



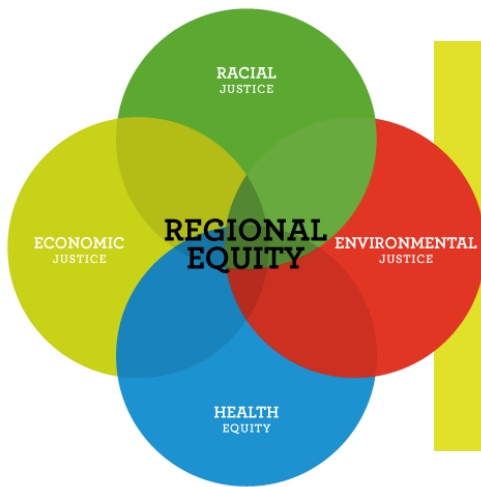
**2016**

**ANNUAL REPORT**

ADVANCING EQUITY IN THE TWIN CITIES REGION

# A YEAR OF YOUR SUPPORT

The Alliance is a coalition of advocacy and community organizing groups formed in 1994. We work together to advance racial, economic, and environmental justice in urban growth and development in the Twin Cities region. The Twin Cities region is rich with resources. We want all people to be able to access them and we believe everyone in our region will benefit when all communities have access to opportunity.



We believe the people and places of our region are deeply connected and interdependent. We work to ensure that our regional investments like housing, transit and economic development benefit everyone, especially low-wealth communities, communities of color, new immigrant communities and the disability community – the people who are often left behind when resources are allocated. These communities have been historically excluded from decision-making tables, and we are working with public sector leaders to change that.

The Alliance brings grassroots organizations together to build more power and create a region that allows everyone in the Twin Cities region to thrive. In addition, we play a broader role in the regional landscape of advocacy and community-based groups by offering activities that help build the capacity of individuals and organizations that work for regional equity. In 2016, together with our partners and member groups, we were able to:

## ENSURE A DIVERSE WORKFORCE

HIRE Minnesota is a campaign working to end Minnesota's racial disparities in employment and create career pathways for people of color in the construction trades. Through this body of work, we have helped large public agencies like the Minnesota Department of Transportation, local governmental authorities, and the Metropolitan Council to increase the number of people of color and women in the workforce that builds our state's roads, bridges, stadiums, transitways, and other major construction and infrastructure projects in the state and metro region.

## IMPLEMENT STANDARDS FOR EQUITABLE WORKFORCE INCLUSION

HIRE's Workforce Projection Tool is a fundamental component of success in meeting workforce goals. We have successfully implemented it during the Central Corridor LRT Project, MnDOT's Franklin Ave Bridge Project, and the Vikings Stadium. All these projects have challenged the status quo in their abilities to get close to, reach, or surpass the participation goals for people of color. HIRE has continued to gain traction in the usage of the Workforce Projection Tool in the field. The Met Council will use it on both the Green and Blue Line LRT Extensions.

### SURPASS STATE GOALS FOR WORKFORCE DIVERSITY IN THE CONSTRUCTION OF THE VIKINGS STADIUM

By employing a whole set of employment equity best practices, we helped lead efforts to ensure success on this massive project. People of color worked 1.4 million hours on the project, or 37 percent of the total project hours. This exceeded the original ambitious goal of 32 percent. We project that this generated \$41 million in wages for households of color in our region.

### ADVANCE TRANSIT EQUITY

Our transit equity work is shaped around the value of including community-based leadership in regional and municipal planning, project design, and major infrastructure investment decisions. Organizing efforts have had both a west metro and east metro focus and promote strategies to improve metropolitan level planning, expand our regional transit and active transportation systems, and create a strong and unprecedented network of connectivity to economic and social opportunity.

### IMPROVE BUS INFRASTRUCTURE

Our collaboration with Metro Transit on bus infrastructure improvements reflects our value of community-based leadership. We worked with our Community Engagement Team partners to ensure that local communities and bus riders shape and define plans for the equitable distribution of more than 275 new bus stop shelters and provide significant input into our region's Transit Service Plan.

### SUPPORT EQUITY IN PLACE

Working with the Center for Urban and Regional Affairs, the Alliance co-convened the Equity in Place coalition table, a collection of organizations representative of and led by communities of color that are coordinating efforts with the Metropolitan Council to identify and engage community efforts to increase economic and social opportunities in the region. Equity in Place is a diverse group of

strategic partners from place-based, housing, and advocacy organizations. We believe that everyone in the Twin Cities region deserves to live where they wish to live and have access to opportunity. Our region benefits from many assets, but we continue to be unable to translate these benefits to everyone, specifically to communities of color. Equity in Place engages various community-based organizations in influencing major planning and investments that will shape the future of the Twin Cities region.

### ENGAGE COMMUNITY IN RESPONDING TO A FAIR HOUSING COMPLAINT

Through Equity in Place, the Alliance also worked collectively to improve engagement processes surrounding a Fair Housing complaint issued by a few Minneapolis neighborhood and community groups. Concerned that Fair Housing issues were being debated and might be resolved without meaningful input from communities of color, we successfully advocated for a Fair Housing Advisory Council with community oversight, secured four seats for Equity in Place members on that committee, added other allies, built public sector alliances, and secured public funds for micro-grants to support the direct engagement of renters of color in defining the fair housing agenda in our region.

### ADVANCE TRANSFORMATIVE EQUITABLE DEVELOPMENT FOR HEALTHY COMMUNITIES

Our Transformative Equitable Development series created a space for community leaders to share their experience and intentionally strategize on the ways in which we can anchor community-led, transformative equitable development in our region. The series highlighted the existing assets in communities as well as the opportunities to build stronger together in our future. Through this work, we demonstrated how transformative equitable development can create better outcomes for low-wealth communities and communities of color.



*"Since we became a member of the Alliance seven years ago, I have found that the Alliance's mission and vision are closely aligned with the New American Development Center's. The social justice, access to public transit, affordable housing advocacy, and empowering low-income and historically underrepresented communities are what made me feel so proud to work with the Alliance."*

-Asad Aliweyd, New American Development Center

# DONORS AND FUNDERS

## DONORS

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## FOUNDATIONS

Blue Cross Blue Shield Foundation  
Headwaters Foundation for Justice  
Jay and Rose Phillips Family Foundation  
Nexus Community Partners  
RBC Foundation  
The Minneapolis Foundation  
The St. Paul Foundation  
Still Ain't Satisfied  
Winthrop A. Wyman Family Fund

## OTHER SOURCES

Association for Pedestrian and Bicycle Professionals  
Blue Cross Blue Shield Center for Prevention  
City of Minneapolis  
Hennepin County  
Higher Education Consortium for Urban Affairs, Inc  
New Jersey Future  
Smart Growth America  
West Bank CDC



*"The Alliance has created the space for community leaders, members, and content experts to come together around similar topics. This has been a great space for sharing information, networking, and building authentic relationships. It allows us to see the similarities in the regions and in the community. Because of this we are able to align strategies around various issues affecting our community. A collective voice of individuals gathered across the region carries much more power than individual organizations trying to initiate change."*

-Shannon Jones, Hope Community

# STAFF AND MEMBERS

## 2016 STAFF

**Russ Adams**, Executive Director  
**Ebony Adedayo**, Communications and Capacity Building Manager  
**Maura Brown**, Associate Director  
**Owen Duckworth**, Coalition Organizer  
**Nick Kor**, HIRE Minnesota Campaign Organizer  
**Joan Vanhala**, Coalition Organizer

## 2016 BOARD MEMBERS

**Asad Aliweyd – Vice President**  
New American Academy  
**Jim Erkel - Treasurer**  
Minnesota Center for Environmental Advocacy  
**George Garnett**  
Summit Academy OIC  
**Joshua Houdek**  
Sierra Club North Star Chapter  
**Vaughn Larry – Secretary**  
At large member  
**Kenya McKnight**  
At large member  
**Suyapa Miranda – Vice Treasurer**  
Saint Anthony Park Community Council  
**JooHee Pomplun - President**  
Asian Economic Development Association  
**Nelima Sitati-Munene**  
African Career, Education & Resource Inc

## 2016 MEMBER ORGANIZATIONS

African Career, Education and Resource, Inc.  
All Parks Alliance for Change  
Asian Economic Development Association  
Aurora/St. Anthony Neighborhood Development Corporation  
Catholic Charities Office for Social Justice  
Community Stabilization Project  
Environmental Justice Advocates of Minnesota  
The Family Partnership  
Fresh Energy  
Harrison Neighborhood Association  
HOME Line  
Housing Justice Center  
Jewish Community Action  
Lao Assistance Center of Minnesota  
League of Women Voters of Minnesota  
Local Initiatives Support Corporation  
Major Taylor's Bicycling Club  
Metropolitan Interfaith Council on Affordable Housing  
Minneapolis Urban League  
Minnesota Center for Environmental Advocacy  
Minnesota Unitarian Universalist Social Justice Alliance  
Native American Community Development Institute  
New American Development Center  
Northside Residence Redevelopment Council  
Our Streets MPLS  
Saint Anthony Park Community Council  
Saint Paul Area Coalition for the Homeless  
Sierra Club, North Star Chapter  
Somali Action Alliance  
Summit Academy OIC  
Transit for Livable Communities  
Twin Cities Local Initiative Support Corporation  
West Side Community Organization  
Women's Environmental Institute

# REMEMBERING GEORGE GARNETT



In 2016, the Alliance lost a dear friend, colleague, board member, and mentor: George Garnett. Associate Director Maura Brown shared this eulogy shortly after his passing:

*I had the privilege of learning from George for my entire career. From George I learned:*

*About affordable housing when he was running the West Bank CDC.*

*About wealth building when he was a Vice President at the Minneapolis Foundation running their anti-poverty initiative, Building Better Futures.*

*About regional growth and development systems when he was on the Metropolitan Council.*

*And about workforce systems as he has been with our member organization Summit Academy and providing leadership to our HIRE Minnesota campaign to end racial disparities in employment.*

*I'm not trying to capture the breadth of experience and knowledge that George possessed, the range of subject matters he had expertise on, or the number of places he lent his leadership. Because I could not possibly begin to do justice to any of those things.*

*But I would like to highlight some of what held true across all those places and all those years.*

*First. It wasn't just me that learned from him. Any number of dozens, if not hundreds, of people could be sharing a similar history. George believed in asset-based community development. And George believed in asset based HUMAN development.*

*George was in many powerful positions and he was always in high demand. He was busy. He carried a large work-load and he worked hard. But he consistently took time for people. He took time to help many people learn. He created good environments for people to ask questions and to grow. I can't tell you the number of times my colleagues and I have been unsure about how to proceed on a given matter and our discussion about what to do ended with: you know, let's call George...*



## REMEMBERING GEORGE GARNETT CONT'D

*Additionally, every year for the past five years, I watched George mentor people in their first jobs after college. He took obvious pride and joy in that aspect of the work and in those relationships. He focused on young people's strengths and believed in their capabilities. One of these VISTAs told me that she learned more in her months with George than in her entire college career.*

*He also took time for people on the personal level. For instance, one of George's co-workers said that her father called her every day. George knew that. And so, when her father died, George started calling her every day. Just to check in.*

*Another thing about George, he saw the connections. In the non-profit world and in the public sector there are a lot of forces which push people into focusing on a single issue or a single solution. George saw how it was all connected – workforce development, affordable housing, libraries, the parole system, the transportation system, the education system, and on and on*

*Throughout his work, George demonstrated how to manage challenging balances.*

*He was optimistic, forward-looking and visionary, while understanding all too well our history and the many barriers to success.*

*He saw the whole playing field, knew all the players and could devise broad strategies – and still ask you a specific question about column M, row 28 on the spreadsheet.*

*As an African-American, George had a long life of experiencing how difficult it was to make positive changes in our society. He took the long view, while still feeling the fierce urgency of now.*

*He was deeply frustrated with the slow pace of progress for communities of color in Minnesota – and yet consistently brought humor, warmth, joy and laughter to the work.*

*And finally, he served diligently and with a soft-spoken style on a wide variety of Boards and Commissions, while actively supporting the disruption of business as usual.*

*Just one example – a few months ago George used his position as a member of the Minnesota Jobs Skills Partnership Board to create the opportunity for 60 carpentry students to fill their Board meeting, a meeting which is typically out of the public eye. He then created the space for several of the students to provide testimony to the DEED Commissioner and the rest of the board about their experiences and values – and to ask for some policy changes.*

*Sometimes, truth be told, people enter public service with a passion for change but over time become a bit too comfortable and complacent themselves. George never did. He often said that people and systems don't grow and change when they are too comfortable.*

*Early this spring George wrote me about the work of the Alliance, and said that he "was proud to have been a leader in work that embraced creative conflict. That provided voice and tools to those who did not have them. That embraced not only change but discomfort. In work that created discomfort for others. And that did all of that based on an optimistic view of what this region can be and can provide to all of its people."*

*We miss him intensely. He leaves us with an incredible legacy. And with a charge to carry on.*

# YEAR END FINANCIALS

## STATEMENT OF FINANCIAL POSITION – DECEMBER 31, 2016

### ASSETS

Current Assets	
Cash & Cash Equivalents	541,929.18
Accounts Receivable	34,667.36
Prepaid Expenses	11,617.26
Contracts Receivable	41,084.00
Grants Receivable	84,602.00
Undeposited Funds	1,650.00
Security Deposit	1,200.00
<b>TOTAL ASSETS</b>	<b>716,749.80</b>

### LIABILITIES & EQUITY

Current Liabilities	
Accounts Payable	8,039.93
Accrued Expenses	34,489.89
Other Current Liabilities	1,398.61
<b>Total Liabilities</b>	<b>43,928.43</b>
Equity	
Restricted Net Assets	223,772.74
Unrestricted Net Assets	512,295.31
Net Income	(63,246.68)
<b>Total Equity</b>	<b>672,821.37</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>716,749.80</b>

## STATEMENT OF ACTIVITIES

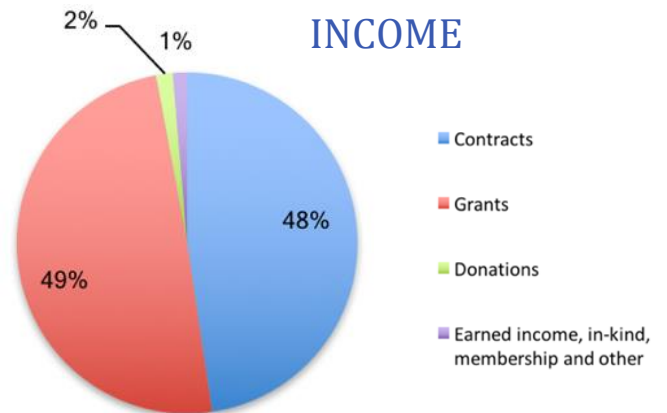
### REVENUES

Contracts	265,263.04
Grants	275,063.00
Donations	8,832.70
Earned Income, In Kind, Membership, & Other	7,481.45
<b>Total Revenues</b>	<b>556,640.19</b>

### EXPENSES

Management	36,736.64
Lobbying	5,266.38
Fundraising	21,215.83
Regional Equity Project	
HIRE Minnesota	125,408.27
Transit Equity	188,040.76
Capacity Building	72,075.01
Affordable Housing Strategies	57,628.73
Equity in Place	113,515.25
<b>Total Regional Equity Project</b>	<b>556,668.02</b>
<b>Total Expenses</b>	<b>619,886.87</b>
<b>NET INCOME</b>	<b>(63,246.68)</b>

### INCOME



### EXPENSES

