



Pohlads Family Foundation Reimagining Public Safety Program Reducing Harm Through Collaborative Solutions – Request for Proposals

Background and Overview

Since the year 2000, more than 200 people have been killed in encounters with law enforcement in the state of Minnesota, many of those in the seven-county Twin Cities region. Among those are Philando Castile and George Floyd – names that echoed in 2020 alongside calls to defund, dismantle and reform policing across the country. The Pohlads Family Foundation feels the gravity of this moment and the ever-growing need to support public safety initiatives that re-imagine and pivot toward new, sustainable approaches.

The Reducing Harm Through Collaborative Solutions Request for Proposals (RFP) provides grant funding and tailored technical assistance to tribal, city, and county governments in the seven-county metro, in order to achieve three goals:

1. Innovate and transform traditional approaches to public safety.
2. Reduce the occurrence and severity of negative encounters between law enforcement and the community.
3. Actively confront racial disparities and history of racism to improve safety, trust and greater wellbeing among Black, Indigenous and people of color (BIPOC).

Successful responses will entail joint efforts among elected leaders and staff, law enforcement entities, residents, and community-based organizations to pursue coordinated, equitable, community-centered efforts. Grants are intended to spur local action and implementation of recommendations and plans that are established in partnership with BIPOC communities.

Funding is offered as a part of the Pohlads Family Foundation's Racial Justice focus area and our Reimagining Public Safety program. We understand that no community has fully reconciled with how racism impacts safety as a fundamental human right, and that this work will require both urgency and a deliberative process toward larger transformation. As such, we will fund proposals that are newly establishing racial equity efforts and community partnerships as well as those that are scaling up efforts. Our most fundamental criteria is the applicant's ability to demonstrate a long-term commitment toward greater racial justice in public safety through collaborative solutions with community partners.

The Collaborative Solutions RFP is informed by the [Minnesota Working Group on Police-Involved Deadly Force Encounters](#), convened by Attorney General Keith Ellison and Commissioner of Public Safety John Harrington in 2019. The working group comprised a wide variety of community, advocacy, academic, foundation, mental health, law enforcement and criminal justice system stakeholders, who came to consensus on 28 recommendations and 33 action steps. It is the only body in the country with membership this diverse that has taken a holistic, statewide look at the many factors that contribute to deadly force encounters and their impact on all people, systems and communities involved in them, and has made actionable recommendations for reducing them. The Minnesota Department of Public Safety was a partner and advisor to the Pohlads Family Foundation during the development of this program. This funding opportunity will help implement the recommendations of the working group at a city and county level while enabling these communities to expand efforts toward broader and more equitable public safety.

A growing number of cities and counties nationwide have started to expand the tools they use to improve public safety while lowering the burden and reliance on law enforcement personnel. These communities have found success through approaches that are community-centered and enable law enforcement to focus its efforts on more immediate threats to public safety. This creates a win-win as community needs are more effectively addressed, societal needs like homelessness and mental health are not criminalized, and law enforcement is able to concentrate limited resources on its areas of expertise. Experience in these communities also demonstrates that pivoting to include new and cooperative approaches to public safety takes resources, both financial and technical, for these efforts to truly take root to be sustained over time.

RFP Overview

This opportunity, funded by the Pohlad Family Foundation and in partnership with the National League of Cities (NLC), will award grant funding and technical assistance to selected local city or county teams that collaborate to develop holistic public safety responses that address longstanding inequities and systemic racism.

The Pohlad Family Foundation will consider grant requests of up to \$1,000,000 to establish new partnerships, practices and approaches. The Foundation will invest in four to six proposals with grants ranging from \$100,000 – \$1,000,000 over two years (\$50,000 – \$500,000 annually). Grant awards will depend on the scope of work, depth of community partnerships and number of residents affected.

Technical assistance and support will be coordinated by the NLC and involve local and national public safety and racial equity experts. Assistance also includes evaluation assistance and peer-learning opportunities, enabling grant recipients to learn across their communities.

Eligibility

Cities, counties and tribal governments within the seven-county metro area are eligible to apply (Anoka, Carver, Dakota, Hennepin, Ramsey, Scott and Washington counties).

Successful applications will include teams that consist of all of the following:

- elected leader(s) and/or city or county manager
- chief law enforcement officer of the county or city
- at least one community-based organization (organizing/advocacy, faith community, social or human service), with priority given to applicants that have or will engage BIPOC-led organizations.
- engagement of people impacted by justice systems or who have faced injustice by law enforcement

Funding priorities

Our funding priorities incorporate and build upon Minnesota's Working Group on Police-Involved Deadly Force Encounters recommendations and actions. Proposals should focus on one or more of the following:

- Efforts that incorporate trauma, healing and restorative approaches. This can include addressing immediate needs following a critical incident or restorative approaches that lead to improved trust and repairing harm from past trauma.
- Adoption or expansion of co-responder, community responder or similar models that reduce escalating encounters with law enforcement. The model adopted should improve outcomes with BIPOC communities; individuals with developmental, physical, intellectual disabilities; individuals experiencing a mental health crisis; and transgender and gender-nonconforming individuals.

- Strategies that offer a range of response options for how calls to 911 are categorized and dispatched (i.e., differential responses and dispatch to ensure the optimal resources are responding to specific safety needs, such as mental health, homeless outreach and youth intervention workers, amongst other community responders).
- Workforce recruitment, training and skill development specific to efforts that increase racial diversity and foster an anti-racist work culture.
- Practices that increase transparency and accountability (public information-sharing practices, improved relations with public safety officials, early intervention systems to detect potential problems with officers' behavior, civilian review boards).
- Efforts that include solutions and resources from within the local community that promote public safety and broader wellbeing.

Proposal Criteria and Guidance

Applications will be assessed on the following criteria and information:

1. Leadership commitment, aligned goals and priorities, and clear implementation plan (40%)
 - Evidence of leadership's commitment to racial equity in public safety
 - Clear overview of the goals and objectives, including how they align with the goals and funding priorities of this grant opportunity.
 - How you have established your goals and objectives, including how BIPOC communities have been involved in planning and prioritizing the efforts you are proposing to implement.
 - A description of the effort(s) you propose to implement and how they advance the goals and priorities of this grant opportunity.
2. Engagement of communities and people impacted in planning and implementation (30%)
 - How you have specifically centered on the voices of BIPOC communities to address racial disparities in planning and establishing priorities.
 - Specific methods you will use to continue to center the voices of BIPOC communities in ongoing implementation and improvement of your efforts.
 - Depth and breadth of partnership approach, including ongoing engagement of community-based organizations and residents impacted by justice systems or who have faced injustice by law enforcement.
3. Clear plan for measuring success and improving outcomes over time (15%)
 - How you have defined success and the methods you will use to measure the impact of your efforts.
 - Demographics of your community and if/how you use data on race and ethnicity to examine potential patterns of disparities.
4. Sustainability of efforts long-term (15%)
 - Your plan for sustainability of the effort beyond the life of grant funds. Grants are one-time and intended to help local cities and counties establish new partnerships and practices that can be sustained longer-term through realigning local budgets or securing sustainable government funding.
 - Sustainability beyond election cycles and changes in leadership.

Evaluation and Outcomes

An evaluation framework will be developed with each grant recipient and across the entire cohort of grant recipients to measure overarching impact of this grant opportunity. Grant recipients will be expected to participate in evaluation-related efforts and data reporting. A grant agreement and technical assistance charter document will establish specific terms, timeline, key milestones and evaluation related activities. Efforts will lead to measurable improvements in outcomes that will be negotiated based on proposed goals and activities of each grant recipient.

Timeline and Key Dates

1. Proposals due by Friday, May 14, 2021.
2. Finalists will be contacted for interviews by Monday, May 24, 2021.
3. Funding decisions will be made by Friday, June 25, 2021.
4. Program begins Monday, August 2, 2021, and assistance continues until July 30, 2023.

Application Process

Submit your application through the Pohlad Family Foundation online grants portal.

New users: Please [register for a username and password using this link](#). This step helps us verify your contact information and ensure we are able to support you as you proceed with your application. Once you submit your registration, we will respond with login information within one (1) business day.

Existing users: If you have used our portal before, [please use this link to log in now](#). Once you are logged in, begin the application process by clicking "New Reimagining Public Safety Grant Application" under heading #2 of the landing page. If you do not remember your password, you can request a new one on the login screen.

Questions

For help with your online application and logging into the grants portal, please contact Misha Dashevsky, grants manager, at mdashevsky@pohladfoundation.org or 612-661-3859.

If you have questions about grant eligibility, criteria or the overall RFP, please contact Brian Paulson, program director, at bpaulson@pohladfoundation.org or 612-661-3801.

We will be adding examples of national and local efforts that exemplify the goals of this RFP, along with experts, to help applicants with their proposals and potentially find community partners. [Please visit the Reducing Harm Through Collaborative Solutions RFP page](#) by March 31 to view the list.

To learn more about the Pohlad Family Foundation and its work, visit pohladfoundation.org.