
Community Proposals to Governor Mark Dayton



Supporters:

Senator Bobby Joe Champion
Senator Jeffrey Hayden
Representative Rena Moran
Minneapolis NAACP
United States Senator Al Franken
Congresswoman Betty McCollum

Congressman Keith Ellison
African American Leadership Council
Saint Paul NAACP
St. Paul Black Interdenominational
Ministerial Alliance
Rochester NAACP, President, W.C. Jordan

Executive Summary

In the summer of 2010, Dr. Algernon Austin of the Economic Policy Institute published a report entitled, "Uneven pain – Unemployment by metropolitan area and race." Dr. Austin's report found that the greatest disparity between black unemployment and white employment in the United States was the Twin Cities metropolitan area where an individual who was black was three times more likely to be unemployed than someone who was white.

Dr. Austin noted that the disparities that exist in employment between blacks and whites in the Twin Cities can be partially explained by the disparities that exist in the area of educational attainment. However, Dr. Austin also noted that even when "blacks had the exact same educational profile as whites in Minneapolis, they would still have a much higher unemployment rate."

In November of 2010, the Honorable Mark Dayton was elected Governor of the State of Minnesota. In the spring of 2011, Governor Dayton came to North Minneapolis to listen to the collective concerns of the African-American community. We appreciated the Governor taking action in response to our concerns.

We appreciate the efforts of the Administration over the past four years such as:

- Investing in Early Childhood Education and K-12 Education that will allow our children to be better prepared for the challenges of the future
- Raising workforce participation rates on State construction projects, including the People's Stadium, to provide employment opportunities in construction
- Including an Equity Plan with the legislation that led to the building of the People's Stadium that will provide jobs post construction
- Enacting Ban-the-Box and Expungement legislation that was authored by Senator Champion to increase employment opportunities for individuals with a criminal record
- Lessening the burden on those in poverty by increasing the minimum wage
- Increasing opportunities for women in the workforce through passage of the Women's Economic Security Act

Your vision and leadership has the potential to make an indelible impact on the lives of all in Minnesota for many generations.

Despite the efforts to reduce disparities by your Office and Administration, African- Americans in Minneapolis and St. Paul still suffer disproportionately from poverty and are plagued by numerous social problems. Although Minneapolis and St. Paul each possess unique traits and encounter distinct challenges, some of which are highlighted in these proposals, many of the most critical issues are the same on both sides of the river. These include unemployment and underemployment, lack of a high school diploma, limited access to affordable housing, gang violence, and involvement in the criminal justice system. Specifically, the most recent data for Minneapolis and St. Paul portrays these inequities in the above categories.

We believe that the solutions rest in culturally-specific organizations that have relationships with the local communities and regions that they serve. We also believe that solutions rest in the following areas and we would welcome working with you and the members of your Cabinet after the November 4th election on:

- Increasing hiring, promotion and retention of African-Americans in the Governor’s office and within all Cabinet agencies
- Increasing the number and level participation of African-American culturally-specific organizations that receive funding from Corrections, DEED, DHS, Education, Health and Public Safety
 - Ensure that the above agencies eliminate statutes, rules or policies that create barriers to fund culturally specific organizations
 - Ensure that the criteria used by the above agencies takes a more holistic comprehensive approach to program participants
 - Engage in more network building activity between African-American communities and the above agencies
- Increasing the number and level of participation of African-American businesses that receive contracts from Administration, Metropolitan Council and MNDOT
 - Fund new disparity studies in the next biennium
 - Extend the time period to respond to bid proposals and ensure that the criteria for awarding contracts is clear, open and transparent
 - Engage in more network building activity in African-American communities
- Develop targeted legislation that expands opportunities and improve outcomes for African-Americans in education, health, job creation and business development.
- Increasing participation of African-Americans on State of Minnesota Boards and Commissions.

As you and your Administration consider the data, organizations, and suggested solutions listed in this proposal, we hope that this process can help guide future discussions, foster partnerships and implement key initiatives that address the needs and challenges of African-American communities in such cities as Duluth, Rochester and St. Cloud. We anticipate that this partnership, designed to identify long-term policy solutions and funding streams that address inequities in our community, will establish a template for other communities of color to emulate.

Recent Data

Minnesota has some of the worst employment, education, and income gaps between people of color and whites in the country. Members of Minnesota’s future workforce often face poverty, may have limited English, face a lack of access to health care, and typically have little formalized workforce training or education. These barriers are currently preventing thousands of Minnesotans from fulfilling jobs that are vital to the state’s economic growth.

If nothing is done to address the challenges facing the state’s workforce, Minnesota’s economy will suffer drastically for decades to come. Fortunately, there are organizations that have developed proven solutions to serve this population. Supporting these organizations helps workers, helps businesses, and helps Minnesota.

Poverty

Poverty is heavily concentrated in the African-American community in the Twin Cities. 45% of African-Americans in Minneapolis and 41% of African-Americans in St. Paul live at or below the federal poverty level according to the United States Census Bureau’s 2013 American Community

Survey (ACS). Many more are just one small crisis away from falling into poverty, as 54% in Minneapolis and 51% in St. Paul of the African-American community live at or less than 125% of the federal poverty level.

We ask that you consider making eradicating poverty a top priority for your administration. We ask that your Cabinet examine its programs that are specifically targeted to address poverty. Programs that are ineffective should be eliminated, programs that are effective should be expanded and new ideas should be considered.

Education

The leadership of the Administration to focus on early education and improving the graduation rates of African-Americans is to be commended. Too many African-Americans don't have a high school diploma; the ACS data indicates that one in four African-Americans living in Ramsey County don't have a high school diploma.

However, despite the efforts of the Administration over the past four years, African-Americans are failing to graduate high school at an alarming rate. The Minnesota Department of Education report indicates that the graduation rate for black high school students in St. Paul is 64.9% as compared to 83.1% for their white counterparts. MDE reports that the 2013 graduation rate for black high school students within the Minneapolis Public Schools is only 43.4% as compared to 72.1% for their white counterparts.

The research from Wilder and the Minneapolis Foundation also indicate that African-American students with a high school diploma are far less likely to continue to enroll in college. The research indicates that only slightly more than one-half of African-American high school graduates in Minneapolis will enroll in college as compared to two-thirds of their Asian-American and three quarters of their white counterparts.

We ask that you continue to make education a top priority for your administration. Programs that support increasing high school graduation achievement should be expanded along with programs that increase the likelihood that African-American high school graduates pursue secondary education opportunities.

Small Business

There are approximately 12,454 African-American businesses in Minnesota. Research has demonstrated that businesses that are owned by African-Americans are far more likely to hire African-Americans. With increased access to capital, technical assistance and a greater awareness and understanding of the public and private procurement process, African-American businesses could expand and provide additional employment opportunities within the African-American community.

The Minnesota Department of Transportation recently published a report that of the \$363 million dollars awarded to contractors less than 1% went to African-American owned businesses. The Department of Administration does not publish data on the contracts it awards to communities of color despite awarding billions of dollars in contracts every two years.

We ask that your administration increase its efforts to contract with African-American owned businesses. We ask that information be shared with the community and that if disparity studies are needed to increase contracting opportunities, funding for such

studies be a priority. We also would like the administration to adopt a focus that is supportive of small business growth.

Housing

Low homeownership rates, lack of affordable housing and homelessness pose significant challenges to individuals within the African-American community trying to conquer the cycle of generational poverty. Wilder Research indicates that only 23.5% of African-Americans in the Twin Cities own their home. In comparison, 76% of whites own their own home. The research also indicates that more than one-half of all people of color in St. Paul who rent are defined as cost-burdened, which means that they use more than 30% of their income for housing. As a result of a disproportionate number of people who are cost-burdened, African-Americans and Native Americans are nearly 20 times more likely to become homeless as compared to white citizens.

We ask that increasing home ownership among African-Americans and increasing the supply of affordable housing be a top priority of the administration. We believe that such efforts will lead to more economic stability in the African-American community and lead to a reduction of homelessness among African-Americans.

Criminal Justice

The collateral consequence of a criminal record has a significant impact on the ability of blacks to become gainfully employed. Criminal justice resources are disproportionately targeted toward blacks. While blacks account for only slightly more than 5% of the state's total population, black inmates comprise nearly 35% of the state's prison population. Additionally, blacks are 21 times more likely to be arrested for a crime than whites.

According to the Minnesota Department of Health, homicide is the leading cause of death among African-Americans between the ages of 15 to 24. An African-American in Minnesota is 13.3 times more likely to be a victim of homicide as a white citizen. Project Minnesota notes that Minnesota's black homicide rate is 5 times greater than the national overall homicide rate and is the 8th highest in the nation.

We ask that the administration lead the way in transforming the criminal justice system such that more early intervention programs are accessed so that fewer lives are lost in our community and the criminal system.

Community Proposals to Governor Mark Dayton



Minneapolis

Submitted By:

Better Futures Minnesota
Emerging Workforce Coalition
The DREAM-EXCHANGE
Grover C. Jones & Associates
Minneapolis Urban League

Minnesota State Baptist Convention
Northside Job Creation Team
One Love Umbrella
Stairstep Foundation/His Works United

Summary of Minneapolis Community Proposals

EDUCATION

Program	Lead Organization	Overall Funding Request*
13 th Grade Expansion	Minneapolis Urban League	\$2,371,720
Belief Bowl	Stairstep Foundation/His Works United	\$706,368
Total Amount		\$3,078,088

EMPLOYMENT

Program	Lead Organization	Overall Funding Request*
Emerging Workforce Coalition	Summit Academy OIC	\$5,000,000
Total Amount		\$5,000,000

PROCUREMENT PRACTICES

Program	Lead Organization	Overall Funding Request*
Dream-Exchange	Thor Construction	\$0
Total Amount		\$0

JOB CREATION AND BUSINESS DEVELOPMENT

Program	Lead Organization	Overall Funding Request*
Job Creation Team	Northside Job Creation Team	\$542,000
Northside Contractor Incubator	Grover Jones & Associates	\$3,500,000
Small Business Incubator/Entrepreneurial Support	Grover Jones & Associates	\$3,100,000
Total Amount		\$7,142,000

PUBLIC HEALTH AND PUBLIC SAFETY

Program	Lead Organization	Overall Funding Request*
Public Health Initiative	Better Futures MN	\$500,000
One Love Umbrella	Uhuru, Ltd.	\$10,445,960
Total Amount		\$10,945,960

TOTAL REQUESTS (ALL) \$26,166,048

*Full budget breakdowns, timelines, and attachments for all proposals are available upon request.

MINNEAPOLIS URBAN LEAGUE: 13th Grade
Focus Area: College and Career Pathway Program

Organization & Contact: Scott Gray, President & CEO
Minneapolis Urban League
2100 Plymouth Avenue N, Minneapolis, MN 55411
Phone: 612-302-3101 Email: sgray@mul.org

13th Grade Budget Proposal

The 13th Grade Regional Skill Centers will provide experiential training designed to prepare learners in three sites with the current and emerging industry demand skills critical for career pathway employment. The goal is identification of personal career pathways, improvement of employability competencies, postsecondary readiness and completion in support of the chosen career pathway. This will be achieved through hands-on industry recognized competency-based training delivered by the skill center's postsecondary training partners based upon Minnesota employer's needs. Upon completion of training, most from three to 18 months, learners will possess all the technical and employability workplace skills employer seek, and will be provided with job search and placement services. The 13th Grade is requesting \$2,371,720.

13th Grade Impact

During the period of November 2013 to June 2014, the 13th Grade served 89 students; currently 37 students have been recruited for program participation since July 1, 2014 to now, bringing the participant total to 126. Amongst the November 2013 to June 2014 participants, 80% or 71 are employed in part-time and/or full-time positions.

Organization Overview

The 13th Grade is a COLLEGE ACCESS AND CAREER PATHWAYS PROGRAM, with the United States Department of Labor's Competency Model as its framework. Focused on the academic, technical, employability/soft skill building of disconnected/opportunity young adults who are high school non-completers; high school completers with basic skills and career deficits, who are unemployed or underemployed, not enrolled in a postsecondary institution, or who have no defined career pathway, the 13th Grade is executed by a collaborative group of service providers and educational institutions organized in collaborative partnership. The 13th Grade is a workforce development solution specifically crafted to meet the needs of the target population, providing a social return on investment (SROI) of individual benefit and community impact, designed and facilitated by the Minneapolis Urban League (MUL).

Historical Background

Piloting of the 13th Grade, supported by the Minnesota Legislature and administered by the Minnesota Department of Education (MDE) officially commenced in November 2013 due to budgetary negotiations, and delays in the finalization of required state programmatic documents. Lessons learned during the eight month period of November 2013- June 2014 have served to inform the continued implementation and expansion of the program. Program services are delivered through participant cohorts with assignments based upon the number and severity of barriers to employability and postsecondary readiness as determined through both formal and informal assessment, and established indicators denoted for each cohort (TABE, Accuplacer, Self-Directed Search (SDS), ACT National Career Readiness Credential, Accuvision).

STAIRSTEP FOUNDATION/HIS WORKS UNITED: THE BELIEF BOWL
Focus Area: Changing the Disparate Educational Outcomes of African American Children

Organization & Contact: Rev. Alfred Babington-Johnson
Stairstep Foundation, Founder
His Works United, Convener
1404 14th Avenue North, Minneapolis, MN 55411
Phone: 612-521-2110 Email: babington@stairstep.org

Belief Bowl Overview

Stairstep Foundation (“Stairstep”) has constructed a conceptual vehicle with which to engage the African American community. The mechanism is called “**The Belief Bowl.**” The Bowl competition is among churches that help prepare students who wish to be in the bowl. Students will gain knowledge and skills in Math and Language Arts. Each church identifies the students who will compete; there are 3- persons to a team. Each church has a team of 3-4th graders, 5-6th graders and 7-8th graders. Stairstep is seeking \$353,184.00 to develop and implement this program.

Belief Bowl Desired Outcomes

- Belief Bowl will raise the ability of individual children to prosper by being successful in preparation classes and transferring this success to school.
- Increase the community awareness of the educational circumstances of African American students
- Increase the awareness of the community ability to impact the disparate educational outcomes of African American children
- Increase the ability of African American children to achieve at proficient or above at their grade level in language arts and math

Historical Background of Stairstep

As a central organizing force in the civil rights movement of the 1950s and 1960s, the church has been and will continue to be the instrument used to achieve meaningful community engagement to solve the educational disparity existing for African American children. Stairstep has been convening an interdenominational collaboration of African American churches since 1995. This coming together is called His Works United (HWU). HWU has a six member Policy Board comprised of the denominational leadership of each of the largest African American churches and a representation of the non-denominational churches of our community.

Community Partners

Harvest Network and Friendship Academy are educational partners that will work on the Belief Bowl. These partners have a proven track record of success with African American children who live in poverty and come to school performing below grade level.

Additional partners: AME Baptist, Church of God In Christ, Non-Denominational and Pentecostal Assemblies of the World congregations, Masjid An-Nur, the Educational sub-group of African American Leadership Council, The NAACP of St. Paul, and Minneapolis School Districts

EMERGING WORKFORCE COALITION

Focus Area: Community Based Organization Workforce Development Pilot Program

Organization & Contact: Louis King, President & CEO
Summit Academy OIC
935 Olson Memorial Highway, Minneapolis, MN 55411
Phone: (612) 377-0150 Email: LKing@saoic.org

Solution: Emerging Workforce Coalition

The Coalition seeks to work with the Minnesota Department of Employment and Economic Development (DEED) and the Minnesota Jobs Skills Partnership (MJSP) Board to create a new \$5,000,000 competitive grant pilot program targeted at addressing the future workforce of Minnesota, both in the Metro and Greater Minnesota. This pilot program will complement DEED's ongoing workforce development initiatives and will operate within the administrative constraints of the agency. The competitive grant pilot program will be specifically for community-based and people of color led organizations that have a proven track record of workforce development and delivering essential support services.

Background Information

The Emerging Workforce Coalition is comprised of community-based and people of color led organizations that have proven track records of success in providing workforce development training, job placement, economic development, and bridging services. They are people of color led in staff, mission, and board. These organizations primarily serve people of color and new Americans.

Empirical Support and the Problem

As baby boomers continue to retire out of the workforce in large numbers, the state is facing a severe lack of qualified and trained employees to fill their vacant positions. In 2010, Caucasians comprised 80% of all working-age people in Minnesota. By 2040, the number of working-age white residents will decrease to about half of all working-age Minnesotans. In 2010, working-age people of color represented 20% of the total working-age population in Minnesota. By 2040, working-age people of color will represent 44% of the total working-age population in Minnesota. The population of working-age people of color in Minnesota will increase by 140% from 2010 to 2040.¹

Members of Minnesota's future workforce are not accessing job training through traditional methods such as community or technical colleges or at a state run workforce centers. The majority of these people do not have the ability to leave the workforce for two years in order to obtain a college degree. Members of the state's future workforce are often working multiple minimum wage jobs to support their families. These individuals need shorter and more affordable job training programs from trusted organizations that operate within their community.

¹ *Mind the Gap Version 2.0, Wilder Foundation Research, July 2012.*

THE DREAM-EXCHANGE

Focus Area: IT Exchange to Improve Statewide Procurement Practices

Organization & Contact: Ravi Norman, President & CEO
Thor Construction
5400 Main Street NE #203, Minneapolis, MN 55421
Phone: (763) 571-2580 Email: rnorman@thorcon.net

DREAM-Exchange Overview

The Exchange is a comprehensive information system designed to be a one stop shop for black disadvantage business enterprises who desire access and capacity support to acquire statewide procurement opportunities. The Exchange also addresses historical information, utilization and retention gaps to statewide project timelines, criteria and capacity that negatively impacts DBE's ability to be prepared and have real stake in bidding and landing projects.

The Dream-Exchange Ask

Requests include:

- Providing data and FTE access to Carlson Consulting Enterprise (CCE) Consultants to obtain market/needs assessment for D.R.E.A.M model and technological requirements (9/1/14-12/15/14)
- State of Minnesota committing to become a User/Participant as (Legacy Club Member and Capacity-Builder) of The Exchange in CY 2015, assuming all legal parameters satisfied (by 1/1/15)
- Identifying two (2) demonstration projects per department (Department of Administration, MNDOT, and Met Council) that can be awarded for at least \$5M and via a "best value" contracting method for the next 12-36 months, with the approach for utilizing certified, under-utilized firms as a major weight in the selection criteria.

Objectives

- Improve access to regional contract opportunities, selection criteria, and capacity-builders for certified, under-utilized firms: via participation in an innovative shared benefit/responsibility model and technological solution, called D.R.E.A.M
- Improve the utilization of certified, under-utilized firms: via identifiable demonstration projects on an annual basis
- Improve the allocation of capacity-building resources (existing and new) to certified, under-utilized firms: via greater investment in DBEs directly and/or reputable community-based outreach and training institutions.
- Modify existing legislative language at the federal and state level that create obstructions to accomplishing the aforementioned goals

Scope

- Project Opportunity Disclosure (Timing)
- Selection Criteria/Attributes (Transparency)
- Supplier Assessments (Subjectivity)
- Capacity-Building Offerings (# and Access)
- Capacity-Building Efficiency & Efficacy (Utilization)

THE NORTHSIDE JOB CREATION TEAM

Focus Area: Creation of high potential job opportunities in North Minneapolis

Organization & Contact: Bill English, Team Lead
Northside Job Creation Team
Urban Research and Outreach=Engagement Center (UROC)
2001 Plymouth Avenue North, Minneapolis MN 55411
Phone: 612-840-8848 Email: sonnyenglis@yahoo.com

Northside Job Creation Team (NJCT) Requests

The total project cost to complete the required research, strategic planning, program coordination, evaluation and land acquisition needs is \$1,535,000. The City of Minneapolis investment through 2017 is \$620,000 (In Kind), The University of Minnesota investment through 2017 is \$224,000 (In Kind).

- State of MN to be a co-investor with the City of Minneapolis and the University of Minneapolis by investing \$542,000 into the NJCT initiative
- DEED sits on the board

Northside Job Creation Team Overview

The Northside Job Creation Team has been convening for approximately 18 months in collaboration with the City of Minneapolis, University of MN UROC, DEED and other community and business stakeholders. The NJCT is charged with building an active collaborative that will provide leadership for research and analyses of high potential job creation opportunities. The collaborative will use the recommendations of its research to engage all stakeholders in the development of the creation of 1,000 new jobs in North Minneapolis over the next five years. The creation of 1,000 jobs will offer livable wages, with benefits, and are environmentally sound. NJCT recognizes the benefit of employment opportunities in close *proximity* to job seekers *and* which are accessible by public transportation. The NJCT model multiplies individual, community and regional economic stability.

Objectives

2014-2015 Goals

- Develop dedicated industrial land identified through research and analysis of current availability
- Build support in the community for industrial park
- Build support with elected officials and local units of government for industrial park
- Detailed plan for site acquisition — potential site already identified

2015-2017 Goals

- Continue launching the NJCT model to identify viable business sectors for sustained job creation and the expansion or relocation of actual businesses into or near North Minneapolis
- Create and pilot an online tool for job seekers called Scout North Filter; where job seekers can find training and jobs to match their goals and skills
- Continued engagement of stakeholders, including community members and the public/government sectors
- Conduct site visit to Albany, NY to explore collaboration with SUNY-University at Albany around biofuel industry and job creation
- Engagement of content experts in industrial park development
- Continued support for businesses that have expanded or relocated to North Minneapolis
- Ongoing evaluation of all activities and outcomes as well as strategic planning related to NJCT model.

NORTHSIDE CONTRACTOR INCUBATOR

Focus Area: Provide concentrated administrative & technical support for minority businesses

Organization & Contact: Grover Jones, Business Consultant/Owner
Grover C. Jones & Associates
1375 Davern Street #429
St. Paul, MN 55116
Phone: 651-895-6815 Email: groverjones@gciassoc.com

Northside Contractor Incubator Overview

In a two year pilot, the Northside Contractor Incubator (NCI) will create a dynamic work and business environment for up to 10 minority businesses on-site and 20–30 virtual incubator clients, representing various scopes of work from the construction trades. NCI is seeking \$3,500,000 over two years to fund this proposal. This funding will provide for acquisition and renovation of faculty, acquisition of equipment, and organization management.

Proposed Services

Objective:

In the first year, the incubator will provide *50 new jobs* with an average wage of \$20/hour. In the second year, the incubator will provide *500 new jobs* with an average wage of \$20/hour.

Services fall broadly into three categories: Administrative services, Technical assistance, Facility resources

- Train and develop trade businesses into highly successful businesses that actively contribute to the jobs, economic development and revitalization of north Minneapolis and surrounding neighborhoods.
- Have access to administrative services such as book-keeping, tax preparation, payroll, human resources and more.
- Have the contractors rent office space that will include access to computers, copiers, phones, conference rooms, storage space, etc. When a new client is accepted into the incubator program, they will receive these services at a discounted rate and by the time they complete this program, the business owners will pay the market rate for these services.
- Have access to Bidding & Estimating software
- Track and report on the success of the graduates.
- To ensure that contractors learn and comply with their industries' principles and best practices

Business Selection

The representative business will range from start-up, emerging to experienced businesses with a mix of residential and commercial services experience. In addition, the mix of the members will be comprised of union and non-union businesses. Specifically, the incubator will provide quality administrative services to minority contractors primarily located in north Minneapolis.

SMALL BUSINESS/ENTREPRENEURIAL SUPPORT PROGRAM
Focus Area: Providing businesses with technical and financial support

Organization & Contact: Grover Jones, Business Consultant/Owner
Grover C. Jones & Associates
1375 Davern Street #429, St. Paul, MN 55116
Phone: 651-895-6815 Email: groverjones@gcjassoc.com

Program Overview

The small business/entrepreneurial support program is aimed at working with culturally specific agencies to provide technical assistance and financing to 150 emerging and existing African American businesses throughout the Metropolitan region. Total one year ask for this project is \$3,100,000.

Providing businesses with technical and financial support is intended to facilitate economic development and job creation through the establishment, stabilization and expansion of small businesses and microenterprises.

Program Services

Technical Assistance includes but is not limited to:

- Bookkeeping/Accounting
- IT Support
- Business Certifications
- Payroll Services
- Human Resources Administration
- Technology Training
- Social Media Support
- Business Plan Development
- Resource Management
- Safety Training - OSHA
- Business Development (Marketing, etc.)
- Legal Services
- Insurance Consultation
- Entity Formation
- Financial Literacy
- Lease Negotiation Support
- Import/Export Support

Business financing includes but is not limited to:

- Direct Micro Loans
- Loan Guarantees (To leverage funding)
- Investment Funds
- Project Financing

BETTER FUTURES MINNESOTA

Focus Area: Serving men with histories of unemployment, mental illness, incarceration, and addiction

Organization & Contact: Dr. Thomas Adams
Better Futures Minnesota
1017 Olson Memorial Highway
Minneapolis, MN 55405
Phone: 612-455-6133 Email: groverjones@gciassoc.com

Proposed Budget Amount

We are requesting \$500,000 to fund staff positions on our Integrated Care Team and for general operating support.

Organizational Overview

Better Futures Minnesota is a dynamic social enterprise that is built on two core principals – everyone deserves a second chance and there is practical and intrinsic value in work. BFM serves men living in chronic poverty with histories of persistent unemployment, untreated mental illness, addiction, incarceration, homelessness, and dependence on public services. During our first six years of service, we served more than 700 men and offered part time employment to over 400 of these men. Better Future’s business activities generated \$2.5 million in earned income and we achieved significant outcomes with participants during the same period. Better Futures participants best the status quo in five key areas of success: employment, child support payments, reduced homelessness, connections to insurance and health home, and convictions for a new felony.

Description of Services

BFM employs an integrated care delivery model that provides services in 4 key areas of housing, employment, health and wellness, and life skill coaching/case management. These areas have been proven that if addressed, successfully reduce recidivism among high risk single adult males. We begin our engagement with men before they are released from correctional facilities to better assess their willingness and motivation for change.

In all phases men are required to come to weekly community meetings, practice good citizenship, and be law abiding citizens. We have strong relationships and formal partnerships with correctional entities and community based agencies that help us address the many needs and resources our men require. We employ 9-18 men every day and pay wages from \$8 - \$12 per hour. Our lines of business include property maintenance, appliance recycling, and deconstruction. We aggressively pursue public and private contracts and commit to employing our men for their first 16 weeks of engagement with BFM. Life Coaches, Guest House Coaches, Crew Chiefs, Business Managers, and administration all work in a seamless integrated fashion to build community and provide support for our men.

Outcomes and Evaluation

Since its inception, Better Futures has been committed to measuring and analyzing our performance and results. From 2008-2012 we served 685 men, employed 81%, 54% paid child support, 0% were homeless, 78% were connected to a health home, and 16% returned to prison for a new felony. Our independent evaluator looked at a cohort of men from 2011-2013 identified Better Futures men perform significantly higher than those in the control group. Our most recent review of data from the BCA revealed that 18% of the 283 men enrolled from 2011 to 2013 have been convicted of a new felony. The new conviction rate reported by the state DOC is 35%.

UHURU, LTD.: ONE LOVE UMBRELLA

Focus Area: Direct street outreach to at-risk youth facing gang recruitment and violence

Organization/ Project: Spike Moss, Executive Director
Uhuru, Ltd.
Phone: (612) 999-5029 Email: Uhuru_solutions@yahoo.com

Description: One Love Umbrella

The "One Love" Umbrella will be collaborative of culturally-specific organizations and churches working to increase outreach and programs for at-risk youth in Minneapolis. Uhuru, Ltd. is proposing the One Love Umbrella and will serve as the lead member of this collaborative. One Love Umbrella members will utilize their existing capacity and on the ground relationships to reach youth and families affected by gang involvement, recruitment, drug violence, and physical and emotional abuse. The total request to fund the full package of proposals is \$10,445,960.

One Love Umbrella Member Proposals

Uhuru Overview-Lead Member

Proposed Budget Total (2014-2017): \$1,907,339.80

Uhuru, Ltd. was formally established as a non-profit organization in 2005. It has been at times an unknown, underfunded, and underappreciated community-based organization that has existed informally for 30 years under the leadership of Spike Moss. Uhuru works directly on preventative efforts to: keep youth out of the criminal justice system; keep youth from joining gangs; preserve families by fostering communication between parents and children; and other critical strategies. As the One Love Umbrella lead member, Uhuru will continue its programs and increase its Outreach staff. We will also work to enhance the capacity and efficiency of our program services.

The primary activities of the organization include working with at risk youth ages 10-25 who experience truancy, abuse, peer pressure, and association with gangs. Uhuru works closely with parents and families directly affected by this violence. The objective of our organization is to take a holistic approach. As such, our programs address areas of personal growth and development such as communication skills, conflict resolution, leadership development, education services including tutoring, study and research skill development, drug awareness, STD prevention, and spirituality.

Current Impact of Uhuru

Beginning in 2005, Uhuru has served 1,700 low-income youth and their families. Since 2006, Uhuru has conducted 50 violence intervention workshops for youth in the Minneapolis public schools. Furthermore, Uhuru has been actively involved with community residents and churches as they foot patrol the North Side neighborhoods in a collective effort to deter gang activity, diffuse drug dealings, and help enforce juvenile curfews. As a result of these intensive efforts, Uhuru has created a database on the number of gangs that exist throughout Minneapolis, as well as: the geographic territory they control; who is being recruited; the methods of gang initiation; the hierarchy of the leadership; and what enables the gangs to thrive. Uhuru estimates that more than 20 gangs exist in North Minneapolis. These gangs, some of which are easily recognized and others that operate in a more covert manner, include the: 10s, Bogus Boyz, Kut Throat, Taliban, Young n' Thuggin', Black Mask Gang, Four Corner Hustle, G-Block, 1-9, Lowry Boys, Bloods, Crips, Kill Squad, and others.

Minnesota State Baptist Convention (MSBC)

Contact person: Ora Hokes

Telephone: 612-827-7928

MSBC Proposed Budget Total (2014-2017): \$5,756,020

Under the **One Love Umbrella**, the Minnesota State Baptist Convention (MSBC) will implement “We’re Better Together.” This will be a series of prevention and intervention sessions for 250 African American parents, ages 25 to 40. Eligible participants include parents living in targeted neighborhood boundaries in north and south Minneapolis for the duration of one year. This will be accomplished through the engagement of five selected member churches. Trained group leaders, including both men and women between the ages of 30 to 40 and 50 to 60, will be hired and assigned to each of the five member churches as Parent Facilitators. Facilitators will lead the discussions, which will be guided by a comprehensive group leader manual.

MAD DADs

Contact person: Patricia Banks

Telephone: 612-232-1598

MAD DADs Proposed Budget Total (2015-2017): \$1,524,600

Men Against Destruction-Defending Against Drugs and Social Disorder (MAD DADS, Inc) has been dedicated to addressing the problems of drugs, gangs and related violence since 1998. It is the primary goal of MAD DADs to restore the health of our communities and deter youth from a life of violence and self-destruction. Under the One Love Umbrella, MAD DADs plans to increase outreach staff and other program services to further enhance our successful operation. These strategies include: the Street Outreach Program, in which our trained staff and volunteers daily reach out to at-risk youth by riding buses; visiting schools and recreation centers; visiting hospitals in times of crisis; maintaining a public street presence to promote community safety; and encourage individuals to sign up for support groups.

Other MAD DADs programs include the Center for Fathering and Family Empowerment, the Get Real Youth Program, and other community building programs. Through these programs and services, MAD DADs staff works directly with incarcerated men, men on parole, and families affected by the criminal justice system. MAD DADs staff also builds mentorship opportunities for at-risk youth and provides grief support at vigils and funerals. Our outreach and services are expansive due to partnerships with several agencies and organizations at these events. This includes working directly with health clinics to promote community health and wellness.

From Death to Life

Contact person: Janice Anderson

Telephone: 612-702-8957

From Death to Life Proposed Budget Total (2014-2017): \$565,000

From Death To Life (FDTL) was founded by Mary Johnson in 2006, shortly before she came to forgive Oshea Israel, the young man who took her only son’s life 12 years earlier. She now claims Oshea as her “spiritual son” and together they share their inspiring story of healing and reconciliation in churches, schools and prisons around the country. Their inspiring story has been featured on NPR, the CBS Evening News, People Magazine and ABC’s The View, among other national media outlets. Over the past eight years, Mary has consistently demonstrated her commitment to the health and well-being of the north side community.

Since 2006, From Death to Life has created healing groups for mothers who have lost children to homicide and mothers whose children have been imprisoned because they've taken another life. After transforming their own pain and differences, these mothers have become a united force for peace in the community and are poised to make a significant difference around reducing youth violence in North Minneapolis and beyond.

Current and past partners include: Protect Minnesota, to speak out against gun violence, MAD DADS, The Basilica of St. Mary, New Salem Missionary Baptist Church, Ascension Church, and the Visitation Monastery of Minneapolis.

Under the One Love Umbrella, From Death and Life would like to support and expand the reconciliation and health groups and increase the number of participants in the Two Mothers' Healing Groups: those whose children have been killed and those mothers who have lost their children to the criminal justice system after they have taken another life. Our organization would also like to start a healing group for youth 12-17 years to address the issues of grief and healing from the effects of gun violence in Minneapolis. Additional funding would be used to enhance the program and develop a sustainable infrastructure.

Centered on Youth (C.O.Y)

Contact person: Charles Yates

Telephone: 612-756-3488

Centered on Youth Proposed Budget Total (2015-2017): \$612,000

Centered on Youth (C.O.Y) is a youth development agency focused on direct outreach and engagement to at-risk youth. Our organization is a collaborative of ten agencies serving youth ages 14 and older. All agencies play a role in fostering core leadership qualities in youth, challenging them to actively participate in community service projects and in anti-bullying training. Under the One Love Umbrella, C.O.Y. will increase the number of outreach staff, direct participating youth to One Love members and partners, and direct them to our COY Ambassador program.

Media Outreach

KMOJ

KMOJ Proposed Budget Total (2015-2016): \$81,000

As part of this collaborative effort, KMOJ has designed a media outreach package designed to provide access to its listeners and foster greater community interaction and dialogue. The activities outlined in this request will provide a reliable platform to immediately address critical issues in our communities. The proposed outreach package is modeled for one full-year (52 weeks). This package consists of:

- One thousand eight hundred-twenty five (1,825) 30-second underwriting announcements. This amounts to five announcements per day airing on KMOJ.
Total Cost: \$73,000
- Eight (8) one hour on-air broadcasts over the course of one-year that features expert panels discussing the issue of violence in the community. The KMOJ program department will determine the dates and times of the panels as well as the panel participants.
Total Cost: \$8,000

Community Proposals to Governor Mark Dayton



ST. PAUL

Submitted By:

Community Stabilization Project
Network for the Development of Children of African Descent (NdCAD)
Ujamaa Place
YWCA St. Paul

Summary of St. Paul Community Proposals

EDUCATION

Program	Organization	Overall Funding Request*
Preparing K-12 for the Emerging Workforce Program	NdCAD	\$440,000
YWCA GED Services Initiative	YWCA St. Paul	\$414,068
GED Training Program	Ujamaa Place	\$292,920
Total Amount		\$1,146,988

EMPLOYMENT

Program	Organization	Overall Funding Request*
Commercial Driver's License (CDL) and Job Placement & Retention	YWCA St. Paul	\$517,320
Employment and Career Preparation Program	Ujamaa Place	\$333,000
Total Amount		\$850,320

HOUSING

Program	Organization	Overall Funding Request*
Tenant/Landlord Education & CSP Creditability	Community Stabilization Project	\$414,150
Housing Program	Ujamaa Place	\$321,000
Total Amount		\$735,150

PUBLIC SAFETY

Program	Organization	Overall Funding Request*
Youth Intervention Services: Community Ambassadors & Youth Employment	YWCA St. Paul	\$817,170
Total Amount		\$817,170

PROGRAM ENHANCEMENT

Program	Organization	Overall Funding Request*
Enhancement and Capacity building	Ujamaa Place	\$594,574
Total Amount		\$594,574

TOTAL REQUESTS (ALL) \$4,144,202

*Full budget breakdowns, timelines, and attachments for all proposals are available upon request.

NETWORK FOR THE DEVELOPMENT OF CHILDREN OF AFRICAN DESCENT
Focus Area: Preparing K-12 for the Emerging Workforce

Organization & Contact: Gevonee Ford, Executive Director
Network for the Development of Children of African Descent
655 Fairview Av N, St. Paul, MN 55104
Phone: 651.209.3355 Email: Gevonee@NdCAD.org

NdCAD Proposal

Our request is for \$440,000 to enhance two existing programs: 1) family literacy services including those focused on MFIP families; and 2) high school community action research program, which is a post-secondary educational opportunity (PSEO) that helps youth obtain high school and college credit while learning community action research skills that enable them to study and propose solutions to complex community issues/problems. Funds will be used to accomplish the following objectives:

1. Increase the number of children and parents participating in our family literacy programs
2. Provide and manage incentives for family participation and program completion
3. Enhance capacity and programming of high school community action research program and expand program coordinator position from .5FTE to 1FTE
4. Enhance organizational infrastructure and capacity via technology upgrades, data base and expand .75FTE data/information specialist position to 1FTE
5. Provide reports and progress updates on activities associated with this project

Organization Overview

Network for the Development of Children of African Descent (NdCAD) is a family education center, established in 1997. The organization provides family literacy and academic enrichment services for children, youth and families throughout the metropolitan area serving nearly 250 children and families. Our programs and services are culturally-specific, evidence-based and include: after-school reading interventions for K-8th grade students, science enrichment and community action research programs for middle and high school students, parent education and home visiting services focused on preparing African American parents for the workforce.

Evidence of Effectiveness

Over years, NdCAD's evidence of effectiveness continues to grow. Independent evaluations have demonstrated positive outcomes and significant impact on children, families and the community at large. The organization's work has been recognized at local and national levels, including the organization's leader being name a White House Champion of Change.

Educational Impact: NdCAD programs have been found to produce increased reading proficiency and academic achievement among K-8th grade students. For example, last year we served 116 K-3rd grade students in the organization's Sankofa after-school reading program (a 9-week reading intervention). Ninety-Two percent (92%) completed the program and 100% of these students increased their reading skills as determined by pre and post reading assessments. These gains are significant because the majority of students began the program reading below expected reading level targets, but upon completion, more than half of Sankofa students were exceeding reading level expectations

Workforce Impact: Since 2011, the organization’s work with Ramsey County Workforce Solution has helped African American families, who are participating in MFIP, create pathways out of poverty and break generational cycles of dependence. The organization has served 97 MFIP parents (and their children), helping them move from welfare to work by providing intensive and focused literacy services. Ramsey County evaluations show a median 300% increase in employment engagement activities was demonstrated among MFIP participants. These activities include obtaining GEDs, Adult Basic Education and job skills training as well as increased job search hours and securing jobs.

YWCA ST. PAUL
Educational Services: General Equivalency Diploma (GED)

Organization & Contacts: YWCA St. Paul
William L. Collins, Jr., CEO & Danielle Taylor, Chief Program Officer
375 Selby Avenue, St. Paul, MN 55102-1818
Phone: (651) 222-3741; (651) 222-6307 FAX
bcollins@ywcaofstpaul.org; dtaylor@ywcaofstpaul.org

YWCA GED Proposal

This request for \$414,068 will enable YWCA St. Paul to expand existing GED support services and enroll 200 more participants. The YWCA will:

- Execute a targeted outreach & recruitment strategy to include agencies that work with low income African Americans ages 18 and older who lack a high school diploma or GED & reside in St. Paul/Ramsey County.
- Prepare an individualized learning plan for each participant based on assessed needs.
- YWCA will work in partnership with Ronald Hubbs Center to motivate, monitor and support participants as they work toward their GED. Average time to complete: 26 weeks (based on participants who have completed the tenth grade).

YWCA Employment Services Proposal

This request for \$517,320 will enable YWCA St. Paul to expand existing services to enroll 150 eligible un/underemployed African Americans who are St. Paul/Ramsey County residents in CDL Class B driver's training. The YWCA will:

- Execute outreach & recruitment strategy to include service providers, contractors, trade associations & government agencies that serve target population.
- Deliver CDL Class B training. Training will be implemented via 10 class sessions with 15 participants per session (estimate). Sessions will include two components: Phase I (preparation to pass Class B CDL Permit Test & education regarding commercial driving industry and job opportunities as provided by YWCA) & Phase II (preparation to pass Behind the Wheel CDL test provided by Interstate Truck Driving School).
- Support employment & long-term success of graduates via job placement assistance.

YWCA Youth Intervention Proposal

This request for \$817,170 will enable YWCA St. Paul to expand existing youth intervention services and reach more participants. The YWCA will:

- Implement year-round youth outreach, engagement & referral services via the Ambassadors program, reaching 1,200+ youth annually.
- Of youth engaged by Ambassadors, 150+ will be referred to IMPACT, an existing YWCA youth development program. The youth will access services & support that reduce risk factors, build skills & resilience, and develop positive future expectations (e.g., academic enrichment, life skills, leadership & values development, future planning). YWCA will also promote development of positive support systems for youth using multiple mechanism – mentoring, parent involvement, referrals to resources in the community, recreational activities, etc.
- Implement year-round employment services (emphasis on summer months) to include work readiness training & subsidized employment. Service level – employment services: 70 - 80 youth a year.

Organization Overview

Today's YWCA St. Paul continues the great traditions begun more than a century ago (1907), while addressing the ever-changing needs of our diverse community. While programs have changed to meet evolving needs, YWCA's commitment to its mission—elimination of racism and empowerment of women—remains steadfast. Improving the educational and employment outcomes of people marginalized due to their racial, ethnic or socio-economic status and gender has long been at the core of our efforts to reduce St. Paul's poverty and incarceration rates. Historically, more than 6,000 people participate in YWCA programs each year; more than 90% of YWCA social action program participants are of color (predominately African American) and living in poverty.

Educational Services & YWCA Credentials – Educational Impact

In less than 60 days, 46 people were enrolled in the YWCA GED Services Initiative – 46% of whom earned their GED. (A record high, according to Ramsey County WFS!) Our GED Coordinator, who worked in partnership with the Ronald Hubbs Center, enrolled the participants and delivered on-going support and incentives that kept them motivated and focused. The success of the Initiative brought the YWCA additional opportunities to help underserved African Americans on MFIP to earn their GED. An additional 35 people will, with YWCA services and support, pursue their GED in a session to conclude by year-end 2014.

Employment Services & YWCA Credentials – Workforce Impact

Targeted programs build on YWCA's strong workforce development credentials, extensive network of collaborative agencies, and steadfast commitment to combat racial disparities in employment. Of the 175 people served by YWCA Employment & Economic Development Programs (1/1/11 – 6/30/14), 76% completed their program, 80% of whom were placed in employment. Their average starting wage was \$25,605/year.

Youth Intervention Services & YWCA Credentials

Although violent crime has generally decreased, St. Paul has had increases in juvenile crime in the past few years, particularly in the Downtown & Payne-Phalen/East Side neighborhoods. In response, St. Paul's Mayor and Police Department, working with YWCA St. Paul launched the *Summer Youth Outreach & Intervention Project* (2013). Using a street outreach approach, culturally-specific youth workers (known as "Community Ambassadors") – working evenings and weekends in targeted areas – connected with and engaged youth that were congregating in groups, 'hanging out', referring them to partnering organizations that provided educational, social, developmental and employment services & support. Between July and September 2013, the Project engaged 236 youth. In the areas targeted, serious crime dropped 21% compared to the previous year and juvenile arrests for serious crime fell more than 40%.

COMMUNITY STABILIZATION PROJECT

Tenant/Landlord Education and Affordable Housing Access

Organization & Contact:

Community Stabilization Project

Metric Giles, Executive Director

Carolyn Brown/Co – Director

501 N. Dale St Suite: 203, Saint Paul, MN 55103

Phone: (651) 276-7348, Fax: (651) 651-225-4160

metriccsp@gmail.com or csp501dale@gmail.com

CSP Proposal

This request is for \$414,150 will enable Community Stabilization Project to expand our existing program and services to meet the need of the communities and populations we serve to that are currently beyond our human capital capacity.

- Expand Outreach & Recruitment strategy to reach more tenants/ agency programs to provide onsite tenant/landlord education in the surrounding 7 counties. Recruit Agencies in all 7 counties with 225 enrolled, able to provide loans of \$750 to 125 families
- Empower each participant with the knowledge to become future Advocate leaders
- Provide incentives for participants (e.g., gift cards, bus cards upon milestones)
- Provide reports on program

Organization Overview

Community Stabilization Project (CSP) has been providing Tenant/Landlord Education advocacy since 1989. Our organization has served 60% of the tenant population of people of color who geographical are in underrepresented/underserved communities.

CSP has been actively working with its partners to preserve affordable housing along the Central Corridor Light Rail Line since 2006. We were created as a collaborative project of the Saint Paul Tenant Union, District Councils 7 and 8, St. Paul Urban League and Southern Minnesota Regional Legal Services. Community Stabilization Project continues its work of one on one advocacy, preserving affordable rental housing and preventing additional homelessness in Saint Paul. We continue to respond to the foreclosure crisis, as well creatively and consistently address tenant need (avoiding evictions, finding new housing, working to get repairs and units up to code or condemned).

Tenant/Landlord Education & CSP Credibility

Impact: For every 34 units of affordable housing, 100 extremely low income individuals and families are seeking affordable housing. Our Tenant/Landlord education has prevented 30% of the tenant population we serve from becoming homeless. Through ongoing education with tenants, our communities have become knowledgeable, responsible, and opened a line of communication that has afforded participants to make better choices and experience positive housing benefits. Through our Emergency Rental Loan program we prevented 25% of the population that has fallen through the cracks that do not meet federal set guidelines to qualify for Assistance to prevent homelessness and/or utility Shut off.

UJAMAA PLACE

Empowering African American Males: Housing, Education, Employment

Organization & Contact:

Ujamaa Place

Otis Zanders, President/CEO

Kedar Hickman, Operations Manager/Lead Coach

1885 University Avenue, Suite 355

Saint Paul, MN 55104

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kedar_hickman@ujamaaplace.org

Budget Proposal

This funding proposal respectfully requests \$1,541,494 to support the four areas of Ujamaa Place's work: Education, Housing, Job Training and Employment, Program Enhancement/Organizational Capacity.

Education Proposal: \$292,920. For Ujamaa Place participants, the baseline Test for Adult Basic Education (TABE) is commonly in the 4th/5th grade range. For this group, receiving a GED within a year is very difficult; 18 – 24 months is a more realistic timeframe for these men. Ujamaa Place seeks to serve a baseline of 120 participants.

Housing Proposal: \$321,000. Every man in the program comes to Ujamaa experiencing some level of homelessness. Ujamaa Place has developed community housing partnerships with Beacon Interfaith Housing Collaborative, Project for Pride in Living, and Union Gospel Mission. These partnerships offer the opportunity for Ujamaa to place participants in housing units at affordable costs, with Ujamaa Place often subsidizing the first few months of rent and then gradually transitioning the rent responsibility to the program participant. Currently 17 men are housed, Ujamaa Place is seeking to house and or assist another 34.

Job Training and Employment Proposal: \$333,000. The vast majority of Ujamaa's clients arrive at the program with several barriers to employment. Many also have some kind of criminal record, which essentially precludes them from a large number of available job opportunities. To facilitate employment opportunities, Ujamaa has established an Internship/Employment Fund to connect program participants to gainful employment through the implementation of internships paid for by Ujamaa. Lifetrack Resources and Rebuild Resources are two non-profit agencies currently participating in the program. In addition to these activities, Ujamaa Place has developed a partnership with the Saint Paul YWCA to place Ujamaa graduates in regular employment after completing intensive job readiness training and an Ujamaa internship.

The men in the program receive \$8/hour for 10 to 20 hours per week. The employment experience is in addition to the 20+ hours the men spend participating in the Ujamaa Place program. Each young man in the program is eligible for up to four months of paid internship. 40 Ujamaa participants would be able to benefit from these intern/apprenticeships.

Program Enhancement proposal: \$594,574. This funding will be directed to governance/leadership issues, strategic relationship building with partners and potential funders, building a funding infrastructure, internal operations management, program delivery and impact, as well as staff development. Funding will also be dedicated to continued evaluation through Wilder Research.

Organization Overview

Started in November 2010, Ujamaa Place is a non-profit organization focused on young African-American men ages 18-30 that are experiencing multiple barriers to becoming stable, productive members of the community. Ujamaa staff encounters African American men that: have a little as a 4th grade education; have experienced a lifetime of mental health issues and substance abuse; have dropped out of high school; have some contact with the criminal justice system and are on parole/probation. Subsequently, these men lack basic life necessities such as housing and employment. Ujamaa Place recognizes that the most effective way to empower these men is to utilize a holistic, customized, one-to-one approach designed to provide them with life skills. We encourage men to enroll in our Transformation Program, which requires the commitment to work with a program staff member over a period of four to twenty-four months depending on the needs at enrollment.

Transformation Program: Over the past four years, Ujamaa Place has served nearly 400 young men through the Transformation Program. Ujamaa Place provides comprehensive support to participants through the enrollment process and graduation, encouraging them to become proud Alumni of the program. Once enrolled in the Transformation Program, participants work with their assigned coach to begin Empowerment and Life Skills classes. They also work with their coach to identify other barriers to success, such as mental health, chemical health, educational achievement, employment skills, housing, probation criteria, etc. Specifically, Ujamaa coaches lead the participant to achieve five program outcomes, which are:

- 1) Stable housing.
- 2) Increased educational attainment as set forth during the intake and enrollment process (i.e. the acquisition of a GED or pursuit of post-secondary education).
- 3) Consistent employment earning at least minimum wage.
- 4) Financial and emotional connection to family and children.
- 5) No criminal activity or gang involvement.

Partners: Ujamaa Place partners directly with a myriad of non-profit organizations, for-profit businesses and government agencies. These partnerships are designed to address key issues and help support multiple components of the Ujamaa program/curriculum. Our partners have collaborated with us in the areas of employment, housing, mental health, GED support, parenting, and financial services.

Evidence and Effectiveness: Ujamaa place recognizes the importance of not only providing our participants with critical services, but also measuring the efficiency, capacity and overall effectiveness of our program. Since 2012, Ujamaa has worked with Wilder Research to track and evaluate the progress participants are making in the Transformation Program. In May 2014, Wilder Research released a report that illustrated Ujamaa Place had a positive impact on the lives of the participants.