

Green Living Science — Impact100 Grant Request — 02.2020

Please describe the primary program(s) in support of your mission statement.

GLS's program roster consists of educational initiatives aimed at fostering behavior change to create a sustainable society. It works in partnership with Detroit schools to provide recycling and environmental education. Its lessons align with Michigan science standards and support a STEAM-centered curriculum. In addition to incorporating science, technology, engineering, art, and math, GLS uses a framework that addresses the Three Rs of reduce, reuse, and recycle. GLS's school program includes assemblies, in-class lessons, and field trips to Recycle Here! and the Lincoln Street Art Park. Since launching the program in 2010, the organization has reached more than 200,000 students and taught over 40 schools about recycling programs.

Bee Green Business educates and certifies companies in southeast Michigan committed to becoming responsible corporate citizens. It trains them to set up waste reduction and recycling systems and teaches their staff how to use them correctly. The program also recognizes businesses leading and championing the green movement in Michigan. GLS's commitment to environmental transformation extends beyond the classroom and the boardroom. Its series of engagement and outreach efforts empower individuals to own the waste and climate issues impacting their neighborhoods. Through its community program, GLS hosts recycling workshops to educate Detroit residents about the curbside program and provide them with a free recycling cart for their home.

What year was your organization founded? Please provide a brief history of your organization.

Green Living Science is an outgrowth of Recycle Here!, Detroit's drop-off center, and neighborhood recycling program. GLS was founded in 2007 in response to the Detroit Public Schools Community District's (DPSCD) request to bring education about recycling and waste management to its students. The organization worked closely with the district's Office of Science to align GLS's environmental education curriculum with current state standards. Its early programming consisted of assemblies and in-class lessons to teach children about reusing and repurposing materials as well as natural resource conservation. In 2019 alone, it touched 8,542 students at 29 schools.

Throughout its work, GLS noticed many teachers and students bringing their recyclable materials from home to school. Recognizing their desire for home-based options, GLS advocated at the city-level for a prominent role in the new curbside recycling program. It received a contract in 2015 to provide workshops, outreach, and customer service to increase the number of households participating in the program. As a result of GLS's initiatives, 30 percent of city residents are recycling at home.

Before receiving the contract from the city, GLS started working with businesses to set up recycling and waste reduction programs. In partnership with Challenge Detroit, a leadership development organization committed to retaining the city's young talent, GLS created the BEE Green Business program, which assists and certifies businesses committed to implementing waste reduction practices.

Since 2011, Green Living Science has hosted an annual Earth Day Celebration for an average of 400 students. Those who participate in a GLS lesson during the year are invited to the gathering as a field trip with their class. During the event, they receive an interactive tour of Recycle Here!, play thematic games, and create crafts from reused materials like a light switch cover that serves as a reminder to turn off the lights.

Please describe the program or project that will be funded by the Impact100 Metro Detroit grant.

BEE Green Plastic STEAM Machine (BGPSM) is a mobile workshop that teaches 4th and 5th graders about plastic pollution's impact on the planet. It consists of an exhibit on the history of plastics and its uses as well as the recycling challenges the material presents. Students are introduced to an engineering process that transforms plastics into pellets, heats, and pours them into a mold, changing them into other products like coasters or tiles. The lesson plan includes an in-class component to engage students in creating a machine prototype to convert snack bags, candy wrappers, or other trash that is difficult to recycle into reusable materials. GLS piloted BGPSM at three Detroit public schools last year, and it was well-received by teachers and students. Funding from Impact100 would pay for an educator to fully develop the curriculum and align it with STEAM learning objectives for 4th and 5th graders. Dollars would also support purchasing a vehicle to reach more students.

What need in the community is addressed through this project or program?

Plastic pollution is one of the most pervasive environmental issues of this century. Additives that go into the material leach out into our food, water, and bodies, adversely impacting our health, especially that of children. The low cost of disposing waste in landfills thwarted industry-led efforts to encourage municipalities to collect and process recyclable materials as part of their waste management. This is true of Michigan, which has one of the lowest recycling rates in the Great Lakes region.

Asthma rates among adults residing in Detroit are 29 percent higher than those living in other parts of Michigan, and the city's children are three times more likely to be hospitalized for the condition. Undeniably, plastics advance technology and medicine as well as reduce the costs of consumer goods like computers and cell phones, making them accessible to people at most income levels. Their value to society increases the need to teach youth about sustainable disposal and reuse methods.

Describe how your project or program is unique to the community and population it would serve.

BGPSM is significantly different from other programs in that it seeks to develop young people as advocates for change as it relates to plastic disposal. Many communities throughout the state are throwing away valuable recyclable materials due to a lack of processing facilities in Michigan. This void in available resources has resulted in plastic, an oil-based product, being burned at waste to energy facilities, and creating harmful emissions that adversely impact residents' health. BGPSM seeks to educate students about plastic use and the inefficiencies in recycling this product, empowering them to find solutions for a more sustainable future. Additionally, program participants are encouraged to write letters to their legislators and activate their voices on behalf of their peers and communities.

If the project or program is a collaborative effort, please provide specifics and list all partners. 1,000 characters

GLS will continue its partnership with DPSCD to ensure activities are appropriately aligned with state standards and serve schools with fewer educational resources. It is also exploring a collaboration with Arts & Scraps, a Detroit-based nonprofit that uses recycled industrial scraps to help people of all ages and abilities think, create, and learn. The two organizations are considering ways to integrate elements of the BGPSM into existing Arts & Scraps programs. Another evolving relationship is with the city of Detroit's 11 recreation centers, which could also be host sites for the workshop.

Describe your contingency plans if actual costs are over budget or additional funding sources are not secured.

If costs go over budget, Green Living Science can provide additional funds through its operational budget or connect with one of its funders to discuss a plan. However, going over budget has never been an issue for the organization. It prides itself on finding ways to reuse materials or connect with a partner who may have needed resources. Further, GLS is committed to identifying creative ways to keep costs down by using less or making what it needs.

Please describe your future fundraising strategy.

GLS has always strived to have a diversified funding stream. It receives program fees from schools for field trips, programming conducted outside of Detroit, and its Bee Green Business certification. Individual giving and sponsorships all go toward its youth education programs. GLS hosts an annual fundraiser to support environmental education in Detroit. It will also continue to create new relationships with organizations interested in supporting the BGPSM.

Economic Justice Alliance—Pathways to Power Concept Paper for Kellogg Foundation — 06.2020Summary

Pathways to Power is an enhanced professional development program that prepares women and people of color working at the grassroots level for leadership positions advocating on behalf of relevant social justice issues. Its outreach and curriculum will align with those of community leadership or similar programs at Henry Ford Community College, University of Michigan – Dearborn, and Wayne County Community College District. This collaborative and coordinated effort will create a continuum of career and service opportunities. Graduates leave the program prepared to enter the workforce as entry-level organizers, serve as skilled volunteers like poll workers or block club captains as well as pursue post-secondary education.

EJAM history & overview

The Economic Justice Alliance of Michigan is an outgrowth of the Center for Productive Leadership (CPL), a national organization that trained leaders working on a range of progressive issues. In 2013, CPL dissolved, but grant dollars remained for leadership development in Michigan. The local staff recognized low- and moderate-wage employees throughout the state were losing pensions and being adversely affected by right to work laws. Unions' clout was diminishing, and they had long shifted their focus to middle-class employees, leaving the working poor to fend for themselves. Given the environment, the former Michigan-based CPL staff invited Detroit People's Platform, Mothering Justice, MOSES, and the Restaurant Opportunities Center – Michigan to join forces to train low-wage workers as community leaders who champion and advocate for economic justice. Program participants would then be plugged into roles at partner organizations as trained individuals prepared to work on campaigns or other initiatives. In addition to the remaining CPL funds, the group secured dollars from the Ford Foundation for what eventually became the Economic Justice Alliance of Michigan or EJAM.

EJAM is a group of grassroots organizations engaged in leadership development and advocacy to build working-class power. Together, they advance social and racial equity, improving economic conditions for all people in Michigan. EJAM leverages the content expertise and relationships of its network to bring attention to crucial issues. It provides collective space and time, additional skills and resources, and helps to coordinate overlapping work. By strategically focusing its joint attention, EJAM partners can make a more significant impact on public discourse and the policy landscape than individually. As the current environment is politically hostile, has little progressive infrastructure, and few power-wielding economic justice organizations, this is especially important. Collectivizing campaigns and developing leaders while remaining independent organizations allow EJAM partners to be agile but also have a louder voice on issues relative to their constituents.

While EJAM firmly believes those affected by a problem are the most qualified to solve it, it also knows low-income people have barriers to participating in the democratic process, particularly as it relates to policy change. EJAM's leadership development programs aim to educate and engage low-income workers, so they can become the leaders who change the policies that fuel racial, gender, and employment inequity.

In its brief existence, EJAM has graduated more than 200 people from its Michigan Economic Justice Fellowship, a nine-month program designed to unlock a passion for civic engagement and motivate leaders to create community power to advance change. Participants complete the program with a set of soft and hard skills, practical experience using these skills, a deep understanding of core content, and access to a growing network of other leaders facilitating change in their community. To date, fellows have found permanent positions with Detroit People's Platform, Restaurant Opportunities Center – Michigan, Mothering Justice, and Michigan Unitarian Universalist Social Justice Network working in communications, organizing, and campaign management. EJAM also achieved an incremental increase in the minimum wage in 2014 and last year, it catalyzed a collaborative statewide effort, resulting in Michigan becoming the 11th state to win earned paid sick time.

Problem statement

According to the Kellogg Foundation's *The Business Case for Racial Equity in Michigan*, raising people of color's levels of education, narrowing their skill gaps, and preparing them to be full participants in the workplace of the future will reduce unemployment, increase competitiveness, and position the state to take full advantage of one of its greatest assets — a highly trained, diverse workforce. Yet black and brown people in Michigan have higher jobless rates, lower labor force participation, and earn less than their white counterparts. Employment inequity has created a growing income disparity between rich and poor, posing a threat to democracy and adversely impacting the economy. Fostering a society that uses hiring policies that encourage fair representation of minority groups, women, or others who suffer discrimination will result in resilient economies, eliminate employment hurdles and prevent future barriers, remedy past discrimination, improve underrepresented group members' access and distribution throughout all occupations and at all levels, and develop the intellectual capital of a diverse workforce.

Consultants, operatives, and corporations that are not accountable to people most impacted by oppressive policies dominate the current justice infrastructure. They lack grassroots awareness and sensitivity, failing to build power at the community level and narrowly defining "wins" in terms of their profit. Further, progressive shifts in the landscape do not

equitably benefit the disempowered. The rise in Detroit's alternative food distribution movement, including urban agriculture and cooperative groceries, is an example. Marginalized populations have not been the primary beneficiaries of gains in this field.

COVID-19 has brought into even sharper relief the need to embolden people in these communities to express their voice. Racial and ethnic minorities have borne the brunt of the pandemic because of systemic racism, poverty, inadequate or no healthcare coverage, food and housing insecurity, and distrust of government and medical entities. EJAM's target population are front-line workers, placing them at higher risk for contracting the virus. Additionally, many of the service industry jobs they held before the outbreak will not return because a statistically significant number of restaurants and hotels will not survive the crisis. Pathways to Power seeks to balance the scales through popular education programs that build skills, broaden networks, and reveal resources. The global focus on anti-racism also increases the project's relevance in that it advances economic equity.

Kea is a vivid illustration of the success EJAM anticipates achieving through Pathways to Power. She was introduced to the Michigan Economic Justice Fellowship while volunteering at Detroit People's Platform, where she met an organizer who told her about the program. She'd participated in other leadership development initiatives but never one that was "intensive." When Kea started the fellowship, she learned about new topics presented by content experts making connections between significant moments in American history and social justice. She met leaders working on issues ranging from rights for people who identify as immigrants or LGBTQ to affordable housing to benefits for low-wage workers. She relished the on-the-job training she received and the opportunity to learn from professionals engaged in groundbreaking work, developing a robust and marketable skill set.

Since 2019, DPP has employed Kea as a permanent, full-time organizer focused on family engagement. Anchored by her lived experience as a mother of young children, she establishes trusting relationships with others in similar situations and encourages them to participate in neighborhood change. She also helps to develop the fellowship's curriculum and delivers training modules as well as manages the EJAM fellows who choose DPP for their practicum. Kea loves helping people identify their leadership styles and strengths. Watching them come to understand – and declare – their needs as individuals and community members move her. Kea is most inspired by helping grassroots leaders appreciate the difference between systems change and service provision, a distinction she came to understand as a result of being an EJAM fellow.

EJAM's fellowship program taught us about effecting change through policy and movement building – something I didn't get from any of my other leadership development programs. I graduated knowing that organizing is about creating policy shifts rather than establishing new programs for people with low income. That's important but not at the core of long-term systemic change, which makes the greatest difference for those living on the margins of society.

Kea Mathis

Organizer, Detroit People's Platform

Graduate, Michigan Economic Justice Fellowship 2017

Zaman — Healthier Me Preventative Care Initiative Grant Request — Mariam Aseffa Fund — 05.2020

What is the problem or opportunity are you trying to address?*

COVID-19 brought into sharper relief the health disparities experienced by immigrant and refugee communities as well as those that are racial and ethnic minorities. They have borne the brunt of the pandemic because of systemic racism, poverty, inadequate or no healthcare coverage, food and housing insecurity, and distrust of government and medical entities. Additionally, members of these groups are more likely to have comorbidities that increase the risk of severe complications and death if they contract the virus.

According to data provided by the Michigan Department of Health and Human Services (MDHHS), 10 percent of Middle Eastern and nine percent of blacks, people served by Zaman, have been told at some point that they have cardiovascular disease compared with eight percent of whites. A similar percentage of whites have been told they have diabetes compared with 12 percent of blacks and people of Middle Eastern descent receiving the same diagnosis. These conditions also make blacks and Middle Easterners susceptible to other ailments and vulnerable to a health crisis. In an effort to address disparities and close the service gap between minority and majority populations,

Zaman is proposing to incorporate a health and wellness initiative as part of its offerings upon re-opening its facility. As a trusted and agile non-profit with a history of providing quality services, it can become a partner in mitigating health inequities because it is well-positioned to deliver culturally and linguistically appropriate programs.

Zaman works with marginalized women facing extreme poverty, the majority of whom identify as immigrant, refugee, or persons of color. Several speak English as a second language, have multiple children, live in inter-generational housing, are front-line workers, or suffer from mental and physical disabilities. All of these characteristics place them at higher risk for contracting COVID and experiencing discrimination when seeking healthcare because they are not taken seriously when expressing concerns. The organization's overarching goal is to help clients disrupt the cycle of poverty they find themselves in. It does this by encouraging them to define their own hope and then working with them on a plan toward realizing it. Through the Hope for Humanity Center, Zaman's headquarters, training facility, and crisis assistance hub, they are connected with their most primal needs, including food, clothing, and shelter. Once those are met, they can enroll in a workforce development program to improve their language abilities and gain relevant job skills, making it possible for them to compete for employment or start home-based businesses. Integrating health and wellness into its programming completes Zaman's holistic approach to mapping a path toward self-reliance for the people it serves.

What is your target population?*

Zaman helps marginalized single females ranging in age from 20 to 94 who are heads of households and mothers live sustainably. It targets crisis-stricken women with serious hurdles to employment. Divorce, abuse, war, and abandonment have touched most clients. All of them live and care for their children on about \$12,000 a year; more than half do so on \$10,000 or less. Increasing these women's earning potential is essential to lifting them and their families out of poverty, creating a more prosperous future generation.

Extreme poverty is not the only barrier Zaman's clients face. Fifty-six percent identify as Middle Eastern North African (MENA) and 11 percent as refugees. Often, these women lack English language proficiency, cultural acclimation, and essential job skills to succeed in the workplace. Additionally, many clients contend with physical and mental health conditions that impede their ability to work or provide adequately for their families.

What are your specific goals, and what are your strategies to reach those goals?*

"Healthier Me" is a multi-pronged pilot developed by Zaman to achieve its goal of increasing access to preventative health services for marginalized women. The program will be overseen by a nurse practitioner who will be supervised by a physician. The practitioner will recruit dental hygienists, pharmacists, ophthalmologists, obstetricians, and other professionals to provide pro-bono specialized healthcare to Zaman's clients. The pilot will include exercise classes taught at Zaman and Wise Academy, nutrition education, and screenings for comorbidities, among other services. These are elements of earlier health and wellness activities offered sporadically by Zaman, but COVID has emphasized the need to bring them to scale and make them part of its regular set of programs. The organization does not see itself providing the same depth of services as a community clinic or hospital, but rather performing as a safe haven for women and children in need of assistance with health-related issues who have been overlooked and undervalued by the dominant culture and its institutions.

According to a report published in April by the MDHHS Office of Equity & Minority Health, one of the primary mitigating factors in breaking down racial and ethnic disparities is to make testing and other services available at the community level, using staff that speak the dominant language. Zaman is a culturally competent environment that employs bi-lingual staff who use familiar words and phrases to help clients understand complex themes. The practitioner will act as lead administrator and conduct blood pressure and A1C checks, deliver flu shots, work with clients on weight control, and test them for COVID-19, which is expected to resurge later in the year. They will also identify other nurse practitioners who specialize in diabetes prevention, obesity management, and other ailments specific to the target population. Additionally, the practitioner will select professionals to provide vision screenings, oral hygiene lessons, nutrition education, and medication management; disseminate personal hygiene kits; and schedule behavioral and women's health appointments. In the event of another shelter in place order, they will coordinate telehealth sessions for patrons in need and coordinate delivery of home hygiene kits that include hand sanitizer, disinfecting products, and items useful in dealing with the pandemic.

In addition to the nurse practitioner, a grant from the Community Foundation will support implementing a “nudge” strategy in Zaman’s choice pantry to encourage clients to make healthier selections. Zaman serves food-insecure women living in extreme poverty. Most of them are single mothers with limited budgets of money and time. Out of necessity and convenience, they may not make the best food choices for their families. According to their feedback, they need education about healthy eating; access to high-quality, culturally appropriate food; and encouragement to make better choices for themselves and their families.

Anchored in behavioral economics and used primarily in commercial food settings, nudges are cues that can influence decision-making about an individual’s choices, including coaching them to choose healthier items. Common nudge strategies used to market nutritious food include positioning a particular product first or last within a series of others; using attractive displays to catch a client’s attention; making certain items especially convenient; and increasing the number of healthy selections to create a sense of abundance. Signage, labels, lighting – even use of paint color – can all serve as nudges. Ideally, the behaviors learned at the pantry will transfer to the grocery store, resulting in more healthy food choices.

What is your timeline?*

Zaman will re-open in phases beginning June 1, barring an extension of the governor's executive order. The first departments to go live will be administration and the culinary arts kitchen. By July 1, all employees will return to work, including the nine staff members who were laid off as a result of the pandemic. The program year begins in September, and it is still unknown as to whether or not Zaman will conduct its literacy and vocational training activities in-person or virtually. Since the first cases were announced in Michigan, Zaman transitioned its classes to an online platform and will continue this mode of program delivery as long as necessary. It plans to hire the nurse practitioner and begin “Healthier Me” in January. It will determine the model for delivering these services in early fall, depending on the COVID situation. The pantry will re-open in January; in the interim, the organization will pass out food boxes, which has been the distribution method used since the beginning of the crisis. It will also continue its partnership with Gleaners to get fresh produce to pantry patrons.

How will you evaluate your grant?*

Zaman is deeply engaged with its clients, and these interactions are based on trust. Without violating the privacy and dignity of the people it serves, the organization will collect data relevant to the root causes of inequities. These outcomes will be provided to the field in aggregate form, adding value to Zaman's role as a partner addressing health disparities. In addition to tracking participation and use of services, the organization will collect biometric data, including weight, blood pressure, and A1C values. It will use a "health passport" to document each client's progress. The passport is a record of mainstream data that individuals can carry with them as evidence of their baseline and achievements toward improved health. It tracks their progress over time, capturing dietary habits, exercise regimens, and feelings about the changes they're making. Zaman will also use pre-assessments and post-surveys to document participants' expectations and how well the program meets them.

Identify the geographies (i.e. neighborhoods, cities, or counties) that will be served by the proposed grant.*

Zaman's work concentrates on residents in Inkster, Dearborn, and Dearborn Heights, urban areas bordering the city of Detroit. Data from 2018 documents Inkster's unemployment rate as 7.5 percent, among the highest in Michigan. Conversely, rates in Dearborn and Dearborn Heights are among the lowest at 3.3 and 3.7 percent, respectively. According to the 2018 American Community Survey, poverty rates in Inkster, Dearborn, and Dearborn Heights are 32.9, 28.31, and 19.2 percent, respectively - all among the highest in the state. This data suggests that while the unemployment rates in Dearborn and Dearborn Heights are low, many families are not earning wages high enough to lift them out of poverty. These cities are also home to a significant population of immigrants, refugees, and people of color.

COVID has exacerbated conditions for low-income people living in these underserved communities, many of whom have been laid off from their minimum- or moderate-wage jobs. Lack of in-school meals is straining their limited budgets, making it difficult to feed their children and pay for essentials. The neighborhoods Zaman serves suffer from the same systemic racism and loss of economic opportunity as those in the city. Poverty is endemic within its service territory, and it is at risk of following the same path as the metropolis, which makes this area vulnerable to a range of social inequities.