

enrichments

Enriching lives
THE SAINT PAUL FOUNDATION
and communities

Helping donors and communities enrich lives through philanthropy • Spring 2007



We should all know that diversity makes a rich tapestry.

All the threads are equal in value no matter their color.

– Maya Angelou



A and B. Students from Independent School District 196; C. Student artwork from the Minnesota Department of Human Rights; D. Jan Mandell and students

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To learn more about the organizations featured in this edition of *Enrichments*, visit:

- www.spps.org
- www.isd196.k12.mn.us
- www.co.washington.mn.us
- www.humanrights.state.mn.us
- www.smm.org
- www.FacingRace.org
- www.spectrumtrust.org

Taking Action to Back Our Words

The issue of race is not new to us at The Saint Paul Foundation. Over the years, the Foundation has worked to promote social justice. Most recently, our **Facing Race** *We're all in this together*[™] anti-racism initiative has worked to help individuals across the East Metro area discuss their feelings on race in an atmosphere that is safe, comfortable and open.

In this issue of *Enrichments*, you will read more about The Saint Paul Foundation's inaugural Facing Race Ambassador Award. This recognition allowed us to highlight 13 individuals who have dedicated their lives to supporting our communities in becoming more just and equitable.

We want to broaden the awareness and reach of the Ambassador Award. We encourage you to think about those individuals who work diligently to create a community where people of different races can live and work together in a way that promotes growth and positive change. Nominations for this award will be accepted starting in the fall. We'd also like to announce that the Multicultural Endowment of our SpectrumTrust initiative is soliciting proposals from groups who are pursuing or developing innovative projects that address the effects of racism. The endowment is interested in models that build community-based responses and help change policies to reflect inclusion and fairness. The Multicultural Endowment has up to \$80,000 available for grantmaking in 2007. For more information about this opportunity, visit www.saintpaulfoundation.org.

We hope this issue inspires you to have courageous conversations about racism and take action to break down barriers. We encourage you to share your stories with others as a way to begin a dialogue of your own about race.

Carleen K. Rhodes, Chief Executive Officer

Honoring Ambassadors of Racial Justice

Community members ranging from a teacher to nonprofit leaders to local clergy were nominated for the inaugural Facing Race Ambassador Award. The recipient of the award, Saint Paul Central High School teacher Jan Mandell and 12 nominees, were honored at a March 8 ceremony at the Science Museum of Minnesota. As part of this recognition, Jan's theater troupe, the Central Touring Theater will also receive a cash award of \$10,000 to further its work in creating an anti-racist community.

From providing fair housing opportunities to teaching equality through song, the nominees of this year's award each displayed an unwavering effort to enhance connections and understanding among people of all races.

Since 2002, the Facing Race initiative of The Saint Paul Foundation has generated discussions among people of all backgrounds to provide a greater understanding of race and racism. The Facing Race Ambassador Award was created to recognize individuals who excel in creating opportunities for people of all races to understand the impact of racism.

The success of Central Touring Theater reaches much farther than Saint Paul. Jan's teaching methods led to the creation of an arts literacy project in partnership with Brown University in Providence, Rhode Island, to teach students and teachers to use theater methods and multicultural texts to develop teaching strategies to address the achievement gap. "Being involved and working with kids in a creative environment has kept me hopeful, kept me conscious of the issues and kept me an activist," says Jan. "There is always hope in young people. They can see a different future."

"Being involved and working with kids in a creative environment has kept me hopeful, kept me conscious of the issues and kept me an activist."

– Jan Mandell, recipient of the 2007 Facing Race Ambassador Award

Congratulations to the 2007 Facing Race Ambassador Award Nominees:

Rev. Carolyn Arnett, The Mercies of God Full Gospel Baptist Church

Susan Ault, Ramsey County Human Services

Robert L. Crawford, Washington County WorkForce Center

James A. Heck, Ph.D., Metropolitan Interfaith Council on Affordable Housing (MICAH)

Pamela James, Sabathani Community Center (formerly of Community Stabilization Project)

Eric J. Jolly, Ph.D., Science Museum of Minnesota

Helen Kivnick, CitySongs

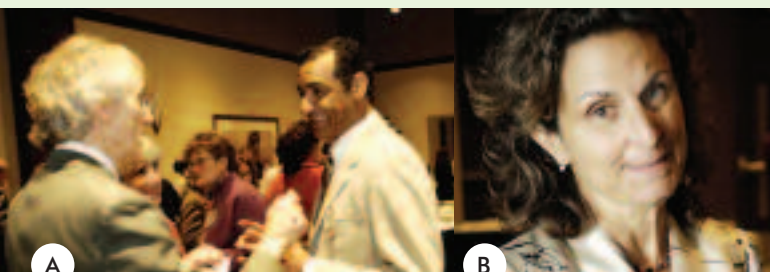
Gary W. Y. Kwong, Northern Star Council, Boy Scouts of America

Monty Martin, Ramsey County Community Human Services Department

Lupe R. Serrano, Casa de Esperanza

Mihailo Temali, Neighborhood Development Center

Paul D. Williams, Local Initiatives Support Corporation



A. Facing Race Ambassador Award Ceremony; B. Jan Mandell; C. Student artwork from the Minnesota Department of Human Rights; D. Central Touring Theater

Race: Varied Approaches to a Far-Reaching Topic

In most issues of *Enrichments*, we provide an overview to introduce the reader to the issue and the perspectives of some professionals in that field. With this issue's topic of race, the subject matter is so complex and layered with ranging opinions and thought, producing an overview story would not begin to do this topic justice. Instead, we want to let those who work daily in addressing race-related topics tell their own stories. We invite you to draw your own parallels and consider your own responses to this important issue.

Meeting the Challenges of a Changing Community

By Pam McCauley, Washington County Community Services Department

Since becoming a resident of Washington County in 1985, I have noticed that the county has become increasingly diverse. Knowing that this trend is bound to continue, my employer, the Washington County Community Services Department, took it upon itself to begin training staff on how to work better with a diverse population.

The department formed an anti-racism workgroup to discuss the recruiting and retention of people of color within the department. After many discussions, it was recommended to us that we participate in Facing Race's *New Conversations*. After previewing the training tool and facilitating it among the workgroup members, we decided that this training should be offered to the entire department of 250 people. The majority of the participants acknowledged the need for discussion and the value of improving the department's cultural competency.

Our department also offers diversity trainings about various cultures. The goal of each program is to create awareness within the county and in its communities. I think it has been good for us as an institution to address the issues of racism and diversity as it becomes more apparent that the demographics of the county and its staff are changing.

Going forward, we will sponsor ongoing trainings. These efforts have taken time, dedication and the ability of all staff to

participate with an open mind and an honest voice as we try to bring employees, clients and the entire county closer together.

Schools Have Opportunity, Obligation to Teach Acceptance

By John Currie, superintendent, Independent School District 196

As public institutions, school districts are as vulnerable to racism in its many forms as any other organization. The problem is more acute in education, though, because of the life-long impact racism can have on the future of our children. As educators, we are in a position to reach students while they're young. We have the opportunity to instill the acceptance of differences while extolling the virtues of individuality in our youngest citizens.

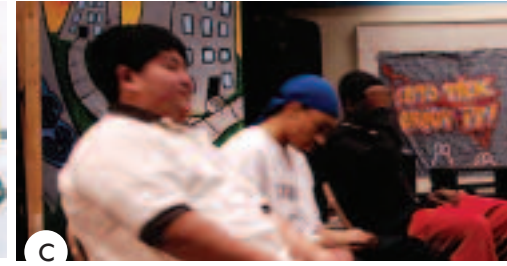
When we look at the participants in our Gifted and Talented Program and our Advanced Placement courses, we can see that our community as a whole is not proportionately represented, especially when it comes to race. One way we are hoping to change



A



B



C

the demographics of our more high-achieving student population is through the Student Success Path and Advancement Via Individual Determination (AVID) programs. Through these two programs, students of all races and economic levels who might not realize their own potential are given the opportunity to access resources and challenge themselves to increase their post-secondary educational options.

In 2005, our district and school administrators took the Intercultural Development Inventory (I.D.I.) to assess how we, as school leaders, interact with people who are different than ourselves. In addition, the equity coordinators in our schools participated in the Facing Race *New Conversations* program offered by The Saint Paul Foundation. Our teachers have also participated in the S.E.E.D. (Seeking Educational Equity and Diversity) program and author Julie Landsman spoke to staff about the racism of low expectations and what staff can do to examine their own beliefs about children and ability as it relates to race.

We continue to have discussions with students at all levels about the importance of race and the role it has played both in the history of our country and in our communities today. We hope to continue offering a wide variety of multicultural experiences to all of our students to encourage them to think globally, respect differences and appreciate individuality in our ever-changing world.

Teaching Racial Difference is a Parent's Responsibility

By Kathy Denman-Wilke, supervisor, Indian Education Program, Saint Paul Public Schools

Many parents, including myself, sometimes struggle when it comes to talking to children about racial differences. In my opinion, addressing this issue openly and honestly with children while they are young is the most effective way to ready them for a diverse future.

Children are aware of physical differences such as skin color starting as early as 6 months of age. Most parents feel like they

don't need to talk about these issues with their children until grade school. It was a surprise to them that racial preferences start in the earliest years and are solidified by age 9.

We need to celebrate differences. People look different. People are treated differently. By not recognizing differences, we are not acknowledging who people are.

Given the global environment today's children will be working in as adults, it is even more important that parents expose young children to people of different racial and cultural backgrounds. Ways this can happen include seeking diverse friends, attending cultural events and ensuring a child's books and toys depict people of diverse cultures.

Parents and teachers of children of color often have to counter for society's negative impressions of them in addition to teaching differences to their children.

I suggest that parents and teachers use expressions of racism or racial prejudice in a constructive way. For example, a teacher I know had a calendar with pictures of babies

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in her classroom. Her classroom was diverse, but all of the babies in the calendar were white. She asked the children what they thought of the calendar. The children pointed out that the babies in the calendar did not look like the children in the classroom. The teacher then asked the children what they could do about it. Doing this helped the children talk about differences in a productive way. It takes knowledgeable parents and teachers to make sure children learn a greater sense of diversity.

The Ripple Effect of Giving

By Jennifer Newell Easton, donor advisor, The Saint Paul Foundation

As a donor, I want to change things. It's like throwing a stone into a lake. The stone creates ripples that move outward. In essence the point of impact isn't the only place that feels the effect. I have found this belief summarized well in Native

American culture: Don't just think about your grandchildren, but think about your grandchildren's grandchildren.

Through my Sumasil Foundation with The Saint Paul Foundation, I have been able to create a ripple of change by supporting individuals and organizations focused on empowerment and self-sufficiency throughout the world. My giving is based on believing in people so they begin to believe in themselves. I try not to distinguish people by their race. I acknowledge the differences all of us have and I am enriched by understanding other ways of doing things. When you get down to it, we are simply human beings who have different levels of needs. By providing a way for people to become self-sufficient, they are learning common sense and determination, and increasing their self-esteem, so they can be better role models for future generations.

First Peoples Fund, an organization I founded and support, is an example of empowering people to achieve more. As a girl growing up among the Mohawk people in northern New York, I can vividly remember a basket my grandmother owned made of

sweet grass. It smelled so sweet that the sensation still lingers in my mind. This experience of Native American art helped me discover the differences and commonality we all share. Most people believe Native art is just some silver, turquoise and beads, but there is so much more. Many Native artists don't have the money to afford supplies or are unable to pay to transport their work to the marketplace. The First Peoples Fund develops marketing and training programs that help these artists make a living from their artwork.

As a society we need to take a more grassroots approach to our thinking. I try not to remove myself from people who may struggle from day to day and live a different life than I may live. It is so important to be involved in other parts of society. Giving support should be about more than just the donor feeling good, it should be about inspiring people and giving them a feeling that you are standing behind them, confident they will succeed.

I intend on continuing my support of organizations like First Peoples Fund and African Ceremonies, which works to keep African culture intact. I will also continue to support the



A. Facing Race Ambassador Award Ceremony; B. Jennifer Newell Easton, donor advisor, The Saint Paul Foundation

production of documentary films that give a deeper insight into Native American culture.

I struggled for a time wondering what we could all do to make the world a better place. After much thinking, my answer was simply to be kind to one another. I use my giving to show kindness to help create those ripples of change for all people.

Know Your Rights and the Rights of Others

From the Minnesota Department of Human Rights

The Human Rights Act, Minnesota's comprehensive civil rights law, declares that certain types of differential treatment are unfair discriminatory practices.

With limited exceptions, the following actions constitute a violation of the Human Rights Act:

When, because of race, color, creed, religion, national origin, sex, marital status, sexual orientation, status with regard to public assistance, disability or age:

Employers refuse to hire, discharge, or discriminate with respect to benefits or conditions of employment;

Labor Organizations deny membership, fail to represent members, fail to refer for jobs or otherwise treat members differently;

Employment Agencies reject job applications, fail or refuse to refer for employment or comply with requests to screen or refer applicants on a discriminatory basis;

Owners or Agents refuse to sell or rent; use discriminatory advertising, applications or screening methods or treat people differently in the terms or conditions of the sale or rental of property;

Realtors withhold available property or services or attempt to induce a transaction by representing that the presence of certain other residents makes the environment undesirable;

Lenders deny or discriminate in the terms and conditions of financial assistance or related services;

A **place of business** denies its premises or services or discriminates in the access or use of them.



Have a New Conversation

More than 1,000 Minnesotans—neighbors, co-workers and family members—have had discussions about race and racism thanks to The Saint Paul Foundation's *Facing Race We're all in this together™* initiative.

Participants watch scenarios and complete activities designed to help them understand their perspectives in a safe and non-blaming environment.

“People openly shared their experiences, attitudes and reactions regarding racism, which made me aware that not everyone sees things the same way,” said Kay Andrews, executive director of Northwest Youth and Family Services. “I’ve noticed positive changes in myself—I am more thoughtful and I take more time to think before I react.”

To learn more about Facing Race or to start a *New Conversation* of your own, please visit www.FacingRace.org.

Collaborating to Ignite Growth

To better serve donors, the community and to grow philanthropy, Minnesota Community Foundation and The Saint Paul Foundation are fully aligning their board membership and launching a collaborative strategic planning process. While each Foundation will maintain its unique identity and geographic focus, this alignment will help the two organizations more effectively anticipate and meet the needs of the East Metro, West Metro and Greater Minnesota.

The Foundations come into the strategic planning process on the heels of tremendous success over the past several years. The Saint Paul Foundation is the state's largest community foundation and Minnesota Community Foundation has become the state's fastest growing community foundation, more than doubling its assets in less than five years. The board and staff are committed to building on past success and continuing to provide great service to our donors and the communities we serve.

The Saint Paul Foundation Board of Directors:

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Moving?

Please contact the Foundation with your new address and phone number so we can keep our mailing list current.

Foundation Announcements

The Foundation congratulates:

- Jean Vukas Roberts on her promotion to vice president of development

The Foundation welcomes:

- Kari Ruth, Web communications specialist
- Arbadella Williams, program assistant



A. Elona Street-Stewart—Facing Race Advisory Committee; B. Central Touring Theater