

FIRST ANNUAL COMMUNITY CONNECTIONS CONFERENCE

SATURDAY FEBRUARY 11TH, 2012
ST. MARY'S EVENT CENTER,
FORMERLY THE ZUHRAH SHRINE EVENT CENTER
2540 PARK AVENUE SOUTH
MINNEAPOLIS, MN 55404

REPORT TO THE COMMUNITY

*“Better
Communities
Through
Neighborhoods”*



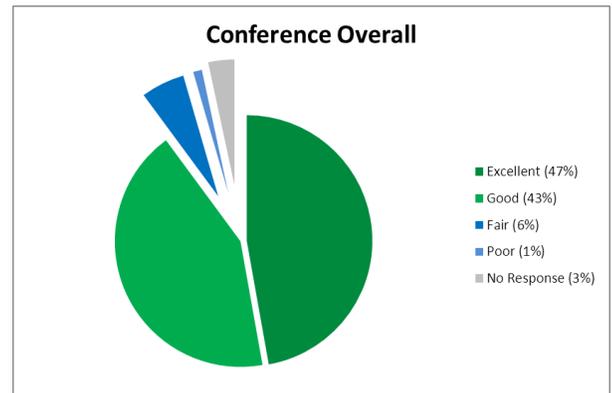
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Conference at a Glance

2012 Conference Theme: The theme of the 2012 conference “Building Better Communities through Neighborhoods” focused on building diversity and increasing participation in neighborhood organizations. The City has a five-year vision of realizing the City goal of *Many People, One Minneapolis*. The conference was a key step in exploring how the City’s key partners – neighborhoods and community organizations – can help us achieve this goal.

Overall Conference: 90% of conference participants completing the evaluation survey rated the conference as a whole as good or excellent.



Attendance: A total of 430 participants attended the conference. Of the 430 participants, 306 (85%) reside in the City of Minneapolis. Of the participants identifying their neighborhood when registering, 72% or 63 of the 87 neighborhoods in the city were represented at the conference.

Keynote Address: Ms. Glover Blackwell’s opening remarks focused on her work of Equity as a Superior Growth Model. As the country witnesses the emergence of a new racial and ethnic majority, equity—long a matter of social justice and morality—is now also an economic imperative.

City Department Engagement: Four City departments presented a workshop and 9 City departments hosted an information table at the conference. In total there were over 50 City of Minneapolis employees who were in attendance, including elected officials.

Workshops: 16 workshop options were offered at the conference, 66% of conference participants completing the evaluation survey rated the workshops overall as good or excellent.

Networking: Networking is often a valuable component of any conference. Neighborhood participants especially liked the networking opportunities created through the **Neighborhood Café** and the **Booth Boulevard**.

Arts and Culture Showcase: The post conference survey question asked respondents to rate the overall entertainment throughout the day. 79% of respondents rated it either excellent or good.

Cost of Conference: The total conference expenditures were \$38,674.71 and total revenue raised for the conference was \$14,750.00 from St. Mary’s University, the McKnight Foundation, Allina Health Care Systems, and 30 organizations who reserved and paid for an information table. The total end cost to the City of Minneapolis, Neighborhood and Community Relations Department was \$23,924.71.

Purpose, Theme and Objectives



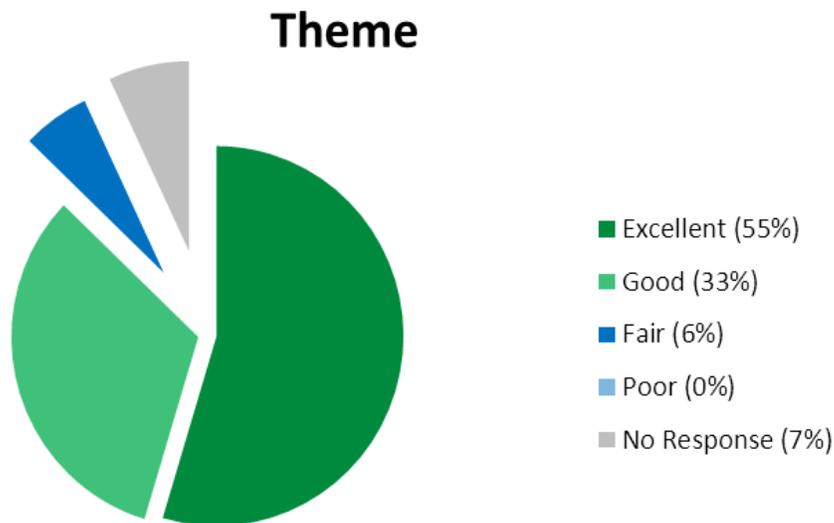
Overall Purpose of Community Connections Conferences: The City of Minneapolis' Neighborhood and Community Relations (NCR) Department sees value in gathering neighborhoods on an annual basis to discuss broader neighborhood and city goals, objectives and opportunities. Such a summit will provide a forum to support broader discussions and alignment between neighborhoods, the City and other communities.

Neighborhood organizations have access to considerable resources that can affect change. These include financial (an anticipated \$30,000,000 in funding to neighborhood organizations over the next 3 years), governmental (multijurisdictional NRP Policy Board), and relational (community, non-profit and businesses). Aligning these resources around a specific goal and common strategies can have a significant impact.

2012 Conference Theme: The theme of the 2012 conference "Building Better Communities through Neighborhoods" focused on building diversity and increasing participation in neighborhood organizations. The City has a five-year vision of realizing the City goal of **Many People, One Minneapolis**. The conference was a key step in exploring how the City's key partners – neighborhoods and community organizations – can help us get there.



Source: Photo taken by the NCR Department



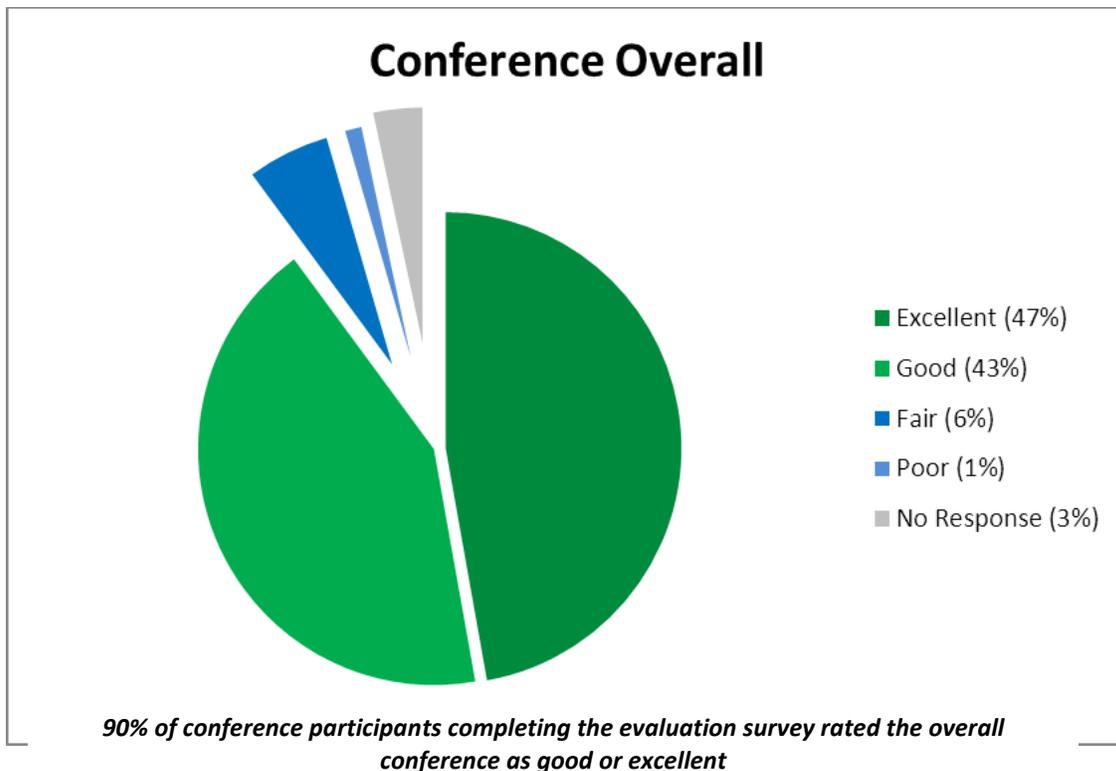
88% of conference participants completing the evaluation rated the conference theme as good or excellent.

Source: Post Conference Survey, conducted by the NCR Department

Objectives of 2012 Conference:

1. Building a broader understanding of the equity within our neighborhood organizations so they can be part of the solution to erase racial disparities in our city; and
2. Building the capacity of neighborhoods by providing the tools and strategies and building supportive networks with other community partners to achieve greater inclusion and diversity; and
3. Providing networking opportunities for neighborhoods to connect with City departments, cultural and community organizations working on the same or similar goals; and
4. Providing other basic tools for successful operations for neighborhood organizations; and
5. Providing follow up to continue this work after the conference (the conference is just one component to achieve these objectives).

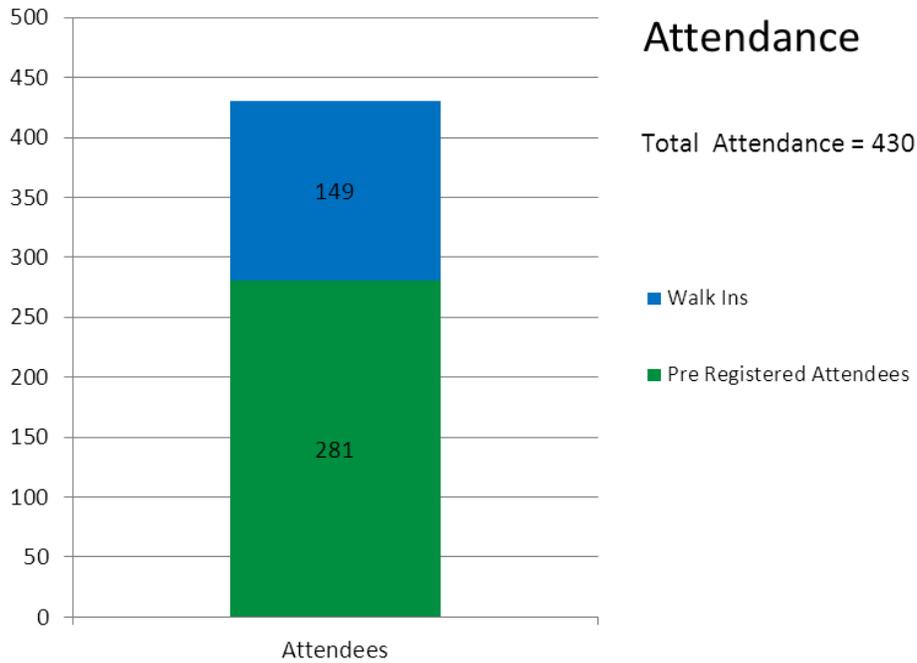
Audience: This new conference was specifically designed for neighborhood organizations, cultural communities, nonprofit organizations, City departments and residents to share best practices of neighborhood engagement. In addition, participants in the “One Minneapolis Conference” (Civil Rights) and the equity delegation (Equity Summit), elected officials were also invited and participated in the conference. Neighborhoods and community organizations, City departments and Equity Delegation members either conducted specific workshops or participated in the Information Boulevard.



Source: Post Conference Survey, conducted by the NCR Department

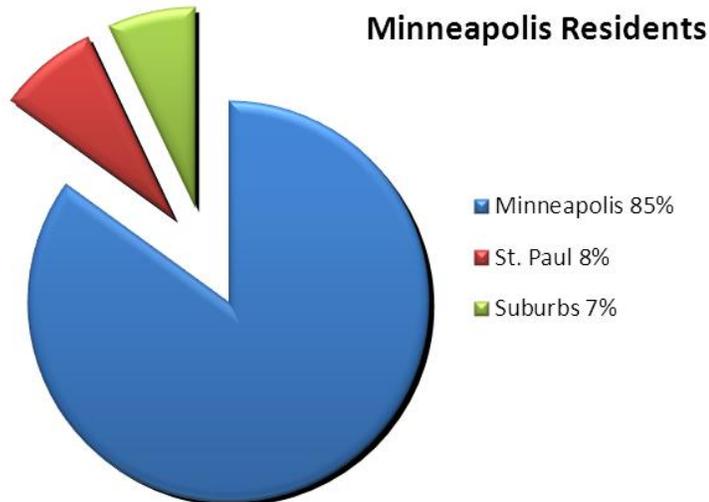
Attendance: 430 participants

A total of 430 participants attended the conference. Of the total attendance, 281 people pre-registered and another 149 registered the day of the event.



Source: Registration Data from NCR Department

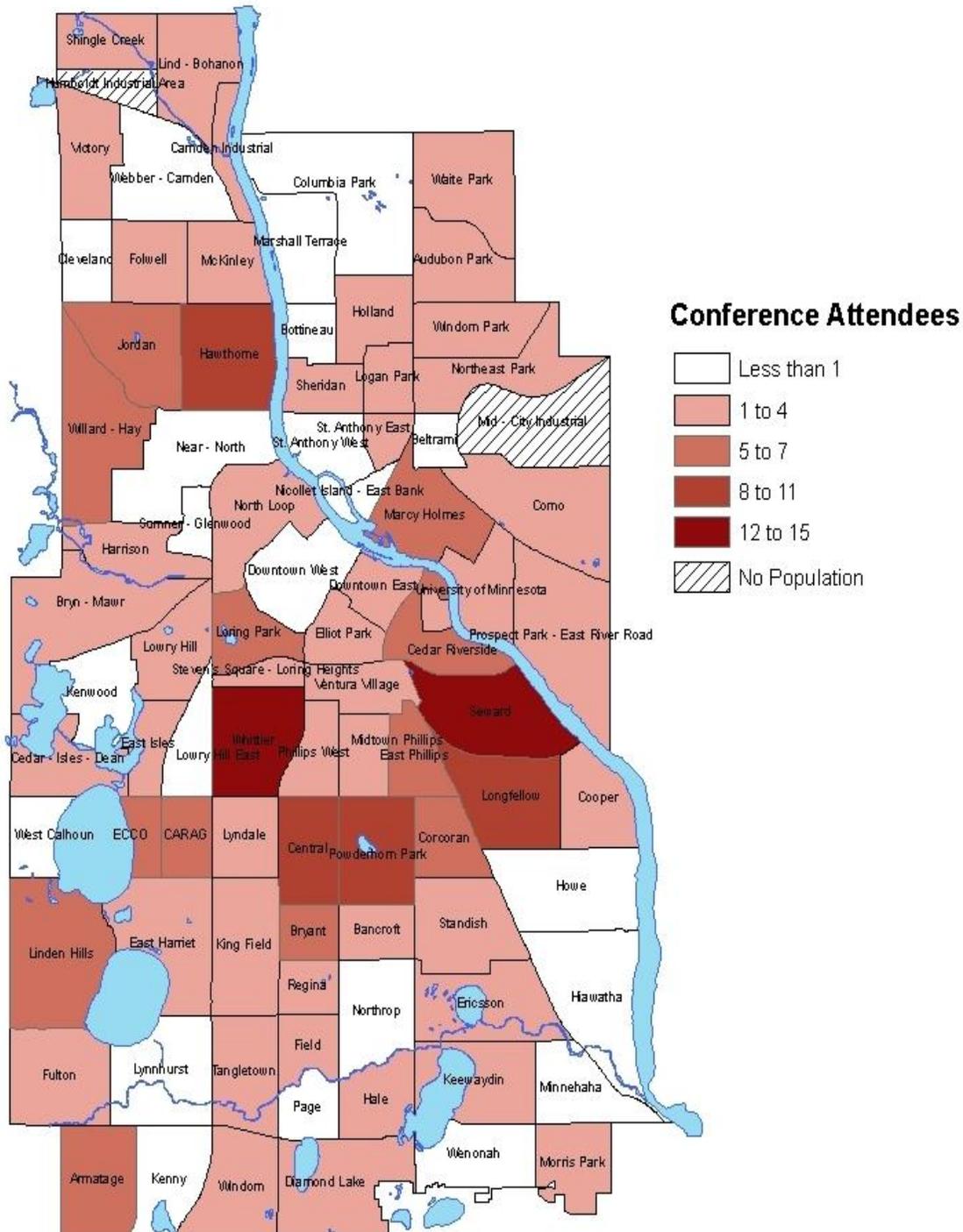
Of the 430 participants, 306 (85%) resided in the City of Minneapolis, while 8% of attendees resided in St. Paul leaving 7% of attendees from other cities. Two attendees traveled all the way from the City of Rochester to attend the conference.



Source: Registration Data from NCR Department

Of the participants identifying their neighborhood when registering, 72% or 63 of the 87 neighborhoods in the city were represented at the conference. The map below indicates that attendance was spread throughout the city evenly and the Seward and Whittier neighborhoods had the highest attendance with 12 to 15 people attending from their neighborhood.

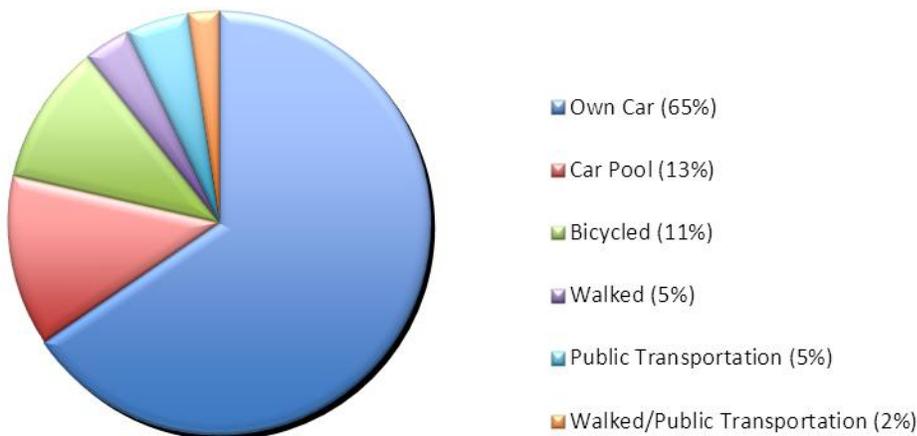
Attendance by Neighborhood



Source: Registration Data from NCR Department

An additional question in the post conference evaluation survey asked participants about the mode of transportation they used to get to the conference. Over half of the conference participants used their own car to get to the event center. It is also interesting to note that 11% of attendees biked to the conference on a day when temperatures dropped below zero.

Mode of Transportation



Source: Post Conference Survey, conducted by the NCR Department



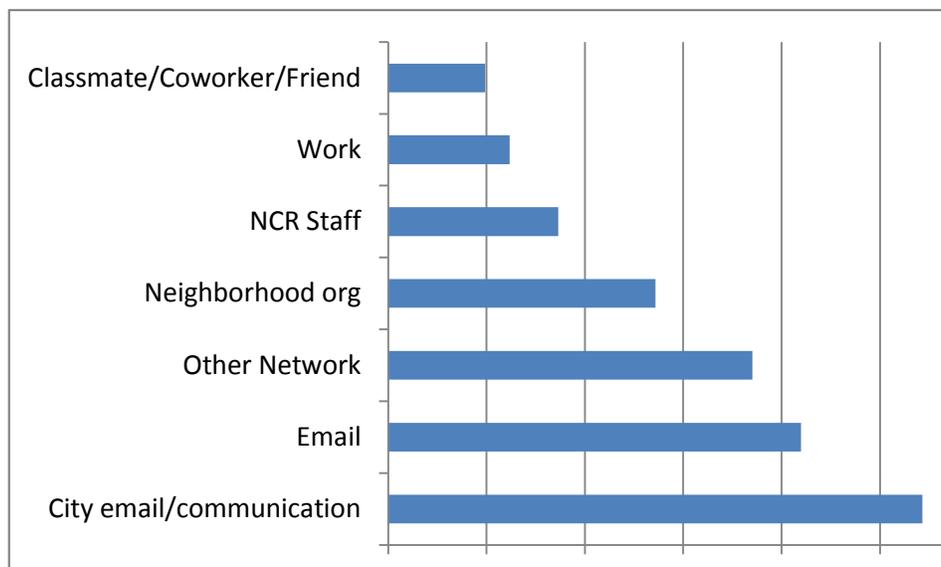
Source: Minneapolis Resident Jeffrey Strand

Communication and Outreach

The Neighborhood and Community Relations (NCR) Department began promoting the conference in August 2011. Initial communications were sent out through the Department's inTouch electronic communication sent to over 2,000 contacts including neighborhood and cultural organizations, local press and other interested residents. The department also promoted the conference in the Minneapolis Connects Newsletter and on the NCR website. As the conference date approached a larger communication effort was initiated through the City of Minneapolis' Communication department. This included a press release to all Minneapolis focused media outlets, weekly posts to Minneapolis' Facebook and Twitter accounts as well as posts and stories to the homepage of the City of Minneapolis website.

The NCR department also employed a strategy of sending out email conference "updates" two times a week starting about 6 weeks prior to the conference. The updates highlighted specific aspects of the conference or any changes to the agenda, format or workshops.

The graph below represents the responses received from the electronic survey sent to all conference attendees asking "How did you hear about the conference":



Source: Post Conference Survey, conducted by the NCR Department

NCR staff also presented or discussed the conference at a number of forums and gatherings around the City in the two months prior to the conference. Much of this direct outreach work was focused on groups or organizations that have historically not worked closely with neighborhood organizations but were doing important work in equity and diversity issues. One such presentation was to the Equity Now (2011 Equity Summit delegation convened by Nexus Community Partners and McKnight Foundation)

In addition to the external communication, outreach was done throughout the city's internal enterprise to engage with the City Departments for their participation. Through this effort, 4 City departments presented a workshop and 9 City departments hosted an information table at the conference. In total there were over 50 City of Minneapolis employees who were in attendance, including elected officials.

Morning Plenary – Angela Glover Blackwell



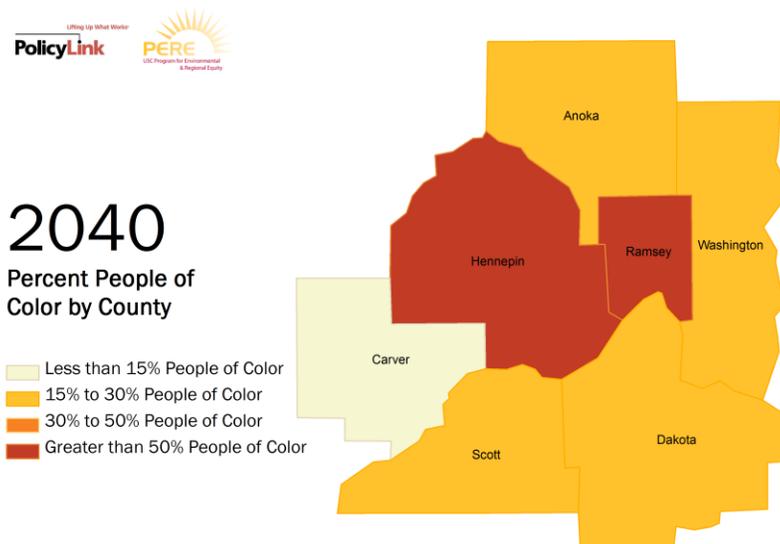
Source: PolicyLink

Angela Glover Blackwell, Founder and Chief Executive Officer, was the morning's Plenary speaker and panel facilitator. Ms. Glover Blackwell founded PolicyLink in 1999 and continues to drive its mission of advancing economic and social equity. Under Blackwell's leadership, PolicyLink has become a leading voice in the movement to use public policy to improve access and opportunity for all low-income people and communities of color, particularly in the areas of health, housing, transportation, education, and infrastructure.

PolicyLink worked closely with the City of Minneapolis to provide technical assistance on the structure and content of the conference. The focus of the technical assistance was to ensure the Equity as a Superior Growth Model message and framing was infused into the overall conference content. Prior to and since the conference, City staff has expressed interest in partnering with PolicyLink to develop strategies that will reinforce the learning outcomes from the conference and institutionalize an equity framework into the work of the neighborhood organizations moving forward.

Equity as a Superior Growth Model: Ms. Glover Blackwell's opening remarks focused on her work of Equity as a Superior Growth Model. As the country witnesses the emergence of a new racial and ethnic majority, equity—long a matter of social justice and morality—is now also an economic imperative. The nation can only achieve and sustain growth and prosperity by integrating all people into the economy, including those who have too often been left behind. Ms. Glover described the components of an equity-driven growth model and acknowledged that a true social movement is needed to achieve equity. Much of her address focused on the role of neighborhood-based organizations in this work.

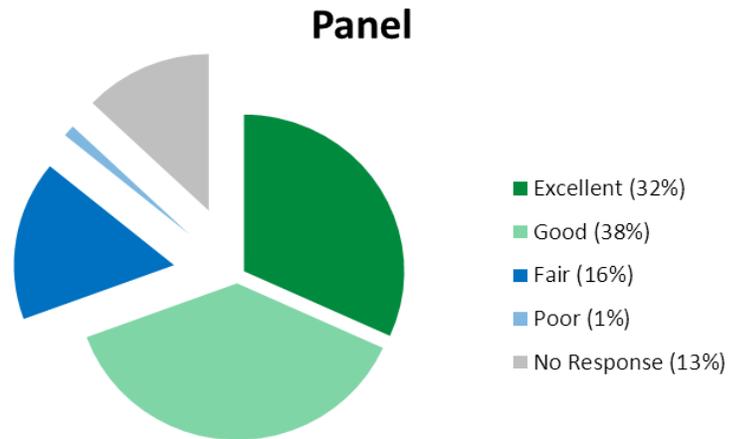
Why Place and Race Matter: Prior to the conference, all pre-registered participants were provided and asked to read "Why Place and Race Matter". This paper was published in 2007 by Policy Link to examine how environmental factors can be strengthened and enlivened to benefit the health of all communities. The report looked at the growing movement in California and around the nation to develop place-based solutions to place-based problems—particularly in low-income communities and communities of color, where residents are disproportionately burdened by harmful environmental factors and a long list of associated health risks.



Sources: 1990-2010 data from the decennial censuses, 2020-2040 data from Woods & Poole Economics projections data (adjusted using the 2010 Census), Census TIGER/Line, NHGIS, and ESRI.

Panel Discussion: “Better Communities through Neighborhoods”

Angela Glover Blackwell facilitated the panel discussion themed “Better Communities through Neighborhoods” with the goal of discussing how equity work can transcend on a local neighborhood level. Each panelist brought a different perspective to the discussion. Panel members included Larry Hiscock, Director and Lead Organizer to the Harrison Neighborhood Association, Tony LookingElk, Program Officer for the Otto Bremer Foundation, and Anita Maltbia, Director, Green Impact Zone, Kansas City, Mo.



Source: Post Conference Survey, conducted by the NCR Department

Panelists

Larry Hiscock is currently the Director and Lead Organizer for the Harrison Neighborhood Association. The Harrison Neighborhood Association has been a leader in addressing equity issues at a neighborhood level. In addition, Larry has been closely involved in the Equity Now delegation.

Tony LookingElk is currently a program officer for the Otto Bremer Foundation and is active in the American Indian Community. He was a contributing author to the Regional and Neighborhood Equity Framing Paper from the Funders’ Network for Smart Growth and Livable Communities. Tony has also served as a former co-chair of the Metropolitan Urban Indian Director’s (MUID).

Anita Maltbia serves as the Director for the Green Impact Zone. This initiative is an effort to concentrate resources — with funding, coordination, and public and private partnerships — in one specific area to demonstrate that a targeted effort can literally transform a community. This national model for place-based investment is now underway in the heart of Kansas City's urban core.



Source: Minneapolis Resident Jeffrey Strand

Workshop Session Information

The Conference Workshops addressed the conference theme of building equity, inclusion and increased participation in our communities.

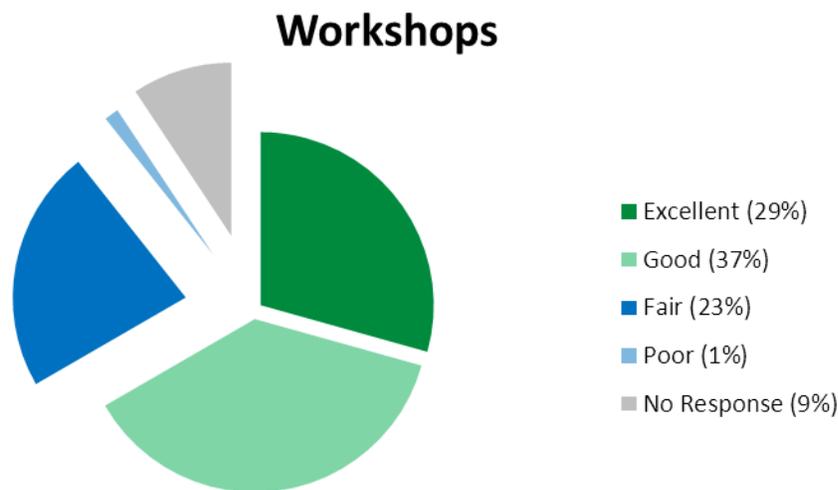
The Conference Workshops addressed four main topic areas:

- Inclusive Engagement Practices
- The Way Forward: Equity-Driven Models of Governance
- Multi-Disciplinary Approaches to Engagement
- Tools for Environmental Sustainability



Source: Minneapolis Resident Jeffrey Strand

Sixteen (16) different workshop options were offered to challenge participants to take action in their organizations, institutions and communities through inter-active engagement, skill building, best practices and tools shared.



Source: Post Conference Survey, conducted by the NCR Department

Throughout the day, workshops were monitored and each workshop session was mostly full. Overall 66% of the survey responses indicated that the workshops were either Excellent or Good. Other feedback suggested that: 1) 60 minutes wasn't enough time for each of the workshops; 2) there were too many workshops, and; 3) some of the workshops could have been more focused on the theme of the conference.

One Neighborhood: Infusing Equity into Neighborhood Outreach, Governance and Planning Activities

The One Neighborhood Initiative is a new program intended to be a partnership between neighborhoods and the Neighborhood and Community Relations Department (NCR) that will increase inclusion and diversity of participation through collaboration and strategic engagement within community, making sure to consider new and underrepresented members in this new endeavor.



This workshop session was to promote increased, sustained and more representative participation in neighborhood organizations by strengthening neighborhood organizations' capacity to network and build relations and allies with cultural communities with the support and expertise of the NCR Department. The workshop was designed to support neighborhood participation in the design and implementation of the One Neighborhood initiative. Although the workshop had limited time, the NCR staff were able to provide context of this session in reference to our commitment to the core set of principles of engagement:

Several strong themes emerged from the session in response to the two questions asked;

1. What would be the key components of the One Neighborhood initiative from the NCR department?
2. What support do neighborhoods need from NCR to be successful?

Outcomes:

- Continue the conversation
 - Participants pledged to remain involved and continue the conversation
- Desire for partnership
 - Participants showed strong desire to partner with NCR in this effort
- Practical Solutions
 - Need to implement practical solutions that will produce meaningful changes

Next Steps:

- Share results of the workshop with participants.
- Establish a working group of workshop participants that will help design the staff and technical support from the NCR department to help neighborhoods increase and diversify participation.
- Design a program that is both practical and meaningful to realize the goals of One Neighborhood Initiative.

The full listing of all the themes that emerged from this conversation are listed in the appendix. They mostly revolve around power and leadership, diversity, inclusiveness, communication and strategy for the first question and relationship building, support services and resources for the second question.

Lunch: Creating & Connecting Opportunities

The lunch session was designed to allow casual conversation around several specific questions so that participants could discuss the topics presented during the morning sessions and how this information could affect their work. Attendees were given different colored dots on their name tags to indicate where they should sit during lunch. The purpose was to allow for a mix of people to sit together with others they may not know to hear what each other has to say about how we achieve equity. The session was designed for people to network, hear and learn/unlearn from each other.

The major conclusions from the discussions were:

- Participants believe equity is possible.
- Neighborhoods see themselves as having a role in making equity happen
- Participants believe there are examples of equity at work that we can learn from
- Participants want to connect and learn from each other on how to make equity a reality city wide.

eq·ui·ty *ek-wi-tee*, noun.

Just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

Join the Conversation at EquityBlog.org

Next steps:

- Form an advisory group of diverse community residents from various community and neighborhood groups that will drive and take leadership on moving the equity process forward. This group should include neighborhood organizations, cultural community leader, business and the City.

Below are emerging themes from answers to questions we asked attendees to discuss at their tables during the working lunch.



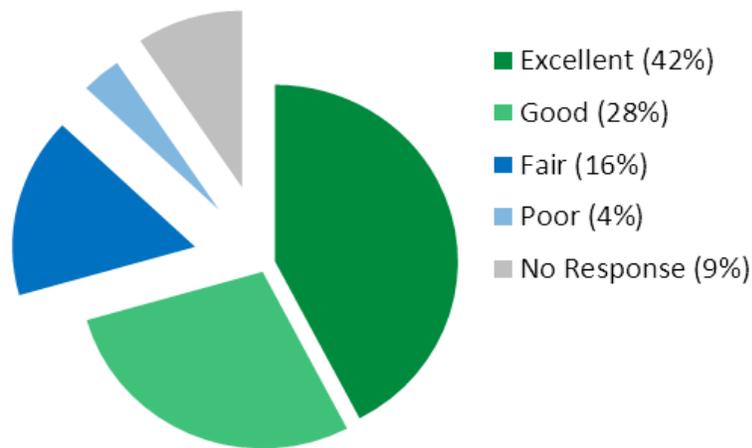
Source: Minneapolis Resident Jeffrey Strand

- **Who is responsible for achieving equity?** All agreed that all of us, each and every person is responsible for achieving equity; Individuals & neighborhood groups, government, businesses and schools. However, many said that although everyone is responsibility for achieving equity, people in power, those who are more privileged, the government, community leaders are/or bare the greater responsibility. A few responses were that it is the responsibility of those who suffer from inequity are most responsible.

- ***If Minneapolis were truly and equitable place, what would it look like?*** Almost everyone said equal access to needed basic services like transportation, decent affordable housing (no homelessness), jobs; educational opportunities (No achievement gap), good healthy food, health care for all and safety would make Minneapolis a truly equitable place. Others said that respect for and valuing cultural, ethnic, racial gender and class differences where all residents care about each neighborhood.
- ***Give an example or some examples of equity and diversity at work?*** Some respondents pointed to particular programs or events like “this conference”, “Harrison Neighborhood Association”, and “Organizing Apprenticeship Program Score Card for Equity “as good examples of equity at work. Others gave some ideas or suggestions of what equity at work could look like; “All players sit at the table and the recognition that we are all a glass that is ½ full and ½ empty. Its looking at the assets and deficits of all communities, recognizing we all have both and connect with one another”

More than 70 responses to the questions were received. Some responses were from individuals while others were from groups of people sitting together discussing and answering the questions together

Lunch Session



70% of conference participants completing the evaluation survey rated the Lunch Session as good or excellent

Source: Post Conference Survey, conducted by the NCR Department

Networking

Networking is a valuable component of any conference. Neighborhood participants especially like the opportunity to network, and two opportunities were created to allow for attendees to connect, the Neighborhood Café and the Booth Boulevard.

The **Neighborhood Café** was a simple, effective, and flexible format for hosting large group dialogue in a casual, Café type setting. The Neighborhood Café created a space that encourages and embraces diversity, active participation and input from everyone, to share best practices as well as recognize that all of our access, values, and practices are interconnected and interdependent, and that we all share in the responsibility for diversity, equity and inclusion.

The Neighborhood Café included acoustical music and light refreshments, setting the tone for a more relaxed, community building space.



Source: Minneapolis Resident Jeffrey Strand

The conference included two rounds of small group discussions (morning and afternoon) around topics of neighborhood interest. Each discussion had 30 minutes for presentation and 30 minutes for engagement. Each round was prefaced with questions designed for specific context and desired outcomes.

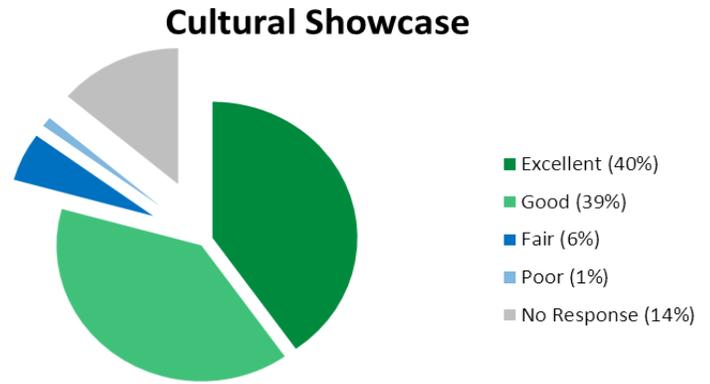


Source: Minneapolis Resident Jeffrey Strand

The **Booth Boulevard** was created as a space to showcase programs, projects, as well as share best practices that may be of interest to neighborhood and cultural organizations. In many ways, this area served as the networking space to bring new partnerships to neighborhood organizations. Neighbors along Booth Boulevard included; City Departments (9), Community Organizations (15), Neighborhood Organization (3), Cultural Community (1), and other Institutional partners (3). It also served as a space for folks to network and debrief after their workshop session.

Arts and Culture Showcase

One of the important aspects of the conference was the infusion of the Arts and Cultural throughout the space and agenda. Working with the City’s Arts and Cultural Director, Arts and Cultural events and activities were incorporated into the design of the conference to set the tone and support the theme of greater participation and inclusion. The conference showcased a board spectrum of arts from communities throughout the City.



Source: Post Conference Survey, conducted by the NCR Department

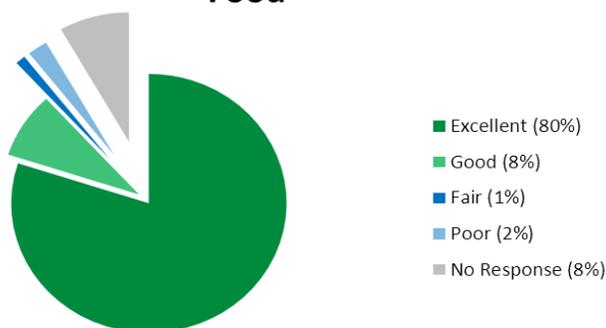
The post conference survey question asked respondents to rate the overall entertainment throughout the day. 79% of respondents rated it either excellent or good.

Opening Sun Rise Ceremony - The Sunrise Ceremony included various cultural leaders from throughout our city (Native American, Somali, Hispanic, Asian). Native American Spiritual Leader, Herb Sam shared the importance of why we need to work together, why we come to Circle, the experiences of the First People of Turtle Island, the meaning of the Four Directions, the significant of the Four Races. Mr. Sam also spoke of the efforts of Dr. Martin Luther King, John Lewis and the inspiration to continue their work and the recognition of African American Month, ending with the importance of world peace, love and embracing our differences.

Presentation of Star Quilt - Mr. Sam spoke of the importance of acknowledging the work of the Neighborhood and Community Relations Department. In the Native American community, the highest honor one can receive is that of a Star quilt. Herb’s wife dreamt of this blanket and hand-stitched for presentation to the department to honor and acknowledge the leadership of Director, David Rubedor and hard work of staff members of the Department. An **Honor Song** was sung by the Little Thunder Birds Drum and Dance Troupe. Everyone took this opportunity to share our many cultures.



Food



In addition, other arts and culture events occurred throughout the conference. At lunch, vendors from 4 specific cultures presented the food while the J.D. Steel and the McPhail Youth Choir began the meal. Later in the day, the students from Ragamal Dance preformed a beautiful dance that closed out the conference.

Source: Post Conference Survey, conducted by the NCR Department

Conference Costs

Total Conference Expenditures:

\$38,674.71

Total Revenue:

\$14,750.00

Cost of Conference to the City of Minneapolis' Neighborhood and Community Relations Department:

\$23,924.71

Revenues raised Include:

- \$5,000 from Allina Hospitals and Clinics.
- \$4,650 from St. Mary's University Event Center for use of their space (in-kind donation).
- \$3,000 from the McKnight Foundation to help cover travel expenses for Angela Glover Blackwell. Their support also recognizes the leverage of her visit – meeting with over 50 foundation representatives, the Mayors of Minneapolis and St. Paul, a meeting with the Met Council, and a meeting with the Equity Now MN delegation.
- \$2,100 from 30 organizations reserved and paid for an Information Table.



Evaluation

Conference participants were given evaluation forms at each of the workshops and in their registration packet. In addition, the NCR department sent out an electronic survey for an overall evaluation of the conference. The department received a total of 90 responses. The results of both of these evaluation surveys are included throughout this report.

Outcomes and Next Steps

It has been a challenging period of time for Minneapolis Neighborhoods. There have been few, if any, positive, engaging and energizing efforts that have supported the strong efforts of volunteers and brought new participation in our neighborhood organizations for quite some time. The Community Connection Conference delivered the best value in professional development and opportunity to share best practices, open new opportunities, and redefine the vision for our neighborhoods. Attendees have described to colleagues, the value of the networking opportunities alone exceeded their expectations. The quality and quantity of information and educational value shared was excellent. The conference not only provided a new energy for neighborhood work, but brought together a host of new partnerships with City departments and other community organizations.

The conference was a significant step forward to find meaningful citywide interaction among neighborhoods that can provide both broad based (from a national perspective) and in-depth targeted (from a neighborhood perspective) disciplines and best practices around equity, diversity and inclusion. The challenge for the neighborhood organizations, the City and the NCR department will be to sustain these efforts to measurable outcomes.

Evaluation comments are attached in the appendix.

Outcomes:

The major conclusions from the conference are:

- It is possible to get alignment of neighborhood work around a broader, citywide goal.
- Neighborhoods believe equity is possible.
- Neighborhoods showed strong desire to partner with NCR department and the City in achieving the One Minneapolis goal.
- Neighborhoods see themselves as having a role in making equity happen
- Neighborhoods believe there are examples of equity at work that we can learn from
- Neighborhoods want to connect and learn from each other on how to make equity a reality citywide.
- A citywide conference has tremendous value in supporting the work of our volunteers and energizing neighborhood organizations.

Next Steps:

- Share results of the workshop with participants.
- Establish a working group of One Neighborhood workshop participants that will help design a program that is both practical and meaningful to realize the goals of One Neighborhood Initiative to increase and diversify participation in neighborhood organizations.
- Build upon the engagement of diverse community residents from various community and neighborhood groups that will drive and take leadership on moving the equity process forward. This effort should include neighborhood organizations, cultural community leader, business and the City.
- Continue and expand the City's connection with the Equity Now delegation, McKnight Foundation, Policy Link, Nexus Community Partners, neighborhood groups and others on developing and supporting a collective community engagement effort focused on eliminating racial disparities.

Acknowledgements

A special thanks to:

The Minneapolis City Council and Mayor RT Rybak

Keynote Speaker Angela Glover-Blackwell

The conference planning team: Carrie Day Aspinwall, Sarita Turner, Cheyenne Erickson, Jennifer Borger, Lance Knuckles, Christine McDonald, Gao Vang, Ramon Gonzales, Mohamed Hajin, Ahmed Muhumud, Ida Bros, Howard Blin, James Trice, Stacy Sorenson, Robert Thompson, Jack Whitehurst, Cathy ten Broeke, Gulgun Kayim and Ruth Kildow.

PolicyLink, Nexus Community Partners and the McKnight Foundation for providing technical support.

Panelists: Larry Hiscock, Anita Maltbia and Tony LookingElk.

Minneapolis City Departments: Communications, Police, Finance and the City Coordinator's office.

All workshop presenters. All volunteers. To vendors who provided their services: Powwow Grounds, RJ foods, Pham's Deli, La Loma Tamales and Ali's Catering. To KMJO Radio. To the community leaders who lead the sunrise ceremony: Herb Sam, Ameer Xiong, Imaam Sheikh Sa'ad and Francesca Rivera. To those who provided entertainment throughout the day: John Oakgrove and the Little Thunderbirds Dance Troupe, J.D. Steele and the McPhail Youth Choir, Ragamala Dance Company, Laura MacKenzie and Charlie Maguire. To Sunshine Tree Child Development for providing Child Care. To Jeffrey Strand for photographing the conference.

And all 71 Neighborhood Organizations.

APPENDIX

One Neighborhood: Infusing Equity into Neighborhood Outreach, Governance and Planning Activities - Session Comments

Presenters:

Ahmed Muhumud, City of Minneapolis – NCR, Access and Out Reach Manager

Lance Marcus Knuckles, City of Minneapolis – NCR, Neighborhood Specialist

The session was designed to engage attendees in a facilitated conversation about working in partnership with NCR to develop a new program that would be designed to increase inclusion and diversity through collaboration and strategic engagement within community; making sure to consider new and underrepresented members in this new endeavor.

The objects of the session were presented to attendees as follows:

- Contribute to the formation of a new city program that will benefit both neighborhood organizations as well as community and cultural groups;
- Build neighborhoods that are more inclusive, democratic and vibrant where everyone feels they have a role to play; and
- Develop and RFP process initiated and supported by neighborhood organizations to address specific challenges and opportunities

Moving into the facilitated session NCR staff were able to briefly provide context of this session in reference to our commitment to a set of core principles of engagement and that this session was providing the space for participants to design the participation (one of seven core principles) that allows residents to engage in the work based upon where there are.

Core Principles of Community Engagement

- Right to be involved
- Contribution will be thoughtfully considered
- Recognize the needs of all
- Seek involvement
- Participants design participation
- Adequate information
- Known effect of participation

Question #1

If you were able to implement a new program that supported broader inclusion, collaboration and equity what would be the key components

- Apartment Clubs (same as block clubs but within rental units)
- Minneapolis Youth Step-up Jobs
- Recycling events
- Community safety events
- Bilingual support
- Graffiti efforts/activities
- Door knocking with immigrants
- Engage cultural congregations to do engagement with non-English speaking residents (Claudia Perez)
- Engage Muslim landlords
- Listening session and door knocking
- Nurture and invest in community leadership (i.e. youth development)
- No hierarchy imposed for leadership structure, used agreed upon power model

- Not a program – be a way of operating (infused)
- University research and capstone / volunteer and connect to help skill / partnership with community leaders, associations and agencies
- Utilize relationship with existing institutions – U of M, Humphrey School of Business
- Be representative of Diversity
- Youth involvement
- Diverse representation (ethnic, age, class, gender and ability)
- Get input from all – especially those minorities that aren't currently involved
- Informed consent from neighborhood residents
- “Leaf in the table”
- Tie together existing programs and bring more visibility to them (CERT, neighborhood watch, citizen police academy and neighborhood associations)
- Cross neighborhood – cross sector partnerships
- Allow to let them define their own voice – giving them tools
- Food Shelf 211
- A position that would coordinate housing resources city wide as each neighborhood has very individualized housing programs
- Resource list
- Tool box
- Assistance for housing (housing 211 resource center)
- Interactive opportunities (i.e. actually ride LRT)
- System of getting information to broader community
- Multiple forms of communication
- Have 1-3 people devoted to outreach (meeting people, talking with and calling them)
- Charge those present with sharing information with another non-represented resident
- Digital Divide – barriers to inclusion
- Be clear about the process or eliminate it
- Develop more meaningful public participation processes – empowerment, not just resources for those already empowered
- Create authentic space where all voices are heard / listened to / valued – diverse voices are welcomed, made to feel comfortable
- Framework for neighborhoods to operate
- Food resources \$ provided
- “a bottom line” resolution statement of position – a point to start
- Giving them resources/social capital
- Use intentional language to frame work and support just and fair inclusion
- Meet people where they are and ask how they see themselves in this
- External motivation (incentives)
- City Wide (yards to gardens, barter exchange, local food clubs, with neighborhood nodes)
- Share different models (consensus decision making)
- Willingness to create roles for the unique skills and talents of residents, not just fit people into created narrow roles
- Achieve short-term results (low hanging fruit)
- Barter exchange program

- Web tool for block clubs and door knocking
- How neighborhood processed work (engagement strategy RFP, youth, inclusion, people not engaged)
- Use city marketing infrastructure for neighborhood notices
- Breaking through “wild goose chase” of city programs and polices (one city – one answer)
- No seamless entrance to information
- Information about \$ opportunity and access
- How do different groups cross communicate? Web chat etc...
- NCR Support – goal must fit mission and objectives and NCR role
- Clear statements from NCR – policy development issues
- What opportunities exist from NCR
- Events registration –
 - Outreach via phone calls
 - Personal relationships (face to face)
 - Food (free probably)
- Follow-up (how was my input used?) – communicate that
- Communication and outreach
- Students as resources
 - Connect students to outside communications
- Creative approached to engaging across sectors
- Understanding Race and others differences
 - Creating a safe place to approach this
- Sensitive to different beliefs, experiences, cultures and backgrounds
- Tangible projects that creates broad buy-in
- Help/support from NCR
- Better apartment block clubs addressing issues
 - 40% people of color
 - 30% Mexican (black Latinos, white Latinos)
 - Engage renters
- North Mpls – 4% Latino – use faith churches
- Build relationships with churches
- Door to door – new garbage program
- “healing” houses (e.g. Jane House)
- Cross sector alliances –
 - What are the incentives?
- Seattle model – districts with multiple communities
- Equity as the superior growth model
- Operate in a context of change
- Accessible leaders that respond to community concerns
- Developing trust

QUESTION #2

What support would you want or need from the NCR department to be successful in the development and implementation of such a program?

- Congress of neighborhood organization
- Working with city departments (Regulatory Services) to collaborate towards the goals of the neighborhood organizations
- Developing trust
- Identifying partners and funding that reflect the program goals
- Resources – non city funding
- Recognized linkages between areas and there needs
- Help neighborhoods with concerns about policy decisions and their impact on the ground – reach decision makers
- Corporate business partnerships
- First contact with other organizations and city departments
- Facilitate place based group and neighborhood programs
- Getting neighborhood groups working on similar programs initiatives, programs to work together to address common problems and issues
- Bring people together
- A&O connections to the CITY
- Face time at meetings (facilitate district or wards)
- A dedicated staff person who can connect neighborhood groups to the right city staff in a timely manner; to move neighborhood actions forward
- Assistance in reaching out to cultural communities
- Technology support
- Training and tech support
- Data
- Provide facilitation training and conflict resolution
- Uniform bylaws between neighborhoods when it comes to areas of membership eligibility and access to participation
- Range in organizational capacity – baseline support to all organizations
- Culturally based programming / staff expertise
- Identify connection between investments
- NCR provides education to less experienced organizations
- Provide best practices
- Bilingual door knocking – what level is there a substantive role? People engaging not coming forward
- Language barriers – overcomes on street level block by block
- Access to low cost translation services
- Free language interpretation and headset for meetings
- Translation services for neighborhoods to engage ESL residents
- Community communications channel
- Quick response
- Have consistent and persistent follow-up even if people don't participate initially; they need to keep being invited
- Inter-neighborhood flows of information and experience
- Multiple forms of communication
- Help communities work together to achieve commons goals????
- Network – creating a network of residents and organizations

- Communication, resources, best practices – sharing among varying community neighborhood organizations – don't have to create new tools but share what already works
- Website that functions as a clearing house of best neighborhood initiatives and facilitating communication across neighborhoods and groups
- NCR – help neighborhoods know about resources available to help them reach goals
- Help neighborhood associations with growing engagement...help us learn tactics
- Support from NCR – clear statement of opportunities for neighborhoods to have meaningful substantive involvement in early stages of plan and policy development relevant to neighborhood concerns
- Best practices
- Ways to get around transit issues
- Become a consultant for infusing diversity, inclusion and equity in community and collaborative efforts
- Bring strategies together
- Way to help neighborhood get a goal / long term vision and how to start a strategy
- Provide best practices
- Legitimate city backing of neighborhood efforts (i.e. adoption of comprehensive plans, more city staff at neighborhood council/committee meetings
- Financially supporting innovative and new ideas
- Unified agenda setting
- Acknowledge conflicts and transparency among residents about process
- No Roberts rules
- Clear investment in feedback
- Transparency of the process
- Open "back door" policy
- Being clear about developing sound job descriptions of the program staff and maintaining them consistency

Working Lunch Discussion Responses: Creating & Connecting Opportunities

Below are common themes from answers to the questions we asked attendees of the conference to discuss at their tables during the working lunch. The three questions asked were:

- A. Who is responsible for achieving equity?
- B. If Minneapolis were truly an equitable place; what would it look like?
- C. Please give an example of equity at work?

Before answering the questions, we asked attendees to read the following definition of equity given by Policy Link. ***“Just and fair inclusion; an equitable society is one in which all can participate and prosper. The goal of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.”***

- When asked, ***who is responsible for achieving equity***, the common themes that arose out of the answers given was:
 - All agreed that all of us, each and every person is responsible for achieving equity. People said in their response:
 - We all are – it’s a shared responsibility
 - Individuals & neighborhood groups, government, businesses and schools
 - I am / we are
 - Everyone has a responsibility
 - All of us. Everyone, youngest to the oldest, poor and rich, male and female
 - However, many said that although everyone a responsibility for achieving equity, people in power, those who are more privileged, the government, leaders are/or bare the greater responsibility. Responses include:
 - Everyone has responsibility, some more than others like say people who have more influential power in say office have a bit more they could do which make them more responsible.
 - The government
 - Those with the power and economic capital are most responsible for putting the tools and infrastructure in place to create the opportunities for those at the bottom to rise up if they have the initiative.
 - Anyone with authority over programs, resources or people
 - Few answered and said it is the responsibility of those who suffer from inequity are responsible. Those responses were:
 - The people who need it (low-income communities)
 - The people who feel lack of equity need to speak up as a united group because we outnumber the politicians; they fear this happening
- When asked, ***if Minneapolis were truly and equitable place, what would it look like?*** The common themes that arouse out of the answers given was:

- Most everyone said equal access to needed basic services like transportation, decent affordable housing (no homelessness), jobs; educational opportunities (No achievement gap), good healthy food, health care for all and safety would make Minneapolis a truly equitable place. People said in their responses:
 - When Minneapolis is an equitable place, all residents will have basic needs of food, shelter, safety met from abundant natural renewable resources and feely given human time and effort.
 - High quality conditions, beautiful housing options and opportunities for all. Connections to various opportunities, public transportation for all. High quality educational opportunities available to everyone – no matter where you live, work or where you come from.
 - Less unemployment, homelessness and crime
 - It would have better housing for low-income people to choose from, better public transportation, more affordable health care and smaller sizes in the public schools
 - An equitable city would look like one where ethnic community members have access to resources for employment, education and health benefits. If they don't have something, they know where to find it
 - Residents employed in their own neighborhoods, access to fresh food within walking distance, equal resources.

- Others said that respect for and valuing cultural, ethnic, racial gender and class differences where all residents care about each neighborhood. Responses were:
 - Each person would feel that their culture and values are respected. People would be represented in city departments, neighborhoods, businesses and recreation. Everyone would have a voice and be a stakeholder in planning not just developers and homeowners
 - It would be a peaceful, prosperous multicultural paradise where no one looked upon another with fear, hatred or pity
 - When all feel their voices are valued, heard and recognized
 - There wouldn't be problems where people of a "lower social class" would have the same opportunities and options as people with a lot of money & a "higher social class."
 - There wouldn't be any "have – not" neighborhoods; adequate representation of all communities (ethnic, etc...) in government and policy making. Everyone has equal access to resources like schools, housing, energy, transportation with the ability of communities to section themselves from within.
 - A place where diverse nationalities and cultures can live together in a community with acceptance of others. A place of inclusion and sense of hope for the future. A place where teachers, police officers, government officials live in financially diverse neighborhoods

- When asked to ***give an example or some examples of equity and diversity at work***, some individuals pointed to particular programs or events that are good examples of equity at work. Others gave some ideas or suggestions of what equity at work could look like.
 - Examples of programs/events where people said equity is at work include:

- This conference is a start
- Hawthorn Eco Village
- HIRE Minnesota
- Sustainable South Bronx
- Harrison Neighborhood Associations' – undoing racism
- Organizing Apprenticeship Program Score Card for Equity
- Humphrey School Strategic plan for diversity
- The city council standing with united families for all against Prop 8!
- Putting the bike lanes in north MPLS were a good move towards transportation equity
- MPLS schools are an example of equity and diversity at work.
- Occupy foreclosed homes movement

➤ Ideas/suggestions some people gave of what equity at work would look like included:

- Talking together, solving problems together in neighborhood, at work on any other places different works of people meet and discuss. This day is an excellent example – and could be held every season one at different locations within the city limits.
- Digital inclusion
- A credit union
- A housing corporation
- All players sit at the table. The recognition that we are all a glass that is ½ full and ½ empty. We all have deficits and assets. All too often we look at certain communities and see assets but look at others and see deficits. Its looking at the assets and deficits of all communities, recognizing we all have both and connect with one another – one communities assets with another communities deficits to create a whole. No one is in a place of power in this model – we are all in the same boat
- Equality = give them shoes, Equity = give them shoes that fit
- Anti-racism dialogues, sharing our stories, inter-faith dialogues

We received more than 70 responses to the group of questions. Some responses were from individuals and other responses were from people siting together discussing the questions among themselves and who answered the questions together.

Listed below are all of the answers people gave to the questions asked at the working lunch. Duplicate answers have numbers next to it to indicate the number of times it was said.

Who is responsible for achieving equity?

- All residents and companies, stakeholders are responsible. The city or county alone cannot accomplish it.
- We are all responsible for equity
- Individuals & neighborhood groups, government, businesses and schools
- Those with the power and economic capital are most responsible for putting the tools and infrastructure in place to create the opportunities for those at the bottom to rise up if they have the initiative.

- Everyone – individuals, groups, organizations
- All of us
- Its like a puzzle and everyone has their piece to contribute
- All of us. Everyone, youngest to the oldest, poor and rich, male and female
- Leadership and active followers (followers who engage in leadership roles)
- Everyone with valuable guidance from leadership
- We are all responsible for achieving it
- EVERYONE Privileged people must do your part too!
- All parties are responsible to achieve equity. Individuals, public office holders, private sector, institutions, educators in all areas. Good communication.
- We all are – it's a shared responsibility
- Everyone has a responsibility
- Everyone 8
- All of us
- Everyone has responsibility, some more than others like say people who have more influential power in say office have a bit more they could do which make them more responsible.
- We are all responsible for achieving equity although some have powers than others we should all work together. Everyone should contribute to what we all have.
- Everyone is responsible; maybe people with more power have more responsibility. Policy makers have responsibility to support education and opportunity.
- Elected officials being held accountable and elected officials holding banks and other private institutions like health insurance companies accountable.
- Everyone is responsible; all are responsible to up the capacity of things at their disposal.
- Systems, community, government

- All of us – I am dismayed & discouraged to see the voices and power of local neighborhoods eroded without NRP. East Phillips is weary of being targeted for environmentally destructive projects. We need the city council to protect family housing.
- I think the communities are responsible for achieving equity
- All people are responsible for providing equity in their thoughts and actions
- Every body (in varying degrees)
- Everyone – but for those with more power, capital, etc... more is expected
- Everyone is responsible. Responsibility is individual and corporate. We are not responsible for people – for their decision, for their choices – but we are responsible to one another – to create a better world, to listen, to learn, to act
- We are all responsible. If anyone of us drops the ball, we all fall
- All the citizens of the community
- I am responsible in achieving equity, we all are responsible in achieving equity
- Everyone has an obligation and responsibility to achieve equity – not just people who are disadvantages
- Everyone, to take part and be involved
- Everyone is responsible for achieving equity – both the oppressed and the oppressor – the oppressors working in their own communities following the leadership and working in solidarity of the oppressed
- Individual responsibility is a credible start to collective implementation and success
- Everyone is responsible for equity

- The people who feel lack of equity need to speak up as a united group because we out number the politicians; they fear this happening
- Everyone is responsible. We need to talk the talk and walk the walk each and every day. Be the change you want to see in the world
- Everyone has a part – we need to learn, unlearn, reach out and love
- Everyone in the mirror
- Every white face, color of eyes, texture of hair...every gene pool combination is responsible for doing better
- I am / we are
- Everyone, but especially those in positions of power
- Community
- Council but not totally geographically based council
- Different diverse communities and the people who lead those communities. Everybody!!!!!!
- You as yourself is responsible for achieving equity. Helping with your community to bring people together to make the community a better place.
- I think everyone is responsible for contributing to and achieving equity but especially government and to a lesser extent, foundations, civic organizations and neighborhood groups
- The government
- Anyone with authority over programs, resources or people
- Everyone should be responsible but leadership reinforcement is the responsibility of government
- Everyone is responsible for achieving equity. Those that already enjoy privileges and have knowledge are responsible for sharing that knowledge with those that are without
- The people who need it (low-income communities)
- Community
- Everyone, but more responsibility should fall on those that already have power
- Each one of us
- We all are – individuals, organizations, the city, neighborhoods, business owners

If Minneapolis where truly an equitable place, what would it look like?

- Minneapolis is far from perfect but is head and shoulders above many others in Minnesota.
- No “BAD” neighbors
- When Minneapolis is an equitable place, all residents will have basic needs of food, shelter, safety met from abundant natural renewable resources and feely given human time and effort.
- Has more educated people of color and able to access resources for health, stable communities.
- New mixed use development projects propped up in all neighborhoods especially in economically challenged neighborhoods with high vacancies through in fill development. More parks and green space in northland northeast.
- Less unemployment, homelessness, crime
- Busses at every stop on the mall down town. Talking lights on the mall Down town so people know when to cross
- Residents employed in their own neighborhoods, access to fresh food within walking distance, equal resources.
- There would be no homelessness, no unemployment, equal access to health care, equal access to services. There would be no economic barriers

- High quality conditions, beautiful housing options and opportunities for all. Connections to various opportunities, public transportation for all. High quality educational opportunities available to everyone – no matter where you live, work or where you come from.
- It would be a peaceful, prosperous multicultural paradise where no one looked upon another with fear, hatred or pity
- Fully engaged groups of contributing citizens
- When all feel their voices are valued, heard and recognized
- Shared cultural experiences
- Balanced justice approaches to our efforts (commonality)
- It would look like the cities of Chicago, Boston and Seattle
- It would look like it looks today (Feb. 11) all persons would feel comfortable going anyplace in the city and feel welcome part of the whole
- Multicolor, multi-abilities, multiple opportunities and no need to ask for assistance
- Unemployment would be low and spread evenly. Income would be adequate and disparities would narrow
- No homelessness – all people would have a place to live and a living wage job. Educational and employment gaps would no longer exist. Equitable access to food, gas, etc... so people in poverty doesn't have to pay more because of where they live. All teens have access to same resources regardless or residency. Bus cards for youth to get to jobs, school, and cultural attractions.
- There wouldn't be problems where people of a "lower social class" would have the same opportunities and options as people with a lot of money & a "higher social class."
- Everyone would seem better. People wouldn't feel better than others and others feel left out.
- I work downtown at a bank and I live in the Phillips community. If MPLS were truly equitable, where I work the faces would look more like those where I live.
- No achievement gap. Racial privilege and power workshops at all levels in the city – schools, MPD, city programs, neighborhood organizations, community organizations.
- There wouldn't be any "have – not" neighborhoods; adequate representation of all communities (ethnic, etc...) in government and policy making. Everyone has equal access to resources like schools, housing, energy, transportation with the ability of communities to section themselves from within.
- No achievement gaps; no dumping grounds in neighborhoods; no disproportionate foreclosures – but resident driven development. Equal employment opportunities – but transparency in and w/in the city.
- Amenities in upscale neighborhoods would be available in poor ones. Employment would be more available locally for immigrants / refugees/ low-skilled people
- A place where diverse nationalities and cultures can live together in a community with acceptance of others. A place of inclusion and sense of hope for the future. A place where teachers, police officers, government officials live in financially diverse neighborhoods
- True equity in Minneapolis would be a city where all residents care about every neighborhood in the city – not just their own. It would be a city where residents have access and the interest in participating in improving access and equity for all residents
- Everyone would have access to things (housing, jobs, transportation, education) they need to help them strive towards their goals
- Good schools, full employment, everyone in housing
- If MPLS was equitable, the gaps would disappear. People from suburbs would invest in the city, seeing strengths that people have rather than deficits, and in their newfound awareness we would become one city. The achievement and employment gaps would not exist because we start at the core. Educating our children well from the start so that they grow up no matter their ethnicity and get

quality jobs that work for and in our communities. It requires policy shift. It requires the deletion of systemic racism that comes from the top

- Choice through equity
- If MPLS were truly an equity place, every day would look like today, coming together, talking/discussing together, & eating & bonding together
- Equal representations for office, businesses, community. Education, etc... meaningful participation, we would see truly diverse views that are reflection of our community.
- School system is a good example
- Ask peoples' needs instead of making decision for them
- It would be a place not only economically equal in regards to resources, but all assets would be used. Education would look the same without gaps.
- Equally – resources communities. In neighborhoods, in cultural/ethnic speaking organizations. Equally resourced schools. School leadership (faculty, boards, principles, superintendents) that reflect the diversity of the student body. A government that reflect the diversity of the city and that takes the lead from what the community wants
- All communities equally serviced and valued
- Equal opportunity for all types of diverse people
- We would be living in all the neighborhoods, getting them some good education with hope and opportunity for everyone to succeed to the best of their ability
- If we were truly equitable, taxes would be lower because there wouldn't be the extremely rich and extremely poor, but rather a huge middle class. There would be ample job opportunities and even older people find work.
- Less separated, less regulated, no gaps between groups
- Acceptance, less segregation, more distribution of funds and resources for all neighborhoods
- My story, your story, his story, her story..... would all have the same value
- Only one neighborhood may be home but every neighborhood welcomes me in
- A pilot for our nation/ colorful skies, clouds, day and night, mountains, valleys, prairies and deserts, would look like earth.
- Remove gate keepers and build bridges over gaps in our systemic policies.
- Giving a platform for voiceless persons to speak from and give speechless people a chance to tell us by example
- Everything is in balance no one is at the extreme
- We would have greater resources available for those in need on housing, childcare assistance, and energy assistance
- Community table assoc. of Coops
- Everyone would give
- Less homelessness, violence on the streets. We would be able to see happier families and kids who play in parks around the city, in the schools and at work. We would see more happen in our community/communities. It would look clearer, be more comfortable.
- There would be more jobs, more students in college or high schools – better educational opportunities
- It would have better housing for low-income people to choose from, better public transportation, more affordable health care and smaller sizes in the public schools
- It would probably look a little cleaner, might be a better place with low price housing
- Gaps in wealth, education, employment would not exist along cultures/racial lines

- Mpls will choose new geographic and demographic criteria for where to invest in affordable housing. This sets a balance of increasing affordable housing in high opportunity areas and better the housing in need areas
- An equitable city would look like one where ethnic community members have access to resources for employment, education and health benefits. If they don't have something, they know where to find it
- Less foreclosures, more and better north side schools, feeder institutions for more college programs and science/mathematics programs to equalized the education standard, close the gap
- Less drop out rates and fewer suicide rates
- Each person would feel that their culture and values are respected. People would be represented in city departments, neighborhoods, businesses and recreation. Everyone would have a voice and be a stakeholder in planning not just developers and homeowners
- There would be "people of color" ,"ethnic people" at the theater events I go to
- Room for everyone at the table. Equal access to information. Equality of people of different color

Give an example(s) of equity and diversity at work?

- Minneapolis needs to continue to close the digital divide that exists between richer and poor and that exist based on ethnic or racial differences.
- Income inequity will become a non-issue as basic needs can be met with no money involved.
- Ongoing education, creating and re-creating opportunities, accessible government officials who act on issues.
- Bottineau Blvd. light rail plan through the northside. West Broadway has a lot of economic potential waiting to be unleashed.
- Trio programs, Step Up, neighborhood groups
- Accessibility, this conference, give communities funding to do some of their own revitalizing their neighborhoods
- This conference is a start
- Acceptance not tolerated – openness.
- Equality = give them shoes, Equity = give them shoes that fit
- Empowering those who don't really participate in art and other activities
- Some cultures have freedoms that don't transfer to others – how to leverage that to benefit others
- Talking together, solving problems together in neighborhood, at work on any other places different works of people meet and discuss. This day is an excellent example – and could be held every season one at different locations within the city limits.
- Digital inclusion
- My department is made up of 3 persons with vision disabilities, wheel chairs, Somali, African Americans and all work is equally distributed, opinions matter.
- Everyone at charter schools (parents, guardians and students) gets to vote. It's important to have civics class – rights and how the system works – our voice and vote counts. Bring all people who have a stake in the issue to come to the table.
- All or most of the groups/organizations here today are all striving to make Minneapolis a better place for everyone.
- All or most organizations can work together and race not being an issue.
- Struggling with this question
- Occupy foreclosed homes movement
- HIRE; Sustainable South Bronx; Hawthorn Eco Village; Organizing Apprenticeship Program Score Card for Equity.

- There needs to be efficient transportation that's affordable to get unskilled people to where the unskilled jobs are. We need more English for special purposed programs so newcomers can find available employment.
- A credit union; a housing corporation; Hawthorn Eco-Village
- All players sit at the table. The recognition that we are all a glass that is ½ full and ½ empty. We all have deficits and assets. All too often we look at certain communities and see assets but look at others and see deficits. Its looking at the assets and deficits of all communities, recognizing we all have both and connect with one another – one communities assets with another communities deficits to create a whole. No one is in a place of power in this model – we are all in the same boat
- Anti-racism dialogues, sharing our stories, inter-faith dialogues
- I work with preschoolers. We start them out right from the beginning – but who supports them as they grow and become a part of Minneapolis public schools? Who is helping these kids achieve and see HOPE for the future?
- Opportunities on equal basis for all to move from hope to change
- Neighborhood community is a great example of equity/diversity work, the opportunity to work together in the community w/ various groups of ethnicity
- Humphrey School Strategic plan for diversity – BUT! Honestly, it's a hostile environment overall (I cant think of anything)
- The city council standing with united families for all against Prop 8!
- A senior building where all races and cultures allowed.
- The MPLS city council unanimously standing against the discrimination being shared into our constitution.
- Residential neighborhoods where some housing is affordable, create racial diversity in neighborhoods, conversely a lack of affordable housing in a neighborhood creates homogeny. Equity is created when a mix of housing types co-exist
- Harrison Neighborhood Associations' – undoing racism – divers participants. – there isn't anything about race in that definition we need to be open and responsive and willing to admit and accept our failures
- The Harrison Neighborhood Association did a great presentation. Everything they did is undoing racism.
- The only time, place, people, community, neighborhood where I am warmly received as my own
- A Hi 5 class room in Minneapolis
- Putting the bike lanes in north MPLS were a good move towards transportation equity
- www.communitytable.coop
- MPLS schools are an example of equity and diversity at work.
- Mpls schools or alternative high schools teaching to different ethnicities and becoming more comfortable in a school. Schools want students to have an education for their futures
- A great example is the public school system
- Less cops and more schools
- VOICE – story telling – based community dialogue
- Neighborhood associations, health and job fairs
- More communication between people and less angry young adults and children
- This conference exhibits some
- Equal opportunity to advance. Equal opportunity for trainings. Opportunity to share about your culture or abilities / disabilities

Evaluation Comments:

13. What part of the conference was most useful? Why?

Answer
ADA Compliance
all
Am. Indian & 4 C's
Angela Glover Blackwell - Inspiring! Resilient Nbhds - Strategies that have worked
Being part of a workshop. The food was delicious. Participants seemed to enjoy the other sessions, I wish I had a chance to experience them.
Bringing people together. Thank you, I had a great day.
cafe because I was able to network also lunch was a good time to do that also
Case studies - demonstrate what works
Chance to meet with others and network
chance to network
Connecting with residents from other neighborhoods.
couple of workshops and the resource booths
Court watch
Developing a collective efficacy model, digital neighborhood building, having the exhibit tables
Environmental workshops because they were the most organized and had the most resources to share.
Foremost: Harrison Neighborhood Institutional Racism Program. First, conversations with other neighborhood people. Second the NCR NCEC table upstairs as neighborhood leaders need to know what is up next. Third American Indian school and retention efforts was very informative and helpful. Fourth the Latino healthy foods demo was helpful for a project/grant I'm writing.
I think just meeting people and seeing what is out there for community organizations.
I was unable to attend the keynote, which I heard was very good.
Identifying the faces of the community leaders and learning about their roles- provided a great tool for mapping resources and meeting people
Informally seeing/talking with fellow neighborhood organization people I knew
It was free which increased attendance dramatically. I can't tell you how many people I met who were between jobs.
key note
Key note address, as it provided an national perspective
Key Note Speaker-very motivating
Keynote
Keynote
Keynote
Keynote - setting the tone, inspiring vision
Keynote and breakout session regarding NCR and building equity in NOs
keynote panel - set the conference and the work we do on a daily basis in a bigger context
keynote speaker, she was inspiring and relevant.
keynote was great
Keynote was inspirational
Keynote! Angela is AWESOME! I also liked the diversity: food, entertainment, speakers. Also, it was well organized
Keynote...it set the tone.
Lunch (opportunity to network) the workshops too
Lunch sessions. Mixed with other leaders
Making connections because it is a good way to gather the community organizations in one place.
Meeting other Minneapolis neighborhood group folks

Meeting people; we get so few opportunities to have meaningful knowledge-sharing between organizations in this field, this was a great idea
Meeting with other community/neighborhood organizers and hearing about their work
NCR brainstorming session. I think we had good ideas to help NCR help neighborhood groups.
NCR details session and room with community info
networking
networking - learning about resources, best practices
Networking and learning about best practices. Tables with organizational information.
Networking at lunch, breakout sessions
networking during passing time
Networking individually
networking with others
Networking with others.
Networking with participants at our exhibit table
networking. It's what keeps me going while I look for "real" work
resources on best practices and programs
Services to the homeless. However, can be improved
Sessions
small group at lunch
Some of the workshops are good. I would say it's informational but needs more engagement
some workshops were good
The booths
The dialogue
the different organizations there with their information
The Harrison workshop
The keynote address was useful.
The morning keynote and panel.

The NCR workshop because it most closely relates to my role as association president.
The talk on the "new NRP" I know that's not the name but can't think of it right now.
The workshop on transforming community space in Corcoran - gave specific examples that were generalized and adaptable to specific situations
the workshops was the most helpful part because I learned so much about Minneapolis and I learned so much
The workshops! Lots of great ideas to try out.
Vendor tables, lunch networking
workshop by Harrison neighborhood
Workshop on sustainability success stories, hearing from the residents themselves, very well-facilitated

workshops

Workshops - delivery of information and opportunity for participants to connect and network

WORKSHOPS WERE VERY INFORMATIVE

workshops, offered opportunity to meet and exchange ideas, experiences with people active in other neighborhoods

Zero waste workshop. It is something I can actually implement aspects of in my neighborhood

14. What part of this conference was least useful? Why?

Answer

Opening panel

- (I missed the sessions due to prior commitments, but they looked very good - wish I could have been at all of them!)

As someone who presented and tabled, there wasn't a lot of added value for me, especially given the \$100 price. Honestly, while I might attend as a participant or a presenter, I would not suggest that my organization get a table in the future. The resource room was disconnected from the rest of the conference and there was no logical time for participants to visit the booths. I would say that, from an organizational time/capacity/funds perspective it was not a good use of any of those limited resources.

break-out sessions were just lectures, no small groups

entertainment - I loved the dancing in the morning, but didn't watch the entertainment during lunch

ENTERTAINMENT AT LUNCH - THEY WERE GREAT BUT INTERFERRED WITH TABLE CONVERSATION AND NETWORKING

entertainment at lunch got in the way of networking

I honestly can't think of an aspect that I didn't find useful.

I liked the keynote, but left during the lunch session. Some of the more wonky, policy-driven discussions were not helpful. I was looking for concrete ideas to take back to my neighborhood.

long day

lunch session felt too long, would have preferred shortening it, over making up time with first workshop session

Lunch session. Couldn't hear but the kid's singing was great.

lunch session-no one was listening and I couldn't hear

n/a - I spent most of my time tabling

N/A - little too long for local conference

neighborhood cafe - few people made it up there

none

none it was all good

Not sure.

Overall theme was not useful. Too unspecific/unfocused. Needed more practical applications of resources available to neighborhood organizations. Many folks I met were not there because of interest in or involvement in any neighborhood organization. The workshops were not that useful. Also, signage identifying some of the meeting rooms was hard to find/confusing. I did not think this was a good use of my time or city resources at all.

Panel

panel

panel was not great

resource fair

Some of the things that talked about specific neighborhoods that I don't know anything about.

Some of the workshops were not very on topic. They were presented by people doing exciting things, but not necessarily in very effective presentation formats or in alignment with the title of the session.

Some speakers spoke too long, like in the beginning of the agenda.

Some workshops did not apply to my neighborhood, but they were interesting and inspiring nonetheless.
some workshops were not structured at all and allowed/encouraged participants to talk about their own, unrelated agendas
The conference would have been even more successful had it been on a weekday.
The keynote was incredibly long, and after a while it was very difficult to concentrate.
The lunch
The lunch session wasn't productive.
The opening panel spoke in such generalities
The work shop on people based place based brainstorming, as it was too short
The workshop on listening and voice through the Health Services group - it quickly became too must about the program specifics and not about the process that enabled the program to succeed
The workshops - Overall, they were boring. When teaching workshops, it's important to utilize all three learning styles (visual, audio, kinesthetic) so that all people learn. Also, have better power points. Many slides of bullet points with the presenter reading them to us is not effective. Lastly, get people who are articulate and feel comfortable speaking in front of large groups to present the workshops.
THIS CONFERENCE WAS FANTASTIC well organized and great info, however the lunch discussion...speaking over persons networking at individual tables was ineffective
very useful all around
Working lunch - was difficult to hear presenters from the back
Workshop sessions or parts that did not pertain to our neighborhood.

All the single use plastic involving food. Come on Minneapolis, this does not fit your sustainability plans

I didn't meet as many people as I would have liked. * Lunch conversations/JD Steele all @ the same time

Lunch discussion: hard to follow with a variety of activities taking place

Lunch session - too much "networking" talking during lunch for session

started a bit early for me. I would have preferred 9-4 time

the lunch networking session because it didn't do much, everyone hungry and just want to network, not work

The lunch was a bit chaotic and too long

unclear what neighborhood café was on the website and sound from this made it hard to hear in the room next door

workshops felt too short, no time to delve deeper

15. What would you like to see done differently in the future?

Answer

2013 NUSA fees paid for 3 reps from each MPLS neighborhood by city of MPLS.

a little more brainstorming in breakouts and less "presentation"

add time to workshops, many seemed rushed

Adequate signage. There were no signs outside, so I spent a lot of time lost in the cold trying to find the right door. The signs inside were confusing. A better flow to the day - the keynote went over and as a result, the early workshops were cut short. Actually, all of the logistics aside from food needed some serious attention. And I say this as someone who has planned similar events.

better facilitation and also workshop descriptions

better invitations to the city's partner groups to participate

Better time management overall.

Conference during a weekday

Discussion track on "how to" engage and motivate neighbors to become more involved

first notification of event must show date, time, place

food set up - had to stay in line to get to table to see what was being offered. Very time consuming

Handicap accessible bathrooms need to be accessible. I couldn't wait to go upstairs so a nice man opened the door to the women's bathroom for me and pushed me part way in because the door was too heavy and didn't open. Then the wheel chair stall wouldn't close as the wheel chair didn't fit and I had to do my business looking in the mirrors. Humiliating. Also the rooms were not clearly marked as the blue high lighter was hard to read and were posted way up high. Also the food labels were not a chair height so I didn't know what was served for lunch. The standing tables at breakfast were of no use to chair bound people.

Hear more from actual wheelchair users

I didn't get to workshops

I liked the conference.

I think the more neighborhoods are able to discuss directly with one another about what they are doing the better. Although the NRP model empowered residents at the neighborhood level, with each neighborhood operating independently, I think we at times lose sight of that we are "one city" and that we can learn a lot from one another and find more opportunities for collaboration - particularly with funding become less.

I wish more young people had been there

I would like to have a session for neighborhood group networking. I want to know what good ideas other neighborhoods have that I might implement in my neighborhood.

longer sessions, perhaps one fewer

Make it a zero-waste event!

Maybe more time to network?

maybe some of the more complicated workshops could be a double session instead of trying to rush through it.

maybe weekday

More community participants.

More connecting and networking time

More defined tracks for subjects, such as community organizing, health, partnerships, technology, or other categories.
More depth, less sessions - Longer panel
MORE DIVERSITY OF PARTICIPANTS
more experts on community organizing
more greeters to welcome and assist
more networking time. maybe have one less workshop session
More preparation/ guidance to workshop presenters about how to run an effective 1-hour workshop.
More relevant local council (actions not just words)
More signage outside the center so you could see from the street where the thing was; RECYCLING!!!! OMG! A conference with several sustainability topics and no recycling let alone composting. It should be the default for all city events.
more small groups -- people to people connection; less sermonizing and promoting the city and more community/neighborhood/people interaction
More talk about structural issues within our communities (i.e. race, environmentalism, etc)
N/A
na
NO
Not sure.
Potentially allow for participants gathered to self-formulate and lead a few workshops towards the end of the day
put more signage outside
schedule fewer workshops and have them more than once
See above. More practical, useful, implementable ideas. More resources for neighborhood organizations, such as: What at the job descriptions for all the staff in NCR and what are they expected to do in collaboration with neighborhood orgs? What do neighborhood orgs really need from NCR? When are city departments going to get with the program, so to speak?
Shorter conference potentially - All-day Saturday is tough for parents in terms of arranging child care.
Start a bit later-not everyone like to get up as early as David. Also, if the key note goes long, split the lost time between the two morning workshops rather just having the first be dramatically shorter.
The singers at lunch were fabulous, but it was really hard to hear and made conversation difficult.
there needs to be more interactions! i'm sure people are aware of what goes on in the communities, getting them involved thru interactions at workshops, etc. however you can, would be a much better "take away" when people leave the conference!
Time built in for exhibits and neighborhood cafe
use and pay local keynotes
Use compostable materials for lunch and have a whole lot more recycle bins all over. I thought it was ironic that you had lyndon Hills talking about zero waste event when this event made no attempt at being low-waste.

Vegetarian options for lunch. I understand the option to allow people to come and go as they please from workshops but this was extremely disruptive. Also the conference room directly next to the resource fair room was very hard to hear the speakers in due to the noise.

Workshop sessions with more structured time and activities. A lot of it seemed haphazard and ambiguous.

*Start later! Too early in the morning. *Compost/Recycle bins. The bins marked recycle had everything in it because there were no other bins next to it. * Bike racks * Zero waste event - why the hell are you using polystyrene plates and throwing everything, not good for the environment.

"Tracks" for workshops to thread themes and provide clearer purpose for conference in context of equity

*Start on time * clarify logistics i.e. explain how lunch conversation is supposed to work earlier in the meal

had more time for developing collective efficacy model

more recognition of larger institutions responsible to inequality and barriers to holding elected officials truly accountable (at the national level)

more time for 4 C's

more time. Not enough for every workshop plus visiting booths

put registration date on website announcement

Sharing of best practices

start later don't brow beat reg. participants about early start time. People are busy, it's Saturday and we are volunteers/residents, not employees. Having panelists sitting at the front makes it difficult to see and pay attention, need to be elevated

the breakout sessions are good. I would encourage more engagement. Other than just getting an earful, seek for participation outside of the conference

the set up of the food line was not good at all. Have a square line set up

Too many emails pre-conference, my inbox is already overloaded

16. What was the most important "take away" from this conference?

Answer

400 people (reported) attendance
All of the workshop material and the networking connections I made.
Collaboration!
community activism
connections with other neighborhoods
Connections with others
conversations over lunch
Equity is superior growth model! Loved! Loved!
Events are critical opportunities for community building
exposure to issues and people I don't normally interact with
get involved - there are wonderful organizations out there.
Getting together as a community can be inspiring and fun!
GREAT THINGS ARE HAPPENING IN MINNEAPOLIS
Groups are talking and learning from each other
Hard to say, but I've been thinking about neighborhoods can collectively address equity issues despite our demographic differences.
Harrison's work on equity and inclusion
heightened sense of community
I think everyone was just there to network.
Information from booths
many different contacts
Meeting a city government specialist with whom I have already worked closely.
Minneapolis is working to do good things by community
NCR Department seems off to a good start
Neighborhoods are key, reaching across neighborhoods to help each other
networking
Networking with other neighborhood and service organizations.
Networking with other neighborhoods.
Seeing just how strong and connected the Minneapolis neighborhood community is
Sense of community- great turnout (encouraging)
Sharing resources as a project has almost always already been done by someone. No need to reinvent the wheel.
Technology options, such as GIS and polling, that can help identify neighborhood issues.
That neighborhoods are critical to equity work
That the NCR is not doing a very good job, and many people are confused about why it exists. That city holds neighborhood organizations to a higher standard than it holds itself to -- all the while defunding neighborhood organizations and building fiefdoms in city departments with money that could be put to better use. It looked like a big back-patting festival for NCR and NCEC.
that there are people, neighborhood associations, and other orgs. who have experience making n'hood processes more inclusive, and who've done hard anti-racism work
That there is a wealth of resources in the number of engaged and activated people working all over Minneapolis to better their communities and cities

That there is an urgent need for working together in building a vibrant community/city
That we are "One Minneapolis."
The connections made with other
The important role of neighborhoods organizing and working towards common goals.
The overall vision, and connections made in the room with organization booths
The panel and keynote.
The structured and non-structured time to share ideas with others in the neighborhoods was very helpful.
The value of diversity not only from a cultural perspective but that there were people there from government, community, non-profits etc.
the way forward is to invest in those being left behind. they are not prepared to be the new middle class.
There are a lot of ways to get involved to help make Minneapolis a better city for everyone.
there is a lot of good stuff going on
there's a lot going on in the 'hoods
Thoughts regarding the process on how a community is built/developed from a historically perspective and the need for purposely discussing inclusion and reaching out and bringing "all" to the table when making policy decisions regarding development
We are an awesome city

all the workshops, things I learned and Angela Blackwell speech
 contacts with other organizers
 diverse approaches to community engagement
 equity as superior growth model is achieved through collaboration
 Feel very welcome
 how many folks are working to help improve people's lives and our community
 met a lot of interesting people and expanded my list of collaboration partners
 Ms. Glover Blackwell's idea about looking at what we need and working toward it
 neighborhoods are being encouraged to collaborate with others and also placed in the position of competing against each other
 Our communities are rich in resources! We just have to tap into them
 The keynote speech was excellent, it helps us have a shared vocabulary at the outset.
 the need for collaboration among neighborhoods and with the city
 The realization that collaborative conferences are worthwhile - the wealth of information that comes from discussion
 contact information for agencies to collaborate with on projects and service
 examples of work in the Harrison neighborhood, info about our neighborhood program
 names + ideas
 New community connections
 partnering with parks and school to engage communities of color
 resources for improving community - specific environmental and organizing ideas/suggestions
 Specific, tested models of engagement and many new personal connections
 the workshops, neighborhood organizing through racial justice and equity
 we are on our own unless we want/are willing to be the city's dancing monkeys
 what I learned, share info

Communication Plan

COMMUNICATIONS GOALS:

- Raise awareness of Community Connections Conference to reach goal of 400 conference attendees

AUDIENCES

- Neighborhood groups
- Community organizations
- Residents
- Elected officials
- City employees
- Media

COMMUNICATIONS TOOLS:

- News releases
- City website
- Channels 14 and 79
- Social media
- Council Member newsletters to constituents
- Minneapolis Matters
- CityTalk (intranet)

COMMUNICATIONS TACTICS TO PROMOTE COMMUNICATIONS CONNECTIONS CONFERENCE

Date	Tactic	Details	Responsibility	Status
Dec. 27	News Release	Announce the conference. Registration starts Jan. 9	Communications	DONE
Jan. 4	CityTalk	Story about conference and how departments can get involved	Communications	DONE
Jan. 4	Minneapolis Matters	Story about conference and	Communications	DONE

		how departments can get involved		
Jan. 12	City website	Story about the conference and registration starting	Communications	DONE
Jan. 13	Social media	Link to web story	Communications	DONE
Month of January	Channels 79 and 14	On screen announcements about conference and how to register	Communications	DONE
Jan. 18	Newsbites	Story for council member newsletters and how constituents can get involved.	Communications	DONE
Jan. 18	Minneapolis Matters	Reminder about conference and how departments can participate	Communications	DONE
Week of Jan. 23	Social Media	Registration starts today. Link to web story.	Communications	DONE