


LIVING CITIES

1040 Avenue of the Americas
 Floor 17
 New York, NY 10018
 1730 M Street, NW
 Suite 400
 Washington, DC 20036
 646 442 2200 P
 646 442 2239 F
 www.LivingCities.org

MEMBERS

The Annie E. Casey
 Foundation
 Bank of America
 Bill & Melinda Gates
 Foundation
 Citi Foundation
 Deutsche Bank
 Ford Foundation
 John D. and Catherine T.
 MacArthur Foundation
 TheJPBFoundation
 The Kresge Foundation
 The McKnight Foundation
 MetLife, Inc.
 Morgan Stanley
 Prudential Financial, Inc.
 Robert Wood Johnson
 Foundation
 The Rockefeller Foundation
 Surdna Foundation
 W.K. Kellogg Foundation
 Wells Fargo

PRESIDENT & CEO

Ben Hecht

January 13, 2021

Ms. Toni Newborn
 Director of Human Resources
 Chief Equity Officer
 City of Saint Paul – Human Resources
 25 West Fourth Street, Suite 200
 St. Paul, MN 55102

Re: Grant No. 21-6031 G 983

Dear Ms. Newborn:

I am pleased to inform you that Living Cities has awarded City of Saint Paul – Human Resources (“the Grantee”) a grant of Seventy-Five Thousand Dollars (\$75,000.00) (the “Grant”) to support the city of Saint Paul’s participation in the Closing the Gap Network’s Year of Reckoning Cohort.

The terms of this grant agreement are outlined below. Your signature at the end of this agreement indicates that you, as an authorized agent of your organization, have read, understood, and agreed to these terms.

Grant Agreement

- (1) **Use of Grant:** The Grant is to be used only for the purpose of supporting the Year of Reckoning as the foundational racial equity training and competency building component of a multi-faceted approach to work within cities. Specifically, the funds are to be used to achieve the objectives outlined in the Year of Reckoning Onboarding document attached herein as Schedule B.
- (2) **Grant Period:** The grant period will begin on January 1, 2021 and end on December 31, 2021. Any funds not used by the end of the grant period toward the purposes of this grant will be returned to Living Cities within 45 days after the end of the grant period.
- (3) **Payment of Grant:** The Grant will be paid out in one lump sum. Living Cities’ ability to pay out this grant is dependent on the timely receipt of grant funding from institutional grantors. In the event that Living Cities has not received sufficient or timely funding from these grantors, Living Cities may elect to postpone, reduce, or eliminate this award prior to disbursement.
- (4) **Conditions to Disbursement(s) of Grant:** The Grant will be disbursed to the Grantee, upon fulfillment of the following condition:
 - (a) Upon execution by Living Cities of a signed copy of this agreement, including Schedule C. By signing this agreement, you also agree to the requirements of participation set forth in paragraph 5 below.
- (5) **Requirements for Participation:**
 - (a) Participation in the Year of Reckoning learning activities, such as cohort calls with the cohort lead Third Space Action Lab and strategy meetings (virtual or in-person).



- (b) Participation, by the city's core team members in the People's Institute for Survival and Beyond's Undoing Racism workshops organized by Living Cities to build collective anti-racist analysis and practice.
 - (c) Engagement with and participation in Living Cities' CTG Online, an online community dedicated to sharing practices and policies that create economic opportunity and lead to closing the racial wealth gap in U.S. cities.
 - (d) Support Living Cities in storytelling of the city's racial equity journey; and
 - (e) Contribute to the creation of a shared vision for anti-racist governing.
- (6) Legal and Tax Requirements: Grantee represents and warrants to the Foundation that:
- (a) Grantee is an organization in good standing, is either a governmental unit or an organization described in Section 501(c)(3) of the U.S. Internal Revenue Code (Code) and is not a private foundation within the meaning of Section 509(a) of the Code. Grantee will notify the Foundation immediately of any change to its tax status.
 - (b) Grant funds may be expended only for charitable, educational, literary, or scientific purposes as specified in Section 170(c)(2)(B) of the Code.
 - (c) No part of the grant can inure to the benefit of any private person or entity in violation of Section 501(c)(3) and 4941 of the Code, including but not limited to any Foundation trustee, officer, employee, or his/her spouse, children, grandchildren, and great grandchildren or their respective spouses for any purpose.
- (7) Conditions and Other Requirements: During the term of this grant, the Grantee is expected to adhere to the conditions below. Failure to adhere to these conditions will constitute an act of violation and result in the return of part or all of the grant funds to Living Cities. In such a case, Living Cities will determine in its sole and absolute discretion the percentage of the grant to be returned. Cessation or reclamation of grant funding by Living Cities may also result in your organization's elimination from consideration for future grant awards.

During the grant term and beyond as applicable, the Grantee under this agreement agree to the following:

- (a) Adhere to the uses of the grant summarized in Section (1). This grant is made only for the purposes stated in this letter. Any grant funds not expended or committed for these purposes within the grant period will be returned to Living Cities. Any prospective changes in the use of this grant totaling over five percent of the total grant amount must be submitted in writing to and approved by Living Cities.

In addition, the Grantee is expected to meet the milestones stated in Schedule B within the timeframe specified therein. Any material changes in the Grantee's milestones or timeline should be reported to Living Cities at the earliest reasonable opportunity. Living Cities will decide in its sole and absolute discretion whether any delays in meeting milestones constitute a violation of the grant terms and conditions.

- (b) Maintain its tax-exempt status and all authorizations, filings, exemptions, etc. required to perform its duties within and outside this agreement. The Grantee also agrees to



immediately provide any correspondence from the IRS or other related agencies regarding the above.

- (c) Cooperate in the monitoring and evaluation of its work. Given Living Cities' learning goals, Living Cities expects its grantees, to cooperate in timely and accurate reporting of program process, outputs, and outcomes.

Living Cities expects to use the following means to track outcomes:

- (i.) Site visits: Two (2) visits (either virtually or in-person) will be conducted during the course of the grant period. These visits will be used not only to facilitate monitoring of project progress, but also to support other project purposes. Living Cities may also use these site visits to facilitate the education and cross-fertilization of ideas across its own partners and member organizations.

We encourage our grantees to use any site visits to their full advantage, leveraging our involvement and engagement for such purposes as convening key stakeholders and enhancing fundraising efforts. In this spirit, we remain open to creative and broader uses of these mechanisms.

- (ii.) End-of-grant-period reflection report: This report must be submitted to Living Cities no more than 60 days after the end of the grant period. It will include: (1) a narrative account of what was accomplished by the expenditure of funds, including progress made towards achieving the goals of the grant; and (2) a financial accounting, which includes a statement by the responsible financial officer of the Grantee certifying the accuracy of the report. Guidelines for the end-of-grant-period report will be sent to the Grantee at least sixty (60) days prior to report date.

Living Cities and its institutional grantors reserve the right to use and publish any information furnished by the Grantee, provided that Living Cities give appropriate credit to you as the provider of this information.

Living Cities reserves the right to audit Grantee's financial and other records to ensure the proper utilization of its grant funds. During and at least three years following the end of the grant term, the Grantee will be expected to maintain records showing, separately from other accounts kept in its books and records, the receipt and expenditure of Living Cities grant funds.

- (d) Adhere to the following prohibitions on the use of the Grant. Under no circumstances the Grantee receiving Living Cities' grant funds use these funds directly or indirectly for the following purposes or activities:
- (i.) Make a grant to any individual for travel, study, or other similar purpose, as described in Section 4945(d)(3) of the Code.
 - (ii.) Promote or engage in violence, terrorism, bigotry, or the destruction of any state, nor will it make sub-grants to any entity that engages in these activities.
 - (iii.) Influence the outcome of any specific public election, participate in, or intervene in, including by the publishing or distribution of any statements, any political campaign on behalf of or in opposition to any candidate for public office.



- (iv.) Influence legislation, including by the publishing or distribution of any statements, or any campaign in support of or opposition to pending legislation; and
- (v.) Any other purposes outside the scope of this agreement without express written permission from Living Cities.

(e) Represent faithfully and coordinate with Living Cities in reports and communications. Living Cities hopes and anticipates that the Grantee will leverage recognition by Living Cities in your communications and public relations. In doing so, Living Cities expects the Grantee to represent Living Cities fairly and faithfully in all reports, press releases, speeches, and other media. All materials describing the Grantee's efforts, particularly those that mention Living Cities, should be sent to Living Cities prior to publication. Whenever possible, major communications plans should be coordinated with Living Cities in advance. Copies of any reports, evaluations or other communications supported by Living Cities' grant funds should be sent prior to publication to:

Name: Hafizah Omar, Assistant Director
 Email: homar@livingcities.org
 Phone: (646) 442-3231

Conversely, receipt of this grant provides Living Cities license to disseminate any products, outcomes, or other information related to the Grantee's efforts in any media of its choosing. Whenever feasible, Living Cities will share these materials with the Grantee prior to publication. The Grantee and its sub-grantees, if any, will be expected to cooperate in any public education or outreach effort undertaken in connection with this grant, which may include efforts to attract additional resources to the Grantee or others doing similar work.

(8) Notice: Any notice under this Agreement shall be in writing and shall be deemed delivered upon Grantees receipt of notice at the address or facsimile hereunder. Living Cities' Principal Contact regarding this grant will be:

Name: Hafizah Omar, Assistant Director
 Email: homar@livingcities.org
 Phone: (646) 442-3231

For Inquiries on Grant Administration notify:

Name: Joan F. Springs, Senior Associate Grants & Contracts
 Email: jsprings@livingcities.org
 Phone: (646) 442-2231

For inquiries on payment & invoices, in addition to the principal contact, notify:

Name: Michelle Harmon, Accounting Manager
 Email: mharmon@livingcities.org
 Phone: (646) 442-2224

(9) No Right of Assignment or Delegation: The Grantee may not assign or otherwise transfer its rights, or delegate any of its obligations, under this agreement.

(10) Compliance with Anti-Discrimination Rules: In its use of grant funds provided by Living Cities, and in the course of all development, marketing and operation activities, the Grantee shall



fully comply with all applicable federal, state, local (and any other governmental), anti-discrimination laws, executive orders, rules, and regulations.

- (11) **Governing Law:** This Grant Agreement is governed by, and will be construed in accordance with, the laws of the State of New York.
- (12) **Amendment of Term of Grant:** Living Cities shall consider but is not obligated to agree to requests by the Grantee to make modifications to the terms of the Grant. Amendments to the Grant shall be made only after (i) Living Cities' Chief Operating Officer has received a written request from the Grantee stating the nature of the amendment requested, and (ii) an authorized officer of Living Cities has executed a written agreement describing the terms of the amendment.
- (13) **Countersignature Required.** If this agreement correctly sets forth your organization's understanding of the terms and conditions of the grant, please sign and date in the space provided below, complete/attach Schedule A: Project Budget, Schedule B: Year of Reckoning Onboarding Document, Schedule C: Grantee Questionnaire and return to Joan Springs, Administrator of the Grant at jsprings@livingcities.org.

If a signed Grant Agreement is not received within 45 days from the date of this letter, this Grant is subject to cancellation by Living Cities.

[THE REMAINDER OF PAGE HAS INTENTIONALLY BEEN LEFT BLANK]



Congratulations on receiving this award.

Bennett L. Hecht
President and CEO
Living Cities, Inc.

Date

DocuSigned by:

Toni Newborn

Toni Newborn
Director of Human Resources/
Chief Equity Officer
City of Saint Paul – Human Resources

1/28/2021

Date

Schedule A: PROJECT BUDGET

CLOSING THE GAPS NETWORK: YEAR OF RECKONING COHORT

Project Management expenses	
Example: Project Manager salary	
<i>(add/delete rows as appropriate)</i>	
External Consultant expenses	
Example: Consultant fees	
<i>(add/delete rows as appropriate)</i>	
Technology expenses	
Example: Web platform	
<i>(add/delete rows as appropriate)</i>	
Communication expenses	
Example: Public awareness campaign	
<i>(add/delete rows as appropriate)</i>	
Other expenses	
Example: Miscellaneous expenses	
<i>(add/delete rows as appropriate)</i>	
GRAND TOTAL	



Closing the Gaps Network: Year of Reckoning Cohort

ONBOARDING DOCUMENT

“This is not a small voice

You hear this is a large

Voice coming out of these cities.”

- This is Not a Small Voice, *Sonia Sanchez*

Still We Reach for One Another
Art by Kate Morales
Sourced from [Just Seed](#)



Table of Contents

Closing the Gaps Network	4
Overview	4
Year of Reckoning Cohort	4
Closing the Gaps Network Values	5
Year of Reckoning: What to Expect	7
Living Cities Team	7
Closing the Gaps Partners	10
CTG Online	12
Contact information	15

*“Somewhere it rains,
and things will grow green and wonderful.
Somewhere inside me, too, it rains,
and things will grow green and wonderful.
Sometimes my insides rain from the inside out.*

*And then I know
I am alive
I am alive
I am alive”
- Affirmation, Eve L Ewing*

Living Cities and our partners are thrilled to be working with you. On this journey, you will be joined by peers from city governments across the country, community groups and organizers, researchers and policymakers, leading racial justice practitioners, and more. Together, we will develop an analysis and vision for racially just decision and policy-making, informed and inspired by the current movement across the country. And, we will take steps toward realizing that vision in our own cities, neighborhoods, and personal lives.

This packet is intended to provide key information about what to expect and how to engage.

We are looking forward to seeing you soon.

Art by [Rue Mai Oliver](#)
Sourced from [Amplifier Art](#)



Closing the Gaps Network

Overview

Closing the Gaps Network unites leaders from cities across the country that are committed to imagining what an antiracist society might look like, and to playing an important role in building it through transforming government policies, practices, and operations.

Closing the Gaps Network is a year-round community that leverages proven practices from our decades of public sector work, including:

- Cross-city learning opportunities
- Access to technical assistance providers, facilitators, resources and other networks
- A shared vision and measures to track progress
- Accountability partnerships
- Cover and support to test new approaches as part of a national movement
- Opportunities to publicize progress and results, both nationally and locally
- Open-sourced knowledge sharing

Year of Reckoning Cohort

Within Closing the Gaps Network, six cities will be part of a Year of Reckoning cohort. Through this deep, year-long experience, you will build on the work already underway in your cities, including competency building for staff to equip you to apply a racial equity analysis to all the city's work.



Art by [Emma Ismawi](#)
Sourced from [Amplifier Art](#)

Closing the Gaps Network Values

We honor the labor that got us here. This means we understand what it took to push when institutions were not ready and acknowledge those who might have been pushed out. When talking about institutional capacity, we interrogate what racial equity work really takes and the fact that Black women in particular often face an undue burden in holding the work.

We value working with an abundance mindset and an openness to possibilities.

We root this work in the recognition that communities at the margins have always had to discover resources where “there aren’t any” and craft possibilities for thriving without institutional support. We strive for accountability to these communities in the cities where we work and commit to fostering creative, visionary spaces rooted in a pro-Black vision for the future.

Racial equity is a process and an outcome. We seek to move beyond the binary thinking that suggests there is an “end” or that some cities are “on top” or “more successful” when it comes to racial equity. We are interested in investing in people within city agencies and departments who are willing to take on transformational racial equity, including reckoning with history and the present.

When we say community, we name what we mean. We understand the different relationships communities may have with the city governments we work with. We acknowledge that many people working in city government are part of the community.

We know that racial equity work is a day-to- day practice of shifting our behaviors and power. We are committed to:

- **anti-racist principles** as outlined by the People’s Institute for Survival & Beyond, including understanding history, understanding and willingness to interrogate the power public sector holds in gatekeeping, and acknowledging harm
- **antidotes to white institutional culture** as outlined by Tema Okun. To us this means centering relational culture, healing & accountability, and interrogating how our work upholds white supremacy.
- **accountability at all levels.** There must be infrastructure and a mechanism for accountability: to our partners and our public sector relationships, to our communities, to each other. We are committed to identifying mechanisms to understand community perception (especially communities of color) within the cities where we work.
- **working together in new, transformational ways** that are rooted in deep trust, candor, and courage. We commit to recognizing people as full, complex human beings (with ambitions, desires and frailty) and being patient with one another as we model new ways of being in relationship.
- **continuous learning and improvement** rooted in deep learning and radical imagination to inform bold action for the long term.

“When I join you / in the effort for peace / I give myself over.

There / and not there. Marching / with you / alongside

the many who have died / it is as if we are marching / across the / Universe

and just ahead of us / if only in another galaxy / there is a door.”

- When I Join You, Alice Walker

Year of Reckoning: What to Expect

Living Cities and our partners have worked to develop a curriculum that we hope will inspire you and deepen your ability to advance racial equity in your city. This curriculum is the foundation of the Year of Reckoning experience. Building from the curriculum, we truly want the Year of Reckoning cohort to be shaped by participating cities. Therefore, we are not dictating the strategies to be advanced. Instead, we will support you in building the foundational analysis, competencies, relationships, and structures to be able to deepen your racial equity practice. And, we will look to you to tell us what strategies you'd like to advance, what challenges you most want to address, and how we can be most helpful. Each city's experience will be tailored based on your unique needs even while we ensure that cities are coming together in transformative ways.

Living Cities Team

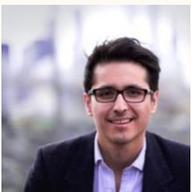
Closing the Gaps (CTG) Network is organized and managed by a team of 13 people at Living Cities, with key partners supporting the work. Their information is below with a description of what you can expect from each of them. Reach out anytime with questions or for relationship building!



Julie Bosland, Associate Director for Public Sector Innovation

jbosland@livingcities.org

Julie oversees partnerships, field building & sectoral change work with public sector-serving organizations.



Santiago Carrillo, Senior Associate

scarrillo@livingcities.org

Santiago is the project manager for the strategy areas, overseeing cohort discussion sessions on covid-19 recovery and other strategies.



Joanna Carrasco, Associate

jcarrasco@livingcities.org

Joanna oversees learning, storytelling and results for the CTG field building & sectoral change work.



Thiara Falcon, Administrative Assistant

tfalcon@livingcities.org

Thiara oversees administrative, operational, and technology systems for the CTG field building & sectoral change work.



Julienne Kaleta, Coordinator

jkaleta@livingcities.org

Julienne oversees learning, storytelling, and results for the strategy areas work, and organizes CTG Online.



Lethy Liriano, Organizational Development Associate

lliriano@livingcities.org

Lethy oversees administration for the Year of Reckoning cohort and supports community accountability work.



Hafizah Omar, Senior Associate

homar@livingcities.org

Fizah is the project manager for the racial equity practice area, overseeing Year of Reckoning cohort operations and partnerships.



Nadia Owusu, Associate Director for Learning and Equity

nowusu@livingcities.org

Nadia leads the racial equity practice area, overseeing Year of Reckoning cohort strategy, curriculum, and community accountability.



Elizabeth Reynoso, Associate Director of Public Sector Innovation

ereynoso@livingcities.org

Elizabeth leads CTG field building & sectoral change work and oversees the network engagement strategy.



Alyssa Smaldino, Senior Associate

asmaldino@livingcities.org

Alyssa oversees learning, storytelling, and results for the Year of Reckoning cohort and project manages CTG field building work.



Ellen Ward, Chief of Staff

eward@livingcities.org

Ellen leads the strategy areas, overseeing partnerships & processes for applying racial equity to covid-19 recovery and other strategies.



Norris Williams, Associate

nwilliams@livingcities.org

Norris oversees integration and data management across the Year of Reckoning cohort and CTG field building & sectoral change work.



Shammara Wright, Senior Associate

swright@livingcities.org

Shammara oversees the CTG field building & sectoral change curriculum and performance management.

“one thing I’ve learned / come to a provisional conclusion about:

when it comes to fighting, there are people who will help you / fight & there are people

who will stand in the way, find the people who will help / be loud

& clear so they know where you are – focus on them, be encouraged

by them, encourage them, work with them.”

- Revolutionary Letter, Wendy Trevino

Closing the Gaps Partners

[Black Womxn Flourish](#) facilitates CTG design sessions that support our ability to center the wellbeing of Black womxn.

[Government Alliance for Race and Equity \(GARE\)](#) and [Race Forward](#) provide technical expertise in operationalizing racial equity in municipal government structures. [You can read more about the history of our partnership with GARE and Race Forward here.](#)

[Gumbo Media](#) engages Black storytellers in each of the Year of Reckoning cities to tell local stories highlighting the history of race and the fight for racial equity.

[People's Institute for Survival and Beyond \(PISAB\)](#) delivers their signature Undoing Racism workshop and provides guidance on the application of their [anti-racism principles](#) across all CTG work.

[PolicyLink](#) supports the covid-19 recovery strategy.

[Square One Project](#) supports the covid-19 recovery strategy.

[Third Space Action Lab](#) facilitates Year of Reckoning design and partnership building sessions.

[Urban Institute](#) supports the covid-19 recovery strategy.



Art by [Eileen Jimenez](#)
Sourced from [Amplifier Art](#)

Undoing Racism & Year of Reckoning Curriculum

To launch the Year of Reckoning experience, cohort members will be expected to engage in the Undoing Racism workshop, delivered by PISAB, to build shared language and analysis. From there, you will be guided through a deeper curriculum that centers PISAB's anti-racism principles and enables you to practice racial equity skills, competencies, and tools together within and between your city teams.

As Year of Reckoning city teams deepen skills and competencies, you will be supported to apply your learnings to a racial equity response and recovery strategy for COVID-19. This will incorporate immediate and long-term strategies for making structural changes in many of the interconnected social systems affecting the racial income and wealth gaps including health, housing, criminal justice, and workforce.

A **tentative schedule** for these activities is below.

	Oct '20	Nov '20	Dec '20	Jan '21	Feb '21	Mar '21	Apr '21
Week 1			Intro to CTG partners		Undoing Racism	Undoing Racism	Year of Reckoning curriculum
Week 2			Undoing Racism				
Week 3		Undoing Racism		Undoing Racism	Discussion session	Discussion session	Discussion session
Week 4	Cohort kick-off			Discussion session			

	May '21	Jun '21	Jul '21	Aug '21	Sept '21	Oct '21
Week 1	Year of Reckoning curriculum					
Week 2					Reflection & Evaluation	Transition into long-term strategy work
Week 3		Discussion session	Discussion session	Discussion session		
Week 4						

CTG Online

CTG Online is a virtual network designed to facilitate community-building and resource-sharing amongst city practitioners committed to anti-racism and striving to close racial wealth and income gaps in their cities. Practitioners, who are doing the direct work in communities, can crowdsource solutions with each other, share interesting practices, and get to know one another by communicating regularly.

Our community members make CTG Online what it is. Together, we share new resources, interesting practices, lessons learned and challenges we encounter. We welcome you to explore the community, start a discussion and read what's on offer.

How You Can Use It

CTG Online has a wealth of features to support a wide variety of activities, from staying connected to organizations you work with and workshopping research to sharing your expertise. Below are some examples of how others in the Living Cities network have leveraged the digital community.

The second [City Accelerator Inclusive Procurement cohort](#) used the virtual network as a place to stay connected between in-person convenings. When the COVID-19 pandemic hit, government offices transitioned to virtual workspaces and in-person convenings came to a halt. City Accelerator cohort members leveraged the digital platform as a place to share essential resources about how their offices or cities had leveraged policy to address the pandemic's impact on businesses owned by people of color. Amid city uprisings for racial justice, the platform became a landing place for invitations to events and messages of solidarity.

The Racial Equity in Practice group used the virtual network to engage people organizing toward racial equity in their institutions across the public, philanthropic, and non-profit sectors. Participants leveraged the platform to share resources, meet new people, and get feedback on challenges their organizations were facing. We hosted virtual lunches for them to engage in conversations via the chat function, with topics ranging from hiring policies to culture change and more.



Art by [Kimberly Marie Ashby](#)
Sourced from [Amplifier Art](#)

Frequently Asked Questions

How do I share my expertise with the CTG Online community? Contribute to a discussion! You can also update your profile to feature subjects you're well-versed in and interested in discussing with other community members.

How do I stay connected to other cities in the Year of Reckoning cohort? The best way to keep in touch is to join or contribute to the Year of Reckoning group. You can also explore content related to your work under the topics in the Resources tab.

I have a draft article that I'd like feedback on. How do I share that? There are a couple of ways to contribute articles or other content to CTG Online and get people's thoughts. As a member, you can automatically add a link or file to a group you are a member of and ask for feedback. "Files" are accessible along the right column of a groups page, and links can be shared within a post.

How do I learn about what others are doing in a particular practice area? You can view articles by topic under the Resources tab or find articles on the homepage. Alternatively, you can start a discussion and ask others for help from several different places on the platform. See "Getting Started" for more information.

How do I invite a colleague or partner to join CTG Online? Refer your colleague to <https://lccommunity.force.com/lc/s/login/SelfRegister> to create a profile. They may also contact jkaleta@livingcities.org for support.

Rules of the Road

CTG Online is a safe, open space for building relationships with one another and sharing ideas. We encourage candid discussion with other members about topics and issues important to your work. We want to foster spirited conversation about what works and what doesn't, and we want to honor a variety of opinions. We ask that, as a member, you respect these values of diversity, inclusion, openness and constructive dialogue.

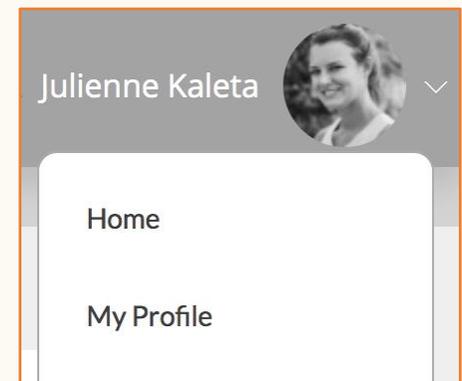
These values are foundational for how we interact with one another. By signing up on CTG Online, you agree to these community norms:

- We do not allow any comments that are disrespectful, offensive, harmful, illegal, or generally harmful to furthering the work of CTG Online and its members.
- Please note an article's copyright before sharing resources outside of the community.
- Please do not use the community to directly ask for funding for your organization or to sell your services to members of the community.
- We will remove content that we believe is disrespectful, distasteful, unconstructive, illegal, or otherwise harmful and unproductive to the community. If you see comments that violate these terms, please flag it for community managers by clicking the dropdown menu next to the comment and selecting Flag.

Getting Started

Here's how you can join our virtual community:

1. Follow [this link](#) to create your account or [login here](#) if you already have a profile.
2. Complete your profile by clicking on 'My Profile' from the dropdown menu in the upper right corner of the page. Provide specific information on what people should ask you about and what problems you're currently trying to solve. This will help others get to know you better.
3. Request to join the group "Year of Reckoning" by selecting it from the list located in the navigation bar. Once you're admitted, post a question or say hello to the group!



Connect with us!

As we look toward our work together, we are certain that you will have questions and ideas. Please do not hesitate to reach out to us any time!

For all things logistical, please contact Lethy Liriano:

lliriano@livingcities.org

For all other inquiries, please contact Nadia Owusu:

nowusu@livingcities.org and she will respond ASAP or connect you to the appropriate person on our team.

Thank you for being an important part of this effort!

“what do you need?

what do you dream?

what is your superpower?

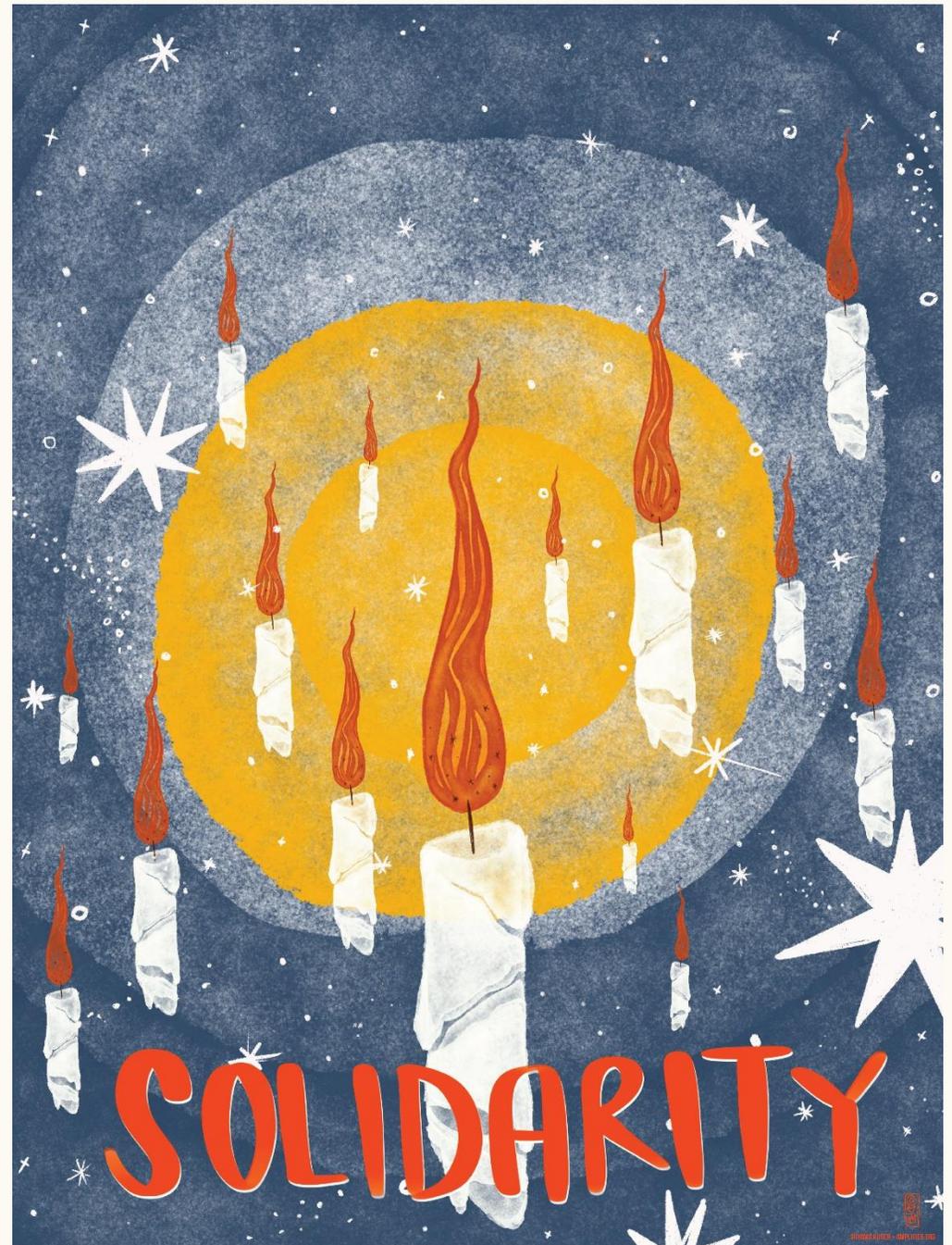
and what can we do to

support you to bring forth your gifts

together?”

- Follow the Ones Who Know the Way, *Taj James*

Art by [Shyama Kuver](#)
Sourced from [Amplifier Art](#)





Schedule C: GRANTEE QUESTIONNAIRE

Organization Name: City of Saint Paul

Grant # / Tax ID Number: 416005521 / 416005521

Program Contact Name: Toni D. Newborn

Phone: 6512666493 Email: toni.newborn@ci.stpaul.mn.us

Fiscal Contact Name: Mike Solomon

Phone: 6512668837 Email: michael.solomon@ci.stpaul.mn.us

Tax-Exempt Classification under the Internal Revenue Service:

- Government Unit (checked)
School or University
Other Section 501(c)(3) entity
Other Tax-exempt entity
Not a Tax-exempt entity
Your organization is planning to, but has not applied for tax exempt status
If your organization has applied for status as a 501(c)(3), please submit a copy of the Form 1023 submitted to the IRS

Payment Information:

Grantee's Preferred Payment Method: Check or ACH / Electronic Transfer (checked)

Payee / Beneficiary:

Address:

City, State, Zip:

Phone: Fax: Email:

Attention:

If ACH/Electronic Transfer, Receiving bank Information

Bank Name: US Bank N.A.

Bank Address: P.O. Box 1800

City, State, Zip: Saint Paul, MN 55101

ABA / Routing Number: 091 000 022

Account Number: 1801-1105-4532

Additional Instructions:

Name, Signature and Title (of the person who completed this form): Toni D. Newborn, Chief Equity Officer/Director of HR, Title 1/28/2021, Date