

ATTACHMENT C
PROPOSAL COVER SHEET

**Request for Proposals for Community Outreach and Support Services During and After the Trials
Related to the Killing of George Floyd**

Name of Applicant Organization: Center for Multicultural Mediation

Organization Address: 2021 E Hennepin Ave, Ste 193, Minneapolis, MN 55413

Organization Telephone Number: (612) 259-7705

Contact Person Name and Title: Abdi Ali, executive director

Contact Person Telephone Number: (612) 940-5026

Contact Person Email address: contact@cmmediation.org

Geographic Area for services (South, North, or citywide): South

Total Amount Requested: \$ 174,777

Proposal Checklist:

- X Completed cover sheet
- X Project narrative (maximum 10 pages)
- X Attachment D – Budget & Narrative

ATTACHMENT D - Budget & Narrative

Personnel	Role on Project	Base salary, hourly rate, or annual wage	Estimated hours on project
Abdi Ali, Executive Director	Project oversight	\$65/hour	390
Program Manager (to be named)	Day-to-day ops	\$30/hour	1560
Outreach Workers (to be named)	Outreach	\$20/hour	3276
	Admin tasks related to		
Contract Manager (to be named)	contract	\$100/hour	40
Total Direct Labor Costs			

Other Direct Expenses

Supplies

Printing

Media Campaign

Mileage (.56 cents per mile)

Total Other Expenses

Total Direct Costs

Administrative Costs (.13%)

TOTAL PROJECT COSTS

Budget Narrative

Personnel - Includes 10 hours per week for CMM's executive director to oversee the project and his program manager, 8 outreach workers, and contract manager. Program manager (to be named) will manage and oversee the daily operations for the duration of the project. We plan to have 8 outreach workers on daily 6-hour shifts throughout the duration of the project. We will plan to have a minimum of 2 outreach workers in each of the three identified South Minneapolis neighborhoods. The contract manager will make sure we are in compliance during the duration of the project and help develop reporting tools to be used by the program manager and outreach workers. Since we are utilizing contractors, we did not include any fringe.

Other Expenses - Supplies include food, water, and PPE for both outreach workers as well as community members. Food may also be purchased for community gatherings. Printing costs include flyers, development information on how to access resources, posters, and banners. The media campaign will allow us to utilize Somali media to develop a campaign around healing and community during the project period. Mileage is factored throughout the three identified neighborhoods by the project manager as well as the outreach workers at .56 cents per mile.

Administrative Costs are factored at 13% of the total project budget.

**Salary/wages
charged to
project**

\$25,350

\$46,800

\$65,520

\$4,000

\$141,670

\$5,000

\$1,000

\$5,000

\$2,000

\$13,000

\$154,670

\$20,107.10

\$174,777

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Narrative – Community Outreach and Support Services During and After the Trials of the Former Officers Involved in the Killing of George Floyd

Center for Multicultural Mediation

I. Organization Capacity

The Center for Multicultural Mediation (CMM) has an experienced executive director with more than a decade of experience managing this type of project and grant funding. CMM demonstrates fiscal responsibility by managing grants from multiple foundations and public entities such as the Minneapolis Foundation and federal funding through the Minnesota State Office of Justice Programs. It has also an annual contract with Hennepin County Attorney's Office since 2019. CMM applies the general accepted accounting principles (GAAP) used in the United States of America. The organization fiscal responsibility is to make sure it balances its revenue and expenses while at the same meeting its obligations and responsibilities.

CMM regularly manages teams of community volunteers in its programs, which are aimed, in part, at preventing violence among Somali youth. CMM's volunteers help to resolve underlying causes and mediate conflict between a youth client and their family, another youth, or other community member of business who has been harmed by the youth's crime or act of violence. Prior to founding CMM, Executive Director Abdi Ali worked for several organizations including government entities and non-profit organizations where he has hired contractors and managed teams. He has also organized a youth violence prevention conference with the City of Minneapolis and managed contractors working on specific projects.

CMM regularly contracts with trainers and organizers when conducting education sessions in the Somali community and has experience with scheduling and tracking hours of these activities. We submit regular reports to the Minnesota State Office of Justice Programs for our African Youth Diversion Program and also managed COVID-19 emergency funding from the federal government. CMM's executive director is also a contractor with the city of Minneapolis' ReCAST Minneapolis program and hires trainers and contractors to implement "Healing from Trauma" in the Somali community through the Mind-Body Medicine project in south Minneapolis since 2019. CMM contracts with the services of an outside accountant to manage our finances and also a program management consultant for contract management.

We will be able to manage 10 staff/contractors. We will be able to activate up to 8 Outreach Workers for a single six-hour shift. We can mobilize a team of 8-10 Outreach Workers within two hours. We would be able to activate 8 Outreach Workers for an all-hands activation if necessary.

Other staff that would be involved in this work include our Executive Director, and a Program Manager that CMM will hire to manage the project. CMM's Executive Director will design the structure of the outreach and support services and coordinate the recruitment onboarding/training efforts. He will work closely with the Program Manager for each shift, manage the logistics, and provide day to day supervision of the contracted outreach workers. The Program Manager will communicate with and submit necessary forms and schedules to the City of Minneapolis' Office

of Violence Prevention, and participate in progress meetings. The PM will receive contract outreach workers' invoices, ensure documentation of safety issues, complete program documentation and participate in meetings with the city and other stakeholders. CMM will also hire a contract manager to help facilitate the administrative parts of the contract and ensure we are in compliance with the requirements of the contract.

Mr. Ali, the founder and executive director of CMM, has managed the organization and its innovative youth diversion program since 2008. He is a licensed graduate social worker, mental health professional, and respected leader within the Somali/African immigrant community. A trained mediator, restorative justice facilitator, former high school teacher and experienced trainer, Mr. Ali has over 20 years of experience working with Somali Youth and community. Mr. Ali is a Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice and has been mediating conflicts in Minnesota for over 10 years. He holds a Masters' degree in public administration and a certificate in dispute resolution from Hamline university. Mr. Ali is a recipient of 2010 Virginia McKnight Binger Award in Human Service by McKnight Foundation and also 2019 community leadership award by Hennepin County Attorney's Office for his work with CMM and African Youth Diversion Program.

We have the necessary insurance coverage in place and will be able to increase coverage for Outreach Workers if needed.

II. Relevant Organizational Experience

The Center for Multicultural Mediation's work includes positive, proactive and responsive outreach and community engagement. CMM is experienced in de-escalation, mediation, and conflict resolution. CMM often refers people in the Somali community to other resources and supports to take a holistic approach to violence prevention. CMM staff and volunteers are trained in mediation and other forms of conflict resolution.

CMM was founded to address a prominent issue in Minnesota's African immigrant and refugee community. African youth experience cultural disputes, conflicts, and assimilation challenges, which lead to engagement in illegal behaviors, violence, and increasing encounters with the juvenile justice system. We are a community mediation and conflict resolution center whose mission is to resolve conflicts within and outside our Somali/East African community. We facilitate difficult conversations between communities and service providers.

The mission of CMM is to support Somali/African immigrants', refugees', and their descendants' ability to live successful multi-cultural lives in the United States. Our Somali-led, holistic, family-centered case management navigates language and culture to serve the unique needs of the Somali community in a way that neither mainstream youth providers nor public agencies can do alone.

Our goals are to stabilize and support the long-term economic and social successes of Minnesota's Somali and African immigrant communities by improving relationships in families and with mainstream individuals and communities; reduce youth engagement in risky behaviors; connect Somali youth with traditional values and history to ground them in their identity; and

strengthen youths', and thus the community's, capacity. Since 2008, CMM has provided a culturally-specific diversion response for Somali and East African youth involved in the juvenile justice system. In addition to youth mediation and diversion, CMM has years of expertise in providing community mediation, family mediation, training of service providers and community education.

Our flagship program, The Hennepin County Somali/African Youth Diversion and Post-Charge Delinquency Program, prevents and reduces Somali/African immigrant youths' involvement in the juvenile justice system. This culturally-specific program draws from a traditional Somali mediation model that identifies and resolves the underlying issues for conflict and risky behaviors by Somali youth. Designed with input from elders, youth, and community leaders, it addresses the unique challenges and historic/current trauma of Somali refugees from civil war to refugee camp to immigration. To address the root causes of the youths' behavior, we refer them to community-based and city resources such as mental health services, housing, and youth employment.

CMM will train contracted Outreach Workers in de-escalation strategies, conflict resolution and mediation skills, and how to determine when someone might benefit from referrals to services. They will also be trained in tracking their hours, submitting regular timesheets, taking COVID precautions, and wearing their outreach uniforms. They will also be trained on the coordinated citywide approach and make sure their activities are aligned with City guidelines and practices.

Our approach and philosophy intentionally keeps people connected to community in order to prevent violence. We are a Somali-led organization working in the Somali community and share the negative impacts of systemic racism, the challenges of cultural assimilation and post-war trauma, and other conditions that may lead to acts of violence. Our strengths are the use of a culturally-specific, multi-generational approach that focuses on community identified solutions to reduce violence in the Somali community.

We have not engaged in two-way communication between the community and the City of Minneapolis, but we do receive referrals from the court system and Hennepin County Attorney's Office and feel comfortable in this role. CMM has been involved in the facilitation of conflicts arising out of housing redevelopment projects with Minneapolis Public Housing Authority and city residents. We provided conflict facilitation and community engagement work, which involved a two-way communication between MPHA as a service provide and the community.

We will work with stakeholders in the south Minneapolis neighborhoods of Powderhorn, Longfellow, and Phillips. We have extensive experience providing conflict resolution and mediation services in these neighborhoods and convening the community around solutions. We currently provide services in Hennepin County with the majority of our work taking place in the City of Minneapolis and south Minneapolis neighborhoods of Powderhorn, Longfellow, and Phillips where populations of Somali/East African community resides. We will collaborate with Omar Sabri mosque, Abubakar As-Sadique Islamic Center, Tawfiq Islamic Center, Somali Mall 24, and the Cedar Riverside community and mosque. We will also work with community organizations such as Somali Women Against Violence, Somali American Parent Association,

and the Cedar Riverside neighborhood association. We will also collaborate with Somali business community and The Brian Coyle Community Center, which hosts Somali youth afterschool sports and activities.

CMM was created by Somali Americans for Somali Americans to address the challenges faced by our community, especially our youth. Our staff, board, and team of volunteers are all Somali. We are native speakers of Somali and are respected community leaders who are fully integrated in the cultural and religious life of the Twin Cities' Somali community. Through our youth diversion program and other mediation work, we have gained credibility and trust within the Somali community as well as with the criminal justice system. CMM's Executive Director is highly respected in the Somali/East African community for his work in violence prevention and commitment to diverting youth from the criminal justice system. CMM is the only culturally-specific mediation and conflict resolution organization in the State of Minnesota for the Somali/East African community and has been honored by Hennepin County Attorney's Office for its conflict resolution work.

III. Activities

CMM will complete our work in the south geographic area.

We know that the Somali community suffered as a result of the murder of George Floyd and subsequent unrest. Somali youth vandalized and stole from Somali business owners. Our community is still healing from this violence and we see generation and familial divides within the Somali community as well as our division from the greater community. We will hold a series of gatherings in Somali malls or after Friday prayer at Somali mosques to keep our community connected and informed as well as provide resources during the trial. We will facilitate opportunities for the community to voice concerns as well as identify solutions on how to prevent future violence within the Somali community.

CMM will also conduct a massive outreach campaign in public housing facilities, Somali businesses, and non-profit organizations around violence prevention. We will use our experience in de-escalation, conflict resolution, and mediation and employ a diverse group of Somali Outreach Workers to engage in this work including elders and women. We will work with Somali media on an awareness campaign around peace and healing and violence prevent that includes local celebrities and community leaders. We will share cultural and Islamic messaging around healing and how to prevent violence as a community. We will also distribute supplies including food, water, and PPE to those in need and develop and distribute a list of appropriate resources including mental health, substance use, and domestic violence help. We will refer community members in need to appropriate resources and help them access resources in their neighborhood.

We will employ 8 outreach workers for two six-hour shifts daily. They will be assigned specific neighborhoods (2 or more per neighborhood).

Abdi Ali, CMM's executive director, will be responsible for overseeing all activities. He currently manages the organization and its innovative youth diversion program. Because of a

decreased caseload in CMM's diversion program as well as the addition of a program assistant, Abdi has the capacity to oversee the project. He will work closely with the Project Manager who will manage the day-to-day operations and troubleshoot any challenges that may arise.

The Outreach Workers responsible for performing the activities will be contractors trained by CMM staff. We will recruit existing CMM volunteers for these roles but offer them compensation for their services.

CMM has been engaging in community outreach and engagement in the Somali Community for over a decade. We know from experience that engaging the entire community and utilizing Somali media will help us reach more people and remove cultural and language barriers. We know that by hiring Somali Outreach Workers to engage with the Somali community, we will be able to more easily gain trust and prevent violence in our community.

Challenges include the ongoing COVID pandemic and making sure we are keeping our community safe and providing accurate information, including around vaccination. We also know there could be safety issues during this turbulent time. We will provide additional training to our Outreach Workers on these issues and make sure they know how to get help if they are in danger.