

Work summary

Summary of activities across all programs and demographic groups.

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

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

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

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

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

Another program EPIC would like to implement is a **New Neighbor Welcome Program** that provides neighbors with a welcome bag when they move into the neighborhood. We would likely rely on neighbors to contact EPIC to request a bag for a new resident in the neighborhood, EPIC will then

give the neighbor a welcome bag that they can give to a neighbor. The EPIC welcome bag will consist of donations of items from a local business (yet to be determined) and some resources, such as information about EPIC, how to sign up for youth programs in the neighborhood etc. EPIC will also want to coordinate with landlords to provide these welcome bags. (Guidelines for this program will be provided to the City for approval prior to implementation of the program.)

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

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

Another piece of our Community Meeting and Event Program will be to incorporate art, food, body care (i.e. chair massages) and music into our community meetings/gatherings, in order to increase attendance at our community meetings. Food, entertainment compensating artists, musicians and masseuses are currently not eligible uses of City funds; if that should change, we would definitely take advantage of that, otherwise we are working to secure outside funding for such expenses. These components would be incorporated into our community meetings approximately three times a year as a part of a push for larger community meetings/events, in the spring, the height of summer and in the fall. In addition to the three larger community meetings we will also want to host some type of community event for neighbors.

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

Scope of work, outcomes and goals

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

Overall scope of work:

The EPIC Equitable Engagement plan will consist of robust community outreach, particularly working to engage historically under-engaged groups using door-knocking, and phone calls and networking with community-based organizations and religious institutions. EPIC will work to make our community meetings and events more accessible by providing interpretation services and childcare, as well as incorporating art and body care into the community meetings three times per year (see note above). EPIC will work to build infrastructure in outdoor community (public) gathering spaces and provide funds to support EPIC’s community garden as well as compensate people who conduct workshops and trainings at the garden. Additionally, EPIC will continue its Block Party Reimbursement Program and implement Micro Partnership Program as well as do development work focused on removing white supremacist tendencies from its norms and practices.

Outcomes and goals:

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

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

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

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

Plan detail

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

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

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

			<p>Comunidades Latinas Unidas En Servicio; Latino Economic Development Center;</p> <p>PRG; City of Lakes Community Land Trust; Inquilinx Unidxs Por Justicia; Center for Energy and Environment; Match House and other housing co-ops;</p>
<p>Person(s) responsible</p>	<p>Executive Coordinator</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>	<p>Executive Coordinator</p> <p>2 Multilingual Outreach Workers</p> <p>Interpreters</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>	<p>Executive Coordinator</p> <p>EPIC Garden Coordinator</p> <p>Legal/Finance Department</p> <p>Community and Board Engagement Department</p> <p>Vision Department</p>
<p>Timeline</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; begin planning and outreach/notification of first of three larger community meetings (childcare, healer, interpreters, artist etc. if eligible); find a way for community members to contribute to community decisions without having to attend community meeting; develop Micro Partnership</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; recruit part time multilingual outreach workers; begin planning and outreach/notification of first of three larger community meetings (childcare, healer, interpreters, artist etc. if eligible); find a way for community members to contribute to community decisions without having to</p>	<p>Jan-April: targeted outreach efforts using information gathered from Knock Knock LLC; strategic planning for EPIC garden; find a way for community members to contribute to community decisions without having to attend</p>

<p>Program; secure donations of items for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; begin planning for larger community gathering/event; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants, include notification of Micro Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings (secure healer, artist etc.); continue outreach efforts</p> <p>October-Dec: development - work on taking White Supremacist tendencies out of org; healing/reconciliation and strategic planning</p>	<p>attend community meeting; develop Micro Partnership Program; secure donations of items for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; begin planning for larger community gathering/event; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants include notification of Micro Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings; continue outreach efforts</p> <p>October-Dec: development - work on taking White Supremacist tendencies out of org; healing/reconciliation and strategic planning</p>	<p>community meeting; develop Micro Partnership Program; send letters and emails to property managers/owners to the 4 properties with 20+ units; recruit part time EPIC garden coordinator; secure donations of items for New Neighbor Welcome Program</p> <p>June-July: Community org, religious institution mapping; begin planning for second of three larger community meetings; build community gathering space infrastructure; outreach - reaching those who did not respond to outreach consultants include notification of Micro Partnership Program and Block Party Reimbursement Program;</p> <p>August-September: begin planning for third of three larger community meetings (secure healer, artist etc.); continue outreach efforts</p>
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<p>Quantitative goals</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.</p>	<p>People contributing to decision making processes in East Phillips is representative of our community demographics, so at least 26% of the people participating in decision making are Black or African American; 10% are Indigenous; 38% are Latinx; 54% speak a language other than English; 25% speak English less than very well; and 60% are tenants.</p> <p>10 neighbors are connected with a committee or action group that is either formally tied to EPIC or that EPIC helped to pull together. These groups are neighbor led and are based on common interests, such as community safety or housing.</p>
<p>Qualitative goals</p>	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal conversations with neighbors</p>	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal conversations with neighbors</p>	<p>Community members feel more supported by their neighborhood organization than they did before EPIC put this equitable engagement plan into action - information about this will be gathered via informal</p>

	<p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc.</p>	<p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc</p>	<p>conversations with neighbors</p> <p>Community member's needs are met or they have access to resources to meet their needs.</p> <p>There will be an increase in usage of our networks, including Facebook and Mighty Networks, as well as an increase in positive and healthy interactions on these platforms.</p> <p>There will be an increase in EPIC membership as well as an increase in first time participants with EPIC, including community meetings, EPIC sponsored events, committees, work groups etc</p>
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<p>Outcome of engagement</p>	<p>More Black, Indigenous and people of color contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that BIPOC community members identify as important</p>	<p>More people whose primary language is not English contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that people whose primary language is not English identify as important</p>	<p>More people who face barriers to housing contributing to community decisions; attending community meetings; engaged in committees or work groups;</p> <p>EPIC engaging in issues that people who face barriers to housing identify as important</p>
<p>Next steps</p>	<p>Targeted outreach efforts</p> <p>Community Org/religious institution mapping</p>	<p>Targeted outreach efforts - including keeping an ear out for anyone who might be interested in multilingual outreach positions</p> <p>Community Org/religious institution mapping - including ask for any recommendations for multilingual outreach positions</p>	<p>Targeted outreach efforts</p> <p>Community Org/religious institution mapping</p>