

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:
Native American Community Development Institute (NACDI)

Organization Address:
1414 East Franklin Avenue
Minneapolis, MN 55403

Organization Telephone Number:
612-235-4976

Contact Person Name and Title:
Ed Minnema, Chief Operating Officer

Contact Person Telephone Number:
612-235-4974

Contact Person Email address:
emininema@nacdi.org

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

Total Amount Requested: \$175,000

Proposal Checklist:
☒ Completed cover sheet
☒ Project narrative (maximum 10 pages)
☐ Attachment D – Budget & Narrative

Budget Narrative: American Indian Community Protectors

April 1, 2021 – December 31, 2021

Personnel (\$141,600 total)

- MUID Coordinator, Barb Drew. Responsible for communications through social media, email lists, and to the community patrols. Contracted at \$30/hour x 320 hours for this project = \$9,600
- Little Earth Protectors. Contracted thirty (30) Little Earth Protectors, providing evening and overnight patrols up to four(4) nights per week for eight (8) months on this project. \$300 per patrol member x 30 patrol members x 8 months = \$72,000
- American Indian Cultural Corridor/Franklin Avenue Protectors. Contracted forty (40) American Indian Cultural Corridor/Franklin Avenue Protectors, providing evening and overnight patrols up to three (3) nights per week or as needed for six (6) months on this project. \$250 per patrol member x 40 patrol members x 6 months = \$60,000

Fringe (\$0) No fringe benefits charged/all contractual on this project

Other Direct Costs (\$33,400 total)

- Supplies:
 - Identifying workwear, includes vests for patrol members. \$25/piece x 300 pieces = \$7,500
 - Walkie talkies. \$550/set x 6 sets = \$3,300
 - Gas Card = \$50/card x 100 cards = \$5,000
 - Water, healthy snacks for patrol members, \$1000/month x 8 months = \$8,000
- Printing, for print materials to distribute to community members. \$200/month x 8 months = \$1,600
- Insurance, includes the necessary liability insurance for the fiscal agency, NACDI, to carry = \$8,000

Administrative Costs (\$0)

NACDI is not charging an administrative fee to administer this project for the community.

Total Personnel (141,600) + Other Direct Costs (\$33,400) = \$175,000 project request

Personnel	Role on Project	Base Salary	Estimated hours	Wages charged to project
MUID Coordinator, Barb Drew	Communications	\$30/hour	320	9600
Little Earth Protectors	Patrol	30 x \$300/month x 8 months		72000
Franklin Avenue Community Patrol	Patrol	40 x \$250/month x 6 months		60000
TOTAL DIRECT LABOR COST FOR PROJECT				141600
OTHER DIRECT EXPENSES				
Supplies: Identifying workwear (\$7500), walkie talkies (\$3300)				10800
Supplies: Gas Cards \$50/card x 100 cards				5000
Supplies: Water, Snacks for Patrols \$1000/month x 8 months				8000
Printing: \$200/month x 8 months				1600
Other: Insurance				8000
				175000

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

B. Project Narrative

1. Organizational Capacity

a. What makes your organization able to do this work? The Native American Community Development Institute (NACDI) works to help Native people create the future they envision. Our work is founded on the belief that all American Indian people have a place, purpose and a future strengthened by sustainable community development. NACDI initiates projects that benefit the Native community, often in partnership with other Indigenous-led organizations. The proposed project is a partnership with Indigenous-led organizations and community groups, including the American Indian Movement (AIM), the Little Earth Protectors, and the American Indian Community Development Corporation (AICDC).

NACDI has solid financial management procedures and practices. NACDI has been the lead community organization on other City of Minneapolis grants like the Collaborative Public Safety Strategies (CPSS) in 2014 and several Great Streets grants. NACDI contracts with an outside firm for accounting services.

NACDI is accustomed to contracting with and managing large numbers of volunteers and subcontractors. Examples include “Make Voting a Tradition”, where NACDI recruited volunteers to go door-to-door registering voters in the Native community, another is the Four Sisters Farmers Market. The market is a program of the NACDI, working with native-run farms and food producers, bringing in to the market hundreds of community members annually. Additionally, NACDI coordinates numerous community events and activities each year, including American Indian Month Kick-off, Indigenous People’s Day and community powwows and gatherings. All of these community events require many volunteers, staff and subcontractors. NACDI has also been the past fiscal agent for the Metropolitan Urban Indian Directors (MUID), which requires budget oversight, grant management, monitoring and reporting.

Administrative Expectations that NACDI already includes are: Executing and managing contracts with individuals who have strong community relationships, ensuring timely payments to workers, programmatic documentation and reporting to funding entities, participation in planning and development with the City and City-identified partners, We will not allow staff, volunteers or contractors to carry or use firearms or weapons, aligning with a coordinated approach. All workers on this project will be identifiable, the funding is used for its intended activities agreed upon in the contract, and carrying the necessary insurance coverage.

Administrative Expectations that may be new to NACDI but not to the partners includes documentation of safety issues impacting the Outreach Workers, providing outreach coverage schedules, and creating a rapid response plan for activation of Outreach Workers. The partners, including AIM, AICDC and the Little Earth Protectors, all have extensive experience in creating a rapid response plan, scheduling the Outreach Workers, and documenting safety issues. During the civil unrest after the death of George Floyd, these partners coordinated

community patrol efforts to keep the American Indian community in south Minneapolis and the surrounding area safe.

b. How many staff/volunteers/contractors will your organization be able to manage as Outreach Workers, in total?

125, which includes 30 Little Earth Protectors and 95 through American Indian Cultural Corridor (AICC) along with community based organizations.

c. Does your organization already have the necessary insurance coverage for Outreach Workers?

Yes, NACDI has the necessary insurance coverage.

2. Relevant Organization Experience

a. The NACDI provides (1) positive, proactive and responsive outreach and community engagement, (2) supports two-way communication between community and the City, and (3) sharing information about existing City and community resources and support to help community members access those resources when appropriate. NACDI's Make Voting a Tradition is an example of providing outreach, engagement and sharing information about City and community resources. The partner organizations in this proposal have extensive experience in those areas. The Little Earth Protectors provide daily/nightly outreach within the Little Earth of United Tribes Housing Community. The American Indian Community Development Corporation provides outreach to the unsheltered community, secures resources for community members that are unsheltered, those that are seeking chemical dependency treatment services, and works with city and county departments for community resources. The American Indian Movement has provided outreach in the form of community patrols in the area during the 2020 civil unrest.

NACDI, along with the partners on this proposal, currently do the work within the urban American Indian community and the immediate surrounding areas. This includes the Little Earth of United Tribes Housing Development in the Phillips neighborhood of south Minneapolis, the American Indian Cultural Corridor located along Franklin Avenue in the Ventura Village neighborhood of south Minneapolis, and during the 2020 civil unrest in the area of Lake Street between Minnehaha Avenue and Chicago Avenue, as two of the American Indian community organizations were located in those areas.

Some of the members of the proposed Outreach Team do have de-escalation training, First Aid/CPR, and narcan training. There is a need for further training for all participants, and this would be achieved by accessing community resources, including the Barbara Schneider Foundation (de-escalation training), Hope Network for narcan training, and the Red Cross for First Aid/CPR.

The proposed approach brings together the American Indian organizations and community groups that had and/or have been providing positive, proactive and responsive outreach. Working together strengthens the communication among the groups, provides consistent training for all doing the work, and has the ability to support direct communication with the City.

b. *not applicable*

c. What makes your organization qualified to do this work? NACDI is a trusted community intermediary that is well suited to coordinate this work. The building we co-own at 1414 E. Franklin Ave will be the headquarters for the community patrols, as it was in during the unrest of May and June 2020. The proposed Outreach Teams have extensive experience serving the American Indian community located primarily in south Minneapolis, and the surrounding areas. These neighborhoods include much of Phillips, and parts of Powderhorn and Longfellow.

The American Indian community groups that had provided community patrols during 2020 have come together on this proposal. These groups, including the AIM, Little Earth Protectors, and AICDC, DIW, MIWRC have met with the Metropolitan Urban Indian Directors (MUID) leadership, and the Minneapolis American Indian Center Executive Director, to plan for patrols during the trials of the former MDP officers. The intent is to involve all members of the MUID in this work. Additionally, the Unity Community Mediation Team will be apprised of the work of this American Indian community group. MUID and AIM are members of the Unity Community Mediation Team.

d. Trust and credibility within the community. Many of those doing the outreach and community patrols are community members. The Little Earth Protectors are residents of Little Earth of United Tribes Housing Development, and have been committed to protecting their families, friends, residents and their homes. Founded in 1968 in Minneapolis, Minnesota, the American Indian Movement has worked to address issues of systemic racism faced by the urban American Indian population. The American Indian Community Development Corporation has built trusting relationships with the unsheltered community through their outreach efforts, and development of housing that meets the needs of the community. The Native American Community Development Institute has been a leader in the community, providing innovative methods to address such issues as food security, civic initiatives, and arts and culture. During the civil unrest in 2020, all of these organizations and groups led the community patrols keeping the community safe from vandalism. After the civil unrest, a social-distanced event of gratitude was held on the outdoor grounds of Anishinabe Wakiagun in honor of all of those that protected the American Indian community. Other non-Native businesses, such as Aldi's and Dollar General, have also expressed their thanks to the groups as they had also protected those businesses along Franklin Avenue. The partners in this proposal do have credibility in the community, these are the people that live in the community, that work in the community, and have businesses and organizations in and for the community. It should be

noted that the Protectors not only protect Native people and their assets, but also our non-native neighbors and their assets as well.

3. Activities

a. The proposed outreach services will occur in the “south” Minneapolis areas, specifically most of the Phillips neighborhood and parts of Longfellow and Powderhorn.

b. Specific activities include: community patrols, outreach support for unsheltered community members, communication with community through social media platforms and phone trees.

Community Patrols will be provided at the Little Earth of United Tribes Housing Corporation, along the American Indian Cultural Corridor (Franklin Avenue) and the surrounding communities. These Community Patrols began during the civil unrest in 2020, and the Little Earth Protectors have continued the patrols as needed. There have been joint meetings of all partners in February and March 2021 in preparation of the trials. Included in the planning have been determining a central location for both, the American Indian Cultural Corridor and Little Earth Protectors patrols, the number of patrol members needed, methods of communication among the patrols, roles of patrol members, and upcoming potential key dates when patrols will be needed.

Outreach support for unsheltered community members will continue through the Outreach Workers with AICDC. Those workers have been consistent in their work, helping the unsheltered community with resources, including short term and longer term housing along with resources needed. In addition, a weekly opioid unsheltered community zoom meeting brings city, county, state and community-based organizations together with community members to share resources and bring up community issues. These meetings will also continue with the support of MUID.

Communication with community through social media platforms and phone trees will continue. The MUID emails lists, along with the MUID Facebook and website will continue to be used to disseminate information. The Little Earth 411 provides information to residents. The AIM and other community organizations all utilize social media platforms, including Facebook and Twitter to communicate with members. For many of our older adults that do not use social media, phone trees have been developed. These phone trees are used to communicate with elders in the Minneapolis American Indian Center’s programs, with a staff person as the point of contact. The phone trees and social media will be utilized throughout the trials and after to ensure that timely information is being communicated to all community members.

c. NACDI would assist the partners in coordination of the activities, providing support and resources as needed.

Little Earth Protectors have a system in place for community patrol. The Little Earth Protectors have been trained in de-escalation. They have their dedicated patrol members, a schedule of

shifts, as well as a primary point of contact and physical central headquarters location. They communicate with each other through walkie talkies, and communicate with the security dispatch office through the walkie talkies. The security dispatch houses the dispatcher, who monitors the cameras and communicates with the off-duty Minneapolis Police Officers that Little Earth of United Tribes Housing employs. The Little Earth Protectors have been resident volunteers, and would receive a stipend for their community patrol services.

The AIM had a coordinated community patrol in 2020, and would re-vitalize that effort for the trials and after the trials in 2021. The community patrol members were volunteers, and would receive a stipend for their community patrol services through this proposal. The AIM is headed by Frank Paro and Lisa Bellanger. Schedules for patrol members will be developed as needed, and all have been on standby during jury selection for the first trial. It is expected that these will be primarily night/overnight patrols. Patrol members will be located at American Indian organizations and businesses, along with community patrol members who will monitor activity in the surrounding area by vehicles. The primary location for the AIM patrol to be at 1414 E Franklin Avenue, within Powwow Grounds, with the secondary site at the Minneapolis American Indian Center, located at 1530 E Franklin Avenue.

The Outreach for the unsheltered will continue under the direction of the AICDC. The Outreach Workers are employees of AICDC.

The communication through social media will occur through MUID, with the MUID Coordinator being the point of contact to disseminate information through social media as well as the email lists. The MUID Coordinator is a contract employee of NACDI. The phone tree for the elders will be led by the Minneapolis American Indian Center's (MAIC) FAN Program, which is staffed by MAIC employees and a consultant.

d. These patrol methods would be effective as evidenced in the data that shows where the vandalism occurred during the 2020 riots. The area that was protected by the American Indian community groups was not vandalized.

e. Challenges may be knowing when community patrols need to be activated for night and overnight support. As indicated, the patrols have been on standby. Communication with members of Operation Safety Net will be important in knowing when the community patrols should be active. Communication with Operation Safety Net will be important so that all are aware of and know who the community patrols are. This was an issue in 2020, when the Little Earth Protectors were fired upon by law enforcement with rubber bullets. There have been meetings with members of Operation Safety Net and the MUID, and future meetings are planned with community patrol and members of Operation Safety Net, including State Patrol and National Guard members.

African American Survivors Services will serve on the forefront of this meaningful work. We will continue empowering, engaging, and advocating for healing within our homes and community. AASS is committed to reaching those who are willing and to encourage people that have been impacted by the injustices. We understand that a communal approach is warranted as we connect with people using strategies that offer professional and peer supports. We will continue to engage the public using Minneapolis Transit Systems, Social Media, and Community Collaboration. We construct satellite service options for healing. Our work is face to face, shoulder to shoulder. AASS provide trauma healing Circles, Community events that foster unity and peace driven solutions. We understand the anticipatory misery people of color may feel as the trial is underway. More importantly; we strive to assist the public with having a space to heal and understand inherent fears. Encouraging and facilitating meaningful dialogue between people and across cultural lines seems to remain a staple in our service provision.

African American Survivors Services is an established 5013c organization who share and care with many citizens of Minneapolis. Our hope is to continue these tireless efforts utilizing areas and connecting with folks in the Longfellow and Kingsfield Neighborhoods of South Minneapolis, MN.

Any opportunity that may assist us with remaining a viable force and loving source within the community is deeply appreciated.