran Church

Number of Participants: 6

Facilitator: lee

Co-facilitator: _____

Scribe: lee

What are the three most important themes/ideas generated in today's discussion?

- There ^{is} a good models in Montgomery MD -
- Transportation is a problem tied to housing
- Have United Way develop some helpful strategies so that Govt. is not only delivery system -

Please note any action ideas that emerged from today's discussion:

- church members can make individual & collective efforts to make 'lower income' persons feel welcome in the church
- church members can influence community by becoming board members of non profits.

Schools —
teachers

Community Circle Report Form

Session #4: What can we do about the achievement gap in our public schools?

Sponsoring Organization: Wooddale Lutherans Date: 3/18/99

Meeting Location: Wooddale Luth church Number of Participants: 6

Facilitator: Lee Scribe: Hail Harris

Please describe two or three main themes or ideas about the achievement gap in our schools that your group discussed today: (1-2 sentences each)

1. we spent our time discussing the types of schools in the glossary and how a diverse staff is needed for sense of inclusion by diverse students whatever type of school

2. School funding is affected negatively by unfunded mandates. Role of courts in decisions affecting use of school resources

3. Role of family in providing student support. Support of concept of "family" or "community" to support children

4. Please use this space to note action ideas, if any, that were mentioned in today's discussion:

Community Circle Report Form

Session # 5: Making a Difference **

Sponsoring Organization: Wooddale Lutheran Church Date: 3/26/99

Meeting Location: Church library Number of Participants: _____

Facilitator: See Remy Scribe: Jesse Eddy

While there may not be consensus within your group about how to best address some of the challenges discussed, there may be ideas or solutions which have emerged over the last few weeks and are supported by most participants.

1. What are two or three of the most powerful steps *individuals* can take to make a difference?

- ① Repeat this group process with current members serving as co-facilitators & facilitators.
- ② Join a group that is active on the topic; get on board.
- ③ Take a course on dismantling racism.

2. What are two or three of the most powerful steps *groups or organizations* can take to make a difference?

- ~~Sponsor competitive projects~~
- ① Become a clearing house of press releases on community level projects/opportunities
- ② Inventory diversity policy/practices of 10 largest employers.
- ③ Use film Color of Deceit as a springboard for discussion.

(over)

** See addenda to Discussion Leaders Evaluation report for ~~addenda~~ total listing of major ideas.

(Session #5 report form continued)

3. What are two or three of the most powerful steps our community or region can take to make a difference?

- ① A communication "system" between churches, synagogues, public agencies, city government and schools to facilitate mutual awareness and working together to assist those in need. Set up Web Page, for example
- ② Sponsor a competition of architects for high quality designed affordable housing or remodeling of affordable housing

4. What are some of the things participants said they would do differently in the future as a result of being part of this community circle dialogue?

Everyone (nearly) expressed a deeper level of awareness about their own biases and about the ^{situation} of people of color & those of us lower income

See attached answers

DISCUSSION LEADER'S EVALUATION FORM

This document was adapted from a form developed by Selena Singletary in Springfield, Ohio.

Please complete this form after your last discussion session and return to [address] no later than [date].

1. Your name
2. The name of your study circle organizer
3. Where and when (day of the week and time) did your study circle meet?
4. How many times did your study circle meet?
5. Number of participants at:
Session I ____ Session II ____ Session III ____ Session IV ____
6. How would you characterize your study circle in terms of gender, racial and ethnic make-up, political spectrum, etc.?
7. What perspectives were well represented in your group? Which were missing?
8. What were your own observations about the dialogue and group process?
9. What did members of the group say about their discussions?
10. What was the topic of the group's liveliest discussion?
11. What were areas of general agreement? What were areas with little consensus?
12. What suggestions came from the group about how people (individuals, organizations, institutions, government) might better address the issue?
13. Did you have adequate support from your study circle's organizer and from the coordinators of the overall program? If not, what additional support would have been helpful?
14. If you were to lead another study circle, what would you change? Feel free to comment on discussion materials, organization of the overall study circle program, your meeting site, your performance as discussion leader, and any other aspects.
15. Do you have concerns, or did the group have concerns, which need to be discussed with the study circle program's working group?

##

- 4) Ask participants to share whatever information they found about ongoing efforts or programs in your community on the issue you are working on.
- 5) To figure out what you want to do, try a brainstorming session — talking and writing down ideas as you go along. Then, review the list you generated. Do any common themes emerge? If so, plan to focus your efforts on areas of consensus. If not, ask group members to rank their top three concerns (anonymously & on paper). Collect their papers, take a break, and tabulate which ideas have the most support. Put the top 3-5 ideas on the board, and discuss the list.
- 6) Think about what is already being done in the community in these areas. Are there ways to build on existing efforts and find people to work with?
 - a) You may want to contact the people who coordinate the programs that interest you, and see how your efforts might best be applied. You may want to invite someone to come and speak to your group. Or, as a group, make a site visit to the organization.
 - b) You may want to start something new — something that no one is doing in your community. Take some time as a group to think about what gaps there are in community services, programs, or other civic enterprises.
 - c) You may want to invite more people to join your group.
- 7) Take a few minutes to discuss how you will keep your group up and running.
 - Just because you agreed to convene the first meeting doesn't necessarily mean you must continue in that role. If it is not feasible for you to continue, be sure to identify other leadership within the group to carry the work forward. Whoever runs the meeting should do so in an impartial, evenhanded way, much like a study circle facilitator.
 - You should begin to develop a paper trail, documenting the work of your group. (Remember, come [date], at the kickoff event for the next round of study circles, this task force will have the chance to report on what you did.) Rotate the recorder's job from week to week.
 - For the group to remain connected to the larger study circle program, someone needs to keep in touch with the [sponsoring organization]. That person(s) might also take on the responsibility of making sure that the meetings happen — that is, finding a site, calling participants, etc.
- 8) Set a time and place for the next meeting.
- 9) Thank everyone for their contributions. Again, remind people of the importance of their work!

Study Circle Discussion Leader's Evaluation Form Response - Lee Renz

Numbers refer to 15 questions from Form; responses follow each number.

1. Lee Renz and Jeanne Eddy
2. Rosemarie Zippoy
3. Thursday at 7 PM
4. Five times and **will hold one more meeting (May 6, '99)**
5. Participant number in () below does not include Leader/Facilitator.

Session 1 (7); Session 2 (7); Session 3 (9); Session 4 (7); Session 5 (9)
Session 6 (to be determined)

6.
 - Ratio of F to M was 2 to 1;
 - Caucasian race;
 - unable to determine ethnicity;
 - one 'social and fiscal conservative' and others primarily 'socially liberal';
 - Christian orientation (primarily Lutheran);
 - most members performed leadership roles in community affairs, including the reduction of discriminatory actions.
7. High levels of social conscience and awareness and the need to improve the situation that leads to discrimination; significant experience in working with "needy" adults within the community. What was missing was the direct experience of persons from "protected" classes.
8. The dialogue and group process were generally excellent and the need for a facilitator was not necessary between the first and fifth meeting (first to get them focused and fifth to get ideas into the open). What is needed is a convener/catalyst in this role.
9. Group members who commented to me said that they enjoyed the group; the fact that the group maintained its membership throughout the series of meetings is most significant.
10. "What are the causes of economic deprivation and, consequently, what roles should the stakeholders play in the change process?" (this phrasing does not represent actual questions, but it represents the situation).

Discussion Leader's Evaluation Form Response - Lee Renz (cont.)

11. General agreement: there is discrimination in housing and an inability of economically deprived persons to travel to and from available work and home. No areas of "little consensus" but, we did not attempt to formally come to consensus in meetings 1 - 5 (also, no areas of total agreement).
12. See the notes for the fifth meeting (see Addenda: Recommendations for Improvement Ideas).
13. Yes, we had excellent support from study circle organizer. We also had excellent support from the Wooddale Lutheran Church leadership who made every effort to make our Circle feel welcome.

The overall program coordinators sent revised materials to the organizer during the program and most of these were unnecessary. The initial materials were sufficient, in fact, they tended to be much too detailed and with too many options for a facilitator to apply.

Helpful? Reduce the amount of information for the facilitator; one or two good questions are all that are needed to 'prime the pump' for each meeting.

14. See #8 and #13; also, do not include materials for facilitators that are intended to promote a position such as "white racism." As true as this may be, this may cause participants to become defensive rather than problem identifiers and solvers. Fellow participants are better able to influence each other based on their experiences than having the facilitator attempt to point out discriminatory practices in our society.
15. The only concern I have is that - nothing will be done with the ideas and information that have been collected, other than have a giant "pep fest."

#####

PARTICIPANT'S EVALUATION FORM

This form asks for a considerable amount of demographic information. You should request this information only if you have the staff time available to collate and use the responses. This document is based on a form developed by Selena Singletary in Springfield, Ohio, which was later adapted for use in San Leandro, California. The study circles in those cities focused on race relations.

Please take a few moments to read and answer the following questions as honestly as possible. You do not need to sign your name to this form. Thank you for your time.

1. What effect, if any, has the study circle had upon the following?

	increased	no change	decreased
Your ability to discuss issues openly and frankly	3	2	1
Your understanding of your own attitudes and beliefs	3	2	1
Your understanding of others' attitudes and beliefs	3	2	1
Your ability to communicate more effectively with people who may have different beliefs	3	2	1

2. Which sessions were of most value to you? Why?

Session 3 - Housing is the most critical issue

3. What one activity do you feel [city or sponsor] is doing to facilitate better race relations in our community?

Having people of color in prominent positions

4. If you could change one thing about race relations in [city or region of your program], what would it be?

more diverse teaching staff in the schools

5. What important issue would you like study circles to address in the future?

Develop an inventory of indicators of a welcoming diverse community

6. In your opinion, how should [city or sponsor] follow up these study circles?

Accumulate ideas for improvement, synthesize & develop an action plan.

7. Please list the three most serious problems facing our community which involve [topic of study circles].

Housing, Good jobs, communication

Planning Community-wide Study Circle Programs: A Step-by-Step Guide

Finally, we'd like to ask you a few additional questions that will help your community better understand the results of the evaluations.

8. Which age group are you in?
 under 18 18-29 30-44 45-64 65 & over
9. What is your sex?
 male female
10. What is your race or ethnicity?
Cauc.
11. What is your occupation?
Consultant
12. What is your zip code?
55416
13. In which of the following ranges does your family income fall?
 less than \$10,000 a year \$25,000 to 44,999
 \$10,000 to \$14,999 \$45,000 to \$64,999
 \$15,000 to \$24,999 \$65,000 and over

14. Additional comments:

If your study circle discussion leader does not collect this form, please mail it to:
[sponsor's address]

Thank you for your feedback!

Journal 2 May 1999

Wooddale Lutheran Church Housing discussions.

Summary:

The demand for housing exceeds the supply and it's a seller's market driving up housing costs both rental and purchase.

Until more housing of all kinds are built, the rates will continue to rise.

Affordable housing (<30% of income) will continue to decline with housing costs raising faster than wages.

Subsidizing rents and 1st time home buyers puts further pressure on housing costs and adds little to actual new housing building putting additional increasing pressure on housing costs.

For more housing to be built, there needs to be more economic incentives for the types of housing that is in greatest demand. Right now, the greatest economic incentives for the builders are for high end market rate sales.

Reducing the costs for multi-unit housing and increasing the assessments on single unit dwellings may skew builders toward multi-dwelling construction.

Home ownership is most always preferred to rental housing when neighborhood maintenance is considered.

Home sharing and group homes may reduce the demand for new housing.

Improve Habitat for Humanity conversion process models.

Improving the process of locating housing may help individuals in the short run but will do nothing in the long run to increase housing and may accelerate the rate of housing cost increases. Starting bidding wars for available housing only helps the sellers not the homeless.

*one of the
members of the
group wrote
this up.*

Wooddale Church Community Circle Recommendations for Improvement Ideas

The following action recommendations were presented at the 5th meeting of the Circle group. These and other recommendations will be reviewed during the 6th meeting of the Circle. The listing is not in any order of priority.

Action Focus	Recommendation for Action
1. Local	Inventory the diversity policies and practices of 10 largest employers.
2. Indiv.	Members of this Community Circle take a course on "dismantling racism."
3. State & Metro	How can governmental policies be adapted to support home sharing?
4. State & Metro	Market the above idea (#3) to agencies.
5. State & Metro	Have a competition for an architectural design for high quality affordable homes.
6. State & Metro	Have a competition for an architectural design for high quality renovation/remodeling of existing homes.
7. Local	Education of community on housing policies.
8. Local	Mentoring program for new home owners' "long ladder gift."
9. Local	Clearing house of press releases on community housing projects/opportunities (communicate with others).
10. Local	Earned benefits for commitments (GI Bill of Rights approach).
11. Local	Improve communication between organizations that serve those in need, such as, churches, synagogues, city government, schools, and local agencies, such as, STEP and the Catholic Church.

continued

Wooddale Church Community Circle
Recommendations for Improvement Ideas (cont.)

	Action Focus	Recommendation
12.	State	Develop an increased level of comfort within institutions such as churches; this church can be more welcoming of new adults, such as, getting parents into church.
13.	Indiv.	Repeat the Community Circle process with members of Circle as conveners and facilitators.
14.	Indiv.	Make topics in #13 broader in order to take in other issues.
15.	Indiv.	Join a group that is active on an integration/segregation topic and get on the group's board of directors.
16.	State	Increase stock of affordable housing through tax credits, etc.
17.	State	Marketing of information in #16.
18.	State	Parent education re: education.
19.	Church	Use the film, Color of Courage , as springboard for discussion of related topics.
20.	State	Encourage home ownership initiatives (rather than rental).

#####

Wooddale Lutheran Church Community Circle's Initial Recommendations

The following 25 recommendations are the result of the 5th and 6th meetings of the Circle group. The listing is not in any order of priority. High priority recommendations and more complete action statements are in another document, **Final Recommendations**.

Action Focus	Recommendation for Action
1. Local	Inventory the diversity policies and practices of 10 largest employers.
2. Indiv.	Members of this Community Circle take a course on "dismantling racism."
3. State & Metro	How can governmental policies be adapted to support home sharing?
4. State & Metro	Market the above idea (#3) to agencies.
5. State & Metro	Have a competition for an architectural design for high quality affordable homes.
6. State & Metro	Have a competition for an architectural design for high quality renovation/remodeling of existing homes.
7. Local	Education of community on housing policies.
8. Local	Mentoring program for new home owners' "long ladder gift."
9. Local	Clearing house of press releases on community housing projects/opportunities (communicate with others).
10. Local	Earned benefits for commitments (GI Bill of Rights approach).
11. Local	Improve communication between organizations that serve those in need, such as, churches, synagogues, city government, schools, and local agencies, such as, STEP and the Catholic Church.

continued

Wooddale Community Circle Improvement Ideas (cont.)

	Action Focus	Recommendation for Action
12.	State	Develop an increased level of comfort within institutions such as churches; this church can be more welcoming of new adults, such as, getting parents into church.
13.	Indiv.	Repeat the Community Circle process with members of Circle as conveners and facilitators.
14.	Indiv.	Make topics in #13 broader in order to take in other issues.
15.	Indiv.	Join a group that is active on an integration/segregation topic and get on the group's board of directors.
16.	State	Increase stock of affordable housing through tax credits, etc.
17.	State	Marketing of information in #16.
18.	State	Parent education re: education.
19.	Church	Use the film, <i>Color of Courage</i> , as springboard for discussion of related topics.
20.	State	Encourage home ownership initiatives (rather than rental).
21.	Local	Develop a list of assets that describe a healthy, diverse community and a list of liabilities that erode a healthy, diverse community.
22.	Local	Explore the Habitat for Humanity model for expanding available housing, that is, aid reduced cost of housing.
23.	Local	To maintain high quality housing and affordable housing in St. Louis Park a citizens advisory committee shall monitor St. Louis Park building inspection practices.
24.	Indiv	Attend the Metro-Wide Community Circle Action meeting in June.
25.	Local	St. Louis Park Public Schools shall have a "diverse" teaching staff to help educate students about the value of diversity.

#####

Wooddale Lutheran Church Community Circle's Final Recommendations

In an effort to determine which of the original 25 recommendations are the 'most doable and important' and remain within time constraints, the group identified the 'most important and doable' in terms of "Individual Action" and "Local (St. Louis Park)."

Items not identified below as 'most important and doable' for the Circle to consider during the meetings are significant and important; it is hoped that they will be addressed in another venue.

In terms of "**Individual Action**" the group consensus was that:

The most important and doable recommendation: Item #2 (take course - "dismantling racism")

Next most important and doable recommendations: Item #13 (repeat Circles)
Item #12 (welcoming)
Item #15 (membership)

Possible action steps were identified for Items #2, #13 and #15.

In terms of "**Local (St. Louis Park)**" the group consensus was that:

The most important and doable recommendations: Item #11 (inter org. communication)
Item #21 (assets and liabilities)
Item #25 (SLP schools)
Item #23 (monitor insp.)

Item #25 was considered to be a subset of Item #21 and possible action steps were identified for these ideas. Action steps were not identified for Items #11 and 23; it is hoped that these will be addressed in another venue.

Generally speaking, the Circle was unable (primarily due to time constraints) to identify potential responsibility for initiating activities for the recommendations.

5/17/99 Actually - I remember Rosemarie saying she would look into Wooddale being a possible site for the 'racism' training and Larry agreed to get the ball rolling with the "diversity" class
(R.Z.)

Wooddale Church Community Circle Recommendations for Improvement Ideas

The following action recommendations were presented at the 5th meeting of the Circle group. These and other recommendations will be reviewed during the 6th meeting of the Circle. The listing is not in any order of priority.

Action Focus	Recommendation for Action
1. Local	Inventory the diversity policies and practices of 10 largest employers.
2. Indiv.	Members of this Community Circle take a course on "dismantling racism."
3. State & Metro	How can governmental policies be adapted to support home sharing?
4. State & Metro	Market the above idea (#3) to agencies.
5. State & Metro	Have a competition for an architectural design for high quality affordable homes.
6. State & Metro	Have a competition for an architectural design for high quality renovation/remodeling of existing homes.
7. Local	Education of community on housing policies.
8. Local	Mentoring program for new home owners' "long ladder gift."
9. Local	Clearing house of press releases on community housing projects/opportunities (communicate with others).
10. Local	Earned benefits for commitments (GI Bill of Rights approach).
11. Local	Improve communication between organizations that serve those in need, such as, churches, synagogues, city government, schools, and local agencies, such as, STEP and the Catholic Church.

continued

See attached answers

DISCUSSION LEADER'S EVALUATION FORM

This document was adapted from a form developed by Selena Singletary in Springfield, Ohio.

Please complete this form after your last discussion session and return to [address] no later than [date].

1. Your name
2. The name of your study circle organizer
3. Where and when (day of the week and time) did your study circle meet?
4. How many times did your study circle meet?
5. Number of participants at:
Session I ____ Session II ____ Session III ____ Session IV ____
6. How would you characterize your study circle in terms of gender, racial and ethnic make-up, political spectrum, etc.?
7. What perspectives were well represented in your group? Which were missing?
8. What were your own observations about the dialogue and group process?
9. What did members of the group say about their discussions?
10. What was the topic of the group's liveliest discussion?
11. What were areas of general agreement? What were areas with little consensus?
12. What suggestions came from the group about how people (individuals, organizations, institutions, government) might better address the issue?
13. Did you have adequate support from your study circle's organizer and from the coordinators of the overall program? If not, what additional support would have been helpful?
14. If you were to lead another study circle, what would you change? Feel free to comment on discussion materials, organization of the overall study circle program, your meeting site, your performance as discussion leader, and any other aspects.
15. Do you have concerns, or did the group have concerns, which need to be discussed with the study circle program's working group?

##

Study Circle Discussion Leader's Evaluation Form Response - Lee Renz

Numbers refer to 15 questions from Form; responses follow each number.

1. Lee Renz and Jeanne Eddy
2. Rosemarie Zippoy
3. Thursday at 7 PM
4. Five times and **will hold one more meeting (May 6, '99)**
5. Participant number in () below does not include Leader/Facilitator.

Session 1 (7); Session 2 (7); Session 3 (9); Session 4 (7); Session 5 (9)
Session 6 (to be determined)
6.
 - Ratio of F to M was 2 to 1;
 - Caucasian race;
 - unable to determine ethnicity;
 - one 'social and fiscal conservative' and others primarily 'socially liberal;'
 - Christian orientation (primarily Lutheran);
 - most members performed leadership roles in community affairs, including the reduction of discriminatory actions.
7. High levels of social conscience and awareness and the need to improve the situation that leads to discrimination; significant experience in working with "needy" adults within the community. What was missing was the direct experience of persons from "protected" classes.
8. The dialogue and group process were generally excellent and the need for a facilitator was not necessary between the first and fifth meeting (first to get them focused and fifth to get ideas into the open). What is needed is a convener/catalyst in this role.
9. Group members who commented to me said that they enjoyed the group; the fact that the group maintained its membership throughout the series of meetings is most significant.
10. "What are the causes of economic deprivation and, consequently, what roles should the stakeholders play in the change process?" (this phrasing does not represent actual questions, but it represents the situation).

Discussion Leader's Evaluation Form Response - Lee Renz (cont.)

11. General agreement: there is discrimination in housing and an inability of economically deprived persons to travel to and from available work and home. No areas of "little consensus" but, we did not attempt to formally come to consensus in meetings 1 - 5 (also, no areas of total agreement).
12. See the notes for the fifth meeting (see Addenda: Recommendations for Improvement Ideas).
13. Yes, we had excellent support from study circle organizer. We also had excellent support from the Wooddale Lutheran Church leadership who made every effort to make our Circle feel welcome.

The overall program coordinators sent revised materials to the organizer during the program and most of these were unnecessary. The initial materials were sufficient, in fact, they tended to be much too detailed and with too many options for a facilitator to apply.

Helpful? Reduce the amount of information for the facilitator; one or two good questions are all that are needed to 'prime the pump' for each meeting.

14. See #8 and #13; also, do not include materials for facilitators that are intended to promote a position such as "white racism." As true as this may be, this may cause participants to become defensive rather than problem identifiers and solvers. Fellow participants are better able to influence each other based on their experiences than having the facilitator attempt to point out discriminatory practices in our society.
15. The only concern I have is that - nothing will be done with the ideas and information that have been collected, other than have a giant "pep fest."

#####

Wooddale Church Community Circle Recommendations for Improvement Ideas

The following action recommendations were presented at the 5th meeting of the Circle group. These and other recommendations will be reviewed during the 6th meeting of the Circle. The listing is not in any order of priority.

Action Focus	Recommendation for Action
1. Local	Inventory the diversity policies and practices of 10 largest employers.
2. Indiv.	Members of this Community Circle take a course on "dismantling racism."
3. State & Metro	How can governmental policies be adapted to support home sharing?
4. State & Metro	Market the above idea (#3) to agencies.
5. State & Metro	Have a competition for an architectural design for high quality affordable homes.
6. State & Metro	Have a competition for an architectural design for high quality renovation/remodeling of existing homes.
7. Local	Education of community on housing policies.
8. Local	Mentoring program for new home owners' "long ladder gift."
9. Local	Clearing house of press releases on community housing projects/opportunities (communicate with others).
10. Local	Earned benefits for commitments (GI Bill of Rights approach).
11. Local	Improve communication between organizations that serve those in need, such as, churches, synagogues, city government, schools, and local agencies, such as, STEP and the Catholic Church.

continued

Study Circle Discussion Leader's Evaluation Form Response - Lee Renz

Numbers refer to 15 questions from Form; responses follow each number.

1. Lee Renz and Jeanne Eddy
2. Rosemarie Zippoy
3. Thursday at 7 PM
4. Five times and **will hold one more meeting (May 6, '99)**
5. Participant number in () below does not include Leader/Facilitator.

Session 1 (7); Session 2 (7); Session 3 (9); Session 4 (7); Session 5 (9)
Session 6 (to be determined)
6.
 - Ratio of F to M was 2 to 1;
 - Caucasian race;
 - unable to determine ethnicity;
 - one 'social and fiscal conservative' and others primarily 'socially liberal;'
 - Christian orientation (primarily Lutheran);
 - most members performed leadership roles in community affairs, including the reduction of discriminatory actions.
7. High levels of social conscience and awareness and the need to improve the situation that leads to discrimination; significant experience in working with "needy" adults within the community. What was missing was the direct experience of persons from "protected" classes.
8. The dialogue and group process were generally excellent and the need for a facilitator was not necessary between the first and fifth meeting (first to get them focused and fifth to get ideas into the open). What is needed is a convener/catalyst in this role.
9. Group members who commented to me said that they enjoyed the group; the fact that the group maintained its membership throughout the series of meetings is most significant.
10. "What are the causes of economic deprivation and, consequently, what roles should the stakeholders play in the change process?" (this phrasing does not represent actual questions, but it represents the situation).

Discussion Leader's Evaluation Form Response - Lee Renz (cont.)

11. General agreement: there is discrimination in housing and an inability of economically deprived persons to travel to and from available work and home. No areas of "little consensus" but, we did not attempt to formally come to consensus in meetings 1 - 5 (also, no areas of total agreement).
12. See the notes for the fifth meeting (see Addenda: Recommendations for Improvement Ideas).
13. Yes, we had excellent support from study circle organizer. We also had excellent support from the Wooddale Lutheran Church leadership who made every effort to make our Circle feel welcome.

The overall program coordinators sent revised materials to the organizer during the program and most of these were unnecessary. The initial materials were sufficient, in fact, they tended to be much too detailed and with too many options for a facilitator to apply.

Helpful? Reduce the amount of information for the facilitator; one or two good questions are all that are needed to 'prime the pump' for each meeting.

14. See #8 and #13; also, do not include materials for facilitators that are intended to promote a position such as "white racism." As true as this may be, this may cause participants to become defensive rather than problem identifiers and solvers. Fellow participants are better able to influence each other based on their experiences than having the facilitator attempt to point out discriminatory practices in our society.
15. The only concern I have is that - nothing will be done with the ideas and information that have been collected, other than have a giant "pep fest."

#####

Community Circle Report Form

Session #1: Getting Started

Sponsoring Organization: WOODDALE Luth. Church Date: 2-25-99

Meeting Location: WOODDALE Number of Participants: 8

Facilitator: Lee Renz Scribe: R Zypoy

Please describe two or three main themes or ideas about experiences with racism or segregation which your group discussed today: (1-2 sentences each)

1. One participant explained that he grew up on an Indian reservation as a child.

2. One participant says that she moved to the Twin Cities with unrealistic views. She discovered that she is frightened of black people.

3. Several of us mentioned that we grew up in average middle class families sheltered from the realities of racism. I was shocked to learn that racism is institutionalized + that white people have automatic opportunity + people of color don't, until I recently attended a seminar (dismantling racism)
4. **Please use this space to note action ideas, if any, that were mentioned in today's discussion:**

Community Circle Report Form

Session #2: What are the reasons for segregation in the Twin Cities?

Sponsoring Organization: Wooddale Lutheran Church Date: _____

Meeting Location: " " Number of Participants: 9

Facilitator: Lee Remy / Jeanne Kelly Scribe: →

Please describe two or three main themes or ideas about the reasons for segregation in the Twin Cities that your group discussed today: (1-2 sentences each)

1. Families w. lower incomes need help from the community

2. Public policy is instrumental in the provision of child care

3. Fear, personal fear, is an important factor in segregation

4. Please use this space to note action ideas, if any, that were mentioned in today's discussion:

Model cooperative groups that assist new "neighbors": schools, city government, business, hospital assist families is "stabilizing" (Newbrook + Guide program meeting)

~~Draft~~

Community Circle Dialogue Report Form Session #~~1~~ #3

Sponsoring Organization: Wooddale luth Church

Number of Participants: 6

Facilitator: lee

Co-facilitator: _____

Scribe: lee

What are the three most important themes/ideas generated in today's discussion?

- There ^{is} a good models in Montgomery MD -
- Transportation is a problem tied to housing
- Have United Way develop some helpful strategies so that Govt. is not only delivery system.

Please note any action ideas that emerged from today's discussion:

- church members can make individual & collective efforts to make 'lower income' persons feel welcome in the church
- church members can influence community by becoming board members of non profits.

Community Circle Report Form

Session #4: What can we do about the achievement gap in our public schools?

Sponsoring Organization: Wooddale Lutherans Date: 3/18/99

Meeting Location: Wooddale Luth church Number of Participants: 6

Facilitator: Lee Scribe: Hail Harris

Please describe two or three main themes or ideas about the achievement gap in our schools that your group discussed today: (1-2 sentences each)

1. we spent our time discussing the types of schools in the glossary and how a diverse staff is needed for sense of inclusion by diverse students whatever type of school
2. School funding is affected negatively by unfunded mandates. Role of courts in decisions affecting use of school resources
3. Role of family in providing student support. Support of concept of "family" or "community" to support children

4. Please use this space to note action ideas, if any, that were mentioned in today's discussion:

Community Circle Report Form

Session # 5: Making a Difference**

Sponsoring Organization: Wooddale Lutheran Church Date: 3/26/99

Meeting Location: Church library Number of Participants: _____

Facilitator: Joe Remy Scribe: Jesse Eddy

While there may not be consensus within your group about how to best address some of the challenges discussed, there may be ideas or solutions which have emerged over the last few weeks and are supported by most participants.

1. What are two or three of the most powerful steps individuals can take to make a difference?

- ① Repeat this group process with current members working as co-facilitators.
- ② Join a group that is active on the topic; get on board.
- ③ Take a course in dismantling racism.

2. What are two or three of the most powerful steps groups or organizations can take to make a difference?

- ① ~~Sponsor competitive projects~~ Become a clearing house of press releases on community level projects/opportunities
- ② Inventory diversity policy/practices of 10 largest employers
- ③ Use film Color of Deceit as a springboard for discussion

(over)

** See addenda to Discussion Leaders Evaluation reports for ~~addenda~~ total listing of major ideas.

(Session #5 report form continued)

3. What are two or three of the most powerful steps our community or region can take to make a difference?

- ① A communication "system" between churches, synagogues, public agencies, city government and schools to facilitate mutual awareness and working together to assist those in need. Set up Web Page for example
- ② Sponsor a competition of architects for high quality designed affordable housing or remodeling of affordable housing

4. What are some of the things participants said they would do differently in the future as a result of being part of this community circle dialogue?

Everyone (nearly) expressed a deeper level of awareness about their own biases and about the ^{experiences} of people of color & those of us lower incomes

Journal 2 May 1999

Wooddale Lutheran Church Housing discussions.

Summary:

The demand for housing exceeds the supply and it's a seller's market driving up housing costs both rental and purchase.

Until more housing of all kinds are built, the rates will continue to rise.

Affordable housing (<30% of income) will continue to decline with housing costs raising faster than wages.

Subsidizing rents and 1st time home buyers puts further pressure on housing costs and adds little to actual new housing building putting additional increasing pressure on housing costs.

For more housing to be built, there needs to be more economic incentives for the types of housing that is in greatest demand. Right now, the greatest economic incentives for the builders are for high end market rate sales.

Reducing the costs for multi-unit housing and increasing the assessments on single unit dwellings may skew builders toward multi-dwelling construction.

Home ownership is most always preferred to rental housing when neighborhood maintenance is considered.

Home sharing and group homes may reduce the demand for new housing.

Improve Habitat for Humanity conversion process models.

Improving the process of locating housing may help individuals in the short run but will do nothing in the long run to increase housing and may accelerate the rate of housing cost increases. Starting bidding wars for available housing only helps the sellers not the homeless.

*one of the
members of the
group wrote
this up.*

Wooddale Lutheran Church Community Circle's Final Recommendations

In an effort to determine which of the original 25 recommendations are the 'most doable and important' and remain within time constraints, the group identified the 'most important and doable' in terms of "Individual Action" and "Local (St. Louis Park)."

Items not identified below as 'most important and doable' for the Circle to consider during the meetings are significant and important; it is hoped that they will be addressed in another venue.

In terms of "**Individual Action**" the group consensus was that:

The most important and doable recommendation: Item #2 (take course - "dismantling racism")

Next most important and doable recommendations: Item #13 (repeat Circles)
Item #12 (welcoming)
Item #15 (membership)

Possible action steps were identified for Items #2, #13 and #15.

In terms of "**Local (St. Louis Park)**" the group consensus was that:

The most important and doable recommendations: Item #11 (inter org. communication)
Item #21 (assets and liabilities)
Item #25 (SLP schools)
Item #23 (monitor insp.)

Item #25 was considered to be a subset of Item #21 and possible action steps were identified for these ideas. Action steps were not identified for Items #11 and 23; it is hoped that these will be addressed in another venue.

Generally speaking, the Circle was unable (primarily due to time constraints) to identify potential responsibility for initiating activities for the recommendations.

5/7/99 Actually - I remember Rosemarie saying she would look into Wooddale being a possible site for the racism training and Larry agreed to get the ball rolling with the "diversity" class
(R.Z.)

Wooddale Lutheran Church Community Circle's Initial Recommendations

The following 25 recommendations are the result of the 5th and 6th meetings of the Circle group. The listing is not in any order of priority. High priority recommendations and more complete action statements are in another document, **Final Recommendations**.

	Action Focus	Recommendation for Action
1.	Local	Inventory the diversity policies and practices of 10 largest employers.
2.	Indiv.	Members of this Community Circle take a course on "dismantling racism."
3.	State & Metro	How can governmental policies be adapted to support home sharing?
4.	State & Metro	Market the above idea (#3) to agencies.
5.	State & Metro	Have a competition for an architectural design for high quality affordable homes.
6.	State & Metro	Have a competition for an architectural design for high quality renovation/remodeling of existing homes.
7.	Local	Education of community on housing policies.
8.	Local	Mentoring program for new home owners' "long ladder gift."
9.	Local	Clearing house of press releases on community housing projects/opportunities (communicate with others).
10.	Local	Earned benefits for commitments (GI Bill of Rights approach).
11.	Local	Improve communication between organizations that serve those in need, such as, churches, synagogues, city government, schools, and local agencies, such as, STEP and the Catholic Church.

continued

Wooddale Community Circle Improvement Ideas (cont.)

	Action Focus	Recommendation for Action
12.	State	Develop an increased level of comfort within institutions such as churches; this church can be more welcoming of new adults, such as, getting parents into church.
13.	Indiv.	Repeat the Community Circle process with members of Circle as conveners and facilitators.
14.	Indiv.	Make topics in #13 broader in order to take in other issues.
15.	Indiv.	Join a group that is active on an integration/segregation topic and get on the group's board of directors.
16.	State	Increase stock of affordable housing through tax credits, etc.
17.	State	Marketing of information in #16.
18.	State	Parent education re: education.
19.	Church	Use the film, <i>Color of Courage</i> , as springboard for discussion of related topics.
20.	State	Encourage home ownership initiatives (rather than rental).
21.	Local	Develop a list of assets that describe a healthy, diverse community and a list of liabilities that erode a healthy, diverse community.
22.	Local	Explore the Habitat for Humanity model for expanding available housing, that is, aid reduced cost of housing.
23.	Local	To maintain high quality housing and affordable housing in St. Louis Park a citizens advisory committee shall monitor St. Louis Park building inspection practices.
24.	Indiv	Attend the Metro-Wide Community Circle Action meeting in June.
25.	Local	St. Louis Park Public Schools shall have a "diverse" teaching staff to help educate students about the value of diversity.

#####

Segregation in Housing:

1. Racial prejudice and discrimination cause people to live apart
And sooo...

2. High crime and poor schools drive people away.

Stability of neighborhood makes them work
Need to look beyond perception
Rated by perception not searching for fact.
Publicity & news is negative

3. Institutional racism in housing, hiring, and education leads to inequities.

This is the KEY
High crime drives people out - they quit
This number 3 is the reason for segregation
Amen this is the way it is everyday
Non achievers is a label
Why alternative schools ?

4. People like to live where they have "elbow room."

Disagree #3 is the cause
Not enough truth
Economics allows us to exercise choice

5. Public policy and economic trends promote and maintain divisions among people.

Pushed her button - affordable housing enough to "who"
Mayor Coleman said that St. Paul has more than our fair share of low-income housing

Class in the neighborhood
↓
income level
↘ *property tax more school money*

Mix of economic segments in community allows balance between schools

Cities at Work
Midway Community Circle Dialogue

Notes from 2/23/99

Participants were asked to introduce themselves, give a brief description of where they were born and raised and how this influence their racial beliefs.

Facilitator asked what stood out in the life stories that were heard today (2/23/99)?

- Common happy childhood experiences.
- Surprised at the similarities of life stories.
- Struck with commonalities of experiences-in family members expressing racist views or tendencies but where those same individuals had or two relationships with members of a different race where race did not matter.
- Parents/older sibling very prejudiced.
- Prejudices seem to be directed more toward African-Americans/Blacks than other ethnic groups.

How are you different as a result of this mornings conversation? What new awareness will you bring into your life?

- Don't feel different now.
- Without a more diverse group (racial/sex or gender) it is hard to get a feeling of differences.