FOCUS TOPIC
Building Racial Understanding and Advocating for Equity
Virtual CAP RoundUP
Volume 2 Number 8

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Building Racial Understanding and Advocating for Equity

Last month, the Community Action Partnership issued A Renewed Commitment to Making America a Better Place in response to the recent incidents of violence in Louisiana, Minnesota and Dallas in addition to other communities that have experienced similar tragedies. Many communities across the U.S. have initiated community dialogues and listening sessions to bring people together in efforts to foster understanding and to address critical community issues. The Partnership is also a partner with the W.K. Kellogg Foundation’s Truth, Racial Healing & Transformation initiative described below.

For additional resources, see Race and Equity in Community Action, which was the Focus Topic in RoundUP, volume 1 issue 7.

The William Winter Institute for Racial Reconciliation

As stated in its Core Values, the Winter Institute values the dignity of every individual and is steadfastly committed to social and economic justice. Equality of and access to opportunity for all persons must be a fundamental right in all societies. Respectful relationships are the key to trust, healing and reconciliation in our communities.

William Winter served as the governor of Mississippi from 1980-1984. Viewed as one of Mississippi's most progressive governors, his tenacity and leadership led to passage of the 1982 Education Reform Bill by the Mississippi state legislature. The Toughest Job: William Winter’s Mississippi is a compelling documentary on his lifelong efforts to fight for justice and equity.

Our political leadership must appeal to the best that is in us, not the worst. We have a great country, and we as Mississippians, you and I, must act as a part of it. The last we need is a political leadership that is inviting trouble by unwise and ill-considered statements and then is forever waving a red flag at somebody and daring them to start something.

William Winter, 1963

The Welcome Table

The Winter Institute developed The Welcome Table as a process designed to help create relational trust, unity, teamwork and cohesiveness in a group of community members who have already expressed interest in improving racial relations and addressing other problems in their communities. The process shares with these community members better ways to communicate with each other, and, by extension, other people from different ethnic groups in their communities as a whole.
Many terrific organizations focus on systemic change without including relationship and trust building. As a result, their accomplishments often aren’t sustainable because community leaders refuse to continue working with those whom they do not trust. Others focus on relationship building, but do not carry their successes into work for social justice and toward increasing the understanding of structural racism. Relationship building and work for positive social change are the hallmarks of the Welcome Table, which bridges the divide between racial equity and racial healing. There are three phases of The Welcome Table: (1) Self-Reflection and Relationship Building, (2) Education and Discernment, and (3) Equity Development.

Other material from the Winter Institute includes:

- Community Dialogue Handbook
- Oral History Resources
- Position Statement on Reconciliation

Case Studies: Building Trust, Creating Change

Mindful Magazine – How the simple act of sharing personal stories can help uncover divisive thoughts buried deep within ourselves.

In 2013, a group of black, white, and Latino Calhoun County residents—originally convened by a local nun—invited the University of Mississippi’s William Winter Institute for Racial Reconciliation to help facilitate an ongoing dialogue about race. The Winter Institute—named for a former governor known as a progressive reformer—runs a program called The Welcome Table, which it brings to communities with histories of distrust. At the program’s core are monthly meetings where trained facilitators help participants tell and listen to personal stories. One goal of these conversations is to foster relationships across race lines—ties that later translate into civic activities aimed at promoting racial justice.

Truth, Racial Healing & Transformation

The W.K. Kellogg Foundation’s Truth, Racial Healing & Transformation (TRHT) initiative will help communities embrace racial healing and uproot the unconscious and conscious beliefs in racial hierarchy. This is a national and community-based process designed to engage communities in racial healing and change efforts that address current inequities linked to the belief in a racial hierarchy. It is an adaptation of some of the most recognized Truth and Reconciliation Commission models. Former Mississippi Gov. William Winter and former Massachusetts Governor Deval Patrick have agreed to co-chair a national commission, which will oversee TRHT activities.

The Community Action Partnership has joined as a TRHT partner (see news release) and a number of TRHT sessions will be held at the Partnership’s annual convention.

TRHT Sessions
Successful CAA Funding Initiatives

Erie Summer JAM: A Collaborative Effort of Community Partners

Our view: Erie County summer jobs program expands youth horizons

GoErie.com – Erie, PA – The Greater Erie Community Action Committee won the $350,000 contract to operate the program...This summer 170 young people are taking part in the program...Charting their successes could help to rebuild Erie’s confidence and counter the narrative written by young people who choose violence over hope and responsibility.

- Erie County Summer JAM, GECAC
  - Program resources, including Summer JAM Youth and Employer Handbooks
- Erie youth get summer job training (inc. video), WJET
- GECAC selected to run Erie-area summer jobs program, Erie News Times

Summer Jobs & Beyond

First job means money to put truck on the road – and a lot more

The Recorder - Greenfield, MA – A collaboration between Community Action and the Franklin Hampshire Regional Employment Board, SJB gives incoming high school juniors and seniors a chance to join the workforce... Three weeks into the program...employers have been excited about the work the teens are doing, and the teens have learned basic, essential workplace skills, like taking initiative and communicating well with bosses and co-workers. [$2.0 million DOL grant over two years]

- Worksite Application (3 pages) and Youth Application (8 pages), Community Action
- Summer Jobs and Beyond, U.S. Department of Labor

Achieving Homeownership: Reaching Diverse Populations

Three Rivers Community Action receives grant funding for homeownership education

Faribault Daily News - Faribault, MN – Thanks to a grant from the Minnesota Department of Commerce, Three Rivers Community Action is now able to assist people who are new to the country or state and are interested in owning a home. Grant funding was awarded to seven nonprofit organizations across Minnesota to support homeownership opportunities for under-represented residents in an effort to help address disparities in homeownership rates. Three Rivers received a grant totaling $40,000.

Achieve Homeownership, Three Rivers Community Action
A collaborative program that identifies and addresses barriers to homeownership faced by diverse households across southern Minnesota. It provides culturally-tailored financial and homeowner education and counseling services that are essential for successful first-time homeownership.
Innovative CAA Program Initiatives

Inmate Work Crew: Advancing Affordable Housing along with Reentry Prospects

Glenwood Development Foundation breaks ground on new home in city

Pope County Tribune - Glenwood, MN – GDF is partnering with West Central Minnesota Community Action (WCMCA) to build the home. WCMCA, in turn, is partnering with the Department of Corrections to take on an Institution Community Work Crew...Since 1998, ICWCs have provided more than 120 inmates with the opportunity to learn carpentry skills. Similar to Sentence to Service, the ICWC program provides an opportunity for county level offenders to serve the community instead of serving time...WCMCA has been partnering with the ICWC program since 2002 and has built 118 homes so far in the west central Minnesota area.

- Affordable Housing, WCMCA partnership with MN DOC (from 2015 WCMCA Annual Report)
- Institution/Community Work Crew Affordable Homes Program, MN DOC

Veterans Housing through County Support and Partnership with Habitat

Habitat for Humanity to build Dixon house for veterans

The Reporter - Vacaville, CA – A dilapidated house on the 8,350 square-foot property at 250 South Jackson St. is planned to be demolished later this year. In its place, Solano-Napa Habitat for Humanity will be building a 2,500 square-foot house with six bedrooms and three bathrooms that will become housing for six veterans. Habitat will be working with Community Action North Bay, who will be paying the mortgage with private funds once the house is built.

Supervisors approve loan for vets housing and New Habitat project in Dixon to benefit veterans, Fairfield Daily Republic

CAAs Host Hundreds of Youth Volunteers in Home Repair Blitzes

Armed with hammers, saws, nails 300 campers converge on county

The Hopewell News - Hopewell, VA – The Prince George community action group CAPUP (Capital Area Partnership Uplifting People) has partnered with a company from Loveland, Colo. called Group Cares. Group Cares is a non-profit ministry from parent company Group Publishing, which specializes in empowering youth through mission trips.

Volunteers repair 50 homes throughout Butler County (inc. video)

Journal-News - Middletown, OH – Fifty homes in Hamilton, Middletown and Fairfield received much needed repairs this week thanks to the efforts of about 400 young people from multiple states and 150 local
volunteers as part of the Group Workcamps Home Repair Project. The Group Cares Foundation and Supports to Encourage Low-Income Families (SELF) co-sponsored the weeklong home repair blitz to improve the living conditions for low-income senior citizens, people with disabilities, and families with small children.

- Group Workcamps Home Repair Blitz Week (scroll down) – Group Workcamps 2016 photos, SELF
- Group Cares and Group Workcamps

29 Pieces: Advancing Understanding and Sense of Community

29 Pieces coming to River Valley

Courier News - Russellville, AR – Dr. Margaret Pinder, one of four founders of NOSTOS, along with ARVAC have created a partnership to bring the 14 course curriculum of 29 Pieces to the river valley. Pinder said ARVAC and NOSTOS are all about helping people realize their full potential which is what the 29 Pieces curriculum assists with...The curriculum is to teach young people a peaceful way of living as opposed to violence...One of the 14 courses is called Influence and is all about respect. Pinder said in Dallas, this lesson was turned into the Dallas Respect Project and together, NOSTOS and ARVAC wants to bring that concept here and have the River Valley Respect Project.

- 29 Pieces uses art to awaken, uplift and give voice to the creative human spirit to make genuine, positive social change – 29 Pieces Facebook
- 29 Pieces Curriculum with 14 art-based lessons
- TEDx Talk – Karen Blessen, President and Founder of 29 Pieces

Pharmacy Technician Training Program for Out-of-School Youth

Training Programs for Eligible Youth

The Delaware County Times - Swarthmore, PA – Edward T. Coleman, Chief Executive Officer, announces Community Action Agency of Delaware County, Inc.’s (CAADC) out-of-school youth training programs are now accepting applications from eligible youth... CAADC has partnered with Delaware County Community College for its Pharmacy Technician Training Program which provides instruction to become a pharmacy technician leading to employment in hospitals and community pharmacies. This program includes Pharmacy Technician Certification and an externship.

- Pharmacy Technician Training Program Overview, CAADC
- Pharmacy Technician Certification Training Course, Delaware County Community College
- Career Resource Guide, Pharmacy Technician Certification Board – The BLS projects that pharmacy technician employment is expected to increase more than 31% by 2018

Harvest of the Month Preschool Curriculum: Building Healthy Eating Habits Early

Preschoolers try squash in healthy eating program developed by Lycoming College students

Lycoming College News - Lycoming, PA – Peppers, cauliflower, broccoli, squash, and pumpkin were among the selections tested by both the brave and the wary during a new healthy eating program integrated at the STEP Head Start. The Harvest of the Month program introduces preschoolers from three to five years of age to the advantages of eating vegetables and fruits.
As part of the program, 16 Lycoming College students developed classroom kits about a single fruit or vegetable that teachers can use periodically to supplement their regular curriculum. Lycoming students worked in small groups to develop five to six activities for each kit that can be taught over the course of a month. Teachers are encouraged to introduce students to a designated fruit or vegetable every month.

- Farm to Head Start: Fall Harvest Outcomes Report, STEP
- Farm to Preschool: Harvest of the Month Curriculum, Urban & Environmental Policy Institute at Occidental College (example of curriculum from California)

Community Action News

Hundreds Participate in “Dismantling Poverty, A Courageous Conversation”

Outcomes from Summit on Poverty Reveal Extensive Work Needed in Milwaukee County

The Milwaukee Courier - Milwaukee, WI – The stark reality of the challenges and work needed to address the extensive state of poverty in Milwaukee County were clear at the conclusion of SDC’s Summit on Poverty...Hundreds of attendees representing all aspects of the community – educational institutions, community and faith-based organizations, the business community and residents, were committed and motivated to develop an action plan for implementation in the community...For more than 50 years, the Social Development Commission has operated as the Community Action Agency for Milwaukee County.

- Event Flyer and Event Invitation (2 pages)
- 2016 Summit on Poverty: “Dismantling Poverty, A Courageous Conversation” featuring:
  - Summit overview (messages from SDC)
  - Keynote Speaker: Dr. Joy DeGruy
  - Agenda and Four Concurrent Sessions: (1) Policies & Systems, (2) Trauma – Causations with Maslow's Hierarchy, (3) The Isms, and (4) Cognitive Dissonance and Willful Silence: the Economic Divide

Recruitment of Interns to Lead Voter Education and Registration Efforts

Voter Registration Internship

Community Action Partnership of Ramsey & Washington Counties – Interns will support the Civic Engagement Coordinator in lifting up the voices of the low-income community through civic engagement training, leadership development, and voter education. Interns will learn to lead voter education and registration efforts for Community Action under the direction of the Community Engagement Department. Each year Community Action serves more than 24,000 households, presenting a unique opportunity to launch a 2016 campaign focused on reaching the participants we serve.

Nonprofit VOTE

Partnering with America’s nonprofits to help the people they serve participate and vote

Voter Engagement Resource Library
Smoothing the Way Back to School for More than 1,000 Students
Foothill Unity Stages Back to School Event to Arm Children with Confidence
Pasadena Now - Pasadena, CA – Free haircuts, backpacks, manicures and clothes were provided for more than 1,000 children Tuesday at the Santa Anita Park Racetrack as part of Foothill Unity Center’s 18th Annual Back to School event...Foothill Unity Center conducts the activity annually to relieve children and their families of some of the stress that normally comes with the first day of school, especially for low-income families. The event aims to help youngsters feel confident the first day of school because they arrive armed with what they need to fit in and succeed. Foothill Unity believes that giving these children what they need can have a huge impact in their self-confidence as well as their willingness to learn...The center is the federally designated Community Action Agency.

Back to School 2016, Foothill Unity Center – photo gallery

Community Action among Leaders Promoting Campaign to Expand Enrollment in College
C3 Believes College Changes Everything
Ottumwa Post - Ottumwa, IA – The percentage of Ottumwa residents age 25 and over with a college completion is only 24.1%. A new collaboration in Ottumwa known as C3 believes that is unacceptable...key players are a local partnership roster made up of the following people: Nancy Nelson, Indian Hills Community College; Kelly Genners, Ottumwa Regional Legacy Foundation; Brian Dunn, Sieda Community Action... C3 says that they currently have 4 main goals in their efforts...

Arkansas ED Takes Part in Three-Year Community Development Institute
Community leaders complete CDI program
Log Cabin Democrat - Conway, AR – Four community leaders completed the Year 1 Class of the 30th annual Community Development Institute (CDI) at the University of Central Arkansas. Jack Bell, Conway chief of staff; Gloria Cheshier, Arkansas Community Foundation/Faulkner County executive director; Jennifer Welter, Community Action Program for Central Arkansas (CAPCA) executive director...

CDI trains community leaders and economic development professionals on how to strengthen their local economies and build communities. This is achieved by developing the ability of participants to identify community assets, set goals, encourage collaboration and partnerships with stakeholders, and bring communities, organizations and businesses together to respond to a broad range of economic and quality of life issues. The complete institute experience is a three-year program, with one week of training per year.

National network of Community Development Institutes

CAA Steps Up to Help Increase Understanding of Poverty among Educators
Seminar helps educators connect with families in poverty
The State Journal-Register - Springfield, IL – Educators from Chatham, Auburn, Riverton and some private schools in Springfield took some time this past week to learn how to better connect with families who live in poverty. The Wednesday seminar, sponsored by Sangamon County Community Resources, the local Community Action Agency and the county’s Regional Office of Education, featured a keynote speaker who was born into generational
poverty but was able to break the cycle.

[Lynda] Coates has a master’s degree in communication from Portland State University. She is a Gold Star speaker with Communication Across Barriers, a national consulting firm that provides training and keynotes that empower professionals who assist people with moving out of poverty.

Communication Across Barriers includes speakers and training institutes

Community Action Doing Its Best to Prevent Massive Water Shutoffs

Detroiters looking for help with water bills out of luck, for now

Michigan Radio - Ann Arbor, MI – The Water Residential Assistance Program (WRAP) just launched in March. It was touted as a comprehensive solution to Detroit’s chronic problem with delinquent water bills, and the subsequent service shutoffs that have hit tens of thousands of households over the past three years. But it’s already committed the $1.2 million allocated to the city of Detroit for the program’s first year, and is not accepting new applicants right now…Wayne Metro [Community Action Agency] has already committed additional funds from its own budget, and informed the GLWA board about the situation. The program will reach its “budgeted annual target for Detroit” by August 31.

CAA Administers Wildfire Relief Fund

Lake County Wildfire Relief Fund re-opened in response to Clayton Fire

Lake County Record Bee - Lakeport, CA – North Coast Opportunities (NCO) and MendoLake Credit Union have re-opened the Lake County Wildfire Relief Fund in response to the Clayton Fire. Thousands of people remain under mandatory evacuation as firefighters continue to battle the largely uncontained blaze…NCO’s Volunteer Network is actively participating in immediate needs resulting from the Clayton Fire…NCO is a 501c3 organization that serves as the Community Action Agency for Lake and Mendocino Counties. In 2015, the Lake County Wildfire Relief Fund was created in response to the Rocky, Jerusalem and Valley Fires, and the fund disbursed approximately $1.6 million in direct aid to more than 1,000 survivors.

Did You See?

More highlights from the Community Action Network and others concerned with poverty in the U.S.

Learning Communities Resource Center Corner

LCRC, Community Action Partnership

Take advantage of these great resources shown below from the Partnership’s LCRC to further the work of your agency!

- Annual Convention Event Schedules
  - LCRC Sessions
  - Truth, Racial Healing & Transformation Sessions
- Rural IMPACT Resource Update
  - Meet Liberty, the Uber-like Service Built For Rural America
  - Parenting Matters: Supporting Parents of Children Ages 0-8
  - August 10th Rural IMPACT Meeting (webinar recording)
  - CSBG IM #149: Strengthening Outcomes Through Two-Generation Approaches with a Resource List, which includes the LCRC publication: Uplifting the Family: A Two-Generation Approach

More info
CSBG IM 149: Strengthening Outcomes Through Two-Generation Approaches

The federal Office of Community Services has issued IM #149 to encourage states, territories, tribes, state Community Action Agency Associations and eligible entities to implement two-generation approaches to serving children and parents together to increase family economic security and well-being...

Taking a two-generation approach does not have to mean the development of new programs and services. Indeed, with its focus on addressing employment, education, income management, health, housing, emergency services and nutrition, CSBG already contributes to and leverages funds for virtually any program that could be reimagined from a two-generation lens. Moreover, CSBG explicitly calls for strengthening community planning and coordinating efforts, organizing services to help families achieve economic security, and developing innovative approaches to attacking the causes and effects of poverty. Each of these activities can serve as a cornerstone of an effective two-generation approach.

IM 149 Attachment A: Resource List

After Compliance...Moving Toward Excellence

Pathways to Excellence continues to serve as the Community Action Partnership's organizational capacity building initiative. Pathways consists uses 35 Standards of Excellence based on the Malcolm Baldrige National Quality Award and specifically adapted for the Community Action Network to define the very best practices for agencies. The standards are grouped in seven categories. As noted in last year’s Re-Launch of the Pathways to Excellence webinar:

Compliance is not Excellence!
Compliance is the starting point for Excellence!

View webinar recording – webinar slides

“The Performance Imperative: A framework for social sector excellence” provides a common definition for “high-performance organization” and lays out in detail the seven organizational pillars that can help you move forward on the journey to becoming a high-performance organization. PI fits into a range of management approaches including Pathways and is a source of ideas and material that can support your efforts to build a high performance culture in your organization. PI was developed by the Leap of Reason Ambassadors Community. More info and material: The Performance Imperative Campaign including Keep Learning on the latest thinking on performance, leadership, and culture.

Health and Equity Assessment Report: Ideas for your community assessment

Seattle Health and Equity Assessment

Report issued by Futurewise – An equitable, healthy city is one in which all residents have access to those essential elements which enable them to live up to their full potential. In an equitable city, all residents can
afford safe, quality housing, have access to stable jobs with living wages, live and work in a healthy environment, depend on a reliable transportation system, enjoy easy access to parks and recreation, and can learn in a school system which gives all residents the tools they need to thrive.

Futurewise has developed the City of Seattle Health and Equity Assessment to identify the health and equity disparities in our city, to report back the needs of our priority communities, and to identify policy solutions which will make Seattle a healthier and more equitable city, one where all residents can live up to their full potential...

Report Format

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<tr>
<th>Community Characteristics</th>
<th>Community Building Blocks</th>
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<td>Housing</td>
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<td>Healthy Eating and Active Living</td>
<td>Public Health and Preventative Services</td>
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<td>Environment</td>
<td>Economic Development</td>
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Includes strategies to ensure meaningful community engagement including:
- SpeakOuts
- Surveys
- Walkshops
- Focus Groups
- Work Shops

See report pp. 17-20

CAA Leads $3.2 Million Lead Abatement Effort for Low-Income Residents

Lead paint removal a slow, expensive process for Delaware (inc. video)
The News Journal - New Castle, DE – Low-income residents with children younger than 6 in Kent and Sussex county can look to the state to absorb the cost through the "De-Lead Delaware" program, which is funded through the U.S. Department of Housing and Urban Development. The program and it’s $3.2 million — enough for about 250 abatements — has been in place since 2015 and about 90 homes have been revitalized...That’s a good start and the state is hitting its target, but that’s not enough on its own, said De-Lead Delaware Crew Chief Scott Smith, who works for program subcontractor First State Community Action Agency.

- De-Lead Program, First State CAA
- CDC Childhood Lead Poisoning Prevention Program (scroll down for information and resources)
Brighten Your Day!

The Pursuit of Happyness

Chris Gardner went from homeless to Wall Street, while struggling as a single father to raise a son. Gardner's story was turned into the movie The Pursuit of Happyness featuring Will Smith as Chris Gardner and Jaden Smith, Will Smith's son, as Chris Gardner’s son.

See below for a two-part interview with Gardner, which aired on ABC's 20/20 as well as a scene from the movie. Also, check out The Lessons Of Success We Can Take From 'The Pursuit Of Happyness' that includes a short talk by Gardner and three more scenes from the movie.