FOREWORD BY:
CEO OTIS ZANDERS

DATA IS THE LITERATURE OF TRUTH

Black data scientist Ysis Tarter said, “There is a lack of data capture in the black community. It can’t be optimized if it is not captured. If the data is there, the lack of analysis restricts the data. People are starting to tell the story, but we can’t change the story until someone starts writing the story.”

We agree with Tarter, which is why in 2017 Ujamaa Place began its transformation to becoming a data-centric organization. Today, Ujamaa Place relies almost solely on the data we collect to support decision-making and strategy as it relates to carrying out our mission.

Ujamaa Place provides holistic transformation for young African-American men experiencing inequity at the intersection of race and poverty. We help them achieve brotherhood, stability and personal success.

Bryan Stevenson, Attorney and Director of Equal Justice Initiative said, “We cannot heal the deep wounds inflicted during the era of racial terrorism until we tell the truth about it. The geographic, political, economic, and social consequences of decades of terror lynchings can still be seen in many communities today and the damage created by lynching needs to be confronted and discussed. Only then can we meaningfully address the contemporary problems that are lynching’s legacy.”

While this report reflects data captured in 2021, I think it is important to note that just as critical as the present-day data is to our work, are the collective stories from our past (of great trauma but also great resilience), like the ones Stevenson references. It is our ancestors’ stories that are the spirit of our work, which are not always told by the numbers. In order to understand, you must talk to people – ask questions. What the numbers cannot tell alone, our research partner, Wilder Research, covers in its findings from interviews with participants (See Wilder Research pg. 13).

Though the history of the racial terrorizing of our people (past and present) is painful to confront, I agree with Stevenson that we cannot heal without this process. Healing is critical to transformation, which is why our history is a guiding principle in our Theory of Transformation programming, which you will learn more about as you read on.

Responding to Tarter’s call to action, this Impact Report 2021 is our contribution to writing the story – cementing in history the truth about the human experience of the most marginalized population in society, African American men ages 18-30, living in Minnesota (during a public health crisis and a period of racial reckoning). Furthermore, the purpose of this report is to give stakeholders an in-depth look at our organization over the past year through a quantitative and qualitative analysis. On behalf of our Staff, Board of Directors, volunteers and partners, thank you for reading.

Otis Zanders, CEO
Ujamaa Place
11 REASONS WHY DATA IS IMPORTANT

The list below shares eleven reasons why data is important, what you can do with it, and how it relates to the human services field. (Source: The Council on Quality and Leadership)

1. **Improve People’s Lives**
   Data will help you to improve quality of life for people you support: Improving quality is first and foremost among the reasons why organizations should be using data. By allowing you to measure and take action, an effective data system can enable your organization to improve the quality of people’s lives.

2. **Make Informed Decisions**
   Data = Knowledge. Good data provides indisputable evidence, while anecdotal evidence, assumptions, or abstract observation might lead to wasted resources due to taking action based on an incorrect conclusion.

3. **Stop Molehills From Turning Into Mountains**
   Data allows you to monitor the health of important systems in your organization: By utilizing data for quality monitoring, organizations are able to respond to challenges before they become full-blown crisis. Effective quality monitoring will allow your organization to be proactive rather than reactive and will support the organization to maintain best practices over time.

4. **Get The Results You Want**
   Data allows organizations to measure the effectiveness of a given strategy. When strategies are put into place to overcome a challenge, collecting data will allow you to determine how well your solution is performing, and whether or not your approach needs to be tweaked or changed over the long-term.

5. **Find Solutions To Problems**
   Data allows organizations to more effectively determine the cause of problems. Data allows organizations to visualize relationships between what is happening in different locations, departments, and systems. If the number of medication errors has gone up, is there an issue such as staff turnover or vacancy rates that may suggest a cause? Looking at these data points side-by-side allows us to develop more accurate theories, and put into place more effective solutions.

6. **Back Up Your Arguments**
   Data is a key component to systems advocacy. Utilizing data will help present a strong argument for systems change. Whether you are advocating for increased funding from public or private sources, or making the case for changes in regulation, illustrating your argument through the use of data will allow you to demonstrate why changes are needed.

7. **Stop The Guessing Game**
   Data will help you explain (both good and bad) decisions to your stakeholders. Whether or not your strategies and decisions have the outcome you anticipated, you can be confident that you developed your approach based not upon guesses, but good solid data.
8. Be Strategic In Your Approaches
Data increases efficiency. Effective data collection and analysis will allow you to direct scarce resources where they are most needed. If an increase in significant incidents is noted in a particular service area, this data can be dissected further to determine whether the increase is widespread or isolated to a particular site. If the issue is isolated, training, staffing, or other resources can be deployed precisely where they are needed, as opposed to system-wide. Data will also support organizations to determine which areas should take priority over others.

9. Know What You Are Doing Well
Data allows you to replicate areas of strength across your organization. Data analysis will support you to identify high-performing programs, service areas, and people. Once you identify your high-performers, you can study them in order to develop strategies to assist programs, service areas and people that are low-performing.

10. Keep Track Of It All
Good data allows organizations to establish baselines, benchmarks, and goals to keep moving forward. Because data allows you to measure, you will be able to establish baselines, find benchmarks and set performance goals. A baseline is what a certain area looks like before a particular solution is implemented. Benchmarks establish where others are at in a similar demographic, such as Personal Outcome Measures® national data. Collecting data will allow your organization to set goals for performance and celebrate your successes when they are achieved.

11. Make The Most Of Your Money
Funding is increasingly outcome and data-driven. With the shift from funding that is based on services provided to funding that is based on outcomes achieved, it is increasingly important for organizations to implement evidence-based practice and develop systems to collect and analyze data."

“The goal is to turn data into information and information into insight …”
UJAMAA PLACE HISTORY

Founded in 2010, today Ujamaa Place continues to advance its original mission of holistically stabilizing and transforming the lives of young African American men, ages 18-30. Through participation in its trademarked Theory of Transformation™ (ToT) logic model, Ujamaa men achieve brotherhood, stability, and personal success.

Founding Fathers

Rick Heydinger  
John Harrington

Bill Sands  
Bill Svrluga

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Data analysis conducted by: Monique Linder, M.B.A.
DATA + KEY FINDINGS

ENROLLMENT

As in previous years, 2021 enrollment data supports our theory that when African American men (aged 18-30) are nurtured and supported, they are able to re-imagine their lives with purpose and pride; and they thrive. Through education and mentorship, participants are able to get and retain jobs. Through mental health services and support, participants heal from longstanding trauma and shame, perpetuated by systemic inequality and racism. Until the playing field is fair, and the scales of justice balanced, the need for organizations like Ujamaa Place persists. Ujamaa Place will remain steadfast in its mission to transform the lives of young, primarily African American men experiencing inequity at the intersection of race and poverty.

In order for participants to receive ongoing wraparound services, they must meet community service requirements.

KEY FINDINGS:

- 67% of participants are from St. Paul in year 2021, compared to 72% in year 2020
- 239 participants successfully completed employment certification training out of 458 participants enrolled in the employment program
- 41 participants enrolled and successfully completed certification training at St. Paul College, with full tuition paid by Ujamaa Place in the amount of $20,520
- Average unemployment rate in 2021 was 73%, compared to 66% in year 2020
- In 2021, Ujamaa Place’s recidivism rate remained 4%, compared to Minnesota’s recidivism rate 37%, and the national rate 44% in the first year of release and 68% within 5 years of release
- In 2021, 113 participants completed 363 community service projects
- 100% of participants are education and skilled deficient at the time of enrollment
- 12% of participants were in the foster care system
- 56% of participants were connected to the criminal justice system as youth at the time of enrollment
- 12% of participants have a disability

Annual Enrollment (Cumulative)

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tr>
<td></td>
<td>1,311</td>
<td>1,164</td>
<td>1,206</td>
<td>1,066</td>
</tr>
</tbody>
</table>

Ujamaanomics Civil Rights Research Experience (UCRRE) 2021

"History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again."

Maya Angelou
Upon enrolling, each participant goes through intake and evaluation with a high context coach, who develops an Individual Transformation Plan (ITP) designed to meet the transformation needs of each participant. Mentoring is provided to participants by high-context coaches to assist and support participants every step of the way.

In most cases, participants have experienced trauma as a result of extreme poverty, therefore, every step forward, no matter how small, is celebrated and the men are recognized for their self-determination. This is brotherhood.

Walking through the doors of Ujamaa Place is a courageous step in its own right for men who are typically homeless, jobless, and hopeless. A critical first step is getting the men to trust the process. Under the seven core programs are thirty-seven wraparound services, which are available to participants at no cost and have proven successful in helping thousands of Ujamaa men transform their lives.
The HISTORY OF THEORY OF TRANSFORMATION™

The ToT and evaluation framework were developed in 2012 by Muneer Karcher-Ramos at Wilder Research, a division of the Amherst H. Wilder Foundation.

** Indicates a return-on-investment (ROI) outcome measure.

The ToT and evaluation framework was informed by Ujamaa Place participants, staff, and Board through a series of interviews, talking circles, and meetings.

The ToT is a proprietary trademark of Ujamaa Place and its use is not permitted without written approval from an authorized officer of the organization or Board of Directors.
Ujamaa men achieve stabilization through ToT programming — seven core programs, which integrate cultural values of brotherhood, family and taking care of one another:

1. Housing
2. Education
3. Employment
4. Wellness
5. Criminal Justice
6. Culture
7. Community

Source: ujamaaplace.org/services
EMPLOYMENT

Employment data remains a key performance indicator in the success of participants enrolled in the ToT. Ujamaa Place supplements the low wages of participants through its stipend program, which was created to bridge the gap between the minimum wage paid by employers willing to provide valuable skills training and development for participants, and a living wage (which in some cases is a difference of more than $5.00/hr).

KEY FINDINGS:

The hourly wage earned by participants in Q4 2021 decreased to $13.40, compared to $13.85 in Q3 2021, $17.73 in Q2 2021, and $14.99 in Q1 2021.

Hourly Wages Earned

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<th>Quarter</th>
<th>Hourly Wage Earned</th>
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<tr>
<td>Q4 2020</td>
<td>$14.25</td>
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<tr>
<td>Q1 2021</td>
<td>$14.99</td>
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<tr>
<td>Q2 2021</td>
<td>$17.73</td>
</tr>
<tr>
<td>Q3 2021</td>
<td>$13.85</td>
</tr>
<tr>
<td>Q4 2021</td>
<td>$13.40</td>
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</table>

Employment Data

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Enrollment</th>
<th>Unemployed</th>
<th>Employed</th>
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<tbody>
<tr>
<td>Q1 2021</td>
<td>236</td>
<td>151 (64%)</td>
<td>85 (36%)</td>
</tr>
<tr>
<td>Q2 2021</td>
<td>287</td>
<td>230 (80%)</td>
<td>57 (20%)</td>
</tr>
<tr>
<td>Q3 2021</td>
<td>271</td>
<td>202 (75%)</td>
<td>69 (25%)</td>
</tr>
<tr>
<td>Q4 2021</td>
<td>272</td>
<td>198 (73%)</td>
<td>74 (27%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,066</td>
<td>781 (73%)</td>
<td>285 (27%)</td>
</tr>
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</table>
### Participants Who Received Transformation Services

<table>
<thead>
<tr>
<th></th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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</thead>
<tbody>
<tr>
<td>Support Services</td>
<td>138</td>
<td>129</td>
<td>137</td>
<td>101</td>
</tr>
<tr>
<td>Mentoring Services</td>
<td>138</td>
<td>129</td>
<td>137</td>
<td>101</td>
</tr>
<tr>
<td>Community Involvement and Leadership Development Activities</td>
<td>94</td>
<td>43</td>
<td>49</td>
<td>32</td>
</tr>
<tr>
<td>Work Experience Activities</td>
<td>111</td>
<td>125</td>
<td>119</td>
<td>74</td>
</tr>
<tr>
<td>Education or Job Training Activities</td>
<td>0</td>
<td>129</td>
<td>127</td>
<td>101</td>
</tr>
</tbody>
</table>

A Black Man’s Sketch Podcast

Ujamaa Music Class

Ujamaa Music Group

National Memorial for Peace and Justice
Montgomery, Alabama 2021
RECRUITMENT STRATEGY

Ujamaa Place has expanded its grassroots recruitment efforts, ensuring that those who need help, know help is available and where to find it. Stronger together, the organization hopes to serve a record number of participants in 2022, in turn building better, healthier communities. Ujamaa Place utilizes enrollment data mapping to identify which zip codes Ujamaa Men are coming from and focuses its ongoing recruitment efforts in those areas.

67% of Ujamaa Men are from St. Paul

A Black Man’s Sketch Podcast
ABOUT THE STUDY

In 2022, Ujamaa Place partnered with Wilder Research to learn about how Ujamaa Place has helped individuals transform their housing situation. This is an important topic as the current housing crisis in Minneapolis and Saint Paul predominately affects African Americans. For example, there is a 53% difference in rates of homeownership between White households and African American households.

In addition to this gap in homeownership, African American adults comprise 39% of homeless individuals in Minnesota, despite making up 5% of Minnesotan adults overall. This study focused on African American men since the majority of Ujamaa Place participants are Black men who are underemployed and face other systemic challenges that often lead to a higher likelihood of experiencing homelessness.

Lastly, this study illuminates the ways in which Ujamaa Men have been affected by the housing crisis in Minneapolis and St. Paul, with a particular focus on their experiences as Black men who are systemically barred from numerous income generation opportunities that stem from discriminatory housing practices utilized during the 20th century.

METHODS

Wilder Research completed six semi-structured interviews with Ujamaa Men from February-April 2022. Each interview lasted 30-45 minutes. Four of six respondents had been an Ujamaa Man for one to four years. One respondent was in the program for more than four years and another had been attending Ujamaa Place programming for a less than a year.

The interview protocol that Wilder used during the interview was developed in consultation with Ujamaa Place. Ujamaa Place selected program participants to be interviewed and provided Wilder staff with their contact information to schedule interviews. Interview respondents received a $100 incentive from Ujamaa Place as a thank you for their participation.

FINDINGS

Ujamaa Men's goals

All respondents were asked about the goals they have worked on with Ujamaa Place in the past year. Most respondents said that meeting their basic needs, such as having stable housing and gainful employment, are particularly important to them. More than half (n=4) of respondents mentioned their goal of obtaining a driver’s license, which is useful for maintaining employment so that they can afford a stable living situation. Additionally, about half of the Ujamaa Men discussed their progress toward goals of achieving financial stability by attending financial literacy classes, saving money, and maintaining a positive bank balance. Lastly, two respondents mentioned the importance of the other classes like cognitive thinking and art classes as helpful to their mental health.
I am currently working on my driver’s license and my goal is getting my debit stuff figured out. Most of my accounts were negative and I didn’t have a stable debit card or bank account. They helped me with finding work and getting that back together. It’s been a lot, but mainly [I’ve received help] with housing and clothes. They [Ujamaa Place staff] have helped me with a lot and I don’t know where I would be without them.

My first goal was to get my own place. I wanted to do the right things and get a car and get a license. I wanted to figure out where I want to go in life. … I didn’t know I was going to make the ties I made. They [Ujamaa Place staff] made you feel like family and became my second family during the pandemic. So I ended up doing more.

Changes in Ujamaa Men’s housing situations

When asked about their housing situation before coming to Ujamaa Place, all respondents described having unstable housing. Four of six respondents described living at a family member’s home prior to moving into Ujamaa Place. These respondents described their housing situation as not ideal due to family conflict and preferred living in the housing provided by Ujamaa Place. Two respondents mentioned having to either live in shelters or move from “couch to couch” with friends and acquaintances. These respondents vocalized the difficulties of unstable housing and having to worry about where they were going to sleep or what they were going to eat throughout the day.

Currently, 4 of 6 participants are living in transitional housing managed by Ujamaa Place. One respondent has his own place that he rents, while the remaining individual is still living in shelters or staying with friends. This individual chose to focus on his mental health with Ujamaa Place before moving into more stable housing. Those who are currently staying at housing managed by Ujamaa Place emphasized the appreciation they have for consistent housing. They said Ujamaa Place is willing to work with them when any issues arise instead of evicting them or raising their rent, which they experienced in previous living situations. Respondents valued the housing and food provided by Ujamaa Place, but they also appreciated the relationships and support that they gained through the coaches and their peers at Ujamaa Place. Lastly, respondents described the importance of Ujamaa Place’s housing and financial management classes, in which they learned how to secure and maintain housing by signing a lease and paying rent.

I came from shelters, tents, and people’s couches. Before Ujamaa, it [my housing situation] was unstable, and going shelter to shelter and couches. There was no stability. Now that I am going to them [Ujamaa Place], I don’t have to worry about where I will sleep each night. I know for a fact where I will sleep each night.

With the Ujamaa Place housing process, they give you a few months of free rent and then nine months of paying rent. My year is up next month and they aren’t looking to kick me out. They are allowing me to stay.
Before I got with Ujamaa Place, I had a house that I shared with my kid’s parent. I was never on the lease. So that’s what Ujamaa Place was teaching me—to be on my own lease. I was living with someone until they were not on the lease. Then I was couch to couch until Ujamaa Place found a place for me.

Support for Ujamaa Men

Respondents were asked about the different ways Ujamaa Place has supported them and their housing journey. All respondents expressed that prior to Ujamaa Place they had little to no support from friends or family. One respondent mentioned how alone in the world they felt and how difficult it was to initially open up to those at Ujamaa Place. Every interviewee described their appreciation for the support they have received from Ujamaa Place. They emphasized the family-like relationships they have established through being an Ujamaa Man and how having others to learn and get advice from has been beneficial to their lives. All respondents described the benefits of having a support system when building a successful life and improving their housing and jobs.

They [Ujamaa Place] are giving me the tools to be successful in life. I was receiving very minimal support before. My family is older and I don’t have too many of them. As far as friends, I was with the wrong crowds and I was off-track. Ujamaa Place helped me. With no support, you take whatever support you can get. It wasn’t good.

Impact of Ujamaa Place’s Theory of Transformation

All respondents offered insights about the impact of the Ujamaa Place’s Theory of Transformation in their lives. The Ujamaa Place Theory of Transformation utilizes individual transformation plans to provide holistic, one-to-one coaching that inspires personal growth through education, knowledge-building, and access to over 37 services based on need. These services are provided at no charge to Ujamaa Men.

Every Ujamaa Man indicated the change in perspective that the Theory of Transformation taught them. It allowed them to question and make necessary changes in their lives.

Before Ujamaa, there was no help and there was no support—not to a degree of where I felt it or saw it. I felt like I was in the world alone and I was tied into absolutely nothing. I was just here walking and breathing. When I got with Ujamaa, it felt like a secondary family. They called and checked in. We went to the Timberwolves game last night. It’s more like a family and they all check in. I don’t have any family or friends. At first it was uncomfortable since I was alone for so long. I had to open up and understand that there are people that care and I am not alone.
and think about their lives thoroughly, whether that was gaining confidence in themselves or learning to better handle their anxiety. In addition to this, respondents mentioned how it taught them to be more responsible adults and build better habits (e.g., keeping their living space clean and changing negative or pessimistic thought patterns). Interviewees also mentioned how the Theory of Transformation encouraged them to try different activities to determine which direction they wanted to take their lives, such as what kind of career they want or the role they want to have in their family and community. Related to their living situation, it taught them the importance of building a credit and rental history as a step towards being more financially independent and securing stable housing.

It [the Theory of Transformation] had a great impact honestly. I had no sense of direction and now I do. I just feel like I got somewhere to stay and some money in my pocket. Ujamaa helped me refocus and to learn how to build credit and rental history, and why you need those things in life.

It [the Theory of Transformation] played an important role from a transformation aspect since I was always questioning myself. They [Ujamaa Place] helped me gain confidence, especially in myself. They transformed how I think and also how I talked. They helped me focus on what’s important and how to take care of myself. They helped me improve myself.

They [Ujamaa Place] helped me reach my goals. I thank them a lot for helping me and stuff. They helped me be the young adult I want to be and know that I am on the right stuff and I am not doing anything dumb. They have been helping my mental health and how to control my anxiety.

[The Theory of Transformation helped with] everything from working to housing and being who I am. 100% they showed me who I am and they are still helping me figure things out.

The meaning of “transformation” to Ujamaa Men

Interview respondents were asked what “transformation” meant to them currently and how they plan on working towards transformation in their lives. All respondents had varying answers on what “transformation” meant to them, but all mentioned maintaining the progress they have made by continuing to connect with Ujamaa Place to improve their lives. The types of transformation Ujamaa Men talked about included continuing to have a positive outlook on life, obtaining their driver’s license, maintaining their hygiene habits, and diversifying their job skills. In short, they all intend to become the best version of themselves by succeeding in their careers and transitioning to their own housing. They also understand that being an Ujamaa Man means that you are held to high standards, which encourages them to do better and to feel more confident in their abilities to succeed.
Change is seeing the higher level and seeing something that is different and stands out … I am working on getting my license instead of riding trains and buses, and just thinking maturely and thinking as an adult.

Transformation means to me right now that this makes sense. It’s molting into the best me, just shedding away all of the old skin and becoming the new and best me that I can be.

**Plans for future involvement with Ujamaa Place**

Respondents were asked about how they plan to be involved with Ujamaa Place moving forward. All respondents have plans to stay connected with Ujamaa Place to varying degrees. Many respondents described their plans to stay in communication with the staff and their peers at Ujamaa Place. It was important to them to continue to follow lessons they’ve learned and to stay committed to improving their lives. They also mentioned how much of a family Ujamaa Place has become to them, and that they appreciate the opportunity to continue attending and utilizing Ujamaa Place classes.

The Ujamaa Men we interviewed also said that this program is unique and is not offered in many places. They feel that they have been lucky to get this valuable experience and do not want to waste it. Lastly, they said they plan to keep in touch with Ujamaa Place by volunteering and passing on the wisdom they have gained from the program to future Ujamaa Men. One respondent even wanted to start their own business so that they can provide employment opportunities for Ujamaa Men.

I will keep going [to Ujamaa Place] every Tuesday and Thursday … just staying involved and active and being seen.

Moving forward, I want to keep going to classes as much as I can. After that I honestly want to open my own business and stop in for the career days. I want to recruit guys that are going to be in the position I am right now. I want to be able to create opportunity [for those] that created ones for me. I think that it will be a blessing honestly. Someone gave to me and I gave back to others. It will be a positive impact as far as karma and how I feel about myself.
SUMMARY AND KEY FINDINGS

The information gathered from interviews indicated that Ujamaa Men are grateful for the lessons and support gained from Ujamaa Place. The data also showed that Ujamaa Place has played a vital role in supporting these individuals during their housing transformation and as they continue to improve their lives. We offer the following takeaways for Ujamaa Place to consider for future planning and programming:

- It is crucial to Ujamaa Men for housing classes to be offered since it teaches them the importance of stable housing, which is a lesson most respondents learned only through Ujamaa Place. They also valued the opportunity to learn about how to secure and maintain housing, so that they had this critical knowledge before moving into stable housing.
- Continue to provide cognitive skills classes and support groups so that Ujamaa Men have the opportunity to envision growth for themselves. The majority of respondents did not have a substantial support system to help them reach their goals and navigate being an adult. In addition to this, many of the men valued having a place to go and talk about the problems in their lives and learn from their peers and elders who have gone through similar situations.

References


CONCLUSION

As the nation begins to slowly turn the corner with the COVID-19 pandemic, 2021 data indicates a heightened, immediate need for social services organizations like Ujamaa Place that serve the most marginalized population in society. Based on the data, we are anticipating that new enrollments will continue to rise in 2022. Fortunately, Ujamaa Place is positioned to increase capacity to accommodate the increased demand.

One fact that has remained constant is that meaningful economic opportunities for undereducated, primarily African American men (aged 18-30) remain bleak, especially for justice-involved individuals. To address this deficit, accruing additional employment partners willing to provide valuable skills training and development for participants is critical. Other social service organizations with similar missions from around the country have developed in-house social enterprises to combat this issue, creating economic opportunities for people of color. This is a solution Ujamaa Place has considered for some time. With enrollment growth outpacing the number of economic opportunities created through third-party employment partnerships (also taking into consideration stipend expenditure), an in-house social enterprise may be the only sustainable solution long-term. In the meantime, the organization continues to maintain its partnerships with area employers that provide second-chance opportunities.

Ujamaa Place analyzes its data both quarterly and annually to identify and understand the needs of participants from a quantitative approach, combined with qualitative data achieved through thorough one-to-one interviews and surveys that provide valuable program feedback. The organization’s data practice is more critical than ever in informing decision making and strategy as it relates to carrying out its mission, and provides its Board of Directors, Stakeholders, Staff, Supporters, Volunteers and Community Partners with transparency, clarity and evidence that Ujamaa Place’s operation is sustainable, efficient and effective.

Photo Credit: National Memorial for Peace and Justice, Montgomery, Alabama 2021
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(Member since 2019)

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Vice Chair
Civil Division Director,
Ramsey County Attorney’s Office
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TRACE POLZIN
Office Manager

BOB ALBACHTEN
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Thank you to the Ujamaa Men for telling their stories and for allowing us to share them with you. Thank you to our research partner, Wilder Research. And last but certainly not least, thank you to our board, staff, coaches, volunteers, and partners, whose unrelenting dedication to our mission, helps make the world a better place for Ujamaa Men.

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FOR THE HANGED AND BEATEN.
FOR THE SHOT, DROWNED, AND BURNED.
FOR THE TORTURED, TORMENTED, AND TERRORIZED.
FOR THOSE ABANDONED BY THE RULE OF LAW.
WE WILL REMEMBER.
WITH HOPE BECAUSE HOPELESSNESS IS THE ENEMY OF JUSTICE.
WITH COURAGE BECAUSE PEACE REQUIRES BRAVERY.
WITH PERSISTENCE BECAUSE JUSTICE IS A CONSTANT STRUGGLE.
WITH FAITH BECAUSE WE SHALL OVERCOME.