

Equitable Engagement Fund application

About your organization

Organization name: East Phillips Improvement Coalition
Neighborhood(s): East Phillips
Contact person: Sarah Santiago
Contact information: sarah@eastphillips.org or (608) 513-5107
Timeframe: 1 year (Jan 2022 to Dec 2022)

Your organization

1. Tell us about your organization's work on equity and equitable engagement.

East Phillips Improvement Coalition (EPIC) has been working to make the organization more approachable, especially to our BIPOC neighbors. We have improved our internal operations, changed the focus of our community meetings, and have done robust outreach.

Previously our community meetings had been going 2-2 ½ hours long, so we have done internal restructuring in order to improve our operations and cut back on the length of our community meetings. This restructuring included hiring a full time staff, creating departments within the board and revamping our operating policies and procedures. These changes have improved our operations and in turn the community meetings are more productive, and people are more likely to attend.

We have also changed the focus of our community meetings, we had previously focused our meetings on community decision making, much of which we were finding people weren't very engaged about. We still have a portion of our meetings dedicated to community decision making, but it doesn't take up the majority of our meeting time. Instead, we are shifting the focus of community meetings on presentations (by community members, community organizations, or city departments that are doing work in East Phillips) and discussions on topics that we hear from community members are important to them.

EPIC contracted with Knock Knock LLC to knock on every door in our neighborhood and engage in conversation with our neighbors about issues they care about. Many people were excited to see someone out talking about community issues and not be asked for a vote in return. We also asked people how they prefer to be engaged in the neighborhood, how they prefer to stay in contact with EPIC and their preferred language. We collected 337 phone numbers and 230 email addresses. This will be a key part of our equitable engagement plan going forward.

2. Take a look at your neighborhood demographic data. (e.g. [mncompass.org neighborhood profiles](https://mncompass.org/neighborhood-profiles), [American Community Survey](https://www.census.gov/data/tables/2019/american-community-survey/)). Who is currently underrepresented in your leadership and engagement efforts? (Include demographic factors such as homeownership, race, language spoken, income levels, etc.)

People who are underrepresented in EPICs leadership and engagement efforts include Black or African American neighbors (1,227 neighbors or 26.4% of the neighborhood), Indigenous neighbors (456 neighbors or 9.8% of the neighborhood), Somali neighbors (no specific information for this

demographic) and Latinx neighbors (1,780 neighbors or 38.2% of the neighborhood). People who speak languages other than English, particularly Oromo, Somali and Spanish are underrepresented (2,496 neighbors speak a language other than English, 1,157 neighbors speak English less than very well). People with disabilities are underrepresented in EPIC, as well as tenants, youth and people who are unhoused.

3. How are decisions made about programming, projects and funding in your organization? How does the community influence these decisions?

Currently the board brings decisions about projects and funding to the community meeting and asks for approval from the community, anything over \$1,000 requires two community meeting votes. If someone is to request funding or propose programming/project they need to bring it to the board first, who will work with them to develop the proposal and ensure it is an approved activity under city funding guidelines. If the board approves of the funding request or program/project they will then recommend it for community approval.

Going forward we have discussed how we want to allow for people who are unable or uninterested in attending community meetings to have a say in these decisions as well. We do not currently have a process set out for this, but it is a priority to figure out a system that broadens those making decisions in order to be more representative of the community. We are beginning to have our Executive Coordinator reach out to people that have shown an interest in the topic (via the outreach information we gathered through Knock Knock LLC) that will be discussed or the decision that will be made at the upcoming community meeting and ask for their input.

Your work

4. What projects or programs does your organization currently host or is your organization developing? How did you decide to carry out these programs and projects? How was the community involved in that decision-making?

EPIC has recently approved funding for the Native Youth Arts Collective and Youth Workforce Development Program, both through Little Earth Residents Association (LERA). We have also approved funding for the Community Syringe and Trash Clean Up in East Phillips project with Southside Harm Reduction Services and the East Phillips Resident Housing Support Program through South East Homes Somali Recovery. Additionally, we have approved of a Block Party Reimbursement Program to reimburse block parties for expenses such as decorations, kid's activities and paper products.

The decision to carry out these programs was based on concerns we were hearing from community members. For example, we have heard many concerns about the amount of trash and syringes in the neighborhood, so that is why we partnered with Southside Harm Reduction Services to conduct trash pick up while also doing education around safe handling of syringes. Another thing we were hearing from the community was the importance of programs and jobs for youth and we have had various successful partnerships with LERA in the past so that's how the two partnerships with LERA arose. Additionally, we based our decision to fund the above projects on our neighborhood priorities which were set using robust community input.

The community was notified about the opportunity to provide input on funding the projects and programs via the Alley newspaper, emails, flyers, phone calls and social media posts. Those that

attended the first community meeting vote on the programs asked questions about the proposals and for the questions we didn't have immediate answers to we then came back with answers at the following community meeting vote.

5. What work are you doing to engage historically under-engaged and underrepresented residents? What results do you hope to achieve?

As mentioned earlier, EPIC has been working to make the organization more approachable, especially to our BIPOC neighbors. We have improved our internal operations, changed the focus of our community meetings, and have done robust outreach.

We have begun to use the data we collected using our consultants from Knock Knock LLC to target our outreach efforts going forward. We now have information on what 392 neighbors' primary concerns are and we have phone numbers for 337 neighbors. Therefore, we can reach out directly via phone, email or doorknocking to those neighbors who shared that they are concerned about community safety when we have a community discussion coming up pertaining to community safety. In these outreach calls, emails or doorknocks we can ask what the neighbors' ideas are to address the issue, ask whether they support a particular program or use of funding as well as personally invite them to an upcoming meeting pertaining to these issues they just shared about and explain why their voice is so important.

392 neighbors is by no means the entirety of our neighborhood, we have approximately 4,600 people living in East Phillips, so we will continue to attempt to reach those neighbors who did not respond to the outreach consultants. This will likely require a great deal of trust building and making EPIC's presence in the community more widely known is a part of this.

Throughout this outreach it will be important to not just be asking neighbors for something, i.e. their presence at a meeting, but to also ask what they need and how EPIC can support them, be it by connecting them to services, other community based organizations or helping to connect them to a workgroup/committee or just their neighbors.

We hope that these outreach efforts will lead to decisions being made by a group of people that is more representative of our neighborhood demographics. Be that by hearing from neighbors prior to a community meeting or by those who physically attend a community meeting or by leading to the diversification of the board.

6. What engagement strategies will you use to reach residents who have not historically participated in your organization?

NOTE: items in **bold** are the primary programs of EPIC's Equitable Engagement plan and are referred to in the work summary and budget.

As we just mentioned, a part of our engagement strategy will be to target our **outreach** efforts based on information we have already gathered, as well as doorknock the residences that we did not gather information from yet. This will require multilingual people on our team to effectively communicate with our neighbors, therefore we plan to hire part time outreach workers to help engage in this important work. This will also require time from paid staff to network with other organizations providing important services to the community to better connect neighbors to needed resources.

EPIC has begun to hold hybrid meetings, both in person and via Zoom to increase access to those with disabilities. We have begun holding our community meetings at various green spaces throughout the neighborhood, such as Cedar Field Park and the lot at 27th and Cedar, since we gathered information from our outreach work that people are more likely to come to a gathering closer to their home. Additionally, setting up one-to-ones and holding committee/work group meetings with neighbors near their house, but at an outdoor space that is not in somebody's private yard has become increasingly important since COVID. Therefore, EPIC plans to work with other community based organizations to establish outdoor community gathering spaces throughout the neighborhood. This may include contributing funding to building infrastructure in green spaces throughout the neighborhood as a part of our **Community Gathering Infrastructure Program**.

In addition to adding more green gathering spaces to our neighborhood, we want to continue to support our 17th Avenue Community Garden. The community garden provides land to cultivate to our neighbors who face barriers to housing (disabled, LGBTQIA, those who have historically been impacted by red lining etc.) and therefore many do not have access to space to grow food, including foods from their homeland that they may not have access to otherwise. Providing support to this important community asset will be a part of our **EPIC Garden Program** and will include funding for upkeep in the garden, such as fencing, care for fruit trees etc. It may include a part time garden coordinator who does outreach for the community garden, focusing on BIPOC community members who do not have access to space for gardening, as well as provide other needed support and coordination at the garden. In addition, EPIC would want to provide funding to compensate people to run workshops at the garden on topics that gardeners and other neighbors share is important to them.

Another strategy we plan to implement is a **Micro Partnership Program** to help fund neighbor's projects. This will be an important part of our work to build trust and increase awareness of EPIC throughout the neighborhood. Previously, individuals' efforts have been turned away from funding opportunities by EPIC because we have a policy that states partnerships need to benefit the entire neighborhood, not just individual blocks. This led to frustration among neighbors and decreased trust towards the organization. The Micro Partnership program is a way to make funds available to the entire neighborhood, therefore EPIC isn't funding just one block, but we are also supporting neighbor's innovative ideas. Our outreach work will be an important part of getting the word out to the community about this program so that not just those people with access to internet/email have knowledge of this program.

Another piece to increasing trust and awareness of the organization is to continue our program to reimburse for block party expenses (**Block Party Reimbursement Program**), food and entertainment are currently exempt. Our outreach consultants found that 49% of the people they talked to shared that block parties are a way they prefer to engage with East Phillips. This also helps us to meet our goal of more people being connected to their neighbors.

Another program EPIC would like to implement is a **New Neighbor Welcome Program** that provides neighbors with a welcome bag when they move into the neighborhood. We would likely rely on neighbors to contact EPIC to request a bag for a new resident in the neighborhood, EPIC will then give the neighbor a welcome bag that they can give to a neighbor. The EPIC welcome bag will consist of a gift card to a local business, an item from a local business (yet to be determined) and some resources, such as information about EPIC, how to sign up for youth programs in the neighborhood,

information about the 17th Ave Community Garden etc. EPIC will also want to coordinate with landlords to provide these welcome bags.

An important piece to increasing attendance of residents who have historically not been engaged with EPIC is to provide childcare as a part of our **Community Meeting and Event Program**. This may include partnering with MPRB staff at East Phillips Park to watch children in the gym space at East Phillips Park or at the playground at Cedar Field Park. We also want to establish a community meeting space that is welcoming to our youth, whether they sit with their parents during the meeting or play with our quiet children's activities in the same room with the adults. We will also want to provide interpretation services to neighbors whose primary language is not English.

Another piece of our Community Meeting and Event Program will be to incorporate art, food, body care (i.e. chair massages) and music into our community meetings/gatherings, in order to increase attendance at our community meetings. If food and entertainment become eligible expenses under city policy, we would definitely take advantage of that, otherwise we are working to secure outside funding for such expenses. These components would be incorporated into our community meetings approximately three times a year as a part of a push for larger community meetings/events, in the spring, the height of summer and in the fall.

As mentioned earlier, we are working to shift the focus of community meetings towards presentations and discussions on topics that we hear from community members are important to them. A part of this will be time spent by staff to connect and form relationships with organizations, community members and city staff to eventually invite them to community meetings or engage in relevant projects. By connecting to community based organizations and religious institutions we are likely to also connect their members to EPIC. This program is called **Community Org/religious institution mapping**. An example of this program would be engaging people who face barriers to housing, EPIC will want to invest in relationships with organizations and activists doing work around anti displacement, rent control, forming housing co-ops, as well as organizations that can provide information on accessing mortgages (i.e. PRG, City of Lakes Community Land Trust, Center for Energy and Environment). EPIC plans to network with these organizations and programs, learn more about their work, support one another's work and eventually perhaps invite the organization to a community meeting to share about their work or to engage with a committee or work group focused on housing access. In turn people who face barriers to housing are having issues important to them addressed by EPIC and are more likely to engage with the organization.

Our outreach consultants found that 30% of the people they spoke with preferred to engage with the community at larger community gatherings/events. So, in addition to the three larger community meetings we will also want to host some type of community event for neighbors. This year this larger event was a Mayoral Candidate Forum at Cedar Field Park, bringing those people vying for the position of Mayor to East Phillips, a neighborhood that is often overlooked when it comes to these types of events. In the past our larger community gathering was SummerFest, we may continue this event in 2022 or we may host or co-cost a larger community gathering/event that takes a different form based on input we gather as a part of our outreach efforts.

EPIC is interested in engaging in work around removing white supremacist tendencies from our organizational norms and our community and board meeting habits. We are interested in engaging in healing and reconciliation work around harm done by the organization itself as well as by the city. We would also like to work on a strategic plan, this is something we are currently exploring and in

conversation about with a consultant. This work will fall under the **Development** line item in our budget and may take a few different forms, such as working with a consultant to review our policies and procedures, bylaws, and general practices to make recommendations. In addition, we are likely to partake in board trainings and/or workshop around these topics.

7. Who is responsible for carrying out the engagement strategies you listed above?

The engagement strategies listed above will be carried out by the Executive Coordinator, we will also likely want to hire part time outreach workers who are multilingual, perhaps a garden coordinator as well. We will want to use interpreters for events and community meetings and may partner with Phillips West to do this. We will also want to create a partnership with somebody to provide childcare services at our community meetings. The board of directors will have a role to play in providing guidance and oversight of the strategies and programs.

Decision-making process and communications

8. How are historically underrepresented and under-engaged community members able to influence decisions made about programming, projects and resource allocation in your community?

As mentioned above, historically underrepresented and under-engaged community members are notified of upcoming community decisions via the Alley newspaper, emails, social media, flyers and phone calls. Neighbors are encouraged to attend these meetings where important decisions are made and there are ample opportunities to raise questions and provide feedback about the development of projects and programs.

We are working on figuring out a way to move towards including people who are not interested or unable to participate in community meetings to influence decisions made about programming, projects and resource allocation in East Phillips. Right now this looks like reaching out via phone calls to community members who indicated interest in specific topics that are going to be on a community meeting agenda and asking them for their input. However, there is not a formal procedure for funneling this information into the official motion that takes place at a community meeting. This is something that the board and community will need to further discuss and alter our policies and procedures and likely our bylaws as well. There is a strong desire to incorporate art, food, body care and music into our community meetings/gatherings, if food and entertainment become eligible expenses under city policy we would definitely take advantage of that, otherwise we are working to secure outside funding for such expenses.

9. How will you inform the community about progress, changes to your work and opportunities to give input on decision-making?

As a part of our **outreach** efforts we will have the opportunity to inform community members about progress, changes to our work and opportunities to give input on decision making. We are hoping these outreach conversations will be a chance to not only provide updates and personally invite community members to community meetings and events, but to also listen to community members' ideas and find out the needs of our community and connect them to services and resources. This level of outreach is needed in East Phillips, as our outreach consultants noted, a large number of people they spoke with do not have access to the internet. As mentioned earlier, many people were excited to see the outreach workers and shared a desire for more support, this outreach approach is one way to provide this desired support.

We have recently implemented Mighty Networks as a community communication tool, which is similar to Slack or Discord, but is for larger scale communities. We have a few community bulletins throughout the neighborhood, but want to add more, ideally in the green spaces we hope to establish as gathering spaces. We would also like to try alternatives to flyering every house, including the use of multiple banners around the neighborhood and the use of postings similar to what the city uses for notification of no parking for street sweeping.

As mentioned earlier we will want to form relationships with community based organizations, religious institutions, cultural leaders and interest groups that already have a following to increase the reach of our communications as well (**Community Org/religious institution mapping**).

In addition to the above outreach efforts, we plan to continue using the Alley newspaper, KALY radio, emails, social media, flyers and community meetings to inform the community about progress, changes to our work and notify them about opportunities to give input on decision making.

Evaluation and monitoring of success

10. How will you evaluate the success of your project both in terms of process and outcomes?

We will evaluate the success of our equitable engagement plan by looking at who is contributing to decision making and whether it is representative of our community demographics. We will also want more community members to feel connected and supported in East Phillips. This includes community members being aware of what is going on within the community and having a say in the decision making process if so desired. EPIC hopes to provide the space for community to gather and provide avenues for people to communicate with one another as well as the neighborhood organization.

11. How will you measure the outcomes of your engagement activities? *Metrics should include both quantitative and qualitative measures (e.g. residents felt heard, we received x number of inquiries about joining the board, etc.).*

Community members will feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action. Community member's needs are met or they have access to resources to meet their needs. Information about this will be collected through informal interactions with neighbors.

People contributing to decision making processes in East Phillips will be more closely aligned and representative of our community demographics, so closer to 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.

There will be a significant increase of neighbors that are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.

There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.

There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc.

Work summary

Summary of activities across all programs and demographic groups.

A key part of our engagement strategy will be to target our **outreach** efforts based on information we have already gathered, as well as doorknock the residences that we did not gather information from yet. This will require multilingual people on our team in order to effectively communicate with our neighbors, therefore we plan to hire part time outreach workers to help engage in this important work.

Setting up one-to-ones and holding committee/work group meetings with neighbors near their house, but at an outdoor space that is not in somebody's private yard has become increasingly important since COVID. Therefore, EPIC plans to work with other community based organizations to establish outdoor community gathering spaces throughout the neighborhood. This may include contributing funding to building infrastructure in green spaces throughout the neighborhood as a part of our **Community Gathering Infrastructure Program**.

In addition to adding more green gathering spaces to our neighborhood, we want to continue to support our 17th Avenue Community Garden. The community garden provides land to cultivate to our neighbors who face barriers to housing (disabled, LGBTQIA, those who have historically been impacted by red lining etc.) and therefore many do not have access to space to grow food. Providing support to this important community asset will be a part of our **EPIC Garden Program** and will include funding for upkeep in the garden, such as fencing, care for fruit trees etc. It may include a part time garden coordinator who does outreach for the community garden, focusing on BIPOC community members who do not have access to space for gardening, as well as provide other needed support and coordination at the garden. In addition, EPIC would want to provide funding to compensate people to run workshops at the garden on topics that gardeners and other neighbors share is important to them.

EPIC is working to shift the focus of community meetings towards presentations and discussions on topics that we hear from community members are important to them. A part of this will be forming relationships with organizations, community members, religious institutions and city staff in order to eventually invite them to community meetings, ask them to engage in relevant projects. This will be an important piece in outreach as well, in order to connect neighbors to resources, connecting orgs to EPIC, to in turn connect their members to EPIC. This will be a part of the **Community Org/religious institution mapping** work.

Another strategy we plan to implement is a **Micro Partnership Program** to help fund neighbor's projects. This will be an important part of our work to build trust and increase awareness of EPIC throughout the neighborhood. The Micro Partnership program is a way to make funds available to the entire neighborhood, therefore EPIC isn't funding just one block, but we are also supporting neighbor's innovative ideas.

Another program EPIC would like to implement is a **New Neighbor Welcome Program** that provides neighbors with a welcome bag when they move into the neighborhood. We would likely rely on

neighbors to contact EPIC to request a bag for a new resident in the neighborhood, EPIC will then give the neighbor a welcome bag that they can give to a neighbor. The EPIC welcome bag will consist of a gift card to a local business, an item from a local business (yet to be determined) and some resources, such as information about EPIC, how to sign up for youth programs in the neighborhood etc. EPIC will also want to coordinate with landlords to provide these welcome bags.

Another piece to increasing trust and awareness of the organization is to continue our program to reimburse for block party expenses (**Block Party Reimbursement Program**), food and entertainment are currently exempt. Our outreach consultants found that 49% of the people they talked to shared that block parties are a way they prefer to engage with East Phillips. This also helps us to meet our goal of more people being connected to their neighbors.

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Another piece of our Community Meeting and Event Program will be to incorporate art, food, body care (i.e. chair massages) and music into our community meetings/gatherings, in order to increase attendance at our community meetings. If food and entertainment become eligible expenses under city policy we would definitely take advantage of that, otherwise we are working to secure outside funding for such expenses. These components would be incorporated into our community meetings approximately three times a year as a part of a push for larger community meetings/events, in the spring, the height of summer and in the fall. In addition to the three larger community meetings we will also want to host some type of community event for neighbors.

EPIC is interested in engaging in work around removing white supremacist tendencies from our organizational norms and our community and board meeting habits. We are interested in engaging in healing and reconciliation work around harm done by the organization itself as well as by the city. We would also like to work on a strategic plan, this is something we are currently exploring and in conversation about with a consultant. This work will fall under the **Development** line item in our budget and may take a few different forms, such as working with a consultant to review our policies and procedures, bylaws, and general practices to make recommendations. In addition we are likely to partake in board trainings and/or workshop around these topics.

Scope of work, outcomes and goals

Overall scope of work, outcomes and goals across all activities and demographic groups. Show how your organization will engage historically under-engaged groups.

Overall scope of work:

The EPIC Equitable Engagement plan will consist of robust community outreach, particularly working to engage historically under-engaged groups using doorknocking, and phone calls and

networking with community based organizations and religious institutions. EPIC will work to make our community meetings and events more accessible by providing interpretation services and childcare, as well as incorporating art and body care into the community meetings three times per year. EPIC will work to build infrastructure in outdoor community gathering spaces and provide funds for upkeep of EPIC's community garden as well as compensate people who conduct workshops and trainings at the garden. Additionally, EPIC will continue its Block Party Reimbursement Program and implement Micro Partnership Program as well as do development work focused on removing white supremacist tendencies from it's norms and practices.

Outcomes and goals:

Desired outcomes of EPIC's Equitable Engagement plan include having more historically under-engaged community members contributing to community decisions; attending community meetings; and engaged in a committee or work group. An additional desired outcome is that EPIC is engaging in issues that historically under engaged community members identify as important.

Goals of EPIC's Equitable Engagement plan include community members feeling more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action. Community member's needs are met or they have access to resources to meet their needs.

People contributing to decision making processes in East Phillips is representative of our community demographics, so aiming for 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.

20 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.

Plan detail

Demographic group	Black, indigenous and people of color (BIPOC) neighbors	Neighbors whose primary language is not English	Neighbors who face barriers to housing (disabled neighbors, LGBTQIA neighbors, those who have historically been impacted by red lining etc)
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<p>Numbers or percentage</p>	<p>Black or African American neighbors (1,227 neighbors or 26.4% of the neighborhood), Indigenous neighbors (456 neighbors or 9.8% of the neighborhood), Somali neighbors (no specific information for this demographic) and Latinx neighbors (1,780 neighbors or 38.2% of the neighborhood)</p>	<p>2,496 neighbors speak a language other than English, 1,157 neighbors speak English less than very well</p>	<p>Hard to quantify exact number. Renter-occupied units: 873 or 60%</p>
<p>Initiative, activity, project or program</p>	<p>Outreach Micro Partnership Program Block Party Reimbursement Program New Neighbor Welcome Program Community Meeting and Event Program Community Gathering Infrastructure Program Development-taking White Supremacist tendencies out of org; healing and reconciliation; strategic planning Community Org/religious institution mapping</p>	<p>Multilingual outreach workers Interpretation at meetings and events Micro Partnership Program Block Party Reimbursement Program New Neighbor Welcome Program Community Meeting and Event Program Community Gathering Infrastructure Program Development-taking White Supremacist tendencies out of org; healing and reconciliation; strategic planning Community Org/religious institution mapping</p>	<p>Outreach Micro Partnership Program Block Party Reimbursement Program New Neighbor Welcome Program Community Meeting and Event Program Community Gathering Infrastructure Program Community Org/religious institution mapping EPIC Garden Program</p>

<p>Barriers to engagement</p>	<p>Lack of trust, for example in the past neighbors have approached EPIC seeking funding, but our rules and/or process turned people away;</p> <p>Long and sometimes boring meetings;</p> <p>Lack of childcare at meetings;</p> <p>Lack of opportunities to engage in topics or decision making outside of attending community meetings;</p> <p>Organizational norms that have white supremacist tendencies;</p>	<p>Lack of translation services for outreach as well as at meetings and events;</p> <p>Long and sometimes boring meetings;</p> <p>Lack of childcare at meetings;</p> <p>Lack of opportunities to engage in topics or decision making outside of attending community meetings;</p>	<p>Lack of representation from tenants at community meetings leads to lack of action on the part of EPIC on issues important to tenants, which in turns leads to lack of trust or willingness to engage;</p> <p>Long and sometimes boring meetings;</p> <p>Lack of childcare at meetings;</p> <p>Lack of opportunities to engage in topics or decision making outside of attending community meetings;</p>
<p>Outreach and engagement strategies</p>	<p>Targeted outreach efforts based on information gathered by Knock Knock LLC; as well as reaching those who did not respond to outreach consultants;</p> <p>Community org, religious institution mapping, looking at organizations doing work in the community, networking with them, connecting neighbors to their resources, connecting orgs to EPIC to in turn connect their members to EPIC;</p> <p>Establishing outdoor community gathering spaces</p>	<p>Targeted outreach efforts based on information gathered by Knock Knock LLC; as well as reaching those who did not respond to outreach consultants; hiring multilingual people to help engage in this work;</p> <p>Community org, religious institution mapping, looking at organizations doing work in the community, networking with them, connecting neighbors to their resources, connecting orgs to EPIC to in turn connect their members to EPIC;</p>	<p>Targeted outreach efforts based on information gathered by Knock Knock LLC; as well as reaching those who did not respond to outreach consultants;</p> <p>Community org, religious institution mapping, looking at organizations doing work in the community, networking with them, connecting neighbors to their resources,</p>

	<p>to gather or meet with people on 'common ground' (Community Gathering Infrastructure Program);</p> <p>Micro Partnership program;</p> <p>New Neighbor Welcome Program</p> <p>Community Meeting and Event Program: childcare for events and meetings; artists; healers; body work</p> <p>Development work - working to take white supremacist tendencies out of our org; reconciliation/healing; strategic planning - workshops/trainings or work with a consultant;</p> <p>Block Party Reimbursement Program;</p>	<p>Establishing outdoor community gathering spaces to gather or meet with people on 'common ground' (Community Gathering Infrastructure Program);</p> <p>Micro Partnership program;</p> <p>New Neighbor Welcome Program</p> <p>Community Meeting and Event Program: childcare for events and meetings; artists; healers; body work; interpreters</p> <p>Development work - working to take white supremacist tendencies out of our org; reconciliation/healing; strategic planning - workshops/trainings or work with a consultant;</p> <p>Block Party Reimbursement Program;</p> <p>Interpreters for events and community meetings;</p>	<p>connecting orgs to EPIC to in turn connect their members to EPIC;</p> <p>Establishing outdoor community gathering spaces to gather or meet with people on 'common ground' (Community Gathering Infrastructure Program);</p> <p>Micro Partnership program;</p> <p>New Neighbor Welcome Program</p> <p>Community Meeting and Event Program: childcare for events and meetings; artists; healers; body work</p> <p>Block Party Reimbursement Program;</p> <p>EPIC community garden - providing land to cultivate to neighbors who do not have access to space to grow food;</p>
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<p>Resources needed</p>	<p>Infrastructure for community gathering spaces (Community Gathering Infrastructure Program);</p> <p>Money for Micro Partnership Program and Block Party Reimbursements;</p> <p>Gift cards and the purchase of an item from a local business for the New Neighbor Welcome Program</p> <p>Development - workshops/trainings or work with consultant on taking white supremacist tendencies out of org; healing/reconciliation and strategic planning</p> <p>Communications: Zoom subscription; more community bulletins to share community resources, updates and meeting/event announcements; the Alley; KALY Radio; flyers; banners; Google Voice; Mighty Networks</p> <p>Community Meeting and Event Program: childcare; money to compensate artists for incorporating art into community meetings/events; money to compensate healers and people doing body work (i.e. chair massage at meetings/events);</p> <p>Outreach materials (including door knocking logs, flyers with neighborhood resources and</p>	<p>Infrastructure for community gathering spaces (Community Gathering Infrastructure Program);</p> <p>Money for Micro Partnership Program and Block Party Reimbursements;</p> <p>Gift cards and the purchase of an item from a local business for the New Neighbor Welcome Program</p> <p>Development - workshops/trainings or work with consultant on taking white supremacist tendencies out of org; healing/reconciliation and strategic planning</p> <p>Communications: Zoom subscription; more community bulletins to share community resources, updates and meeting/event announcements; the Alley; KALY Radio; flyers; banners; Google Voice; Mighty Networks</p> <p>Community Meeting and Event Program: childcare; money to compensate artists for incorporating art into community meetings/events; money to compensate healers and people doing body work (i.e. chair massage at meetings/events);</p> <p>Outreach materials (including door knocking logs, flyers with neighborhood resources and</p>	<p>Infrastructure for community gathering spaces (Community Gathering Infrastructure Program);</p> <p>Money for Micro Partnership Program and Block Party Reimbursements;</p> <p>Gift cards and the purchase of an item from a local business for the New Neighbor Welcome Program</p> <p>Communications: Zoom subscription; more community bulletins to share community resources, updates and meeting/event announcements; the Alley; KALY Radio; flyers; banners; Google Voice; Mighty Networks</p> <p>Community Meeting and Event Program: childcare; money to compensate artists for incorporating art into community meetings/events; money to compensate healers and people doing body work (i.e. chair</p>
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	<p>EPIC contact information; subscription to OpenTable);</p> <p>Staff time to: find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; secure childcare partnership; finding artists and body workers; networking with community based orgs, religious institutions etc.; targeted outreach (phone calls, door knocking); outreach to those who didn't respond to outreach consultants (doorknocking);</p>	<p>EPIC contact information; subscription to OpenTable);</p> <p>Staff time to: find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; secure childcare partnership; finding artists and body workers; networking with community based orgs, religious institutions etc.; targeted outreach (phone calls, door knocking); outreach to those who didn't respond to outreach consultants (doorknocking);</p> <p>Interpretation services for events and meetings;</p> <p>Outreach workers who are multilingual;</p>	<p>massage at meetings/events);</p> <p>Outreach materials (including door knocking logs, flyers with neighborhood resources and EPIC contact information; subscription to OpenTable);</p> <p>Staff time to: find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; secure childcare partnership; finding artists and body workers; networking with community based orgs, religious institutions etc.; targeted outreach (phone calls, door knocking); outreach to those who didn't respond to outreach consultants (doorknocking);</p> <p>EPIC Community garden: upkeep (fencing, replacement hoses, care for fruit trees); possibly part time garden coordinator; compensate people to conduct</p>
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			<p>workshops on topics related to the garden (i.e. composting, Indigenous food sovereignty etc.);</p> <p>Securing access to larger apartment buildings (focusing first on the 4 properties with 20 units or more) and the townhomes along 24th Street (outreach)</p>
<p>Partners in the work</p>	<p>Harrison Neighborhood Association - they have done a microgrant program similar to what EPIC is interested in implementing;</p> <p>Mercy Center Masjid al-rahmah; Isuroon; the Somali Museum of Minnesota; Somali Success; South East Homes Somali Recovery;</p> <p>Little Earth of United Tribes;</p> <p>East Phillips Park Cultural and Community Center;</p> <p>Lake Street Council;</p> <p>Four Sisters, Dream of Wild Health, NACDI other organizations doing Indigenous food sovereignty;</p> <p>Phillips Garden;</p> <p>Comunidades Latinas Unidas En Servicio; Latino Economic Development Center;</p>	<p>Harrison Neighborhood Association - they have done a microgrant program similar to what EPIC is interested in implementing;</p> <p>Mercy Center Masjid al-rahmah; Isuroon; the Somali Museum of Minnesota; Somali Success; South East Homes Somali Recovery;</p> <p>Little Earth of United Tribes;</p> <p>East Phillips Park Cultural and Community Center;</p> <p>Lake Street Council;</p> <p>Four Sisters, Dream of Wild Health, NACDI other organizations doing Indigenous food sovereignty;</p> <p>Phillips Garden;</p> <p>Comunidades Latinas Unidas En Servicio; Latino Economic Development Center;</p>	<p>Harrison Neighborhood Association - they have done a microgrant program similar to what EPIC is interested in implementing;</p> <p>Mercy Center Masjid al-rahmah; Isuroon; the Somali Museum of Minnesota; Somali Success; South East Homes Somali Recovery;</p> <p>Little Earth of United Tribes;</p> <p>East Phillips Park Cultural and Community Center;</p> <p>Little Earth of United Tribes;</p> <p>East Phillips Park Cultural and Community Center;</p> <p>Four Sisters, Dream of Wild Health, NACDI other organizations doing</p>

			<p>Indigenous food sovereignty;</p> <p>Phillips Garden;</p> <p>Comunidades Latinas Unidas En Servicio; Latino Economic Development Center;</p> <p>PRG; City of Lakes Community Land Trust; Inquilinx Unidxs Por Justicia; Center for Energy and Environment; Match House and other housing co-ops;</p>
<p>Person(s) responsible</p>	<p>Executive Coordinator</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>	<p>Executive Coordinator</p> <p>2 Multilingual Outreach Workers</p> <p>Interpreters</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>	<p>Executive Coordinator</p> <p>EPIC Garden Coordinator</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>

<p>Timeline</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; begin planning and outreach/notification of first of three larger community meetings (childcare, healer, interpreters, artist etc.); find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; purchase gift cards and item for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; begin planning for larger community gathering/event; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants, include notification of Micro Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings (secure healer, artist etc.); continue outreach efforts</p> <p>October-Dec: development - work on taking White Supremacist tendencies out of org; healing/reconciliation and strategic planning</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; recruit part time multilingual outreach workers; begin planning and outreach/notification of first of three larger community meetings (childcare, healer, interpreters, artist etc.); find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; purchase gift cards and item for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; begin planning for larger community gathering/event; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants include notification of Micro Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings; continue outreach efforts</p> <p>October-Dec: development - work on taking White Supremacist tendencies out</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; strategic planning for EPIC garden; find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership Program; send letters and emails to property managers/owners to the 4 properties with 20+ units; recruit part time EPIC garden coordinator; purchase gift cards and item for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants include notification of Micro</p>
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		<p>of org; healing/reconciliation and strategic planning</p>	<p>Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings (secure healer, artist etc.); continue outreach efforts</p>
<p>Quantitative goals</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as</p>

			community safety or housing.
Qualitative goals	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal conversations with neighbors</p> <p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc.</p>	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal conversations with neighbors</p> <p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc</p>	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal conversations with neighbors</p> <p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants</p>

			with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc
Outcome of engagement	<p>More Black, Indigenous and people of color contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that BIPOC community members identify as important</p>	<p>More people whose primary language is not English contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that people whose primary language is not English identify as important</p>	<p>More people who face barriers to housing contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that people who face barriers to housing identify as important</p>
Next steps	<p>Targeted outreach efforts</p> <p>Community Org/religious institution mapping</p>	<p>Targeted outreach efforts - including keeping an ear out for anyone who might be interested in multilingual outreach positions</p> <p>Community Org/religious institution mapping - including ask for any recommendations for multilingual outreach positions</p>	<p>Targeted outreach efforts</p> <p>Community Org/religious institution mapping</p>

Budget

Income	Amount
Equitable Engagement Fund	\$47,460
Transfer from Community Participation Program	\$82,396.34
Total income	
Expenses	
Staffing	
Executive Coordinator (0.95 FTE, \$21/hr + Benefits & Taxes)	\$46,552.34
Multilingual Outreach Workers (0.1 FTE, \$21/hr, 2 employees)	\$8,736
EPIC Garden Coordinator (0.1 FTE, \$21/hr)	\$4,368
Communications (The Alley, Mighty Networks, community bulletins, flyers, Google Voice, banners)	\$5,000
Project expense (specify)	
Micro Partnership Program	\$15,000
Block Party Reimbursement Program	\$1,000
New Neighbor Welcome Program	\$1,000
EPIC Garden Program	\$5,000
Community Gathering Infrastructure Program	\$35,000
Community Meeting and Event Program	\$4,200
Development (taking White Supremacist tendencies out of org; healing/reconciliation and strategic planning)	\$5,000
Total expenses	\$129,856.34
Total for contract:	

Budget narrative

Provide any information you feel is necessary to explain your budget.

Executive Coordinator responsibilities that fall under our equitable engagement plan include staff time to: work on changing policies and procedures and/or bylaws to allow for community members to contribute to community decisions without having to attend community meeting; develop **Micro Partnership Program** and **New Neighbor Welcome Program**; secure childcare partnership; finding artists and body workers; targeted **outreach** (phone calls, door knocking); **outreach** to those who didn't respond to outreach consultants (doorknocking); **communications** - including networking with organizations, cultural leaders and religious institutions and notifying the community of neighborhood updates and opportunities to engage in community decisions. The last 5% of the Executive Coordinator salary will be covered by the Network Fund to cover time spent on general administrative tasks unrelated to the equitable engagement plan, such as grant writing, organizing and maintaining files, human resource management.

The **EPIC Garden Program** will include expenses such as compensation for people to conduct workshops and trainings; and upkeep (fencing, replacement hoses and tools, care for fruit trees etc.).

The **Community Meeting and Event Program** will include expenses such as compensating body healers and people doing body work (i.e. chair massages); compensating artists to incorporate art into our meetings; interpreters; childcare; event expenses including equipment and space rental, permits etc.

The **Community Gathering Infrastructure Program** will include expenses such as seating, sun shade or an awning type structure, solar powered outlets, indigenous or native plants and fencing.

Appendix A: Resources

1. The [City of Minneapolis Strategic and Racial Equity Action Plan](#) (SREAP) identifies a set of operational and policy priorities that the City commits to significantly and sustainably improve through 2022.
2. The [Minneapolis 2040: City Comprehensive Plan](#) is a set of interconnected policy ideas that the community has lifted up over the past two years for the City to pursue.
3. The [City of Minneapolis Blueprint for Equitable Engagement](#) is a five-year plan for an innovative and equitable community engagement system.
4. [City of Durham, NC community engagement plan](#). Pay special attention to the [Key Components for Equitable Community Engagement section on page 5](#).
5. [Tools to Engage](#) is an interactive, multi-level search portal that connects people and organizations to the best tools, research, and resources from across the social sector.
6. The [Minnesota Council of Nonprofits](#) (MCN) is the largest statewide membership association of nonprofits in the U.S. MCN informs, promotes, connects and strengthens individual nonprofits and the nonprofit sector.
7. [Minnesota Compass](#): At-a-glance facts about residents, households, and workforce. Data are largely derived from the U.S. Census Bureau.
8. The [asset mapping toolbox](#) presents research concepts, methods and tools for asset mapping for nonprofits.
9. The [Government Alliance on Race and Equity](#) is a national network of government working to achieve racial equity and advance opportunities for all.