

JUSTICE RESOLUTION

Meet on the Streets, George Floyd Square

August 7, 2020

Edited: August 12, 2020

Resolution 001

Topic: What does justice look like?

On May 25, 2020, George Floyd was murdered by former Minneapolis Police Department officers. This event sparked an uprising by the community in protest to systemic racism within the City of Minneapolis (the City). On May 30, 2020, National Guard vehicles drove through the George Floyd memorial in the middle of the night, causing the community to establish barricades to prevent vehicles from entering the intersection. On June 2, 2020, the City of Minneapolis placed cement barricades at the street entrances of George Floyd Square¹ for pedestrian safety. For weeks, city employees and community members engaged in conversations to discuss what happens next and address the needs of the community. On August 6, 2020, city employees informed a handful of community leaders and business owners that despite no consensus, the City intends to begin a phased removal of the barricades the week of August 17th. This resolution outlines demands for justice by community members who do not intend to allow the intersection of 38th Street East and Chicago Avenue South to open up without concrete actions of justice taken by the City in response to the murder of George Floyd.

Whereas, the City killed a man in the street near the intersection of East 38th Street and Chicago Avenue,

Whereas, the definition of race equity as provided by the City Council of Minneapolis is, “The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race,”²

Whereas, the City Council of Minneapolis approved a resolution declaring that racism is a public health emergency on July 17th, 2020,³

¹ George Floyd Square is marked by 37th Street East, 39th Street East, Elliot Avenue South, and Columbus Avenue South.

² Glidden. “Amending Title 2, Chapter 21 of the Minneapolis Code of Ordinances relating to Administration: City Coordinator.” Ordinance.
<https://lms.minneapolismn.gov/Download/File/722/Race%20and%20Equity%20Division%20Ordinance%20Amended%2012.6.2017.pdf>

³ “City Council Declares Racism a Public Health Emergency.”
<http://news.minneapolismn.gov/2020/07/17/city-council-declares-racism-a-public-health-emergency/>

Whereas, the Minneapolis Police Department (MPD) is complicit in the ongoing undermining of public safety and trust for the residents in the George Floyd Square Zone,⁴

Whereas, the National Guard was dispatched against non-violent protesters; and while present in the streets of Minneapolis, they traumatized local residents when they chose to shoot at residents standing on their own property during curfew⁵ and shoot tear gas from bushes at a crowd of non-violent protesters before curfew,⁶

Whereas, the City fined local businesses within the George Floyd Square Zone for graffiti and grass height during what is set to be the greatest civil rights movement of modern day, which was started because the City killed George Floyd,

Whereas, County Attorney Mike Freeman has repeatedly committed malfeasance by abdicating his responsibility to prosecute white police officers who have murdered Black civilians, denying black victims of police violence equal protection under the law; Mike Freeman has refused to prosecute the white police officers responsible for the murder of Jamar Clark on November 15, 2015; he refused to prosecute white police officers responsible for the murder of Thurman Blevins Jr. on June 23, 2018; he has failed to recuse himself as prosecutor of the Minneapolis Police Officers involved in the wrongful killing of George Floyd on May 25, 2020; and he has committed malfeasance in willfully sabotaging the prosecution of Derek Chauvin,

Whereas, Drew Evans, Superintendent for the Bureau of Criminal Apprehension (BCA) and the Deputy Superintendents of the BCA have worked against and not for families seeking justice for unjust deaths of loved ones caused by the police,

Whereas, the incarceration of Myon Burrell for the murder of Tyesha Edwards was predicated on a flawed investigation and a wrongful conviction,

Whereas, the investigations into the unjust police killings of multiple Minnesotans have not been satisfactory to the community,

Whereas, the Minneapolis Police Department keep using excessive force that result in the deaths of black people but do not result in the conviction, arrest, and/or successful prosecution of the involved officers,

⁴ The George Floyd Square Zone is marked by the community with the following boundaries: 35th Street East, 42nd Street East, Bloomington Avenue South, and 4th Avenue South.

⁵

<https://www.independent.co.uk/news/world/americas/minneapolis-police-national-guard-paintball-shooting-porch-a9541016.html>

⁶ <https://www.facebook.com/jeanelleaustin/videos/10100965549767874/>

Whereas, the people of South Minneapolis, in particular the people of Powderhorn Park, Central, Bryant, and Bancroft neighborhoods, deserve to witness and have access to the trial of the officers charged in the death of George Floyd,

Whereas, the residents of George Floyd Square Zone have endured significant disruption to their wellness and livelihoods since May 26, 2020 because the City killed George Floyd on May 25, 2020,

Whereas, the youth of the George Floyd Zone endured complete disruption of their wellness in the summer of 2020 and endure a community trauma of the City killing a man at a stage in their development where they need extra support to process that trauma,

Whereas, the City ignored the 2019 Livability and Safety Platform Proposal submitted by the South Minneapolis Public Safety Coalition,

Whereas, the Resiliency in Communities After Stress and Trauma (ReCAST) grant serves the purpose to, “provide community members and City staff with knowledge and tools to help them cope with trauma-induced stress and respond with more resiliency,”⁷

Whereas, black business owners have endured systematic disenfranchisement, which impedes their ability to thrive as entrepreneurs,

Whereas, the business owners within the boundaries and at the borders of George Floyd Square did not receive equitable city services prior to the killing of George Floyd to ensure equitable opportunity for business growth as other business corridors within the City have received,

Whereas, Agape has provided safety for the community in George Floyd Square in absence of MPD presence,

Whereas, 612 M*A*S*H “the Med Tent” has been present since the beginning of the protests providing first-aid to people at the site of the George Floyd Memorial and intend to continue to care for anyone who enters the site through the winter months,

Whereas, on June 19, 2020, Dameon "Murphy Ranks" Chambers was murdered inside the George Floyd Memorial; the responding MPD officers impeded EMS response time, did not establish a crime scene, did not collect any evidence or witness statements, pepper sprayed neighbors who had opened the barricades and were asking for an ambulance, and have passed the investigation to four different police investigators not collecting any evidence up until this

⁷ “Division of Race & Equity 2019 Year in Review.”

<http://www2.minneapolismn.gov/www/groups/public/@citycoordinator/documents/webcontent/wcmsp-225345.pdf>

point; and they reported that they were met by a "hostile crowd" and that Murphy shot himself, propagating an untrue and hurtful rumor that impeded necessary attention to get justice,

Whereas, we believe that the non-violent protesters of 2016-2017 should not be charged for standing up for justice,

Whereas, Jacob Frey, Mayor of the City of Minneapolis, has been silent on the matters that have transpired in the George Floyd Zone, systemic racism, and the evil of anti-blackness since early press conferences,

Whereas, the City attempted to believe that they shut down the streets and have the power to reopen the streets,

Whereas, the George Floyd Memorial is first and foremost a place of protest, not commissioned by the City but by the people against the City,

Whereas, justice as outlined in this document denied or deferred will cause George Floyd Square to remain shut down,

Whereas, where there is no justice, there will be no peace.

Therefore, be it resolved that the governing leadership of the City of Minneapolis, Hennepin County, the State of Minnesota, and the United States of America take the following actions toward justice if they want the intersection of 38th Street East and Chicago Avenue South to reopen:

1. Recall Mike Freeman, Hennepin County Attorney;
2. Fire the following employees of the Bureau of Criminal Apprehension:
 - a. Drew Evans, Superintendent
 - b. Dana Gotz, Deputy Superintendent of Minnesota Justice Information Services
 - c. Jeff Hansen, Deputy Superintendent of Investigative Services
 - d. Catherine Knutson, Deputy Superintendent of Forensic Science Services;
3. Provide accountability and transparency in the cases of Christopher Burns (2002), Courtney Williams (2004), Terrance Franklin (2013), Jamar Clark (2015), Philando Castile (2016), Thurman Blevins Jr. (2018), Travis Jordan (2018), Kobe Dimock-Heisler (2019), Brian J. Quinones (2019), George Floyd (2020), and any others as their families decide to speak up;
4. Open an independent investigation into the conviction of Myon Burrell;
5. Establish an office of independent investigation and prosecution for Minneapolis law enforcement, appointed by the Governor of Minnesota;
6. Require law enforcement officers to maintain private, professional liability insurance;
7. Ban the indemnification of law enforcement officers;

8. End qualified immunity;
9. Conduct the trial of the four former officers charged in the murder of George Floyd at a court in Minneapolis;
10. Invest \$400,000 into the George Floyd Square Zone through the neighborhood associations to create new jobs for young people, which will help deter violence;
11. Invest \$300,000 into the George Floyd Square Zone through the neighborhood associations to provide Undoing Racism training for the black community provided by the People's Institute for Survival and Beyond;
12. Adopt and implement the 2019 Livability and Safety Platform Proposal submitted by the South Minneapolis Public Safety Coalition to the City Council;
13. Allocate funds for integrative health services to support residents of the George Floyd Square Zone through the ReCAST grant managed by the Division of Race & Equity;
14. Establish a temporary suspension of property tax increases for residents of the George Floyd Square Zone for 2 years;
15. Include a rent-to-own option in new housing construction for renters;
16. Allocate a facade grant to George Floyd Square to improve the aesthetics of the business corridor;
17. Establish and distribute a contingency fund for Black, Indigenous, and People of Color (BIPOC) businesses located in the George Floyd Square according to the needs of each business owner, not their landlords, to ensure the preservation of black-owned businesses and promote race equity;
18. Provide Agape Movement a space for their operations within the George Floyd Square Zone;
19. Gift 612 M*A*S*H a blood bank bus or a coach bus to continue care for anyone who enters the memorial site during the winter months;
20. Release the death certificate of Dameon "Murphy Ranks" Chambers;
21. Open and complete an investigation of the murder of Dameon "Murphy Ranks" Chambers;
22. Hold law enforcement accountable for impeding EMS response and the mishandling and delay of Dameon "Murphy Ranks" Chambers case within the zone;
23. Drop the charges against non-violent protesters from 2016-2017;
24. Continue the closure of the intersection of 38th Street East and Chicago Avenue South until after trial of the four former officers charged for the murder of George Floyd.

As the city meets our demands for justice, the barricades can be negotiated for removal. If action is not taken by the City to meet our demands for justice, members of the community that live in the George Floyd Square Zone are prepared to maintain street barricades and take the protest of 38th Street East and Chicago Avenue South into the heart of every significant neighborhood that is unbothered by the death of George Floyd or the spirit of anti-blackness involved in his death and that of many others.

ADDENDUM

Meet on the Streets, George Floyd Square

August 12, 2020

1. Because Hennepin County Attorney Mike Freeman has failed to uphold his ethical duties time and time again in holding police accountable when they kill black people, the people have gathered signatures to petition for his recall on the grounds of malfeasance and nonfeasance. However, the Hennepin County Attorney's Office has not spoken to the charges from the signatories of the petition, in effect, using silence to circle the wagons around Mike Freeman. This silence is allowing Freeman's identity to the average voter to remain obscure. He was quoted as saying, "It can be really hard to not be recognized for your work but in this case it really works in my favor." He must be pressured to resign.
2. Fire the following employees of the Bureau of Criminal Apprehension:
 - a. Drew Evans, Superintendent
 - b. Dana Gotz, Deputy Superintendent of Minnesota Justice Information Services
 - c. Jeff Hansen, Deputy Superintendent of Investigative Services
 - d. Catherine Knutson, Deputy Superintendent of Forensic Science Services;The Bureau of Criminal Apprehension was given additional funding by Keith Ellison and the legislature despite a pattern of an unethical breach of their prosecutorial duties. Drew Evans, Dana Gotz, Jeff Hansen, and Catherine Knutson all have their names on the cases where law enforcement officers are given a pass to kill black, brown, and indigenous people with impunity. Their removal from their positions will help ensure that the injustices towards victims of police violence do not continue.
3. Provide accountability and transparency in the cases of Christopher Burns (2002), Courtney Williams (2004), Terrance Franklin (2013), Jamar Clark (2015), Philando Castile (2016), Thurman Blevins Jr. (2018), Travis Jordan (2018), Kobe Dimock-Heisler (2019), Brian J. Quinones (2019), George Floyd (2020), and any others as their families decide to speak up. In multiple cases of civilian deaths at the hands of the police, the police, prosecutor, and the forensic scientist all team up to exonerate the murderous law enforcement officer. Just as the death of George Floyd was initially blamed on a pre-existing condition or drugs in his system despite the cause of his demise being the obvious knee to his neck, Christopher Burns was handcuffed, thrown to the ground, a flashlight placed under his chin, and his neck was broken by arresting officers. His cause of death was attributed to blood pressure problems. During the trial, the prosecuting attorney did a deliberately bad job, did not present all the evidence, and made a farce of the duties with which they were charged. This practice has been repeated time and again. It has created a system where no officer has truly been held accountable except Mohamed Noor, a black officer who killed a white woman.
4. Open an independent investigation into the conviction of Myon Burrell. Myon Burrell was seventeen years old when he was convicted of the shooting and killing of Tyeshia Edwards. A year-long investigation by the Associated Press has discovered multiple

inconsistencies in the case, and new and previously ignored evidence that allowed prosecutor Amy Klobuchar a successful conviction of Burrell in 2003. As a U.S. Senator Klobuchar must show the power and will to open an independent investigation. She and the Department of Justice must make this right. She could come to the Square and speak to this.

5. Establish independent investigation and prosecution offices for Minneapolis law enforcement, appointed by the Governor of Minnesota. Because of the aforementioned dereliction of duty and collusion with LEOs by the Bureau of Criminal Apprehension, it is critical that an independent office of investigation and prosecution of Law Enforcement Officers be established. Only independent investigators and prosecutors, not beholden to the very officers they are attempting to convict, may give the citizens of this state a chance at justice in cases of police involved brutality and killings.
6. Require law enforcement officers to maintain private, professional liability insurance would create a deterrent for police considering using lethal force. Having this requirement be in conjunction with POST Board licensing would put the onus on the individual officer to regulate themselves from excessive force and lethal actions. Although an amendment has qualified for the ballot, it was removed by a Minnesota Supreme Court ruling. The City Council needs to speak to this call from the people and announce their intention to put it to a vote on the council.
7. Ban the indemnification of law enforcement officers;
8. End qualified immunity. The cries of “I feared for my life” have been the get-out-of-jail-free card being pulled in every single instance of a deadly police shooting or lethal chokehold. It needs to end. Doctors have the lives of their patients in their hands, yet are not expected to get a free pass in cases of malpractice that ends in death. Police need to clock into work knowing that they are not given carte blanche to end lives.
9. Conduct the trial of the four former officers charged in the murder of George Floyd in a court located Minneapolis. This city killed a man and it is in this city where they should be tried. Although state Attorney General Keith Ellison has this case under his jurisdiction, there is nowhere in this state that has the racial make-up like the twin cities. We need confirmation that these officers will be tried here, instead of excuses made to move it to a more advantageously sympathetic city.

Economic Impact of Demands 10-19: \$50,500,000

While most of these demands do not explicitly state a price, there is measurable value to each of these items that can be identified.

10. New jobs for young people are integrated into the “Youth Internships, Partnerships, Programs, and Jobs” section below.
11. Undoing Racism training is integrated into the “Racial Healing and Justice Center” below.

12. The 2019 Livability and Safety Platform Proposal⁸ has an identified value of \$10,000,000 in its proposal. Please reference the proposal for cost structure.
13. If in the event that property taxes are unable to be temporarily paused, \$1000 per household is to be paid out to the homeowner of George Floyd Square Zone to cover the expense of the tax increase. Given that the zone stretches 7 blocks North to South and 14 blocks East to West, we estimate around \$3,000,000 of payments will be distributed.
14. The resources provided by the ReCAST grant are essential to help the residents of George Floyd Square Zone to heal from the racial trauma that was inflicted after the City killed George Floyd. The amount of \$500,000 is 10% of the grant, and it should be used to help the residents of the zone receive continuity of care from their provider of choice.
15. True affordable housing continues to be a crisis in Minneapolis. In the event that a rent-to-own option is not tenable, the City will offer each renter \$10,000 for a downpayment on a home. This will cost roughly 35,000,000 based off of 2017 renter data.
16. The City has offered facade grants in the past. However, these grants usually require the business owner to match the amount. This demand is submitted in expectation that \$500,000 will go toward facade grants to tend to the exterior of businesses along the Chicago Avenue Corridor disrupted by the killing of George Floyd by Minneapolis Police Department. There will be no expectation of matching dollar for dollar.
17. The contingency fund for BIPOC businesses within George Floyd Square is expected to be \$500,000 for businesses to draw upon if necessary to keep their operations from folding.
18. The Agape Movement needs a headquarters out of which their operations would run. \$500,000 will cover the cost of the sale and initial expenses after moving into their new space.
19. A blood bank bus or a medic bus is estimated at \$300,000. However, it costs upwards of \$375,000 to run a medical bus.⁹ Therefore, \$500,000 of funding will allow 612 M*A*S*H to obtain the bus and continue operations.

⁸ 2019 Safety and Livability Platform Proposal:

https://910d0c60-98cb-411b-938c-e7d61028250a.filesusr.com/ugd/bb00f6_ab70c671a49f40d68a22d5bedca3f6a3.pdf

⁹

<https://slate.com/technology/2015/05/mobile-health-clinics-outcomes-community-relationships-privacy-concerns-success-rates.html>

20. Release the death certificate of Dameon “Murphy Ranks” Chambers. Although the medical examiner has up to eighty days to release a death certificate, in the case of Dameon Chambers, we are demanding that it be given the highest priority. We are in a global pandemic. The Chambers family must send his body to the country of Jamaica for burial. The threat of closing their borders to citizens of the United States because of the coronavirus is imminent and very real. These circumstances have come into play when considering passport and visa applications. In the case of Dameon Chambers, killed in George Floyd Square during a Juneteenth celebration, the release of his death certificate would go towards easing the grief and suffering of his family and the community.
21. Open and complete an investigation of the murder of Dameon “Murphy Ranks” Chambers. Killed in the Autonomous Protest Zone on 38th and Chicago Ave. S June 19th 2020, Chambers was shot in front of dozens of witnesses. Given how much of the crime scene was compromised, ignored, and passed on to four separate police investigators, it has become apparent that the death of a black person in the Zone was to be treated dismissively by the Minneapolis Police Department. In fact, the car in which he was shot was only picked up by the MPD on August 7th after sitting, blood splattered, in situ for seven weeks, a visible reminder to the family that their loved one’s death was unimportant to the City of Minneapolis. Make this right. Do a thorough, dedicated, independent investigation.
22. We call for an independent investigation because we demand that law enforcement officers on the scene of Dameon “Murphy Ranks” Chambers death are held accountable for impeding EMS response, mishandling and compromising evidence, and refusing to treat the site of his death as a crime scene.
23. Drop the charges against non-violent protesters of 2016-2020. At least 500 people face charges for non-violent protests in the city of Minneapolis following the killings of black men by police officers. The efforts to deter and criminalize peaceful protests are being couched in concerns about traffic obstruction, leading to higher charges against the protestors. These charges are being ramped on to heightening charges for those individuals whose call for a march, rally, or action leads to vandalism. This attempt to limit free speech is alarming in itself, but as this state is now the epicenter of a global movement towards justice, it should show the world that our country allows constructive criticism and we do not quell protests with life ruining charges.
24. Continue the closure of the intersection of 38th Street East and Chicago Avenue South until after trial of the four former officers charged for the murder of George Floyd.

If the City reopens the intersection of 38th Street East and Chicago Avenue South, the City will go back to business as usual and quickly forget the compounding harm inflicted on the community. The following additional requests have been made by black leadership in the

communities surrounding George Floyd Square. These requests are not comprehensive but are a step in the right direction for the City of Minneapolis, Hennepin County, the State of Minnesota, and the United States of America to rectify the harm inflicted upon the people of Minneapolis, because George Floyd was killed by the government and because of long-standing systemic racism that perpetuates inequalities experienced by BIPOC.

George Floyd Memorial: \$48,000,000

We will never forget. In black literature tradition, Toni Morrison writes about the concept of “rememory.” A rememory is not a museum. Rather, it is a walk-through experience that allows its witnesses to recall what happened and be compelled to act, to change, to improve upon the events of history.

Imagine, you walk into the rememory experience and are guided by the space into the story of George Floyd the boy, growing into a man. In the next room, you are introduced to the stories that create an environment in Minneapolis full of race tension—from Philando Castile to Jamar Clark, from the lack of affordable housing to the economic and public health crisis of COVID-19. Next, is the story of George Floyd’s last breath: 8 minutes and 46 seconds. Maybe you stay and remember. Maybe you opt to move on because the trauma still feels fresh. When you do move into the next space, you encounter the uprising of 2020 from Minneapolis to the world. The walls that reach 12 feet in height or higher have a healthy fill of protests signs. You can walk through the original bus shelters commandeered by art. You see the sign, “This is our collective PTSD.” Or maybe what draws your attention is the piece of paper with the crayons scribbles of a child processing this historic moment. The entire collection of preserved offerings is before you, bearing witness to what happened in these streets.

In the center of the room are the same chalk boards that invite people to write their vision for justice as was in the street the first week of the Minneapolis Uprising. Once filled, these boards will be photographed, erased, and then prepped for new contributions by the public. Before you exit, however, there is a station with calls to live out racial justice as a way of life. You might choose your call to be self-care. You might choose to contact a politician. You might choose to participate in a racial healing circle. Whatever it is, this space has allowed you to remember and engage so that you leave the space with guidance on how to allow the rememory experience to be a catalyst for racial justice in your own life.

The building will have offices for strategic community partnerships for ongoing educational integration of racial justice. Out of the George Floyd Memorial, opportunities will be facilitated for youth development, community development, education, and wellness. The organization will be a nonprofit organization formed by the family of George Floyd in collaboration with community members so that the story is told as it should be told to be a living memorial in ongoing protest to racial injustice. The world will come to the George Floyd Memorial to remember, and Minneapolis will never forget.

Desired Property to Purchase: \$1,500,000

- 3744 Chicago Avenue S, Minneapolis, MN 55407
- 730 E 38th St, Minneapolis, MN 55407

Building Costs: \$40,500,000

- Permits
- Construction¹⁰
- Parking
- Insurance
- Contingency Fund
- Architecture
- Contractor
- Engineer
- Landscaping
- Surveyor
- Re-zoning from C1 to C2

Total Operations: \$5,000,000 (one year)¹¹

Personnel: \$2,200,000 (annual cost)

- President/CEO
- CFO
- Lawyer
- Director of Human Resources
- Collections Manager/Chief of Staff
- Curator
- Community Liaison
- Director of Advancement
- Administrative Assistant
- Security Manager
- Facilities Manager
- Coordinator for Racial Justice and Education Integration
- Caretakers (2)
- Other employees as needed

Operations (non-personnel): \$2,800,000 (annual cost)

- Transition Site, 3730 Chicago Avenue, Suite A
- Museum Insurance
- Liability Insurance
- Professional Liability Insurance

¹⁰ This rate is estimated off of a 2010 average of \$650 per square foot for museum construction. <http://discussions.mnhs.org/mnlocalhistory/blog/2010/07/28/museums-cost-how-much/>; and the Bell Museum cost of \$698 per square foot. <https://cpm.umn.edu/bell-museum>

¹¹ Based off of the Association of Art Museum Directors 2017 Salary Survey https://aamd.org/sites/default/files/document/2017%20AAMD%20Salary%20Survey_0.pdf

- Employee Benefits
- Installation Supplies
- Security
- Facilities management
- Office supplies
- Equipment
- Transportation/Travel
- Marketing & Branding
- Development
- Consultants
- Furniture
- Utilities
- Miscellaneous

Initial Endowment Contribution: \$1,000,000

Racial Healing and Justice Center: \$25,800,000

Minneapolis and the State of Minnesota suffer from deep systemic racism. Racism, however, is not merely a political dilemma. It is a moral and spiritual dilemma. It will be impossible to dismantle racism in our society without simultaneously working on the healing of people caused by deep racial wounds and trauma. The vision for this center is to provide healing space, restorative justice space, space for creating more art, and affordable housing units above the center for sustainable revenue. By institutionalizing the Racial Healing and Justice Center, the people of Minneapolis make its goal of race equity that much more achievable. And there is no better place to establish this center than at the corner where the last breath of George Floyd indeed changed the world.

Desired Property to Purchase: \$800,000

- 3759 Chicago Avenue S, Minneapolis, MN 55407

Building Costs: \$5,000,000

- Permits
- Renovation & Construction
- Insurance
- Contingency Fund
- Architecture
- Contractor
- Engineer
- Surveyor

Total Operations: \$20,000,000 (10 years)

Personnel: \$700,000 (annual cost)

- Executive Director

- Accountant
- Rental Manager
- Administrative Assistant
- Security
- Facilities
- Program Coordinator for Racial Justice and Healing
- Other employees as needed

Operations (non-personnel): \$1,000,000 (annual cost)

- Liability Insurance
- Employee Benefits
- Security
- Facilities management
- Office supplies
- Equipment
- Transportation/Travel
- Marketing & Branding
- Development
- Consultants
- Furniture
- Utilities
- Miscellaneous

Undoing Racism Trainings: \$300,000 (annual cost)

- Facilitators
- Food
- Supplies
- Programming
- Consulting

Bryant Neighborhood Organization (BNO) and Central Area Neighborhood Development Organization (CANDO) Headquarters: \$9,150,000

The Bryant Neighborhood Organization (BNO) and Central Area Neighborhood Development Organization (CANDO) work to mobilize opportunity and respond to the needs of neighbors. Many people in our neighborhoods are seeking stable, ethical jobs that bring dignity. With a space dedicated for their work, they will be able to better service the needs of the people and more effectively oversee and govern opportunities for the community to rise together.

Desired Property to Purchase: \$500,000

- 3801 Park Avenue S, Minneapolis, MN 55407

Building Costs: \$650,000

- Permits

- Renovation
- Insurance
- Contingency Fund
- Architecture
- Contractor
- Engineer
- Surveyor
- Landscaping

Total Operations: \$8,000,000 (10 years)

Personnel: \$300,000 (annual cost)

- Executive Director
- Other employees as needed

Operations (non-personnel): \$500,000 (annual cost)

- Liability Insurance
- Employee Benefits
- Security
- Facilities management
- Office supplies
- Equipment
- Transportation/Travel
- Marketing & Branding
- Development
- Consultants
- Furniture
- Utilities
- Miscellaneous

Entrepreneurship Development: \$6,000,000

The neighborhoods of CANDO, Bryant, Powderhorn Park, and Corcoran continue to work together to build out and live into a vision of East 38th Street being a center of commerce that reflects the historical and cultural traditions of the black community. A corridor for black commerce will create an environment that the black people of Minneapolis will want to live, stay, and return to this community, and where all people will experience welcome. To stimulate new business development, entrepreneurship programming must exist.

Adult Entrepreneurship Programming: \$6,000,000 (10 years)

Entrepreneurship Incubator: \$300,000 (annual cost)

- Operational supplies and resources for Bryant: \$75,000
- Operational supplies and resources for Central: \$75,000
- Operational supplies and resources for Corcoran: \$75,000
- Operational supplies and resources for Powderhorn Park: \$75,000

Career Advancement Coach: \$300,000 (annual cost)

- Coach for Bryant: \$75,000
- Coach for Central: \$75,000
- Coach for Corcoran: \$75,000
- Coach for Powderhorn Park: \$75,000

Youth Internships, Partnerships, Programs, and Jobs: \$16,412,400

Neighborhood Jobs for Youth: \$4,461,600 (10 years)

People should be able to live, work, and socialize in their own communities. However, such cultural patterns must be taught in practice to both create and sustain them. The funding allocated for neighborhood jobs for youth will allow young people to not only work for the small businesses that contribute to the economic wellbeing of their community, but to also witness what it means to be a hard working entrepreneur. The funding would be given to the following list of companies and organizations to hire two part-time youth positions, except where otherwise noted: Chicago Avenue Fire Arts Center, Dollar & Up, Smoke in the Pit, Dragon Wok, Millenium Auto Service, City Food Studio (4 positions), Powderhorn Park Neighborhood Association, Corcoran Neighborhood Association, Bryant Neighborhood Association, and Central Area Neighborhood Development Organization.

Youth Job Investment: \$4,461,600 (10 years)

- Mission: To build up youth through the experience of living, working, and socializing in their own community.
- Payroll Subsidy:
 - \$20,280 per part-time job (annual cost)
 - \$446,160 for 22 part-time jobs (total annual cost)

Art Sciences, Conservation: \$4,868,000 (10 years)

There is a shortage of BIPOC conservationists in America. As the outpouring of love and public grief collected at the intersection of 38th and Chicago from all over the world, community caretakers of the memorial scrambled to figure out what to do with such sacred offerings. Through a network of artists and architects, these caretakers were introduced to Nicole Grabow, Director of Preventative Conservation at Midwest Art Conservation Center. Nicole guided them on how to properly care for, stabilize, and store offerings that were selected to be removed from the memorial to be tended to off-site. Due to the volume of work, more help was needed from BIPOC conservationists, but accessing available help came with the hurdle of extremely limited options at a national scope. Now is the time to decrease that gap by creating a pipeline for young people to be introduced to a career that will teach them how to preserve their cultural stories.

From Nicole Grabow:

The Midwest Art Conservation Center (MACC) is honored to partner with Jeanelle Austin and the George Floyd Memorial to develop a program providing part-time job opportunities for Minneapolis high school students in the field of Art Conservation. This program has two primary goals: it will introduce BIPOC students to a specialty field offering a rewarding career that integrates art and science, and it will also help to train the next generation of museum professionals, ensuring that previously under-represented communities have a voice in the preservation of cultural heritage. After an 8-week summer intensive, the students will be paired with a local cultural institution where they will work 1-2 days/week throughout the school year. Students will check in regularly with their program mentor and set goals for next steps after the program has completed. Two of the students from the program will complete their internship at the George Floyd Memorial.

MACC will also assist in the development of an advanced Racial Justice and Conservation internship at the George Floyd Memorial that will invite applications from aspiring Black art conservators. This paid, 12-week internship will form part of the conservators' training; such internships are a necessary prerequisite for entering one of the rigorous and selective art conservation graduate degree programs and for successful completion of the degree. The George Floyd Memorial and MACC are piloting an advanced Racial Justice and Conservation internship for two weeks this summer, and will develop the full program based on the results of the pilot.

MACC's Director of Preventive Conservation, Nicole Grabow, will help to design both of these programs, assist in development of the curriculum, liaise with host internship sites, and participate in teaching/training as appropriate. Ms. Grabow is an experienced presenter, instructor, and art conservator of national standing and has worked with Minneapolis high school students previously in a MACC program introducing art students to science. Additionally, MACC has an active program of preservation training workshops, a history of promoting the professional development of under-represented communities through their National Endowment for the Humanities-supported Fellowship in Native American Collections Care, and is a non-profit organization committed to the cause of educating and empowering individuals to preserve and protect their own cultural heritage.

High School Program: \$4,478,000 (10 years)

- Mission: To inspire BIPOC youth to care for the art that is birthed from their cultural experiences.
- Operations
 - 24 youth positions, \$299,520 (annual cost)
 - Full-Time Program Coordinator/Head Coach, \$65,000 (annual cost)
 - Part-Time Coach, \$32,500 (annual cost)
 - Program Design Consult, \$5,000 (one-time fee)
 - Immersion Education, \$40,000 (one summer program)

- Evaluation, \$2800 (over 10 years)
- Supplies and other expenses, \$10,000 (annual cost)

Internship Program: \$240,000 (10 years)

- Mission: To give conservation students the experience of living at the intersection of conservation and racial justice.
- Operations
 - Internship stipend, \$15,000 (annual cost)
 - 8 weeks of Lodging, \$3000 (annual cost)
 - Food, \$4000 (annual cost)
 - Transportation, \$1500 (annual cost)
 - Consult, \$500

Art Sciences, Architecture: \$3,978,000 (10 years)

Architects have been an integral part of the George Floyd memorial protest in the summer of 2020. They have shown up to George Floyd Square to document the story for posterity. They have shown up to George Floyd Square to ensure the protections of the large art installations were designed well. They have showed up to consult about the flow of pedestrian traffic. Without architects, the efficiency of George Floyd Square would not be what it has been. But like many industries, we need more BIPOC architects. This program leverages the experience of the Minneapolis Uprising to show young BIPOC people that there is a career at the intersection of racial justice and design for them. It will operate out of the George Floyd Memorial in conjunction with the conservation program.

High School Program: \$3,828,000 (10 years)

- Mission: To inspire BIPOC youth to design the spaces in which we do culture.
- Operations
 - 24 youth positions, \$299,520 (annual cost)
 - Full-Time Program Coordinator, (shared with conservation program)
 - Part-Time Coach, \$32,500 (annual cost)
 - Program Design Consult, \$5,000 (one-time fee)
 - Immersion Education, \$40,000 (one summer program)
 - Evaluation, \$2800 (over 10 years)
 - Supplies and other expenses, \$10,000 (annual cost)

Health Sciences: \$3,104,800 (10 years)

This summer program would be a partnership between Northwestern Health Sciences University and the neighborhood organizations. The Science Academy would be offered by Northwestern Health Science University, teaching youth the science behind the variety of integrative health services. After participating in this boot camp, students will then be paired up and mindfully placed into part-time jobs within local partnering practices to work in environments where they can continue to nurture and grow their understanding of the health sciences over the period of 8 weeks.

From Michele Renee, Director of Integrative Care, Northwestern Health Sciences University:

Northwestern Health Sciences University is excited to partner with the Powderhorn community to explore the creation of a summer young engagement program around integrative care. Through exposure to integrative healthcare, mentorship with carefully selected local practitioners, and increased awareness of health and healing, young people may see different career paths for themselves than they otherwise might. In the long term, these career paths provide not livable wages and strong benefits for families, as well as increasing availability and access to care for the local community.

This project is consistent with our civic engagement mission, vision, and commitments.

Mission

NWHSU improves and advances health by listening to the needs of the greater community, responding through collaborative partnerships, and providing health care and education.

Vision

NWHSU advances a culture where integrative care is central to the health consciousness of our community.

Commitments

- *We are committed to addressing and healing the trauma caused by social inequities, racism, and other biases.*
 - *We develop and maintain strong relationships with diverse local communities over time and listen deeply to ensure our efforts are responsive to their feedback and needs.*
 - *We work in partnership with the community to create a healthier world.*
 - *We advocate for policy that makes integrative care accessible.*
 - *We prepare our students, faculty, and staff for meaningful and intentional engagement with the community.*
 - *We inspire our alumni to remain civically engaged in their communities.*
- Mission: To expand the imagination of BIPOC youth to include integrative health services as entrepreneurship possibilities.
 - Operations
 - 60 youth positions, \$187,200 (annual cost)
 - Program Coordinator, \$32,500 (annual cost)
 - Practitioner Stipend, \$30,000 (annual cost)

- Program Design Consult, \$5,000 (one-time fee)
- Science Academy, \$50,000 (annual cost)
- Evaluation, \$2800 (over 10 years)
- Other Expenses, \$10,000 (annual cost)

Summary of this document's economic impact: \$155,862,400 over 10 years