



EDUCATION



MINNEAPOLIS
FOUNDATION

VISION: A COMMUNITY WHERE ALL CHILDREN ARE ON TRACK TO COMPETE IN A GLOBAL ECONOMY, PARTICIPATE IN CIVIC LIFE, AND PURSUE THEIR DREAMS.



MINNEAPOLIS CHALLENGES

KINDERGARTEN READINESS



58% of students of color & American Indian students enter kindergarten ready for school compared to **91%** of white students.¹

GRADUATION



Less than **50%** of Black, Latino, and American Indian Minneapolis Public Schools high school students graduate on time.³

TEACHER QUALITY



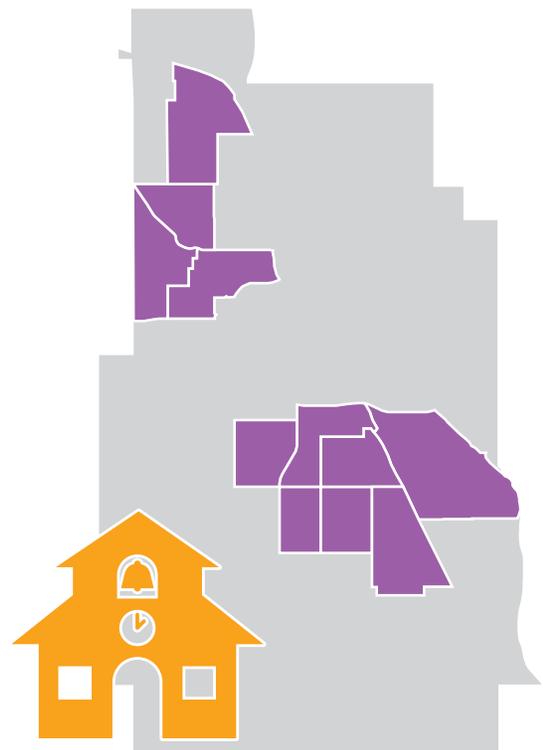
Students in affluent neighborhoods are **more likely to have better, more experienced** teachers.⁴

READING



Less than 25% of Black, Latino, and American Indian 3rd graders in Minneapolis are proficient in reading.²

SCHOOL QUALITY



The **11 highest-needs** areas in Minneapolis account for **48%** of the need for high-performing schools.⁵



EDUCATION

STRATEGIES:

INCREASE ACCESS TO HIGH-QUALITY EARLY CHILDHOOD EDUCATION



1,000 more children receive scholarships for high-quality early childhood education.



80%+ of low-income students have access to high-quality ECE and enter kindergarten ready to learn.

1,000 SCHOLARSHIPS



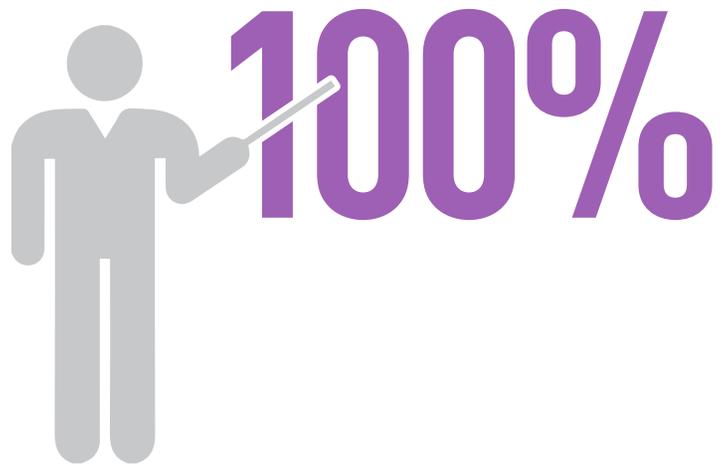
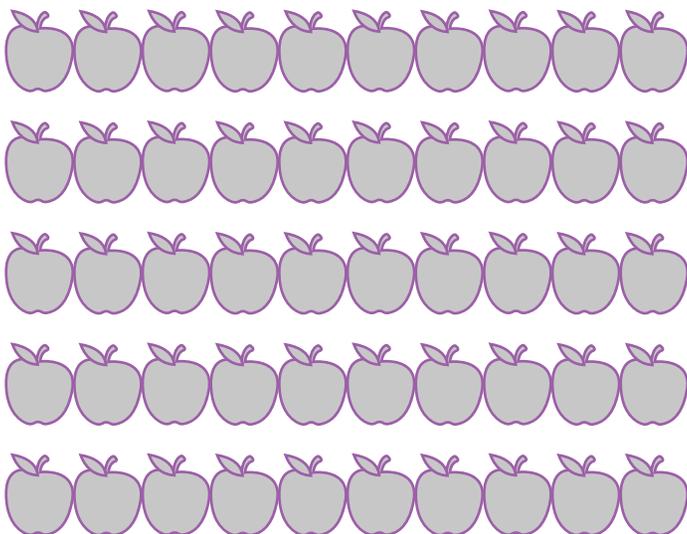
STRENGTHEN THE SCHOOL TALENT AND LEADERSHIP PIPELINE



50 Teach For America alumni hold teaching and leadership roles in schools serving low-income students of color and American Indian.



All teachers and leaders serving Minneapolis schools are highly effective.



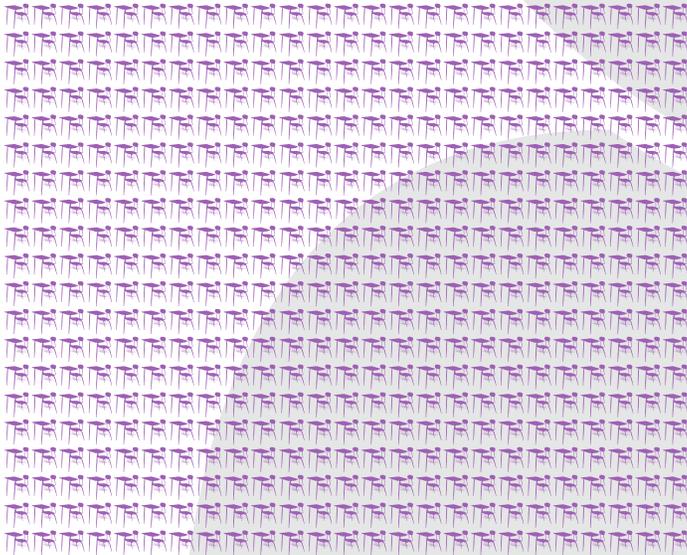
INCREASE THE NUMBER OF HIGH-QUALITY SCHOOLS SERVING LOW-INCOME STUDENTS OF COLOR



500 additional seats are available to students of color and American Indian.



10,000 students of color from low-income households are enrolled in high-quality schools.



10,000

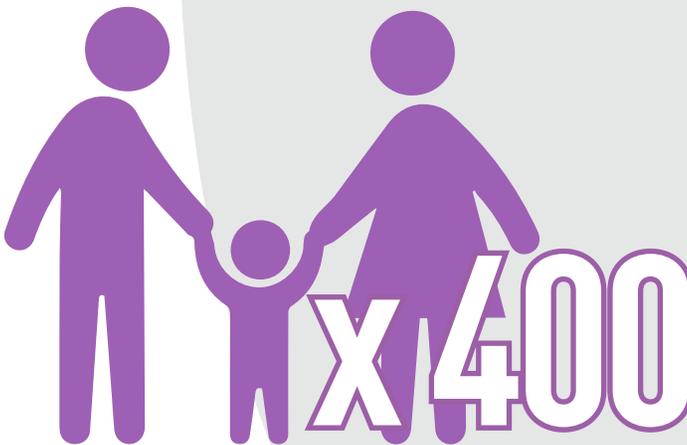
EMPOWER PARENTS TO ADVOCATE FOR EDUCATIONAL EQUITY AND EXCELLENCE



400 more parents and students of color are engaged to advocate for equity and excellence in education.



Students, parents, teachers, school leaders, and other stakeholders unite to create an **effective ecosystem** advancing equity and excellence.





ONEMINNEAPOLIS

Imagine a city where jobs pay a living wage and parents can shape their family's future; where kids have caring adults outside of their family and feel safe at school and play; and where people enjoy the security of an affordable home. Imagine a place without disparities and inequalities. That's our vision for OneMinneapolis.

Sadly, today's reality is a far cry from that vision. Increasingly, our education and our unemployment gaps are getting nationwide attention. But this unflattering spotlight is more than an embarrassing mention – it speaks volumes about our values and ability to succeed. We know these two factors are intrinsically linked. Even more startling is the fact that these gaps just scratch the surface.

Our demographics are changing and the workforce of our future will look very different from the one we have today. If we don't close the gaps now, we'll be hard-pressed to fill jobs, spark and invest in new businesses, and sustain a sufficient tax base for basic services and a good quality of life, let alone compete globally. This is a pivotal moment for our community. We're at risk of creating a two-tiered society and losing billions in wealth, resources, and potential.

We know we're not alone in recognizing and seeking to close these gaps. OneMinneapolis builds on great work by the City, the County, our schools, the business community, and many nonprofits, funders, policymakers, and individual Minneapolis residents. It will truly take a sustained commitment from all of us to ensure that everyone in Minneapolis has an opportunity to prosper and fully participate in our social, civic, and economic life. Let's create *OneMinneapolis*.



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1. "Kindergarten Readiness," *Minnesota Compass*, accessed November 19, 2015, <http://www.mncompass.org/generation-next/kindergarten-readiness>.
 2. "3rd Grade Reading Proficiency," *Minnesota Compass*, accessed November 19, 2015, <http://www.mncompass.org/generation-next/3rd-grade-reading-proficiency>.
 3. "High School Graduation," *Minnesota Compass*, accessed November 19, 2015, <http://www.mncompass.org/generation-next/high-school-graduation>.
 4. Alejandra Matos, "Minneapolis' worst teachers are in the poorest schools, data show," *Star Tribune*, November 2, 2014.
 5. Minnesota Comeback. *The Opportunity Gap—Defined: A Supply-and-Demand Study of Student Access to High-Performing Schools in Minneapolis*. Chicago: IFF, August 2015, http://mncomeback.org/wp-content/uploads/2015/09/IFF-MINN-report-final-revised_8.25.15-3.pdf.



ECONOMIC VITALITY

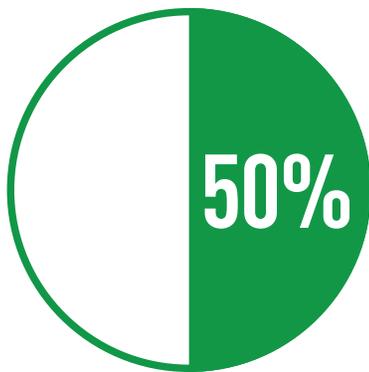


VISION: AN INCLUSIVE WORKFORCE REFLECTIVE OF OUR CHANGING DEMOGRAPHICS AND A BUSINESS CLIMATE THAT FOSTERS INNOVATION, ENTREPRENEURSHIP, AND SELF-SUFFICIENCY.



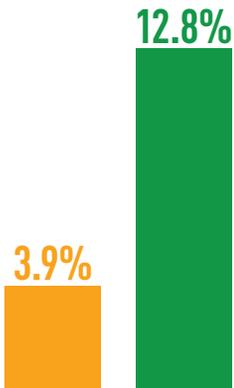
MINNEAPOLIS CHALLENGES

JOBS PAYING A LIVING WAGE



50% of Minneapolis jobs filled by Minneapolis residents don't pay a living wage.¹

UNEMPLOYMENT



Black unemployment rate is **12.8%**, compared to an average rate of **3.9%** for Minneapolis.³

Figures from a study from the Center for Popular Democracy show that the median household income of Blacks in Minnesota is **37.9%** of the white median household income.⁴

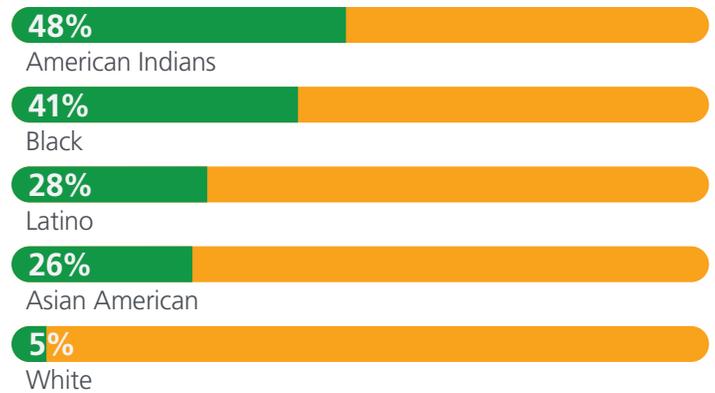
LIVING WAGE TO SUPPORT FAMILIES



A single adult earning the minimum wage earns about **82% of a living wage in Minneapolis**. That wage pays about **37% of what is needed** to support a family of four.⁵

FAMILIES IN POVERTY

30% of all families in Minneapolis live in poverty, including:²



CHILDREN OF COLOR IN POVERTY

24,283

Of the 24,283 children living in poverty, **22,281 are children of color**. That's almost 92 percent!²

RACIAL UNEMPLOYMENT



Minnesota regularly demonstrates **the worst ranking** of racial unemployment across the United States.⁶



ECONOMIC VITALITY

STRATEGIES TO ADDRESS ECONOMIC RACIAL GAPS IN MINNEAPOLIS INCLUDE:

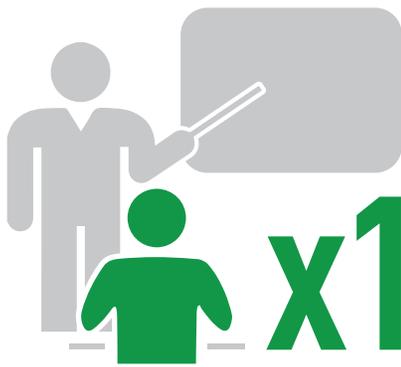
INCREASE WORKFORCE PREPAREDNESS through integrated personal empowerment, support services, aligned training to current and future workforce needs, and placement and continued support in living wage jobs.



1,000 more people are trained and employed.



7,000 people of color are trained and employed.



x1,000

7,000
TRAINED AND EMPLOYED

STRENGTHEN DELIVERY OF FINANCIAL AND TECHNICAL ASSISTANCE to minority-owned businesses to build local and regional economies by creating living-wage jobs for marginalized communities.



100 more minority-owned businesses receive assistance, creating new jobs.



1,500 jobs are created by minority-owned businesses.



BUILD COMMUNITY WEALTH through a workforce strategy that supports the stabilization of individuals and families to develop the financial, technical and social skills necessary to move toward a median and sustainable family income.



800 more families become bankable & demonstrate the capacity for savings/credit worthiness.



2,900 individuals are stabilized in housing and employment.



2,900

ADVOCATE FOR IMPROVED POLICIES AND PUBLIC SECTOR PROGRAMS that impact workforce development, wealth creation, and home ownership.



New laws prohibit payday loans (APR of >391%), which disproportionately impact low-income communities.



Minnesota ends poverty for children and families.





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1. The living wage estimate of \$52,000 for basic needs in Hennepin county for a family of four: 2 adults, an infant and preschooler (both in child care). The living wage decreases to approximately \$45,000 per year for a family of four: two children with one toddler in child care and one school age.

U.S. Census Bureau, Local Employment Dynamics, On The Map, <http://onthemap.ces.census.gov/> accessed November 24, 2015.

2. U.S. Census Bureau American Community Survey 5-Year Estimates, 2009-2013.

3. Thomas C. Frohlich and Sam Stebbins, "The Worst Cities for Black Americans," *Huffington Post*, October 6, 2015, accessed November 19, 2015, http://www.huffingtonpost.com/entry/worst-cities-black-americans_5613d10ee4b0baa355ad322f.

4. Reinan, J. & Webster, M. J., (2015 September 17). Black household income plunges in one year in Minnesota. *Star Tribune*. <http://www.startribune.com/black-household-income-plunges-in-minnesota/327978161/#>

5. 15 Now, Communication Workers of America, Neighborhoods Organizing for Change, Minnesotans for a Fair Economy, and Services Employees International Union, Local 26. *Non-Sufficient Funds Poverty Wages and Racial Inequality at the Twin Cities Largest Banks*. September 2015, <https://15nowmn.org/wp-content/uploads/2015/09/Non-Sufficient-Funds.pdf>.

Glasmeyer, A. K., (2015). Living Wage Calculator. Massachusetts Institute of Technology. <http://livingwage.mit.edu/metros/33460>

6. Johnson, B. (2015 February 4). Minnesota has the worst financial racial inequality in America, according to study. *City Pages*. <http://www.citypages.com/news/minnesota-has-the-worst-financial-racial-inequality-in-america-according-to-study-6565353>



CIVIC ENGAGEMENT



VISION: A COMMUNITY WHERE EVERYONE PARTICIPATES IN DEMOCRACY AND PUBLIC DECISION-MAKING.

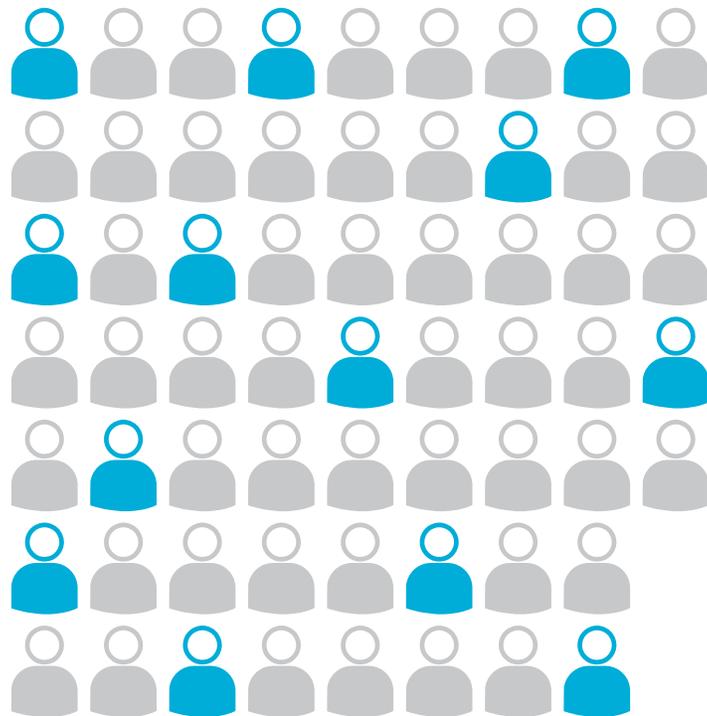


MINNEAPOLIS CHALLENGES

PEOPLE OF COLOR AND AMERICAN INDIANS MAKE UP 40% OF THE POPULATION OF MINNEAPOLIS, YET OUR CIVIC LEADERSHIP DOES NOT REFLECT THIS.

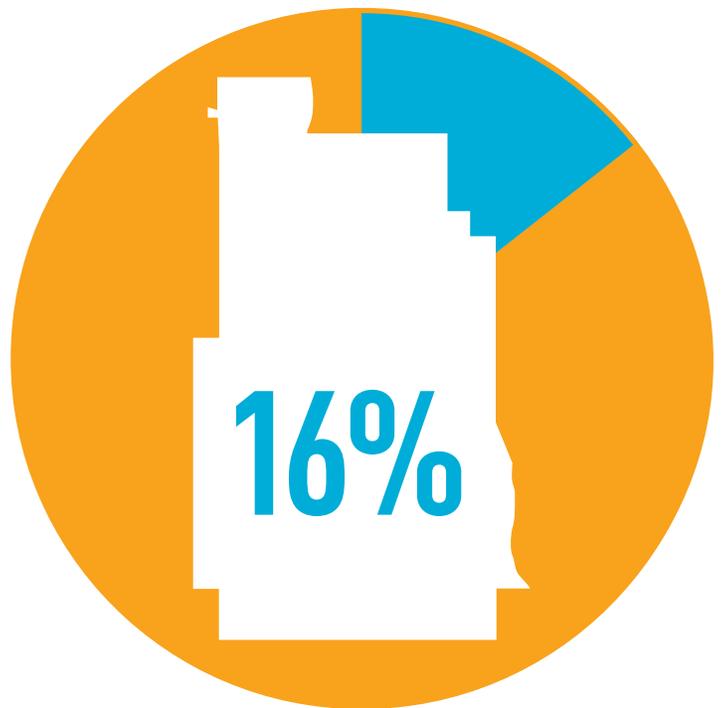
ELECTED LEADERS OF COLOR

In 2015, **13 of 61 elected leaders** in Minneapolis were people of color and American Indians.¹



BOARDS AND COMMISSIONS

In 2014, an estimated **16%** of city board and commission members in Minneapolis were people of color and American Indians.²



MINNESOTA 2012 VOTER TURNOUT³



American Indian turnout rate unavailable through 2012 US Census Measures



CIVIC ENGAGEMENT

STRATEGIES

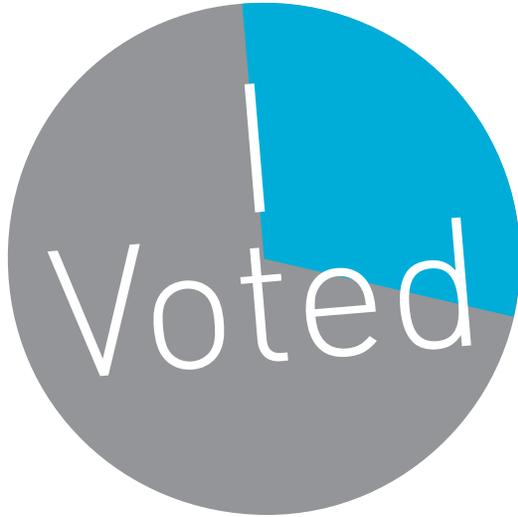
INCREASE THE NUMBER OF PEOPLE OF COLOR AND AMERICAN INDIANS WHO VOTE



In targeted areas of Minneapolis, **30% of 2012's first time voters** return to vote in 2016.



In targeted areas, Minneapolis sees a **25% increase over 2012 voter turnout.**



REMOVE SYSTEMIC BARRIERS TO VOTING



A coalition of **more than 70 organizations** continues to grow and build bi-partisan support for passage of the Restore the Vote bill.



Nearly 50,000 more Minnesotans are eligible to vote resulting from the passage of the Restore the Vote bill.



50,000

STRENGTHEN LEADERSHIP, ADVOCACY, AND ORGANIZING IN DIVERSE COMMUNITIES TO SHAPE AND INFORM EQUITABLE PUBLIC POLICIES



Minneapolis sees a **10% increase over the previous year** in the number of people of color serving on city boards and commissions.



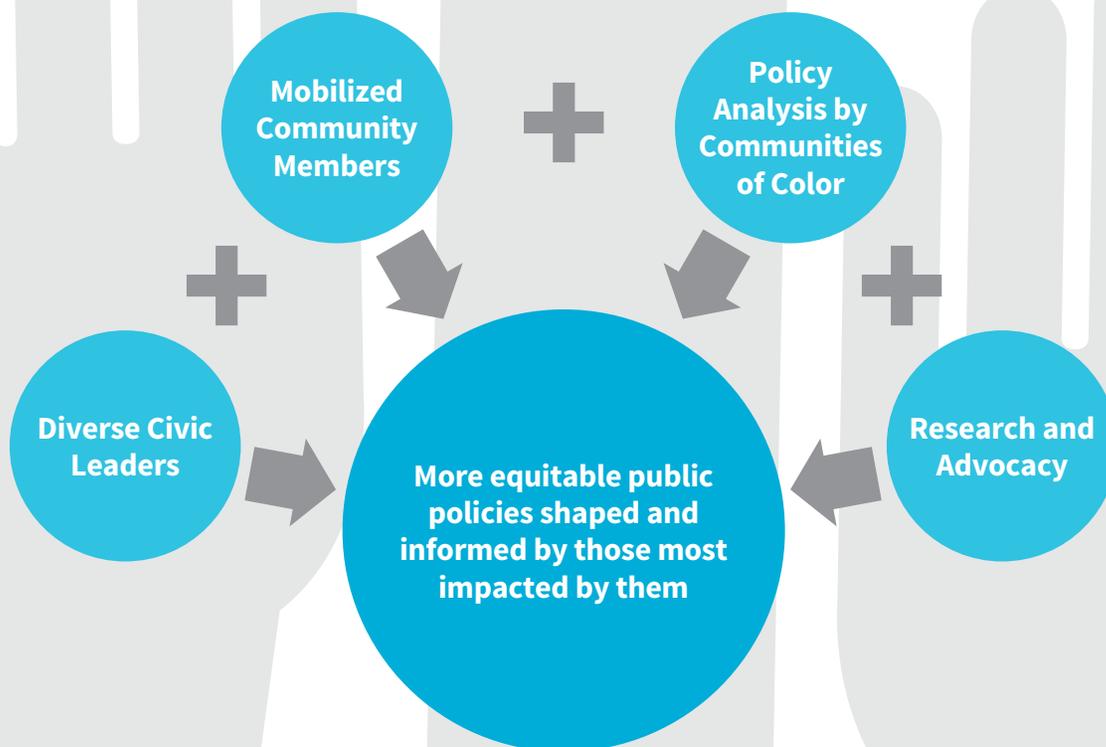
Minneapolis sees a **30% increase** over 2012 in the number of people of color serving on city boards, commissions, and elected office.



30%



BUILDING INCLUSIVE POWER





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1. Minnesota Office of the Secretary of State, Election Results, <http://www.sos.state.mn.us/index.aspx?page=1705>.

2. City of Minneapolis. Neighborhood and Community Relations Department. *Boards and Commissions Diversity Survey Report*. Minneapolis: 2014, <http://www.minneapolismn.gov/www/groups/public/@ncr/documents/webcontent/wcms1p-135974.pdf>.

3. MaryJo Webster and Bill Salisbury, "Minnesota voter turnout fell to third in U.S., behind Mississippi and Wisconsin," *Pioneer Press*, May 8, 2013, http://www.twincities.com/ci_23201166/minnesota-voter-turnout-fell-third-u-s-behind.