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**ONE AMERICA IN THE 21ST CENTURY**

The President's Initiative on Race

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

MEMORANDUM TO THE PRESIDENT**FROM:** JUDITH A. WINSTON**THROUGH:** ERSKINE BOWLES
MARIA ECHAVESTE**DATE:** JULY 24, 1998**SUBJECT:** THE PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT
JULY 17 - JULY 24**ADVISORY BOARD ACTIVITIES**

Organization of Chinese Americans. On July 18, Angela Oh led a roundtable discussion and participated in a plenary session at the annual conference of the Organization of Chinese Americans in Washington, DC. Ms. Oh spoke about race in America and her work with the Initiative.

Jack & Jill, Inc. Convention. On July 22 in New York City, Reverend Dr. Suzan Johnson Cook addressed over 800 delegates at the National Convention of Jack & Jill, Inc. She discussed her work with, and the importance of, the Initiative. Jack & Jill, Inc. is a national organization of African-American professionals which concentrates on the growth and development of African-American youth.

YMCA Racial Justice March. On July 23, Reverend Dr. Johnson Cook spoke to over 1,000 people in Pittsburgh, Pennsylvania at the YMCA Racial Justice March and Candlelight Vigil. Reverend Dr. Johnson Cook spoke about the Initiative and the importance of racial reconciliation and tolerance.

Chicago Area Bar Association Luncheon. On July 23, Angela Oh was the keynote speaker for the Vanguard Awards Luncheon of the Hispanic, Asian American and Chicago Bar Associations. The audience consisted of 500 Chicago area lawyers and jurists.

Gallup Institute of Lincoln, Nebraska. On July 24, Ms. Oh gave a presentation on the Initiative before the Board of Trustees for the Asian Pacific Women's Leadership Institute and the Gallup Institute.

OFFICE OF THE EXECUTIVE DIRECTOR

American Bankers Association Press Briefing. On July 21, I attended the press briefing where the American Bankers Association and the office of Federal Contract Compliance Program announced the release of the *Equal Hiring Opportunity, Helping Banks Take Affirmative Action* guidebook (see attachment). This guidebook identifies key issues banks or other employers should consider in recruiting and hiring a diverse pool of qualified job applicants.

American Indians and Alaska Natives. On July 22, staff participated in a meeting of the Interagency Working Group on American Indians and Alaska Natives chaired by Secretary Babbitt. The staff members spoke about the work of the Initiative and encouraged the agencies to continue supporting the work of the Initiative after the Advisory Board charter expires September 30.

Corporate Leaders Forum. On July 23, we held our fourth corporate leaders forum in St. Louis, Missouri. The event was hosted by Secretary Slater and attended by approximately 100 people. Vice Presidents from Anheuser-Busch, Ralston Purina, Monsanto, Bell Atlantic, and Quaker Oats served as panelists and/or moderators of breakout groups.

National Black Prosecutors Association. On July 24, I participated in the panel discussion on "Combating Hate Crime," at the National Black Prosecutors Association's annual convention. My remarks focused on the Administration's response to hate crimes and the Initiative's role in combating this form of racism.

FEDERAL AGENCY ACTIVITIES

Department of Interior

Appraisal Process for Indian Lands. The General Accounting Office (GAO) will review the Bureau of Indian Affairs' (BIA) appraisal process for Indian lands that are rented and any efforts to improve that process. The review will compare BIA's appraisal method to those used in the private sector and by other federal agencies. GAO will identify any impediments to leasing Indian land and possible legal or regulatory changes needed to improve the process. The review is required by Senate Report language in the FY 98 Appropriations Bill.

Gila River Indian Community. On July 20, Bureau of Reclamation Commissioner Eluid Martinez and Governor Mary Thomas of Arizona's Gila River Indian Community signed the Master Repayment Contract. The MRC is an agreement between the U.S. and the Community for the Community's Central Arizona Project water distribution system. The Record of Decision for the Programmatic Environmental Impact Statement was also signed.

Department of Health and Human Services

Indian Physicians. On July 22, Dr. Michael H. Trujillo, Director of Indian Health Service, participated in a panel discussion at the 27th Annual Association for Indian Physicians in Albuquerque, NM.

Department of Housing and Urban Development

Alaska Natives. On July 21 and 22, Secretary Cuomo toured Juneau, Anchorage, Kasigluk and Bethel, Alaska. In each city he hosted meetings at which he announced the allocation of \$79 million in assistance for programs to create affordable housing, jobs and economic opportunity - including \$62 million going directly to Alaska Natives. The assistance to Alaska Natives is the first installment of \$94 million being delivered to tribes in Alaska this year under the newly implemented Native American Housing Assistance and Self-Determination Act.

Department of Energy

Federal Women's Program Managers. On July 21, the Department of Education (DOE) and the United States Department of Agriculture hosted a one-day forum as part of the Federally Employed Women's 29th national training program. One of the modules of the DOE forum was a one-hour workshop on how to conduct a dialogue on race entitled "Moving Closer to One America in the New Millennium."

Department of Education

One America. On July 24, the Department will begin the second phase of its department-wide race initiative, with a series of "Facilitated Dialogue Forums" to discuss topics raised in earlier "Listening Sessions."

Department of Veterans Affairs

Filipino Veterans. On July 22, the House Veterans' Affairs Committee held a hearing on issues relating to VA benefits for Filipino veterans.

Office of National Drug Control Policy

Cluster Conference. On July 22, Director McCaffrey traveled to New Orleans to address the 1998 Cluster Conference of the National Black Law Enforcement, National Black Police Association, National Black Narcotics Agents, and National Black Prosecutors.

Small Business Administration

La Raza. On July 20, Administrator Alvarez introduced the First Lady at the National Council of La Raza convention in Philadelphia.

National Hispanic Business Group. On July 23, Administrator Alvarez will speak at the National Hispanic Business Group Annual Dinner. On July 24, she will address both the New York State Federation of Hispanic Chambers of Commerce and the National Urban League.



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FOR IMMEDIATE RELEASE
(1998)

ABA TO DISTRIBUTE EQUAL HIRING GUIDEBOOK TO MEMBERS

WASHINGTON, July 21 – The American Bankers Association announces a new guidebook that identifies key issues banks or other employers should consider in recruiting and hiring a diverse pool of qualified job applicants. One copy of the guidebook, *Equal Hiring Opportunity. Helping Banks Take Affirmative Action*, is free to ABA members.

The ABA, in collaboration with the U.S. Department of Labor and with representatives from community, regional and multi-state banks in the Washington, D.C., area and local community organizations, developed the guidebook.

“Banks and other employers will find the ABA guidebook to be a useful tool for building consistent, fair and open employment practices,” said ABA Executive Vice President Donald G. Ogilvie. “Building a strong and diverse staff takes a strong commitment and a concerted effort.”

“Equal Opportunity through proactive measures is an important component of what we do at the Department of Labor,” said Deputy Assistant Secretary of Labor Shirley Wilcher. “We congratulate the American Bankers Association for taking up the challenge.”

The guidebook lists sample interview questions, interview evaluation forms, an overview of equal employment laws, and addresses of such outreach sources as colleges and universities with large minority populations and publications aimed at minorities.

The ABA guidebook offers practical tips which include:

- Reviewing the requirements for each job early in the hiring process and having a recent job description.
- Establishing a central location to accept applications and resumes so that all candidates are given the same information on how and where to apply, as well as vacancy status or job listings.
- Consistency in interviewing methods and evaluations. The guidebook recommends structured interview forms so that all applicants are asked the same series of questions.

One copy of the guidebook is free to ABA members by faxing a request to 202-828-4548. Non-members can receive a copy for \$21 by faxing a request to 202-663-7543.

The ABA brings together all categories of banking institutions to best represent the interests of this rapidly changing industry. Its membership – which includes community, regional and money center banks and holding companies, as well as savings associations, trust companies and savings banks – makes ABA the largest banking trade association in the country.

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EQUAL HIRING OPPORTUNITY

HELPING BANKS TAKE AFFIRMATIVE ACTION

