

United for Hope — celebrating our first union contract !

Beginning in 2020, Hope employees working on the frontlines to lead programs and engage directly in community organized and articulated their collective voice to form a union—United for Hope. The formation of this union is an expression of Hope’s stated values of co-creation, equity, and responsible resource stewardship. Frontline workers at Hope share a deep respect and appreciation for Hope Community and the legacy inherited from those who have come before us, and they are committed to living into Hope’s mission with consistency in our values and practices both internally and externally. United for Hope aims to deepen Hope’s legacy of solidarity, placekeeping, and community.

The primary goal of United for Hope is to improve the conditions for Hope workers to sustain a healthy and strong organization that affirms that workers deserve a living wage and genuine power in the decisions that shape their work and relationships to public life. The bargaining unit began working through negotiations with Hope management in October 2020 and we are collectively proud to announce that, after a year of dedication and negotiations, United for Hope members met in October 2021 and voted to ratify their first contract. This two-year contract advances minimum salaries for new employees, contains scheduled annual increases and other salary improvements based on longevity with the organization, and provides substantial, equitable pay increases for current employees. We gain power from being honest about what it takes for Hope



workers to do what we do, and our unionized employees amplify the power of our organization.

Moving forward with key union protections in place, our new agreement also establishes a framework for the formation of a robust labor management committee. This group is committed to improving communications at all levels of the organization and intends to provide a venue for frontline staff to engage in strategic decisions that impact their work and the relationships they hold with partners and in community. In this new chapter we are moving onward together—collaborating, co-creating, and connecting with the wisdom of community.



Power of Vision — people of all ages come together for murals and creativity.

In 2021 Hope's Power of Vision practitioners were honored to partner with Inquilinx Unidxs por Justicia (Renters United for Justice) and the Cielo Sin Limites (Sky Without Limits) cooperative to create six amazing murals elevating and celebrating housing justice. With the leadership of three amazing artists - Nell Pierce, Claudia Valentino, and Magdalena Kaluza — a cohort of tenants in the cooperative buildings were engaged in the design process, skills training, and the ultimate creation of collaborative mural art honoring their collective power. This project ended with a powerful celebration of the cohort's

work, the collective creative journey, and learning gained throughout the process as the team unveiled the final and largest mural at 14th Avenue and Lake Street in Minneapolis. While Hope staff were honored to set the stage for this event, it was ultimately led by community members and artists centering the achievements of the cohort of *muralistas*. The significant impact of this work lifted up both the power of tenant voice and the beauty of public art. Other murals are located in the Corcoran neighborhood at 22nd Avenue and 31st Street to admire. ¡Qué belleza!



Adapting to continue building safe community in a pandemic

Like all of you, at Hope we've continued to adapt to meet our goals and fulfill our mission in the midst of an ongoing pandemic. We recognize that the stresses, while not new, continue to push us to discern new ways of working and being —sometimes one day to the next—and we are all moving on without the comfort of “normal”. Hope has responded like so many other organizations by developing organizational protocols for employees and program participants, prioritizing outdoor gatherings with space for social distance, and maintaining safe and flexible work environments. We also continue to lean on our wisdom that community knows how to care for its own. In response, we have developed a cross-departmental task force of Hope staff who are bringing different perspectives from across the organization as well as their own leadership and expertise to ensure we are staying current in our pandemic responses and workplace practices. In the spirit of Hope, we continue to wish health and safety to all our neighbors, allies, and supporters. Cheers to moving onward together!



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