

File: Race Initiative

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Renewed Sense of Purpose For Clinton Panel on Race

Dialogue Develops After Months of False Starts

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By STEVEN A. HOLMES and JAMES BENNET

WASHINGTON, Jan. 13 — It has been seven months since President Clinton promised to lead the nation for a year in a "great and unprecedented conversation about race" — and most of that time has been spent by his advisers figuring out precisely what the President wants to talk about, and how.

But after struggling to overcome poor planning, an uncertain mandate and wariness from some White House aides toward what they saw as a politically risky undertaking, the initiative on race has turned a corner, Administration officials maintain.

Five months into the effort, Erskine B. Bowles, the chief of staff, summoned senior White House aides to his office and ordered them to stop carping about the race initiative and start helping. The initiative was one of the President's highest priorities, he told them at the November meeting, a matter not just of official and political importance but personal importance as well.

Mr. Bowles moved to correct obvious deficiencies, like the lack of an official on the staff of Mr. Clinton's race advisory panel with enough experience and clout at the White House to draw on its considerable resources.

But some panel members lament the time lost, and Mr. Clinton has suggested he may extend the initiative past the one-year deadline. "We're at a point now we probably should have been three months ago," said former Gov. Thomas H. Kean of New Jersey.

These days, meetings on race held by the President or his advisory panel have become crisper and more provocative, presenting a broader array of views. Racial dialogues have sprung up in towns and cities nationwide, and the race panel has gathered more than 200 specific suggestions for improving race relations from across the country. Today, the panel's seven members began a two-day session in Phoenix, meeting with business and labor leaders and heads of American Indian tribes.

But while the initiative is better organized, fundamental questions over its objectives remain. Even within the White House, some officials are unsure of how to make it work.

"Nobody wants to see this fail," said Judith A. Winston, the initiative's executive director. But, Ms. Winston added, "There are very few people who can articulate confidently what they think it takes to make it succeed."

One White House aide said officials still differed over what they were trying to solve, racism or poverty. "There is no consensus that the issue is fundamentally about race, or about equality of opportunity and education," the aide said.

At a meeting with President Clinton at the White House on Monday evening, several civil rights leaders and Congressmen praised him for taking on racial issues, but urged him to narrow the initiative's focus. The conversation demonstrated how fluid the definition of the initiative remains.

"We really, unfortunately, aren't able to really talk about race because, again, it's like saying, let's talk about America," Representative

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tive Robert T. Matsui, Democrat of California, said at the White House meeting. "We will have to narrow this issue because certainly if we don't, we're going to be criticized, and obviously, it may just kind of wither away." The White House provided a transcript of the 100-minute conversation today.

Stewart Kwoh, president and executive director of the Asian Pacific American Legal Center of Southern California, warned Mr. Clinton, "Right now, I see it as people are waiting and they're watching, but they have not heard from you on what they should do."

The New York Times

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For his part, Mr. Clinton be-moaned the difficulty of getting Americans to pay attention. "It's very hard to pierce through the public consciousness and to do a sustained public education campaign in the absence of some great conflict," he said.

The race initiative has clearly gotten through to White House staff, whose members say they have revised some of their own views.

The President's meeting in December with conservatives in the Oval Office, one official said, changed some liberal aides' opinions of the possibility of finding common ground in the affirmative action debate. They "have suddenly realized that some of the people who are opposed to affirmative action are not wearing white sheets," this official said.

After Mr. Clinton announced his initiative in a speech in June, little happened for three months. The President selected Ms. Winston to be the executive director in July, only a few days before the panel's first meeting. But Ms. Winston, who was general counsel at the Department of Education, could not relinquish her duties there until early August.

She then had the unenviable task of assembling a staff when most of official Washington, including the President, was on vacation.

On the Saturday after Labor Day, members of the advisory board staff met with more than 20 aides from the White House in the Old Executive Office Building, hoping to get a clearer idea of what they would do. Instead, much of the time was taken up by minority members of the White House staff talking about personal experiences with racism.

"We got a recantation of why it was important to have the initiative, rather than what the initiative was supposed to do," said one participant, who asked not to be identified.

In addition, a split soon developed within the White House. Minority and more liberal white aides felt the initiative should recommend specific race-related actions to the Administration. More centrist aides, however, believed that the goal was merely to spur talk about race. Mr. Clinton is now trying to do both.

As the advisory board staff began work, it found that it was woefully ignorant of White House workings. That ignorance was matched by distrust among some White House aides of the political instincts of the initiative's staff.

When the panel "holds meetings or makes statements, it reflects upon

the President," said one Clinton aide. "I don't think there was sufficient appreciation of that from initiative staff in the first few months."

As a result, some in the White House were reluctant to become too involved in the initiative's work. "We did a lot of reaching out," said one member of the advisory board's staff. "Not that many people seemed that interested in reaching in."

At the same time, members of the advisory board were confused about their role. "It took me six months to realize that I could pick up the phone and call the White House," said Angela Oh, a board member from Los Angeles. The panel, which is racially mixed, includes religious and labor leaders, academics and former politicians.

The panel's low point, several officials said, came in November at a

Despite progress, fundamental questions about a panel's objectives.

meeting it held at the University of Maryland at College Park.

There, the board spent hours listening to desultory testimony from like-minded academics. When he spoke to reporters during a break, John Hope Franklin, 82, the distinguished historian who is the panel's chairman, dismissed the notion of hearing from opponents of affirmative action, saying they had nothing to contribute. Conservatives reacted angrily to the comment.

It was two days after the College Park event that Mr. Bowles held his previously scheduled meeting to put some life into the race initiative.

"I felt that I hadn't done an appropriate job of integrating the initiative with the other departments at the White House," Mr. Bowles said. "I dropped the ball there." Now, he said, "we function more as a team."

Mr. Bowles appointed Richard Socarides, Mr. Clinton's senior adviser for public liaison, to coordinate the White House staff with the advisory panel. Unlike anyone on the panel's

ISSUES OF DIVERSITY ON TWO FRONTS

Jesse Jackson is seeking a bigger role for minorities and women on Wall Street. Business Day, page D4. Minority graduate enrollment fell after a ban on preferences at the University of California. Page A17.

staff, Mr. Socarides knew, for example, that Fred DuVal, the deputy director of intergovernmental affairs at the White House, had lived for years in Phoenix and had managed Mr. Clinton's 1992 campaign in Arizona. So when the advisory panel wanted to meet in Phoenix, Mr. Socarides said, "Pick up the phone and call Fred and he can tell you everything you need to know."

Similarly, Mr. Socarides had the clout to convene three of Mr. Clinton's top image-makers to help plan the advisory panel's meeting in Fairfax County, Va. in December, viewed as its most successful one to date. One of them, Sidney Blumenthal, suggested that a local television news anchor moderate a morning session on education. Then Mr. Blumenthal prevailed on a Newswoman he knew, Kathleen Matthews of Channel 7 here, to do the job.

Now, the initiative's staff meshes well with the White House, according to officials in both camps. Ms. Winston attends the daily senior staff meetings held by Mr. Bowles. And when the President jots notes about race on articles or memos, he generally scribbles "J. Winston," so they will be forwarded to her. Sylvia Mathews, the deputy White House chief of staff with day-to-day responsibility for overseeing the race initiative, is the other usual recipient of Mr. Clinton's thoughts on race.

But for all the progress in organizing the President's race initiative, some obstacles remain.

For example, when more than two members of Mr. Clinton's advisory board get together for lunch, dinner or even a drink, the conversation is friendly, but devoid of talk of race. By law, members of the panel may speak together about race only if the public can watch and listen, and they must publish a notice of their meeting in the Federal Register at least two weeks in advance.

"We talk about our families, our children, our work — anything but race," Ms. Oh said.

The New York Times

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Addressing Racial Issues On Wall St.

Jesse Jackson Effort Attracts Big Names

By PETER TRUELL

Wall Street, which is often perceived as still being a white male preserve, has generally been uneasy about openly discussing issues of race and gender.

In an effort to change that, the Rev. Jesse L. Jackson and his Rainbow/PUSH Coalition are starting a conference and fund-raiser today at Windows on the World, the restaurant atop the World Trade Center. The meetings are intended to promote economic opportunities for minorities and women.

The three-day gathering, which will be addressed by President Clinton, Treasury Secretary Robert E. Rubin and Alan Greenspan, the chairman of the Federal Reserve, commemorates and coincides with the anniversary of the Rev. Dr. Martin Luther King Jr.'s birthday tomorrow, which is celebrated by a national holiday on Monday.

The events represent an effort to draw investment from Wall Street to minority businesses and to create something of a partnership between corporate leaders and minorities and women, according to the three-day gathering's sponsors, which include the Travelers Group, the huge insurance and financial services company, and the New York Stock Exchange, as well as the Rainbow/PUSH Coalition.

The New York Stock Exchange, for the first time, will close in honor of Dr. King's birthday. While that may reflect the beginnings of change on Wall Street, the greater awareness of racial and gender issues has been driven in part by court actions. Last fall, for instance, Smith Barney Inc., which is now Salomon Smith Barney, a subsidiary of the Travelers Group, settled a class-action suit

**A push for notice of
the economic power
of minorities.**

brought in Federal court by more than 20 women, both current and former employees, who contended that the firm had sat by while the workplace became an arena for gender discrimination and sexual harassment. In their long-running battle with the firm, the group's advocates invoked the rights of minorities, including women.

And while Mr. Jackson, business and political leaders and Wall Street titans may be able to agree on broadly defined goals, such as the need for more economic growth, for equality of opportunity and the need to regenerate inner cities and encourage investments that benefit the black and Hispanic population, the best jobs on Wall Street remain almost exclusively a white male province, and the nation's fund managers rarely direct large sums at projects that benefit minorities.

"The theme of this conference is expanding the marketplace," Mr. Jackson said in a telephone conference with reporters last week, to achieve stronger economic growth and opportunity through the "inclusion" of minorities and women.

"The two largest emerging markets are the black and Hispanic markets in this country," Mr. Jackson said, arguing that it is in Wall Street and corporate America's "enlightened self-interest" to invest in these markets to insure a prosperous economy. David C. Wilhelm, a senior managing director with Everen Securities Inc. in Chicago, who is flying to New York today for the conference and has consulted informally with Mr. Jackson in recent years, said: "I really think he believes this is the next stage of the civil rights movement: civil rights in the workplace and expanding access to capital for minorities."

"He views this as very much in the tradition of the struggle for economic justice that Martin Luther King began. This is a new Jesse Jackson. Jesse Jackson the capitalist."

Most big Wall Street firms are participating in this week's meetings. Sanford I. Weill, the Travelers chairman and chief executive, has been the most active Wall Street figure in organizing and backing the events, according to Mr. Jackson's aides. Despite such support, preparations for the gathering have not been entirely smooth. Both Mr. Greenspan and Arthur Levitt Jr., the chairman of the Securities and Exchange Commission, recently distanced themselves from a fund-raising letter sent by the event's sponsors that mentioned their names.

At the request of the Fed and the S.E.C., the event's sponsors sent out a corrective letter saying that Mr. Greenspan and Mr. Levitt would be there simply to address the meeting, and were not in any way connected with fund-raising for it, according to an S.E.C. spokesman.

The New York Times

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Dolin Cummings
Statistical analyst

"I grew up lower-middle class, and now I guess I'm middle-middle class."



Photographs by Todd Buchanan for The New York Times

Jennifer Thomas
Office worker

"But now, there are so many opportunities out there. It's especially great for independent women."



Frank Schwerin
Lawyer

"Everywhere you look, both parents are working, usually because they think they need to."



Edna Juette
Personnel department clerk

"My salary's not going up but my rent is. They say crime is down. But there's plenty of shooting."



Marty Shanahan
Certified public accountant

"I lived in the 60's and 70's. I think the moral fiber today is better than it was then."



Renata Kocho
Bank teller

"You are healthy, handsome, you have jobs, nice houses, nice cars, money in the bank."



Henry Hoornweg
Legal secretary

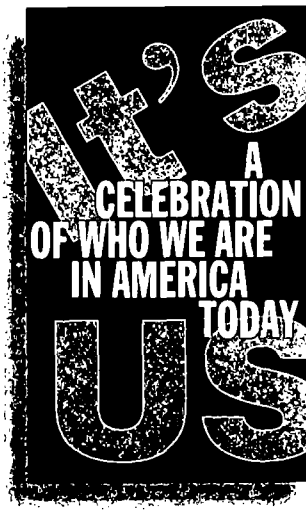
"We're buying a house for the first time — four bedrooms, three bathrooms, out in the suburbs."

The New York Times

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**It's US:
A Celebration of Who We Are in
America Today**

FACT SHEET

It's US, an exhibition presented by Time Warner Inc., celebrates who we are, where we come from and how we live in America today. Through words and photographs it depicts all the rich diversity that is our country and the positive ways in which each culture contributes to the fabric and texture of the American way of life.

The Goals of *It's US* Include:

- Encourage a national dialogue about diversity focused on these four questions:
 - ⇒ What does it mean to be and to become an American?
 - ⇒ What traditions and dreams do we share?
 - ⇒ What challenges prevent us from living in harmony?
 - ⇒ How can we meet those challenges?
- Explore our common goals and aspirations as residents of our nation, our communities and of the world.
- Encourage and promote appreciation for our differences.
- Engender respect for each contributing culture's ways, practices and traditions.
- Shed a positive, accurate light on how each culture contributes to the American way of life.
- Inspire further study into the history of U.S. immigration with a look toward present and future policies.
- Expand public awareness and appreciation for the ways in which each culture has influenced all aspects of everyday life including food, fashion, language, music and art.

***It's US* Program Elements Include:**

- A framed exhibition consists of 58 panels featuring 48 b/w & color photos with a graphic text-mat treatment. Each panel measures 21" x 24". The running length is 159 linear feet. (Installation instructions in ALA guidebook.)

- A papershow which presents the exhibit in poster format with 35 easy-to-install, numbered paper panels (32 posters measure 30" x 20"; 3 posters measure 15" x 20") that include the same images, text and caption as the framed exhibit. Running length of the show is approximately 84 linear feet. There are a variety of ways to display the papershow — suggestions for installations have been developed.
- Education and volunteer support materials including an exhibition brochure, teacher's guide, a poster entitled "Coming to America" and a Volunteer Action Tips flyer — developed by the Points of Light Foundation.
- *It's US* is on Pathfinder, the Time Warner Inc. Web site. A version of the exhibit and its accompanying teacher's guide are included on the site featuring links to other web sites and information resources. By visiting the *It's US* site on the World Wide Web, computer users will be able to browse through the on-line version of the exhibit. Visitors to the Web site will be invited to answer the four questions posed to exhibition viewers and send their answers over the Internet to *It's US* headquarters. Web-site visitors can also access lists of books about diversity prepared by the American Library Association, request a copy of the *It's US* study guide and check the tour schedule. <http://www.pathfinder.com/corp/itsus>
- *It's US* E-mail should be addressed to itsus@tw.timeinc.com.
- National Partners is comprised of organizations chosen for their community-based networks and expertise in the areas of race relations, diversity, conflict resolution and community service.

It's US Particulars

Framed Exhibition: Seven framed copies of the exhibition travel under the auspices of the ALA from 11/95 – 12/96. The ALA schedules, ships and installs the exhibition in selected libraries throughout America. It also distributes papershows and teacher's guides to branch libraries to support the framed exhibit. Time Warner divisions, recruited as local sponsors, participate in public programs and educational outreach. Time Warner divisions should also circulate the exhibition (papershow) in venues such as schools, malls, city halls, amusement parks and other appropriate public spaces in cities across the country.

If you would like to show the framed exhibit at a location other than the library, we can provide additional prints with mats of the exhibition at a cost to you of \$8000-\$10,000 (unframed). Time Warner will underwrite the cost of shipping the unframed exhibit. Framing instructions are provided with each exhibit that is purchased unframed.

Straight Talk on Race in D.C.

Mayor's 2nd Annual 'Day of Dialogue' Draws 80 to Discuss Issues

By Hamil R. Harris
Washington Post Staff Writer

Mary Burgess is white, and she rarely crosses the Anacostia River into Washington's black neighborhoods.

"I know if I go in certain wards of the city, I am not welcome," she said yesterday.

Antoinette Pitter, 16, lives in one of those neighborhoods east of the river and says she feels uncomfortable waiting for the subway at a station in a white part of the city.

"If you ask white people something, they won't say anything," Pitter said. "They won't pay you any attention. They just keep walking."

Mayor Marion Barry told an audience that included Burgess and Pitter: "This city is too divided, not just racially but geographically. Most people in [white] Ward 3 don't even talk to residents in [black] Ward 8."

Tough talk and sad realities were all part of the mayor's second annual "Day of Dialogue" on race that was held yesterday to coincide with the Rev. Martin Luther King's 69th birthday.

Barry came up with the idea for an annual day of racial dialogue last year, when the event drew members of the D.C. Council and leaders from the Jewish community and the Nation of Islam.

Yesterday, Barry sat on stage with plenty of empty
See RACE, C3, Col. 2

RACE, From C1

chairs as the only elected official present. He had anticipated a crowd of more than 1,000 at the University of the District of Columbia, but about 80 showed up.

"I am disappointed, but not discouraged, that as serious as this problem is, this auditorium is not full," he said.

Ayo Bryant, director of the mayor's office of diversity, said the goal of the program was to find "common themes" so that the city can become one community.

Burgess, of the Chevy Chase section of Northwest Washington, moved to the city from Houston seven years ago to take a position with the D.C. government. She came to the conference

because she said black and white residents in the city must do more to work together.

"It is like an invisible wall," Burgess said. "We are afraid to step into another world. It is like visiting another world to see how other people live and operate."

Burgess took part in an exercise intended to introduce her to a stranger of a different race. She and Charletta Adams, an instructor at Howard University, were surprised that they had so many things in common. Both placed a high priority on education and had children in private schools.

"When you don't deal with people on an individual basis, you come up with concepts and prejudices," Adams said. "My biggest issue is institutional racism. I think there is a quota system in

this city. We have educational institutions that are predominantly black and those that are white."

Pitter and a group of black students from Dunbar High School talked about the prejudices they feel they face when they venture into white sections of the city.

Geoffrey Lee, a 10th-grader, said he favors baggy clothes and a red bandanna.

"Some white women, when I walk past them, they will grab their pocketbooks," Lee said, "and if I speak to them, they will give me a mean look and keep walking."

"The whites don't look at you at all," said Pitter, a student with 3.5 grade-point average who said she wants to become a lawyer. "It makes you mad."

They only see you as people from Southeast Washington, but Southeast is no worse than Northwest."

Frances Cress Welsing, a black psychiatrist and Howard University professor, said that much of the time racism has a foundation in fear.

"Any time you get down to the truth, there is a foundation for establishing an improved relationship," Welsing said.

But Brenda Jones, the executive director of Parklands Community Development Center in Southeast Washington, who is black, said: "Everybody is not meant to talk to everybody all of the time. It doesn't have to be a love fest if people respect each other."

The Washington Post
FRIDAY, JANUARY 16, 1998

Wisconsin Court to Address Regulation of 'Issue Advocacy' Ads

By Ruth Marcus
Washington Post Staff Writer

In one of the first legal tests growing out of the explosion of "issue advocacy" advertising during the 1996 campaign, a Wisconsin court is poised to rule on whether the state can regulate ads that attack particular candidates but do not explicitly call for their defeat.

The case, to be heard in a state court today, concerns a \$350,000 advertising campaign launched by a Wisconsin business group that wanted to help elect Republican state legislators. But it has national implica-

tions for the ability of states and the federal government to regulate "issue advocacy" ads, a tactic that burst on the scene in 1996 and seems set to continue and even expand in the 1998 election.

As with scores of similar "issue advocacy" commercials deployed by interest groups across the political spectrum during the 1996 campaign, the Wisconsin ads—run in the last two weeks of the election—never explicitly asked viewers to vote against the targeted politicians.

Wisconsin, like many states and the federal government, does not allow corporations or labor unions to contribute directly to political candidates and requires disclosure of contributions to their campaigns or spending on their behalf. But because the ads did not directly urge the election or defeat of particular candidates, the business group, Wisconsin Manufacturers & Commerce, claimed it could pay for them with corporate funds and did not need to file disclosure reports.

Now, the state has gone to court, accusing the group of violating Wisconsin election law in what legal experts said appears to be the first effort by a state to crack down on issue advocacy advertising. The Wisconsin case may offer an important test of how—or even whether—Congress and the states can regulate such ads.

The decision could have significant implications for other attempts to grapple with "issue ads," including the McCain-Feingold campaign finance legislation set to come up for a Senate vote in March. Under McCain-Feingold, commercials that name a federal candidate within 60 days of an

election would be subject to federal reporting requirements and contribution limits.

The Wisconsin case turns on exactly what the Supreme Court meant in 1976, in *Buckley v. Valeo*, when it said the First Amendment prohibits regulation of political speech that does not "in express terms advocate the election or defeat of a clearly identified candidate." In a footnote, the court gave examples of such communications, including words like "vote for," "elect," "support," "cast your ballot for," "Smith for Congress," "vote against," "defeat" and "reject."

Wisconsin officials and their supporters say that even though the WMC ads didn't use such "magic words," they amounted to express advocacy because they were clearly intended to support or oppose particular candidates. They say that requiring such ads to comply with campaign finance rules is critical to prevent issue advocacy advertising from making a mockery of election law.

"The importance, fundamentally, is whether the state can have any meaningful election finance laws," said Wisconsin Attorney General James E. Doyle, a Democrat, whose office is arguing the case against the business group.

"The heart of this issue," Doyle said, "is if you run an ad that any reasonable person who looks at it recognizes to be a political ad, just before an election, in which you call a particular person names, and use phrases such as 'send a message' to that person but do not use the magic words 'vote for' or 'vote against,' whether you can then avoid all the basic campaign finance laws that we have in the state."

On the other side, WMC and its allies say such regulation would squelch their freedom of speech in contradiction of *Buckley* and two decades of later Supreme Court rulings. Congressional Republicans opposed to McCain-Feingold have seized on the case to highlight what they say are the dangers of regulating issue ads.

"This is a real live case in which a business group is literally being prosecuted by the state for engaging in issue advocacy in the period immediately preceding an election," said WMC lawyer Brady Williamson.

Williamson said allowing regulators to decide which commercials crossed the "express advocacy" line would be "leaving to government to decide who gets to speak, how they get to speak and when they get to speak, and that, quite simply, is antithetical to the First Amendment."

WMC is not coy about the fact that its advertising campaign was intended to affect the election. Indeed, it stipulated in court that the commercials had a "political purpose." Said WMC spokesman Jim Pugh, "Yeah, we wanted people, when they went into the voting booth, to have the best information available about what they were doing when they cast their ballot.... We wanted there to be a pro-business majority."

One TV ad, against Democratic state Sen. Chuck Chvala, noted his votes for high taxes and asked: "Is he: A, a liberal? B, a big spender? C, out of touch? Or D, all of the above? If you said 'D, all of the above,' you made the right call. Make another right call to Chuck Chvala. He never met a tax he didn't like."

Another target of the ads, former

Democratic state senator Lynn Adelman, recalled that when WMC weighed in with spots in his heavily Republican district, "It was very scary, and that's why I felt so strongly... \$100,000 of negative TV in the last week—that could do me in."

Chvala and Adelman filed a separate lawsuit against WMC and actually succeeded in knocking its ads off the air shortly before the election. Other groups that ran issue ads in Wisconsin, including the Sierra Club, Americans for Limited Terms and Wisconsin Right-to-Life, are also in court over their activities.

The WMC commercials were "no more egregious than what a lot of others have done but it is the picture perfect model of why we need to address this murky line," said Joshua Rosenkranz of the Brennan Center for Justice, which is representing Chvala and Adelman. "The bottom line is if it waddles, quacks and smells like a campaign ad, it's a campaign ad."

But WMC and others argue that a long line of cases shows that the courts want to use a "magic words" test in order to ensure that political speech is not suppressed.

Indeed, even the lawyer for the Wisconsin elections board cautioned in an internal memorandum that it would be a hard sell to convince courts that the ads constituted express advocacy.

"Express advocacy was intended by the Supreme Court to be a clear standard... like pregnancy or death, for either of which there are no degrees," he wrote, "not a description like pornography which no one can define but everyone knows when they see it."

The Washington Post
FRIDAY, JANUARY 16, 1998

The President's Initiative on Race



Conversations that Bring Us Together

File:

Race Initiative

PHOTOCOPY
PRESERVATION

CLINTON LIBRARY PHOTOCOPY

ADVISORY BOARD MEMBERS:

President Clinton has called together seven distinguished Americans to help him with this Initiative. The members of the Advisory Board are reaching out to all Americans to talk about race, learn about our existing perceptions and misperceptions, and recommend solutions to create One America.

JOHN HOPE FRANKLIN, Durham, NC,
Chairman

LINDA CHAVEZ-THOMPSON, Washington, DC

SUZAN D. JOHNSON COOK, Bronx, NY

THOMAS H. KEAN, Madison, NJ

ANGELA E. OH, Los Angeles, CA

ROBERT THOMAS, Fort Lauderdale, FL

WILLIAM F. WINTER, Jackson, MS

CONSULTANTS TO THE PRESIDENT AND ADVISORY BOARD:

CHRISTOPHER EDLEY, Cambridge, MA

LAURA HARRIS, Albuquerque, NM

JUDITH A. WINSTON

Executive Director, President's Initiative on Race



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Or you may send an e-mail to:

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Explore our new Website and learn more about the Initiative and upcoming events.

www.whitehouse.gov/Initiatives

ONE AMERICA

In the 21st Century:

The President's Initiative on Race



"Building one America is our most important mission...money cannot buy it. Power cannot compel it. Technology cannot create it. It can only come from the human spirit."

President William J. Clinton
June 14, 1997

WHAT IS THE PRESIDENT'S INITIATIVE ON RACE?

The President's Initiative on Race is an effort to move the country closer to a stronger, more just, and unified America, one that offers opportunity and fairness for all Americans. It is a chance for every citizen in our country to be a part of a great national conversation about America's racial diversity and about the strength it brings our nation. As Americans, our shared values unite us, but we can do more to be One America. The President is asking all Americans to join him in this effort which combines thoughtful study, constructive dialogue, and positive action to address the continuing challenge of how to live and work more productively as One America in the 21st century.

WHY IS THE PRESIDENT'S INITIATIVE ON RACE IMPORTANT TO ALL AMERICANS?

America has always drawn strength from its diversity, and every person has a valuable contribution to make to society. Throughout history people came to America from different parts of the world and played vital roles in our growth and strength.

Today, the face of America is 72.7 percent White, 12.1 percent Black, 1 percent American Indian & Alaska Native, 3.6 percent Asian/Pacific Islander, and 11 percent Hispanic. Within the next half century, the face of America will change dramatically.

In 2050, the population in the United States will be approximately 53 percent White, 14 percent Black, 1 percent American Indian & Alaska Native, 8 percent Asian/Pacific Islander, and 25 percent Hispanic (Census Data 1997).

As the face of America continues to change, the goal of the President's Initiative on Race is to strengthen our shared foundation as Americans so that we can live in an atmosphere of trust and mutual respect. All Americans have reason to invest in creating One America so that we, as a nation, can effectively move together to fulfill the promise of the American dream in the 21st century.

WHAT CAN YOU DO?

The success of this Initiative depends on the participation and commitment of all Americans. This effort needs individuals, communities, businesses, religious groups, youth organizations, schools, and government at all levels to become involved. There are constructive ways of breaking down racial barriers and stereotypes, and they can serve as important contributions to our becoming One America.

Your participation in your community will strengthen our country and bring us closer together. Please join us!

There are many ways you can help build One America.

YOU CAN:

- 1) Participate in a service project that includes people from another racial or ethnic background.
- 2) Get involved with a community organization in your city or state that is working to promote better race relations.
- 3) Initiate a constructive dialogue on race

within your workplace, school, neighborhood, or religious community.

- 4) Create a partnership between your faith community and a faith community of another racial or ethnic background.
- 5) Initiate a family activity which celebrates and teaches your family about another's cultural heritage, such as observing a holiday important to another culture (e.g, Cinco de Mayo), borrowing a book or magazine from your local library about a different racial or ethnic group, or checking your local newspaper for events or celebrations by other racial or ethnic groups that you can attend.
- 6) Share this brochure with ten people in your neighborhood to get them involved.

We hope you join us by taking action in your community, and we invite you to share your thoughts, experiences and comments with us.

Our address is:

President's Initiative on Race
ATTN: PIR1
New Executive Office Building
Washington, D.C. 20503

Or you may send an e-mail to:
OneAmerica@whitehouse.gov

Explore our new Website and learn more about the Initiative and upcoming events.
www.whitehouse.gov/Initiatives





ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

The New Executive Office Building

Washington, DC 20503

202/395-1010

December 5, 1997

Dear White House Staff:

As you know, the President is asking all Americans to join him in a national effort to address the issue of race and share their ideas about how we can build One America together. To accomplish this end, the President's Initiative on Race kicked off "One America: Conversations that Bring us Together." This project is very similar to the White House Women's Office "At the Table" effort. So far, 19 conversations have taken place around the country, four of which have been hosted by Cabinet Secretaries Riley, Pena and Slater and over 60 more are scheduled to take place by the end of the year.

I have enclosed a kit which explains how to hold a One America Conversation. The upcoming holiday season presents a great opportunity for you to host conversations as you travel back to your home towns.

Please take this kit back to your office, distribute it in your staff meetings, and encourage your staff to host One America Conversations. This is an important and unique way to reach many people on a personal basis and your involvement will contribute significantly to our success.

Thank you for your efforts in this important initiative.

Sincerely,

Judith A. Winston
Executive Director
President's Initiative on Race

ONE AMERICA: CONVERSATIONS THAT BRING US TOGETHER

The President's Initiative on Race

The Kit

Background on One America Conversations:

- What is *One America: Conversations that Bring Us Together*?
- How to Hold a One America Conversation in 10 steps
- How to Conduct a Constructive Dialogue
- Additional Resources to Carry Out Dialogues on Race

Before You Go:

- Sample Letter of Invitation
- Sample News Release
- "I'm Ready to Roll" Form (fax to 202-395-1020)
- Suggested Local Resources for Roundtables
- Tips on Getting Media Coverage for Your One America Conversation

While You Are There:

- Form: One America Conversations that Bring Us Together Sign-In Sheet for Participants (fax this form to 395-1020)
- Form: What I Want The President to Know (make extra copies before you go to pass out)
- Form: Promising Practices (optional, pass this out if you think participants may know of model programs or practices to suggest to the President's Initiative on Race)
- What You Can Do: Ideas for People Who Want to Get Involved (make extra copies before you go to pass out to participants)

When You Return:

- Form: The Report From My One America Conversation (fax to 202-395-1020)
- Sample Thank You Letter

Background Material on The President's Initiative on Race:

- About the Initiative: One Page Summary of the President's Initiative on Race
- Background on the President's Initiative on Race (longer summary)
- One America on the Move: Bi-weekly Update on Activities and Accomplishments of the Race Initiative
- The President's Vision: Quotes on Race Issues from the President's Speeches
- Americans Praise the President's Initiative on Race: Quotes from Americans about the Race Initiative
- News Clips on One America Conversations

WHAT IS *ONE AMERICA*: CONVERSATIONS THAT BRING US TOGETHER?

A NATIONWIDE OUTREACH EFFORT BY THE PRESIDENT'S INITIATIVE ON RACE

The President's Initiative on Race is a one year effort started by President Clinton to move the country closer to a stronger, more just, and unified America, one that offers opportunity and fairness for all Americans. As part of that effort, the President is eager for Americans to engage in conversations around the issue of race and to hear their thoughts on how to address this challenging issue. This project provides an opportunity to hear from small groups of Americans at informal roundtable sessions.

People across America are eager to share their concerns with the President and to know that he has heard their input. The One America Conversations project asks you to host small groups of citizens -- during your regular official travel or when you are home for the holidays or any time during the upcoming months -- and then to report back to us what Americans said. As a host to a roundtable discussion, you can play an important role in listening to citizens and carrying their voices back to the President. Your enthusiasm and your willingness to participate in a One America Conversation are a key to the success of this effort.

We'll make it easy for you. You do not need to be an expert on The President's Race Initiative. You merely need to be willing to spend some time listening to local citizens. We ask that you attempt to identify the local people that will participate in your One America Conversation and set the meeting up yourself. Participants could include family friends, business associates or college buddies. If you are going to an unfamiliar city and need help, we can assist by providing local contacts who can help set up a meeting for you. We'll provide all the materials you will need. This is not a political activity and may not be used as such; rather, it is part of the Administration's efforts to include citizens in government efforts and to share this input with the President.

When you return, we ask that you fill out a short report about your experience and submit it to the President's Initiative on Race. The reports will be compiled and summarized for monthly submission to the President.

HOW TO HOLD A ONE AMERICA CONVERSATION IN 10 STEPS

Your enthusiasm and your willingness to participate in One America Conversation are key to the success of this effort. When you are on official travel or home for the holidays, you have the perfect opportunity to hold a roundtable.

The 10 Steps:

1. The next time you travel, set aside an hour or two of your time to hold a One America Conversation.
2. Pick a location for the roundtable--your home, a friend's home or a public meeting place. You can opt to go formal and big outside your home or be a little more informal at your home with fewer participants. You decide what's easiest for you.
3. Identify approximately 5-20 people to participate in your roundtable (e.g. friends, family members, business associates, constituents, high school buddies, teachers at the local elementary school, etc.) If you are going to an unfamiliar city and need help identifying participants, call the President's Initiative on Race at (202)395-1010 for the names of local people who might help you. If you want to send an invitation to participants, there is a sample in your kit.
4. Read the background material in this kit, especially the document on *How to Conduct a Constructive Dialogue*. It will provide questions to get the conversation started and strategies for keeping the conversation flowing in a constructive way.
5. During the roundtable, begin the discussion by explaining the effort and that you will carry their message back to the President. You may also want to discuss what you do at your agency and how you became involved in this effort. Most importantly, listen! Let the participants know you are listening to them on behalf of the Administration and that their opinions are important to the President. Allow the participants to have a chance to voice their opinions, concerns and ideas and to ask questions.
6. If you are asked questions about topics you are not familiar with--don't panic. This isn't a pop quiz--just tell the participants you don't have all the answers but you will help them get the right answers later when you are back in Washington.
7. Ask all the participants to fill out a sign up sheet and copies of the "What I Want The President to Know" forms and collect them or have them send the form to you later.

8. After the meeting, you should tell The President's Initiative what you heard. Fill out a copy of "The Report from My One America Conversation" form and send it the President's Initiative on Race, New Executive Office Building, Washington, DC 20503, Phone: (202) 395-1010, Fax (202)395-1020.
9. The Media: If you want, you can contact the media in your area to cover your One America Conversation. Specifically, if you have smaller community newspapers or radio in the area, call them to come listen. A sample press release is included in your kits. Please talk to your agency press office to enlist their help and inform them of your roundtable event.
10. If you have any question or concerns, you should always feel free to call the President's Initiative on Race. We are here to help. We can provide some assistance with logistics. We can provide materials to give to participants on issues and the President's initiatives and accomplishments. We can help with media. Call us at: (202)395-1010.

Contacts at the President's Initiative on Race for *One America: Conversations that Bring Us Together* are:

Michele Cavataio, Coordinator (202)395-1013
Tamara Monosoff, Communications (202)395-1032
Jennifer Dolan, Deputy Coordinator (202)395-1066

HOW TO CONDUCT A CONSTRUCTIVE DIALOGUE

A Guide for One America Conversation Hosts

The President, the staff of the President's Initiative on Race, and everyone connected with the initiative very much appreciate your willingness to devote an hour or two of your time to help the President and learn more about the nation's concerns regarding race relations. This guide is intended to help you ensure that you and the participants in your One America Conversation have a discussion that is stimulating, enjoyable, and productive. Thank you again for your participation.

The following set of guidelines was borrowed heavily from ideas publicly distributed by the Study Circles Resource Center and the National Conference; both of these are institutions that have long histories of successfully promoting dialogue about racial issues. While many of these suggestions would be good ideas for facilitating discussion about any topic, they are particularly important for having productive discussions about racial issues.

Before the Roundtable Starts

- ▶ In order to create a friendly and relaxed atmosphere, attempt to welcome everyone when they arrive.
- ▶ Invite the early arriving people to read through the packet of materials. You might guide their attention particularly to the description of the Race Initiative and the "What I Want the President to Know" form, because these forms will be relevant later.
- ▶ If at all possible, arrange the chairs in the room in a circle so that each person can have eye contact with whomever is speaking.

Assess Your Group

Before you begin the discussion, do a quick mental survey of the group and remember the following helpful hints.

Size

If the group has less than about 15 members, people may be more revealing of experiences, thoughts, or feelings than they would in a larger group. When people reveal their deeply held experiences, it is important to both honor those experiences and ensure that one anecdote does not completely define issues for the group.

If the group has more than about 15 members, there will be a tremendous range of experiences to draw on. It is important to gently encourage the contribution of shy members, without pressuring anyone to participate.

Press

If the press attends your session, the publicity about the discussion may help a large number of people recognize the benefits of addressing issues about race relations. However, remember that group members may be somewhat shy about expressing their true thoughts and feelings if they do not have assurance that they will not be quoted by the press. If you are going to have press, ensure that the reporter will commit to not quoting people by name and you may want to ask them to assess the impact their own presence may have on the dialogue.

Key Points for Hosts

Your primary goal is to listen to the participants' concerns about race relations and obtain their input on how to build a more unified America. Remember, your role is about listening to people's concerns about race and sharing the President's vision on One America. Here are some specific suggestions about handling the discussion:

- ▶ Don't talk after each comment or answer every question; allow participants to respond directly to each other. The most effective discussion leaders often say little, but are constantly thinking about how to move the group toward its goals:
- ▶ Don't be afraid of silence. It will sometimes take a moment of reflection before someone formulates a thoughtful comment.
- ▶ Don't let anyone dominate; try to involve everyone.
- ▶ Insure that each comment made to the group is acknowledged in some way, even if non-verbally.
- ▶ When wrestling with when to intervene, err on the side of non-intervention. Don't allow the group to make you the "answer person."
- ▶ Help participants to identify "common ground," but don't try to force consensus.
- ▶ Thank everyone for their contributions.

Handling Conflict

The discussion questions have been designed to help the participants have a conversation that is honest and productive. When talking about race issues, conflict sometimes emerges, and it is important to handle it in a way that respects the fact that people have very different thoughts and feelings. If disagreement emerges that makes you feel uncomfortable, you might:

- ▶ Refocus the conversation back to the group's goal of telling you what they want the President to know. You might say, "I appreciate your different view points. What would you like me to share with the President when I get back to Washington?"
- ▶ If there is still uncomfortable conflict, remind the group that it is okay to disagree, and move forward.
- ▶ Remind participants of the ground rules. (See below for suggested ground rules.)
- ▶ One way to handle disagreements is to ask the group to think about the advantages and

disadvantages of different ways of looking at an issue or solving a problem.

- ▶ Another productive strategy for handling disagreements is to ask participants to think about the concerns and values that underlie their beliefs.

The Actual Discussion: Step by Step

1. *Introduction*

- ▶ Welcome the participants again, and on behalf of the President, thank them for participating.
- ▶ Briefly review a few key points about the Initiative and remind them that the main purpose of the discussion session is to hear from them about what the President and individuals could do to improve race relations in America.

2. *Establish Ground Rules to Begin the Discussion*

Tell the participants that conversations about race are best had when some important ground rules are established. (These ground rules are particularly important when people don't know each other well and/or are from different racial groups.) As a beginning, you could offer these:

- ▶ All group members are encouraged to express and reflect on their honest opinions; all views should be respected.
- ▶ Though disagreement and conflict about ideas can be useful, disagreements should not be personalized.
- ▶ If someone says something that offends another member of the group (even if inadvertently) people should feel free to explain how the comment affected them.
- ▶ It is important to hear from everyone. People who tend to speak a lot in groups should make special efforts to allow others the opportunity to speak.

Ask the group if anyone has a problem with any of these rules. If not, ask the group if they want to offer any ground rules that are not covered by these. If people have some additional suggestions, see if the group has any problems with them, then write them down.

3. *Questions and Discussion*

Below are questions to guide the discussion. If you choose, you can read the sequence of the questions to the group at the beginning. Remind them that the goals of the Race Initiative is to improve race relations and build a more unified America. In any case, tell the group that its collective task is to get through all questions, and fill out the "What I Want the President to Know" form. You may want to have the group set a goal ending time.

As you see, the first question is designed to set the tone for the rest of the discussion. If the group is less than 15 people, you may want to go around the room with the question, offering everyone the chance to respond, but allowing people to pass if they want.

A. Think of a time within the last year that you had a substantive interaction with a person of

another race that made you feel positively about race relations. If you can think of an experience, what were the things that made this experience possible? If you have not had such an experience in the past year, what are the things that make these experiences rare?

- Does anybody have any observations about our answers to the first question and what they tell us about race relations in our community?

B. What are some things that the President, the Initiative or you could do to help race relations in this community?

- Are there some activities already happening in this community that promote positive race relations?
- If you chose to, what is one thing that you could do, either individually or with others, to lessen racial divisions?

4. *After the discussion*

Five minutes before the goal ending time (and hopefully having answered all of the questions,) ask the participants to take five more minutes to fill out the "What I Want the President to Know" form, which will be in their packet of materials. Tell them that you will be filing a brief report summarizing the discussion. If there is no time, you may want to have those who are interested mail the forms to you.

ADDITIONAL RESOURCES FOR CARRYING OUT DIALOGUES ON RACE

In communities across America, there are many programs and organizations working to encourage dialogue on race issues. The following are just a few examples of these types of programs.

The Center for Living Democracy

The Center publishes information that provides practical lessons and success stories that help lead to cross-cultural collaboration in solving community problems. It also promotes citizen engagement in democratic problem solving in every arena of public life.

**The Center for Living Democracy
289 Fox Farm Road
Brattleboro, VT 05301
802-254-1234
www.livingdemocracy.org
email: jhutson@americannews.com**

The Study Circles Resource Center

Study Circles carries out its mission of helping communities by involving small groups of citizens in highly participatory discussions and problem solving on public issues, such as race, crime and education.

**The Study Circles Resource Center
P.O. Box 203
PomFret, CT 06528
860-928-3713
email: scrc@neca.com**

The Teaching Tolerance Project

The project offers free, high-quality educational material to help teachers promote interracial and intercultural harmony in the classroom and beyond.

**The Teaching Tolerance Project
400 Washington Avenue
Montgomery, AL 36104
334-264-3121
www.splcenter.org**

The National Conference

The National Conference, formerly the National Conference of Christians and Jews, fights bias, bigotry and racism in America through a variety of programs and workshops. It promotes understanding and respect among all races, religions and cultures through advocacy, conflict resolution and education.

The National Conference**71 Fifth Avenue****New York, NY 10003****212-206-0006****[hyyp://members.aol.com/natlconf](http://members.aol.com/natlconf)****A WORLD OF DIFFERENCE Institute**

The Institute coordinates diversity education programs for schools, universities, corporations, community organizations and law enforcement agencies in an effort to combat prejudice, promote democratic ideals and strengthen pluralism.

A WORLD OF DIFFERENCE Institute**823 United Nations Plaza****New York, NY 10003****212-206-0006****www.adl.org****Facing History and Ourselves**

A non-profit foundation devoted to helping middle and high school students by teaching about the dangers of indifference and the values of civility. The foundation provides teachers with developmental opportunities in the form of workshops, institutes and seminars, helping students confront the complexities of history in ways that promote critical and creative thinking.

Facing History and Ourselves National Office**16 Hurd Road****Brookline, MA 02146****617-232-1595****www.facing.org**

Inclusion of a program or activity does not constitute an endorsement of the program or organization.

SAMPLE LETTER OF INVITATION

Date

Dear: _____

The President's Initiative on Race invites you to participate in a new initiative called One America: Conversations that Bring Us Together -- a roundtable discussion with other citizens from your community to hear about issues of importance to you. President Clinton and Vice President Gore are keenly aware of the importance of your ideas.

The roundtable will be held:

Date:

Time:

Location:

Address:

One America Conversations are part of the President's Initiative on Race, a one year effort started by President Clinton to address race relations in America. As part of that effort, the President is eager for Americans to engage in conversations about race and to hear their thoughts about how to address this challenging issue. While the discussion will be informal, you may want to prepare for this meeting by beginning to think about the impact that race issues have had on you or your community and what information you would like to share with the President to make this initiative successful.

I hope you might join us for this discussion. Please feel free to contact me at (your phone number) with any questions. I look forward to seeing you.

Sincerely,

Your Name

Your Title

For Immediate Release
November 24, 1997

Contact: Claire Gonzales
David Chai
(202) 395-1010
(or name of agency press
contact)

WHITE HOUSE TO SPONSOR CONVERSATION ON RACE IN (insert city)

(City Name) -- The President's Initiative on Race will sponsor a small-group discussion in (city name) (today/tomorrow/date) to engage local residents on the subject of race and to solicit their thoughts and ideas for addressing the issue. (Name and title) will host the informal gathering, which is part of a series of discussions underway around the country.

Called "One America: Conversations that Bring Us Together," these discussions are being hosted by Cabinet Secretaries, members of the President's Advisory Board to the Race Initiative, senior White House staff and other Administration officials. Approximately 40 such conversations will take place over the Thanksgiving holiday and in the week immediately following. The conversations will continue through the duration of the Initiative.

Participants in the meetings can include family, friends, work associates, or students. Hosts are asked to listen to the citizens at the meetings and carry their views back to the President. This information, which will be compiled and submitted to the President monthly, will inform the President's report to the American people that will be issued at the conclusion of the year-long Initiative.

The One America Conversation being held here is part of a national effort to move the country closer to a stronger, more just and more unified America that offers opportunity and fairness for all citizens. The President has asked every American to join him in addressing the challenge of how to live and work more productively as One America in the 21st century. The President's town hall meeting with the American people on race will take place on December 3, in Akron, OH.

[Those scheduled to host conversations over the next couple of weeks include: Energy Secretary Federico Pena, Transportation Secretary Rodney Slater and Attorney General Janet Reno; Advisory Board members Suzan Johnson Cook, Angela Oh and William Winter; and Maria Echaveste, assistant to the President for Public Liaison; Thurgood Marshall Jr., assistant to the President for Cabinet Affairs; Doris Matsui, deputy assistant to the President for Public Liaison; Minyon Moore, deputy assistant to the President for Political Affairs; Judy Winston, executive director of the President's Initiative on Race; and Janet Yellen, chair of the Council of Economic Advisors.]

The President's Initiative on Race is a year-long effort to create a stronger, more just, and more united American community. For additional information, write the President's Initiative on Race at: New Executive Office Building, 725 17th Street, NW, Washington, D.C. 20503 or visit the One America web site: www.whitehouse.gov/Initiatives/OneAmerica.

I'M READY TO ROLL FORM

When you have set up your One America Conversation, please fax this form to:

President's Initiative on Race

Fax (202)395-1020

Your Name

Agency

Telephone

Date of Roundtable

Location of Event

Address

City, State

Number and Type of Invitees

(e.g. friends, community leaders, etc.)

Has Press Been Contacted?

If yes, who?

SUGGESTED LOCAL RESOURCES TO ASSIST WITH SETTING UP YOUR ONE AMERICA CONVERSATION

- Your neighbors and family friends (e.g., your mother's bridge club).
- Your high school and college acquaintances.
- Local chapters of cultural and civic organizations, such as:
Other local organizations: Parent-Teacher Association, Chamber of Commerce, Jay Cees, Urban League, Southern Christian Leadership Conference, state or local bar associations, medical societies, NAACP, Anti-Defamation League, labor unions, groups of educators, schools, etc.
- Churches or synagogues and religious organizations.
- Neighborhood groups and associations.
- Mayor and/or Governor's Office.
- Elected officials and appointed officials.
- Newspapers or press.
- Colleges/Universities in your area or your alma mater: contact the Dean's office, the student government association or other college organizations.

Please also tell us of any local leaders you know whom we can ask to serve as contacts for helping set up roundtables.

TIPS ON GETTING MEDIA COVERAGE FOR ONE AMERICA: CONVERSATIONS THAT BRING US TOGETHER

If you have not worked closely with the media before, please contact your agency's press office to determine whether it makes sense to try to get press for this event.

Strategies for Pitching Your Roundtable

- **Prepare a News Release:** Prepare a news release announcing your One America Conversation to fax to all local media: television, radio, newspapers, specialty and trade press. See the **sample news release in your kit**. You may also want to send them the one page document, *About the Initiative*, for background. Whenever calling the media to come cover your roundtable, have a news release ready to fax to them. They will always want to see the information on paper. In addition to what the sample news release suggests that you include, add the names of the participants if you have them. If not--just tell the editor or reporter the time, date and place.
- **Photos:** If you are not comfortable having the One America Conversation covered by a reporter, try placing just a photo. Call a weekly newspaper to come take a photograph or maybe take your own photograph of the participants at the table and submit it later to a local newspaper.
- **Local Angle:** Emphasize the local angle while giving the national angle, too. To convince a reporter to cover the One America Conversation, explain that **local members of the community are participating in a national initiative**.
- **Emphasize that this is a White House Initiative:** Always emphasize that a report will be sent from your One America Conversation to the White House and that monthly reports are being compiled and sent to the President and other policy-makers throughout the White House.
- **We're Here to Help:** If you have questions you can't answer about the One America: Conversations that Bring Us Together initiative, call Michele Cavataio or Tamara Monosoff in the Race Initiative Office at 202-395-1010 or have the reporter call directly.

Who to Call for Press

- **Local and Special-Interest Papers:** Always reach out to the local weekly newspapers and the specialty press (i.e., a Women's magazine, African-American newspaper, community paper) as well as the trade press. If you have business people at your table, call the local business publication. **Think inclusive and not**

exclusive when contacting the media.

Media Suggestions

- **Columnists:** Consider calling a columnist at the local newspaper. They are always looking for column ideas and this will give them an opportunity to come hear the concerns of the local people in their community.
- **Suburban Editions:** Most large metropolitan newspapers have suburban editions. If you are holding a One America Conversation in a suburban area, see if the larger newspaper in the area has a suburban bureau there. Call the main number of the newspaper and ask for the bureau number. Then call the reporters in that bureau and ask them to cover your roundtable.
- **Talk Radio:** Contact a local talk radio show host, especially if there is a talk show host who covers race relations in the area. See if you can get an interview before or after the roundtable. **Remember interviews are not pop quizzes.** You don't have to know all the answers. Simply answer the questions you know and say you will get back to them with the answers you don't know.
- **Specific Topics:** If your One America Conversation is on a specific topic, find out the reporters in your area who usually cover that topic and target them.
- **TV:** If you want television coverage, contact the local television stations by calling and asking for the assignment editor. Tell the editor that the White House is holding a roundtable with local citizens to discuss their concerns. Tell them who will be there and give them a little background on the One America: Conversations that Bring Us Together initiative.

**PLEASE ALWAYS FAX OR MAIL ANY NEWS CLIPS
FROM YOUR ROUNDTABLE TO:
THE PRESIDENT'S INITIATIVE ON RACE
New Executive Office Building, Suite 3236
Washington, DC 20503
fax: 202-395-1020**

ONE AMERICA: CONVERSATIONS THAT BRING US TOGETHER

SIGN-IN SHEET

Please return this sheet with your other materials following your roundtable to
the President's Initiative on Race at fax: 202-395-1020

Host: _____
Location of One America Conversation: _____
Date of One America Conversation : _____

Participants at the One America Conversation

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Sign-In Sheet, continued

Host: _____

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

Name:
Address:
Phone:
Fax:
E-Mail:

(Continue on another page if necessary.)

WHAT I WANT THE PRESIDENT TO KNOW

(Please return to the host of One America: Conversations that Bring Us Together)

Dear President Clinton:

1. _____

2. _____

3. _____

(use back if necessary)

NAME: _____

ADDRESS: _____

PHONE: _____

FAX: _____

E-MAIL: _____

Location of One America Conversation: _____

Date of One America Conversation: _____

Host of One America Conversation: _____



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

Identifying Promising Practices

At the September 30, 1997, meeting of the Advisory Board to the President's Initiative on Race, President Clinton requested that the Board share some of the Promising Practices currently taking place around the country that encourage racial inclusion and integration, reduce racial disparities, or promote racial reconciliation. The President, through his Initiative on Race, wants to identify and share with people across the country successful local efforts in all sectors of America -- education, business, government, criminal justice, religious institutions, and non-profit organizations -- with the hope that other communities will be able to adapt the programs and replicate the successes.

Accordingly, the President's Initiative on Race invites you to submit examples of Promising Practices that advance the President's vision of One America in the 21st century -- a stronger, more just and more united American community, offering opportunity and fairness for all Americans.

The President's success in sharing these programs is dependent on having people like you, who represent various groups and have contacts in one or more sectors, identify the successful programs in your community. To help identify successful Promising Practices, please fill out the enclosed "Promising Practices: Program Identification Sheet" and mail or fax the information to:

The President's Initiative on Race
Attention: Outreach & Program Development
The New Executive Office Building
Washington, DC 20503
Fax #: (202) 395-1006.

Or, you can e-mail a submission by contacting the President's Initiative on Race on the Internet's Worldwide Web at the following address: www.whitehouse.gov/Initiative.

If you have any questions about the program identification sheet, please contact the Outreach and Program Development group directly at (202) 395-1039. Thank you for your assistance.

Sincerely,

Michael Wenger, Deputy Director
Outreach & Program Development

Lin Liu, Deputy Director
Policy Planning & Research

PROMISING PRACTICES
Program Identification Sheet

Project/Effort Name: _____
Sponsoring Organization: _____
Contact Name: _____
Address: _____
Phone #: _____ **Fax #:** _____
E-Mail: _____

Project operates in which sector (check all that apply):

☐ business	☐ non-profit
☐ government	☐ religious
☐ criminal justice	☐ education
☐ media	☐ individuals/families
☐ other (please list) _____	

Participants (check all that apply):

☐ American Indian or Alaska Native
☐ Asian
☐ Black or African American
☐ Hispanic or Latino
☐ Native Hawaiian or Other Pacific Islander
☐ White

Participants' age ranges (check all that apply):

☐ 0 - 13	☐ 41 - 55
☐ 13 - 25	☐ 56 +
☐ 26 - 40	

Primary project activity (check all that apply):

☐ Dialogue -- forums designed for the exchange of ideas, feelings, and perspectives about race and related issues to improve race relations among different groups.
☐ Action -- activities that directly reduce existing disparities between racial groups.
☐ Education -- delivery of historical and/or current facts regarding race and related issues.
☐ Other (please describe): _____

Paperwork Reduction Act Notice. Under the Paperwork Reduction Act, a person is not required to respond to a collection of information unless it displays a currently valid OMB control number.

Purpose:

1. Why was this program begun? Describe how the program was initiated.

2. What was the program or activity designed to accomplish?

Activities:

3. Project activities are intended to affect (check all that apply):
 - ☐ individual attitudes/behavior
 - ☐ workplace/organization internal environment
 - ☐ organization or workplace practices
 - ☐ policy of government agency or office (please specify): _____
 - ☐ other (please specify): _____

4. Please describe the activities in which participants engage. Please describe what participants learn and/or do as part of the program.

Impact:

5. What people and/or institutions benefit from the program most directly? (e.g., program participants, employees, or general community)

6. Who indirectly benefits from the program?

Project Lessons:

7. What are the most important elements of this program that you feel another community or organization should have before trying to adapt this program to their community?
8. Please describe lessons you have learned through this project that might be valuable to other communities engaged in similar efforts. What worked best? What would you do differently? What were your most valuable resources? What were your biggest challenges and how did you overcome them?
9. Please tell us anything else that we should know about the program.

Please Return the information sheet and other relevant materials (e.g., press articles) by
mail: The President's Initiative on Race, Attention: Outreach & Program
Development, The New Executive Office Building, Washington, DC 20503
fax: (202)395-1006
e-mail: contact the President's Initiative on Race at its Internet
Worldwide Web address: www.whitehouse.gov/Initiatives/OneAmerica

Thank You.

WHAT YOU CAN DO: IDEAS FOR PEOPLE WHO WANT TO GET INVOLVED

(Pass this out to participants in One America Conversations)

Here are some simple first steps that you can take to get involved:

- ◆ Initiate a dialogue within your workplace, school, neighborhood, or religious community.
- ◆ Reach out to someone of a different race and see how you can learn from them and find your commonalities. You will be surprised with what you find!
- ◆ Contact local organizations and participate in a service project that includes people from another racial or ethnic background.
- ◆ Get involved with a community organization in your city or state that is working to promote better race relations.
- ◆ Create a partnership between your faith community and a faith community of another racial or ethnic background.
- ◆ Initiate a family activity which celebrates and teaches your family about another's cultural heritage, such as observing a holiday important to another culture (e.g. Cinco de Mayo), borrowing a book or magazine from your local library about a different racial or ethnic group or checking your local newspaper for events or celebrations by other racial or ethnic groups that you can attend.
- ◆ Share information with a leader in your community.
- ◆ Send the President's Initiative on Race information about successful efforts to improve race relations and help build One America.
- ◆ Share your thoughts and ideas concerning the Initiative by sending us an email to OneAmerica@whitehouse.gov

Explore our new website and learn more about the Initiative and upcoming events at www.whitehouse.gov/Initiatives or write us at:

The President's Initiative on Race
New Executive Office Building
Washington, DC 20503

THE REPORT FROM MY ONE AMERICA CONVERSATION

Please return to the President's Initiative on Race asap following roundtable

Fax: 202-395-1020.

Your Name: _____

Department/Agency: _____

Address: _____

Phone: _____

Fax: _____

E-Mail: _____

Location of One America Conversation: _____

Date of One America Conversation: _____

Local Contact: _____

Telephone of Local Contact: _____

Number of Participants at One America Conversation: _____

(See attached Roundtable Sign-In Sheet. Please send back along with this form.)

Please list the approximate portion of each racial group who attended the session (feel free to use percentages (e.g. 30%) or fractions (e.g. 3/10))

American Indian/Native American _____

Asian/Pacific Islander _____

Black/African American _____

Latino/Hispanic _____

White/Caucasian _____

What else should we know about the participants? (e.g. age, urban/suburban/rural, etc.)

Main Topics Discussed

-One America Conversation Report Continued-

Host: _____

The intention for these discussions is to foster the examination of participants perspectives about race in a way that is both honest and productive. Please briefly discuss how well the discussion met these goals, and what might have been done to meet them more successfully.

Other Thoughts

(Please attach newspaper clips)

SAMPLE THANK YOU LETTER

Date

Dear _____:

I want to thank you for participating in the initiative, One America: Conversations that Bring Us Together, in your community. This was just one of many such meetings being held by the White House across the nation to seek input from citizens on race issues and to hear what's on their minds.

The discussion was very engaging and will help President Clinton and others in his Administration understand the issues and concerns of Americans regarding race. A report from the roundtable discussion has been sent to the White House along with the comments from the participants about what they most want the President to know.

Please feel free to contact me or The President's Initiative on Race about any further concerns or suggestions. My phone number is: (your number and your fax.) The phone number for the President's Initiative on Race is: 202-395-1010 and the fax is 202-395-1020.

Thank you again for joining us.

Sincerely,

Your Name

Your Title

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

ABOUT THE INITIATIVE

On June 14, 1997, President Clinton announced *One America in the 21st Century: The President's Initiative on Race*. This Initiative is a critical element in the President's effort to prepare our country to live as one America in the 21st century. He envisions an America based on opportunity for all, responsibility from all, and one community of all Americans. The President recognizes that, even as America rapidly becomes the world's first truly multi-racial democracy, race relations remain an issue that too often divides our nations and keeps the American dream from being real for everyone who works for it.

President Clinton's vision of One America in the 21st Century is to have a diverse, democratic community in which we respect, even celebrate our differences, while embracing the shared values that unite us. To reach that goal, the President has asked all Americans to join him in a national effort to deal openly and honestly with our racial differences. The year-long effort combines thoughtful study, constructive dialogue, and positive action to address the continuing challenge of how to live and work more productively as One America in the 21st century.

The President has convened an Advisory Board of seven distinguished Americans to assist him with the Initiative. The Advisory Board will work with the President to engage the many diverse groups, communities, regions, and industries in this country. The President has asked the Advisory Board to join him in reaching out to local communities and listening to Americans from all different races and backgrounds, so that we can better understand the causes of racial tension. The Advisory Board will help foster and will participate in constructive dialogues on race that the President has called for in this Initiative. President Clinton has asked the Board to recommend creative ways to resolve these problems with the help and input of the community leaders who are committed to tackling these difficult issues.

In addition, President Clinton believes that while thoughtful dialogue will be an enormous benefit, no real progress can be made without specific actions aimed at breaking down the walls that surround the issue of race relations. The Advisory Board will study critical substantive areas in which racial disparities are significant, including education, economic opportunity, housing, health care and the administration of justice. At the President's direction, all Cabinet agencies will join in this effort -- in coordination with and building on the work of the Advisory Board -- to identify concrete policies to address critical race-based problems.

Based on the findings from the dialogue, study, and action of the Initiative, the President will present his Report to the American People. This will be his blueprint for improving race relations in the 21st century.

The goal of the President's Initiative on Race is to strengthen our shared foundation as Americans so that we can live in an atmosphere of trust and mutual respect. All Americans have reason to invest in creating One America so that we, as a nation, can effectively move forward together to fulfill the promise of the American dream in the 21st century.



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

PRESIDENT'S INITIATIVE ON RACE BACKGROUND AND POINTS OF PROGRESS

WHAT IS THE PRESIDENT'S RACE INITIATIVE?

This Initiative is a year-long effort, led by the President, to engage the nation in moving toward a stronger, more just, and more united American community, offering opportunity and fairness for all Americans. The President's Initiative is combining constructive dialogue, study, and action. It is examining the current state of race relations and our common future, looking at existing laws and policies and recommending new ones that can help to ensure that we remain One America, and enlisting individuals, communities, businesses, and government at all levels in an effort to understand our differences as we appreciate the values that unite us.

WHY A MAJOR INITIATIVE ON RACE?

Growing up in the South, the President saw for himself the great harm caused by racial discrimination and the difference that can be achieved by changing attitudes. That longstanding, deeply personal commitment has led him to make this Initiative one of his major second-term priorities. He knows that America can reach its full potential only by enlisting the full energies of all our people, and by giving all our citizens, of every background, the chance to make the most of their own God-given talents.

NOT A CRISIS, BUT AN OPPORTUNITY

This effort builds on the President's record throughout his first term (defending affirmative action, delivering major speeches on race and reconciliation, etc.). But unlike previous Presidential efforts in this area, President Clinton's initiative is the result not of a crisis, but of a unique opportunity:

- ▶ America is strong enough to look to the future. Having moved aggressively in the first term to get the country back on the right track -- reversing the rising tide of crime, welfare, budget deficits, unemployment, and income inequality -- the President believes that it is time for America to address the issue of race relations as we prepare for the 21st Century.

- ▶ Many “wedge” issues have been defused. On many of the issues that had been used to divide the country -- such as crime and welfare -- the President has begun to change the terms of the debate, pointing to solutions instead of pointing fingers and defusing tensions so that an honest dialogue about race can begin.
- ▶ Responsibility, community, and citizenship. This initiative will encourage Americans to take responsibility -- for ourselves, for our families, and for our community. It is a call to citizenship, because the President believes that being a good citizen includes recognizing the promise of America -- an America free of destructive bigotry, a nation that welcomes those who play by the rules, and a country of people that value and serve their communities.

OFFICIAL ANNOUNCEMENT

On June 14, 1997 during a commencement address at the University of California in San Diego, President Clinton announced the creation of a one-year initiative to examine the current state of race relations in America.

The President announced 5 goals for the Initiative on Race:

- 1) to articulate the President’s vision of a just, unified America
- 2) to educate the nation about the facts of race in this country
- 3) to promote constructive dialogue to work through the issues of race
- 4) to encourage leadership at the federal, state, local, community and individual levels to bridge racial divides and
- 5) to identify and develop solutions in critical areas such as education, economic opportunity, housing, crime and health care

Three strategies will be used to achieve these goals:

- 1) constructive dialogue
- 2) study
- 3) action

Through dialogue, study, and action, we will increase our understanding of race, and propose and promote policies and solutions that can make a difference.

CONSTRUCTIVE DIALOGUE

Constructive dialogue can help to inform and to build support for constructive solutions to the issues of race. For an entire generation growing up after the civil rights movement, there has been little or no public attention of the values and ideals of racial reconciliation. (Unfortunately,

the little rhetoric present in public discourse has too often been negative, helping to perpetuate derogatory stereotypes.) This initiative will employ the power of the Presidency to encourage open, candid debate about difficult issues and to highlight actions by individuals, communities, businesses and government that are working in this area now.

STUDY

The issues to be addressed include: exploring different perceptions and experiences of Americans of different races, confronting harmful stereotypes, and examining serious problems that stand in the way of racial reconciliation. While the initiative will be largely forward-looking, it is also important to help educate Americans about the past so that the nation has a clear understanding of what has come before.

ACTION

Throughout this effort, attention will go to policies that can make a difference and solutions that can be implemented by individuals, community groups, businesses, state and local governments, and the federal government. This nation has made real progress, but we know that there is more that must be done.

THE PRESIDENT'S ADVISORY BOARD

The seven-member Advisory Board is providing advice and counsel to the President to improve the quality of race relations. The Advisory Board is advising the President on the means to promote a national dialogue on race issues; to increase our understanding of the history and future of race relations; to identify and create plans to promote increased opportunity in education, housing and health care; and to address crime and the administration of justice. President Clinton is determined "to improve the ability of all Americans to realize their full potential so we can, as one country equal and indivisible, move forward into the 21st Century." Advisory Board members are reaching out as surrogates for the President to meet with people working in the field of race relations and with the press and public to extend the dialogue.

ADVISORY BOARD MEMBERS:

JOHN HOPE FRANKLIN, of Durham, North Carolina, Chair of the Advisory Board, is a retired historian and educator, who most recently served as Professor of Legal History at Duke University Law School from 1982 to 1992. President Clinton awarded Dr. Franklin the Presidential Medal of Freedom in 1995. Dr. Franklin's scholarly work has focused on the Civil War and Reconstruction era, and includes the 1946 landmark study *From Slavery to Freedom*. Dr. Franklin received his A.B. degree from Fisk University in 1935, an M.A. from Harvard University in 1936 and a Ph.D. from Harvard University in 1941.

LINDA CHAVEZ-THOMPSON, of Washington, D.C., is Executive Vice President with the AFL-CIO. Ms. Chavez-Thompson has 29 years experience in the labor movement. She joined the American Federation of State, County and Municipal Employees in 1971 and became the first person of color to be elected to one of the top officer positions at the AFL-CIO.

SUZAN D. JOHNSON COOK, of Bronx, New York, is Senior Pastor of the Bronx Christian Fellowship. She is also the first female chaplain of the New York City Police Department. In 1983, the Reverend Dr. Cook became the first African-American woman to serve as Senior Pastor at Mariners' Temple Baptist Church, the oldest American Baptist Church in New York City. From 1993 to 1994, Dr. Cook was a White House Fellow, working for the White House Domestic Policy Council. Dr. Cook received a B.S. from Emerson College in 1976, an M.A. from Columbia University Teachers College in 1978, an M.Div. from Union Theological Seminary in 1983 and a D.Min. from United Theological Seminary in 1990.

THOMAS H. KEAN, of Madison, New Jersey, is the former Republican Governor of New Jersey. Governor Kean currently serves as President of Drew University in Madison, New Jersey. He is chairman of President Clinton's campaign to Reduce Teenage Pregnancy. He also served on the United States Delegation to the Women's Rights Conference in Beijing in 1995. Governor Kean holds numerous awards from environmental and educational organizations, including more than 25 honorary degrees. Governor Kean received a B.A. from Princeton University and an M.A. from Columbia University Teachers College.

ANGELA E. OH, of Los Angeles, California, is an attorney with the Los Angeles law firm of Beck, De Corso, Daly, Barrera & Oh, specializing in state and federal criminal defense. Following the riots in Los Angeles, she served as Special Counsel to the Assembly Special Committee on the Los Angeles Crisis. Ms. Oh received a B.A. and an M.P.H. in 1981 from the University of California and a J.D. in 1986 from the University of California.

ROBERT THOMAS, of Fort Lauderdale, Florida, is the former President and CEO of Nissan Motor Corporation, U.S.A. Mr. Thomas recently created a partnership with the Los Angeles Urban League to increase opportunities for women and minorities in automobile manufacturing. Mr. Thomas is also a director of Nissan Foundation, which issues grants to support community agencies in South Central, Los Angeles. Mr. Thomas holds a B.S. in Engineering from the U.S. Air Force Academy in 1967.

WILLIAM F. WINTER, of Jackson, Mississippi, is the former Democratic Governor of Mississippi and is currently in private law practice with the law firm of Watkins, Ludlam & Stennis. Governor Winter serves as Chair of the National Commission on State and Local Public Service and the National Issue Forum Institute. While Governor, he fought for education reform, equal opportunity for all citizens, and better relations between the races. He received a B.A. in 1943 and an LL.B. in 1949 from the University of Mississippi.

ALSO, CONSULTANT TO THE PRESIDENT AND ADVISORY BOARD

CHRISTOPHER EDLEY, of Cambridge, Massachusetts, will serve as a consultant to the Advisory Board and the President. Mr. Edley has been a Professor at Harvard Law School since 1981 and is co-director of The Civil Rights Project, a recently launched think tank based at Harvard University. Mr. Edley served as Special Counsel to President Clinton, where he directed a review of affirmative action. Mr. Edley received a B.A. from Swarthmore College in 1973 and an M.P.P. from the Kennedy School of Government and a J.D. from Harvard Law School in 1978.

LAURA HARRIS is a senior consultant to the Advisory Board. She is a member of the Comanche Nation. She has spent the past five years with Americans for Indian Opportunity, a New Mexico-based organization devoted to tribal leadership and governance issues. Ms. Harris managed a national leadership program for Native Americans. She was an aide to Senator Jeff Bingaman (D-NM) for six years where she was a legislative correspondent responsible for constituent relations. Ms. Harris received a B.A., in Political Science with an emphasis in Native American Studies from the University of New Mexico in 1984.

IN THE BRIEF THREE MONTHS SINCE THE ANNOUNCEMENT OF THE PRESIDENT'S INITIATIVE ON RACE, MUCH HAS BEEN ACCOMPLISHED:

- ▶ All of the **Initiative's core staff are in place.** The organizational structure and areas of responsibility have been delineated into three areas: Outreach, Policy Planning and Research, and Communication.

RECENT POLICY ANNOUNCEMENTS RELATED TO THE RACE INITIATIVE

EDUCATION:

(Drawn from remarks by the President to the NAACP National Convention, July 17, 1997)

- President Clinton has proposed a bold initiative to recruit and prepare teachers to serve in urban and rural communities. As part of the reauthorization of the Higher Education Act, the President forwarded to Congress a proposal for a new national effort to attract quality teachers to high-poverty communities by offering scholarships for those who will commit to teach in those communities for at least three years.
- There is a special emphasis on recruiting minorities into teaching because while a third of our students are minority, only 13 percent of their teachers are. This proposal responds to the nation's need for a diverse and excellent teaching force. It also includes funds to strengthen teacher preparation programs so that those who go into teaching are better prepared to teach their students.

FAIR HOUSING ENFORCEMENT:

At the President's direction, Housing Secretary Andrew Cuomo announced on September 30, 1997 that the Department of Housing and Urban Development will double its efforts to fight against housing discrimination.

- **Doubling the Number of Enforcement Actions Taken Against Housing Discrimination** —Since the President took office, the Administration has investigated 16,325 housing complaints, taken enforcement actions on 1,085 cases, reached out of court settlements on 6,517 cases, and collected \$17.8 million in compensation for victims of housing discrimination. In the next four years, HUD will double the number of housing discrimination enforcement actions.
- **Reaching out to States and Local Organization to Step up Efforts to Promote Fair Housing** -- HUD will issue \$15 million in grants to help 67 private, non-profit housing groups reduce housing discrimination. These grants will be used to investigate allegations of discrimination, provide housing counseling and education, and promote fair housing.
- **HUD Will File Civil Charges of Housing Discrimination in Four Separate Cases** --These cases show that housing discrimination is not a thing of our past, but an outrage that still exists today. Action by HUD on these cases illustrates three principles: people who break the law must be held accountable; sends a clear message that these kinds of actions will not be tolerated any time, anywhere; and puts a human face on discrimination.

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

One America on the Move

November 25, 1997

The President's Initiative on Race is an effort to move the country closer to a stronger, more just, and unified America, one that offers opportunity and fairness for all Americans. It is a chance for every citizen in our country to be a part of a great national conversation about America's racial diversity and about the strength it brings our nation. One America on the Move is one of the ways in which we will inform the American public about the Initiative's progress. As the PIR continues to make great strides, we will provide you with a regular update on our accomplishments and activities.

PRESIDENTIAL ACTIONS

- On November 20, the President convened his annual prayer breakfast with over 200 religious leaders from around the country. Following the breakfast, Advisory Board member Reverend Suzan Johnson Cook hosted a meeting with 16 representatives of the religious community to discuss ways in which the communities of faith can play a role in the Race Initiative.
- On November 10, 1997, the President convened the first-ever White House Conference on Hate Crimes, a day-long event held at The George Washington University. At the conference, the President announced significant law enforcement and prevention initiatives to get tough on hate crimes. The Conference examined positive community-based responses to hate crimes and successful prevention measures. Executive Director Judith Winston and PIR Advisory Board members Angela Oh and Governor William Winter also participated.

CABINET / ADVISORY BOARD ACTIONS

- Beginning during the Thanksgiving Holiday, there will be a nationwide outreach effort by the President's Initiative on Race. ***The One America: Conversations That Bring Us Together*** project provides an opportunity for Administration officials to hear from small groups of Americans at informal roundtable sessions. People across America are eager to share their concerns with the President and to know that he has heard their input. Several Cabinet Secretaries and senior administration officials from nearly all federal agencies will be leading these conversations when they go home for their Thanksgiving Holiday.
- On November 21, Secretary Federico Peña will introduce the Department of Energy's Diversity Clause that will require DOE contractors to ensure balanced opportunities for workforce development, educational opportunities, community involvement, small business development and economic development/technology transfer.

- On November 19, the PIR Advisory Board held its third at the University of Maryland. Experts from across the nation discussed: Perspectives on the Value of Diversity in Higher Education, Research on What Works on Campus, and the Methods for Promoting Diversity in Higher Education. (Attached are highlights from the panelists. Their detailed remarks will be available on the One America website.)
- On November 16-21, in Santa Fe, New Mexico, the **National Congress of American Indians** held their Annual Convention. Advisory Board members Governor Winter and Angela Oh, and PIR Executive Director Judith Winston participated in the event.

UPCOMING EVENTS

- The first **Presidential Town Hall meeting** on race is scheduled to be held on December 3, 1997 in Akron, Ohio.
- **The next four advisory board meetings have been scheduled:**
December 17, 1997 in Fairfax, Virginia
January 13, 1998 in Phoenix, Arizona
February 11, 1997 in San Francisco/Oakland, California
March 25, 1998 in Denver, Colorado
- Please visit our website at **www.whitehouse.gov/Initiatives/OneAmerica**

THE PRESIDENT'S VISION

The President has expressed his vision of race relations in a number of speeches over the past few months and years. Below are excerpts for his speeches which help to illuminate his thoughts and vision.

Freedom Does Not Come Free

"Ten years ago, the Little Rock Nine came back to the Governor's Mansion when I was there. I wanted them to see that the power of the office that once had blocked their way now welcomed them. But like so many Americans, I can never fully repay my debt to these nine people. For with their innocence, they purchased more freedom for me too, and for all white people. People like Hazel Brown Massery, the angry taunter of Elizabeth Eckford, who stood with her in front of this school this week as a reconciled friend. And with the gift of their innocence, they taught us that all too often what ought to be can never be for free." (Little Rock, 9/25/97)

Build One America Based on Respect

"Our third imperative is perhaps the most difficult of all. We must build one American community based on respect for one another and our shared values. We must begin with a candid conversation on the state of race relations today and the implications of Americans of so many races living and working together as we approach a new century. We must be honest with each other. We have talked at each other and about each other for a long time. It's high time we all began talking with each other. Over the coming year I want to lead the American people in a great and unprecedented conversation about race." (San Diego, 6/14/97)

We Must Take Action

"It is in fact, my fellow Americans, that there are still too many places where opportunity for education and work are not equal, where disintegration of family and neighborhoods make it more difficult. But it is also a fact that schools and neighborhoods and lives can be turned around, but only if we are prepared to do what it takes. It is a fact that there are still too many places where our children die or give up before they bloom, where they are trapped in a web of crime and violence and drugs. But we know this too can be changed, but only if we are prepared to do what it takes." (Little Rock, 9/25/97)

Shared Values

"The great potential for this march today, beyond the black community, is that whites will come to see a larger truth -- that blacks share their fears and embrace their convictions; openly assert that without changes in the black community and within the individual, real change for our society will not come. This march could remind white people that most black people share their old-fashioned American values -- for most black Americans still do work hard, care for their families, pay their taxes, and obey the law, often under circumstances which are far more difficult than those their white counterparts face." (Austin, 10/16/97)

Equal Opportunity and Equal Responsibility

"Only the American ideal is strong enough to hold us together. We believe, whether our ancestors came here in slave ships or on the Mayflower, whether they came through the portal of Ellis Island or on a plane to San Francisco, whether they have been here for thousands of years, we believe that every individual possesses the spark of possibility; born with an equal right to strive and work and rise as far as they can go, and born with an equal responsibility to act in a way that obeys the law, reflects our values and passes them on to our children." (Little Rock, 9/25/97)

Together We Stand, Together We Fall

"So we all have a stake in solving these common problems together. It is therefore wrong for white Americans to do what they have done too often simply to move further away from the problems and support policies that will only make them worse." (Austin, 10/16/95)

Clean Our House of Racism

"Finally, both sides seem to fear down deep inside that they'll never quite be able to see each other as more than enemy faces, all of whom carry at least a sliver of bigotry in their hearts. Differences of opinion rooted in different experiences are healthy, indeed essential, for democracies. But differences so great and so rooted in race threaten to divide the house Mr. Lincoln gave his life to save. As Dr. King said, "We must learn to live together as brothers or we will perish as fools." Recognizing one another's real grievances is only the first step. We must all take responsibility for ourselves, our conduct and our attitudes. America, we must clean our house of racism." (Austin, 10/16/95)

Diversity and A Global Economy

"A group of distinguished business leaders told me just a couple of days ago that companies are stronger and their profits are larger because of the diversity and the excellence their work forces achieved through intelligent and fair affirmative action programs. And they said we have gone far beyond anything the government might require us to do because managing diversity and individual opportunity and being fair to everybody is the key to our future economic success in the global market place." (Washington, 7/19/95)

"Now, in a global economy, in a global society where we're being closer together, it is a huge asset for us that we have people from everywhere else. We just announced an initiative on Africa, on promoting economic development in Africa...[S]everal African countries grew at seven percent or greater last year and are doing the same thing again this year. And more than half the countries on the continent are democracies. Now, we can all understand that. But why are we in a good position to do well there? Because of you [NAACP audience]. Because of you. Why are we in good position to unite Latin America with us in a common economic group early in the next century? Because of the Hispanic Americans, all the Latinos. Why are we in a good position to avoid having Asia become a separate economic block and destabilizing force in the world? In no small measure because of all Asian Americans in this country. Why do we have some hope of being a major force for peace in the Middle East? Because all Jewish Americans here. In other words, it's a good deal that there are so many of us who are so different from each other." (Pittsburgh, 7/17/97)

The United America Amid World Racial/Ethnic Strife

"You Pick up the newspaper any given day and find people killing each other halfway around the world because of their racial and ethnic and religious differences. The Hutus and Tutsis in Rwanda and Burundi. The Catholics and the Protestants in Ireland. My people still argue over what happened 600 years ago. The Muslims, the Croats, the Serbs in Bosnia. The Jews and the Arabs in the Middle East. And here we are with our long history of black-white issues rooted in slavery, with the appropriation of a lot of Mexican Americans after the war with Mexico into our country, and then with wave upon wave, upon wave of immigrants." (Pittsburgh, 7/17/97)

"Of course, we should celebrate our diversity. The marvelous blend of cultures and beliefs and races has always enriched America and it is our meal ticket to the 21st century. But we also have to remember with the painful lessons of the civil wars and the ethnic cleansing around the world, that any nation that indulges itself in destructive separatism will not be able to meet and master these challenge of the 21st century." (Little Rock, 9/25/97)

The Coming America - Demographic Trends

"So where are we today? Well, first of all, America has become markedly more diverse racially. And that means we're becoming markedly more diverse culturally and in religious terms, as well. Today, Hawaii is the only state in which no racial group is in a majority. But within a few years, our largest state, California, with 13 percent of our population, will not have -- even Americans of European descent will not be in the majority there. Within probably 50 years, but perhaps sooner, there will be no single racial group in a majority in the entire United States." (Washington, 11/20/97)

Prevent Resegregation

"For the first time since the 1950's, our schools in America are resegregating. The rollback of affirmative action is slamming shut the doors of higher education on a new generation, while those who oppose it have not yet put forward any other alternative. In so many ways, we still hold ourselves back. We retreat into comfortable enclaves of ethnic isolation. We don't just deal with people who are different from us. Segregation is no longer the law, but

too often, separation is still the rule. And we cannot forget one stubborn fact that has not yet been said as clearly as it should. There is still discrimination in America. There are still people who can't get over it, who can't let go, who can't go through the day unless they have somebody else to look down on. And it manifests itself in our streets and in our neighborhoods and in the workplace and in the schools. And it is wrong. And we have to keep working on it --not just with our voices, but with our laws. And we have to engage each other in it." (Little Rock, 9/25/97)

Affirmative Action Has Been Good For America: Mend It, Don't End It

"Most economists who study it agree that affirmative action has also been an important part of closing gaps in economic opportunity in our society, thereby strengthening the entire economy." (Washington, 7/19/95)

"Now, college presidents will tell you that the education their schools offer actually benefit from diversity; colleges where young people get the education and make the personal and professional contacts that will shape their lives. If their colleges look like the world they're going to live and work in, and they learn from all different kinds of people things that they can't learn in books, our systems of higher education are stronger." (Washington, 7/19/95)

Forgiveness

"But if these are our lessons, what do we have to do? First we must all reconcile. Then, we must all face the facts of today. And finally we must act. Reconciliation is important not only for those who practice bigotry, but for those whose resentment of it lingers. If Nelson Mandela, who paid for the freedom of his people with 27 of the best years of his life, could invite his jailers to his inauguration and ask even the victims of violence to forgive their oppressors, then each of us can seek and give forgiveness." (Little Rock, 9/25/97)

AMERICANS PRAISE THE PRESIDENT'S INITIATIVE ON RACE

Associated Press praises President Clinton for having "an intimate feel for the subject".

Ron Fournier: "Perhaps no other U.S. President has entered the hostile arena of race relations with such an intimate feel for the subject." (*Associated Press*, 6/14/97)

Senator Kennedy says getting along is essential in accomplishing anything else.

Senator Edward Kennedy: "Civil rights is still the unfinished business of America...If we can't learn to get along together, few other things we do will matter very much." (*Boston Herald*, 6/13/97)

"...Greater and nobler vision" articulated by President Clinton

George E. Condon Jr: "In publicly summoning the nation to join him in a "candid conversation" about race and the American future, President Clinton rose ably to one of the prime duties of his office, that of articulating a greater and nobler vision. Whether it be Abraham Lincoln's view of a healed country with "malice toward none" or Ronald Reagan's dream of a "shining city on the hill", successful presidents eloquently communicate their national aspirations." (*Copley News Service*, 6/14/97)

High School Valedictorian says race relations need improvement.

Kate Elizabeth Stevens, Valedictorian at Central Gwinnett High School in Lawrenceville, GA: "Race relations in America is better than it has been in the past but it's far from perfect. There is tremendous room for improvement. It's imperative that the races come together for the nation to survive." (*Atlanta Journal*, 6/15/97)

Anti-Defamation League leaders vow to pitch in with "historic campaign".

The Anti-Defamation League's National Director, Abraham H. Foxman, and National Chairman, David H. Strassler, sent a letter to President Clinton stating, "We appreciate your recognition that anti-Semitism remains a problem for the nation-especially on college campuses...We stand ready to contribute the full range of our educational and programmatic resources and expertise to you and your advisory panel as you examine community-based initiatives that work...We greatly value your leadership on this issue and your willingness to use the President's prestige and bully pulpit for this historic campaign...There is much work to be done. You can count on us." (*U.S. Newswire*, 6/17/97)

Congressman says President is doing "what no president has done".

Jesse Jackson Jr. (D-Ill.): "I commend President Clinton for doing what no president has done in my conscious political lifetime and that is to elevate the issue of race to the level he has elevated it." (*The Hill*, 6/18/97)

Scholar says "we have not had too much talk" about race matters.

Randall Kennedy: "...The public should eschew the objections of those who contend that we have had too much "mere" talk about racial matters. We have not had too much talk; we have had too much rhetoric and spectacle. We have not had enough focused conversations from which participants and

observers leave with more information and insight than they had when the conversation began."
(*Newsday*, 6/19/97)

Congressional Black Caucus promises support for Initiative.

"The Congressional Black Caucus supports President Clinton's efforts and believes the President's "bully pulpit" is a great launching ground for this dialogue. Because of America's volatile history involving race, we believe that it is critical to the future of our country to foster an honest and straightforward dialogue among the races...The CBC is committed to work closely with the members of the Advisory Board as they begin their task...We are pleased that the President of the United States is using his power to focus America on the issues of race and race relations."(*Federal Document Clearinghouse*, 6/20/97)

Cincinnati Enquirer reaffirms importance of discussions on race.

Betty Winston Baye: "Americans today remain divided by race and class. That's what makes the president's initiative on race so important-all the more so since the president also sees the writing on the wall, which is that in the 21st century, America will look vastly different." (Cincinnati Enquirer, 6/23/97)

OTHER COMMENTS ABOUT THE PRESIDENT'S INITIATIVE ON RACE

President Clinton seen as "sincere", "worried about his legacy".

Pearl Cleage, African-American writer and playwright: "(Clinton) tried to say to white people, 'Please don't check out of this dialogue.' I know that black people talk about race endlessly, all of the time. White people, I don't know, when they are alone, if they talk about race like we do. I tend to think they don't because they don't have to. I think Clinton is sincere...I think he is also worried about his legacy. He very much wants to be remembered as a great president. All politicians are like that. But I also think he has been around enough people who are different from him, so that he does have some understanding of how critical race is. When Clinton is good, he's like a good actor. For that one little moment, you say, 'Wow, we can really do this!' The problem is sustaining that." (Atlanta Journal, 6/15/97)

New York Times hopes for more than just a "loftily written Presidential report".

Frank Rich, Editorial: "If a year from now there is nothing to show for their efforts but a repeal of affirmative action and a loftily written Presidential report, they will truly have something to apologize for." (New York Times, 6/22/97).

Conservatives disagree with President's approach to race relations.

Dick Polman: "Conservatives say he's an out-of-touch liberal whose stubborn defense of affirmative action will inflame the American majority that wants to rid the campus and workplace of race-based criteria." (Knight-Ridder Newspapers, 6/22/97)

Gallup Poll finds pessimism about race relations across the country.

James Bock: "White and black Americans alike are pessimistic about race relations, according to a Gallup Poll released this month. Fifty-eight percent of blacks and 54 percent of whites said black-white relations would be a perpetual problem in the United States." (Baltimore Sun, 6/23/97)

Seattle Times: Presidential leadership exhibited by Clinton.

Fred Davis, Editorial: "Love him or hate him [Clinton], he exhibited the kind of presidential leadership in an area that sadly had been virtually ignored by Republican administrations for much of the '80s and early '90s." (Seattle Times, 6/25/97)

Initiative described as "commendable to a certain degree..."

Pamela Alexander, County District Court Judge, (Hennepin, MN): "This is very similar to what FDR did years ago with the New Deal. It's commendable to a certain degree, but I think it's going to have to go deeper than ceremonies and going to black churches and apologizing to the Tuskegee survivors for the Tuskegee experiment." (Star Tribune, 6/15/97)

NEWS CLIPS

ONE AMERICA CONVERSATIONS

USA TODAY

page 8A

11-24-97

WASHINGTON

Discussions about race get started today in Va.

Hoping to spark more candid conversations among Americans about race relations, the White House today launches a series of small round-table discussions in schools, churches and work places. The talks, part of President Clinton's initiative on racial reconciliation, will be led by members of his advisory commission on race as well as Cabinet secretaries, White House aides and others. Organizers say they hope that hundreds of the sessions will have been held by mid-1998, when the year-long initiative ends.



Goode: Will lead
talk aboard train

AP

Education Secretary Richard Riley hosts the first session today with students and faculty at Northern Virginia Community College, which has a racially and ethnically diverse student population.

Former mayor W. Wilson Goode of Philadelphia plans a session next week on the 5:35 p.m. Amtrak train from Washington with about 10 regular riders he met while commuting to his job at the Education Department.

"It's very hard to have candid discussions about race," especially in mixed groups, Goode says. "It's hard to face one's inner feelings about the whole issue, to explain them and think about them and analyze."

The talks are in addition to four town meetings on race. The first is Dec. 3 in Akron, Ohio.

— Susan Page

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Published Sunday,
November 30, 1997,
in the [Akron Beacon Journal](#).



[Knight-Ridder
newspapers](#)

Individuals must build racial ties

It struck me, while listening to the 25 people gathered in the Diagonal Road home of Robert and Sarah Stevens, that when it comes to the issue of race, it is fairly clear that we Americans have invested significant thought to the matter, but have not always given voice to those thoughts.

After only minimal prompting by the discussion's facilitator, the group -- about a third white and the rest African-American, between the ages of 25 and about 60 -- launched into surprisingly in-depth observation and analysis of Akron's and this country's racial atmosphere.

I say surprisingly in light of the fact that yesterday's discussion was pulled together at the last minute out of Washington, D.C., as part of the President's Initiative on Race. That initiative will bring Clinton to Akron on Wednesday for a town hall meeting on race.

Some of the attendees at yesterday's discussion, one of 40 similar gatherings in private homes across the country -- dubbed One America: Conversations that Bring Us Together -- were invited only the afternoon before.

Yet, despite the almost impromptu nature of the gathering, the observations and insights were sharply defined and fully fleshed out -- it was as if these folks, who sat elbow to elbow on folding metal chairs, had their answers prepared well in advance and had just been waiting for someone to ask the right questions.

Specifically, Sandi Stevens-Jackson of the U.S. Information Agency, part of the president's race initiative team as well as yesterday's moderator, asked three questions: Did you have an experience with a person of another race within the last year that left a positive impression? What needs to be done to improve race relations? And, what specifically can the Clinton administration do to improve relations?

The first question didn't generate much response, at least responses pegged to that specific query. One black woman spoke of being stranded in her car on a country road and being helped by a white motorist.

"I offered him \$20, but he refused the money. It was a pure random act of kindness," she said.

Another black woman told of her white college classmates rallying to her aid to right a classroom injustice. However, the majority couldn't wait to give their general view on race relations and then very specific solutions to better the climate.

The consensus was that Akron was no worse, nor any better, than any other place in America when it comes to race. Specifically, according to the majority at the gathering, Akron's public schools aren't meeting the needs of its pupils of color. One man pointed to the lack of an official affirmative action policy as another city shortcoming, and still another person noted that the general unresponsiveness of the city's corporate sector to poor and minority neighborhoods was a form of racism.

Yet, despite the acknowledgment that Akron, like the country, has some serious race-based problems, nearly everyone who spoke praised the various efforts being undertaken locally by civic and private organizations to improve cultural relations.

However, in terms of overall impact, person after person forwarded the notion that interaction -- in the workplace, at schools, in neighborhoods -- on a one-to-one basis is the key to combating stereotypes and bridging the racial divide.

"It's up to individuals to work on the problem. We have to have respect for one another as human beings," said an older black man. His words were immediately seconded by the gray-haired white man seated beside him.

"You simply have to treat everyone the way you want to be treated," he added.

As far as a message for Clinton, a black woman summed up the feeling of the entire group -- "It's up to the government to set the tone but there is no government initiative that's going to end racism. Change has to come on an individual, personal level."

Carl Chancellor's column runs Tuesday, Thursday and Sunday. He can be reached at 330-996-3725.

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NEWS CLIPS FROM ONE OF THE FIRST
ONE AMERICA CONVERSATIONS

P.07

The Akron Reporter

Saturday, November 29, 1997

Akronite Hosts Racial Forum

President Clinton's Initiative on Race will sponsor a small-group discussion in Akron, Ohio on Saturday, November 29, 1997 to engage local residents on the subject of race and to solicit their thoughts and ideas for addressing the issue.

Presidential appointee Sandra Jackson, Senior Coordinator for Public Diplomacy Programs at the United States Information Agency, will host the informal gathering at 840 Diagonal road, which is part of a series of discussions underway around the century.

The One America Conversation is part of the President Bill Clinton's town hall meeting with the American people on race that will take place on De-

cember 3 at the E. J. Thomas Performing Arts Hall in Akron.

Called "One America: Conversations that Bring Us Together", these discussions are being hosted by Cabinet Secretaries, members of the President's Advisory Board to the Race Initiative, senior White House Staff and other Administrative officials. Approximately 40 such conversations will take place over the Thanksgiving holiday and in the week immediately following. The conversations will continue through the duration of the Initiative.

Participants in the meetings can include family, friends, work associates, or students. Hosts are asked to listen to the citizens

at the meetings and carry their views back to the President. This information, which will be compiled and submitted to the President monthly, will inform the President's report to the American people that will be issued at the conclusion of the year-long Initiative.

Sandra Stevens Jackson is a native of Akron. She is the daughter of Sarah and Robert Stevens, of Akron, Ohio, and Atlanta, Georgia. She served as National Outreach Coordinator for the Clinton-Gore 1996 Campaign, organizing African-American activities for the campaign and serving as liaison to leaders in politics, women, business leaders, and veterans organizations.

A 1985 graduate of Bowling Green State University, She earned her Juris Doctor Degree from the University of Illinois School of Law in 1992. Sandra is married to U.S. Congressman Jesse Jackson, Jr. (D-Ill.).

Mrs. Sandra Stevens Jackson will be hosting this One America Conversation in Akron is part of a national effort to move the country closer to a stronger, more just and more unified America that offers opportunity and fairness for all citizens. The President has asked every American to join him in addressing the challenge of how to work and live more productively as One America in the 21st century.

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newspapers

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[Go to the Columnists page](#)

Students tell of 'issues, tensions' of race

Cabinet member holds SDSU forum

By Jeff Ristine
STAFF WRITER

A 4.0 grade point average and a scholarship got Gilbert Jimenez into UC San Diego. The unfounded suspicions of fellow students got him out.

"I had a very negative experience there," Jimenez told U.S. Secretary of Energy Federico Peña yesterday in a forum at his new school, San Diego State University. "Most of the people there thought that the only reason I was there was because they needed a quota."

No matter that UCSD didn't use quotas, or that its affirmative-action practices applied only to applicants who met rigorous University of California admissions criteria. "I was looked upon as inferior," Jimenez said, "that I didn't belong there."

Acting as a surrogate for President Clinton, Peña had asked to hear about the "issues and tensions" involving race that are on the minds of today's college generation.

What he heard was disappointment over the lack of diversity in some campus settings, dismay over the assault on affirmative action in California, and a sense that while young people of different races get along, they don't always get together.

Accompanied by U.S. Rep. Bob Filner, D-San Diego, Peña spent an hour at a meeting hall in SDSU's Aztec Center, sitting at the midpoint of a half-circle with 16 students and university President Stephen L. Weber.

The gathering is one of about 40 conversations taking place over a period of a few weeks, prompted by the initiative on race that Clinton announced this year in a commencement address at UCSD.

In a similar format, Clinton conducted a "town hall" on race Wednesday in Akron, Ohio.

Peña noted that whites are projected to ac-



JOHN GASTALDO / Union 17

Listener: Secretary of Energy Federico Peña at forum on race with SDSU students (from left) Beverly Solidon, Celinda Vazquez and Paul Astwood

See **RACE** on Page B-7

Race

Peña holds forum with SDSU students

Continued from B-1

count for barely half the U.S. population by 2050, within the lifetime of most of today's traditional college students. "The reason we're talking to students ... is because that is going to be your world more than it's going to be my world," he said.

It was a tranquil talk, unfolding before an invitation-only audience.

No one spoke out against affirmative-action programs, and the problems mentioned by the students tended to be ones of subtle prejudice or ignorance rather than overt racism.

Peña, who also visited Solar Turbines in Kearny Mesa yesterday, engaged the students directly, posing prepared questions and frequently asking them to elaborate on their feelings.

Despite growing diversity at SDSU, where about six of every 10 entering freshmen come from racial or ethnic minorities, several students said it is hard for them to feel part of the mainstream.

Chemen Denny, a biology stu-

dent who transferred to SDSU from a historically black college in the South, told Peña the African-American student presence "is very low, especially in the sciences."

The same goes for faculty, she said: "In my department, there is only one African-American professor who is tenured. In our chemistry department, there is not one."

Shoon Lio, a graduate student in sociology, spoke of "knowing winks" from professors toward students assisted by SDSU's Office of Educational Opportunity, which helps underrepresented minority and low-income students succeed. "It's discouraging," said Lio, who comes from New York but said he often feels regarded as "a foreigner."

Aaron Lorenz, sounding a common refrain at college and university campuses across the nation, said there is still a lot of "social segregation" between the races.

"It's difficult for me to understand (other) cultures," he added, "and one way to understand the culture is to have professors of different genders and races instead of just being able to read about it."

But several students said the racial and ethnic hodgepodge of college has been a new, positive cultural experience.

"The first time that I realized I

was extremely different from a lot of my peers was when I entered the university," said Celinda Vazquez, who is in her fourth year at SDSU. She said she came from an all-Latino high school and a community in Los Angeles "where everyone looks like me."

Paul Astwood, a senior majoring in finance, said he didn't have much of a chance to learn about African-American culture in his earlier schooling. Before SDSU, he said, cultural lessons dwelled on the issue of slavery.

One student was able to offer a powerful historical perspective about changes in race relations.

Carol Eduok, a senior majoring in art education, returned to SDSU two years ago after an absence of more than three decades. "If you think it is bad now, it was horrible back then," said Eduok, who said she was one of only about 100 African-Americans enrolled at the time. "I was miserably unhappy."

Eduok said "the improvement really should begin at the junior high school level."

Denny said Clinton should devote his resources to the root causes of the problems the students and others highlighted. "Racism, prejudices ... and stereotypes have a socialization that everyone goes through in America," she said.

File:

Race Initiative

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Next Story: [Jackson Vows to Keep Race, Gender in Spotlight](#)

Friday January 16 2:06 PM EST

Greenspan Says Discrimination Hurts Economy

NEW YORK (Reuters) - Federal Reserve Chairman Alan Greenspan said Friday racial discrimination was bad for the economy and warned the United States had a long way to go to overcome its economic effects.

The central bank chief told a conference on expanding business opportunities to racial minorities and women that breaking down barriers in society which had produced wide gaps in income and employment would take plenty of time and effort.

"Clearly, we still have a long way to go in overcoming the economic consequences of discrimination," he said according to an advance copy of his speech. "I have no illusions that the task of breaking down barriers that have produced gaps in income, wealth, and employment will be simple."

Greenspan joined civil rights leader Jesse Jackson and his Rainbow/PUSH Coalition at a three-day conference to promote discussion about race and gender on Wall Street, which is often perceived as the preserve of white men.

. President Clinton and Treasury Secretary Robert Rubin addressed the conference on Thursday.

Greenspan told the audience at the World Trade Center that while the superiority of free market capitalism had been well established in the decades since World War Two, its application in the United States was "regrettably incomplete".

"Too many barriers still prevent the free flow of capital and people to their most productive employment," he said.

Greenspan cited discrimination among job candidates or mortgage application acceptances as examples for what he said amounted to a distortion of "the setting of wages and prices and the distribution of output".

"Business and financial industry decisionmakers are subject to some inertia in expanding their vision to seek talent wherever it lies," he said.

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One America

Promising Practices

The President's Initiative on Race

In communities across America, there are many programs working to encourage participation of people from different racial backgrounds and ensure opportunities for all Americans. Promising Practices highlights efforts designed to improve race relations and build One America. New efforts from a wide variety of sectors will be posted on this page because one of the most important goals of the President's Initiative on Race is to learn about and from community efforts and to share them with all Americans.

Tell Us

If you are affiliated with, or are aware of, a successful program that is consistent with the Initiative's goals, please e-mail the Race Initiative.

Maricopa Integrated Health System (MISS) Customer Service and Cultural Diversity Program A Phoenix, AZ based program that educates health care providers to be aware of and sensitive to different cultural norms and mores.

Montana Human Rights Network (MHRN) A Billings, MT based organization established to research and expose the racist and anti-Semitic practices of white supremacist groups in Montana.

Minnesota Churches Anti-Racism Initiative of the Greater Minneapolis and Saint Paul Area Councils of Churches A Minneapolis, MN based effort that engages local churches in dialogue and training opportunities to combat individual and institutional racism.

Grow Your Own, Ohio Projects for a Diversified Teaching Force An Ohio Department of Education program to increase diversity in the teaching workforce by means of a long-term mentoring relationship with students who possess college potential through early exposure to the university environment.

The University of Kansas Medical Center (KUMC): A Comprehensive Diversity Initiative A University of Kansas Medical Center initiative designed to address diversity issues from a personal, professional and organizational perspective.

Uniting Neighbors in Truth and Equality (UNITE) A

Huntington, WV organization -- made up of representatives from state and local governments, educational institutions, and businesses -- that support programs that promote diversity awareness and racial reconciliation.

The North Carolina Students Teach and Reach Program A North Carolina based program that trains college students to facilitate discussions on race in North Carolina secondary schools.

It's US: A Celebration of Who We Are in America Today A Time Magazine inspired diversity effort that provides a traveling photographic exhibition designed specifically for schools, communities and families to encourage discussion on diversity and race relations.

Not in Our Town Campaign A media campaign that uses solution-oriented documentaries to demonstrate how individuals can help stop hate motivated violence and intolerance through personal action.

Operation Understanding DC A Washington, DC based program that works to rebuild the Black-Jewish alliance by training youth to actively fight racism, anti-Semitism and all forms of discrimination.

Hands Across Cultures Corp. An Espanola, NM effort that brings together businesses, schools and community members in a coalition that supports activities designed to improve the health and social well being of minority youth.

Task Force on Police and Urban Youth, U.S. Department of Justice's Community Relations Service, An U.S. Justice Department Community Relations Service (CRS) project to bring together police officials, youth advocacy agencies and academicians to address the considerable tension between police and minority youth throughout New England.

Kentucky Commission On Human Rights - "A Conversation on Race," A Louisville, KY based effort to generate public discussion of race issues by conducting statewide live broadcasts of conversations on race. A 1-800 number allows citizens to call in after the shows with comments and ideas on concerning race.

Samuel S. Fels Cluster of the Philadelphia School District A Philadelphia School District effort that trains teachers to address the needs of their culturally diverse students and offers programs to engage students, parents and school staff in projects that celebrate diversity.

Leadership Development in Interethnic Relations A Los Angeles, CA based program that uses adult training, youth training and alumni activities to equip people with the skills and background to effectively address race relations in their own communities.

Tools for Tolerance for Professionals, Biet Hashoah

Museum of Tolerance A Los Angeles, CA based seminar program designed to raise public awareness of intolerance and to help professionals--including law enforcement officers, educators, attorneys, city employees, health care providers and social workers--become more sensitive to their clients' needs.

Interfaith Action for Racial Justice Inc. A Baltimore, MD based coalition that brings nearly 110 organizations (from business, civil rights, educational, ethnic, religious, and community institutions) together to work on racial reconciliation projects involving education, employment, housing and transportation issues.

Memphis Race Relations and Diversity Institute A Memphis, TN based effort to better city race relations through diversity-awareness training and other opportunities that promote discussion of diversity-related issues.

OpNet: The Multimedia Opportunities Program A San Francisco, CA based program designed to assist economically disadvantaged minorities gain employment in the multimedia industry by providing participants with resources, training and internships.

The Common Ground Program A New Orleans, LA based program designed to create and facilitate discussions on race relations. A primary emphasis of the program is in training participants to become moderators for discussions on race.

Community-Based Fire Protection Program, Los Angeles Fire Department A Los Angeles Fire Department effort to promote community and involvement and better integrate itself into Los Angeles' socially and ethnically diverse communities through a variety of education and outreach projects.

The Bridging the Gap Project, Inc. An Atlanta, GA area project designed to improve the quality of life of Georgia's refugee and immigrant communities through crisis intervention, education and youth outreach.

Central and South Florida Higher Education Diversity Coalition A Miami, FL area effort to better incorporate diversity programs in participating colleges and universities through interscholastic dialogue and the sharing of best practices.

Student Unity Task Force A Columbia, SC effort to increase racial awareness and tolerance among high school students by providing training sessions focused on diversity issues, cross-cultural communication skills and conflict resolution skills for students, faculty and administrators in every public high school in Richland County. (Two private high schools are also involved.)

Program on Intergroup Relations, Conflict, and Community A University of Michigan effort involving classes, dialogue

sessions, work shops and training programs to promote constructive cross-racial dialogue and interaction between students.

The Cleveland Residential Housing and Mortgage Credit Project A Cleveland, OH area effort to bring local bankers, mainstream and minority realtors, appraisers, insurers, and others involved in the home mortgage market area together to reduce barriers to racially equitable home ownership.

The Coming Together Project An Akron, OH effort that brings more than 200 organizations together to operate various programs -- including workshops, an annual "Race/Walk," public forums, and a speakers bureau -- to improve race relations.

Moving Toward Community A University of Maryland at UMCP effort to make diversity a more pervasive part of the campus community by coordinating diversity activities in a single, united effort.

PRIDE: Power Represented by Individuals who value Diversity and Equality An Abington Friends School effort to foster discussions on race, promote conflict resolution, and celebrate different cultures.

Project Harmony A Volusia County, FL effort involving classroom training and weekend retreats, designed to cultivate student leaders in middle school and to promote ethnic harmony.

DuPage Media and Community Network A Wheaton, IL effort that brings religious and media leaders together to review, discuss and improve the representation of people of color in the media.

Team Harmony A Boston, MA annual, multi-media event combining entertainment, education and inspiration to help young people learn to respect one another's differences.

National Organizations

-ISM (N.) National Diversity Project A North Carolina based project that uses multimedia communication efforts to build young people's civic skills for working together across the lines of difference and utilizing diversity as a strength.

The Center for Living Democracy The Center publishes information that provides practical lessons and success stories that help lead to cross-cultural collaboration in solving community problems.

The Study Circles Resource Center The Center helps communities use study circles to involve large numbers of citizens in public dialogue and problem solving on critical issues such as race.

The Teaching Tolerance Project The project offers free, high-quality educational materials to help teachers promote interracial and intercultural harmony in the classroom and beyond.

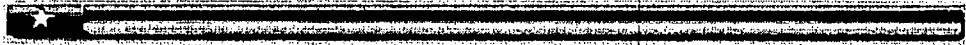
The National Conference The Conference fights bias, bigotry, and racism in America through a variety of programs and workshops.

A WORLD OF DIFFERENCE Institute The Institute coordinates diversity education programs for schools, universities, corporations, community organizations, and law enforcement agencies in an effort to combat prejudice, promote democratic ideals, and strengthen pluralism.

Facing History and Ourselves A non-profit foundation devoted to helping middle and high school students by teaching about the dangers of indifference and the values of civility.

We will try to keep the information timely and accurate and will correct errors brought to our attention. Inclusion of a program or activity does not constitute an endorsement of the program or organization.

Back to One America



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