



# 2015 One Minneapolis Fund Annual Report

Neighborhood and Community Relations Department

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[www.minneapolismn.gov/NCR](http://www.minneapolismn.gov/NCR)

# Executive Summary

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The One Minneapolis Fund was created in 2013 to support community-based nonprofit organizations whose work advances the City of Minneapolis goal of eliminating disparities so all residents can participate and prosper. Funded programs are meant to increase the number of residents from underrepresented groups on Minneapolis boards and commissions, involved in policy making decisions and in neighborhood and community organizations. The One Minneapolis Fund is based on the philosophy that when residents are informed, connected to their community and feel represented in City government, they are empowered to influence decisions that impact their lives.

Available grant funds were expanded to \$182,000 in 2015, which were leveraged to support ten projects with combined budgets of just over \$1 million. In April 2015, grant applications were received from thirty nine nonprofit organizations. A committee of the Neighborhood and Community Engagement Commission (NCEC) reviewed all applications and made funding recommendations to the City Council. In June 2015, grants for the ten projects were approved, all of which were underway by July 2015 and completed by September 2016.

## 2015 Funded Organizations:

- ▶ Appetite for Change - \$19,500
- ▶ CAPI USA - \$12,000
- ▶ Centro de Trabajadores Unidos en Lucha - \$19,500
- ▶ Hope Community - \$21,500
- ▶ Little Earth of United Tribes - \$19,500
- ▶ One Family One Community - \$29,500
- ▶ Neighborhood Hub - \$19,500
- ▶ St. Paul's Lutheran Church and Heart of the Beast Theater - \$19,500
- ▶ Somali Action Alliance - \$12,000
- ▶ YouthCare - \$21,500

In order to ensure funded organizations are effectively advancing the goals of the City, project requirements are reviewed and adjusted each year. In 2015, these requirements were expanded to include two specific funding groups:

### Group A Funding -

Community or cultural organizations that develop leaders and engage communities and result in increased involvement in City leadership structures by diverse people. "City leadership structures" refers to City of Minneapolis boards, commissions, neighborhood organizations and other similar advisory or civic engagement groups.

### Group B Funding -

Community or cultural organizations that develop leaders and engage communities in specific target audiences. These leaders and communities demonstrate their leadership and engagement by defining specific community issues and finding ways to address them through their program.

#### Preferred (but not limited to) target audiences:

- Youth (ages 12-24)
- Renters
- People experiencing homelessness
- African Americans
- American Indians

The creation of more defined funding groups allows NCR and NCEC to review proposals and make recommendations based on more targeted criteria. The change led to large percentage increases in outcomes, including the number of residents who joined City leadership structures (229%) and total residents engaged (410%).

# One Minneapolis Fund

## 2015 Outcome Summary

### Overview

**\$182k**

Total funds awarded across 10 projects

**324**

Total project participants

**188**

Total participants trained in leadership development

**108**

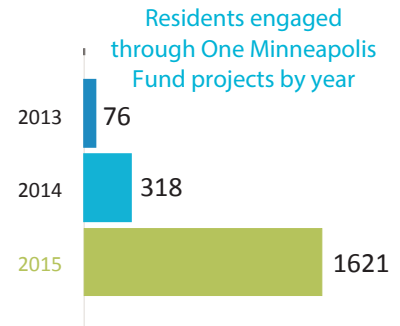
Total youth project participants

**100%**

Youth project participants trained in leadership development

**410%**

Increase in residents engaged between 2014 and 2015



### Group A: Participation in leadership structures

Demographics of participants who joined a leadership structure

City leadership structures joined by One Minneapolis Fund participants in 2015:

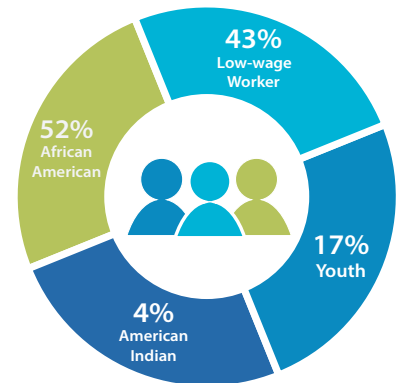
- 1 City of Minneapolis board or commission.
- 2 City of Minneapolis youth advisory committee.
- 5 Neighborhood organization board.
- 4 Neighborhood organization advisory committee.
- 10 Community organization advisory committee.
- 1 Little Earth residents board.

**23**

Participants successfully joined a leadership structure

Of participants who joined a leadership structure represent a target audience

**100%**

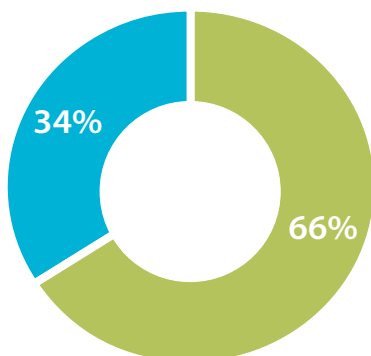


"All the girls told us that this opportunity gave them the desire to serve and become more engaged in local boards, school organizations and neighborhood associations. They spoke of seeing themselves as change agents via these local and national opportunities."

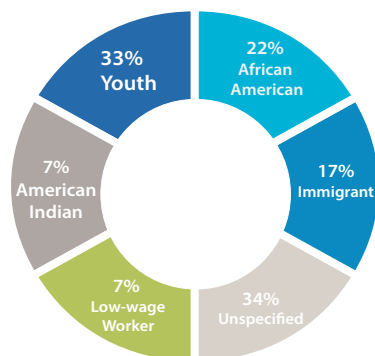
- Andrew Hopkins (Dhop), Hope Community Director of Youth and Family Engagement

### Group B: Develop leaders and engage communities with specific target audiences

**66%** of project participants represented the target audience of their project



Demographics of participants in a target audience



"The leadership development program has led to beneficial outcomes in other areas as well, helping several members transition from homelessness to permanent, stable housing and helping them obtain employment."

- Queen Kimmons, Executive Director of One Family One Community



# Appetite for Change (AFC) - \$19,500



Overall, during the 2015 growing season, AFC helped aggregate and sell (or donate) 7000 pounds of Northside grown produce in the community.

**Total project budget: \$578,000**

**One Minneapolis Fund: 3%**



**48** youth engaged, **33** employed and **29** completed the training program.

▶ **16** leadership development trainings held.

▶ Successfully advocated for **2** policy changes and the creation of **1** state legislation.

▶ **2** youth joined the Minneapolis Rethink your Drink Youth Planning Committee.

▶ Received federal funding to reconvene AFC's Northside Fresh Coalition.



**3** AFC leaders applied to the Homegrown Minneapolis Food Council and **1** was appointed.

▶ **1** youth participant received a Homegrown Hero award.

## Project Overview

The Appetite for Change Community Engagement Program worked to build the capacity of North Minneapolis African American adults and youth, to use food as a tool for building equity and increasing community engagement around wider efforts. The program offered training and employment opportunities to youth, hosted community engagement events and collaborated with the Minneapolis Homegrown Food Council, Parks and Recreation, community organizations and urban farmers to advance food equity in the city. 100% of youth served and urban growers supported were African American residents of North Minneapolis.

## Project Outcomes

Through the efforts of Appetite for Change, more than triple the number of youth completed the organization's leadership development training than was outlined in their project goals. These youth leaders advocated for their communities in various campaigns, including Rethink Your Drink, the Good Food Access Fund and urban agriculture legislation.

- Hosted community engagement events and used resident feedback to inform the organization's advocacy work.
- Partnered with community members and other organizations to advocate for modifications to the Minneapolis food cart ordinance to allow food carts to serve North Minneapolis, the City's policy on vacant lot rental for urban agriculture, as well as the passing of the Minnesota Good Food Access Fund legislation, which will allocate \$250,000 to projects that increase food access.
- Held workshops to train youth to grow and sell produce in North Minneapolis.
- Provided technical assistance to help 9 urban farmers build their capacity to grow, aggregate and sell their produce and eventually form a grower cooperative.

# CAPI USA - \$12,000



3 women applied to the Young Women's Initiative of Minnesota and 1 applied to the Nexus Community Partners Boards and Commissions Leadership Institute.

**Total project budget: \$15,000**  
**One Minneapolis Fund: 80%**



55 women participated in the leadership series.



8 guest speaker presentations by women in a variety of leadership positions.

- ▶ Hosted 6 meetings in a variety of Minneapolis venues.
- ▶ Attended 3 events focused on advocacy and being appointed to leadership structures.

## Project Overview

CAPI USA hosted a series of monthly Immigrant Women's Network (IWN) meetings to inspire women from diverse backgrounds to become increasingly involved in leadership structures and elevate their voices on issues that are important to them. The meetings were held in a variety of Minneapolis venues to promote community resources and included guest speakers and opportunities to network and discuss issues of interest to immigrant women. Participants also attended a variety of events focused on being appointed to a board or commission.



## Project Outcomes

Through guest speaker presentations, discussions and events, CAPI USA's Immigrant Women's Network (IWN) inspired 4 participants to pursue leadership opportunities. The majority of program participants were mid-career professionals who self-identified as immigrants and varied in age, income, education and citizenship status.

- 3 participants applied to the Young Women's Initiative of Minnesota, and 1 applied to the Nexus Community Partners Boards and Commissions Leadership Institute.
- Identified the issue of educational leadership and promoting women of color in the workplace as common themes across all the meetings and used this information while encouraging participants to pursue leadership roles.
- IWN meetings led to many connections and collaborations outside the program as many members discovered the relatedness of their work.

# Centro de Trabajadores Unidos en Lucha - \$19,500



2 program participants used skills gained to recover a combined \$8,856 in unpaid wages.

**Total project budget: \$158,416**  
**One Minneapolis Fund: 12%**



24 low-wage workers trained in public speaking, advocacy and policy research.

▶ A total of **387** residents participated in the workshop series, bi-monthly or drop-in meetings and community presentations.



10 participants took on leadership roles by forming the core of the Defensores Committee.

▶ **173** low-wage workers surveyed on workplace rights issues.

▶ A group of **7** housekeepers used information learned through the program to stand up to wage theft and intimidation from their employer and end threats and verbal abuse.

## Project Overview

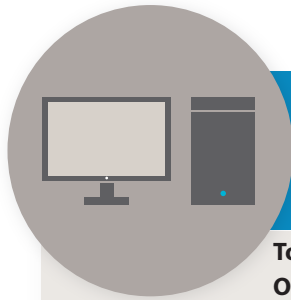
Centro de Trabajadores Unidos en Lucha's (CTUL) Defensores Program focused on workplace rights and community engagement. The program provided leadership development training to a core group of participants. Participants used these skills to improve their own lives, help organizers prepare and present a report on issues affecting low-wage workers in Minneapolis and strategies to address them, while also speaking publicly to highlight the prevalence of these issues. CTUL organizers also hosted additional workplace rights meetings and presentations to share information beyond the core participants.

## Project Outcomes

During the Defensores program, participants received leadership training in public speaking, advocacy and policy research. Many members of this group went on to form the core of the Defensores Committee while the remaining participants stayed engaged in other ways. The knowledge gained through these trainings led to participants successfully recovering unpaid wages in court and standing up against wage theft and intimidation to improve work conditions.

- Program participants developed their leadership skills by assisting CTUL members to analyze survey data and prepare and present a report on low-wage work in Minneapolis titled *Confronting Exploitation: The Face of Low-Wage Work in the Twin Cities*.
- Hosted meetings that provided information on workplace rights to an estimated 387 community members.
- Responded to feedback that their original workshop model was a barrier to participation by shifting their focus to personalized, bi-monthly and drop-in meetings for small groups and individuals, as well as one-time presentations in community locations.

# Hope Community - \$21,500



Created a website and engaged residents in the community to pledge to help them raise awareness of the high rate of intimate partner deaths among Black women.

**Total project budget: \$41,493**  
**One Minneapolis Fund: 52%**



**25** African American youth participants.



**3** participants submitted applications to the Minneapolis Youth Congress and 1 to the St. Paul Youth Advisory Board.



All core participants pursued a leadership position in their community or school.



**13** project participants completed the leadership training program.



**1** participant joined the Shingle Creek Neighborhood Association Board.



**1** participant became a member of the St. Paul Network for the Children of African Descent's Uhuru Scholars Program.



Hosted an event to present individual advocacy platforms to **50+** family and friends.

## Project Overview

Hope Community held an 8-week civic leadership training program for African American girls aged 15 to 18. The program worked to develop participants' leadership skills by supporting them in exploring the types of civic leaders they can become, using digital engagement to create social impact and working together to bring awareness to an issue of their choosing that is of pressing concern to young African American women. Hope Community also provided the opportunity for youth to meet and learn from a variety of local elected and non-elected Black women leaders.

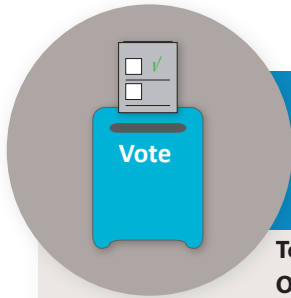


## Project Outcomes

Hope Community's Civic Leadership Institute provided the opportunity for participants to meet with a variety of powerful Black women and youth leaders to learn about recent legislative victories for women and what youth are doing to create community-based change. The young women were introduced to different types of leadership roles by researching who their elected and appointed officials are at the state and city level, assessing what issues are being addressed on their behalf, and what is not being addressed that is important to them. Each participant chose an issue they felt strongly about and developed an advocacy campaign, which involved researching their topic, developing a clear message, proposing a solution and culminated in presenting their mock campaigns at a community event.

- Contracted with Digital Empowerment Academy founder Dr. Lanise Block to guide the youth through the process of building and designing their own website, which provided participants with advanced website building skills.
- Hosted a brunch where Gabriela Linder, Chief Compliance Officer of OMG Media Solutions, discussed the use of social media for social impact.
- Participants utilized their new skills by collectively choosing a larger systemic issue they felt community and civic leaders should pay more attention to, researching the topic and designing a website. The youth participants chose to raise awareness of the high rate of intimate partner deaths among Black women and developed the idea to go into the community and ask people to pledge to help them raise awareness.

# Little Earth of United Tribes - \$19,500



Registered over 75 new adult voters.

**Total project budget: \$24,800**

**One Minneapolis Fund: 79%**



11 project participants, all of whom were female Little Earth residents.

▶ Received Block Club training through the Minneapolis Police Department's 3rd Precinct.



Received board training focused on meeting facilitation, board roles and responsibilities, understanding financial statements and resident engagement through the IAP2 engagement model.

▶ Completed the NACDI Organizing and Leadership Institute focused on understanding local systems, the process of policy making, assessing community needs and incorporating Indigenous methods, topics of interest and values into mainstream organizing practices.

## Project Overview

The Little Earth Block Club Leadership Program developed the organizing and leadership skills of 11 cluster representatives. This group of Little Earth resident women, who were renamed Little Earth Community Safety Champions, used these skills to address urgent issues such as crime, safety and the heroin/opioid epidemic. The Safety Champions worked to strengthen relationships with the Minneapolis Police Department, neighborhood and community organizations and local government, while also engaging community members through meetings and one-on-one relationships within their designated clusters.

## Project Outcomes

Little Earth Safety Champions received board training, block club training through the Minneapolis Police Department's 3rd Precinct and successfully completed the NACDI Organizing and Leadership Institute, which focuses on building the capacity of emerging leaders, community organizers and residents within the American Indian community to address cultural, political, social and economic challenges facing contemporary Native American communities.

- Created an asset map of community and external resources and distributed information, including Safety Champion contact information and a list of residents who are trained to administer NARCAN nasal spray and CPR.
- Partnered with the Minneapolis Police Department to gain direct access to current Part I and Part II crime reports for Little Earth, East Phillips and the broader Phillips neighborhood.
- Shared information at monthly community meetings where residents discussed solutions to current issues.
- Partnered with the City of Minneapolis Election and Voter Services on their 2016 "Make Voting a Tradition" campaign, which consisted of door-to-door voter registration engagement.



# Neighborhood Hub - \$19,500



118 youth trained in organizing and advocacy focused on health disparities in the African American community.

**Total project budget: \$22,728**  
**One Minneapolis Fund: 86%**



Led a national training at the NYCORE Conference.

Trained **118** peers in organizing and advocacy.

- ▶ **10** African American youth participants.
- ▶ **1** community meeting held, which was attended by **75** community members.

## Project Overview

The Neighborhood Hub and Youthprise Northside Research Team (NRT) program works with North Minneapolis youth to address health disparities in the African American community. High school youth are trained in organizing and Participatory Action Research (PAR) — an approach that equips the people most impacted by an issue to use community and institutional knowledge for transformation — to investigate social determinants of health in the community and develop strategic actions based upon their findings. During the phase of the program funded by the One Minneapolis Fund, youth leaders hosted a variety of organizing and advocacy trainings for other youth, facilitated community meetings to report research findings and progress, and attended an event to discuss their research and recommendations.

## Project Outcomes

The Northside Research Team program allowed African American youth to apply the skills they learned through the program by leading organizing and advocacy trainings and facilitating Youth Cafes.

- Hosted 1 training at Plymouth Christian Youth High School in North Minneapolis, facilitated 2 Youth Cafes and led a national training at the New York Collective of Radical Educators Conference (NYCORE).
- Hosted a large scale community meeting with 75 attendees to share their research, report progress on their youth initiatives and to solicit support for their ongoing work.
- Attended the Youth Police Summit to meet with conference attendees and discuss their research and recommendations on how to address the issue of health disparities in the African American community.



Unfortunately, due to staff changes during the grant period, the program ended prematurely. Despite the program being abbreviated, the work accomplished by NRT youth advanced efforts to eliminate health disparities within the African American community.

# One Family One Community - \$19,500



A major unplanned impact of this program was the role it played in helping several participants experiencing homelessness find permanent, stable housing and employment.

**Total project budget: \$35,000**  
**One Minneapolis Fund: 56%**



45 total project participants.

Outreach conducted through local shelters, community events, email blasts and social media encouraged more than 8,000 residents to participate in the program.



- ▶ 4 members joined a neighborhood board.
- ▶ 2 members joined the Jordan Area Community Council Housing Committee.
- ▶ 2 members are working with the Harrison neighborhood on transportation issues.

## Project Overview

One Family One Community's leadership development and civic engagement program held weekly training meetings targeted at people experiencing homelessness, low-income African Americans, young families living in extreme poverty and individuals with criminal records. These trainings focused on teaching participants how to become engaged in neighborhood organizations and government policymaking, particularly with bodies that work on issues of homelessness and housing instability, in order to be well-informed advocates for their own interests.

## Project Outcomes

As a result of the weekly leadership development and civic engagement trainings, participants took on leadership roles and were empowered and motivated to expand their advocacy work beyond their own neighborhoods.

- 8 of the program's 45 participants joined a neighborhood board or committee or have become involved with the work of their neighborhood organization.
- Shared information with participants and provided transportation to and from government hearings and meetings throughout the region focused on housing issues and homelessness.
- Played a role in helping several participants experiencing homelessness find permanent, stable housing and employment.

# St. Paul's Lutheran Church and In the Heart of the Beast Theater - \$19,500



10 public art installations completed. Most of the art created was in the form of mosaics due to age friendliness and the ease of transporting workshops.

**Total project budget: \$69,500**

**One Minneapolis Fund: 28%**



45 youth trained in leadership.

74 youth engaged in art creation and neighborhood engagement with an estimate of 60 additional youth participating in one or more project activities.

▶ 5 neighborhood block celebrations held across the Phillips neighborhoods featuring performance art created by, for and about residents' lives and issues.



75 adults engaged in art creation and neighborhood engagement with an estimate of 145 additional adults participating in one or more project activities.

▶ Partnered with 16 organizations, including the Midtown Phillips Neighborhood Association, Little Earth, the Lake Street Council and multiple schools and community gardens.

## Project Overview

The Youth Leadership Project of St. Paul's Lutheran Church (STP) and In the Heart of the Beast Theater (HOBT), worked to address the isolation and division among cultures in Phillips, which has led to mistrust, issues of crime, and has impacted the safety and physical beauty of the neighborhood. The project developed youth leaders and mentors in Phillips by engaging them in analysis and action on community issues. These energized youth artists and activists created public art throughout Phillips to visually transform the neighborhood and engage residents to see a new community. Youth leaders also worked to foster a sense of place by creating visual and performance art that reflects the residents and communities in the neighborhood and amplifies the stories of the people and place.

## Project Outcomes

Youth trained through the Leadership Development Program engaged the Phillips community by creating and implementing a survey to identify key community issues. After analyzing the results, the youth artists used their findings to design and create public art installations with the help of community members. The issues identified in the survey include crime, safety, racism and littering.

- 354 youth and adults participated in both neighborhood engagement and creating public art aimed at addressing the issues identified by the survey.
- Promoted and documented the project through youth photographers, social media and neighborhood block celebrations.
- Created a special issue of the literary magazine *The Phoenix of Phillips* titled *This is My Story* which featured diverse stories of neighbors and essays on community issues.

# YouthCare - \$21,500



Participants began the process of creating a Youth Advisory Board for the Little Earth community.

**Total project budget: \$64,000**

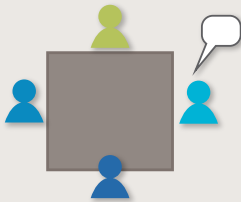
**One Minneapolis Fund: 34%**



**31** youth participants increased leadership skills and became more involved in their community.



**97%** of participants took on a leadership role within YouthCare or the broader community, as reported by staff observation.



**1** youth participant joined the Little Earth Residents Board.



**100%** participated in at least 1 community service activity.

## Project Overview

YouthCare's Little Earth Teen Program worked with youth from the Little Earth of United Tribes community to assist them in self-identifying strengths and taking on leadership roles within the organization or the broader community. Teens aged 13 to 18, all of which were Native American or multiracial (including Native American), participated in a leadership retreat, leadership workshops, health and wellness activities, community service and regular team meetings to discuss issues and how they would like to address them. Participants also visited colleges, job fairs and received resume building and job application assistance.

## Project Outcomes

Through leadership development and career launch activities, the Little Earth Teen Program led to participants increasing leadership skills and becoming more engaged in their community.

- Participants started the process of creating a Little Earth Youth Advisory Board within YouthCare.
- Assisted in participants becoming viewed as a resource and asset to the community, which is especially important considering 50% of Little Earth residents are youth.
- 97% of participants took on a leadership role within the organization or the broader community.

# Somali Action Alliance Education Fund - \$12,000

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## Project Overview

The Somali Action Alliance Leadership Project worked to provide leadership training to prepare Somali residents to serve on neighborhood boards. Due to unknown circumstances, the organization did not submit a final report for the funded project.

Organizations who fail to submit a final report become ineligible to receive reimbursement for contracted project activities or to apply for future One Minneapolis Fund grants.

**Recommendation:** Going forward it is recommended that the project period be reduced from 24 months to 12. The majority of funded projects have been completed within one year and the reduced timeline will improve the quality and consistency of reporting future program impacts.



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