

# NEHEMIAH COMMUNITY DEVELOPMENT CORPORATION (NEHEMIAH) CONTRACT FOR SERVICES

For the City of Monona

## OVERVIEW

At the request of the City of Monona, Nehemiah is pleased to offer its services to help Monona enhance its assets, take advantage of its opportunities, and preserve all that is good about the city.

While dealing with a global pandemic, we have been reminded of the resiliency of racism and the structures and systems that support it. With that in mind, Nehemiah staff will facilitate virtual lectures, group discussions, and facilitated small discussion groups for the City of Monona to address the hidden barriers that keep the city from reaching its equity goals.

### The Objective

- Create a community-wide movement centered around equity and building an inclusive community.

### The Opportunity

- Assess the strengths, weaknesses, and assets of the City of Monona's human capital.
- Empower a group of leaders who share, understand, and work toward a common vision for the City of Monona in the area of equity and inclusion.

### The Solution

- Assist in hosting/planning listening events and later helping to interpret the data gathered.
- Provide a plan for police training.
- Create an Advisory Council of influential citizens and businesses.

## OUR PROPOSAL

The City of Monona is in its second half century as a city and endeavors to be a thriving city for all; one that balances economic, civic, and environmental needs of the community. To that end, we offer our expertise in creating inclusive relationships and communities through an education-based model that is aligned with the city's strategic goals.

Nehemiah has developed a process that includes discovery, education, personal responsibility, and a bias toward action that invites participants to engage with difficult tasks like racial disparities, bias, and cultural assimilation while maintaining the dignity of the participants and the staff. Our process is designed to go beyond an instructional approach to embark on a learning journey with Nehemiah as the guide. Our approach uses cross-cultural leadership development skills, best practices based on research and practical implementation techniques. The history and science of bias do not change from one group to another, but the art of connecting with other people cannot be rushed or automated. It takes time, and to that end, we submit this proposal to walk alongside the City of Monona as it embarks on a new journey.

### Rationale

- Historical Approach: History often provides the light we need to understand our present and predict our future
- Relational Approach: Change happens when we see ourselves fully and understand others.
- Community Approach: Individuals can't sustain movements, but a community can.
- Expertise: Our strategies are grounded in research from multiple fields and have been tested and perfected over the last five years in the Greater Madison area, by a 27-year old non-profit organization.

### Execution Strategy

Our execution strategy incorporates proven methodologies, qualified personnel, and a highly responsive approach to managing deliverables. Following is a description of our project methods, including how the project is developed, a proposed timeline of events, and the reasons for why we suggest developing the project as described. Details such as outcomes and objectives are determined after the completion of the assessment and agreed upon by the City of Monona.

### Project Approach

#### Assessment

Focus: Understanding the needs, challenges, opportunities, and strengths of City of Monona  
See Assessment Overview on p. 6 for details.

## **Executive Coaching Sessions**

Focus: The Mayor and other city leaders like Dept. Heads, etc.

1-hour sessions where Dr. Gee will infuse cultural engagement experience with transformational leadership expertise

## **Listening Sessions**

Focus: The broader community

Dr. Reece will create a process to listen to the myriad of voices and concerns in the community centered around the equity. The information will be used to adjust or support the assessment findings.

## **Police Training Plan**

Focus: The City of Monona Police Department

A set of recommendations that the city can employ to meet its equity goals and strengthen the trust between the Police Dept. and the community

## **Creation of a Community Advisory Council**

Focus: Interested residents of Monona interested in city governance and equity

Nehemiah will help find, support, and deploy a group of concerned citizens, residents, and business owners to help create a community voice that can help guide and inform the Mayor and the City Council on issues of equity and needs in the community

## **Cultural Engagement Sessions**

Focus: Personal engagement with society's ills surrounding racism and discrimination

1-2 Hour lecture or group discussion style learning paired with small group discussion (virtual)

Possible Topics (final topics will be based on assessment results and city approval)

- African American Experiences in Dane County/ Monona
- How to be an Ally of African Americans
- Social Action: How to Engage

## **African American Assessment**

Focus: A deep dive with a focus group of African American residents that will explore the deeper experience and issues surrounding living and working in Monona

Nehemiah will help recruit and compile data from exploratory conversations with a select group of African American residents

## PRICING

Services	Description	Service Cost
<b>Assessment</b>	Dr. Karen Reece will conduct and compile an assessment to guide the equity work	\$6,000
<b>Executive Coaching Sessions</b>	Dr. Gee will coach and advise the Mayor and other City Leaders, Dept. Heads (6 sessions)	\$10,000
<b>Listening Sessions</b>	Listening sessions to obtain community input	\$6,000
<b>Police Training Plan</b>	A plan of action to help the City of Monona develop training goals for equity in policing	\$10,000
<b>Community Advisory Council Creation</b>	A group of influential citizens and or businesses that are convened for	\$10,000
<b>Cultural Engagement Sessions</b>	1-2 Hour (virtual) lecture or group discussion style learning paired with small group discussions (4 sessions)	\$10,000
<b>African American Assessment</b>	A deep dive into the experiences and needs of the African Americans in the City of Monona	\$4,000
<b>Total Service Cost</b>		<b>\$56,000</b>

## CONCLUSION

We look forward to working with the City of Monona and supporting your efforts to create a district where all residents are thriving feel they are at home. We are confident that we can meet the challenges ahead and stand ready to partner with you in delivering on your promise to the community.

If you have questions on this proposal, feel free to contact Harry at [hhawkins@nehemiah.org](mailto:hhawkins@nehemiah.org). We would love to have an opportunity to engage in conversation about how our services can help you achieve your goals in person.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read "Harry H. Hawkins, III". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Harry H. Hawkins, III  
Executive Vice President  
Nehemiah Community Development Corporation



# NEHEMIAH COMMUNITY DEVELOPMENT CORPORATION (NEHEMIAH) ASSESSMENT OVERVIEW

For the City of Monona

## PURPOSE

Dr. Karen Reece, Vice President of Research and Education, will conduct an assessment to determine the current landscape and needs for equity work in the district. This assessment is not meant to be comprehensive; rather, it will serve as an overview that will inform the design of specific modules and training focus for Nehemiah’s services. This assessment will be conducted using one-on-one interviews, focus groups, surveys, and Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis. Once the results of the assessment are compiled, Dr. Reece will review the information with the desired key personnel to determine district-specific outcomes related to work with Nehemiah. Dr. Reece will conduct periodic interviews and surveys to determine progress toward outcomes as well as identify unexpected results. Nehemiah will adjust services to be responsive to this evaluation.

### Sample timeline (generally 4-6 weeks)

Week 1	<p>Work with the Mayor and staff as appropriate to identify:</p> <ul style="list-style-type: none"> <li>• Key personnel who have been involved with equity work</li> <li>• Key personnel who have not been involved</li> <li>• Schedule dates and send invitations for focus groups and one-on-one interviews</li> <li>• Identify key questions to use for City staff and community surveys</li> </ul>
Week 2-3	<ul style="list-style-type: none"> <li>• Distribute City staff and community survey</li> <li>• Meet with staff to learn past, present, and future goals and activities and conduct SWOT analysis</li> <li>• Begin one-on-one interviews with key personnel and/or community members identified in week one.</li> </ul>
Week 4	<ul style="list-style-type: none"> <li>• Data analysis and summary</li> </ul>
Week 5	<ul style="list-style-type: none"> <li>• Present results to leadership and key staff.</li> <li>• Work with leadership and key staff to set city-specific outcomes for the year</li> </ul>