

STRENGTHENING COMMUNITY AND INCREASING TRUST

Madison's Northside: A Safe and Thriving Community



Submit Application to: cddapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on June 13, 2018

Late applications will not be accepted

Please limit your proposal and responses spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. *Do not attempt to unlock or alter this form.* In addition to the narrative entered in this part of the application, you must also complete corresponding tabs in the budget workbook in the Applications Downloads on the [CDD Funding Process website](#)

We want to help! Applicants are highly encouraged to attend a funding workshop or meet with staff in developing their proposals. If you need assistance or have any questions, please contact CDD staff, Allison Dungan or Mary O'Donnell at 266-6520.

Agency or Group:	Zeidler Center for Public Discussion	Amount Requested:	\$40,000
Title of Proposal:	Northside Community Safety & Peace Program		
Brief Project Description:	This program is focused on repairing relationships between law enforcement and communities of color in Madison's Northside through trauma-informed group processes, youth leadership training, youth and adults facilitator trainings, and trust building and humanizing through deep listening and feeling heard across boundaries in safe spaces		
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1. Project Description:

- a. Goals: (3000 characters) What is the goal(s) of your project and how does it achieve the desired outcomes and outputs described in the RFP guidelines? Please describe how your proposed project addresses the prevalence and impact of youth violence and victimization on Madison's Northside.

The goals of this project are to:

- 1) Build trust and deepen relationships, creating greater openness and receptivity between police and residents of color who have experienced traumatic interactions with law enforcement, resulting in measurable changes in attitude of residents towards community safety and law enforcement, and changes in officers' attitude toward residents, following program participation
- 2) Re-humanizing a minimum of 120 participants, recognizing the "Other" as fully human, and as a complex, multi-dimensional human being, rather than as a stereotype or one-dimensional caricature
- 3) Build a cohort of 30 trained, professional Northside adult and youth facilitators ready to lead their community in trauma-informed group processes including restorative justice techniques
- 4) Build leadership skills in 20 youth participants leading to a desired change in 60% of youth participants in their Social Emotional skills in terms of communication patterns and social behavior with peers.

This proposal is an expansion of "Community Safety Listening Circles: A Community and Police Partnership to Eliminate Racial Profiling," a Zeidler Center program which has served hundreds of officers and residents since 2016 and has been featured in the New York Times, and "Milwaukee Youth and Police Program", a Zeidler Center program that focuses in youth and officers through Leadership trainings, Youth Facilitator Trainings and Police and Youth Listening Circles.

The Community Safety and Peace Program will foster safe neighborhoods by creating more trust in direct communication with public safety representatives where there has been communication breakdown. We have seen that violence prevention efforts are more successful when youth and families feel safer in communicating with police. This program can serve as a healing intervention and response that addresses trauma, fear, anger, and mistrust - issues stemming from (but not limited to) poverty, addiction, injustice, oppression, and violence.

This proposal continues our commitment to local and resident-led project design: A Northside Listening Circle Planning Committee will convene, composed youth and adult residents, officers working in the community, and Zeidler Center lead facilitators. This planning committee will uniquely design the topics and questions asked in the circles throughout the series that result in discussions that respond directly to the community's needs.

- b. Data-informed Design: (3000 characters) What data, research, or experience did you use, and how did it guide your proposal? As a reminder, the City of Madison has created [a data toolkit](#) to help you inform this program design available on the [CDD funding website](#).

It is apparent on the Safe & Thriving data that the Northside contains a higher percentage of youth than other districts, while simultaneously containing a high percentage of economically disadvantaged student residents. This disparity creates conditions in which a greater number of youth will be in need for substantial and multidimensional support, guidance, and mentoring opportunities.

School, as a social and socializing institution counts for an important part of a youth's growth and development. However, the data shows that over the last six years, the area has witnessed an overall decrease in percentage of youth enrollment at school, and a decrease in the enrollment of youth considered economically disadvantaged in particular (except in two locations).

Both Zeidler Center YPI and Facilitator Trainings will create conditions in which youth from the Northside (especially from Sherman Park, Warner Park, and Lakeview) currently facing greater odds of slowly drifting away from the school system can develop their leadership capacities, increase their critical and individual

thinking skills, learn how to embrace past choices they made, and practice using these new skills in supportive settings.

The youth violence and crime reports show hubs of high levels of youth violence (especially from Sherman Park, Warner Park, and Lakeview), and a higher exposure of youth to gang related activities (when compared to Dane County). These trends will increase the likelihood for traumatic youth and police interactions in crisis-settings.

Interactions between residents and officers in crisis situations were associated with a breakdown in communication channels and decrease in trust between residents and intervening officers, according to participants in the Zeidler Center's Police and Resident Listening Circles in Milwaukee. Confirming this dynamic, the data provided in the toolkit highlights a great disparity between the youth of Blackhawk / Sherman Middle Schools and East / Shabazz High Schools and Dane county data overall in responding about their ability to count on the police.

Participants of the Zeidler Center's 2016-2018 Listening Circles have positively evaluated the program as a meaningful and cathartic way to foster interactions between officers and residents in non-crisis settings, thus allowing for relationship building to take place, and trust levels between resident and officers to increase.

Our quantitative data for the fall series 2017 across five Milwaukee neighborhoods shows that 19.8% of resident participants declare being able to "count on the police a great deal" before their participation, against 30.6% after participating. Similarly, 19.4% of resident participants reported "trusting the police a great deal" before their involvement in the Listening Circles, as opposed to 29.4% after their participation.

- c. Project Activities: (4000 characters) Describe your proposed project activities and how these activities will help you accomplish your stated goals. Please include information about key parts of your project including the schedule, location of activities and describe how this design will best accomplish the goals articulated above.

This program has 3 main components, which take place in community centers and churches including: Goodwill Community Center, Warner Park Community Center, and Sherman Avenue Methodist Church.

1. "Youth & Police Initiative" (YPI) Leadership Trainings – a 6-day-long intensive youth leadership training serving cohorts of 10 at-risk youth. These trainings will take place twice over the course of the year. Youth are led through activities to build confidence, reflect on personal life choices, recognize consequences, and practice being articulate in front of an audience. By doing so, they learn from potential mistakes and successes and share their experiences with other peers. During the intensive training, the curriculum brings youth together with local beat officers to share personal stories, meals, and let their guards down long enough to have the difficult discussions necessary for real change to take place. A graduation is held for youth and their families that includes public addresses by youth.

2. Trauma-Informed Facilitator Trainings (Youth and Adult) – facilitator trainings tailored for youth and adults. The youth training will involve 20 youth recruited, in part, from the YPI Leadership Training, and include ongoing one-on-one mentorship for 12 months. Youth go on to co-facilitate during Police & Resident Listening Circles with Zeidler Center lead facilitators. The Zeidler Center will also train 30 neighborhood residents. Priority will be given to residents of color who are interested in serving as facilitators on an ongoing basis. All facilitators will be trained in conflict resolution and trauma-informed facilitation techniques used for transforming difficult conversations into meaningful and productive experiences.

3. Police & Resident Listening Circles – a series of 6 listening circle events focused on humanization, trust-building and relationships through pro-social, non-crisis interactions. Each event includes ~8 police officers and up to 50 resident adults and youth who are equally divided into 8 facilitated circles. Two of the events in this

series will serve police and youth. Circles will be co-facilitated by youth and/or adult facilitators and facilitator mentors, trained to take anonymous notes, keep time to ensure equality of sharing, and remind people of their communication agreements. Planning Committees of residents and officers will co-design the listening circles around topics most relevant for the community including trust, racial and social justice, trauma, community safety, cultural sensitivity, etc. Unlike town hall meetings or "listening sessions" that only allow a few voices to be heard, and tend to escalate tensions, the unique format of these listening circles gives all participants space to share their voice.

Proposed Timeline for Implementation

Activity	Estimated Start and Completion Dates
Create Planning Committee for Police & Resident Circles	September 2018 - April 2019
Hold YPI Leadership trainings with 20 youth	September 2018 - Feb 2019
Hold facilitator training for 20 Northside resident adults and 10 youth	October 2018 - Feb 2019
Conduct Police & Resident Listening Circles	Oct, Nov (2018), Jan/Feb, March, April, May (2019)
Complete Police & Resident Circle reports	June 2019

- d. Intended Service Population: (2500 characters) Describe the intended service population that will be impacted by this project (e.g., location, ages, race/ethnicities, income ranges, English language proficiency, system involvement etc.) including the number of unduplicated participants to be serve and your plan to recruit and engage with the individuals that you intend to serve. Please describe any challenges that you anticipate and articulate actions you will take to reduce barriers for participation.

Our intended service population is focused on Northside residents and youth who have been impacted by violence, especially in Warner Park, Sherman Park and Lakeview districts. Our goal is to reach 200 unduplicated participants through Police & Resident Circles. We do anticipate and encourage repeat participation, so the duplicated number will be higher.

Resident recruitment and attendance is vital for this program. The Madison Police Department has described their struggles to attract residents to their forums outside of extreme circumstances. Our experience hosting Police & Resident Circles in Milwaukee since 2016 has provided us insights on successful approaches to recruiting a diversity of residents. One such approach is to rely on resident ambassadors who are participating in the resident-led planning committee tasked with designing events that are culturally relevant, that ask the right questions in the right way, and are held in locations resident feel comfortable visiting. We also ask planning committee members to do publicity and outreach in the area formally and informally. Another key strategy we utilize is recruiting facilitators who represent the communities we serve. While existing C4CS facilitators come from a wide variety of backgrounds and neighborhoods, we would like to increase the number of Northside facilitators of color and have included training for up to 20 Northside residents for this purpose. The Zeidler Center’s lead facilitators who have served our Police & Resident Circles Program for 3 years will travel from Milwaukee to train and mentor facilitators.

- e. Reporting and Outcomes: (2500 characters) What systems are in place or will be in place to capture the information needed to measure the outputs and outcomes identified in the RFP guidelines and in

this proposal? Include strategies for maintaining contact with participants after the conclusion of the program and the nature of the post-program support, and time intervals at which you will have contact.

Theory of Change: Civil, facilitated listening circles and trainings between police and residents will increase understanding and lessen stereotyping, leading to a healthier exchange of ideas, collaborative solutions, and changes in behavior that will improve the lives of residents of the Northside.

In this project, change in all participants (residents and police officers) will be measured through qualitative and quantitative data (including demographic information) collected through the following inputs:

- pre-meeting participant interviews
- pre- and post-training surveys (surveys provided at the very beginning and very end of the program)
- follow-up survey 3 months after participation in the training
- post-dialogue participant feedback for
- facilitator notes from listening circles
- Participant feedback forms

Pre- and post-surveys will gather demographic information and measure perceptions of support, trust, cooperation, and hope. Amongst others, the surveys include the following questions requiring a choice of five graded responses:

- I believe listening circles help build trust between police and residents...
- I can count on the police to support my neighborhood...
- I trust the police...
- I believe community and police relations will improve...
- I can count on my neighbors...
- I know one Police Officer who I would feel comfortable calling on or asking for help...

We also assess concerns and recommendations using qualitative responses to the following questions:

- What was most satisfying or valuable about this experience?
- What questions or concerns are you leaving with?
- What's the most important suggestion you have for future dialogues, or steps going forward?

At the end of the series, the Zeidler Center will produce a comprehensive report on the ideas, hopes, and concerns that emerge from discussions between residents and officers. These reports include each participant response from the listening circles organized into major and minor themes. In addition, quantitative data from surveys and feedback forms will be included in the reports.

Summary reports will be distributed to participants and community partners including the Madison Police Department enabling participants, stakeholders and governmental entities to make recommendations for continued initiatives in their neighborhood, and use the data to create resident-informed policies.

- f. Budget and Sustainability: (2000 characters) This funding must be spent by September 30, 2019. Please describe your plan for supporting this project in the absence of this Federal funding stream or for connecting program participants to other services.

We are currently meeting with foundations and individuals on the Northside to fund a series of community dialogues this summer (not included in this proposal.) We will apply to these same sources to fund this program. The Madison Police Department has offered a strong support for the program and we will be working with the MPD and the City of Madison to find further funding. Furthermore, the Zeidler Center's fund developer will be assisting in locating local and national funding.

In addition, we have been in contact and collaboration with FLYY, a local organization that is currently applying for a grant under the third RFP for youth trainings. We are planning on referring our participants to their organization and vice-versa, as well as on encouraging partnership between like-minded organizations.

2. Applicant Organization or Group:

- a. Capacity and History: (3000 characters) Describe the history and structure of your organization. Include information about your leadership, staffing, board and/or volunteers as it relates to their ability to support the described program that you would be seeking funding for. If relevant, describe any accreditations or licensures that are held by staff who would be involved in designing or implementing the described program. Please share any successes that your organization has had related to the proposed project and the reduction of youth violence.

Founded in 2006, the Zeidler Center for Public Discussion is a non-profit organization dedicated to fostering civil dialogue and inviting trust in the midst of differences. We offer professional facilitation, team building, strategic planning and community engagement services, working with organizations, neighborhoods, businesses and faith communities across a range of issues.

Dr. Katherine Wilson serves as the Executive Director of the Zeidler Center for Public Discussion. As director, she has developed over 30 programs including a facilitator training program in the DRC, and locally, Police and Resident Listening Circles between the Milwaukee Police Department and five communities of color. Under her leadership, the Zeidler Center has trained 400+ professional facilitators and led over 10,000 people in listening circles over the past two years. Dr. Wilson received a PhD from the University of Wisconsin-Milwaukee with research in genocide studies, trauma, conflict resolution, and testimony. She has conducted independent research in international criminal law, genocide and human rights in Cambodia, East Timor, Poland, China, Indonesia, Vietnam, Brazil, and Rwanda.

Julie Barrot De Brito serve as the Associate Director of the Zeidler Center for Public Discussion. Under her professional guidance, the Zeidler center has developed a strong evaluation system based on both qualitative and quantitative data analysis collected during Zeidler events. Her international background has expanded the work and mission of the Zeidler Center to the UK and Kenya collaborating with local organizations and strengthened the work of the Zeidler Center in Spanish-Speaking communities. She holds a B.A. in International Relations and a MSc. in Violence, Conflict, and Development with a specialty in the effects of civil wars on collective trauma and memory. She has worked with communities afflicted by poverty and civil wars in various countries including South Sudan, Kenya, and Thailand, and with world leaders at the UN in New York.

The Center for Community Stewardship (C4CS) offers facilitation and fiscal sponsorship to the Madison area. Executive Director Lisa Dugdale has 18 years of facilitation and coaching experience with nonprofit and community-based initiatives. C4CS Founder Bert Stitt (currently volunteer facilitator and Board member) has 40 years of experience facilitating large-scale community visioning and input processes across the Midwest. Haywood Simmons (facilitator and Board member) has expertise in coaching youth on mindfulness, health, and life skills. The C4CS will assist in recruiting and convening the Northside Police & Resident Listening Circles throughout the year. We will deepen and create relationships across the Northside and work with Navigators and other residents to market and promote the program at variety of Northside locations and events. At the events, we will organize event logistics and set-up and registration.

- b. Cultural Competency and Access: (3000 characters) The City is interested in addressing issues of social and racial equity for residents of Madison. Please describe your organization's capacity and strategies to ensure language access and cultural relevance, as well as your ability to ensure that spaces and programs are welcoming and trauma-informed. Explain how you understand any disparities and plan you have to address these issues.

To meet the broad spectrum of cultures, ethnicities, and spoken languages from the Northside, Zeidler Center staff are diverse in background and ethnicity, and will represent the demographics of the population served in our programs. Amongst our senior facilitators, the Zeidler Center counts several bilingual Spanish - English facilitators who can provide the option for non-English-speaking residents to use the language they feel the most comfortable in when talking about traumatic experiences. The Zeidler Center will work on provide the appropriate translation services in case none of our facilitators is fluent in the native language of a participant.

The accessibility of the program will be guaranteed by the use of communal spaces within the community itself, and by partnering with local organizations such as C4CS in terms of outreach and community engagement efforts. The Zeidler Center has a strong record of success in hosting events in Community Centers, as they are familiar to community members and pillars to the life of the community. Many of the Zeidler Center trainings and Listening Circles will thus be hosted in these spaces. In efforts of sustainability and incentivization, free community meals will be provided and in-kind incentives from community partners. Furthermore, stipends will be provided to youth participants of the Leadership Training, and trained facilitators for the Listening Circles.

The Community Safety and Peace Program teaches trauma-informed methods of facilitation including restorative justice techniques. Facilitated dialogues provide an opportunity for trust and relationships to be rebuilt amongst residents and between neighborhood officers and residents who live there and have experienced traumatic interactions with law enforcement. The Listening Circles are co-designed and co-lead by residents (both youth and adults) and officers under the form of a Northside Planning Committee to best fit the needs of the community served.

In supportive environments young people share individual choices they have made in their lives, which were a result of trauma, and practice giving presentations in a safe space. Officers also give their own presentations, coming to radically different understandings of the young people they serve and the choices they make in their lives.

Through the Facilitator Training, residents are offered continued opportunities for leadership through co-facilitating listening circles with residents who have experienced trauma. These Zeidler Center dialogue structures help individuals feel deeply heard and recognized, which we consider both a right and a vital form of social and racial justice for participants.

- c. Resident Engagement and Collaboration: (2000 characters) In what way were Northside residents involved in the creation or planning of this proposal? Describe any collaboration or coordination with community partners who have agreed to be active in the implementation of this project and the activities or component of the program with which they will play a role. Include information about any additional support services that you will utilize to connect participants with needed supports such as mental health, AODA services, housing stabilization or employment if applicable.

C4CS staff/Board met with Abha Thakkar and four neighborhood navigators to discuss how dialogue circles could support the Northside community and the work of the navigators. Out of that conversation came a list of topics to address, as well as feedback about how Police & Resident Listening Circles could be helpful. The Northside Planning Council has agreed to have 2 of their navigators serve on the Planning Committee for the Police & Resident Listening Circles, and have the remaining navigators help with publicity and community engagement. Executive Director Abha Thakkar has agreed to serve as an advisor to the Police & Resident Listening Circles and to make connections to spaces to hold Circles and people and groups who can help spread the word about both types of Circles.

Zeidler Center staff met with representatives of the Madison Police Department including Northside Capt. Brian Ackeret, and Community Outreach and Resource Development (CORE) team, Captain Wheeler and

Sergeant Scott Kleinfeldt, who have agreed to partner on this program on Madison's Northside District, saying, "This program is exactly what we're looking for to deepen our relationships with the community."

Partner Organization	Description of their Role and Responsibilities	Contact Person and Phone #
Northside Planning Council	Offer the Northside Navigators' time to serve on the Steering Committee for Police & Resident Circles, and do publicity for both types of circles. Abha will serve as an advisor for this project	Abha Thakkar, 608-230-1221
Madison Police Department	Will appoint local officers to participate in Youth & Police Initiative and Police & Resident Listening Circles. Will appoint lead officers to participate in Northside planning committee. Will review dialogue reports including resident recommendations.	Capt. James Wheeler, JWheeler@cityofmadison.com, 608-266-4835; Northside Capt. Brian Ackeret 608-261-4640
C4CS	Assist in recruiting and convening the Northside Police & Resident Listening Circles planning committee. Community engagement, marketing and promotion across the Northside. At the events, C4CS will organize event logistics and set-up and registration.	Lisa Dugdale, ldugdale@community-stewardship.org, 734-660-5788
FLYY	Assist with community outreach to Northside residents and youth.	Jessie Kushner, 608-347-1432

-SIGNATURE PAGE-

City of Madison Contracts:

The following information is provided in order to outline city requirements that will apply if your proposal is funded. All allocated funds will be administered through contracts with the City of Madison, Community Development Division. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected organization. If funded, applicants will be required to attend a **mandatory meeting** on contracting requirements in early September 2018. City purchase of service contracts include requirements regarding non-discrimination, consideration of vulnerable populations along with specific requirements in the following three areas:

1. Affirmative Action: If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02, an Affirmative Action Plan with the City Department of Civil Rights (DCR) or an exemption if allowed by City DCR. A model Affirmative Action Plan and instructions are available at: <https://www.cityofmadison.com/dcr/aaFormsCBO.cfm>

2. Insurance: If funded, applicant agrees to secure insurance coverage in the following areas to the extent required by the City Office of Risk Management:
 - Commercial General Liability
 - Automobile Liability
 - Worker's Comp
 - Professional LiabilityThe cost of this coverage can be considered in the request for funding. The Certificate of Insurance that will be required at the time of contracting is available on the City of [Madison Risk Management website](#). A sample contract that includes standard provisions is available on the [CDD Funding Process website](#)

3. Federal Requirements: The source of funds for this RFP are federal Funds awarded through the Office of Juvenile Justice and delinquency prevention to the city of Madison as part of the "The Madison's Northside : A Safe and Thriving Community" grant. There are federal regulations and requirements above and beyond the City's standard contract requirements that will apply to the administration of these funds both for the City and for organizations receiving funds under this grant. These requirements apply to multiple facets of grant administration for funded programs including access to funded activities, specific guidelines regarding cost allocations, employees management, budgeting and expense reporting, data collection and reporting on funded activities. It is expected that funded projects will work closely with city staff to develop systems and processes to address these requirements. These requirements are on our website under [Resources](#).

5. Signature: **Any applications submitted without a signature will be considered incomplete and will not be considered for funding.**

Applicant Signature:

Enter

Name:

Julie Barrot De Brito

Date:

By entering your initials
in the box,

JBDB

You are electronically signing your
name and agreeing to the terms above.

Police & Resident Circles	Detail	Cost	C4CS/Year	Zeidler
Zeidler Supporting Program Coordinator	Support and mentorship for C4CS Lead Program Coordinator (attending first 2 meetings and offering distance support for additional meetings)	\$2,500		\$2,500
Zeidler Marketing/Printing	Design; brochures; participant materials; posters	\$500		\$500
Zeidler Administration	Facilitator administration	\$1,000		\$1,000
Zeidler Dialogue Reports	Comprehensive qualitative/quantitative data	\$3,000		\$3,000
Zeidler travel costs	Gas/mileage/drive time	\$1,200		\$1,200
Facilitator Training	15 participants			\$2,250
FLYY Peacemaking Circles				
12 Circles	Twelve Facilitated Peacemaking Circles	\$12,000	\$12,000	
		\$20,200	\$12,000	\$10,450
Can't Include in this Grant				
Caterer	\$400/event: 6 events	\$2,400	\$2,400	

Questions:

Include Youth participation stipend?

Childcare needed? 1 or 2 people?

Do we need an interpreter if we plan to have 1-2 Spanish speaking facilitators there?

Northside Community Safety and Peace Program	Detail	Cost	Operating	Special Costs	Space
Personnel		\$15,600			
Planning Committee	Outreach and program design; \$500 for 2 resident adults; \$300 for 2 youth. Northside Planning Council will provide 1-2 Navigators' time in-kind.	\$1,600		\$1,600	
Program Coordinators/Lead Facilitators		\$2,360		\$2,360	
Adult Facilitators	\$40 per event x 8 facilitators x 6 events	\$1,920		\$1,920	
Youth Co-Facilitators	\$20 per event x 8 facilitators x 6 events	\$960		\$960	
YPI Youth	\$80 stipends x 20 youth	\$1,600		\$1,600	
Facilitator Mentors	3 mentors	\$1,500		\$1,500	
Marketing/Printing	Design; brochures; participant materials; posters	\$1,100		\$1,100	
Photography/Videography	\$100 per event; 10 events	\$1,000		\$1,000	
Zeidler Administration		\$2,500	\$2,500		
C4CS Administration		\$2,000	\$2,000		
Zeidler Dialogue Reports	Comprehensive qualitative/quantitative data	\$3,500		\$3,500	
Childcare	Childcare. \$60/session.	\$360		\$360	
Zeidler travel costs	Gas/mileage/drive time	\$1,200		\$1,200	
Venue Rental	Venue Cost for 10 events/trainings	\$2,800			\$2,800
PROGRAM YEAR	TOTAL	\$40,000	\$4,500	\$17,100	\$2,800
2018		\$1,800	\$5,700	\$1,120	
2019		\$2,700	\$11,400	\$1,680	