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# Hate Crimes, Thought Police

Maybe it should be a question on a TV quiz show. The leftist Jesse Jackson and the ACLU are for it. So is Bill McCollum, the right-wing Florida Republican who was a House manager for President Clinton's impeachment trial. Clinton says he'll make it a priority in the final months of his presidency. And Bill Raspberry can't make up his mind about it.

What is it?

The answer: the federal hate-crime legislation that passed the Senate in June but has stalled in the House. This bill, with its unlikely array of supporters, would expand the reach of the existing hate-crime law, which covers only crimes involving race, religion or ethnicity, to include gender, sexual orientation and disability, while also making it easier for federal prosecutors to get involved.

It's not the expansion that bothers me. If you're going to have hate-crime legislation, surely you'd want it to cover the most likely targets of hate crimes, and this would include gays and lesbians. But why would you want hate-crime legislation in the first place?

I assume I don't need to point out that I oppose hate—that I am particularly bothered by hate directed at people on the basis of their group membership. What bothers me a lot more, though, is the violence produced by that hate. I certainly want that outlawed.

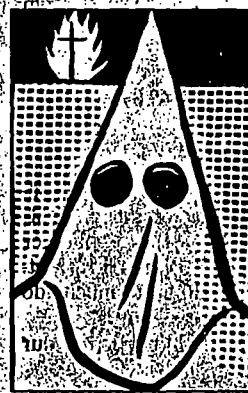
But it's outlawed already. What activity covered by the legislation would go unpunished (or insufficiently punished) without it?

The lynching of James Byrd Jr. (no less a lynching because he was dragged to his death rather than hung from a tree) is the sort of thing proponents of the legislation often point to. But the three white men implicated in that Jasper, Tex., case have been convicted, not of hate but of murder. Two have been condemned to death, the third given a life term. What purpose would an additional hate-crime conviction have served?

Similarly with Matthew Shepard, the gay Wyoming student who has become the poster boy for hate-crime laws. But two men are serving life sentences for Shepard's brutal murder.

What drives the demand for additional penalties? It can't be deterrence. No one can believe that Shepard or Byrd would be alive if their killers had faced the prospect of a hate-crime conviction. No, hate-crime legislation is driven by factors that seldom get mentioned. One is our memory of a time when lynchings and similar outrages went unpunished by southern courts. It was that refusal to punish—a species of nullification—that led to the enactment of federal laws. Is there still a need for such legislation?

Another factor, also memory-driven, is the sort of behavior that used to be seen as precursor to hate crimes: cross burnings, swastika paintings and the like. Without hate-crime legislation, wouldn't we be reduced to punishing such behavior as misdemeanors—air pollution and vandalism? And with hate-crime legislation? Just how long a sentence should there be for some idiot who expresses race hatred by burning a cross?



Then there is the matter of simple revulsion. We want to register—in a societal way—that not only some behavior but also some *motivation* is beyond the pale. Violence, we want to say, is bad; violence triggered by group hatred is worse. We make a distinction between acts intended to frighten their victims and those intended to kill—even if the outcome is the same. If we can distinguish on the basis of intention, why not on the basis of motivation—of hate?

I have two problems with that line of thinking. First is the division of American citizens into various categories more or less worthy of whatever protection the law can give them. If we want to provide special status for blacks and Jews, for instance, what about homeless bums who may find themselves subject to attack for who they are? What about special protection for abortionists, or drug dealers, or prostitutes or those right-wing clerics whose uncynical smiles some people find so annoying?

And the other problem: Hate-crime legislation finally turns out to be an attempt at thought police.



Hassan Adamu

## We'll Fe Our Peo As We See Fit

It is possible to kill someone literally. That could be the real meaning but extremely misguided by European and North America are advising Africans to be wary of biotechnology. They claim to have enhanced crops are anything but alarmist warnings to heart, milk suffer and possibly die.

Agricultural biotechnology, enhanced to instill herbicide to resistance to insects and diseases for Africa and other areas of the circumstances such as poverty, conditions make farming difficult. herbicides, pesticides, machine that richer nations take for granted farming regimes are luxuries in.

Moreover, the soil in tropical with inhospitable weather, cannot successfully in the more traditional circumstances demand unique and many have been made available advances of biotechnology.

To deny desperate, hungry people control their futures by presuming best for them is not only paternalistic wrong. Certainly, those with the abundance of food have every right they would like to grow their crops. Organic farming, sophisticated distributing food and other appropriate for those who can afford to people do not have this luxury. To nourishment, not lectures, and we allow ourselves to be intimidated by who destroy test crops and disrupt that strive to reveal the facts.

It is wrong and dangerous for us to presume that they know what is

Washington Post  
September 11, 2000

targets of hate crimes, and this would include gays and lesbians. But why would you want hate-crime legislation in the first place?

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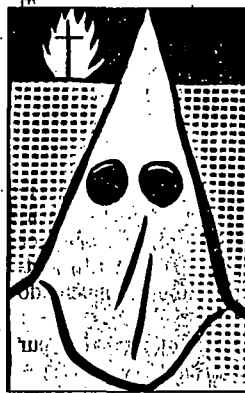
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And the other problem: Hate-crime legislation finally turns out to be an attempt at thought control. It says we'll punish you for what you did, yes, but also for what you were thinking when you did it. It says we'll punish you not merely for your racist or anti-gay behavior but also for your bigoted beliefs.

How can so many thoughtful people believe that punishing thought is a good idea?

*Robert D. Novak*

## Don't Come Between a Senat

Never before in my 43 years of reporting on Congress had I ever seen a U.S. senator publicly tongue-lash a Cabinet member the way Sen. Robert Byrd of West Virginia did.

Bill Richardson on June 11, 1993, as national security adviser, Congress recessed, ready to meet with the president.

self from the right-of-center former Klansman elected in 1958 to the Senate's resident historian and protector of its traditions. But he is also Capitol Hill's king of pork, and that is the real source of Richardson's trouble with him.

Unlike his predecessors at Energy, Richardson put a microscope to 37 congressional earmarks (valued at \$58 million) contained in the appropriations bill for his department.

Congress nationally, the Senate secured what he understood, April 11, 1993, the Energy Alaska, chairman explained all.

## We'll Feed Our People As We See Fit

It is possible to kill someone with literally. That could be the result of the meaning but extremely misguided attack by European and North American groups are advising Africans to be wary of ag biotechnology. They claim to have the and public health at the core of their scientific evidence disproves their claim enhanced crops are anything but safe alarmist warnings to heart, millions could suffer and possibly die.

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It is wrong and dangerous for a person presume that they know what is best. And when this happens, it cannot come that those who are imposed upon of attitude as colonialist.

Millions of Africans—far too many

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Chicago Tribune♦ [View Related Topics](#)**August 10, 2000 Thursday, CHICAGO SPORTS FINAL EDITION****SECTION:** Metro Chicago; Pg. 8; ZONE: N**LENGTH:** 359 words**HEADLINE:** EXPANDED FEDERAL **HATE CRIME** LAW URGED**BYLINE:** By Diana Strzalka, Tribune Staff Writer.**BODY:**

A coalition of civil rights groups and politicians called Wednesday for expanding the federal hate crime law to cover homosexuals, women and the disabled.

To gain support for their cause, the coalition announced a Web site, [unitedagainsthate.org](http://unitedagainsthate.org), which contains information on local hate crime laws and links to legislators.

Supporting the campaign were hate crime victims along with Cook County State's Atty. Dick Devine, state Sen. Jeff Schoenberg (D-Evanston) and members of the Anti-Defamation League of Greater Chicago/Upper Midwest Region and Equality Illinois, a gay, lesbian, bisexual and transgendered civil rights organization.

Representatives from the Chicago Urban League, the Leadership Conference on Civil Rights, the Jewish Community Relations Council and the American Association of University Women of Illinois also are part of the campaign.

The current federal hate crime law covers crimes against individuals because of race, religion, color and national origin. It does not include sexual orientation, gender or disabilities.

Only 21 states--including Illinois--include sexual orientation in their hate crime legislation, said Rick Garcia, a spokesman for Equality Illinois.

"Illinois has one of the best hate crime laws. It does include sexual orientation," he said. But people in all states deserve the same protection, he said.

Critics of the proposed amendment say the law could potentially dilute the intention of the hate crime label and make crimes such as rape a hate crime.

Garcia said crimes against gays nationwide were increasing. In 1997, 14 anti-gay murders were reported in the United States. The following year, there were 33, he said.

"These are not just crimes against individuals. They're crimes against a whole group of people," said

Garcia, who added that 14 percent of all hate crimes are committed against homosexuals.

Victims of white supremacist Benjamin Smith's 1999 shooting spree also spoke in favor of amending the federal law, including Sherialyn Byrdsong, wife of the late Northwestern University basketball coach Ricky Byrdsong; and Michael Messing, who was fired upon but not injured.

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The National Journal♦ [View Related Topics](#)**June 24, 2000****SECTION:** JUDICIARY; Pg. 1990; Vol. 32, No. 26**LENGTH:** 224 words**HEADLINE:** Senate Approves **Hate Crimes** Measure**BYLINE:** Bill Ghent/National Journal News Service**BODY:**

With Vice President Al Gore presiding, the Senate on June 20 approved, 57-42, a measure to extend federal hate crimes law to cover attacks based on sexual orientation, gender, and disability. It was the first time the Senate has taken a roll-call vote to protect gays and lesbians, having failed in 1996 by one vote to pass a bill outlawing workplace discrimination. Thirteen Republicans defied their leadership in voting for the hate crimes measure, written by Sen. Edward Kennedy, D-Mass., while only one Democrat, Sen. Robert C. Byrd of West Virginia, voted against it. The measure was attached to the Defense authorization bill, which the Senate has debated off and on for weeks and which has been besieged by amendments. Gore, who had been asked to attend the Senate session in case of a tie, used a post-vote news conference to distinguish himself from George W. Bush, who has opposed efforts to expand hate crimes laws. "The right wing is just wrong on this," Gore said. The bill still faces significant opposition from House GOP leaders, who last year killed the Kennedy measure after it was attached by voice vote to an appropriations bill. Gore and other supporters vowed to put substantial political pressure on the House to see the hate crimes measure enacted this year.

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The Nation**June 5, 2000****SECTION:** No. 22, Vol. 270; Pg. NA ; ISSN: 0027-8378**IAC-ACC-NO:** 62266828**LENGTH:** 1101 words**HEADLINE:** The Truth About **Hate Crimes** Laws; push for legislation against **hate crimes****BYLINE:** KIM, RICHARD**BODY:**

For whatever reasons, it took the death of a young gay white man at the hands of two other young white men in Wyoming to bring the issue of violence aimed at lesbians, gays, bisexuals and transgendered people (LGBT) to national consciousness. While one of those young men, Russell Henderson, has pleaded guilty to murder, kidnapping and robbery, and while another, Aaron McKinney, awaits trial, national lesbian and gay organizations have focused the fear, anger, compassion and political capital aroused by Matthew Shepard's killing into a campaign for federal and state hate crimes legislation.

The Gay and Lesbian Alliance Against Defamation, the Human Rights Campaign (HRC), the National Gay and Lesbian Task Force (NGLTF), and Parents, Families and Friends of Lesbians And Gays, along with an assortment of religious, ethnic, feminist and civil rights groups, have all pursued hate crimes legislation. They are joined by President Clinton, most Congressional Democrats and even a few Republicans, such as Senator Arlen Specter, who have endorsed the federal Hate Crimes Prevention Act (HCPA), a version of which failed to pass last year's Congress despite having more than 200 co-sponsors and some bipartisan support.

Hate crimes legislation denotes a set of prescriptions that include toughening sentencing guidelines, expanding federal jurisdiction and requiring the compilation of statistical data on bias crimes. (On the federal level, the Hate Crimes Statistics Act, passed in 1990, already requires the FBI to collect data on anti-LGBT violence.) Currently, twenty-one states and the District of Columbia have hate crimes laws with provisions on sexual orientation along with race, religion, ethnicity and, in some cases, disability and gender; twenty states have hate crimes laws that do not include sexual orientation, and nine states have no hate crimes laws whatsoever.

Even as national lesbian and gay organizations pursue hate crimes laws with single-minded fervor, concentrating precious resources and energy on these campaigns, there is no evidence that such laws actually prevent hate crimes. Passage of the federal HCPA would be largely symbolic: Although it would expand the potential for federal prosecution of anti-LGBT bias crimes, for the most part it



would allow legislators to appear to be doing something about homophobia without actually addressing its cultural roots. Meanwhile, beneath the national radar, local antiviolence projects focused on community organizing, outreach and education--efforts that attempt to stop gay-bashing by changing the social environment in which it occurs--are struggling with scant resources.

HRC and other national gay and lesbian organizations contend that if hate crimes laws are passed, law enforcement officials will not only report anti-LGBT violence but will also have the mandate and resources to prosecute it. Yet HRC's political director, Winnie Stachelberg, concedes that "local law enforcement agencies are often reluctant to report [such] crimes," and there is little reason to think that such reluctance would dissolve in the face of a new law. A 1998 report by the National Coalition of Anti-Violence Programs, a network of community-based organizations that monitor and respond to anti-LGBT violence, notes that instances of verbal harassment and abuse by police officers increased by 155 percent from 1997 to 1998, and reports of physical abuse by police grew by more than 866 percent. Given that law enforcement officials regularly harass gays and lesbians--and that antisodomy laws that enable such behavior are still on the books in eighteen states--it seems improbable that passage of hate crimes laws would suddenly transform the state into a guardian of gay and lesbian people.

Community antiviolence activists are intimately aware of this reality. In San Francisco, for example, Shawna Virago, a male-to-female transsexual activist with Community United Against Violence (CUAV), reports that law enforcement officials are not only indifferent to anti-LGBT violence but are often perpetrators of such acts. In 1998, she notes, 50 percent of reported incidents of violence against transgendered people in the Bay Area were committed by law enforcement officials. CUAV works alongside other antiviolence campaigns, such as the Bay Area Police Watch, youth groups and minority organizations, to compile its own statistical data on bias crimes; conduct educational workshops in public schools, social service agencies and police academies; create safer public spaces; and combat illegal strip searches of transgendered people by police officers. Given the pervasive homophobia of law enforcement agencies, these measures seem far better suited to the task of stemming anti-LGBT violence than hate crimes legislation.

In seeking federal prosecution and increased penalties for hate crimes, the NGLTF has argued that "criminal activity based on prejudice terrorizes not only victims but the entire community of which they are a part," and the HRC has said that "hate crimes affect more than just the individual attacked.... Hate crimes rend the fabric of society and fragment communities." Undoubtedly, lesbian, gay, bisexual and transgendered communities suffer fear and intimidation from violent assaults, but hate crimes laws are aimed at lengthening prison sentences, not creating safer community spaces.

Aaron McKinney and Russell Henderson, for instance, attacked Matthew Shepard at least in part to rob him, and McKinney attacked two Hispanic youths shortly after leaving Shepard for dead--making it clear that Shepard's murder occurred in the context of hostile racial and class relations, which hate crimes legislation would do nothing to address. In gentrifying or gentrified urban areas, such as New York's West Village, Chelsea and Park Slope, anti-LGBT violence occurs as existing populations are displaced by waves of lesbian and gay migration. Again, hate crimes legislation fails to grapple with this community problem.

Investing in local organizing, on the other hand, not only enables activists to connect the struggle against anti-gay and lesbian violence to such issues as job protection and the repeal of sodomy laws, it also builds gay and lesbian communities and creates safer social spaces--while at the same time reaching out to other communities to combat the problem of violence together. That's something no hate crimes law will ever do.

Richard Kim, the assistant director of The Nation Institute, is a graduate student in the American Studies Program at NYU.

**LANGUAGE:** ENGLISH

**IAC-CREATE-DATE:** June 7, 2000

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Spring 2000

**SECTION:** Vol. 8, No. 3; Pg. 32-37; ISSN: 10677194

**B&H-ACC-NO:** 53387918

**DOC-REF-NO:** DIFA-8-11

**LENGTH:** 3763 words

**HEADLINE:** **Hate crimes** and the business community

**BYLINE:**

David Barclay, formerly vice president, EEO/AA and diversity, for Hughes Electronics, is head of Barclay Consulting Group. Ron Wakabayashi was formerly the executive director of the Los Angeles County Human Relations Commission; he is now western regional director for the U.S. Department of Justice Community Relations Service.

**ABSTRACT:**

One arena in which "hate crimes" and incidents occur - and that receives virtually no notice - is the workplace. Anecdotal evidence suggests that racial and ethnic slurs are becoming commonplace, white supremacist literature is appearing on the walls of restrooms, and racist material is being accessed through the Internet. This paper, using the Los Angeles community as a focus, explores various aspects of "hate crime" in the workplace.

**BODY:**

During the last several years this country has been shocked by numerous highly publicized and vicious hate crimes. These included the dragging murder of a black man in Jasper, Texas; the "crucifixion" murder of a gay man in Wyoming; the slaughter on Hitler's birthday of twelve high school students and a teacher in Littleton, Colorado; the random racist shootings in Chicago of eleven blacks, Jews and Asians by a white supremacist; and the attack on a Jewish day-care center in Granada Hills, California, by a neo-Nazi, who wounded five people including three children, and subsequently killed a Filipino postal worker.

While these outrageous crimes temporarily shocked the moral conscience of the country, they were soon forgotten as the media moved on to the next tragedy. However, the crimes continue-behind those that receive wide notice there are thousands of reported and unreported hate crimes that receive no attention.

One arena in which hate crimes and incidents occur-and that receives virtually no notice-is the workplace. Anecdotal evidence indicates that racial and ethnic slurs are becoming commonplace, white supremacist literature is appearing on the walls of bathrooms, racist material is being accessed

through the Internet, and hangman nooses are found in the offices of black employees-all symptomatic of interpersonal and intergroup problems that are increasing as the work force becomes more diverse.

However, the employer community does not report these incidents, and thus the data published by the governmental agencies responsible for its collection are not reflective of the true impact of hate crime and incidents throughout all segments of our society. The business community is a reflection of the general community-thus it would be unreasonable to expect that hate crime does not occur in the workplace.

In December of 1999, we conducted a search of the archives of the Los Angeles Times, for stories related to hate crimes and discrimination over a one-year period. The search generated 312 stories on hate crimes, and 475 on discrimination. In contrast, a query on traffic congestion generated only 97 stories. It is clear: Hate is news!

It is important that the employer community-and anyone who is concerned about diversity in our society understand this serious issue. In this article, using the Los Angeles community as a focus, we explore various aspects of the problem: What is hate crime? What is the impact of hate crime? What can be done by the employer community to combat it? We also explore the positive benefits of partnerships between the business community and human-relations commissions in reducing hostile work environments.

### Changing demographics and hate crime

Los Angeles county, with a population of over 9.3 million in 1995, is often referred to as a "world community"<sup>1</sup> From Little Italy in San Pedro, to Chinatown and Little Tokyo in the central city, to Little Armenia in Glendale and the Russian quarter in Hollywood, from the old Hasidic community in the Fairfax district to the newer Latino and African-American communities in the Antelope Valley local residents experience the reality of demographic shifts, with persons of color now outnumbering whites.<sup>2</sup>

The rate of change has been dramatic. In 1960, for example, the Latino population in Los Angeles represented only 10% of the county's population; by 1990, it comprised 40%.<sup>3</sup> Other ethnic groups-Samoans, Filipinos, Guatemalans, Koreans and Armenians, for example-have also increased dramatically.<sup>4</sup> The white population, on the other hand, were over 80% in 1960; today they are less than 50%.<sup>5</sup>

Similar changes are happening throughout the United States, creating shifting relationships and competing interests, conflict and tension. As a Los Angeles County Human Relations Commission report put it,

"We have seen the best and the worst of what our racial and ethnic diversity has to offer. The best has been expressed through broad participation in commerce, the arts, and political and civic activity. The worst has been reflected in the crises of civil unrest that erupted in Watts in August 1965 and again in downtown and South Central Los Angeles in April 1992. The factors that led to instability were strikingly similar in both eras: an inability to bridge the ethnic and racial divide, poverty, lack of infrastructure to support changing demographics, and low confidence in law enforcement."<sup>6</sup>

Concentrations of ethnic and racial populations result from various factors. Communication and media often segregate people by language-for example, in Los Angeles at 6:00 p.m. on a typical weekday, Spanish-speaking media dominate the airwaves. Ethnic-specific language media is not just a translation of the mainstream, English-language news-it has a different focus, perspective and emphasis, often resulting in a polarization of interests that the business community is not aware of. Interests can build significantly in different populations over time-so that when a conflict "suddenly" erupts it is actually the result of a much longer-term process. If the mainstream, English-language media paid closer attention to these issues, the identification of tensions could take place earlier-and conflict might be reduced or contained.

Other factors leading to concentrations of population groups include employment and housing. For example, twenty years ago the vast majority of building-maintenance workers in Los Angeles were African Americans. Today, the majority are Latino. In terms of housing, South Central Los Angeles, an area that was 90% African-American in 1970, now has a Latino majority-helping to increase the number of Latinos holding office in the California legislature from four in 1990, to fourteen in 1999.

Change creates anxiety-and anxiety brings with it behaviors that stem from fear and insecurity. Communities experiencing significant transition from one ethnic group to another, as in Southern California, have experienced increased polarization among ethnic groups; growing intergroup tensions; changing political alliances and representation; increased overt acts of racism; overloaded schools and social-service systems; decline in educational achievement; language differences; and competition for jobs and housing. Our work force, like the general population, is impacted by these shifts. Managing change is particularly important in this environment.

### Defining hate crime

The general public is frequently not clear what constitutes a hate crime. As defined by the Los Angeles County District Attorney's Office, a hate crime is a "criminal offense" when bias, hatred, or prejudice based on the victim's race, national origin, ancestry, religion, disability, gender, or sexual orientation are substantial factors in the commission of the offense.<sup>8</sup>

Graffiti can also be considered a hate crime when it is based on race, ethnicity, religion, sexual orientation, or gender, and directed at a specific target. Vandalism to a house of worship or the headquarters of an ethnic, religious, or gay and lesbian organization is also generally considered a hate crime, in the absence of evidence of other motives.

Although not reported by any agencies, the number of "hate incidents" probably exceeds the actual number of hate crimes by a significant amount. A hate incident frequently consists of derogatory words, epithets or symbols directed against a member of a protected group-but no violence is threatened and there is no apparent ability to harm the target. These incidents, although not considered criminal offenses, are important indicators of intergroup tensions and a hostile environment.

In Los Angeles County, and probably nationwide, hate crime is a multidimensional phenomenon. For example, only 5% of reported hate crimes are committed by individuals associated with supremacist organizations, although these crimes generally have high visibility. The large majority of perpetrators are juvenile males unaffiliated with any group, whose crimes are committed at public locations such as malls and fast-food establishments where young people are likely to congregate.

What groups are most impacted by hate crime? African Americans are disproportionately the victims of reported hate crimes, whereas new immigrant groups appear to underreport similar crimes. Religious hate crimes are disproportionately focused on Jewish institutions and frequently involve vandalization of property. Crimes against people with disabilities, and genderbased hate crimes, are rarely reported. The numbers of hate crimes related to sexual orientation are high and tend to be geographically concentrated. In addition, perpetrators of these crimes tend to travel distances to find victims, and their crimes appear to be more violent than those in other categories. There are some indications that public controversies and events, such as Desert Storm and international trade conflicts, often correlate with increased hate incidents associated with the ethnic groups involved-or believed to be involved. For example, Desert Storm focused attention on people perceived to be "Arabs" or "Muslims," while some of our international trade conflicts with Asian countries resulted in hate crimes against people perceived to be of Asian heritage.

Victims and perpetrators appear to come in all colors, but there are certain ongoing trends. African Americans tend to be the group victimized most often-for example, in 1998 in Los Angeles County 28% of all victims were black. Gay men were the next largest group (22.5%), followed by Latinos (11.7%), Jews (11.2%), and whites (9.4%).<sup>9</sup>

A large number of perpetrators are unknown; as noted in the 1998 L.A. report, they accounted for

31.1% of all cases. Identifiable perpetrators in this report were whites (25.7%), Latinos (23.0%), and African Americans (17.0%).<sup>10</sup> The fact that there are large numbers of Latinos and African Americans as perpetrators reflects the magnitude of intergroup conflict resulting from the demographic transition in these communities.

Is hate crime a real problem in the workplace?

Statistics at the federal and local level will not demonstrate that hate crime and incidents in the workplace are a problem. But the data are not a true reflection of what is happening. There are no mechanisms available to collect the data from employers, and they are not ready and willing to report this kind of activity to agencies voluntarily.

However, the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has published a report, "Egregious Discrimination Cases," which documents the presence of hate acts in the workplace. The following are selected examples:

\* Interview notes of an Alabama bank's personnel officer included the following comments: "Attractive white female, blond hair, blue eyes, teller-type appearance." The officer described a black candidate, who was not selected, with these words: "Very large lips and hips, overweight, dark skin, black girl, her hair is longer than most, appearance is not good enough to meet the public."

\* In a construction company in Tennessee compliance officers found confederate flags displayed in the work area, along with racial jokes and threats on the interior walls of the portable toilets. It was common practice for nonminority employees to use racial slurs and jokes.

\* OFCCP found in a walnut-growers company in central California that some employees continually engaged in conduct that caused a hostile work environment, including racial and sexual harassment and intimidation. Interviews further revealed that some employees used sexual and racial comments and jokes, and slurs such as "niggers," "spits" and "monkeys."

\* Investigation of a transport company in New Jersey revealed that an employee was subjected to ethnic epithets such as "bone in the nose," "Sambo Segarra," and "Brown Rat" by non-Hispanic employees.

\* In a North Carolina maintenance company evidence of a hostile working environment was uncovered, including racial slurs, sexually inappropriate statements, graffiti on bathroom walls, offensive drawings in the workplace, racial jokes, and several incidents with Ku Klux Klan overtones.

\* Interviews with employees of a federal contractor in Pennsylvania disclosed that non-minority male supervisors carried out or tolerated incidents of harassment against women, minorities and individuals with disabilities. In addition to racial jokes involving African Americans and Hispanics, comments of a sexual nature were tolerated toward female employees, and threatening physical gestures were made to African-American and Asian-American employees. One derogatory epithet, "Nigger holiday," was written on a company calendar on the birthday of Martin Luther King Jr.<sup>11</sup>

Other reports describe similar instances. For example, a report in The New York Times presented its findings in relation to a major oil company. One manager was heard to say, "I'd fire her black ass...I guess we treat niggers differently down here." Three supervisors openly stated that African Americans are "ignorant and incompetent," and described [Supreme Court Justice] Thurgood Marshall as "the most incompetent person" they had seen. A birthday cake for a pregnant black employee read, "Happy birthday, Sheryl; it must have been the watermelon seeds." Other workers referred to "dumb Indians," and one, referring to a black truck driver, said, "I got an orangutan in charge and a dumb-ass truck driver who can't read."<sup>12</sup>

It is clear that hate crimes and acts are occurring in the workplace. Nonetheless, they are receiving little attention from employers or the media, thus suggesting that these are isolated cases and do not represent the norm-so no action or solution is necessary.

## Why should The business community be concerned?

Many employers feel that addressing real or potential racial and ethnic conflicts will "just make trouble." However, such conflicts have the potential to destabilize both a community and a workplace. As the U.S. work force becomes increasingly diverse, different communities and ethnic groups are brought together, bringing with them different social histories, different attitudes, perceptions, concerns and values related to diversity and inclusiveness. For example, where people of color who are long-term citizens are more likely to have a keen sense of civil rights, newly arrived immigrants may not have a real appreciation for the sacrifices and struggles others have made to achieve equal opportunity.

As employers profess their commitment to diversity in the work force, they must also commit themselves to providing support mechanisms and processes that will enable the more diverse work force to succeed. Dealing with the increasing number of hate incidents and crimes in the workplace is a necessity in achieving this goal.

Change will always cause conflict and employers must manage conflict like they manage all other problems. Left unaddressed, conflict will disrupt the work environment and cause low morale and lower productivity. The opposite-the effective management of conflict-will facilitate resolution, create an environment of civility, and improve productivity.

Employers have tended to focus on sexual harassment and have not placed the same emphasis on racial or ethnic harassment, and hate crimes or incidents. We frequently see specific policies related to "Sexual Harassment," but seldom see a specific policy on "Racial Harassment."

Yet the incidents continue to grow. Recent Supreme Court decisions favoring employees in racial and sexual harassment cases have produced a large increase in the number of complaints filed with the federal Equal Employment Opportunity Commission. In 1991, 4901 racial harassment cases were filed with the EEOC; in 1998, the number grew to more than 9900-a rise of 102%.<sup>13</sup>

If hate crimes and incidents are not dealt with quickly, the potential for further violence increases. Images of unsafe communities and work environments are created, resulting in instability, fear and anxiety among employees. Workplaces and their communities are inextricably linked-communities in turmoil can create negative domestic and international images, discouraging investors and interfering with recruitment of the highly skilled and educated technical personnel so vital to today's employers.

It is truly in the self interest of employers to be proactive to avoid future problems.

## What can the business community do?

Business leadership must take a more proactive role in addressing hate crimes and incidents. Companies should have a "zero tolerance" policy that is clearly stated in written communications, employee orientations, and conflict resolution training. The existence of policies related to hate activity demonstrates both sensitivity and responsibility characteristics that serve both to prevent and minimize the potential for hate activity to expand. Expansion, either by the growth of events in the workplace or expansion into public controversy, is best managed by anticipation, prevention and planning. Workplace policies send messages to workers that such behavior is not to be tolerated. Hate, and its acting out in the workplace, is bad business.

Intergroup conflicts that exist in the community will be brought into the workplace-employees do not leave their attitudes, stereotypes and perceptions at the front door. Without an effective diversity/EEO office and personnel who are willing to focus their attention on both internal and external issues, management will not understand the potential conflicts that could enter the workplace.

The business community should also consider developing partnerships with local human-relations commissions. There is presently an increase in the establishment of human-relations commissions in many cities throughout the United States, in response to demographic changes. These commissions

frequently include a cross-section of community leaders, and can be a useful and available resource in dealing with human-relations issues that might arise in a community. The business community should be a part of this process.

One example of such a partnership comes from Los Angeles. Over ten years ago, a group of corporate representatives came together and agreed that the business community should enter into a partnership with the Los Angeles County Commission on Human Relations. From these early discussions, the Corporate Advisory Committee was formed and has been an active partner with the Commission and its staff.

Specifically, the corporate advisory committee has assisted the Commission with technology upgrades of computer equipment; developed public-service announcements for television, radio and other media; provided financial and in-kind support for commission activities; assisted with the translation of commission material into other languages, for inclusion in specialized publications; supported annual human-relations award events; and participated in cultural diversity months. Further, the committee has assisted with the printing of commission brochures, such as "What Can I Do About Hate Crime?" "No Offense Intended: A Guide for Anyone Who Writes Anything"; "Tips on Cross-Cultural Communication"; "When We Talk: A Guide to Interracial/Intercultural Dialogue"; and "...But Names Will Never Hurt Me-What You Should Know about Hate Talk."

In the last half of 1999, the advisory committee developed and delivered a series of presentations on hate crime to more than 1000 people in Chambers of Commerce, social and business professional organizations, employers and conferences. The presentation aims to encourage the business community to participate with the human-relations commission, as well as to educate the general public about hate crime in our communities.

Where do we go from here?

A poll conducted by ABC News found that Americans believe racism and prejudice will be the nation's biggest problem in the new millennium-ahead of pollution, violence, overpopulation, war, immorality and food scarcity.<sup>14</sup>

The new millennium has been characterized by the challenges of changing and more complex technology, as well as the changing population trends in the United States. The business community has clearly responded to issues associated with technology, but it must make the same commitment to educating and training our increasingly diverse population-our new "human capital"-to enable all of us to live and work together comfortably.

It is clear that this issue is not going away. We can either sit back and wait for the next civil disturbance to occur and then "react," or we can be proactive now. If we take action in addressing these issues now, we can create a society based on tolerance, civility and the mutual understanding and acceptance of differences. If we take this route, the "promise of diversity" will be richly fulfilled.

#### FOOTNOTE

#### End Notes

1. California Department of Finance report, "Race/Ethnic Population Estimates: Components of Change by Race, 1990-1995."
2. Los Angeles County Human Relations Commission report, "Los Angeles County: Hope and Home to Many-A Comprehensive Response to Hate Violence in Los Angeles" (May 1999).
3. U.S. Census 1950-1990, from "Predominant Race Report, Los Angeles 5-County Area" (April 1991).
4. Information from a Los Angeles County Human Relations Commission brochure (undated).

5. Ibid.
6. "Los Angeles County: Hope and Home to Many" p. 5.
7. From interviews with Fernando Guerra, Director of the Center for the Study of Los Angeles, Loyola Marymount University, by La Opinion and the Los Angeles Times (undated).
8. Los Angeles County Human Relations Commission report, "Hate Crime in Los Angeles County in 1998," p. ii (undated).
9. Ibid., p. 7.
10. Ibid., p. 21.
11. "OFCCP Egregious Discrimination Cases" (March 9, 1998), pp. 2-6.
12. The New York Times (November 10, 1996).
13. Reported in The Race Relations Reporter (November 15, 1999).
14. Reported in The Race Relations Reporter (January 15, 2000).

**GRAPHIC:** IMAGE ILLUSTRATION, Actual flyer received by a black manager.

#### **SIDEBAR:**

##### Resources

Kwang Chung Kim, ed., Koreans in the Hood: Conflict with African Americans, The Johns Hopkins Press, 2715 North Charles St., Baltimore, MD 21218-4363. 1999. \$16.95.

This important collection of essays by Korean Americans analyzes conflicts between Korean Americans and African Americans in Los Angeles, New York City and Chicago in the 1990s. It is important for the diversity professional who is charged with facilitating productive relationships in the workplace because it documents the complexity of the issues, providing an historical and sociological context, and suggesting some solutions.

The essays demonstrate that what the media usually portrays-sensationalizes-as biracial conflict can only be understood if the particular conflict is examined within the context of the relationships of each group with the dominant white group. For example, the structural role of Korean merchants is a "middleman minority" operating between the white-dominated U.S. corporations and AfricanAmerican or Hispanic customers. When all is well, the white corporations are happy to rake in the profits. "In time of crisis, the dominant group tends to abandon the middleman minority " ( p. 235 )

The text carefully documents important differences in the conflicts between the two groups in the three cities included in the study, particularly in regard to the media's sensationalization of violence in Los Angeles and its ignoring of the much more positive resolution of similar conflicts in Chicago-where police responded promptly and appropriately.

While the book concludes that changing patterns of immigration, and the experiences of KoreanAmerican merchants in inner-city neighborhoods, are leading to a decline in these businesses, the insights presented here are important. The text documents with step-by-step, case-by-case evidence how the muddled mess that historic and ongoing patterns of white racism have created continues to complicate relationships within our increasingly diverse society.

**LANGUAGE:** ENGLISH

**LOAD-DATE:** July 29, 2000



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Divider Title:  
**QUOTES**

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## Hate Crimes Quotes

1. We should acknowledge differences, we should greet differences, until difference makes no difference anymore.--Dr. Adela A. Allen
2. It takes a disciplined person to listen to convictions which are different from their own.--Dorothy Fuldman (A Thousand Friends)
3. Minds are like parachutes--they only function when open.--Sir James Dewar
4. How far you go in life depends on you being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and the strong. Because someday in life you will have been all of these.--George Washington Carver
5. The greatest and noblest pleasure which we have in this world is to discover new truths, and the next is to shake off old prejudices.--Frederick II, the Great
6. Darkness can not drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.--Martin Luther King, Jr.
7. Anger and intolerance are the enemies of correct understanding.--Mohandas Gandhi
8. Civilizations should be measured by "the degree of diversity attained and the degree of unity retained." — W.H. Auden, 20th-century English poet
9. "The American ideal is not that we all agree with each other, or even like each other, every minute of the day. It is rather that we will respect each other's rights, especially the right to be different..." Arthur J. Kropp, former U.S. Surgeon General
10. Dr. Erhard Busek, M.P., Austria

"The struggle against intolerance is a duty of the individual as well as an obligation of the society."

11. Dr. Thomas Klestil, President of the Federal Republic of Austria

"The more people come together, the more borders will be opened and people and opinions get together, the more unrenouncable tolerance will be a fundamental part of our social life. Without tolerance there is no religious liberty, no freedom of conscience and no freedom of thought."

12. Arthur J. Kropp, former U.S. Surgeon General

"The American ideal is not that we all agree with each other, or even like each other, every minute of the day. It is rather that we will respect each other's rights, especially the right to be different, and that, at the end of the day, we will understand that we are one people, one country, and one community, and that our well-being is inextricably bound up with the well-being of each and every one of our fellow citizens."

13. Vitality springs from diversity- which makes for real progress so long as there is mutual toleration, based on the recognition that worse may come from an attempt to suppress differences than from acceptance of them. For this reason, the kind of peace that makes progress possible is best assured by the mutual checks created by a balance of forces- alike in the sphere of internal politics and of international relations.  
- B.H. Liddell Hart

14. We have an American problem. It can only be solved by all Americans working together... I want you to find strength in your diversity."

—Army Gen. Colin Powell  
Former chairman, Joint Chiefs of Staff

the kind of support that you have at home.

- And local sports programs can always use another volunteer to coach or referee, anything from soccer to basketball to swimming.
- There are many ways to get involved, individually or in group projects. But, if we don't get involved, it won't happen.

I encourage you to choose an area where you can share your special gifts and your enthusiasm with others. Bring it to bear on this problem, beginning today with this convocation. I am anxious to hear what comes out of this convocation in the months and maybe even the years ahead.

Here's the bottom line: No matter what our age, in each of us is the potential to accomplish something worthwhile, something to make our world a little happier, a little safer, a little better. I encourage you to work hard for something positive. Believe in yourselves and don't underestimate the contribution each of you can make -- if you make the effort.

You can't change the world all at once, but you can change your world one small thing at a time. Smile at five people. The world will change. As Indian statesman Mahatma Ghandi said,

"We must live the change we want to see in the world."

We can reduce the amount of violence in our communities. But to do so, each of us must live the values and responsibilities we would like to see in others. And if we do that, others will follow our lead. It is a difficult challenge we face. But if we all do our own small part, Missoula dn Montana will be safer and healthier places to live.

Thank you for letting me be part of your program.

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U.S. Attorney General Janet Reno:

"I firmly believe that more media literacy instruction can be very useful in our efforts to promote tolerance and combat violence. With the increased exposure of young people to an incredibly broad array of messages from an equally broad array of media messengers, it's all the more important that we teach our young people how to make sense of what they're seeing, hearing, and feeling. Only if we provide appropriate guidance can we expect our young people to understand that not everything on the screen has a place on the street corner or in the classroom."

Cable in the Classroom magazine, October 1999. Reprinted with permission.

--Proverbs 27:24

In the day of prosperity there is a forgetfulness of affliction: and in the day of affliction there is no more remembrance of prosperity.

--Ecclesiasticus 11:25

### Wisdom/Learning

The ear tests words just as the tongue tests food. Let us discern for ourselves what is right; let us learn together what is good.

--Job 34: 3-4

Happy is the man who discovers wisdom, and he who gains knowledge.

For trading in these is better than in silver, and their profit greater than bright gold.

--Proverbs 3:13-14

My son, do not let wisdom or discretion depart from your eyes...and you will go safely on your way, and your feet will have no cause to stumble.

--Proverbs 3:21-24

By wisdom a house is built, and by understanding it is established.

--Proverbs 24:3-4

Wise men lay up knowledge.

--Proverbs 10:14

In teaching ...precept must be upon precept, precept upon precept; line upon line, line upon line; here a little, and there a little.

--Isaiah 28:10

Do you understand what you are reading?

How Can I, unless some one guides me?

--Conversation between Phillip and an Ethiopian Official

--Acts 8:30-31

### **CIVIL RIGHTS**

No man can put a chain about the ankle of his fellow man without at last finding the other end fastened about his own neck.

--Frederick Douglass

Both tears and sweat are salty, but they render a different result. Tears will get you sympathy; sweat will get you change.

--Jessie Jackson

Success, recognition, and conformity are the bywords of the modern world where everyone seems to crave the anesthetizing security of being identified with the majority.

--Martin Luther King, Jr.

The question is no longer between violence and non-violence; it is between non-violence and non-existence.

--Martin Luther King, Jr.

Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality.

--Martin Luther King, Jr.

And this nation, for all its hopes and boasts, will not be fully free until all its citizens are free.

--John F. Kennedy, civil rights speech, June 11, 1963

I am the inferior of any man whose rights I trample underfoot.

--Horace Greeley

Let us therefore continue our triumphal march to the realization of the American dream...for all of us today, the battle is in our hands.

--Martin Luther King, Jr. 1965, speech on steps of State Capitol Building, Montgomery, AL

Nothing then is unchangeable but the inherent and inalienable rights of man.

--Thomas Jefferson

This nation was founded by men of many nations and backgrounds. It was founded on the principle that all men are created equal, and that the rights of every man are diminished when the rights of one man are threatened.

--John F. Kennedy, 1963 radio address on civil rights

Man is man because he is free to operate within the framework of his destiny. He is free to deliberate, to make decisions, and to choose between alternatives. He is distinguished from animals by his freedom to do evil or to do good and to walk the high road of beauty or tread the low road of ugly degeneracy.

--Martin Luther King, Jr., 1959

## **CRIME**

Thus, the fight against crime is in the last analysis the same as the fight for equal opportunity, or the battle against hunger and deprivation, or the struggle to prevent the pollution of our air and water. It is a fight to preserve that quality of community which is at the root of our greatness; a fight to preserve confidence in ourselves and our fellow citizens; a battle for the quality of our lives.

--Robert F. Kennedy Crime in America, Indianapolis, Indiana, 1968

## COMMUNITY

It is community of purpose that constitutes society.

--Benjamin Disraeli

The community stagnates without the impulse of the individual. The impulse dies away without the sympathy of the community.

--William James

Without a sense of caring, there can be no sense of community.

--Anthony J. D'Angelo

A community is like a ship; everyone ought to be prepared to take the helm.

--Henrik Ibsen

Life is no brief candle to me. It is a sort of splendid torch which I have got hold of for a moment and I want to make it burn as brightly as possible before handing it on to future generations.

--George Bernard Shaw

Community demands a place where people can see and know each other, where children can play and adults work together and join in the pleasures and responsibilities of the place where they live.

--Robert F. Kennedy

It is not the bigness that should be our goal. We must attempt, rather, to bring people back to... the warmth of community, to the worth of individual effort and responsibility...and of individuals working together as a community, to better their lives and their children's future.

--Robert F. Kennedy

What is government but the greatest of all reflections on human nature.

--James Madison

Important principles may and must be inflexible.

--Abraham Lincoln

We must be willing to learn the lesson that cooperation may imply compromise.

--Eleanor Roosevelt

Everybody ought to have a fair and square chance at the economic prosperity of this country.

--Harry S. Truman, May 8, 1950



--John F. Kennedy, Remarks by Telephone to the Midwestern Democratic Conference at French Lick, Indiana. August 24, 1962

If the Democratic Party is charged with disturbing the status quo, with stirring up the great interests of this country, and with daring to try something new, I plead 'guilty.'

--John F. Kennedy, Remarks in Harrisburg at a Democratic State Finance Committee Dinner, September 20, 1962

## **DEMOCRACY**

Those who would give up the essential liberty to purchase a little temporary safety deserve neither liberty nor safety.

--Benjamin Franklin, 1759

We must all hang together, or, assuredly, we shall all hang separately.

--Benjamin Franklin at the signing of the Declaration of Independence, 1776

New opinions are always suspected, and usually opposed, without any other reason but because they are not already common.

--John Locke

There are not enough jails, not enough policemen, not enough courts to enforce a law not supported by the people.

--Hubert H. Humphrey

Restriction of free thought and free speech is the most dangerous of all subversions. It is the one un-American act that could most easily defeat us.

--Justice William O. Douglas

Two cheers for Democracy: one because it admits variety and two because it permits criticism.

--E.M. Forster

Man's capacity for justice makes democracy possible, but man's inclination to injustice makes democracy necessary.

--Reinhold Niebuhr

## **DIVERSITY**

The white, the Hispanic, the black, the Arab, the Jew, the woman, the Native American, the small farmer, the businessperson, the environmentalist, the peace activist, the young, the old, the lesbian, the gay and the disabled make up the American quilt.

--Jesse Jackson

Our flag is red, white and blue, but our nation is a rainbow-red, yellow, brown, black and white-and we're all precious in God's sight.

--Jesse Jackson

Our loyalties must transcend our race, our tribe, our class, and our nation; and this means we must develop a world perspective.

--Martin Luther King, Jr.

There never were, in the world, two opinions alike, no more than two hairs, or two grains; the most universal quality is diversity.

--Michel de Montaigne

If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place.

--Margaret Mead

In one way or another, all of us are immigrant. And the strength of America over the years has been our diversity, diversity of all kinds of variations—religion, ethnic, and otherwise. I recall very vividly a statement that seems apropos at this time, that the beauty of Joseph's coat is its many colors. The strength of America is its diversity.

--Jimmy Carter, President's Advisory Commission on Refugees, May 17, 1975

Unless we can find strength in our diversity, our diversity of race, our diversity of income, our diversity of religion, our diversity of religious conviction, we cannot possibly meet the challenges before us,

--President Clinton, 1993

We need to explore methods of obtaining closer relationships in the cultural field as well—between our schools and universities our teachers and students in our scientists and artists, our writers and thinkers—in short each manifestation of the diversity of culture and tradition of our peoples.

--John F. Kennedy, May 29, 1961

It is from our diversity, our tolerance of diversity, our reasoning together from the many different convictions we hold that the chief strength of our people derives.

--Lyndon B. Johnson, July 4 1968

America's strength has risen from the diversity of its heritage.

--Lyndon B. Johnson, January 17, 1964

So let us not be blind to our differences-but let us also direct attention to our common interests and to the means by which those differences can be resolved. And if we cannot end now our differences, at least we can help make the world safe for diversity.

--John F. Kennedy

If we cannot now end our differences, a least we can help make the world safe for diversity.

--John F. Kennedy