

Empowering Young Adults in Cedar Riverside

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Cedar-Humphrey Action for Neighborhood Collaborative
Engagement (CHANCE) Capstone

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Acknowledgements

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We also are indebted to the Cedar Riverside youth involved in FANS (Furthering Achievement Through a Network of Support), the Sisterhood of the Traveling Scarf, Cedar Riverside Youth Council, Trinity Lutheran's Oromo Group, and Cedar 4-2-5 Youth Center for providing their candid feedback on their lives and dreams. Special thanks to Mohamed Jama for his advocacy on behalf of neighborhood youth. We also acknowledge all Cedar Riverside young adults whose voices we did not hear, but tried to represent in this report. We hope this project will make a difference for them and those who come after them.

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From left: Julia Eagles, Anne Rodenberg, Suado Abdi, Karyn Berg

Photo Source: Merrie Benasutti





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[Executive Summary]

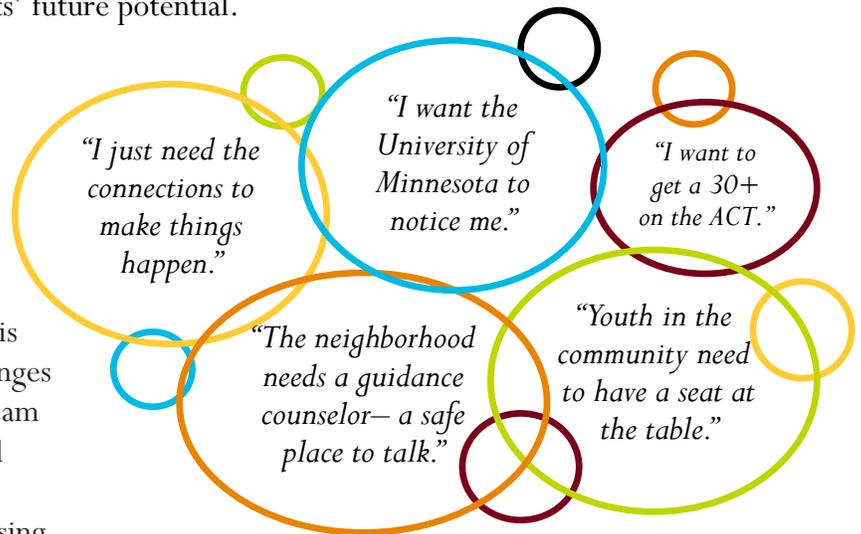
Background and Issue Identification

In the Spring of 2014, a group of four graduate students from the Humphrey School of Public Affairs Cedar Humphrey Action for Neighborhood Community Engagement (CHANCE) program conducted a community-based research project that resulted in several recommendations to address education and workforce development needs of young adults in the Cedar Riverside neighborhood.

In January, this student group held a forum during which Cedar Riverside residents and leaders expressed concerns related to a lack of educational, employment, and/or engagement opportunities for young adults age 18 to 24.¹ Some participants believed that the lack of opportunities for this age group was contributing to neighborhood crime and limiting young adults' future potential.

Information Gathering

To understand the scope of the issue, the CHANCE team conducted a demographic analysis to define the number of permanent residents age 18 to 24 in Cedar Riverside. The results of the analysis indicated a projection of approximately 400 people in this age group by 2020. To understand the challenges faced by these young adults, the CHANCE team solicited feedback from over 80 residents and community leaders through semi-structured interviews, focus groups and informal canvassing.



The team found that young adults in Cedar Riverside want to be successful but may lack the vision, confidence, role models, and support to get on a productive path. For those still in high school, some have aspirations to score highly on the ACT and go on to college. Others want to travel, land a good-paying job, or start families. It was evident from conversations with youth, young adults and service providers that not all the young adults were in a position to achieve their goals. Some young adults become involved in drugs, gangs or criminal activity because they lack positive alternatives or are struggling with emotional issues preventing them from healthy development. Three core themes emerged that, if addressed, could help young adults pursue their goals: workforce development; access to higher education; and recreation, culture and life skills.

Recommendations

Five recommendations were made to improve neighborhood collaboration, increase readiness for higher education, and expand social entrepreneurship and training opportunities.

- The first overarching recommendation is to form a youth collaborative to coordinate resources and increase communication between organizations serving young adults in Cedar Riverside. This need was expressed in every community interview. If established, the youth collaborative would be charged with developing short- and long-term strategies to serve young adults in the areas of postsecondary education, career development, and healthy life skills.

1- For the purpose of this report we will define youth as those under 18 and young adults as those between ages 18 and 24.

Recommendations

With staff and funding, the Cedar Riverside Youth Collaborative could oversee activities related to four other recommendations, which are:

1. To increase access to admissions and financial aid information through college fairs, on-campus events and regular outreach visits by college staff to neighborhood sites. High school students expressed a desire to understand the process for admittance to the University of Minnesota, Augsburg College and other post-secondary schools.



Photo Source: AECOM, www.aecom.com

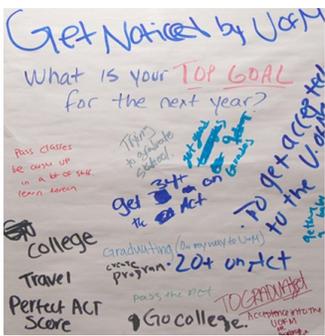


Photo Source: Julia Eagles

2. To provide free ACT classes at accessible locations in the neighborhood. Current ACT programs offered through local high schools are often full or unaffordable for low-income students.

3. To build on current momentum with youth social entrepreneurship ventures in Cedar Riverside. More youth could be served in new social enterprises that would serve as training venues to build skills and develop career plans through mentoring and hands-on experience.



Photo Source: Tusmo Times



Photo Source: The AfricaPaper

4. To create a young adult job-training initiative by developing a recycling program in the Riverside Plaza Towers. An initial planning grant has been secured by the University of Minnesota to convene key stakeholders to identify next steps in this project.



Introduction and Background

This report summarizes results and recommendations of a Cedar Humphrey Action for Neighborhood Community Engagement (CHANCE) capstone project addressing education and workforce development for young adults age 18 to 24 permanently residing in the Cedar Riverside neighborhood. This project emerged from a CHANCE-facilitated community forum in January 2014, in which 20 community representatives expressed a shared concern that young adults are underserved by current resources within the Cedar Riverside neighborhood. According to research and feedback from community stakeholders, this population faces many barriers in transitioning to postsecondary education and/or stable employment.

The primary goal of this report is to provide useful information for local decision makers and neighborhood leaders to help young adults pursue education and employment. The recommendations leverage existing community resources related to education and workforce development, and suggest actionable next steps to implement and sustain these ideas. Suggestions for funding, human resources, and physical space are included for consideration.

The Cedar Riverside Partnership (CRP) and West Bank Community Coalition (WBCC) were closely involved throughout this project. These organizations expressed a desire to work with us because their constituents are concerned about these issues. In addition, the WBCC and CRP bring broad representation and influence in the neighborhood. In most cases, the research and recommendations corroborate the key findings of the Cedar Riverside Partnership's March 2014 memo, "Early Childhood, Youth and Workforce Programs." That report offered two resolutions to advance community consensus and funding for youth programming needs and priorities which were approved at the March 7, 2014 CRP meeting. Specifically, they stated:

- The Partnership invites further community discussion of these findings and review of the Study Recommendations and Status as well as the draft updated program charts from recent studies of early childhood, youth programming, workforce development and community space in Cedar Riverside that are yet to be implemented, for the purpose of forging community consensus about key priorities; and
- The Partnership will convene a meeting of key funders of the organizations providing youth programming to explore opportunities for leverage and strategies to pursue additional funding.

We hope this CHANCE project builds on CRP's momentum and is useful in helping young adults in Cedar Riverside access education and employment opportunities.



Photo Source: CHANCE website, www.leadership.umn.edu/student_initiatives/chance/

Neighborhood Demographics and Young Adult Population

Effective action to solve a problem depends on knowing the magnitude of that problem. To better understand the challenge of meeting the needs of 18- to 24-year-olds, we analyzed Census block group data from 2000 and 2010 to project the number of young adult permanent residents in Cedar Riverside. The most recent available data is the American Community Survey (ACS) five-year estimates (2008-2012). We used this data to examine changes in the neighborhood related to race, income, and educational attainment for 18- to 24-year-olds.

According to the 2010 Census, about 45% of residents were born outside the U.S. and 24% of that population speak English less than “very well.” Census data from 2010 indicates that, among Cedar Riverside residents over age 25, 49.6% of women and 27% of men have not completed high school, compared to 15% of women and 12% of men in the rest of Minneapolis. Unemployment is a chronic and increasing problem in Cedar Riverside, where the unemployment rate was reported at 10% in 2010 compared to 7% in Minneapolis overall. According to 2010 data, only 54% of residents age 16 and over were employed (Berg et al, 2012). Reversing these trends requires collaboration among the institutions, public agencies, and community organizations serving Cedar Riverside.

“There are challenges and living in very high density has its issues. . . . At this time there are a lot of services that this community does not have that they need. In the high rises you have children, youth, elderly, students, and in between.”

-Hussein Samatar

Twin Cities Daily Planet, November 2010

There is a perceived underreporting in the census in Cedar Riverside. A 2010 CHANCE capstone paper, “Everyone Counts in Cedar Riverside: Collaboratively Engaging to Increase U.S. Census Participation,” discussed various reasons why Cedar Riverside was considered one of the hardest census districts to count in the State of Minnesota. As a neighborhood with a high Somali immigrant population, the report states that per community leaders, “immigrants are often particularly afraid to provide the government information due to negative past experiences in their home country and concerns over how the government may use the information” (Evans, Faitek, Swanson, 2010). Thus, the actual population for future 18- to 24-year-olds may be higher than what is projected by 2020.

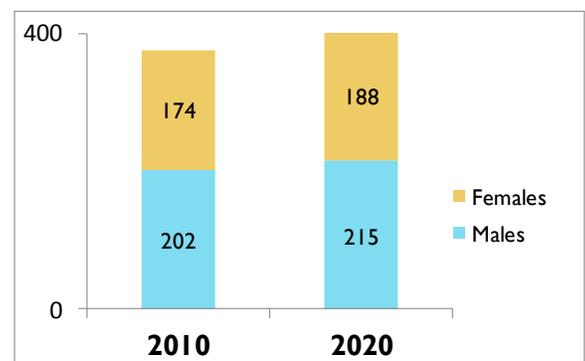
Current projections show that this cohort group will increase marginally over the next six years from 376 in 2010 to approximately 400 in 2020. An explanation of the methodology for this projection is included in Appendix 5. Estimates are based on the number of younger youth who will age into this cohort in 2020. Due to underreporting in the census block, this projection may be lower than the actual population. This research quantifies the number of young adults that need services, and helps with the management and allocation of dedicated resources.

Table 1: Young Adult Population in Census Blocks 2 & 4

18- to 24-year-olds	2010 Actual	2020 Projection
Males	202	215
Females	174	188
Total	376	403

Data Source: U.S. Census Bureau, 2000 & 2010

Figure 1: Number of 18- to 24-year-olds in Cedar Riverside Census Blocks 2 & 4



Selection of Study Area: Permanent vs. Temporary Residents

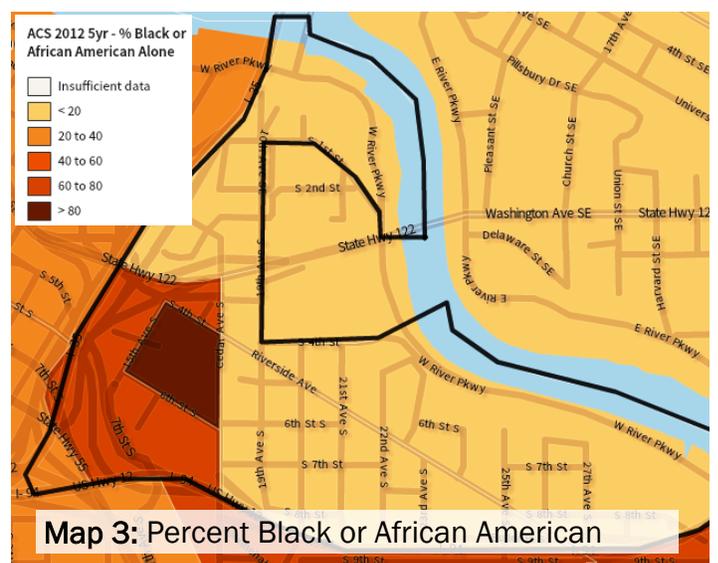
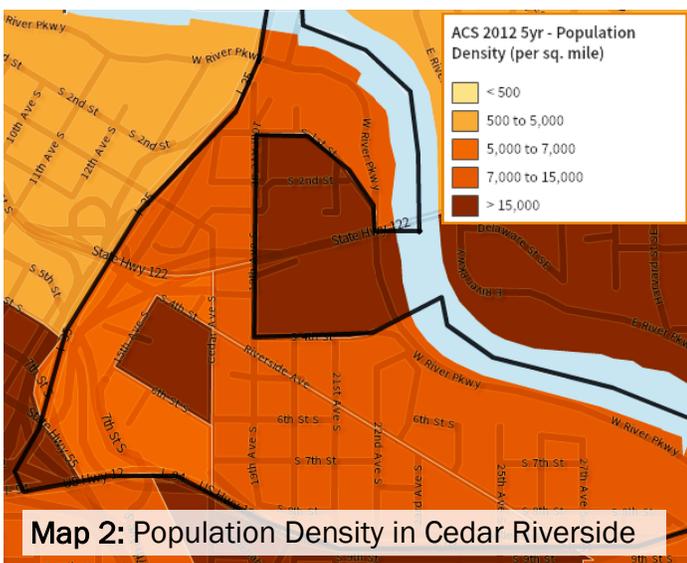
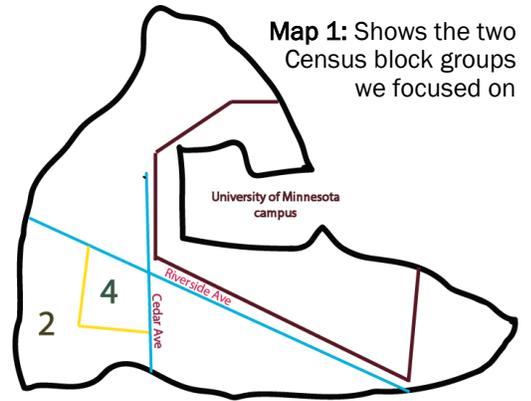
The Cedar Riverside neighborhood comprises one census tract, 1048, which has five census block groups. There are three main anchor institutions that take up most of the land in neighborhood: the University of Minnesota, Augsburg College, and Fairview. These institutions comprise three of the five census block groups. The census block groups remaining are two and four, which include the Riverside Plaza Towers and Cedar Towers.

We were intentional in selecting the study area. Because this research focuses on 18- to-24-year-olds who are permanent residents of Cedar Riverside, we eliminated census block groups that included student housing. The main reasons for excluding them were: 1) these 18- to 24-year-olds are more likely to be temporary residents of the neighborhood, 2) these students are already enrolled in higher education and likely have resources for workforce development.

Within the blocks, there were 1,437 residents under age 25 according to the 2010 Census. Projections for 2020 show approximately 400 young adults age 18-24 will live in those blocks of Cedar Riverside. These young adults live essentially in two blocks in the neighborhood, concentrated in the shadow of one of the best institutions of higher education in the world. Providing access to opportunities for this age group seems feasible given this population estimate.

Overview demographics of neighborhood and study area

The ACS five-year (2008-2012) estimate was used to get the most recent demographic data in the neighborhood. We used this data to understand how many 18 to 24 year olds are in the neighborhood and where they live. At the census tract level, the five year ACS (2008-2012) estimated the total population to be 7,253. Of the estimated total population, 3,941 (54.34%) were male and 3,312 (45.66%) females. In addition to the total numbers and gender breakdown, the ACS data indicate that the majority of residents in the study area are of East African descent, primarily from Somalia.

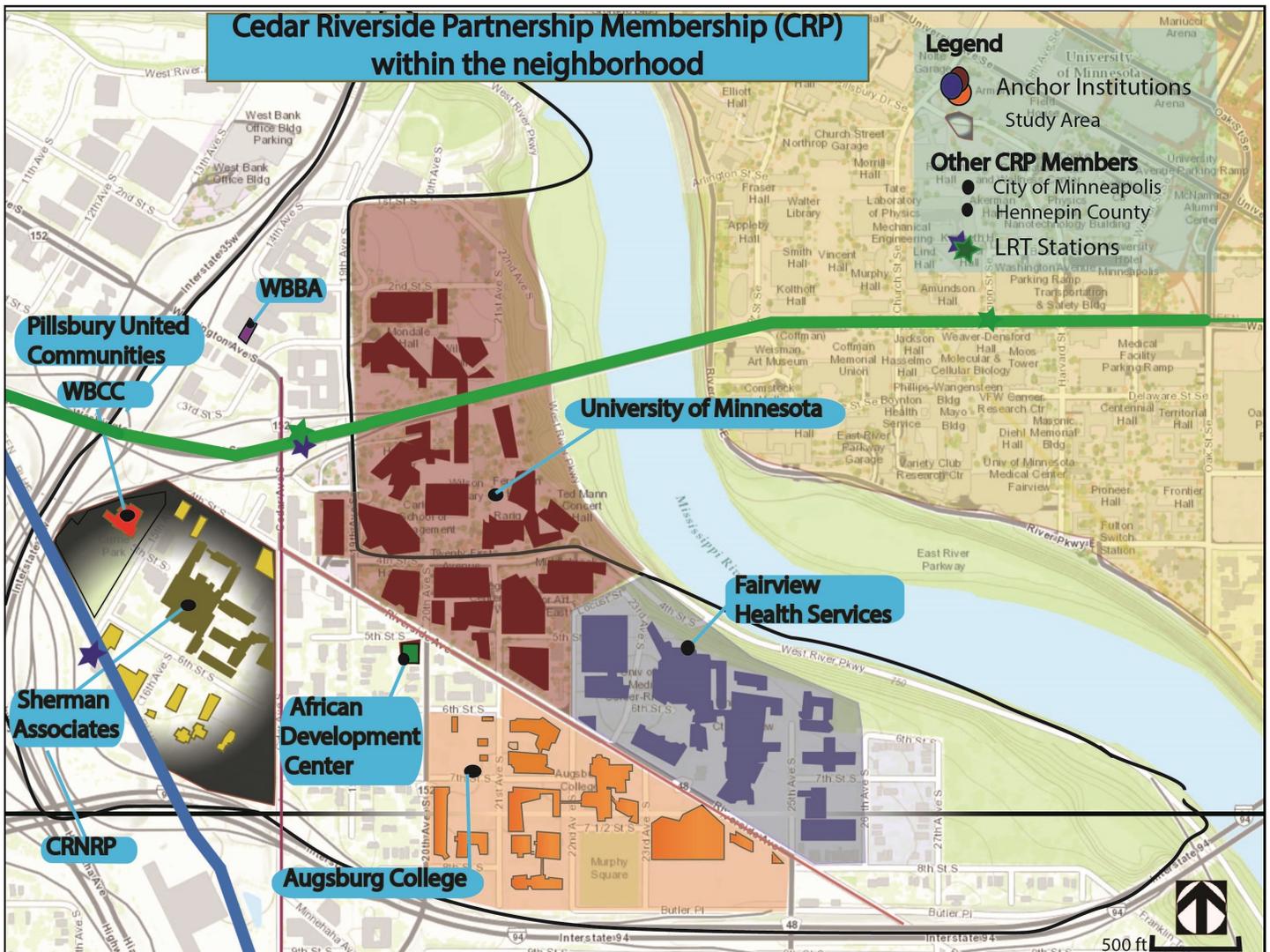


These maps illustrate the concentration of residents living in Census block group 4- which represents the Riverside Plaza towers. Map 3 shows the percent of residents who are black or African American in the neighborhood, which highlights that most of the young adults in our focus area are of African descent. *Data Source: ACS 2008-2012*



Spatial Analysis of the Neighborhood

A shared goal of the members of the Cedar Riverside Partnership (CRP) is to foster collaboration among existing organizations. Eleven of the key organizational and institutional players in the neighborhood are CRP members. The map below illustrates the location of the CRP members in the neighborhood. The University of Minnesota, Augsburg College, Fairview Health Services are the three anchor institutions— entities such as schools and hospitals, or “eds and meds”— that serve as powerful economic development and community revitalization forces in the partnership. Four of the other six members in the partnership are located within the study area: Pillsbury United Communities, the West Bank Community Coalition, Sherman Associates and Cedar Riverside Neighborhood Revitalization Project. The African Development Center and the West Bank Business Association are also located in the neighborhood, and the local government entities— City of Minneapolis and Hennepin County— account for the final two CRP members. Many of these CRP members are involved in providing resources for young adults in the community— through programs, funding and space— which are detailed in the sections below. Our conversations with community members revealed that while these programs provide valuable resources for the community, they are not sufficient to meet the needs.



Map 4: Shows the location of Cedar Riverside Partnership members in the neighborhood, as well as the Light Rail stations (including the soon-to-be-open Green Line). Other CRP members include the City of Minneapolis and Hennepin County, which are not shown in a specific location on the map.

Listening to Community Voices

Information Gathering

After defining Cedar Riverside’s young adult population through census data, we conducted a series of interviews to identify the existing neighborhood assets and needs related to young adult education and employment. We focused the interviews on three stakeholder groups within Cedar Riverside:

- 1) community organizations serving young adults,
- 2) young adults currently served by these organizations, and
- 3) young adults who have aged out of or are not accessing available services.

As part of this process we also inventoried existing and potential spaces in the neighborhood that could be used for young adult programming.

Our team met with 16 organizations within Cedar Riverside that are engaged in or are interested in young adult education and workforce issues. Many of these were represented at the January forum, or were identified in the inventory compiled in the 2010 CHANCE study, “Youth Programs and Community Space in Cedar Riverside” (Beuch, Gaaddasaar, Potter, 2010). From February through April 2014, we conducted interviews and focus groups then presented feedback and initial recommendations to a meeting of 40 neighborhood leaders on May 1. The purpose of the meeting was to refine the recommendations, and to help members of the Cedar Riverside Partnership implementation committee define next steps for action.

Table 2: Summary of Interviews, Focus Groups and Canvassing

	One-on-One Interviews: 18 people	Youth Focus Groups: 39 people	Informal Canvassing: 35 people
Community Conversations	Hussein Ahmed: West Bank Community Coalition	FANS	Riverside Plaza
	Andrea Arts: Brian Coyle Center, Pillsbury United Communities	(Furthering Achievement Through a Network of Support):	
	Linda Bryant, Mohamed Ali: EMERGE	9 Youth	
	Faith Kumon Cable: Cedar Riverside Partnership		
	Andi Cheney: Bedlam Theater		
	Pastor Jane Buckley-Farley: Trinity Lutheran Church	Sisterhood of the	Local cafes
	Ahmed Hersi, Seyou Nurie: Riverside Plaza Tenant’s Association	Traveling Scarf Advisory Committee:	
	Matthew Hold, Rich Thomasgard: African Development Center	13 Youth	
	Mohamed Jama: RPTA/Cedar Riverside Youth Council	Oromo Youth Group,	
	Ben Marcy: University of Minnesota	Trinity Lutheran Church:	
	Carla Nielson: Minneapolis Police Department	2 Youth	
	Molly and Tim Paulson: Cedar 425 Youth Center	Cedar Riverside Youth Council:	
Marcela Sotela: Abdi Warsame’s City Council Office	15 Youth	Cedar 4-2-5 space	
Rachel Svano: Augsburg College - Sabo Center			

Interview Methods

The one-on-one interviews were structured around eight questions, which were based on three goals:

- 1) determining existing services for young adults age 18 to 24,
- 2) understanding the challenges of serving this population, and
- 3) identifying potential action steps to address the needs of young adults.



Focus group conversation with youth from FANS and Sisterhood programs at Brian Coyle Photo Source: Julia Eagles

We also conducted semi-structured interviews and focus groups with youth and young adults to learn about their needs for education and employment. We met with approximately 50 young adults including members of the Cedar Riverside Youth Council (CRYC), the Oromo Youth Group at Trinity Lutheran Church, and participants in the FANS and Sisterhood of the Traveling Scarf programs through the Brian Coyle Community Center. We used an open-ended question framework to encourage discussion, and provided sticky notes for attendees to submit written feedback. We reached young adults who are not currently engaged in formal programming by canvassing in the Riverside Plaza towers and local businesses. In addition to documenting age and education status, our conversations with young adults centered on the questions listed.

The full interview summary, methodology and transcripts are available in appendices eight and nine.

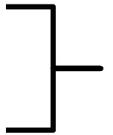
Questions asked in interviews with Service Providers

1. What programs and resources do you know of or offer for youth age 18 to 24?
2. How many youth do you serve with those programs?
3. Have you seen an increase or decrease in participation among youth in this age group?
4. What do you think is needed by this age group?
5. What actions can make this happen?
6. What advice do you have for engaging youth to gather feedback?
7. Who else should we talk to?
8. Where are good locations to connect with/talk to youth?

Questions asked in interviews with Youth and Young Adults

1. What is your top goal for the next year?
2. What help do you need to reach your goal?
3. How do you spend your time when you are not in school?
4. What programs are you involved in through your school or community providers?
5. How do you learn about what is happening in the neighborhood?
6. Do you leave Cedar Riverside for work, school or fun? Where do you go?
7. Do you plan to use the new light rail line to access resources outside Cedar Riverside?

Key Findings



Connecting the Dots Between Neighborhood Assets and Needs

Our interviews, focus groups and informal canvassing were conducted primarily with Somali-American young adults and organizations that primarily serve Somali-American individuals. Therefore, the themes and recommendations in this report should be considered within this unique cultural context. The main goals for conducting these interviews were to identify current programs that serve young adults (referred to as assets) and to identify gaps in services for young adults (referred to as needs).

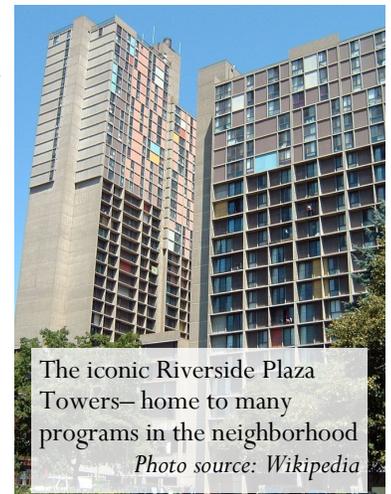
Neighborhood Assets

Information gathering revealed that there are a few structured programs in Cedar Riverside that focus on serving youth up to age 21. Young adults over age 21 are intended to be served in adult programs. There are no programs that exclusively serve 18- to 24-year-olds. The City of Minneapolis' Step-Up Program and Pillsbury United Community's Youth Social Entrepreneurship program (Sisterhood of the Traveling Scarf) serve youth up to age 21. Together, these programs serve approximately 40 youth from the neighborhood, some of whom may be involved in both groups. Both programs described above are managed by staff of Pillsbury United Communities under the leadership of Youth Program Manager, Andrea Arts.

Two other organizations, the Riverside Plaza Tenants Association (RPTA) and North Minneapolis-based EMERGE, assist adults in Cedar Riverside with a variety of job search and training services. EMERGE currently has one staff person, Mohammed Ali, who spends approximately two hours a month at Brian Coyle Center providing resume assistance, job application support, and vocational skill training referrals. Mohammed served two young adults in Cedar Riverside during March 2014, and mainly sees older adults.

Some recent momentum has been present within the neighborhood as new services and events have occurred. In March 2014, EMERGE offered its free, 15-hour "New Beginnings" Career Workshop in Cedar Riverside, which focuses on employment readiness, computer skills, networking, interviewing practice, and post-interview follow-up. This was the first time this workshop had been offered by EMERGE in Cedar Riverside. According to Mohammed Ali, nine residents participated, two of whom were age 18 to 24. In April, RENEW Minneapolis held a job fair in which 170 job seekers and 28 exhibitors including businesses, education and training providers participated. A Workforce Community Connector from Central Corridor "Corridors 2 Careers" will be assigned for a 12-month period beginning in May 2014. This also will assist the residents with learning about and accessing employment and training services both within and outside the neighborhood.

The Riverside Plaza Tenants Association (RPTA) utilizes the Adult Resource Room located in Building E of Riverside Plaza to provide ESL classes, MNSURE enrollment, citizenship classes, and related services for neighborhood residents. Approximately 200 to 300 adults are served each year, with only five percent of ESL students in the 18- to 24-year-old age range. Space capacity, limited staffing, and lack of modern computers were cited as the primary reasons more people are not being served at this time.



The iconic Riverside Plaza Towers—home to many programs in the neighborhood
Photo source: Wikipedia



RPTA manages an additional library/study space in Building M of Riverside Plaza in which adult ESL classes are offered in two classrooms, Monday through Friday. RPTA has requested minor remodeling from Sherman Associates to create a third classroom, as well as flexible space for group programming such as speakers and community engagement activities. A timeframe for this project has not yet been determined.

In April 2014, a new agreement between RPTA and EMERGE will provide up to three employment staff, located in the towers, to provide hands-on training in trades with immediate employment opportunities. The staff will be hired by EMERGE, with funding from the City of Minneapolis Office of Employment and Training. Interpretation services also will be available, as it is anticipated this training will primarily serve adults with low English language proficiency.

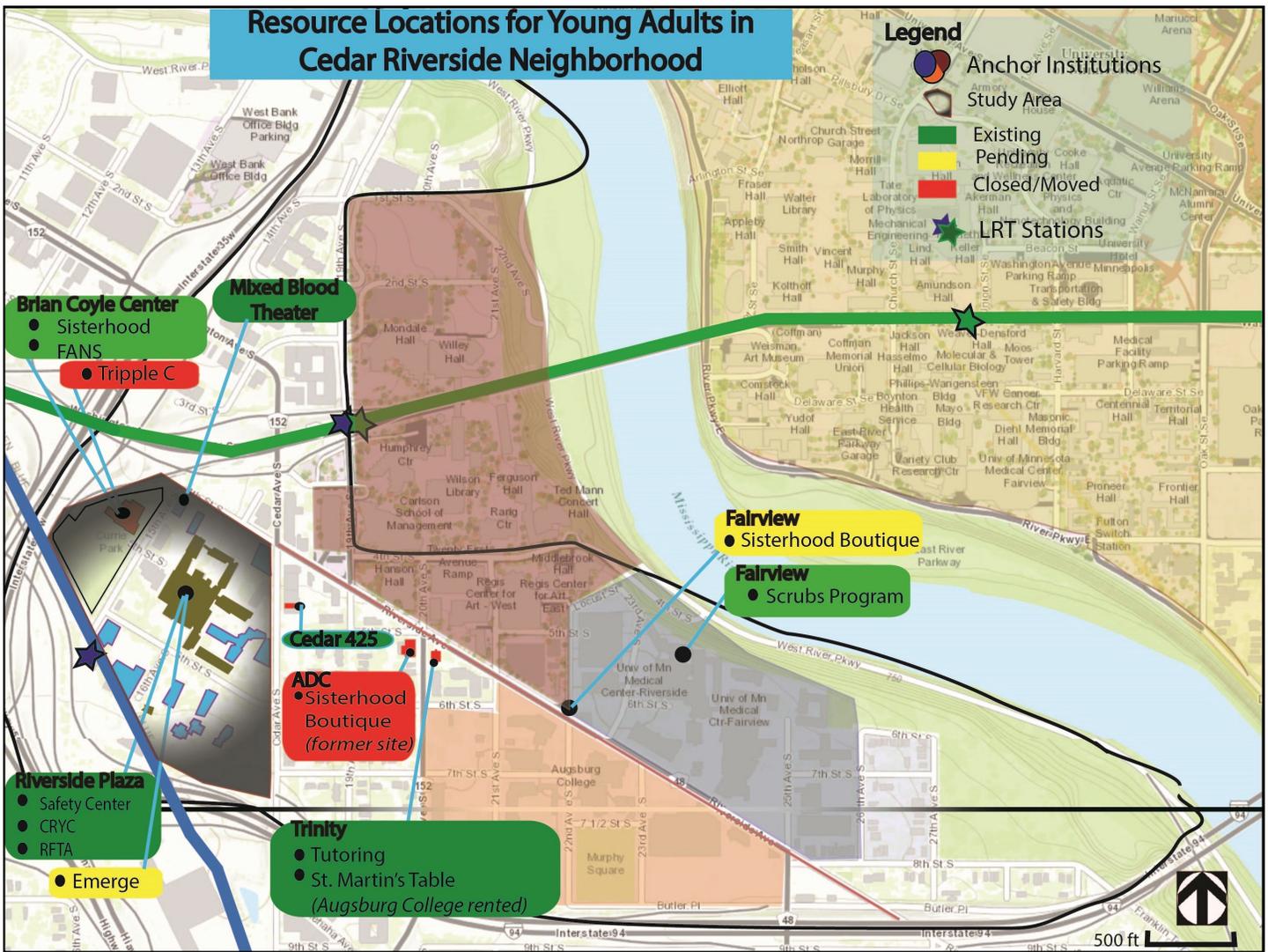
The Cedar Riverside Youth Council, also with the support of RPTA, offers opportunity for young adults, ages 16-24 to develop leadership experience and advocacy skills. The young adults of CRYC sponsor events such as the talent show, Cedar’s Got Talent, and the Cedar Riverside Community Leadership Awards. The physical locations of current and pending programs for youth are shown in map 5 on the next page.

Several resources in the community serve the entrepreneurial, educational, recreational and leadership development needs and interests of youth. See table below for a summary of those inventoried in this study and the age group they serve.

Table 3: Summary of Neighborhood Assets

	Programs	Eligible Age
Youth Social Entrepreneurship	Sisterhood of the Traveling Scarf	Ages 14-21
	Triple C Coffee Cart	
College Preparation	Furthering Achievement Through a Network of Support (FANS)	Ages 14-21
Workforce Development	Cedar Riverside Partnership Scrubs Camp	Ages 14-18
	EMERGE	Ages 18 and older
	City of Minneapolis STEP-UP	Ages 14-21
	RENEW Minneapolis	Ages 18 and older
Religious Organizations	Mosques	All ages
	Trinity Church Space for Homework Help	Ages Pre K-18
	Trinity Satellite at Augsburg for Homework Help	Ages 18 plus
	House of Hope Cedar 4-2-5 space	Ages 18-24
	Oromo Youth Group at Trinity	Ages 14-18
Arts and Cultural Organizations	Mixed Blood Theatre	All ages
	Ka Joog Summer Camp	Ages 11-17
Leadership Organizations	Cedar Riverside Youth Council	Ages 14-21
Cultural Assets	Political engagement, intergenerational households, entrepreneurial spirit, aspirational mentality	





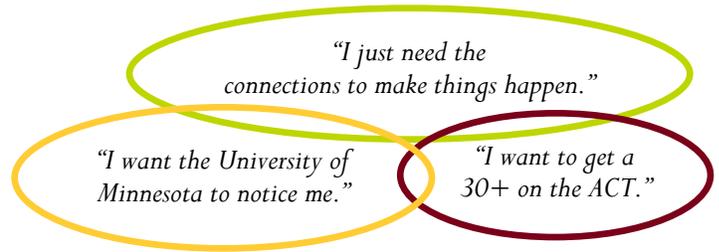
Map 5: Outlines the existing, pending and closed or moved young adult programs in the neighborhood

This map shows where programs for young adults in the neighborhood are housed and which organizations are involved in providing specific resources. As is illustrated, quite a few of the youth programs are concentrated in the study area— particularly in the Brian Coyle Community Center and Riverside Plaza. This makes sense given the population density in that area, as shown in Map 2. However, some of the neighborhood’s largest institutions are just a few blocks away to the North and East, yet there are few resources available to these young adult permanent residents through those institutions. Fairview is a notable exception with its Scrubs Camp program and the newly donated Sisterhood Boutique space at 21st Avenue and Riverside Avenue.

Cedar Riverside is a geographically tight and concentrated neighborhood with very little land open for development, yet there is significant need for more accessible community spaces. The neighborhood is also poised to be the City’s most transit-connected community with the opening of the Green Line light rail line in June 2014. An influx of new visitors and development is anticipated with this new line, and in some cases has already begun. These new developments will be a major force of change in the next few years. While the youth we spoke with anticipate utilizing the train to access education, employment and entertainment resources, there is also some concern within the community about potential displacement of residents and businesses as a result of rising property values. Resources and spaces for young adults is a priority for the community members we spoke with; the new light rail line may provide some development opportunities to serve this need.

Neighborhood Needs

Through our information gathering with over 80 individuals in the Cedar Riverside neighborhood, three key themes emerged – education, workforce development, and life and culture for young adults. Community members expressed concern related to numerous unmet needs in these categories.



Quotes from youth in the FANS and Sisterhood groups

Education

The majority of stakeholders (providers and youth) we spoke with identified concerns related to completing high school, exploring postsecondary education options, and gaining basic life skills. One specific need is for ACT prep classes in the neighborhood, which was expressed by students in the FANS and Sisterhood of the Traveling Scarf programs. Related to this was a need for exposure to education and training options, both within and outside Cedar Riverside. Again, this need was identified by youth who were eager to learn about the admissions and financial aid processes at the University of Minnesota and Augsburg College.

Another concern expressed by community representatives was the need for mentorship and leadership training. Several noted that young men may be drawn to gangs, drugs and loitering because they lack opportunities to seek alternatives. One way to impact more young adults, particularly men, in the neighborhood is to help them develop personal connections and trust through programs that offer role modeling and mentoring. A service provider we spoke with suggested that young adults simply need someone to “believe in them.” Young women are currently being mentored in the Sisterhood of the Traveling Scarf Youth Social Entrepreneurship (YSE) program at Brian Coyle Center. Several interviewees would like to see more youth served through additional YSE programs, such as bringing the promising practice of the North Minneapolis Cookie Cart model to the neighborhood. The Cookie Cart is a non-profit bakery which pays youth ages 15-18 to participate in occupational and life skills training. In addition to the bakery program, the Cookie Cart offers the 360 Degree Program providing career transition services for youth to move into competitive jobs. The Cookie Cart is funded through private donations, local foundations and the City of Minneapolis Employment and Training (Pearson, 2012).



Workforce Development

More than half of interviewees said young adults need workforce development skills such as job searching, resume writing, completing online applications, and interviewing. Exposure to career paths through internships was also identified as a need for youth transitioning from high school. The Step-Up Program at Brian Coyle Center is the only formal internship program available in Cedar Riverside serving youth up to age 21; other options are needed as the program is consistently at capacity. Hiring events and job fairs also were noted as an ongoing need for the local community. Transportation to jobs and affordable childcare were noted as additional needs to help residents retain positions. In the summer of 2014 EMERGE will bring additional employment counseling capacity to the towers which will address some of these needs. Several community representatives indicated a need for regular convening of neighborhood workforce and education related providers in order to build relationships, coordinate activities, leverage resources, strengthen existing programming and synergize around new programming.



Life and Culture

Life management skills such as budgeting, driver's education, apartment searches, health and wellness, and managing healthy relationships were discussed as important aspects of youth development. These are typically not taught in high school, and parents and elders within the family may themselves lack skills to pass along to their children, in part due to being unfamiliar with the cultural context and systems in the U.S. Culturally specific and holistic services for issues related to chemical dependency and mental health are also not readily available in the neighborhood. While we were unable to quantify the numbers, our community experts also stated a need for assistance for young mothers who are age 18-24.

"The neighborhood needs a guidance counselor- a safe place to talk."

-Neighborhood youth



A Cedar Riverside Youth Council cultural event
Photo Source: CRYC, Flickr

Two interviewees expressed a need for youth to preserve their Somali identity through cultural and recreational activities such as music, dance and art. These activities were seen to foster a healthy sense of identity among youth participating in existing programs such as Ka Joog and Bedlam Theatre. Bedlam Theatre indicated in an interview that even though they had moved their physical space outside of the neighborhood that they remained eager to work with youth and other cultural groups in Cedar Riverside. Ka Joog was highlighted by several interviewees as a provider of cultural and artistic programming for youth.

Additionally, several youth indicated the need for a dedicated recreational space for their age group. Currently, the Cedar 4-2-5 Youth Center acts as a safe place for approximately 30 to 50 male young adults to gather on Friday and Saturday evenings. While Cedar 4-2-5 would like to serve female youth, they do not have the volunteer capacity at this time to add that programming. Rachel Svanoe, Augsburg's Common Table Coordinator, in charge of developing the lower level of Trinity on behalf of Augsburg College, has several ideas for use of their space including ideas for cultural and recreational programming for youth.

Table 4: Recommendations Summary

	Cedar Riverside Youth Collaborative	Accessing Higher Education	Proactive Preparation for Higher Education
Lead Organization	Cedar Riverside Partnership	Pillsbury United Communities	Augsburg College
Partner Organization(s)	U of M, Augsburg CRYC, WBCC, EMERGE, Pillsbury United Communities, City of Minneapolis Employment and Training, RPTA, Cedar 4-2-5, Safety Center and others	U of M, Augsburg, MNSCU, Dunwoody, St. Catherine University and others	College Possible, FANS, Step Up, CRYC
Recommended Location(s)	Rotating locations	Coyle Center meeting rooms and gym (college fair); Riverside Plaza Building M; on-campus college visits	Trinity Lutheran Church/ Augsburg basement space and/or the Library/Study Space in Building M of Riverside Plaza.
When	Fall, 2014	Fall, 2014	Fall, 2014
Costs	\$65,000	\$0	\$20,000/year
Resources	U of M Program Evaluation students	Utilize existing liaisons for Coyle Center youth programs to coordinate visits from local schools and college fair	Augsburg Bonner or U of M Page Scholars, College Possible
Metrics for Success	Neighborhood organizations regularly participate, young adults are served collaboratively, measurable performance outcomes are achieved	All neighborhood high school students and their families report having ready access to higher education information	75% of Cedar Riverside students participating in ACT prep courses score 22 or higher on the ACT



Table 4: Recommendations Summary

	Youth Social Entrepreneurial Expansion	Workforce Development Recycling Initiative
Lead Organization	Pillsbury United Communities	Riverside Plaza Tenants Association
Partner Organization(s)	ADC, WBBA, U of MN Carlson School, Augsburg MBA students	City of Minneapolis, Hennepin County, Cedar Riverside Youth Council
Recommended Location(s)	Brian Coyle, LRT Stations, Fairview, mobile unit	Riverside Plaza Towers
When	January, 2015	Planning Summer, 2014 Implementation: 2014-2015
Costs	\$50,000 per new initiative to fund a coordinator/career counselor	\$75,000 for materials, education and outreach (Hennepin County grants) \$40,000/year for labor, internship stipends Additional costs if additional job and life skills training is added
Resources	City of Minneapolis' and Hennepin County's youth programs, NRP and WBCC have a small grant seeking to link immigrant business with resources, U of M Carlson School students.	\$1000 planning grant from Institute on the Environment. Hennepin County grants for containers (up to \$10,000), large or innovative projects (up to \$50,000), and education and outreach (up to \$15,000). City of Minneapolis and Hennepin County may have youth job training funding available for youth wages. The Central Corridor Funders Collaborative may have funding resources.
Metrics for Success	A career and educational plan and short term work experience for 20-40 youth annually.	Environmental stewardship taught and modeled in the Plaza. 20 youth would annually participate in provision of tenant recycling education and work experience.



Recommendations

Community conversations revealed needs in the categories of education, workforce development and life and culture. Specifically in the education arena, concern was raised regarding ACT preparation, exposure to education and training options, mentorship and leadership training, and personal connections. In the workforce development arena, internships, hiring events and job fairs, youth social entrepreneurship opportunities, transportation to jobs and affordable child care were identified as areas for further service provision.

"Time wasted is never recovered."

-Mr Unjuguna,
High School teacher

Based on the findings of assets and needs discussed above, we have included five recommendations for CRP, WBCC and the community to consider as they plan for young adult services in the neighborhood. We have purposely offered a prescriptive format in the hope that it will lead to commitment and implementation.

Lead organizations are assigned as the entity who will own the recommendation and ensure that the work is carried out. Partners are assigned as additional organizations who have an interest or an existing mission for serving youth or a resource to offer. We have included recommendations for the location(s) and space that could hold the activity. The space recommendations are important as it was noted by our interviewees that the lack of space for additional programming is a significant concern. Recommendations for a proposed timeline provide a sense of urgency to move the initiative forward. Proposed action steps can aid the lead and partner organizations in getting started with initial strategies and, in some cases, reflect the introductory conversations that occurred regarding the recommendation.

Rough costs and suggestions for resources are included for planning purposes and to illustrate that it is feasible to make an impact on a significant portion of young adults in the neighborhood without significant expenses. Some of the lead organizations and partners would be expected to give in-kind resources such as staffing expertise or space.

The total estimated initial cost of the five recommendations is \$210,000 potentially impacting 140 youth and young adults. Roughly \$1,250 per youth would be required to implement these recommendations.



Youth from Trinity Lutheran Oromo Youth Group
Photo Source: Suado Abdi

Cedar Riverside Youth Collaborative

“Someone is needed to connect the dots.”
-Ahmed Hersi

Connect existing resources by forming a new “Cedar Riverside Youth Collaborative”

Based on interview comments and feedback from the CRP meeting on May 1, 2014, there is a significant need and interest in ongoing coordination among existing providers and neighborhood organizations. At least 20 organizations have expressed concern for the development and success of young adults in the neighborhood. A new Youth Collaborative would plan for long and short-term goals related to youth development, and could evolve into a model such those outlined in the promising practices section.

Strategy: Establish a collaborative to serve as a long-term task force to address youth issues systematically and consistently. Specialized sub-groups such as training and education and employment may be formed as the collaborative identifies priorities and matures. A convener would be tasked to hold coordination forums and to facilitate working sessions. The convener would be responsible for ensuring a solid communication venue for collaborative members, for tying resources together and bringing members to the table.

We recommend that CRP, WBCC, EMERGE, Pillsbury United Communities, the U of MN and Augsburg College discuss who is most appropriate as the lead organization while keeping sustainability and effectiveness as key tenets of the discussion. Initial invitees in the collaborative would include organizations that are providing education, workforce and life and cultural services in the neighborhood.

Promising Practices:

The Cincinnati Youth Collaborative offers mentoring, tutoring and career preparation to help young adults to overcome obstacles and succeed in education, career, and life (CYC Youth, 2014). Locally, the Minneapolis Youth Coordinating Board and the Colin Powell Youth Leadership Center are models that connect youth to resources to help them succeed in education and careers. The Minneapolis Youth Coordinating Board is a partnership between the City of Minneapolis, Hennepin County, the Minneapolis Park & Recreation Board and the Minneapolis Public Schools, with a mission to promote health, safety, education and overall development of local youth. The Coordinating Board has partnered with local corporations and community groups to launch initiatives to reduce crime and provide opportunities for teens.

Existing Models:

- Cincinnati Youth Collaborative
- Minneapolis Youth Coordinating Board



Photo Source: Cedar Riverside Youth Council, <http://www.cryouthcouncil.org/>

Cedar Riverside Youth Collaborative

Program Overview

Lead organization: CRP

Partners: U of M (CHANCE) and Augsburg (Community Relations Department), CRYC, WBCC, EMERGE, Pillsbury United Communities, City of Minneapolis Employment and Training, RPTA, Cedar 4-2-5, Safety Center and others

Recommended Location(s): Collaborative would meet in a variety of locations in the neighborhood including Anchor institutions

When: Planning Summer 2014, implementation Fall 2014

Costs: \$65,000 full-time professional manager of the collaborative

Resources: Program Evaluation students from Humphrey can be utilized to design an evaluation plan for the Collaborative

Action steps:

1. CRP facilitates discussion to determine goals and ownership of the collaborative
2. Assign leader to confer with Minneapolis Youth Coordinating Board in North Minneapolis and South Youth Collaborative regarding how their collaborative operates and to hear about learnings and promising practices (Minneapolis YCB, 2014).
3. Leader holds quarterly meetings focusing on short- and long-term goals.
4. Leader will act as a connector of resources and community programs in the neighborhood.



Word cloud of themes from conversations with community members on young adult needs

Metrics for Success:

Success will be measured through quantitative measures such as how many and what type of organizations regularly participate, how many young adults are served collaboratively, and through measurable performance outcomes such as increases in educational attainment and employment. Qualitative goals would be measured potentially through surveys evaluating the level of inclusiveness that neighborhood organizations are indicating, their feelings of being connected, and levels of satisfaction with group-derived outcomes.

Proactive Preparation for Higher Education

Many of the young adults we interviewed were currently in high school and seeking help to successfully complete the ACT and explore higher education options. The young adults in FANS and the Sisterhood of the Traveling Scarf expressed that being exposed to education options available after high school would alleviate anxiety, motivate them to graduate, and provide alternatives to unproductive behavior. Therefore we recommend two strategies to help this population proactively prepare for higher education and understand the admission and financial aid processes. An early intervention strategy aimed at high school students will give them options for careers that pay the wages necessary for economic stability later in life.



Photo Source: Augsburg College Bonner Network

Despite physical proximity to a number of educational institutions and an interest among youth in attending college, young adults in the community report that they do not have access to those resources. The projected population of young adults in the community in 2020 is approximately 400, which is less than 1% of the number of students who attend the University of Minnesota. We recommend planned, regular exposure to both the closest higher educational institutions but also various technical and community colleges and vocational training opportunities. The schools need to take the lead on scheduling semi-annual visits to neighborhood youth groups at key recruiting times.

Pillsbury United Communities is the logical lead organization for this recommendation. PUC is the home of the FANS and Sisterhood groups whose members are the main targets for this recommendation. The three neighborhood universities as well as the MNSCU (Minnesota State Colleges and Universities) schools and Dunwoody (soon to be offering skills training in the neighborhood) are selected for the purpose of offering a wide range of higher education options for young adults. WBCC and the Islamic Civic Society of America would serve to inform and encourage students and their parents to investigate higher education.

Strategy: Present information on local higher education options (including community and technical colleges and universities and job training programs) to high school juniors/seniors and their parents. The University of Minnesota, a main partner for this recommendation, is critical in that the youth have expressly indicated a desire to be noticed and connected to the University.

Metrics for Success: All neighborhood high school students and their families report having ready access to higher education information.

Promising Practice:

A 2014 White House white paper indicates, “Several early-intervention programs use cohort-based models that identify students early and follow them through high school and college, providing a suite of student supports to prepare them for college, including tutoring, mentoring, college visits, summer programs, and scholarship funding.”

(Executive Office of the President, 2014)

Accessing Higher Education

Recommendation Overview:

Lead Organization: Pillsbury United Communities

Partners: U of M, Augsburg College, MNSCU, Dunwoody, WBCC, Islamic Civic Society of America

Recommended Location(s): Coyle Center meeting rooms and gym (college fair); Riverside Plaza Building M; on-campus college visits coordinated by Youth Manager and staff liaisons at Coyle Center.

When: Fall 2014

Costs: Minimal.

Resources: Utilize existing liaisons for Coyle Center youth programs to coordinate visits from local schools and college fair.

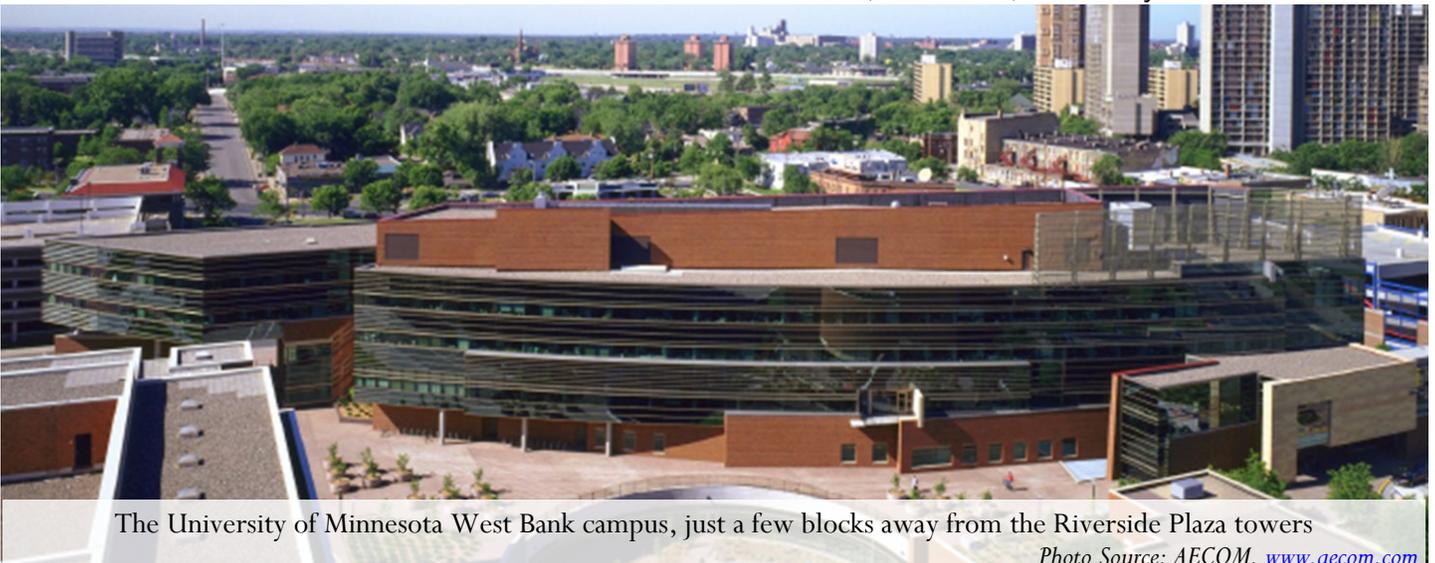
Action Steps:

1. FANS and Sisterhood staff liaisons to coordinate semi-annual visits (early fall and winter timing) from Admissions and Financial Aid offices for students in the FANS and Sisterhood of the Traveling Scarf groups. Coordinate the University of Minnesota and Augsburg College Office of Admissions for regular visits.
2. Brian Coyle Center to coordinate an annual college information fair for high school students and their parents to attend. Invite admissions representatives from local colleges, universities and community/technical schools.
3. West Bank Community Coalition (WBCC) and the Islamic Civic Society of America to take a leadership role in getting mosques and elders together to talk to parents about pursuing higher education.

Metrics for Success: All neighborhood high school students and their families report having ready access to higher education information

“Our neighborhoods have different needs today than in the past. We must lead this dialogue and be more proactive, engaged, and thoughtful as a neighbor.”

-Eric W. Kaler, President, University of Minnesota



The University of Minnesota West Bank campus, just a few blocks away from the Riverside Plaza towers

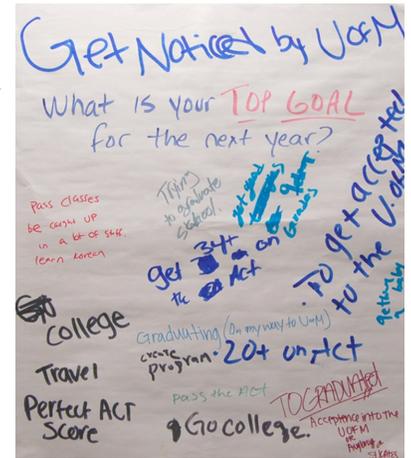
Photo Source: AECOM, www.aecom.com

Proactive Preparation for Higher Education

Although ACT prep is offered at Minneapolis high schools, the programs are often full or unaffordable for low-income families. More students will take advantage of the training if a convenient, no-cost option is available. We recommend delivering free ACT prep classes to any interested high school junior in Cedar Riverside utilizing resources from the University of Minnesota, Augsburg College, or College Possible.

We recommend that the Cedar Riverside Partnership make it a priority to leverage existing community resources to deliver ACT prep services and higher education information to 100 high school students living in Cedar Riverside. Minnesota students from low-income families score lower on the ACT compared to all Minnesota students, as reported by the Minnesota Office of Higher Education (MNOHE, 2008).

The primary target audience for this initiative are participants in FANS, Sisterhood of the Traveling Scarf, Cedar Riverside Youth Council (CRYC), and Step-Up. Secondary or influencing audiences include parents of students participating in the above groups, as well as guidance counselors at South High School, Roosevelt High School and other schools where participants attend.



Written comments from youth focus group participants

Promising Practice:

Princeton University Preparatory Program is an example of promising practice in which a university is taking the lead in college prep programming for low-income students.

“By joining forces, leaders from a range of sectors—higher education, community based nonprofits, corporate and traditional philanthropic organizations—can work together to implement long-term, sustained investment in these initiatives. Forum data reveal that these initiatives work best when focused locally, with deep partnerships among stakeholders, and a broad, long-term understanding of the depth of the problem and the intense effort required to address it”

(Klugman, Butler, 2009).

Augsburg is selected as the lead organization due to preliminary conversations held with Augsburg staff in the Office of Community Service Learning who expressed interest in utilizing this as a service learning opportunity for their students and also offered a potential resource allocation for space. College student tutors would work with the high school youth throughout the school year until spring when the students would take the formal prep course and practice test. College Possible and FANS are ideal partners because their missions primarily center around college preparation for youth. The space recommendations are derived from conversations with Augsburg which is actively planning for the Trinity basement space, known as Common Table. Our group also had a conversation with the RPTA Director regarding plans for the Building M Library/Study space.

Proactive Preparation for Higher Education

Recommendation Overview:

Strategy: Engage Augsburg College and/or University of Minnesota students to provide free ACT prep help for Cedar Riverside high school students and/or utilize a private ACT prep company to hold classes in the neighborhood.

Lead Organization: Augsburg College

Partners: College Possible, FANS, Step-Up, CRYC

Recommended Location(s): Common Table space in Trinity Lutheran Church basement and/or the Library/ Study Space in Building M of Riverside Plaza.

When: Planning Summer 2014, implement Fall 2014

Action Steps:

1. Explore the possibility of hiring or partnering with a private ACT prep company such as Chyten Premier Tutoring or Kaplan Test Prep to offer formal prep classes in the neighborhood.
2. Hire a coordinator to recruit the students and manage the logistics of the ACT training in Cedar Riverside. Hire one quarter-time position at Augsburg or the U of M.
3. Connect the Sabo Center at Augsburg College to coordinate Bonner Scholars and/or education majors to provide ACT prep.
4. Follow up with Rachel Svano, Common Table Coordinator at the Sabo Center, Augsburg College. A conversation about this was started with Rachel, who is engaged in finding uses for the former St. Martin's Table Space.
5. Connect with the Community Service Learning Office and the Multicultural Center for Academic Excellence at the University of Minnesota regarding involving Page Scholars or education majors in providing ACT prep.
6. Explore training some young adults in the neighborhood to teach the ACT prep class as either a paid part-time position or volunteer job.

Costs: Recommend \$20,000 annually for a quarter-time coordinator to work during the school year and to cover the \$120 per student fees.

Resources: A coordinator could possibly be housed in and/or supported financially from resources within the Sabo Center at Augsburg or within the Community Service Learning Office at the University of Minnesota. There are not expected to be direct costs associated with student tutoring if the Bonner or Page scholars are utilized. See appendix 6 for additional funding resources.

Metrics for Success: 75% of students participating in ACT prep courses score 22 or higher on the ACT. This goal would put low-income students on par with the Minnesota average students score on the ACT.



Trinity Lutheran building on Riverside Ave

Photo Source: St. Martin's Table

Workforce Development

The young adults of Cedar Riverside have engaged in two entrepreneurial efforts with the assistance of the staff of Pillsbury United Communities. The Triple C Coffee Cart, an entrepreneurial venture employing East African boys ages 14-21 in the Brian Coyle Center, is no longer operational due to lack of funding. The Sisterhood of the Traveling Scarves, the latest venture, is a thrift shop in the Cedar Riverside neighborhood run by East African girls ages 14-21. The Sisterhood provides job training and mentorship to approximately 10 to 16 girls in the neighborhood. We believe additional entrepreneurial ventures could be created to serve an additional 20 to 40 youth annually. We recommend that sustainability plans for social entrepreneurship opportunities be built in from the outset. For example, the Triple C Coffee Cart may have benefitted from access to a marketing plan and dedicated staff to mentor and oversee operations, as well as funding support for ongoing operations. These first job opportunities can be structured such that a youth is put on a pathway to a career. For example, while working at the Triple C Coffee Cart, the youth would be linked to a career counselor or mentor for career planning and connections to further education and job training.



Triple C Coffee Cart at Brian Coyle Center

Photo Source: Pillsbury United Communities

Resources may be acquired from City of Minneapolis' and Hennepin County's youth programs including Minnesota Youth Program, Workforce Investment Act (WIA) Youth Program and Youthbuild Programs. These resources may include career counseling staffing and/or funding for youth work experience to pay wages to youth during the time they are working in the entrepreneurial venture. Youth could be allowed three to six months of participation allowing for a rotation of youth and the increased likelihood of scalability. These workforce development opportunities will be suitable for young adults who are not necessarily university-bound and need alternative pathways to career development. Job search techniques including resume writing and interviewing skills would be included for youth participating in the work experience youth entrepreneurship programs.

The lead organization would be Pillsbury United Communities which has demonstrated the desire and staffing expertise to launch entrepreneurial initiatives. Partners such as West Bank Business Association, African Development Center, Augsburg College, and the Carlson School of Management could provide business consultation and mentoring in order to plan and launch new initiatives as well as to support ongoing success.

Entrepreneurial Expansion: Coffee, Scarves and Sambusas

Promising Practice: Cookie Cart

The Cookie Cart is a non-profit bakery which pays youth ages 15-18 to participate in occupational and life skills training. In addition to the bakery program, the Cookie Cart offers the 360 Degree Program providing career transition services for youth to move into competitive jobs. The Cookie Cart is funded through private donations, local foundations and the City of Minneapolis Employment and Training (Pearson, 2012).



Youth participants in the Cookie Cart program

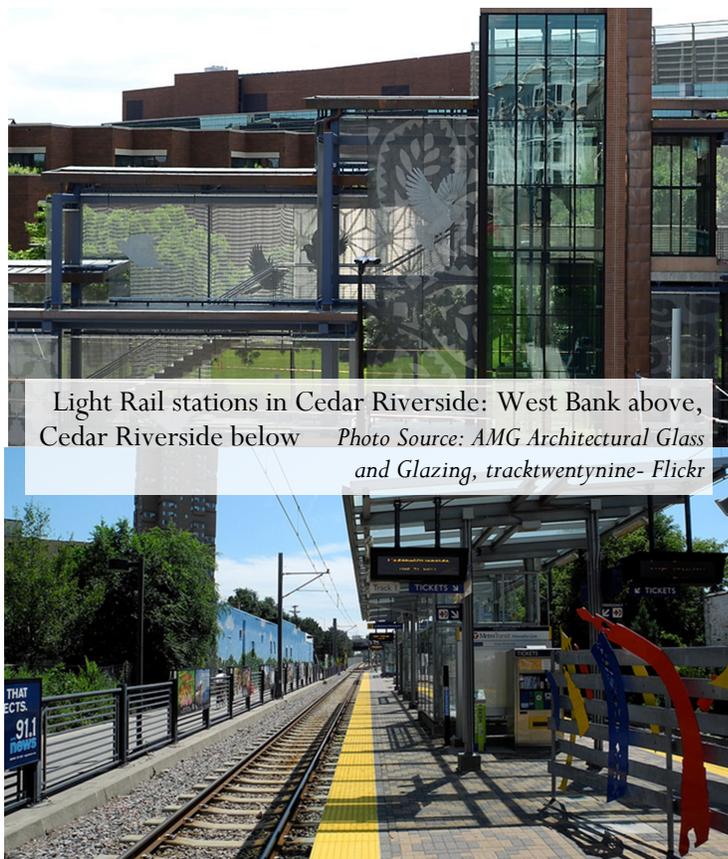
Photo Source: Star Tribune

Existing Resources:

City of Minneapolis' and Hennepin County's youth programs including Minnesota Youth Program, WIA Youth Program and Youthbuild Programs may be able to provide funding to cover work experience stipends for youth involved in the program. NRP and WBCC have a small grant seeking to link immigrant business with resources. This may also offer a means of making connections between existing neighborhood businesses and youth employment opportunities. U of M Carlson School students may assist with writing of business plans and overall business consultation. See appendix 6 for additional funding resources.

Currently, 15 youth up to age 21 are being served by the Sisterhood group. Additional new ventures would provide opportunity for more young adults age 18-24 to be served in this type of entrepreneurial job training activity. Approximately 15 to 20 youth could be served annually by each new venture. Ideas to be explored include reinvigorating the Triple C Coffee Cart, inviting a program like the North Minneapolis Cookie Cart to expand into the neighborhood, or creating a new venture such as a mobile Sambusa Stand near the light rail station to take advantage of increased visitors to the neighborhood. The West Bank Business Association (WBBA), African Development Center (ADC) and U of MN Carlson School could provide assistance with business planning and mentorship as well as potential links to start-up funding.

Strategy: Expand job training and entrepreneurship opportunities in the neighborhood by developing new small business opportunities which employ young adults in part-time, short-term opportunities.



Light Rail stations in Cedar Riverside: West Bank above, Cedar Riverside below *Photo Source: AMG Architectural Glass and Glazing, tracktwenty-nine- Flickr*

Entrepreneurial Expansion: Coffee, Scarves and Sambusas

Recommendation Overview

Lead Organization: Pillsbury United Communities

Partners: ADC, WBBA, U of MN Carlson School

Recommended Location(s): Brian Coyle, LRT Stations, Fairview, mobile unit

When: Planning Fall 2014, Implementation January 2015

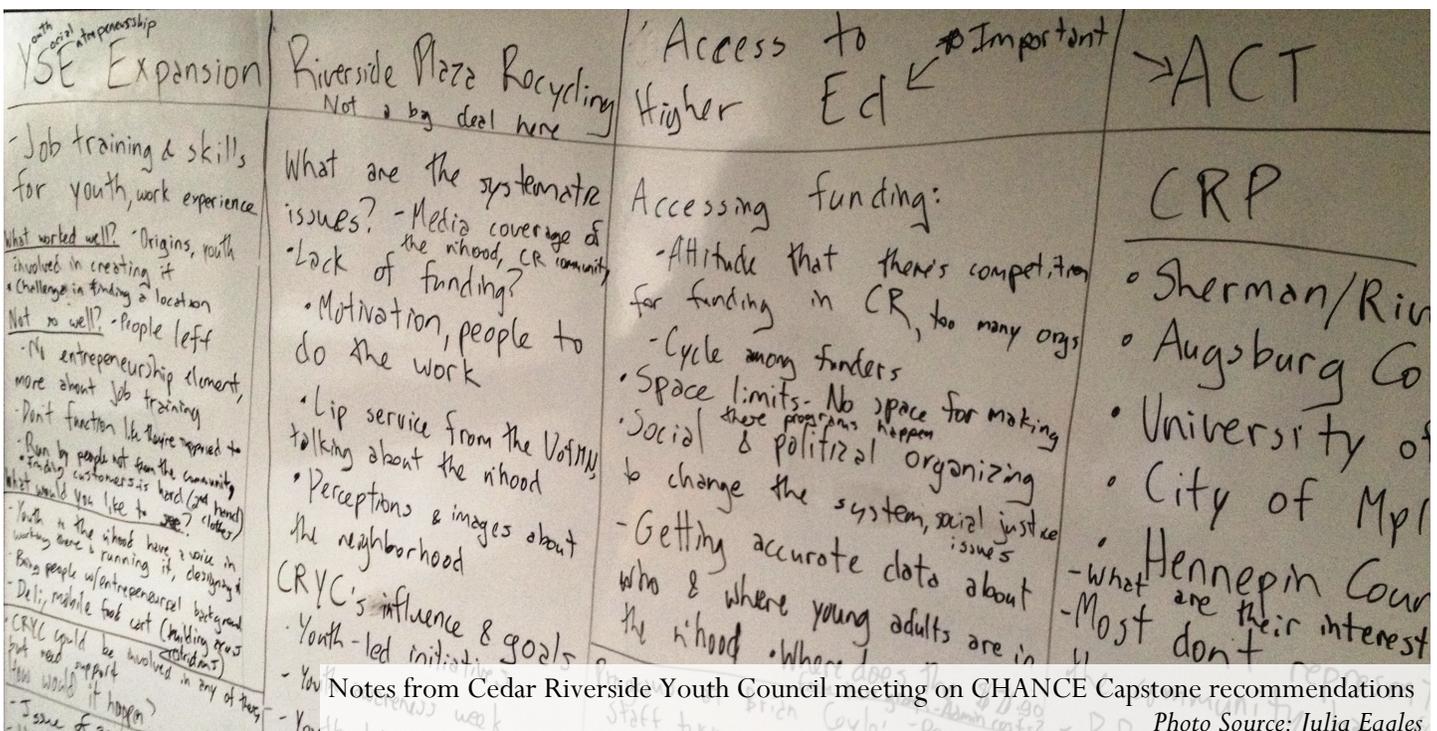
Action Steps:

1. Pillsbury United Communities to meet with the Metropolitan Economic Development Association (MEDA), WomenVenture, ADC, WBBA, City of Minneapolis Employment and Training to determine leadership and next steps.
2. WBBA to survey member businesses to determine possible internship or short-term employment training opportunities suitable for young adults with limited education or minor criminal records.
3. Consult with Carlson School and Augsburg MBA students regarding business plan development, and funding sources.
4. Explore the possibility of bringing the Cookie Cart model to Cedar Riverside.
5. Create plan for provision of career planning services for young adult participants in partnership with Emerge and City of Minneapolis.

Costs: \$50,000 per new initiative to fund a coordinator/career counselor plus business start-up costs.

Impact: A career and educational plan and short-term work experience for 20 to 40 youth annually.

Metrics of Success: Success will be measured by the number of young adults who are exposed to entry-level work experience opportunities and career counseling resulting in a career plan and mastery of job search techniques.



Workforce Development Recycling Initiative

In partnership with Hennepin County and the City of Minneapolis, young adults would be trained to educate Riverside Plaza residents regarding the importance of recycling and what can be recycled in the Riverside Plaza Towers. This could develop into an internship training program for young adults to collect recyclable materials on each floor of the Riverside Plaza towers and to bring to a central point. Participants could build their communication, leadership skills in addition to basic job skills such as responsibility, following directions and teamwork. Partnerships may be developed with job training providers who access public job training funding to cover work experience stipends for young adults involved in the program. Life skills or empowerment classes for participants could also be included. The lead organizations would be RPTA in partnership with Sherman and Associates. The City and County both have significant interests in environmental stewardship and thus, are likely partners. The CRYC would be looked upon for recruitment of young adult participants in the towers.

Strategy:

Due to a lack of infrastructure and awareness, and despite interest on behalf of the City and County, recycling isn't currently available in the Riverside Plaza towers. There is an opportunity to provide workforce development in property and/or waste management and connect with resources from Hennepin County to design a recycling program in Riverside Plaza.



Youth employees from the Tri-CED Community Recycling program in Union City, CA—the community's largest employer of youth and young adults

Photo Source: www.tri-ced.org

Promising Practice:
Local promising practices include TC Rise! Personal Empowerment Training and Famous Dave's LifeSkills program which help young adults gain confidence and basic life skills. TCRise! (Twin Cities Rise, 2014) and Life Skills Center for Leadership (Life Skills Center, 2014) offer models for teaching leadership and personal development which help individuals set goals and build strategies for success.

Place these items in your recycling cart. No bags or sorting required!
This guide does not include all recyclable items. Visit www.minneapolis.gov/onestart for more detailed information.

Paper

Recycle

- Mail, office and school papers
- Magazines, newspaper and Inserts
- Phone books
- Shredded paper in closed paper bags

Boxes:

- Cardboard
- Cereal, cracker, shoe and gift boxes
- Refrigerated food boxes
- Toothpaste, medication and other toiletry boxes

NO: Paper ice cream tubs

Cartons

Recycle

- Milk cartons
- Juice boxes
- Soup, broth and wine cartons

NO: Paper or Styrofoam™ egg cartons

Metal

Recycle

- Food and beverage cans
- Aluminum foil and trays
- Decorative tins and pie tins

NO: Paint cans or containers that held hazardous substances such as paint thinner and automotive fluids

Plastics

Recycle

Rinse and leave caps on.

Bottles and jugs:

- Water, soda and juice bottles
- Milk and juice jugs
- Ketchup and salad dressing bottles
- Dishwashing liquid bottles and detergent jugs
- Shampoo, soap and lotion bottles

Cups and containers:

- Yogurt, pudding and fruit cups
- Disposable cups and bowls
- Margarine, cottage cheese, and other containers

Packaging:

- Clear packaging from toys and electronics

NO: Plastic bags, Styrofoam™ or containers that held hazardous substances such as motor oil or antifreeze

Glass

Recycle

Rinse and leave lids on jars.

- Bottles and jars

NO: Drinking glasses, window glass, ceramics or mirrors

Cardboard Cans

Recycle

Rinse. Check lid for #1 – #7 marking.

- Chips, nuts and other snacks
- Frozen juices and refrigerated dough
- Powdered drink mixes and baby formula
- Powdered cleaners

NO: Automotive grease or wax containers

City of Minneapolis recycling information

Photo Source: City of Minneapolis

Existing Resources:
The Center for Integrative Leadership at the Humphrey School has secured a \$1000 planning grant from Institute on the Environment. Hennepin County grants for containers (up to \$10,000), large or innovative projects (up to \$50,000), and education and outreach (up to \$15,000). City of Minneapolis and Hennepin County may have youth job training funding available for youth wages. The Central Corridor Funders Collaborative may have funding resources. See appendix 6 for additional funding resources.



Workforce Development Recycling Initiative

Recommendation Overview

Lead Organization: Riverside Plaza Tenants Association

Partners: City of Minneapolis, Hennepin County, Cedar Riverside Youth Council, U of MN, Augsburg College

Location: Riverside Plaza Towers

When: Planning summer 2014, implementation 2014-2015

Action Steps:

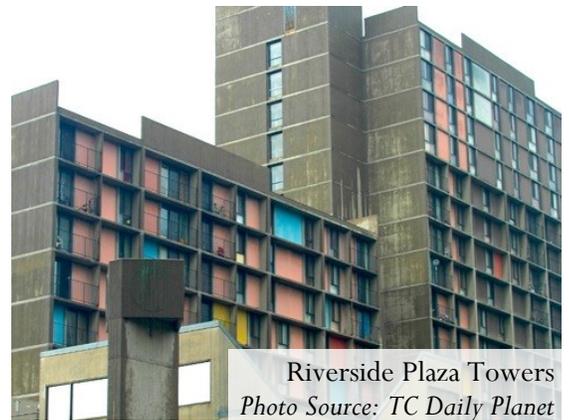
1. Initial planning meeting with partners- Riverside Plaza Tenants Association, Sherman Associates, West Bank Community Coalition, Cedar Riverside Youth Council, City of Minneapolis, Hennepin County, University of MN, Augsburg.
2. Apply for funding from Hennepin County for education/outreach by June 6, 2014 and containers/ infrastructure by June 15, 2014.
3. Seek additional funding to hire a Coordinator to recruit, train and monitor recycling activities of youth as well as coordinate with RPTA and Sherman.
4. Build the initiative into a job training and career ladder program in partnership with local waste recycling businesses and property management companies

Costs:

- \$75,000 for materials, education and outreach (Hennepin County grants)
- \$40,000/year for labor, internship stipends
- Additional costs if additional job and life skills training is added

Resources: The Center for Integrative Leadership at the Humphrey School has secured a \$1000 planning grant from Institute on the Environment. Hennepin County grants for containers (up to \$10,000), large or innovative projects (up to \$50,000), and education and outreach (up to \$15,000). City of Minneapolis and Hennepin County may have youth job training funding available for youth wages. The Central Corridor Funders Collaborative may have funding resources. See appendix 6 for additional funding resources.

Metrics for Success: Environmental stewardship taught and modeled in the Plaza Towers. 20 youth would annually participate in provision of tenant recycling education and work experience.



Riverside Plaza Towers
Photo Source: TC Daily Planet



Multifamily recycling cart
Photo Source: Recology

Promising Practice: Tri-CED Community Recycling Program

Located in Union City, California, Tri-CED Community Recycling has a mission to provide youth with first-time structured jobs which teach positive workplace skills and habits (Tri-CED Community Recycling, 2014). Tri-CED Community Recycling is California's largest non-profit recycling organization dedicated to hiring hard to employ individuals and reintegrating them back into the workplace and community since 1980. The program has served more than 1,500 low-income youth and young adults in the area since its inception- providing job training, access to education, and comprehensive support services in partnership with local agencies (Tri-CED Community Recycling).

Conclusion

Evaluation and Metrics

As with all programming, it is vital that providers and funders understand how services are impacting desired outcomes and return on investment. Quantitatively, the recommendations above may lead to improvements in crime prevention, educational outcomes, workforce participation, environmental sustainability and increased tax base. Qualitatively, the neighborhood may be viewed as a healthier and more vibrant community resulting in an improved community image allowing potentially more development and resources to be drawn in.

The table below outlines potential indicators to measure the success of the proposed recommendations, using existing data sources where available, or recommending additional data collection as necessary.

Potential Metrics	Possible Data Source
Accurate number of 18-24 year old residents	U.S. Census, American Community Survey– need for more accurate data to address under-reporting
Crime Rates	City of Minneapolis
Educational Attainment	American Community Survey data is a sample of average data over time, not specific to the Census block group level
Percent of youth enrolled in higher education or job training	Need to collect data from permanent residents
Percent of youth age 18-24 employed	Need to collect more geographically specific data through surveys
Number of youth enrolled in community programs	Need to aggregate data from various service providers in the neighborhood

"Time wasted is never recovered," quoted from a Kenyan school teacher, speaks to the urgency of the work described in this paper. The Cedar Riverside community has expressed a sincere desire to provide resident young adults with opportunities to succeed in education, employment and life. The five recommendations, resulting from the work described in this paper, respond to these interests and needs of the community. The recommendations are tangible, affordable and reasonable and, when implemented, have the potential to make a significant impact in the lives of young adults in Cedar Riverside. It is with this urgency that we ask the organizations cited in this report to commit to act with expediency to commence this work.



Attendees at the May 1st Cedar Riverside Partnership Implementation Committee meeting

Photo Source: Julia Eagles



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Listening to Community Voices:

Community residents agree— youth aged 18-24 want and need new opportunities to engage in the workforce and higher education. Through interviews, focus groups and informal canvassing with over 80 individuals in the Cedar Riverside neighborhood, three key themes emerged— access, opportunities and entrepreneurship.

Community Conversations	One-on-One Interviews: 18 people	Youth Focus Groups: 39 people	Informal Canvassing: 35 people
	Hussein Ahmed: West Bank Community Coalition	FANS	Riverside Plaza
	Andrea Arts: Brian Coyle Center, Pillsbury United Communities	(Furthering Achievement Through a Network of Support): 9 Youth	
	Linda Bryant, Mohamed Ali: EMERGE		
	Faith Cable Kumon: Cedar Riverside Partnership		
	Andi Cheney: Bedlam Theater	Sisterhood of the Traveling Scarf Advisory Committee: 13 Youth	Local cafes
	Pastor Jane Buckley-Farley: Trinity Lutheran Church		
	Ahmed Hersi, Seyou Nurie: Riverside Plaza Tenant’s Association	Oromo Youth Group, Trinity Lutheran Church: 2 Youth	
	Matthew Hold, Rich Thomasgard: African Development Center		
	Mohamed Jama: RPTA/Cedar Riverside Youth Council	Cedar Riverside Youth Council: 15 Youth	Cedar 4-2-5 space

What assets exist for young adults in Cedar Riverside?

There are a number of resources in the community to serve the entrepreneurial, educational, recreational and leadership development needs and interests of youth. These include:

- Youth Social Entrepreneurship Programs: Sisterhood of the Travelling Scarf, Triple C Coffee Cart
- College Preparation: Furthering Achievement Through a Network of Support (FANS)
- Workforce Development: Cedar Riverside Partnership Scrubs Camp, EMERGE, City of Minneapolis STEP-UP, RENEW
- Religious organizations: Mosques, Trinity Church Space, House of Hope Cedar 4-2-5 space
- Arts and Cultural Organizations: Mixed Blood Theatre, Ka Joog
- Leadership Organizations: Cedar Riverside Youth Council
- Cultural assets: Political engagement, intergenerational households, entrepreneurial spirit, aspirational mentality



What are the needs identified for this age group?

Workforce Development	Internships, job readiness programs Hiring events and job fairs Transportation to jobs Additional youth entrepreneurship opportunities
Education	Exposure to educational options ACT prep classes Admissions, financial aid, scholarship information
General	Mentorship and leadership training Life skills and personal connections

Through conversations with community members, a number of ideas converged among young adults and advocates. The individuals we spoke with recognized the benefits of the existing programs in the neighborhood, but confirmed the absence of sufficient opportunities for post-high-school age youth. Existing programs are serving 40-60 youth, only about 10% of those who will be college-age in 2020.

Community members told us that providers working in the neighborhood are eager to increase capacity to serve young adults, but resources are quite limited. These providers may be able to leverage additional resources and increase collaboration if they have solid and ongoing relationships with one another.

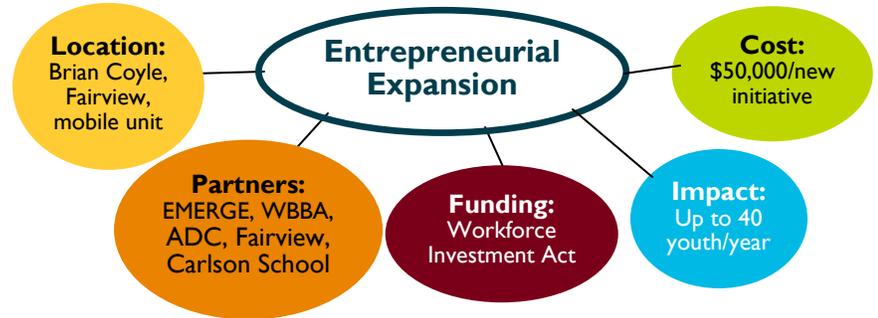
What strategies could be implemented to create empowerment opportunities?

Expand job training and entrepreneurship opportunities in the neighborhood

The young adults of Cedar Riverside have engaged in two entrepreneurial efforts with the assistance of the staff of Pillsbury United Communities, but one- the Triple C Coffee Cart- is closed due to a lack of funding. The latest venture - Sisterhood of the Traveling Scarf- provides job training and mentorship to approximately 15 girls in the neighborhood. Additional entrepreneurial ventures could be created to serve an additional 40-60 youth annually.

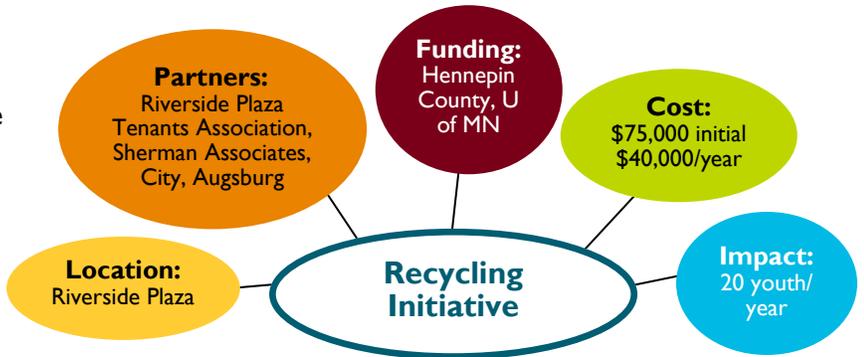
Coffee, Scarves & Sambusas

Increased impact could be achieved by modeling new youth social entrepreneurship programs such as reinvigorating the Coffee Cart, inviting a program like Cookie Cart to expand into the neighborhood, or creating a new venture like a mobile Sambusa Stand near the light rail station to take advantage of increased visitors to the neighborhood.



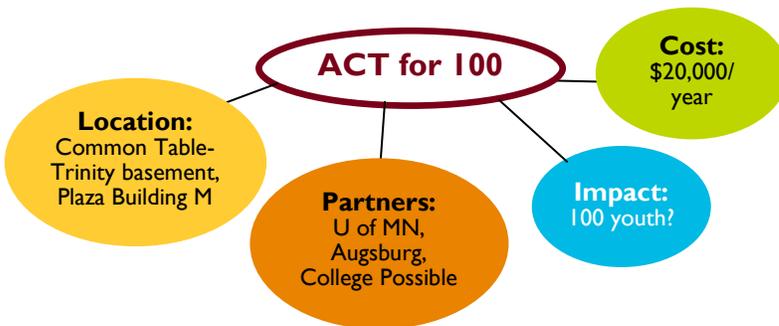
Pick-Me-Up Recycling Initiative

Due to a lack of infrastructure and awareness, and interest on behalf of the City and County, recycling isn't currently available in the Riverside Plaza towers. There is an opportunity to provide workforce development in property management and connect with resources from Hennepin County to design a recycling program in Riverside Plaza.



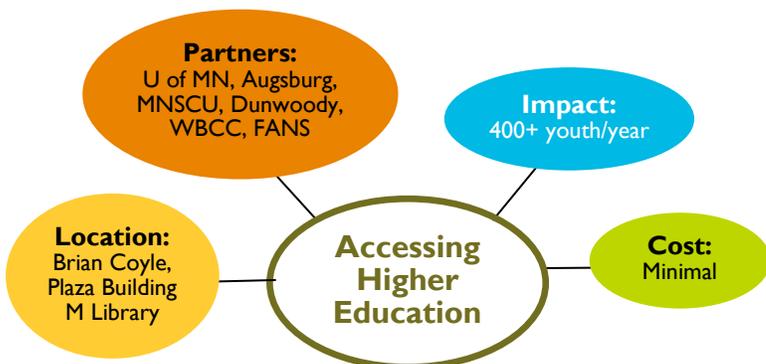
Proactive Preparation for Higher Education

These two recommendations will help young adults proactively prepare for higher education and understand the admission and financial aid processes. An early intervention strategy aimed at high school students will give them options for careers that pay the wages necessary for economic stability later in life.



ACT for 100

While ACT prep is offered at Minneapolis high schools, the programs are often full or un-affordable for low-income families. More students will take advantage of the training if a convenient, no-cost option is available. We recommend delivering free ACT prep classes in Cedar Riverside utilizing resources from the University of Minnesota, Augsburg College, or College Possible.



Accessing Higher Education

Despite physical proximity to a number of educational institutions and an interest among youth in attending college, young adults in the community don't have access to those resources. We recommend planned, regular exposure to both the closest higher educational institutions but also various technical and community colleges and vocational training opportunities. The schools need to take the lead on scheduling semi-annual visits at key recruiting times.

Cedar Riverside Neighborhood - Existing Land Use




26T
0 375 Feet 750 1,500

Legend (Click here to view glossary)

Low-Density Housing (up to 20 DU/acre)	Congregate Living	Cultural/Entertainment	General Industrial
Medium-Density Housing (20-50 DU/acre)	Commercial	Transportation/Communication/Utilities	Parks/Open Space
High-Density Housing (50-120 DU/acre)	Mixed Use	Light Industrial	Vacant
Very High-Density Housing (>120 DU/acre)	Public/Institutional		

- Locations of Existing Resources**
- Brian Coyle
 - Riverside Plaza
 - Cedar 4-2-5

Opportunities for Young Adults in Cedar Riverside



Cedar **H**umphrey **A**ction for **N**eighborhood
Collaborative **E**ngagement (CHANCE) Class
Spring 2014

Our Student Team



Suado Abdi

- Master of Urban and Regional Planning candidate, U of M
- Intern, City Planner – CPED, City of Minneapolis



Karyn Berg

- Master of Public Administration candidate, U of M
- Workforce Specialist, Ramsey County Workforce Solutions



Julia Eagles

- Master of Public Policy candidate, U of M
- Sustainability Associate, City of Minneapolis



Anne Rodenberg

- Master of Arts in Leadership candidate, Augsburg College
- Communications Lead, Catholic Community Foundation

Community-based approach: Ideas grounded in the Cedar Riverside neighborhood

West Bank
Community
Coalition

West Bank Business
Association

West Bank
Community
Development
Corporation

Cedar Cultural
Center

University of
Minnesota

Augsburg College

Cedar Riverside
Partnership

Trinity Lutheran

Minneapolis
Community
Planning and
Economic
Development

Minneapolis City
Council:

- Warsame
- Gordon

Goal: Identify educational and job training opportunities for young adults (18 to 24) living in Cedar Riverside.



Key Questions:

What existing neighborhood assets serve young adults?

What are the needs and interests of young adults?

What new options will the Green Line offer?

What neighborhood spaces could benefit young adults?

What actions can be taken to meet the needs of young adults?

Project Partners: Cedar Riverside Partnership,
West Bank Community Coalition

TIMELINE

January:

- Define, refine and finalize scope of work
- Select partners

February:

- Inventory existing resources
- Community interviews
- Define population

March:

- Interview young adults
- Inventory land use
- Begin to match needs and interests

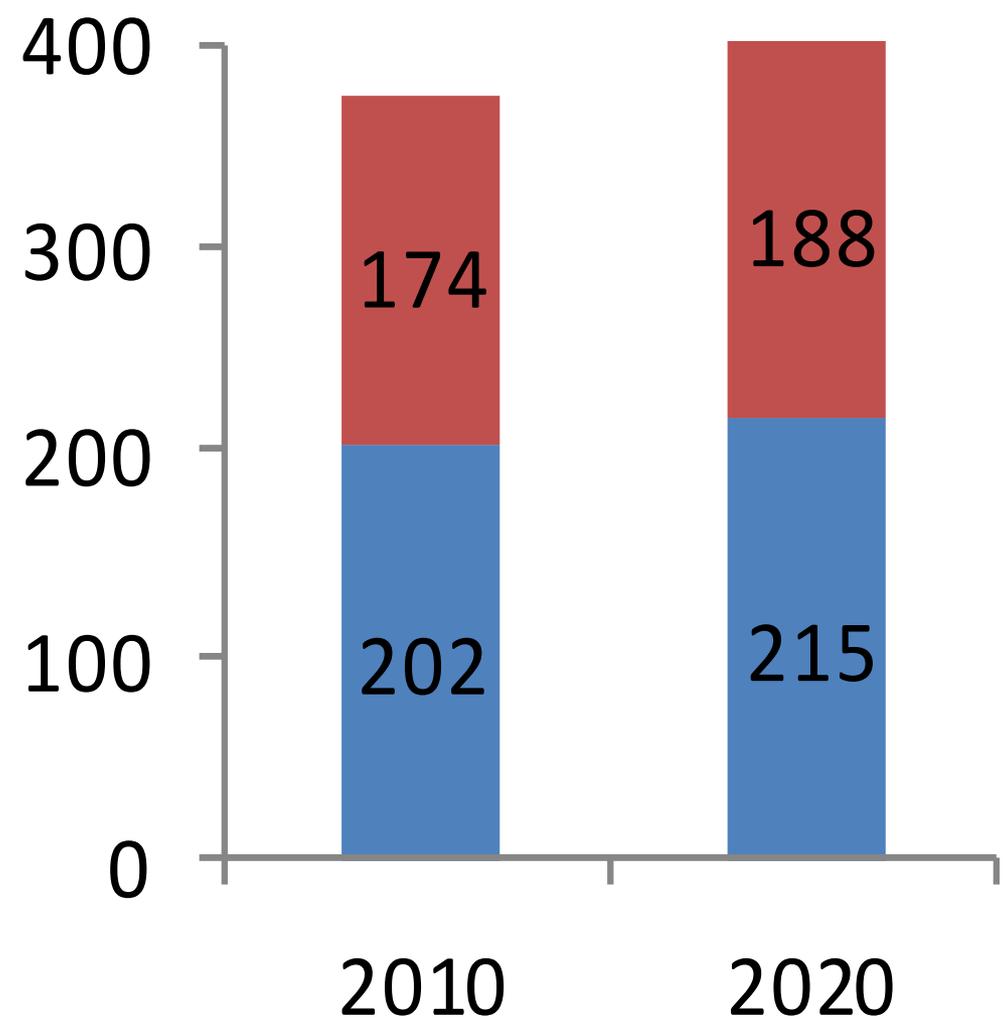
April:

- Create work plan with recommended action steps
- Develop map of available spaces

May:

- Present results to partners
- Incorporate feedback and finalize report

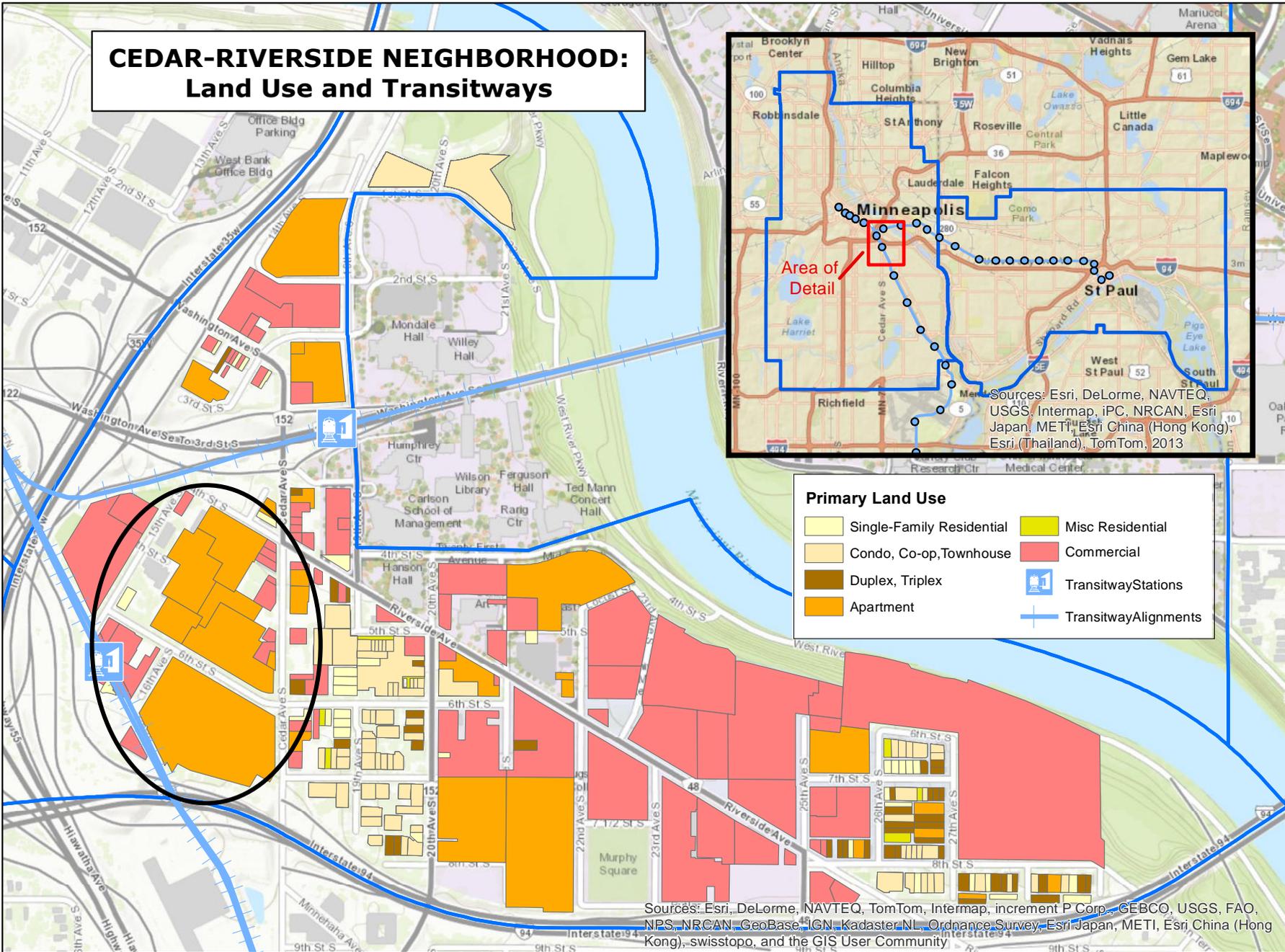
Number of 18-24 year olds in Cedar Riverside Census Blocks 2 & 4



By 2020, the projected population of 18-24 year olds in these two Census blocks will be **403**.

- Females
- Males

CEDAR-RIVERSIDE NEIGHBORHOOD: Land Use and Transitways



Sources: Esri, DeLorme, NAVTEQ, TomTom, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), swisstopo, and the GIS User Community

Source: Jeff Matson, CURA

Community Conversations

West Bank
Community
Coalition

Andrea Arts,
Youth
Manager -
Brian Coyle
Center

Andi Cheney,
Bedlam
Theater

Linda Bryant,
EMERGE

Pastor Jane
Buckley-
Farlee, Trinity
Lutheran

Carla Nielson,
Cedar
Riverside
Safety Center

Sisterhood of
the Travelling
Scarf group

Mohamed
Jama, Cedar
Riverside
Youth Council

Brian Coyle
Center FANS
Group

Faith Cable
Kumon, Cedar
Riverside
Partnership

Marcela Sotela
Odor, Ward 6,
City of
Minneapolis

Rachel
Svanoe,
Augsburg
College

WHAT DO YOUNG ADULTS SAY THEY NEED?

Education

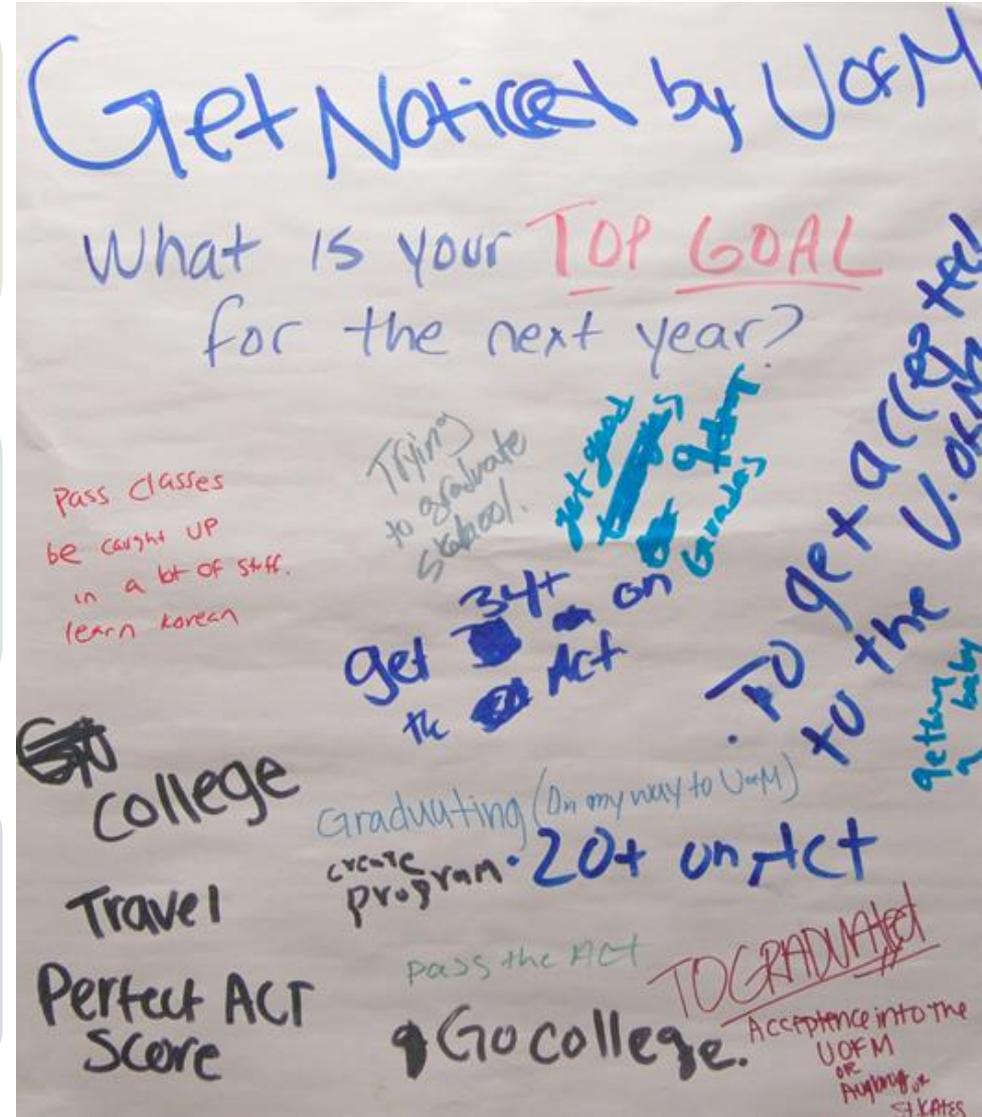
- Go to college
- ACT prep in the neighborhood
- Admission, financial aid information, scholarships

Workforce Development

- Internships, training
- Local hiring
- Resume and application assistance

Other

- Mentorship
- Somali Arts/Cultural Expression





	Needs Identified	Programs Available
Education/Youth Development	<ul style="list-style-type: none"> • Exposure to college • Confidence/character building • Mentoring programs • Youth social entrepreneurship 	<ul style="list-style-type: none"> • Sisterhood Boutique (age 13-23) • Furthering Achievement through a Network of Support (FANS) • Homework Help at Trinity • Cedar Riverside Youth Council • Ka Joog • Somali Youth Against Violence
Workforce Development	<ul style="list-style-type: none"> • Internships • Mock interviewing • Resume writing • Job application support • Transportation to jobs 	<ul style="list-style-type: none"> • EMERGE – New Beginnings workshops, resume help, job training, job transportation • Scrubs Camp (Fairview) • Step Up, Urban Scholars
Cultural and Recreation Activities	<ul style="list-style-type: none"> • Somali culture and arts programming 	<ul style="list-style-type: none"> • Youth Theater: <ul style="list-style-type: none"> ▪ Bedlam Theater (18-24) ▪ Mixed Blood Theater ▪ Coyle Center • Basketball at Coyle

Next Steps

More feedback from young adults

Talk to local organizations about capacity to pursue funding to address young adult engagement

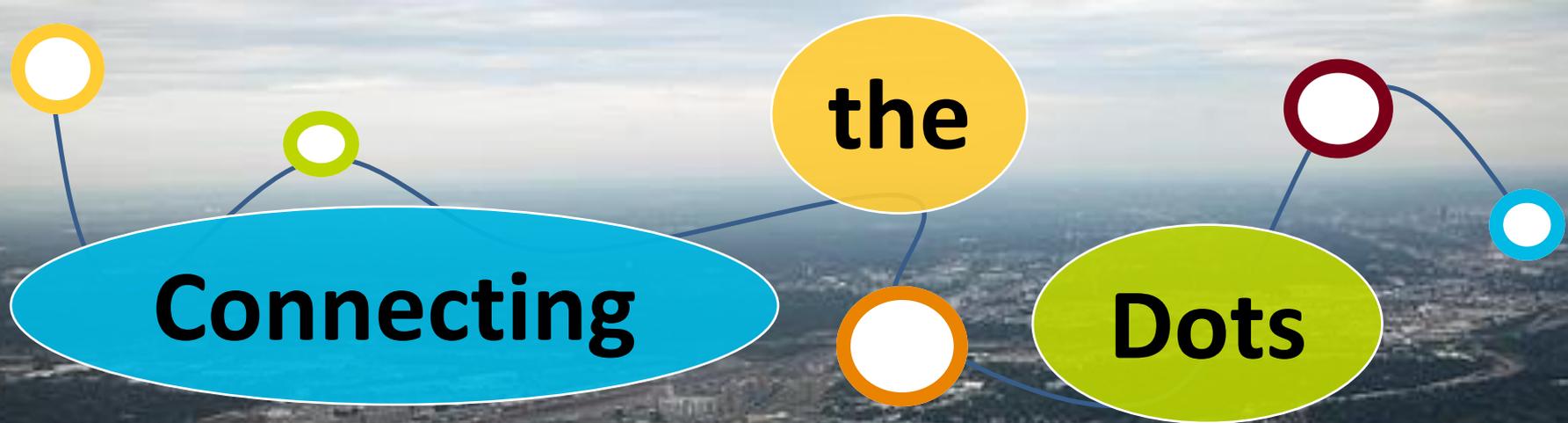
THAT
ECTS.
91.1
news



Thank you!

Comments and questions?





Empowering Young Adults in Cedar Riverside

Humphrey School of Public Affairs, CHANCE Capstone
Suado Abdi, Karyn Berg, Julia Eagles, Anne Rodenberg

Cedar Riverside Partnership
Implementation Committee Meeting
May 1, 2014

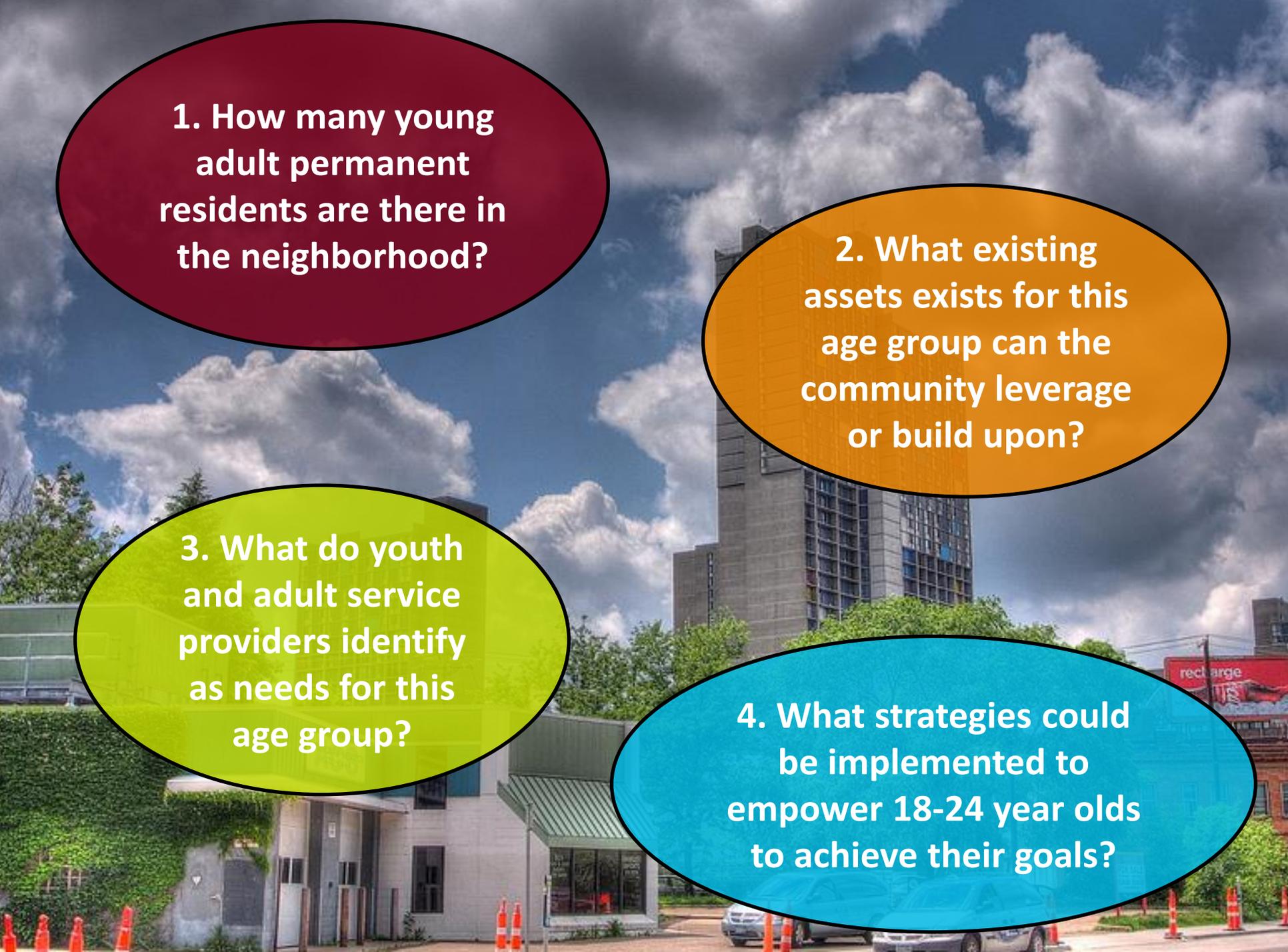
"I want the University of Minnesota to notice me."

"I just need the connections to make things happen."

"Youth in the community need to have a seat at the table."

"The neighborhood needs a guidance counselor— a safe place to talk."

"I want to get a 30+ on the ACT."



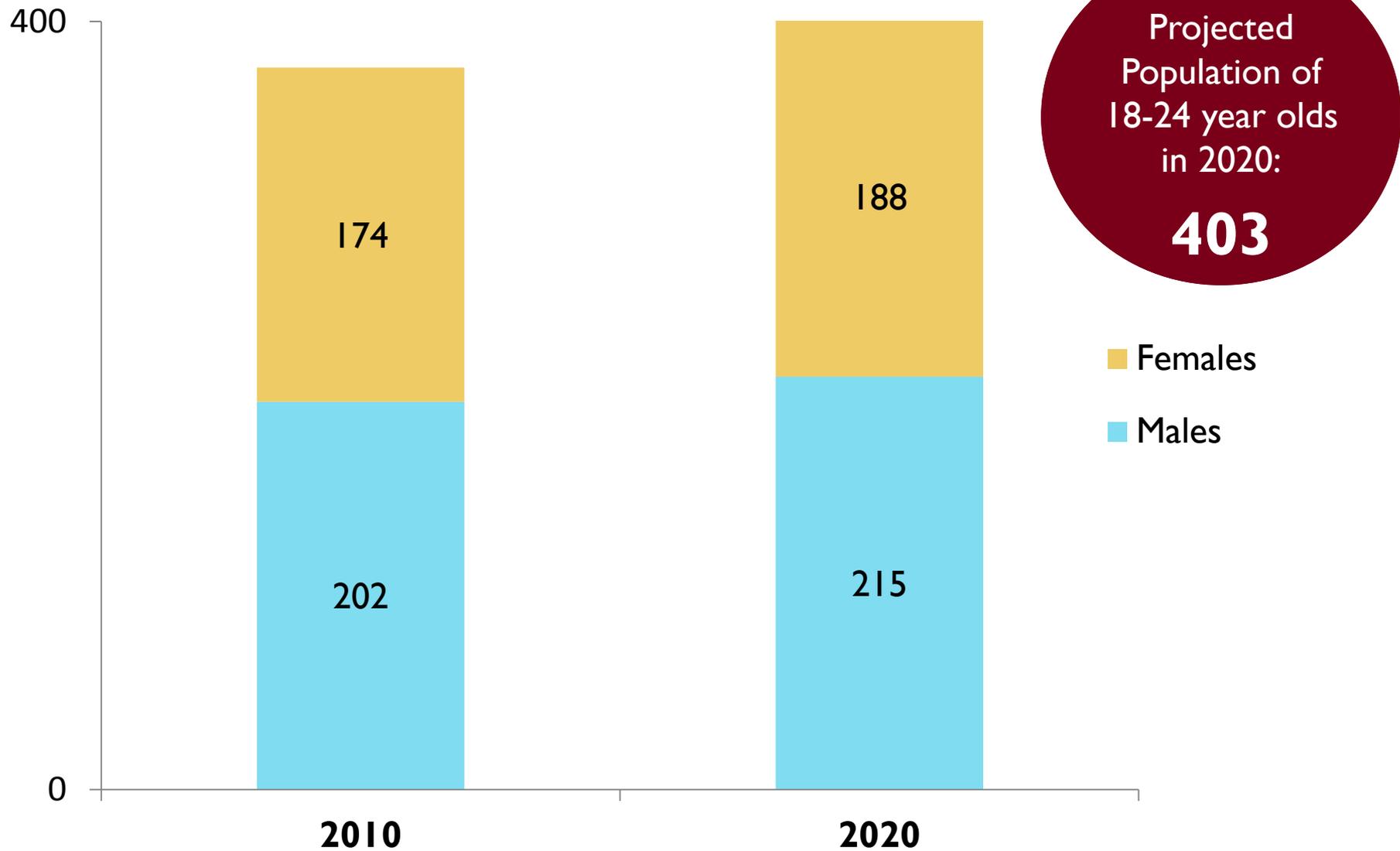
1. How many young adult permanent residents are there in the neighborhood?

2. What existing assets exist for this age group can the community leverage or build upon?

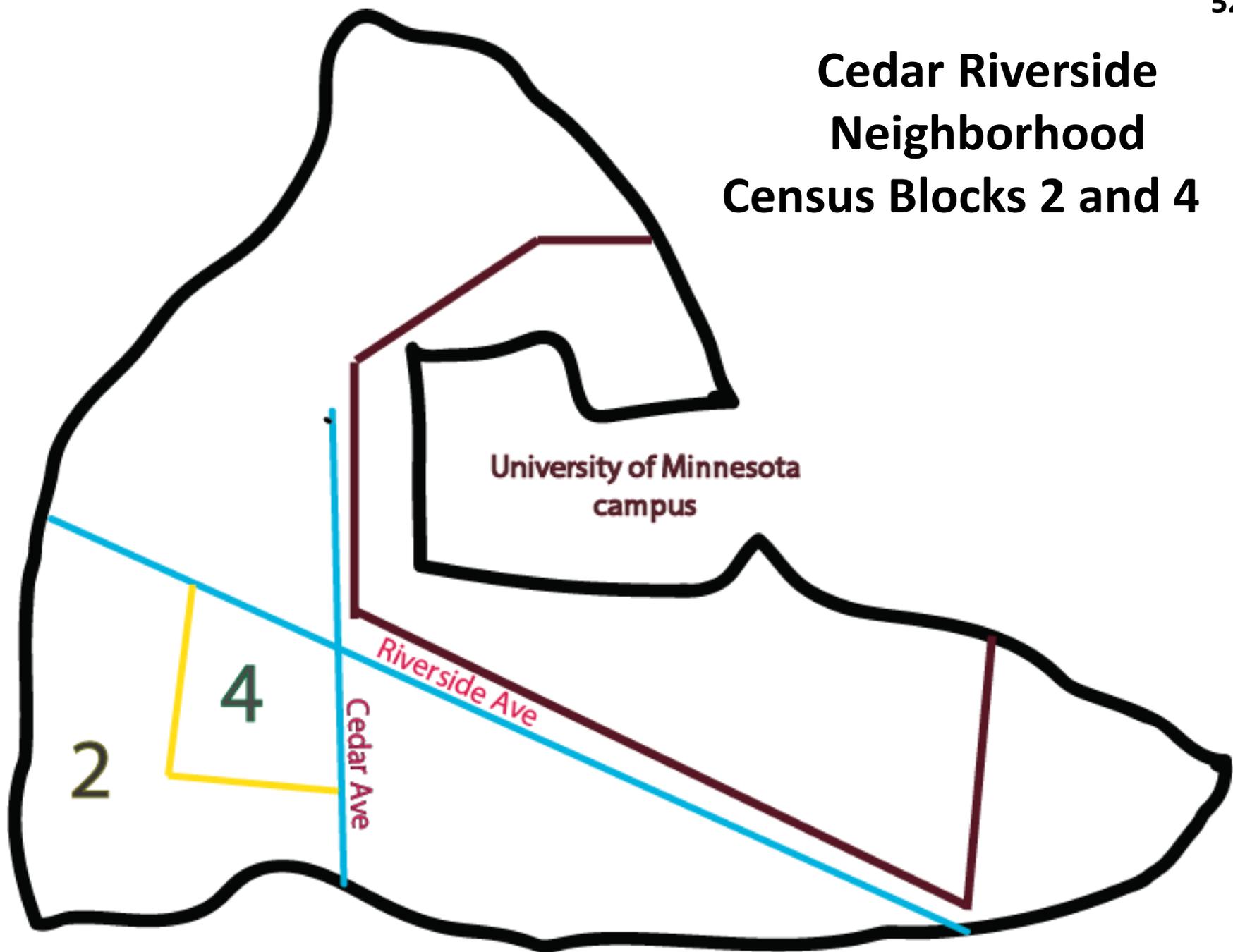
3. What do youth and adult service providers identify as needs for this age group?

4. What strategies could be implemented to empower 18-24 year olds to achieve their goals?

Number of 18-24 year olds in Cedar Riverside Census Blocks 2 & 4



Cedar Riverside Neighborhood Census Blocks 2 and 4



Community Conversations

One-on-One Interviews: 14 people	Focus Groups: 39 people	Informal Canvassing: 35 people
Hussein Ahmed: West Bank Community Coalition	FANS (Furthering Achievement Through a Network of Support): 9 Youth	Riverside Plaza
Andrea Arts: Brian Coyle Center, Pillsbury		
Linda Bryant, Mohamed Ali: EMERGE		
Faith Cable Kumon: Cedar Riverside Partnership		
Andi Cheney: Bedlam Theater	Sisterhood of the Traveling Scarf Advisory Committee: 13 Youth	Local cafes
Pastor Jane Buckley-Farley: Trinity Lutheran Church		
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Matthew Hold, Rich Thomasgard: African Development Center	Oromo Youth Group, Trinity Lutheran: 2 Youth	Cedar 4-2-5 space
Mohamed Jama: Cedar Riverside Youth Council		
Ben Marcy: University of Minnesota	Cedar Riverside Youth Council: 15 Youth	
Carla Nielson: Minneapolis Police Department		
Molly and Tim Paulson: Cedar 425 Youth Center		
Marcela Sotela: Abdi Warsame's City Council Office		
Rachel Svano: Augsburg College - Sabo Center		



**Religious
organizations**



**Arts and Cultural
Organizations**



**Leadership
Organizations**



**Youth Social
Entrepreneurship
Programs**



**College
Preparation**



**Workforce
Development**



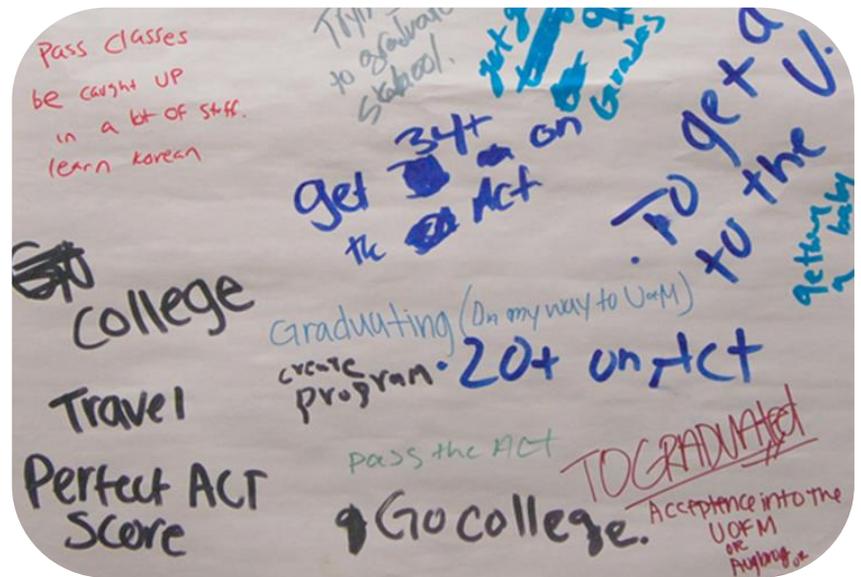
Political engagement



Intergenerational households



Entrepreneurial spirit



Aspirational mentality

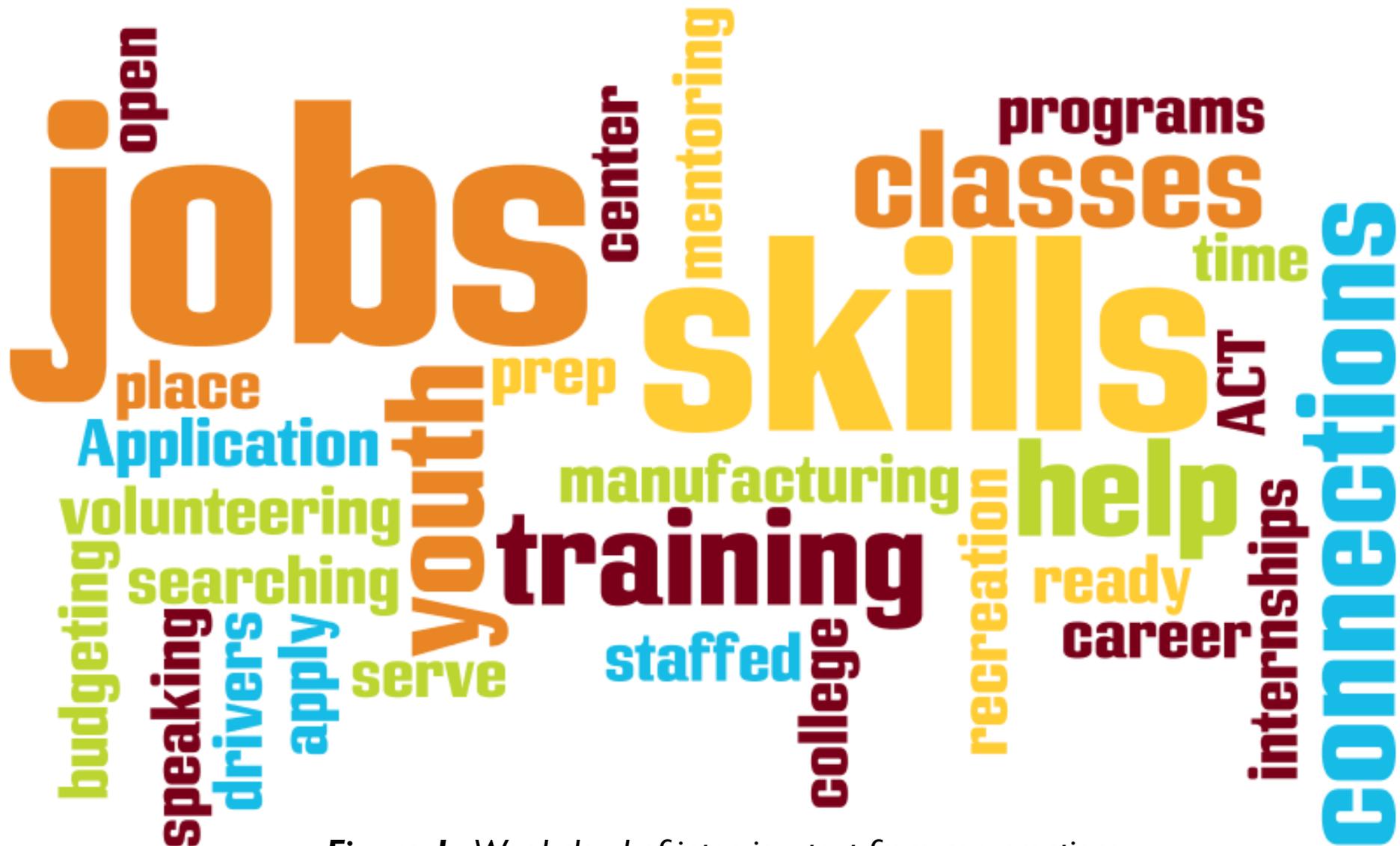


Figure 1- Word cloud of interview text from conversations with Cedar Riverside residents and service providers

Workforce Development

- Internships, job readiness programs
- Hiring events and job fairs
- Transportation to jobs
- Additional youth entrepreneurship opportunities

Education

- Exposure to educational options
- ACT prep classes
- Admissions, financial aid, scholarship information

Life and Culture

- Mentorship and leadership training
- Life skills and personal connections
- Cultural Expression

→ ACT

CRP

- Sherman/Riv
- Augsburg Co
- University of
- City of Mpl
- Hennepin Cour
- What are their interest
- Most don't represent
- the community, have \$
- RPTA & WBCC ha
- Getting a seat for CF
- Open & publicized - why

May 1st @ 11:
Humphrey Sch
Room

Access to Higher Ed ← Important

Accessing funding:
- Attitude that there's competition for funding in CR, too many orgs
- Cycle among funders

Space limits - No space for making social & political organizing happen
- Getting accurate data about what adults are in the hood
- Where does the \$ go from these grants - Admin costs?
- Programs

Programs at Brian Coyle:
- Insufficient resources
- Jump Start, NCA
- Loss of programs - testing resources, FANS scholarship

Early Childhood
- No programs
- Locally-run alternative to PUC?
- Support from local educational institutions

- Pillsbury is under-resourced - neglecting its programs in this hood
- It's time for PUC to leave, a new org to move in, take over. Park Park
- Ideas start at CRYC
- don't get credit

Riverside Plaza Recycling
Not a big deal here

What are the systematic issues?
- Media coverage of the hood, CR community
- Lack of funding?
- Motivation, people to do the work

So what now?

- Building on momentum...
- Leveraging opportunities

CRYC
- Youth-led initiatives
- Youth awareness week
- Youth-led community, more influence, real leadership by youth
- Volunteers, also have school jobs, lives
- Addressing violence in the city
- Help us fund programs
- BCC programs end at 18
- CRYC workshop in gym remodel

YSE Expansion

- Job training & skills for youth, work experience

What worked well? - Origins, youth involved in creating it
- Challenge in finding a location

Not so well? - People left
- No entrepreneurship element, more about job training
- Don't function like they're supposed to
- Run by people not from the community
- Finding customers is hard (and what would you like to see?)

- Youth in the hood have a voice
- Working here & running it, designing it
- Bring people w/ entrepreneurial background
- Deli, mobile food cart (building on CRYC could be involved in any of these)

- Issue of accessing space in their neighborhood
- Harassment by U of MN security
- Access to people w/ influence
- University Board of Regents (admissions access for minorities)
- Get their version

- Youth awareness week
- Youth-led community, more influence, real leadership by youth
- Volunteers, also have school jobs, lives

- Addressing violence in the city
- Help us fund programs
- BCC programs end at 18
- CRYC workshop in gym remodel



Location:
Brian Coyle,
LRT Station,
mobile unit

Funding/Models:
Workforce
Investment Act,
Cookie Cart

**Entrepreneurial
Expansion**

Cost:
\$50,000/new
initiative

Partners:
EMERGE, WBBA, African
Development Center,
Fairview

Impact:
Up to 40
youth/year

Partners: Riverside Plaza, Tenants Association, Sherman Associates, City, Hennepin County

Cost: \$75,000 initial
\$40,000/year

Recycling Initiative

Location:
Riverside Plaza

Funding:
Hennepin County, U of MN

Impact:
20 youth/year

Location:
Trinity, Plaza
Building M
Library

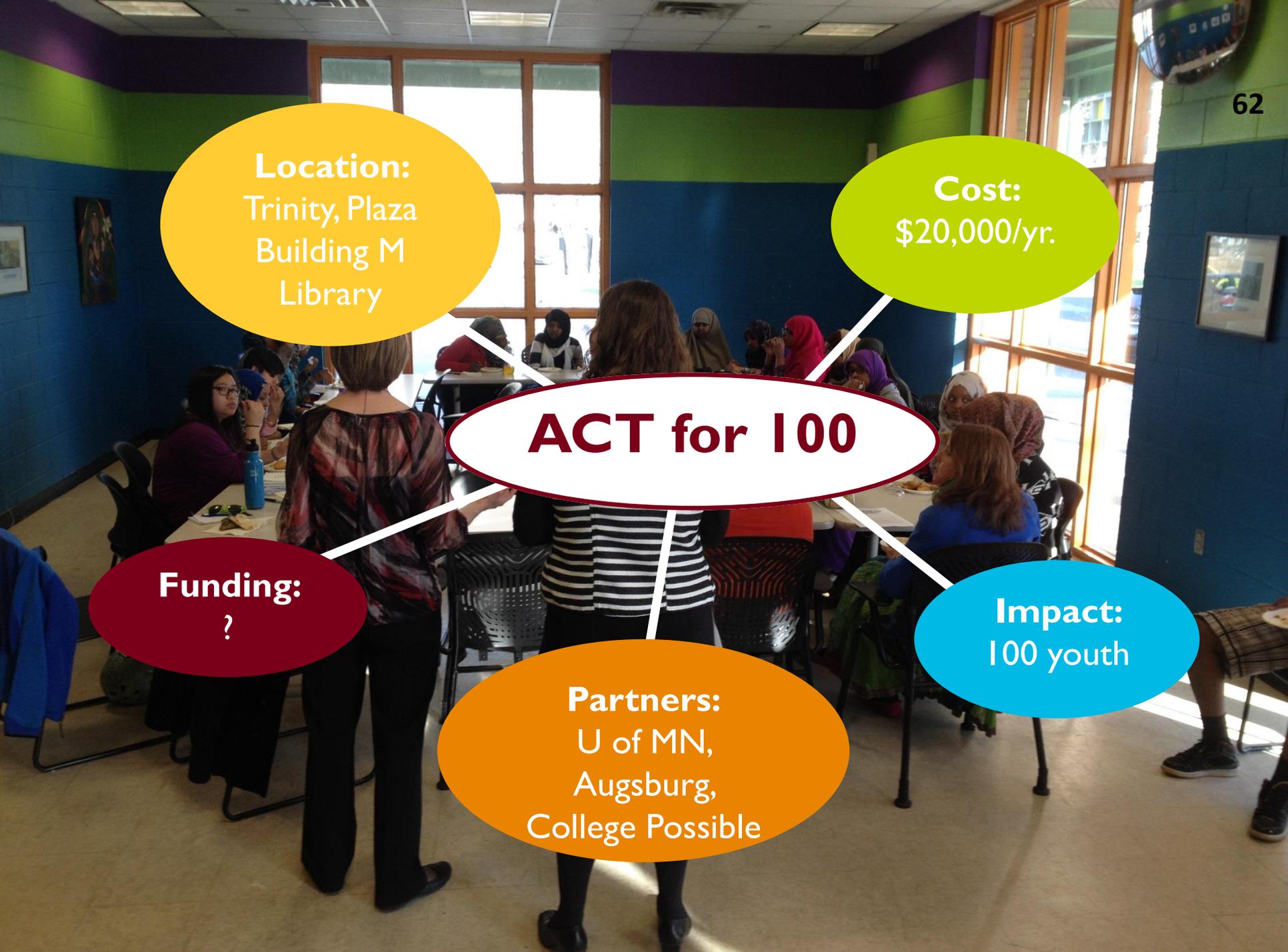
Cost:
\$20,000/yr.

ACT for 100

Funding:
?

Impact:
100 youth

Partners:
U of MN,
Augsburg,
College Possible



Partners:
U of MN, Augsburg,
FANS, Sisterhood,
youth groups

Impact:
>400
youth/year

Accessing Higher Education

Location:
Brian Coyle,
Plaza Building
M Library

Cost: \$0

“Time wasted can never be recovered.”

Favorite Quote from Umar’s teacher
Mr Unjuguna in Kenya



Cedar Riverside Youth Council



What resources are you aware of that could make these recommendations possible?

What can you commit to in terms of next steps for implementation?

What can this group do as next steps in the process?

Appendix 4: Project Scope of Work

CHANCE Capstone Project Proposal

Date	February 8, 2014
Project	Action plan for supporting increased educational and workforce opportunities for Cedar Riverside youth ages 18 to 24
Partners	West Bank Community Coalition: Director, Hussein Ahmed Cedar Riverside Partnership: Partnership Manager, Faith Cable Kumon

Student Collaborators

Suado Abdi, MURP Candidate abdix086@umn.edu, 651-235-0521
 Julia Eagles, MPP Candidate eagle038@umn.edu, 612-747-9821
 Karyn Berg, MPA Candidate berg2052@umn.edu, 612-750-2075
 Anne Rodenberg, MAL Candidate (Augsburg) rodenber@augzburg.edu, 612-747-2772

Instructors	Greg Lindsey, linds301@umn.edu Professor, Humphrey School of Public Affairs
	Merrie Benasutti, benas021@umn.edu Associate Director, Center for Integrative Leadership

Introduction

This scope of work outlines a semester-long project of the Cedar Humphrey Action for Neighborhood Collaborative Engagement (CHANCE) class. In an intensive January class, CHANCE students identified current issues impacting Cedar Riverside that could be addressed through research and recommendations for action. Two primary priorities emerged from our conversations with leaders of neighborhood organizations and residents:

1. Increasing educational and workforce readiness options for Cedar Riverside youth age 18-24, and
2. Capitalizing on changes and opportunities related to the opening of the Green Line in the summer of 2014.

In a community forum on January 9, CHANCE students presented research options related to each of these themes. Feedback from forum participants led to this scope of work that addresses both issues, with a focus on clarifying the needs of 18- to 24-year-olds in Cedar-Riverside. Our approach will consider options in light of transportation access via the Green Line, and emphasize collaboration among community organizations currently serving neighborhood youth.

Our goal is to support the West Bank Community Coalition and Cedar Riverside Partnership by providing information and ideas to better serve young adults. As a community-based project, we hope this work will provide specific, actionable ideas to be implemented in partnership with other community organizations.

Background and Project Proposal

Feedback from the community forum on January 9, 2014 suggests there is shared concern among Cedar-Riverside community members about opportunities for permanent 18- to 24-year-old residents of the neighborhood. Participants expressed concern that a lack of educational, employment, and/or engagement opportunities for this age group is contributing to crime in the neighborhood and limiting young adults' future potential. While some work has been done to build an inventory of programs targeted at youth, there is little current, coordinated knowledge of options for 18- to 24-year-olds. A primary goal of the project will be to gather input directly from 18- to 24-year-olds regarding their needs and interests.

In addition, neighborhood residents and leaders are anticipating changes as a result from the opening of the Green Line light rail station on June 14, 2014. The station is expected to bring more people to visit the Cedar-Riverside neighborhood – encouraging redevelopment of several spaces in the neighborhood – and offering residents easier connections to other parts of Minneapolis and Saint Paul.

To address these combined issues, we will focus on the following questions:

1. What are the existing assets in the Cedar Riverside neighborhood that support youth ages 18-24?
2. What are the current educational, recreational, employment needs and interests of permanent Cedar Riverside residents ages 18-24?
3. What new opportunities can be developed in the neighborhood related to the opening of the Green Line that would benefit 18- to-24-year olds?
4. What vacant and available spaces exist in the neighborhood that could benefit young adults?
5. What actions can neighborhood leaders take to meet the needs of youth in the near future?

Engagement Methodology-

Information gathering methods - February 2014

- Review youth programming asset inventory as outlined in previous CHANCE studies.
- Review literature and reports that have assessed potential for light rail to increase economic opportunities for lower-income or disadvantaged populations.
- Identify the number and basic demographics of 18-to-24 year olds in the neighborhood through Census Data.
- Work with partners to identify and implement ways to gather information from a sample of young adults in the neighborhood, including residents of Riverside Plaza and other youth who permanently live within the neighborhood boundary. Specific information we would hope to learn from these interviews are the types of youth activities and/or programs they are currently involved in and what is lacking. Methods may include: semi-structured interviews, focus groups, tabling in community spaces, etc.
- Inventory land use to understand the layout of the neighborhood in relation to opportunities for youth. We plan to reference data from the City of Minneapolis Community Planning & Economic Development (CPED) department.

Information sharing methods - March 2014

- Hold a group listening and discussion session among 18-to-24 year olds and community members concurrent with or after individual interviews. Through this group discussion we plan to update and share our research process and get input.
 - Ideas include creative information sharing through interactive displays (data visualization, maps, graphics, etc.) synthesizing information collected and offering people the chance to give feedback.

Deliverables/outcomes - April, 2014

- A written document that may include a work plan with concrete steps for implementation of new youth opportunities, including committed community partners and a proposed timeline. A set of tools and resources to support that work
- A map which displays existing community spaces for youth and properties available for development in Cedar Riverside and including relevant resources within reasonable access time via mass transit from Cedar Riverside. This will be accompanied with a written document which outlines the status and characteristics of the spaces.
- Addition of youth priorities to community criteria for new development projects in the neighborhood, building on the criteria created for Lot A redevelopment.
- Presentation of results and action plan to partner organizations, to share findings and gather feedback.

Responsibilities: Primary Partners

West Bank Community Coalition (WBCC): West Bank Community Coalition (WBCC) is a good fit for the role of a primary partner, given their ongoing work to collect community input on the Green Line development project, and their relationships with other Cedar Riverside organizations. The strength of WBCC's neighborhood connections and their interest in the issues of youth development provides the reasoning for choosing WBCC as a primary partner.

WBCC will be asked to comment on and approve the scope of work, to meet with CHANCE students on a regular basis throughout the project, to help shape information gathering methods, provide timely feedback on draft work, and help convene gatherings with youth and relevant community partners.

Cedar Riverside Partnership (CRP): Cedar Riverside Partnership will also be a key partner in this process, given their ongoing interest in supporting youth programs in the community. Two of the anchor members of the CRP (University of Minnesota and Augsburg College) have core missions that include serving 18 to 24 year olds.

CRP will be asked to comment on and approve the scope of work, to meet with CHANCE students on a regular basis throughout the project, to provide information on community access to institutional resources, to allow students to participate in their meetings, to serve as a connecting resource to access key community stakeholders and to support community engagement activities through provision of food or incentives.

Secondary Partners

The WBCC and CRP will be asked to help select and engage secondary partners that can be helpful in this project. Possible secondary partners may include:

Cedar Riverside Youth Council (CRYC): To directly connect with youth age 18-to-24 in the information gathering and sharing processes.

Pillsbury United Communities / Brian Coyle Center: To assist with information gathering among youth participants and staff who serve in youth programs.

Riverside Plaza Tenants' Association (RPTA): To discuss options related to education and workforce development in the neighborhood. Adult basic education and ESL instructors and learning center coordinators may be involved in information gathering.

Students

Professional standards

Students will be responsible for implementing all aspects of the work plan. Work will be accomplished in a team environment and will be performed utilizing the academic and professional standards expected of CHANCE students. Work will be performed following an agreed upon time frame. Changes to work plan that will impact partners, instructors or community members will be communicated in a timely, professional manner.

Conflict resolution

Students will address conflicts within the group or in external relationships in a professional and timely manner. Instructors or other qualified University personnel may be relied upon for assistance.

Instructors

Instructors will serve as mentors and guides to support the work of the students. Instructors will be timely in their responses to student inquiries and needs. As community and University liaisons, the class instructors will help to make connections with key neighborhood leaders, providing advice and feedback on various aspects of the project.

Acceptance

By signing below, the following individuals agree to the terms of this contract:

Students

Signature:

Date:

Client(s)

Signature:

Date:

Appendix 5: Population Projection Methodology

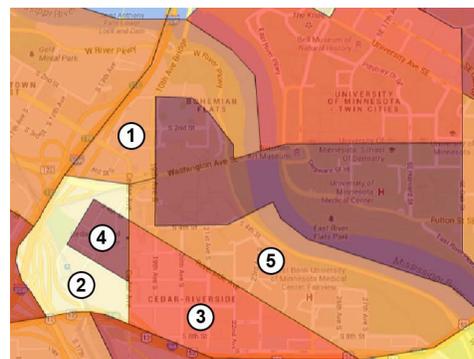
Introduction Population

In our initial community meetings, neighborhood leaders asked how many 18-24 year olds there are in the neighborhood. We found this was an important question to address in order to quantify the number of young adults in the neighborhood and the types of services they need. To help answer this question, we performed an analysis of population for the Cedar Riverside neighborhood using census block group data from 2000 and 2010 census. We also used the five year estimates by the American Community Survey (ACS) which, as a pooled sample, gives average population estimates from 2008 through 2012 based on the census block group.

While it is beneficial to use the pooled sample data for one or three year ACS estimates, for these years, population estimates are only available at the census tract level and not at the block group level. Thus, by using the 2000 and 2010 census data and the 5-year ACS estimates (2008-2012), we could answer how many eighteen to twenty-four year olds are in the neighborhood and attempt to map where they are spatially distributed in the neighborhood. These numbers only tell us how many eighteen to twenty-four year olds there are currently. For the purpose of implementation, we think it is important to quantify the number of young adults in this age group in the near future. Therefore, we conducted future population projections for 2020 using the 2000 and 2010 census information based on race and sex.

Choosing Census Tracts

The Cedar Riverside Neighborhood is comprised of one census tract, 1048. Within this census tract, there are five census block groups. Considering this capstone focuses on permanent residents of the neighborhood, of the five census block groups, we focused on block groups 2 and 4. These block groups contain both the Riverside Plaza towers and Cedar Towers. As shown in Map 4, the University of Minnesota, Fairview Hospital, and Augsburg College take up a majority of the neighborhood. Young adults living in student housing for University of Minnesota and Augsburg College were not included in our analysis of young adults in the neighborhood since they would not have the same employment, training, education, and recreational needs as non-students. For this reason, we based our analysis using census block groups 2 and 4 as our study area as permanent residents.



Cedar Riverside Census Block Groups

Neighborhood Compared to Study Area:

The 2010 Census indicates that there are 8,094 people in the Cedar Riverside neighborhood, of which 4,676 (57.77%) are younger than twenty-five years of age. Within the study area alone, there are 1,437 (55.10%) people who are less than 25 years of age. This is particularly important to understand because within the two census block groups, the proportion of young adults who are younger than 25 years is a majority of the population.

In 2000, the population of young adults in the study area was significantly higher than what the 2010 census reported. According to the 2000 Census data, there were 1,552 eighteen to twenty-four year old within the study area. Of the 1,552 young adults, 807 were males and 745 were females. A decade later, the 2010 Census shows significant population change in the number of 18-24 year old in the study area. The 2010 Census reported that there was a total 376 young adults within the study, of which were 202 males and 174 females. Over a decade, you see a dramatic population decline in the number of 18-24 years. Understanding the current population trend of this age group will be important for successful implementable programs by quantifying how many are there that have specific service needs.

2020 Projections

Methodology

Equally important is understanding the number of future 18-24 years in the study area. Using this census data from 2000 and 2010, we did population projection of future 18-24 year old for the study area. Assuming in and out migration of the study area is constant, over the next five years, current 13 to 19 year old will grow up and become future 18-24 year old. For this reason, estimating the number of future young adults is critical to quantify so that their programmatic needs are met.

The State of Minnesota has survival expectancy rates for each age cohort. Using these rates, we started with 2000 census number starting with the age group 5-9 year old and survive them twice. The first forward survival takes the 2000 reported number of ages 5-9 and multiplied them with the corresponding expected survival rate for each age group. We then took this new value and survived them forward again. In this case, we started with 5-9 year olds, surviving forward five years means they will be 10-14 years after the first survival in 2005. The second survival takes the new calculated value of 10-14 year olds and then survived them again to become 15-19 year olds for 2010. In this process, we have calculated the expected number of children ages 5-9 who would survive to grow up to become 15-19 year olds.

We then compared the number of projected survived population with the actual survived population from the 2010 Census. The difference between these two numbers was the migration number from 2000 to 2010, which we used to calculate the migration rate. Assuming that rate would be constant from 2010 to 2020, we used it, along with the survival rates for 2010-2015 and 2015-2020 to project the 2020 population of 18- to 24-year olds in the neighborhood

2000		Survival Rate 2000-2005	Cohort Term (new age)	Survived 2005	Survival Rate 2005-2010	Cohort Term (new age)	Survived 2010	Actual Population 2010	Migration number 2000-2010	Migration Rate 2000-2010
5- 9 years	128	0.9991	10-14 years	128	0.9992	15-19 years	128	91	-37	-29%
10-14 years	98	0.9979	15-19 years	98	0.9979	20-24 years	98	139	41	42%
15-19 years	412	0.9977	20-24 years	411	0.9978	25-29 years	410	241	-169	-41%
20-24 years	425	0.9981	25-29 years	424	0.9982	30-34 years	423	133	-290	-69%

2010		Survival Rate 2010-2015	Cohort Term (new age)	Survived 2015	Survival Rate 2015-2020	Cohort Term (new age)	Survived 2020	Migration Rate 2000-2010	Migration number 2010-2020	2020 Projection
5- 9 years	140	0.9992	10-14 years	140	0.9992	15-19 years	140	-29%	-40	100
10-14 years	118	0.9979	15-19 years	118	0.9979	20-24 years	118	42%	50	167
15-19 years	91	0.9978	20-24 years	91	0.9979	25-29 years	91	-41%	-37	53
20-24 years	139	0.9983	25-29 years	139	0.9984	30-34 years	139	-69%	-95	44

Appendix 6: Funding Resources

Sources to find funders

[Foundation Directory Online](#): Provides access to 120,000+ foundations and corporate donors, 3 million recent grants and more than half a million key decision makers. Access for free at Central Libraries in St Paul and Hennepin County Libraries and at the U of M Library for students.

Local Funding Support

[Cedar Riverside Neighborhood Revitalization Program](#): CRNRP's mission is to manage and implement the Neighborhood Revitalization Program (NRP) resources on behalf of the entire community. They serve residents and business owners, working to build leadership and establish partnerships to implement community development initiatives as defined by the CRNRP Action Plan.

[City of Minneapolis One Minneapolis Fund](#): The One Minneapolis Fund is designed to support the development of diverse leadership development and community engagement in the City of Minneapolis. Community or Cultural organizations should submit proposals for projects that develop leaders and engage communities. The organizations must be both:

1. Grounded in cultural and/or community organizations and
2. Actively working toward building an inclusive Minneapolis.

[MEDA](#): The Metropolitan Economic Development Association (Meda) provides assistance to businesses owned and managed by entrepreneurs of color.

[Central Corridor Funders Collaborative](#): A group of local and national funders working with others to unlock the transformative potential of the new light rail transit line along the Central Corridor between Saint Paul and Minneapolis, expects to invest \$20 million over 10 years through its Catalyst Fund.

[Generation Next](#): A coalition of civic, business and education leaders, aims to close the achievement and opportunity gaps for students of color in Minneapolis and St. Paul. Use rigorous data analysis and community engagement to identify what works to close these gaps, and replicate promising practices.

[Bush Foundation Community Innovation Grants](#): Support communities to use problem-solving processes that lead to more effective, equitable and sustainable solutions. \$10,000-\$200,000 grants available through the Bush Foundation.

[Headwaters Foundation Community Innovation Grants](#): Intermediary partners of the Bush Foundation, award \$500-\$10,000 grants to community groups.

Funders of Education Initiatives

[Goldman Sachs Foundation](#): *Goldman Sachs Gives* has supported diverse educational organizations in low-income communities, a range of after-school programs, need-based scholarships in secondary and higher education, as well as educational and cultural programming for students around the world.

[Next Generation Venture Fund](#): A scholarship program that invests in academically talented students from African-American, Latino, and Native American backgrounds.

Funders of Job Training Programs

[Local Initiatives Support Corporation](#): The Local Initiatives Support Corporation (LISC) is dedicated to helping community residents transform distressed neighborhoods into healthy and sustainable communities of choice and opportunity — good places to work, do business and raise children.

[Ameriprise Financial](#): Ameriprise Financial is dedicated to giving back in neighborhoods across the country where employees, advisors and clients live and work.

[Hugh J. Andersen Foundation](#): Mission is to give back to our community through focused efforts that foster inclusivity, promote equality, and lead to increased human independence, self-sufficiency and dignity. To fulfill this mission, the Foundation acts as a grant maker, innovator, and convener.

[Blue Cross Blue Shield of Minnesota Foundation](#): Dedicates its assets exclusively to improving the health of all Minnesotans, particularly dedicated to supporting efforts within low-income communities.

[Otto Bremer Foundation](#): The Otto Bremer Foundation strives to help build healthy, vibrant communities—communities where basic needs are met, mutual regard is prized and opportunities for economic, civic and social participation are within everyone’s reach.

[General Mills Foundation](#): Supports grant making in the areas of hunger and nutrition wellness, and education, along with programs in arts and culture. Also offer the [Celebrating Communities of Color](#) grants program, which awards fifty \$10,000 grants to nonprofit organizations in Minnesota’s Twin Cities seven-county metro area serving communities of color.

[John S. and James L. Knight Foundation](#): Knight Foundation supports transformational ideas that promote quality journalism, advance media innovation, engage communities and foster the arts.

[The McKnight Foundation](#): A Minnesota-based family foundation, which seeks to improve the quality of life for present and future generations. Through grantmaking, collaboration, and encouragement of strategic policy reform, we use our resources to attend, unite, and empower those we serve.

[NFL Foundation](#): The National Football League Foundation is a non-profit organization dedicated to improving the health and safety of sports, youth football and the communities in which we live.

[Northwest Area Foundation](#): Committed to the well-being of the people in our region, supporting efforts across eight states to reduce poverty and achieve sustainable prosperity, focusing on the work of proven or promising organizations — those that have demonstrated success and those that are on the cutting edge and poised to do innovative work in poverty reduction.

[The Jay and Rose Phillips Family Foundation of Minnesota](#): Supports efforts that address the unmet human and social needs of individuals, families, and communities that have the least access to resources.

[The Walter C. Rasmussen Northeast Bank Foundation](#): The Walter C. Rasmussen-Northeast Bank Foundation is committed to making a difference by supporting education, housing, culture, and health initiatives that strengthen and assist our community.

[The Saint Paul Foundation](#): Makes grants in six issue areas that represent the core elements of a vibrant community: economic opportunity and security, education and training, excellent quality of life, housing and mobility choices, quality affordable health care and strong human services and family support.

[Securian Foundation](#): Supports programs in the following areas- economic independence, education, human services and special community needs and the arts.

[State Farm](#): Supports the communities where we live and work through partner grants, Good Neighbor Citizenship[®] company grants, and the State Farm Companies Foundation.

[Surdna Foundation](#): Seeks to foster sustainable communities in the United States- communities guided by principles of social justice and distinguished by healthy environments, strong local economies, and thriving cultures.

[Thrivent Financial for Lutherans Foundation](#): Our foundation helps support projects and missions that reflect Thrivent Financial's charitable interest.

[Travelers Foundation](#): Through corporate funding and the Travelers Foundation, Travelers focuses its giving on three key areas: education, community development and arts & culture.

[U.S. Bancorp Foundation](#): Provides cash contributions to nonprofit organizations in our grant priority areas of education, economic opportunity, and artistic and cultural enrichment.

[Walmart Foundation](#): Through its Community Grant Program, the Foundation awards grants of \$250 to \$2,500 through Walmart stores, Sam's Clubs and Logistics facilities. Eligible nonprofit organizations must operate within the service area of the facility from which they are requesting funding.

[Wells Fargo Foundation Minnesota](#): Supports organizations that work to strengthen communities, look for projects that keep communities strong, diverse, and vibrant. Organizations are encouraged to contact their local Wells Fargo store about its neighborhood community involvement priorities.

[Xcel Energy Foundation](#): The mission of the Xcel Energy Foundation is to use the collective knowledge, resources and skills of staff and colleagues to make a positive impact. Focused on priorities that help to ensure communities are highly desirable places for everyone to live, work and do business.

Funds for Social Entrepreneurship:

[PBS Enterprising Ideas](#) page: The list below is from this page.

- [Skoll Foundation](#): Invests in social entrepreneurs. Also gives the [Skoll Awards](#) annually.
- [Acumen Fund](#): A nonprofit venture capital firm that nurtures social entrepreneurs through investment.
- [Ashoka](#): A global association of the world's leading social entrepreneurs that invest in individual social entrepreneurs.
- [Draper Richards Foundation](#): Provides funding and business mentoring to individuals and their nonprofit organizations.
- [Echoing Green](#): Provides startup grants and support to social entrepreneurs and their organizations
- [Global Giving](#): Enables individuals and companies to find and support social and economic development projects around the world.
- [Kauffman Foundation](#): Makes grants and supports initiatives in projects involving both entrepreneurship and education.
- [Enterprise Funding Database](#): A directory of funders of social enterprise created by the Social Enterprise Alliance and The Enterprise Foundation.

Funders of Sisterhood of the Traveling Scarf

[United Way](#): Focused on the building blocks for a good life- education, income and health.

[Sundance Family Foundation](#): Supports and strengthens family stability worldwide, in 2014 the foundation's priority is in the area of Youth Social Entrepreneurship.

[Marbrook](#): The Foundation's primary interest is in initiatives or organizations that create equal opportunity for immigrants and refugees in the Twin Cities metro area

Environmental Funding

[Hennepin County Business Recycling Grants](#): Grants of up to \$50,000 are available to help businesses, non-profit organizations and institutions start or improve programs to divert recyclables and organics from the trash.

[Hennepin County Green Partners Environmental Education Program](#): Hennepin County provides funding and support to organizations to implement projects that empower residents to reduce waste, increase recycling, reduce toxicity, conserve energy and protect water quality.

[The President's Environmental Youth Awards \(PEYA\)](#): Projects considered for this award are developed by young individuals, school classes (K-12), summer camps, and youth organizations to promote environmental stewardship. The PEYA award promotes awareness and protection of our nation's natural resources. Applicants from all 50 states and U.S. territories are eligible to compete for an award, special recognition and a presidential plaque. The deadline for submitting applications is December 31 each year.

[The StEPP Foundation](#): The Foundation is dedicated to helping organizations realize their vision of a clean and safe environment by nationally matching projects with funders. Enter your project idea into the Project Pipeline which places it into a dynamic database that is used to fund specific funding criteria and funding sources. The StEPP Foundation works with government, for profit, and not for profit entities that have a need or requirement to fund environmental projects.

[Environmental Education Model Grants Program](#): This grant program provides financial support for projects that design, demonstrate, and/or disseminate environmental education practices, methods, or techniques, and that will serve as models that can be replicated in a variety of settings.

Appendix 7: CRP Implementation Committee Meeting Notes - 5/1/14

CHANCE Capstone project presentation: Workforce development and educational opportunities for 18-24 year olds in Cedar Riverside neighborhood

Follow-up:

- Bring recommendations to the next CRP meeting in July - discussions going forward
- Need for coordination/connection between resources - Neighborhood Hub / Need for connections between resource providers
- Cedar Riverside Youth Collaborative: Involve educational institutions, local businesses, local organizations (Coyle Center, EMERGE, WBCC, U of M, Augsburg, Safety Center, Cedar 4-2-5)
 - Long-term task force to address youth issues systematically and consistently
 - Focus on short and long-term challenges facing young adult population
 - Topics to address: workforce development/training, education, life issues such as drug and alcohol counseling, counseling services generally
 - Identify resources to address underlying issues and barriers

What's missing in these recommendations?

- At-risk youth aren't looking for programs, face additional barriers
- Need for exposure to other options (2-year, vocational training)
- Need for a solid K-12 foundation, staff from the schools and charter schools

What are the barriers/challengers?

- Takes time to build relationships and trust
- How many local businesses are employing youth?
- Issues of young adults with a criminal record, barrier to applying for jobs
- Need to change attitudes/perceptions of the at-risk youth
- Not all youth feel welcome or allowed in spaces - they feel judged or shunned in their community

What resources?

- Central Corridor/Green Line - access to resources, new visitors to the neighborhood
- EMERGE - Workforce training at Brian Coyle and Riverside Plaza
- UMN and Augsburg assisting with dealing with criminal records
- Carlson school of Management for business development and planning
- Different approach - not just enforcement/policing
- CRP Implementation committee as a forum for getting this work done
- Making the connections between the resources/relationships
- Meet people where they are at
- Cedar 4-2-5 and Trinity have space and relationships
- Hennepin County A-Grad program

What can you commit?

- Use the network of relationships among youth
- Businesses want to hire youth from the neighborhood - how do we make that connection?
- Communication about what's working - sharing success stories
- Huge strides and progress have been made

Recycling Initiative:

- Triple C and Sisterhood started as youth employment opportunity; discussed recycling as an option in that planning process
- Opportunity to save money for properties in the neighborhood (waste removal). Redirect resources and do outreach to local businesses and education

- Potential for a nonprofit to lead this - RPTA?
- Examples of successful models from other communities- EMERGE, Aeon, Hope Community

Other issues?

- Cedar East Safety Center Task Force Issues
- 40% of young women in the neighborhood in this age range are mothers. How do we connect them to jobs and resources
- Let the youth-serving organizations do their jobs
- Summer job fairs, youth employment

Feedback from sheets we collected:

Linda Bryant

Entrepreneurial expansion

- Do not reinvent the wheel
- Create a CR Youth Collaborative that is part of a greater collaborative
- Break this group into smaller working groups, youth services, institutions, employers, etc.
- Contact Jo Haberman at Youth Coordinating Board to help organize CR Youth Collaborative
- Check into what other projects are doing to implement some of their best practices

ACT

- ACT services are usually free to students in high school so could use these resources in other ways

David G

Recycling

- NRP and WBCC have a small grant to do with linking immigrant business with resources. This may also offer a means of making connections between those businesses, youth employment opportunities and specific activities such as the recycling initiative.

ACT for 100

- Are there student participation groups at the law school that could assist with expungements?

Unidentified

Entrepreneurial expansion

- Partnering with service providers collectively in reaching out to youth.

Accessing higher education

- Accessing short term training, certification trainings through RENEW Mpls.

Appendix 8: Young Adult Canvassing Methodology

To hear from young adults in these age groups, we conducted informal interviews by canvassing around the study area. Specific information we wanted to know were what their needs are in the neighborhood whether it is employment, higher education, or recreational. We also wanted to know what spaces are available to these young adults, identifying the type of spaces they need. Because we are focused on two census block groups, we decided to choose specific location shown around Riverside Plaza, Brian Coyle Center and other local businesses.

The cold weather has been a barrier to gathering locating young individuals to interviews.

Questionnaire:

These informational interviews were conducted by going to specific sites in the neighborhood. We approached people to see if they were able to briefly answer questions. Some of these interviews were done with one individual or a group. Specific questions we asked were:

- Age
- Which school they go to
- Where they hang out in the neighborhood
- What are their goals in life, and
- How they could accomplish them

We felt it was necessary to leave some of these questions open ended to better engage them. We carried neighborhood land use maps to engage them on what community space they feel they have access to. We learned few facts; 1) none of the young adults goes outside the study area for resources, 2) few access the University for study purposes, 3) lack of connective to the rest of neighborhood.

Sites of interviews:

We found that there are no specific locations that provide gender neutral space for these young adults. Through canvassing, we were able to hear from young adults who are not affiliated with any organization in the neighborhood.

The sites below were the canvassing locations.

- Cedar Riverside Towers
- Brian Coyle (FANS/Sisterhood)
- Cedar Riverside Community School
- Near Cedar Cultural Theater
- Sahara Restaurant/Sagal Restaurant
- Cedar Riverside intersection
- 6th St. & Cedar Ave.
- Lot A (2 boys)
- Riverside Station

Appendix 9: Summary of Interviews

Structured Interviews	Interviewer(s)	Date
Faith Kumon Cable	Anne, Suado, Karyn	February 13, 2014
Marcela Sotela	Julia	February 14, 2014
Andrea Arts	Anne, Suado, Karyn	February 19, 2014
Pastor Jane	Karyn, Julia	February 26, 2014
Mohamed Jama (MJ)	Karyn, Julia	March 5, 2014
Carla Nielson	Karyn, Julia	March 5, 2014
Linda Bryant	Anne, Suado	March 7, 2014
Community Conversations		
Bedlam Theater	Karyn	February 11, 2014 (email)
Molly and Tim Paulson (Cedar 425 Youth Center)	Julia	March 7, 2014
Matthew Hold and Rich Thomasgard (ADC)	Julia	March 18, 2014
Ben Marcy (U of M)	Julia	March 18, 2014
Rachel Svanoe (Augsburg)	Karyn, Anne	March 19, 2014
Hussein Ahmed (WBCC), Ahmed Hersi (RPTA), Seyou Nurie (RPTA)	Julia, Karyn	March 28, 2014
Wali Durie (Islamic Civic Society of America)	Suado, Karyn	May 1, 2014
Youth Interviews		
FANS	Anne, Suado, Julia	March 7, 2014
Sisterhood of the Traveling Scarf	Anne, Suado, Julia	March 11, 2014
Oromo Youth Group, Trinity Church	Karyn, Suado	March 28, 2014
Informal in towers	Suado	March 30, 2014
Informal in cafe	Suado	March 30, 2014
Cedar Riverside Youth Council	Suado, Julia	April 26, 2014

Concerns identified by community representatives

Education/Youth Development

Issue	Interviewee	Youth Representative
Barriers of language (especially for elders)	Marcela	
Leadership training, public speaking, mentoring, school truancy programs, internships, volunteering, need connections	Linda	Youth (3)
Need library open full time in the neighborhood, with computers	MJ	Youth
ACT prep classes, college readiness	Andrea	FANS, Youth (2)
Life skills needed (budgeting, drivers license, healthy relationships)	Carla	
U of M does not serve enough youth from the neighborhood, connections to the U and other colleges	MJ	FANS, Youth
Scholarships		FANS
Application help		FANS

Workforce Development

Lack of skills for youth to get jobs, need hiring events, interview skills, ideas of where to apply, job searching skills	Carla, Linda, Marcela	Youth(3)
Jobs are most important, kids need training and education to get ready for jobs, need a place to go to get this help	MJ	Youth (2)
Need service jobs in the neighborhood (not manufacturing), jobs in neighborhood, jobs outside neighborhood	Rich	Youth (5)
Opportunities for entrepreneurship	Older residents	
Future career		FANS

Cultural and Recreation Activities

Somali youth are losing their culture/ identity, do not know the music, dance of homeland, disconnect between older and younger generations, young kids grew up here, do not speak Somali, need cultural education and connection back to their roots as Somalis, religious guidance needed	Carla, Andrea, Ben Marcy, older residents, FANS	FANS
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Issue	Interviewee	Youth Representative
Community Ed classes		FANS
Need recreation center, need space of their own that is staffed	older residents	Youth
Don't know what is going on outside the towers		Youth

Other themes of concern

Parents of youth lack “modern day, American, urban” parenting skills, help with understanding career exploration for their children, single moms	Carla, Marcela, Andrea, MJ	
Human Trafficking	Carla, Pastor Jane	
Lack of space in neighborhood, neighborhood wants an event or banquet hall	Marcela, Rich	
Health disparities	Carla	
Cost of transit- even with the LRT, 18 and above not eligible for discount Metro Transit school passes	Marcela	
Gang prevention	Linda	
Tension between AA and Somali men	Ben M	
No source for school, art supplies for PUC after school program	Andrea	
No CD treatment in neighborhood, youth doing drugs	MJ	Youth
30% of youth involved in juvenile justice system, no legal help	MJ	
Negative perceptions of neighborhood		Youth (3)
Brian Coyle does not serve 18-24 year olds, lack of events for our age group	MJ, Ben	Youth (3)
Violence/security concerns, need lighting		Youth (2)

Inventory of Programs for 18-24 year olds in the Neighborhood

Name of Program	Organized/ Operated By	Services	Notes
Mosques	Dar Al Hijrah, Dar Al Kuba, others	Interfaith services, leadership programs, religious education	Youth think the mosque space could be used for activities?
Ka-joog	Abdi Farah, Bedlam, Cedar Cultural Center	Focus on Somali culture Summer camp Cultural programming	Youth-led organization that seeks to provide meaningful activities for Somali youth in Minnesota in order to build a strong support network for their future, educating their peers—to inspire them to pursue higher education
S.Y.A.V. Somali Youth Against Violence		Performed at the fire fundraiser	Youth led organization that organization that wants to act collectively, boldly and strategically as a unified force for all youth, placing youth first at all times
Restorative justice	Minneapolis Police Department	Program to build community by providing the opportunity to repair harm by involving the victim, offender, and community in solutions that promote healing, accountability, and reconciliation	Expanding into Cedar Riverside soon
Step Up	City of Minneapolis, Achieve Minneapolis	Program places young people (ages 16-21) each year in paid internships with top Twin Cities companies, nonprofits and public agencies, providing work readiness training, on-the-job experience, professional connections and ongoing support	<ul style="list-style-type: none"> • Most youth do not want to get the Step Up slots outside the neighborhood • Some barriers- need computer access to apply, must apply in Jan for summer opportunities • 10 participants from Cedar Riverside in 2012, 2 in 2013 • Step Up explorer- not enough spaces for all the demand, especially 8-9th grade girls
Scrubs Camp	Cedar Riverside Partnership	A week long intensive day camp that provides an overview of health care careers to high school students. It is sponsored by Fairview, Augsburg, Healthforce MN, University of Minnesota & AHEC	Some youth not aware of this, want information about working for Fairview
Refugee & Adult Employment Services- New Beginnings workshops	EMERGE	Job training and counseling, has \$ to send adults to short term job skill training, resume and interview, job seeking skills training	Capacity issues: 200-300 are served in refugee program, capacity for 50 in job training program but only are serving 5 now, not enough staff

Youth Social Entrepreneurship (Sisterhood)	PUC	A thrift shop in the Cedar-Riverside neighborhood run by East African women ages 14-21. Part of the Youth Entrepreneurship Program. Involves interns and cohorts, classes and resume writing, work at the boutique	Serve up to age 21, about 25 in the YSE programs, would like to serve 40 youth a year
Resource Room, classes held at Coyle, Riverside Plaza	RPTA	ESL, MNSURE enrollment help, citizenship, beginner computer help	Serves many elders, teachers are from Mpls Schools, lack of space and funding to do more
West Bank Arts Foundry	West Bank Business Association, Scott Artley	A program to support artist, musicians, actors and business members to creative events, bring arts into local businesses and create more opportunities for artistic endeavors in the neighborhood	Housed in Brian Coyle Center, first workshops held in spring of 2014
Cedar 4-2-5	House of Hope Church- Molly and Tim Paulson	On Friday and Saturday nights, building is open as a game room, provides not only a safe and entertaining place to hang out, but also support & mentorship, building trust and relationships	Serves 30-50 youth a week
	African Development Center	Financial education course for youth	May offer it again, open to any youth, run by volunteers and interns

Ideas for Recommendations and Solutions

Concept (mentioned by)	Potential Partners/ Resources	Resources Needed	Notes
Education/Youth Development			
Mentoring program: Create support program for neighborhood kids to stay in school, get good grades in college, etc. Job readiness, applications, mock interviews, interfaith work, trips to colleges for exposure, character building (Andrea Arts, Faith, Linda, MJ)	WBBA, CRP, University Good Neighbor funds, College students, Private sector businesses	PUC needs staffing and space, need older men (above 20) to mentor young men	Opportunities in and outside the neighborhood, WBCC applied for University Good Neighbor funding

Internship program (Andrea Arts)	WBBA, CRP, Phil at Long Board Shop	Staffing	Andrea is talking to Phil about this already
Expansion of Youth Social Entrepreneurship (Andrea Arts, Marcela)	WBBA, Hennepin County (Business grants), Anchor Institutions		<ul style="list-style-type: none"> • Triple C Coffee shop out of funds, closing • Recycling program (Marcela) • Cookie Cart model • Food carts/trucks
Special college admissions programs	U of M, St. Kates, Augsburg		
Education partnerships with corporations (Anne)	Andrea Arts has connections to 3M, Target		Look at model in Chicago (IBM)
Step Up and Urban Scholars Expansion (Abdi Warsame and Marcela)	City of Minneapolis, Tree Trust		Focus on specific sectors like construction, job experience and training involved
Scrubs camp expansion (Marcela)	Anchor Institutions, WBBA		Try other industries besides healthcare
U of M buildings accessible for internet/homework			West bank buildings now have limited access due to safety concerns
Occupational ESL (Faith)	Mpls. schools		St Paul schools and International Institute have models, works well if in partnership with an employer
Workforce Development			
Young adult resource center, library (Faith, Pastor Jane, Carla, MJ, Youth)	Anchor Institutions, MN Workforce Center (DEED), City of Mpls, Emerge	Staffing, space, equipment	Must be able to teach people how to apply for jobs, write resume
Hire local initiative (Suado, Ben Marcy)	WBBA, Private local business		
Transportation to jobs or training (Faith, Karyn)	PUC, Emerge	Coordinator	Make connections to opportunities outside of the neighborhood
Occupational skill training (Pastor Jane. Carla)	EMERGE		Auto repair, electrical, cooking training

Bring more employment opportunities to the neighborhood, hiring events	EMERGE	Funding from City of Mpls, Department of Labor, private partners	Partner with outer ring suburban employers , employers on Lake Street (Linda, MJ)
Hold regular meetings for all groups related to workforce that can serve the neighborhood (Linda, Hussein)	EAC, Emerge, Sisterhood, HR from Fairview, South side youth collaborative, CSEM, PUC		Jo Haberman from EMERGE is just beginning to coordinate a group of youth employment providers
Find ways to help EMERGE promote what they do (Linda), Promote Scrubs (Carla)	EMERGE, WBCC, RPTA	Signage for Emerge in and outside Coyle Need a connector	
Cultural and Recreation Activities			
Arts programming (Andrea Arts), focus on arts as a medium for engaging young people (Ben M)	Mixed Blood, Bedlam, U of M and Augsburg arts departments		Artistic expression, mural project, Somali dance, documentary work
Structured programming at Coyle after 8 pm			

Themes of Strategies	
Need a “network weaver” to connect people to existing resources	Goodwill Community Connector
Bring resources into neighborhood	
Build awareness of resources outside the neighborhood	

Potential capacity

For what	Name of Organization	Mentioned by
Teach parenting, other?	Wellshare International	Carla
Fiscal agency	PUC	Carla
Mentoring, teaching youth life skills	MYA (Mentoring Young Adults in St Paul)	Carla
Space available	Riverside Plaza M Building Resource Room, Trinity lower level, ADC for events/meetings, Cedar 4-2-5 (For rent)	Carla, Matthew, Rich, Molly and Tim Paulson
Development space	Dania Hall, Fine Assoc. development behind Coyle, Riverside Imports space, Viking Bar	Ben Marcy

Appendix 10: Interview Transcripts

Interviewee name: Faith Cable Kumon, Partnership Manager

Organization: Cedar Riverside Partnership

Interview Date: February 13, 2014

CHANCE Interviewers: Suado Abdi, Karyn Berg, Anne Rodenberg

Updates:

- Faith is planning to follow up on past CHANCE project work, 2010 inventory- wants updated, she will do some of this (for those under 18)
- Recommends we meet with Mohamed Jama, CRP has not done anything with Youth Council.
- WBCC applied for University Good neighbor application for funds for high school mentoring-
- Brian Coyle- Faith planning to meet with Amano Dube to ask about current youth programming
- EMERGE- Linda Bryant – has a good understanding of resources outside neighborhood. (Linda thinks Southside training programs not connected to Cedar Riverside of I94 barrier)
- Expansion of Coyle Center- State Senator Carrie Dziejich

How do we make connections to programs outside the neighborhood? Who is the connector? How do the connections happen?

- Vans/buses from Coyle Center
- Karyn : Goodwill hiring Connectors from Funders Collaborative \$ - they will be fulltime a will work all along the Green Line.
- Amano thinks Coyle Center should play more of Coordinator /Connector role but does not know how to do it with the existing resources.

What resources are available?

- Scrubs camp (Laura Beeth of Fairview and HealthForce MN Winona) and Step Up discussed.
- Trinity Lutheran Faith thinks there is some reticence for going that far geographically to Cedar Ave???

What are the needs of the youth?

- Workforce Development: Faith said language skills and GED are gaps
- ESL needs to be occupational or technical
- Amano said that they offer gym time but if the youth had jobs they could join a gym and not need the community gym as much.
- Transportation outside the neighborhood an issue
- Some people have the questioned the quality of the programming in the neighborhood, i.e. better homework help
- Workforce development CHANCE report indicates a need for an adult resource center in the plaza- we should define the gaps- ie. Need full time staff to work in resource center, fix printer, show how to do online apps, write resume, etc.
- Further development of resource rooms is impacted by the limited space available- expansion of Brian Coyle center is planned to double in space but is not funded
- What ages are using the ESL program in the plaza?
- Reframe how we look at the language skills- date of immigration, HS grad from US?

Next steps:

- Get to the youth by talking to Hussein, Youth Council, Brian Coyle
- Suado- maps show that more youth are in north side of the neighborhood rather than by the towers – Suado will check to see if this is because of the University students residing there
- CRP mtg. on March 10
- Faith will meet with Amano and we will meet Andrea Arts- will share notes with each other

Interviewee name: Marcela Sotela Odor, Policy Aide
Organization: City of Minneapolis, Office of Abdi Warsame
Interview Date: February 14, 2014
CHANCE Interviewers: Julia Eagles

Marcela is a former CHANCE Capstone participant involved in the library project, now works in Councilmember Abdi Warsame's office at the City, interested in following up on CHANCE project recommendations and opportunities.

Her experience in the CHANCE capstone:

- Relationship with community partners was strong, met frequently in the beginning to get to know each other
- Weekly check-ins to touch base on progress and accountability
- Invest the time up front, trust that what we're doing would benefit the community
- 2 CHANCE projects are now being used by the City or the County- the street resurfacing on the West Bank and the library project
- Meeting with Commissioner Peter McLaughlin - Using the library capstone for Hennepin County, investing more library resources in local communities
- Make the connection with the stakeholders and partners to make the research known and useful/relevant, especially to decision-makers
- How we're setting up our research approach- getting buy-in from community members
- Community engagement more than research
- It's about the community and the community knows what they want and need

Notes on Scope of Work:

- Long-lasting documents, strengthen the language, make it less passive- we will vs. we hope to
- Partners- Had more beyond the primary, didn't meet with them as regularly, including the CRYC, held focus groups/community conversations to get stakeholder input and buy-in
- Still seems like a big scope- 2 very big questions, not entirely clear how they fit together, will be a lot to take on both
- Bring more educational and employment opportunities to the neighborhood- enough of a focus and issue

Neighborhood Issues:

- Resources that we may assume are affordable are not necessarily, ie. the LRT
- Living on a fixed income, the cost of riding the LRT is not free, cuts into a limited budget
- Barriers of language, not knowing how to navigate the system, cost/financial constraints, weather, etc. especially for elders
- Accessing Metro passes through school: 18-24 years olds don't qualify anymore
- Focusing in the neighborhood more than getting outside
- Bringing resources in vs. getting people out
- Developing a sense of community and identity in the neighborhood, new resources
- Expanding horizons for youth also has value- getting out and aware of resources outside the neighborhood
- Building a livable community- retaining people in the neighborhood
- What housing resources are available? How is that changing?

Opportunities for Youth:

- Ward 6 interests- Encouraging mentorship and internship opportunities in the neighborhood
- Promoting Step-Up and Urban Scholars- job experience and training involved for participants. Varies how much host businesses need to contribute, West Bank businesses could sign up

- Cookie Cart model- Could be supported by Anchor institutions. Training program, learning about how to run a business, Participants work, get paid and take classes through the program
- What is the age limit? Gives them work experience and classes/training
- Triple C Cafe- Youth entrepreneurship opportunities, but only a few jobs
- Scrubs program- Look at that as a model, who runs it? Success of that program, a working model that could be adapted to other industries?
- Review youth services survey that was recently done
- Varying perspectives in the neighborhood on the Brian Coyle Center- viewed as a social but not academic space. So many needs in the neighborhood, BCC can't do it all. Probably serve less than 1/3 of the neighborhood now
- Sisterhood of the Travelling Scarf- another entrepreneurship opportunity came out of there

Space issues: Lack of space in the neighborhood, and accessibility of space in the neighborhood, especially with new security measures at the U, Community space inventory
 Developing food trucks- doesn't require the permanent space that other businesses might need
 Providing tools and resources to develop capacity for neighborhood organizations to implement

How is this population going to use and access the LRT?

Day-to-day accessibility, will bring more people into the neighborhood, people who already have or are getting a job may benefit from the new LRT line, but not necessarily youth or elders quite so much. Not to underestimate the cost barrier for many people. There will be changes and Transit Oriented Development (TOD) funding coming into the neighborhood- streetscape improvements, sidewalks, etc. More focus on pedestrians, since it's a very pedestrian- heavy neighborhood. How are people getting around now? Walk, bus, drive. Level of familiarity and comfort with US systems varies

Miscellaneous notes:

- Recycling programs in multi-family properties, youth entrepreneurship opportunity, Hennepin County business grants
- Anisa took a job as Minister of Women's Affairs in Somalia
- Immigrant vs. refugee experience, naturalization process, how that plays out in terms of political involvement

Interviewee name: Andrea Arts, Youth Programs Manager

Organization: Brian Coyle Center, Pillsbury United Communities (PUC)

Interview Date: February 19, 2014

CHANCE Interviewers: Suado Abdi, Karyn Berg, Anne Rodenberg

Age Groups Served:

- PUC programs end at age 21 they do let older youth come in but United Way funding doesn't fund for over 21 so they cannot count those.
- Step Up serves ages 14-21 June-Aug. employ 15 youth at Coyle
 - Most youth do not want to get the Step Up slots outside the neighborhood- not sure why, maybe just what they are most familiar with, maybe transportation
- Step Up Explorer- not enough spaces for all the demand, especially 8-9th grade girls
- Youth Social Entrepreneurship (YSE)- Sisterhood- interns and cohorts, classes and resume writing then work at the boutique. Mon, Tues Thurs. - through age 21
- YSE in addition to Sisterhood, Triple C Coffee cart, closing at the end of Feb due to no more funding, will have it running in summer with Step up interns
 - SERVE about 25 in the YSE programs, would like to serve 40 youth a year, "lots of 21-24 year old men who are coming in, do not want to play basketball, need mentorship, character building, exposure to different things that are out there, enhance their toolbox"
 - YSE needs more staffing resources and more space
- FANS- college prep- after 4 years they get gifts and \$500 scholarship, project for global youth day (15-20 youth at any time are involved)-
- Phil (Turtle long board shop) discussing more opportunities for internships

Ideas:

- Anne- what about a partnership with the West Bank Business Association for internships? Andrea likes this but needs staff to do coordinate this.
- Uba Medical Academy- teachers contact Andrea, saying the students need more English?
- Request for ACT prep class- Andrea cannot find any resource for this
- African Girls Mentoring program just getting started, meeting space rented from Augsburg

Needs:

- Need older men (late 20's) to mentor younger boys- job readiness, applications, mock interviews needed for understanding of hierarchy, opportunities in and outside the neighborhood, interfaith work, trips to colleges for exposure, wants more arts programming for artistic expression, mural project, partnership with mixed blood, mostly the youth just think of athletics or computer and nothing in between- more options needed, Somali dance
- Parent discussions are needed to help youth with career exploration- this takes a lot of trust to build up. Andrea likes parent meetings, and private partnerships (like the IBM school in Chicago)- Andrea thinks this has potential she used to work with Target, 3M
- Facebook blast looking for donations (e. g. need office supplies) - no place to keep supplies

Engaging youth:

We could speak with the FANS group, Tuesday nights with Sister group, get another male to come in and speak to the older youth. Hussein had a forum in the fall for the guys- this was successful, do not have the job search skills- need basics (application basics, how to dress, need ID). One guy is starting a reffing training program

- Recommended we meet with Behi (he is connected to youth)
- Check in the Somali Youth Against Violence program

Miscellaneous:

- Recent data for PUC shows East African/Somali 93%. 50-55 kids k-8 in the Brian Coyle center from after school until 6 pm- struggle with not respecting the authority, do not understand system of authority, privilege and expectations are a struggle in the very structured programming, not a race issue, the kids just want to do what they want to do and feel they own the center, lack of respect to staff, parents do not understand the structured setting of the PUC programs.
- PUC has not connected with Emerge
- Andrea has tried to get some jobs opportunities with Tree Trust

Interviewee name: Jane Buckley-Farley

Organization: Senior Pastor, Trinity Lutheran Congregation

Interview Date: February 26, 2014

CHANCE Interviewers: Karyn Berg, Julia Eagles

Pastor Jane has been at Trinity since 1996. She is energized by Trinity's emphasis on ministry and outreach and enjoys the diversity and richness of the Cedar-Riverside neighborhood.

Programs:

Safe Place: Homework Help. A Trinity tutoring program for Cedar-Riverside kids, to receive help with homework after school during the regular school year. Adult volunteers are especially needed in January and early June. Held at 2001 Riverside Avenue (upstairs). Run by Aron

Oromo youth group meets on Friday afternoon- could ask that Aron talk to the group about us coming in to meet them.

Other programs in the neighborhood:

- Oromo students group at the U
- FOLC -Family Opportunities Living in the Community, a neighborhood collaborative in the early 2000's
- Fairview- cultural and interpreter depts. out in the community
- Augsburg interfaith group
- Faith in the City- (made up of LSS, Augsburg, Luther Seminary, Fairview, Augsburg Academy- Steve Peacock) group is refocusing. They have been led initiatives in other neighborhoods in Minneapolis
- Resource Center in the Plaza
- Health Commons- supported by Augsburg and Fairview. Triage program has offered cooking and exercise classes as result of the needs they have learned about (is run by Hiba Sharif who works for Fairview - reports to Director of Community Relations)

Suggestions for people to talk to:

- West Bank Business Association- Follow-up with Jamie
- Rachel from Augsburg College- Set up a meeting, she's coordinating the downstairs space at Trinity, an Augsburg alum, came to our community forum
- West Bank Community Coalition- sometimes struggles with capacity
- Dar Al-Hijrah -Wali (Executive Director), Abdisalam have office space in Trinity basement while their space is repaired from fire

Comments:

- Neighborhood has been studied a lot without much return on that work. It's very challenging to work in this neighborhood.
- Mpls Public Schools -Jane and Aron participates in a meeting where school district gets together with faith leaders
- Trinity researching 501 c3 status for Homework Help program to get more funding

Where is the capacity in the neighborhood?

- Youth entrepreneurship programs- Sisterhood of the Travelling Scarf, Triple C Cafe
- Jane knows of several young adults who would make great coordinating staff if there is opportunity to hire

Potential Solutions/Pastor Jane's Dreams

- Former auto repair shop is purchased and made into a place for youth, Trinity would run it?
- Add on a floor to the top of Trinity Office building (could be used for worship space, classrooms, computer lab, job prep.)
- \$100,000 for kitchen - could teach cooking classes, create a bakery or social entrepreneurial opportunity
- Need more computer capacity (only have 4 pc's for students in class/lab at Trinity and need a new printer)
- Computer center for high schoolers, college students and adults
- Tie a Workforce Center and a library together in some space (gas station)
- Post high school occupational skill training/non college bound kids (ideas include trades like electrical, auto repair, cooking)
- Involve Luther Seminary in the neighborhood more (Jane shares Luther intern now with Augsburg)

Other Youth Needs/Concerns

Sex trafficking- needed safe place for women, moms are worried about their kids having a safe place to hang out. Pastor Jane has pulled together a couple of conversations about trafficking.

Interviewee name: Mohamed Jama

Organization: Co-founder and first president, Cedar Riverside Youth Council

Interview Date: March 5, 2014

CHANCE Interviewers: Karyn Berg, Julia Eagles

Needs for youth

- 3 Paths for youth- Community College, work or homeless
- Chemical dependency treatment not available in the neighborhood
- Single mom cannot do the parenting they need to do
- Library needs to be open in neighborhood full time
- 30% of youth in justice system- no legal help

Current programming for youth

Youth Council operates with no funds

U of M does not serve diverse students- U believe that all kids from the neighborhood are “bad apples”

RPTA

30 staff , employ teachers with funding from Mpls. Schools run ESL classes at resource center and Coyle mostly for elders, citizenship classes, computer for beginners, Healthcare for MNSure enrollment
Lack of space and funding to do more

Other issues

- Leadership at Brian Coyle
- Long term Power struggles in neighborhood
- No programming at Brian Coyle for 18-24
- Sherman and Associates- some funding for youth activities

Solutions

- Education- institutions should be less hostile to kids in the neighbor- accept more kids, create support program for neighborhood kids to stay in school, get good grades in college
- Mentor programs- successful business people could help but needs to be funded ongoing not let funding run out before
- Jobs- most important
- Need training, education to get ready for jobs, ie. Metro Transit could hire but kids do not know how to get a job as a train driver
- Renovate Brian Coyle
- Library
- Need a Resource Center to help with finding employment
- RPTA wants to start local TV station- could use this to educate about recycling

Interviewee name: Carla Nielson, Crime Prevention Specialist

Organization: City of Minneapolis Police Dept., Cedar Riverside West Bank Safety Center

Interview Date: March 5, 2014

CHANCE Interviewers: Julia Eagles, Karyn Berg

Needs

- Health disparities is a huge concern
- Somali youth are losing their culture; do not know the music, dance of homeland
- Youth vulnerable to trafficking
- Lack of skills for youth to get jobs

Programs for 18-24 year olds

- Ka-joog in Southern Theater- Damon
- S.Y.A.V. (Somali Youth Against Violence)- performed at the fire fundraiser
- Step Up
- Scrubs Camp
- Restorative justice with Mpls PD

Other insights

- Youth are mobile
- Young moms who were in refugee camps may not know the culture of Somalia in order to teach her kids the culture
- These youth are survivors but they have high level of social naiveté
- Step up is good but has challenges, need computer to apply, need to apply in Jan for summer
- PUC Brian Coyle could be a neutral fiscal agent for some programming

Solutions

- Wellshare International taught a parenting class- this was effective, need more of this, especially for teens (Wellshare is very multicultural- may have capacity for fiscal)
- Outreach for scrubs needs to happen by the community (Connector type model- would need to pay these connectors)
- Space- some near RPTA?
- Trinity lower level but Cedar Ave mind set is limiting
- Dreams for Carla: Expose kids to life skills, resume writing, interviewing, budgeting, apartment search, drivers license, healthy relationship skills, how to vote, what is permissible debt in the Islam religion, hiring events with Fed Ex, etc could follow the Life Skills training
- Mentoring Young Adults (MYA) group in St Paul Dora Jones- this could be a good provider for Cedar Riverside to do the above

Interviewee name: Linda Bryant, Director of Employment and Training and Mohamed Ali, Program Manager – RENEW Minneapolis/FastTRAC Program

Organization: EMERGE

Interview Date: March 7, 2014

CHANCE Interviewers: Suado Abdi, Anne Rodenberg

Background about EMERGE’S presence in Cedar Riverside: EMERGE has always been part of programmatic offerings at Coyle. EMERGE was affiliated with Pillsbury United Communities, but is now independent. EMERGE rents space at Coyle.

Amy Knaus is Linda’s counterpart at EMERGE at Coyle – she oversees refugee services, MFIP program and adult training. Linda wonders how closely Amano Dube and Amy work together.

Who staffs EMERGE at Coyle? What programs are offered?

Mohammed Ali from EMERGE goes to Coyle every other Tuesday – hangs out in the room – 10 – 11 a.m. Sometimes serves only 1 person – it will take time for people to get used to him and his role.

Mohammed does short-term employment training at EMERGE and Cedar Riverside (CNA, Pharmacy tech, Welding, etc.). EMERGE has contract with city – must track certifications and provide employment support services for 12 months. Job training participants must have GED or high school diploma. 18 is youngest person they serve.

Hassan Mustafa: Provides refugee and adult employment services (age 18+). EMERGE vans are available to bring people to/from work out of Coyle Center.

New Beginnings workshop is starting at Coyle on March 19 – helps people with resumes, applications, how to dress for interviews. EMERGE is hiring another person to work in N. Mpls - this will free up Mohammed to do more outreach in Cedar Riverside, stretching thin to serve the neighborhood.

How many youth are being served with those programs?

Job training: Less than 5 in Cedar Riverside. Mohammed’s contract is to serve 50 people/year; nearly all are served in North Mpls. Example: 3 people completed CNA training in Cedar Riverside. But...there must be jobs to back up training opportunities.

Refugee and adult services serve 200 - 300 people in Cedar Riverside.

It’s not lack of resources – it’s lack of bodies – they can’t take EMERGE’s staff out of N. Mpls.

How does EMERGE complement or collaborate with other community organizations serving Cedar Riverside? Mohammed goes to WBCC, CRP, Coyle meetings. RPTA does not attend meetings.

EMERGE wants to enhance what PUC is doing in Coyle Center. Amano Dube may have to come to the table to help EMERGE support their programs. Linda wants to know what PUC and Coyle are doing for workforce training.

What are the long-term plans? EMERGE is respectful of existing organizations working in Cedar Riverside and does not want to step on toes. EMERGE recognizes the neighborhood is political and relationship based.

Example: I asked if EMERGE would be better located in Riverside Plaza – Linda said that would be a “delicate decision.” Another example: if Amano is applying for the One Minneapolis RFP, EMERGE won’t pursue. *But are they talking to each other about these opportunities?*

What do you think is needed by young adults, especially Somali immigrants in Cedar Riverside?

Job training, employment, gang prevention, school truancy programs, leadership development program (mentoring, public speaking). Make sure they are productive contributing members of society by accessing jobs and employment training.

Need continuity in training for girls and boys who are engaged in their teens – what’s next for internships and support? Young people need to learn to pass the torch and take responsibility for reaching back to help others when they move on. Somali girls especially need leadership opportunities.

What actions can make this happen?

1) EMERGE needs help promoting what they do at Coyle:

They need outreach, people who know the community to tell others that they can help with training, job applications, resumes, transportation, etc. Flyers don’t work - WBCC, RPTA can help reach community!

Needs door-knocking – Somali culture is word of mouth. Need people like Bihi to spread the word.

People in plaza are not hearing about opportunities at EMERGE via WBCC, RPTA. Flyers are not working – Cedar Riverside is relationship based – they need 4 “Mohammeds”
Facebook works with youth, but for age 24+ it doesn’t work. Email works from a familiar name.

2) Implement quarterly “logistics” meetings involving people who work on employment and training issues

Involve WBCC, RPTA, Sherman Associates, Augsburg, Fairview, Ka Joog, PUC, --- any organization that offers EMPLOYMENT or training (EAC/Resource Inc., CSEM, Sisterhood Boutique, South Side Youth Collaborative, HR form Fairview). Pull employment people on a separate committee – currently not being served via CRP.

Jo Haberman is “on loan” to EMERGE to help coordinate bigger groups working with youth employment – she can help get us the name of people working on south side youth providers. She could launch these meetings and identify someone from CR to lead them.

Note: It took Linda two years to bring all the youth employment people to the same table in N. Mpls. Cedar Riverside is an island on its own – people don’t include Cedar Riverside in discussions about youth.

3) Get better signage for EMERGE outside/inside Coyle Center

Make it clear that the resource is available. Also make sure the Coyle receptionist knows to direct people to EMERGE for employment and training opportunities.

Advice for gathering info from youth:

Go where young people are – not just at Coyle. Have teen-friendly snacks; ask them to fill out a survey. Go to lobbies of Riverside Plaza at 3 – 4 p.m. Have clipboards. Ask “*How can we get you get jobs?*”

Misc. notes:

Cedar Riverside has benefitted from transportation development – a lot of potential to partner with outer ring suburban employers, also employers on Lake Street. Needs funding from City, Department of Labor – funding has focused on transportation, but not for job training.

Interviewee name: Andi Cheney, Company Manager

Organization: Bedlam Theatre

Interview Date: February 11, 2014

CHANCE Interviewers: Karyn Berg, via email

As you may know, Bedlam developed and evolved in Cedar Riverside from 1993 - 2010, most visibly through the operation of a bar/restaurant and performance venue across from the Brian Coyle center from 2007-2010. Our mission is to create radical works of theatre blending community and professional, and so we sunk our roots deep into the neighborhood, working with Brian Coyle, the Towers, CHANCE, NRP, and the WBBA to develop programming for youth and East African residents. Some of our staff served on neighborhood community boards, and we offered classes and workshops to youth through the Drama Club, later called CRAZY, later called Voices of Cedar Riverside, work which culminated in the shows like *Aniga Adiga*, *West Bank Story* (which was a Humphrey partnership!), *Ku Soo Dhawaada Xafadeena (Welcome to Our Neighborhood)*, and *Oromiya's Return*, in addition to dozens of short works featured in cabarets and festivals.

We continue to provide programming on project-by-project basis through community partnerships with Brian Coyle, Mixed Blood, Cedar Cultural Center, Ka- Joog, NRP, WBBA, and individual artists in the neighborhood. We also partner with organizations in neighboring communities like HOPE, Seward Neighborhood Group, the Playwright Center, and the Native American - Somali Friendship Committee.

Our biggest project these days is the development of **Bedlam Lowertown**, a new bar/restaurant venue in St. Paul, right on the other end of the Green Line. Bedlam Lowertown will anchor our work in the community, but we are already connecting with neighboring 'hoods like Frogtown and Summit-University.

Additionally, we are expanding our successful *10 Minute Play Festival* model to a year-round program called **Short Town**, providing anyone who wants to get involved with mentoring and resources to produce new short works. We're offering trainings in the technical crafts of theatre through **Technical Tools of the Trade**, a program that partners with schools and other community organizations to offer low cost opportunities for skill-building and basics.

- **Does CRAZY exist anymore?** Not as such, because we've woven youth and East African community members into all of our programming rather than making it separate.
- **Are youth ages 18-24 active in our programming?** Absolutely, all of it.
- **Do we have programming that is exclusive to 18-24 year olds?** Nope, we're not into exclusivity.
- **Do we have programming that is exclusive to East Africans?** Nope, but we work with a lot of East African folks regularly as staff and artists and audiences.
- **Do we love Cedar/Riverside and want to keep our partnerships alive even on the opposite end of the Green Line?** OH YEAH. Let's partner.

I hope that's helpful. Best of luck with all the research, and feel free to reach out if you have any specific plans/proposals that Bedlam can support!

Andi Cheney, Company Manager

Interviewee name: Molly and Timothy Paulson, Volunteer Co-Directors

Organization: Cedar 4-2-5 Youth Center

Phone Interview Date: March 7, 2014

CHANCE Interviewers: Julia Eagles

Cedar 4-2-5 (*from their website*): There are a lot of young men in the neighborhood who have no place to go to get off the streets. Many of them end up engaging in destructive behaviors. On Friday and Saturday nights, our building is open as a game room for these guys. We not only provide a safe and entertaining place for them to hang out, but we also work to get to know them, build trust and relationships, and paint a picture of a different kind of life they could be living.

Overview: Also known in the neighborhood as the pool hall space, has been open for 3 years now. Goal was to create a space for young men in the neighborhood who weren't interested in programmed activities. We were approached by Lisa from Palmer's, who was having an issue of young men hanging out on the sidewalk, loitering, intimidating customers. These were somewhat listless youth, not looking for a specific program to "better themselves." We wanted them to have a space where they felt welcome, building relationships with them would help to steer them in a positive direction, wanted to create a space where they could be off the street, safe, calm. We have very little structure, but a place for them to feel at home. Specific programs wouldn't necessarily be a fit, not interested in programs.

Many are going to school, employed, or both. But also some who are not. Some are looking for jobs or work, in between jobs, or work jobs that aren't an ideal fit for them, could use some training or skills, but may not be at a point in terms of motivation where they're ready to commit to a training program.

Our goal is relational, hard to define, but working to build trust. We wanted to connect with the young men who weren't at a point of moving towards a "successful." Can't do that without a basis of stability, ability to hope for something different. Many have been pigeon-holed by people in the neighborhood as "problems", by authority especially. We work on building relationships so that there'd be trust, in a position to be able to offer some advice.

How many youth come? There are about 30 regulars, who we see pretty much every weekend, but it really varies, sometimes it's really busy, sometimes it's totally dead. Depends on the time of year, the weather, school schedules, summer, etc. It fluctuates quite a bit, more people in the winter. We've had up to 50 on average, during the busy times.

What ages? Includes a wider range than 18-24, but includes that range. Younger and older youth who have been involved since they were in high school

When is it open?

2 nights per week- Friday and Saturday evening, 6pm-1am, will close earlier if there's no one there

Have you seen an increase or decrease in participation among youth in this age group?

First summer and fall were especially busy, since it was a novel thing. The fall of 2011, started counting, had ~90 kids come through every night. Over the last 2 years, it's been pretty consistent, with a range of 30-50 guys coming through.

Mostly young men?

Assumed it would be mostly young men, occasionally young women come in but rarely return. It's a male-dominated space. We have had a goal of offering a night specifically for women, but haven't had the volunteer capacity to offer that. Goal was to connect to guys on the street, have never said no to women but has continued that way by nature.

What do you think is needed by this group?

Wide range of personalities and backgrounds, ~98% of the guys are East African
Some are very studious/responsible, just come to relax. Some have kids, hanging out there instead of with their kids. Some are looking for work. Some are on drugs, no motivation for the future. It's hard to generalize needs for all of them.

Needs: Help finding jobs, job fairs, some sort of online resources for applying, training? May not be that motivated yet. Trauma counseling- Many of them have some form of PTSD or trauma based on their experiences growing up, in refugee camps.

Felt needs- People who understand them. One visitor said the space was the only place in the neighborhood where he feels at home, feels welcome. Feels judged in the neighborhood

Emotional development has been stunted, for a variety of reasons. Their ability to make decisions based on long-term consequences isn't fully developed yet, don't yet have the maturity to respond rationally to being harassed by the police. Understandable that their reaction may be anger, frustration.

Need to build relationships and trust, help to listen and respond to their problems/issues. That foundation is necessary to respond to the problems they're facing at this point, where they're at. It takes a lot of time, building relationships, increases with time, openness and trust. We're a philosophy more than a program. There's a place for those types of programs (ACT prep, workforce development, etc.) but a lot of these youth aren't ready for participating in that yet. Will take time and understanding and accepting them where they're at before they can engage.

Brian Coyle really cracked down a lot after the shooting, in terms of security and safety, and I understand why Brian Coyle needs to have standards in place. You say the "P" word there and they kick you out for a week- because there are little kids. Some of the youth who come to our space say they don't feel like himself, comfortable there. You have to sign in at Brian Coyle, there's no sign in or official registration at the pool hall. It's based on a relationship more than on structure.

Based on how things were functioning naturally in terms of how the space is organized, how people were naturally interacting, felt ownership of the space. Volunteers are perceived more as friends than authorities, even though we are authorities; treat them as equals rather than as authorities.

How are these youth perceived in the neighborhood?

A lot of the guys who come to the center either have a record or have done "stupid things." There's no real excuse, but some of them have been really pigeon-holed. Have had a number of negative interactions with the police- who have said of the space "all those guys in there are criminals." Seems to be an issue in both directions- between police and youth- presumptions/categorizing of people. We provide a space to hear a voice that's encouraging them to do what's right, without categorizing them in a certain way. Their own cultural community leaders aren't very impressed by a lot of their behaviors, understandably, but puts them at odds with a lot of authorities and systems in the neighborhood. For that reason- the only place a lot of people feel welcome/comfortable in the neighborhood.

Have encountered some push-back from certain city authorities and other leaders- have judged us without really understanding what the space is about. Helps us to sympathize with those young men to some degree- trying to alter those assumptions by meeting with people, communicating our intentions.

Reaction by the youth when they are perceived that way is to rebel further- not a rational response. We talk a lot about those responses and how it's not helping them. We have a message of the week up on the wall- do unto others as you would have them do, don't cheat, if you jay-walk you're opening yourselves up to getting a ticket- try to raise awareness and talk a lot about making better choices- can do that because we've built the relationships. It doesn't always make a difference, but sometimes it does.

When we started there were a lot more fights that would take place, made a choice to demonstrate healthy conflict resolution. Now it's very rare that fights break out. We'll kick people out if they're fighting, have heard of examples of people apologizing, resolving their conflicts in different ways. It's starting to sink in that different ways are possible.

We are a Christian group, but it's not a religious program. We meet in the same space for services. We never bring it up, but it does come up when the youth ask. We're not trying to convert anyone, we know that's a rumor in the community.

We started it because loitering was a problem- there have been some suggestions that we're adding to that problem, but the whole thing started to address that issue. We don't allow any kind of smoking in the space, some people do go outside and smoke, but they were doing that before. We're not all connected with the smoke shop downstairs, besides sharing a building. That's exactly where guys were hanging out anyway- considered a bad space because it's connected to the smoke shop, but good because the guys were already there. It's in a location where they were already hanging out. Have a camera set on the front door (not recording), going out every so often to clear guys out if they're loitering out front. The 2 Somali police officers have said that they can stand in the lot next to the building.

Interaction with the Gang Task Force- Suspected the space of giving an opportunity for youth in gangs to corrupt the "good kids." We made an emphatic point in meeting with them that we're proactive in giving positive examples and lifestyles. This is a select group of people, doesn't represent everyone in the neighborhood, but these guys aren't looking for a program, probably wouldn't go. They're looking for people to relate to.

What space may be available for programming?

A big space that is cheaper than what we are using. If there were other programs in the neighborhood looking for space, our space is available during the week for rentals- nightly or daily basis. It's not handicap-accessible, but it is available 4 days/week.

Their relationship with the police is awful, some of which is inevitable, but we have seen some behavior by some police that really is intolerant and quick-to-judge. They really feel unfairly targeted by the police. The police department has tried to do community outreach, but maybe not with these guys, to make them feel heard or understand where they're coming from. Any time a policeman actually engages in a conversation rather than authorizing, is a really positive thing. We have seen the police lash out, shout at people, without a lot of reason. There's a huge opportunity for relationship/trust-building. A meeting between youth and police could happen in the pool hall space, that's where they feel most comfortable.

Experience at the U: Have heard in passing that one guy used to go to the Wilson library, but he can't get access as often anymore. We have heard stories of abuse by the Security guards from the Tower complex. One guy specifically saying that he was physically assaulted by the security guards at the Riverside Plaza.

Do most of the youth live in the Plaza?

Yes, a majority, or have family there that they hang out with, visit.

Interviewee name: Matthew Holm, Deputy Executive Director and Rich Thomasgard, Real Estate & Special Projects Manager

Organization: African Development Center

Interview Date: March 31, 2014

CHANCE Interviewers: Julia Eagles

African Development Center: www.adcminnesota.org

On Merrie's suggestion, I set up a meeting with Matthew (a Humphrey alumn) to talk about our project and learn more about the African Development Center. We also spoke with Rich, who wrote the commercial real estate and community space scan for ADC a couple years ago.

Potential funding opportunities for organizations in the neighborhood:

- [Headwaters Foundation Community Innovation Grants](#)
- [Bush Foundation Community Innovation Grants](#)

Suggest local organizations look for funding that can add capacity, as long as it's connected to existing mission, consider reporting requirements for grant and mission alignment

Other Resources:

- [West Bank 2014 Nonprofit Report](#): Survey of nonprofits in the neighborhood from the West Bank Business Association

Information on ADC

501c3- Offer loans to businesses in the neighborhood, do not act as a fiscal agent

Have had some recent staff cuts, placing a priority on existing programs rather than new initiatives

Hiring a new Business Development Manager

Offer space for the community- for events and meetings- at ADC

What work is or has ADC funded in the neighborhood?

- [2012 Cedar Riverside Community Space Study](#)
- [2012 Commercial Real Estate Scan Report](#)

Youth entrepreneurship programs or funding?

- Project funded in Rochester around youth entrepreneurship, education project around entrepreneurialism. Training for young adults to continue business development pipeline, empowerment
- Financial education course offered for youth ages 16-mid 20's, local youth, developed and taught by ADC interns. May offer that class again, open to any community youth, run by interns and volunteers

Suggestions for other people to talk to:

- Ka Joog- Housed in the neighborhood, focus area on Somali culture
- Somali Youth Against Violence
- Somali American Parent Association- Housed in ADC rental space
- 8 other organizations housed in the ADC building
- Summit Academy OIC- Workforce training program in North Minneapolis
- Twin Cities Rise- Workforce development program
- Riverside Plaza Tenants Association
- Mosques that have youth programming- Dar Al Hijra, Dar Al Kuba, 400 Bar space (not sure what the group in there is called), 4th one on Cedar Ave
- Minneapolis Employment and Training

- Minneapolis St. Paul Workforce Innovation Network
- Alliance for Metro Stability
- [LISC](#): Local Initiatives Support Coalition
- Workforce Development Network
- Minnesota Minority Education Partnership
- Dunwoody College of Technology
- Allina-sponsored training program in their facilities- Phillips Partnership?
- AIOIC- Leann Tell
- Resource, Inc
- Pool hall- Go and talk to the folks at Cedar Tobacco
- Deb Wolking- West Bank CDC, Asset manager for town homes and apartments, knows about spaces in the neighborhood

The neighborhood needs more service-oriented employment opportunities, more than manufacturing or light manufacturing (which Seward has) - Health care and education

Connect people to the existing resources, network weaver

Recreation space for youth

Desire among residents for some sort of event hall, banquet room

Interviewee name: Ben Marcy, Instructor

Organization: University of Minnesota, Leadership Education and Development Undergraduate Programs (LEAD UP)

Interview Date: March 18, 2014

CHANCE Interviewers: Julia Eagles

Ben is the Forum Manager for Cedar Riverside e-Democracy listserv- Used mostly for announcements more than online discussions

Additional people to talk to- resources and organizations to be aware of

- **House of Hope Church:** A small church in the Cedar-Riverside neighborhood, has created a safe place for young people to hang out, particularly the young Somali men of the community.

<http://www.houseofhopechurch.org/>

Molly Waggoner: mollysidera@gmail.com, Pastor of the church group, use the space for worship above the smoke shop. Have has some issues with the MPD

Cedar 4-2-5 (*from their website*): There are a lot of young men in the neighborhood who have no place to go to get off the streets; many of them end up engaging in destructive behaviors. On Friday and Saturday nights, our building is open as a game room for these guys. We not only provide a safe and entertaining place for them to hang out, but we also work to get to know them, build trust and relationships, and paint a picture of a different kind of life they could be living.

Existing programs- what's working or not?

West Bank Arts Foundry- For more information talk to Jamie Schumaker or Scott Artley

Ka Joog- Abdi Farah/Phenomenal (worked with Bedlam & Cedar Cultural Center), 612-298-3297

Which organizations have capacity? Sources of funding

- RT's organization-
- Hussein Samatar bridge- What's happening with that?
- Resources related to The Yard and Stadium redevelopment
- Making the connection between the U and the neighborhood
 - **Jan Morlock-** Community Relations, 612-625-8318, jam@umn.edu
 - **Phill Kelly:** Neighborhood Liaison, Student & Community Relations. kelly761@umn.edu, 612-626-5213, 612-626-5213
 - **Katie Peacock-** Involved in CHANCE capstone on safety a few years back, works in Cedar for Service Learning on the East Bank
- Cedar Riverside Partnership- Funding from those institutions
- Cedar Riverside NRP

Where to find youth to reach out to? Dania Hall lot, working at Mediterranean Deli

How to make our final project actionable/implementable?

- Ask young people what they want
- Figure out how to facilitate those conversations about what we want to do
- Offer some incentives for participation - Completing a training session, signing up others
- Structure & goals- Young people seek structure in the form of programs
- Open gym ends at 8, nothing to do after that, offer something during that time, with some structure
- Issues of policy presence and perceptions- youth of policy and vice versa
- Security changes at Brian Coyle after the shooting

Space Needs:

- Dania Hall space- Vacant for nearly 14 years, stalling any projects there because of future development plans, fire left another vacant lot in the neighborhood
- Fine Associates development behind Coyle- Annoyance among neighbors with that apartment development blocking access for Riverside Plaza tenants to Coyle
- Riverside Imports closed relatively recently, leaving an available space in the neighborhood
- Viking Bar- Too expensive to do rehab, build a commercial kitchen, not cost effective

Resource Center at RPTA- How could that be enhanced, more of their programs focused on older adults- ELL, computer training, etc.

Role of the U in the neighborhood

Leadership minor, field experience course- students working in the neighborhood. Work with partners at Trinity, RPTA, Mixed Blood, Business Association, Health Commons, Coyle

What projects would you envision to reach this demographic?

- Hiring opportunities with neighborhood businesses
- Sisterhood and Triple C were good as job training opportunities if not good/sustainable business models

Other notes:

- Young people's identity with Somalia- Interest in returning, commitment to returning to Somalia, not staying in the U.S. long-term
- Tension between African American and Somali American youth
- Focus on arts as a medium for engaging young people. Returning to Somalia, doing documentary work to raise awareness of issues there in the U.S.

Interviewee name: Hussein Ahmed (WBCC), Seyou Nurie (Adult Resource Center Coordinator), Ahmed Hersi (RPTA Director)

Organization: WBCC, RPTA

Interview Date: March 28, 2014

CHANCE Interviewers: Karyn Berg, Julia Eagles

Current Progress Update:

Training Assistance

- RPTA will sign agreement next week with Emerge to put up to three employment staff in RPTA office to serve adults (18 plus)

Library/Study space in Building M

- Library/Study Space is currently two classrooms which are used Mon-Fri (daytime) for adult ESL classes
- RPTA has requested that Sherman put in a wall to make it three separate rooms and remove a permanent wall and create a folding wall such that two of the classes could be made into one large area for large group work
- Would like to use this space for having speakers for residents/community engagement activities

Adult Resource Center (Building E)

- New printer but pc's are old
- Approximately only 5% of these ESL students currently being served are 18-24 according to Seyou's rough guess

Other Discussion:

Funding for programs in neighborhood

- RPTA or WBCC has capacity to be fiscal agent, perhaps NRP also?
- One Mpls Grant- could it be used for planning? RPTA could apply but deadline is 4.7
- RPTA trying to get Sherman to improve WIFI access, City of Mpls needs to help
- Nexus Partners - grant was issued to NRP? /WBCC? to help the community make plans to take advantage of LRT- Hani at NRP is working on this. Empowering businesses?

Ideas for how CHANCE can help/include in our recommendations:

- Connect the Dots
- Help figure out who could be potential funders of work they want to achieve in the neighborhood
- Need a coordinator for Building M Library space and to create a job description for this position
- Need a person who could work with Hussein to convene regular mtgs of providers who are serving the neighborhood, or perhaps this could be a consultant who convenes the group semi annually to share mission/capacity/division of tasks/work to come in the next 6 months/planning

Next steps:

- Karyn will contact Abdi Mukhtar and his boss, Maureen and request a mtg. for our group, Hussein and Ahmed in the next two weeks. Will request that Henn. Co. libraries bring 2-3 pc's to Library/Study Space that would be connected to the library system
- Julia will continue to pursue recycling initiative with Henn. Co. ad RPTA

Focus Group name: FANS Youth Group - 9 youth

Organization: Pillsbury United Communities

Focus Group Date: March 7, 2014

CHANCE Interviewers: Suado Abdi, Julia Eagles, Anne Rodenberg

Your age?

- 14
- 15
- 16 x 3
- 17 x 3
- 21

Do you go to high school or college?

- All high school, one soon to be college
- Many attend South High in Minneapolis

Do you leave the neighborhood for work, school or fun? Where do you go?

- School x 8
- Fun x 4
- Mall of America x 2
- Work
- Uptown to hang with the dogs

Do you plan to use the new light rail line?

- Of course x 2
- Totally! #St. Paul
- Maybe, if it's fast
- Maybe
- Why not
- Don't think I have a choice
- No

How do you learn about what is happening in the neighborhood?

- Go to community discussions / a discussion / community discussion
- I see people talking about it
- Walking around
- Elders
- Local news
- My friends / updates from my homies
- Local news / news
- Burhan / Angie
- Brian Coyle
- Hooyo
- Paltank (?)

What is your top goal for the next year?

- College / go to college / Graduating - on my way to U of M / graduate - acceptance to U of M or Augsburg or St. Kate's / To get accepted by the U of M / Get noticed by the U of M
- Perfect ACT score / 20+ on ACT / Pass the ACT
- Pass classes / Trying to graduate school
- Be caught up in a lot of stuff
- Learn Korean
- Travel
- Create program
- Getting a baby

What do you want?

- More colleges to be involved / More involvement and connection with the universities and colleges - ongoing resources, scholarships / scholarship program / to get noticed by U of M
- Future career / career
- A chance!
- College readiness
- PhD
- I want to stop young people from doing drugs
- Community Ed. classes

What help do you need to reach your goal?

- Get noticed by U of M x 2
- Money for college / scholarship / scholarship opportunity
- Help applying
- Prayer
- ACT prep (in the neighborhood - program at school was full)
- Just study all day
- People leaving me alone

How do you spend your time when you are not in school?

- | | |
|---|--|
| <ul style="list-style-type: none"> ● Study / do homework ● Sleep / at home ● Meetings ● Work ● Eat ● Watch drama ● Help others | <ul style="list-style-type: none"> ● gym x 2 ● movies ● Volunteer x 2 ● Shopping / Mall ● iphone ● Games |
|---|--|

What programs are you in through school/community?

- | | |
|---|---|
| <ul style="list-style-type: none"> ● FANS ● Girls Inc ● Link Grow ● Student Council ● S.R.C. ● Emoja ● SSA ● Cedar Riverside Youth Council ● S.T.A.R.T. ● Japanese Culture Club | <ul style="list-style-type: none"> ● Speech ● UBVQ - Vision Quest mentors ● East ● Sports ● Sisterhood Service Club ● Minneapolis Youth Congress ● Anti Bully group ● College Possible ● Young Achievers |
|---|---|

Focus Group name: Sisterhood of the Traveling Scarf Advisory Group - 13 girls

Organization: Pillsbury United Communities

Focus Group Date: April 18, 2014

CHANCE Interviewers: Suado Abdi, Julia Eagles, Anne Rodenberg

How old are you?

- 14
- 16 x 6
- 17 x 2
- 18
- 19 x 2
- 22

Where do you go to high school or college?

- South High School x 6
- Cedar Riverside Community School
- U of M
- MCTC
- Lincoln High School
- Heritage High School in Como, St. Paul
- Columbia Heights High School

How do you spend your time when you are not in school?

- Mosque
- Shopping
- Sports
- Reading x 4
- Watching TV
- Sleep
- Hang out
- Video games
- Movies x 2
- Work x 2
- Babysit
- Homework x 2
- iphone: Instagram, snapchat, ABC Family
- Work out
- Wilson Library

What programs are you in through school or the community?

- S.R.C.
- Girls Inc.
- S.T.A.R.T. x 2
- Sports / basketball / track
- Upward Bound - YMCA (TRIO) x 2
- FANS x 4
- Writing class
- S.S.A.
- Minneapolis Youth Congress
- Cedar Riverside Youth Council
- EMOJA
- LinkCrew x 2
- VBRQ
- African Development Student Council

What do you want in life?

- Financial security for my family
- A family, a career and just to enjoy life!
- God
- I want to become a psychologist
- To be successful
- Money x 2
- Passport
- Acceptance to my choice of college
- I want to become a famous writer
- Brown University
- iphone5S

What is your top goal for the next year?

- Graduate (high school) x 5 (*1 with honors*)
- Go to college x 2
- To pass ACT x 2
- Take college classes
- Get a car x 3
- New iphone x 2
- Study abroad x 2
- Make money
- Travel

What help do you need to reach your goal?

- Education x 2
- Money x 2
- Scholarship
- Studying x 2
- Transportation
- Positive (?)
- Family
- Beg parents :)

Do you leave Cedar Riverside for work, school or fun? Where do you go?

- School x 4
- Mall of America x 5
- YWCA / gym x 2
- Mosque
- St. Kate's (*interesting this is considered out of neighborhood, unless she meant St. Paul campus*)
- Vacation
- To visit friends
- Downtown / Plymouth / Edina / South

Do you plan to use the light rail line?

- For sure x 5
- Yes, if I don't get a car x 2
- Maybe x 3 (*one said "if it doesn't take too long"*)
- Not really

How do you learn about what's happening in the neighborhood?

- Social network / friends / neighbors / community / from people / talk / family / word of mouth / people (*11 mentioned some variation of this*)
- Face Book / Social Media x 6
- Newspapers / local news x 3
- Brian Coyle
- Hooyo

Whiteboard Notes From Discussion

- Increase sports for girls - soccer, volleyball
- Remove all bars / tobacco stores
- Neighborhood needs a guidance counselor - a safe place to talk
- They want more diversity - more color
- Need free neighborhood childcare program so parents can work

Regarding space:

- Increase opportunities outside Coyle - community opportunities
- Reuse "open" spaces

Regarding Safety:

- Want community to come together - create a safer place
- In 5 - 10 years, the girls want Cedar Riverside to have a safe reputation. Those who grew up in CR are "used to it" - those who didn't grow up in CR don't feel safe.

Regarding Coyle Center:

- Need better signage when you walk in -- too hard to find services.
- What is the point of the gate at Coyle entrance?
- Coyle needs better janitors
- More libraries / gym in the neighborhood - but fix Coyle first. Need more staff to run different programs.
- Teens are being kicked out of Coyle - it's perceived as being for little kids. This is an approach to safety -- teens were "causing problems" now they don't come.

Where do people go besides Coyle?

- U of M campus, Augsburg
- L.A. Fitness
- YMCA
- Van Cleve rec center in Dinkytown
- MAPPS Coffee

Regarding opportunities for Girls vs. Boys:

- Boys have more opportunities for physical activities and health - they can go to Y and swim, more sports, more basketball time
- Opportunities seem equal for little kids up to middle school.
- When it comes to high school, they want programs that bring boys and girls together
- Want more physical activity that bridges education
- Boys 18-24 don't have opportunities - they think the things they see happening are childish

About Cedar Riverside Youth Council:

- Serves 14 to 21-year-olds
- 14 members - 7 boys, 7 girls
- Meets on Saturdays
- CRYC left Coyle because they "want to create change" but people think the group is dead because it doesn't meet there...*caused some dispute between participants*

Interviewee name: Umar Hassan, Coordinator, Oromo Youth Group + two young adults

Organization: Oromo Youth Group, hosted at Trinity Lutheran Church

Interview Date: April 18, 2014

CHANCE Interviewers: Karyn Berg, Suado Abdi

Coordinator: Umar Hassan, uhassan15@gmail.com

Both young men were 17 and juniors at South High school. One lived in the CR neighborhood, one lived in Uptown. They had been coming to homework help at Trinity for 3-5 years. No longer need homework help but began their group with some students who were coming to homework help.

Favorite Quote from Umar's teacher Mr. Unjuguna in Kenya "Time wasted is never recovered."

The Oromo youth group has not become an official nonprofit, they say they would like to keep their group free of the problems that come with funding from outside organizations. There are about 20 members - some are youth and some are youth mentors. Young adult college students (from the U of M Oromo student association) mentor the younger boys. Their group seeks to be a service based organization and has accomplished:

- "Oromo Young Generation" program with Bedlam Theater
- Superintendent of Mpls schools came to meeting they organized in the community in order to encourage schools to translate parent communications into Oromo language, build awareness for schools about Oromo culture
- Brought in human rights speaker
- Speaker from Metro Transit police (advocacy for incident)
- Brought a Youth lawyer to speak
- Partnered with Swedish Institute for Oromo cultural display

They indicate they like to do one big event a year.

They focus on these issues for youth and identify these concerns:

- staying in school
- peer pressure/bad influences
- achievement gap for Oromo kids in Twin Cities
- desire to promote reading of literature

The goals of two young men we spoke with include: Travel, College, Humanitarianism, Politics/Policy

Identified Needs of young people in the community:

- More structured sports- open space for youth and programs that are affordable. They believe Riverside Park would be good for more youth activities.
- College readiness, ACT prep (some of the Oromo Youth group mentors have shared ACT prep materials with the students)
- Higher Ed. navigation, how to do applications, take tours, financial aid, college fairs, real info. about college for families, mostly 1st generation college students
- Community and family support (working with young children is important, these two young men said that their success was driven from the discipline they learned while in school in Kenya)
- Internships (Step Up Mpls is doing well) Need more?

Informal Canvassing: 17 youth between the ages of 17-24

Locations: Riverside Plaza Towers

Interview Date: March 30, 2014

CHANCE Interviewers: Suado Abdi

5 young men originally lived in the Riverside Plazas but come back to the area to hang out with friends. There were several repeated issues so I have marked them with (X).

Issues/Concerns/programs

- (X) People's views of the neighborhood make it hard for us.
- Outgrown BC programs. youth used to be in after school basketball, tutoring, soccer, field trips
- Brian Coyle is too crowded, it's not as it used be.
 - *This came from a question about how they see their future in the neighborhood and whether there are resources to support them.*
- Violence/security
 - It's hard to be outside in the evening, there is fear that something might happen
 - buildings are too big scary to walk outside by yourself
 - need more lighting
- (XXX) Brian Coyle does not offer resources for "us"
- Would like interview tips and where to apply.
- College access: University is too big. Don't know who to contact for general questions.
- Need "actual" library with books to check out and computers like the Franklin Library.
- Don't know where to get information on jobs and college applications
- "time" availability of resources
- (X) Need places where other young adults hang/get help with jobs and stuff
- active recreation center
- community wise people are not as active with events that relate to our age group
- (XX) Job searching skills
- (X) Lack of college Prep courses/resources
 - No connection to U of M or Augsburg
- (X) Don't know what's going on outside the towers

Needed/Opportunities

- (X) More opportunities in the neighborhood.
 - Job/ school
- (X) More opportunities outside the neighborhood.
 - Interestingly, they defined "neighborhood" as within the Riverside Plazas-- Cedar/Riverside intersection. Access to buildings U of M and Augsburg College.
- Political ambition. Talked about how CR has produced great Somali politicians. But there is the lack of youth empowerment. Only those connected CB clubs get ahead.
- Community center with job resources and other resources
- College admissions possibilities at U of M and Augsburg College
 - Few of the youth attend South High School & Washburn High.
- Interest in working at Fairview Hospital but few of the youth (20-23 yr old) said they don't have any information like the Scrubs program
- Need space that has resources---without children
- Day Care
- Recreational (gym) space outside Brian Coyle
- Growing food/garden on empty spaces

Community Spaces

- Pool house is a good place to go hang with friends
- University of Minnesota buildings for internet/homework
 - Access challenges with West Bank buildings being closed.
 - Where to get information about free access to resources?
- Hang out around restaurants/cafe

Informal Canvassing: 9 young adults between the ages of 12-25

Locations: Local Restaurants

Interview Date: March 30, 2014

CHANCE Interviewers: Suado Abdi

- Neighborhood is fine. Work & go to school outside the neighborhood.
- Need well paying employment opportunities.
- Brian Coyle is for all. Play ball and meet up with friends. There isn't any other place in the neighborhood that we can do this.
- 3 U of MN freshman students. Views of the neighborhood are positive. General programs are sufficient for tutoring younger kids. 18-24 yr olds need activities and role models.
- Not all need "employment training". Training is needed by other people.
- Need volunteer/ internship opportunities into businesses! Medicine, teaching.
- need place to hang out without "blame" of doing smoking wrong. People fear coming into the neighborhood. This should change. How can we get ahead if people fear/ make assumptions on how we dress and now we look?
- Need more lighting for safety. But crime is mostly an issue in the summer.
- We're not illiterates. Just need the connection to make things happen.

Community access?

- Brian Coyle, Resource center in E building.
- Pool house is a waste of time. Others said its a great place to hang and meet friends. But it has been getting bad vibe from people in the community.
- ** Mosque as a community space (*mostly girls said this and only 1 guy*).

U of MN- whether they access space at the university/Augsburg college?

- Residents were U of MN students. Non-U students access Wilson library and general study areas at the university. Augsburg is kind of far.
- "Friends of the U Libraries" is not well known by U students or community residents

Older residents--

- Sahal & East African cuisine restaurants
- Younger men need more guidance, mentorship, connection to opportunities before they finish high school and into college.
- There aren't any resources that encourage this age group.
- Disconnect between the older and younger generations. Older folks can provide guidance but these kids grew up here and some don't speak Somali well.
- All the young people here strive for education: they are enrolled into colleges and high schools. Some work hard to support their family here and back home. This is what people don't understand about this age group. Not all stand around the street with their friends. Some work/school and the others need help.
- Need cultural educational and connections back to their roots as Somalis.
- Young people know better English so there should be more opportunities for entrepreneurship.
- Need space of their own that is well staffed and resourced not some empty room.
- Need religious guidance

Focus Group name: Cedar Riverside Youth Council

Focus Group Date: April 26, 2014

CHANCE Interviewers: Suado Abdi, Julia Eagles

CRYC's Influence & Goals:

- Youth-led initiatives
- Youth awareness week
- Youth-led community, more influence, real leadership by youth
- Volunteers, also have school, jobs, lives
- Address violence in the community
- Help us fund programs- not about money for the CRYC
- Ideas often start at CRYC, but then we don't get credit or involvement
- Role of CRYC: Give youth in the community a voice; come up with ideas for youth programs in the neighborhood. Empower youth in Cedar Riverside

What are the systematic issues?

- Media coverage of the neighborhood, Cedar Riverside community
- Lack of funding, motivation, people to do the work
- Lip service from the U of MN, talking about the neighborhood
- Perceptions and images about the neighborhood
- No early childhood programs available

Programs at Brian Coyle:

- Brian Coyle Center programs end at 18
- CRYC involvement in the gymnasium remodel
- Staff turnover- insufficient resources
- Loss of programs- Jump Start, NCA, testing resources, FANS scholarship, etc.
- Could there be a locally-run alternative to Pillsbury United Communities?
- Support from local educational institutions
- Pillsbury is under-resourced, neglecting its programs in this neighborhood
- It's time for PUC to leave, a new org to move in and take over
- Issues with the Park Board and ownership

Accessing Funding:

- Attitude that there's competition for funding in Cedar Riverside, too many organizations
- Space limits- no space for making these programs happen
- Social & political organizing to change the system, address social justice issues
- Getting accurate data about who and where young adults are in the neighborhood
- Where does the money from these grants go, admin costs?

Cedar Riverside Partnership:

- What are their interests?
- Most don't represent or live in the community, but have resources
- RPTA and WBCC have a seat
- Getting a seat for CRYC
- Why aren't their meetings open and publicized?

Youth Social Entrepreneurship Expansion: Job training and skills for youth, work experience

What worked well?

- Origins, youth involved in creating it

What didn't work so well?

- There was a challenge in finding a location
- No entrepreneurship element, more about job training
- Didn't function like it was supposed to
- Run by people not from the community
- Finding customers is hard, market for 2nd hand clothes

What would you like to see?

- Youth in the neighborhood have a voice in working there, running it, designing it
- Bring people in with entrepreneurial background
- Create a deli, mobile food card (*issue with building access restrictions at the U*)
- CRYC could be involved in any of these, but would need support

How would it happen?

- Issue of accessing space at the University, harassment by U of MN security
- Access to people with influence, networking
- University Board of Regents has the power, influence, get their buy-in
 - *Admissions access for minorities has been an issue*