

ADVISORY BOARD MEETING

“RACE AND POVERTY”

NORTHERN CALIFORNIA

FEBRUARY 10-11, 1998

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AGING & LONG TERM
CARE (SUB)
MEMBER. COMMITTEES ON
APPROPRIATIONS
EDUCATION
HEALTH AND HUMAN
SERVICES
HOUSING AND LAND USE
JOINT LEGISLATIVE
BUDGET



senator
john vasconcellos'

BLUEPRINTS for our GOLDEN STATE

#1 - the issue of race

Our number one California problem and challenge today is to heal the racial divisions amongst our people, throughout our state. Only if we do so will we grow able to successfully address every other problem and challenge we face.

And we can. We Californians are a special breed, able to face and overcome problems others find insurmountable.

We found a desert in the Central Valley and transformed it into the breadbasket of the world. We turned the dry and dusty Los Angeles Basin into the entertainment capitol of the world. We converted the prunes orchards of Santa Clara Valley into the world's preeminent hitech *Silicon Valley*, and we've built a State system of universities and colleges that's the envy of our nation and the entire world.

We Californians have never been afraid to own up to our problems, take them on, come up with new ideas, try new

solutions. We've proven ourselves to be the renaissance people of the 20th Century. I believe we now can (it's a matter of our political will) carry that legacy into the 21st.

We are, after all, a nation of immigrants. We're a state largely populated by immigrants, earlier from elsewhere in our nation, more recently from every corner of our world. The most recent influx of immigrants has made California the most racially and ethnically diverse place in the world.

These diverse Californians are increasingly becoming the builders and sustainers of the great economic engine we call California. They're the cylinders that power our engine. And just as no engine can long operate without the full functioning of all its cylinders, neither can our state sustain its greatness without the full recognition, inclusion and development of all our human diversity and talent.

Where do we start? Certainly not with denial, it doesn't lead us to solve our problems. We must own up to our shameful history of racism - from the genocide of Native Americans and the enslaving of African Americans to interning Japanese Americans and disparaging Latinos.

As we confront that history, we are also right to celebrate a contrary history in our state and nation - of our continuing struggle to overcome discrimination and racism.

We have come a long ways from our beginnings - by prohibiting, in turn, slavery, segregation, discrimination - then shifting the tide with affirmative action. Now (whether its prohibition is upheld) we must design far better ways.

For this is a struggle not near over, as both discrimination and inequality persist, and many among our growing majority of non-white Californians face daily reminders that full equality is still a distant goal.

Our current situation cries out for the attention of every Californian of good will. We have a long way to go, and the sooner the better!

I write this in the face of self-righteous proclamations of some who have dedicated themselves to rolling back our struggle for equal access to opportunity for all Californians. Our recent politics has been dominated by a sad pandering to our basest fears, by attacks and blaming our people who are different. Beneath these attacks is the rude politics of race, the effort to divide us, one from another.

As we move into the 21st Century, every one of us Californians must stand together during this upcoming political season to resist the politics of racism. We must instead, encouraged by leadership from the top, whole-heartedly enlist in a California crusade to end racism.

We must welcome one another to our plentiful California table - whatever our race, nationality, birth place, language: Native Americans, Latinos, Asian/Pacific Islanders, African Americans, Anglos, every last one of us. We must engage the fear and anger and culture of distrust.

I believe the vast majority of Californians, when informed, encouraged and inspired by their leaders, will whole-heartedly enlist in a California crusade to overcome the ravages of racism, which negatively affects those who practice it as well as those who are its targets.

Together we must provide the leadership to end racism in our State, once and for all!

Toward that end, I propose this agenda to all Californians, so we can soon resolve this problem and make the 21st Century *The California Century!*

- (1) - We must put race relations on our **agenda**, from the start;
- (2) - We must point out the **facts** which make it incumbent upon us to address this issue now;
- (3) - We must point out the **reasons** in favor of addressing and healing our racial rifts;
- (4) - We must set a **moral** (leadership) tone for racial healing;

(5) - We must **practice** our commitment, live it, *'walk our talk*;

(6) - We must design and operate specific proactive **programs** to address racism from a totally inclusive perspective;

(7) - Every top leader's office must have a staffperson to develop & operate a **system** for advancing such programs;

(8) - We must steadfastly keep the **focus** of California and all Californians on our common situation, challenge, progress; +

(9) - We must **remind** (by modeling) every Californian that each of us owes it to ourselves to grow comfortable enough with/in ourselves so that we're not discomforted by racial differences between and among us.

Significant details of our proposed agenda are attached.

Altogether, this proposal claims neither infallibility nor finality, nor is it exhaustive. It's my best effort, from my experience to date, it's a work in progress.

I invite your critique, commitment & partnership, enlistment & practice - so that altogether we can design our plan of action, invest ourselves in implementing it faithfully and, once and for all, put the problem of racism behind us.

If you find yourself in agreement with my proposal:

(a) - Make it your own (make it our own), embellish it, tailor it to fit your roles in California work and society; +

(b) - Share copies with your family, neighbors, friends, colleagues, adversaries, throughout our state; +

(c) - Make it your practice to present it to every candidate for every office from school trustee through governor, challenge her/him to address it, even better to improve upon it.

If you're a candidate (for governor or any elected office), I challenge you to come up with your own proposal for ending racism in our lifetime.

Altogether, let's make it our goal, and our legacy - that in our time we outgrow and put an end to racism in California.

I hope I get to hear from you soon, I look forward to working with you in this historic moral crusade, I wish you well.

attachment #1

john vasconcellos'
BLUEPRINTS
for our
GOLDEN STATE

#1 - the issue of race

Programmatic details

(1) - We must put race relations on our **agenda**, from the start;

(a) - Each of us must be mentioning it regularly on our travels,

(i) - As I have in every speech I've given the past 10 years;

(b) - Let's make it clear every one of us (of all races) has a role to play, a personal responsibility for examining, addressing, ridding ourselves of our own racism: every one of us must assure we are racial healers instead of racial haters;

(c) - We ought convene the leadership of California's many communities for our own state's '*experiential dialogue on race*,' hoping to craft a common policy agenda and generate a common commitment to address our common dilemmas;

(d) - We ought actively seek answers to the following question in each area of social and educational policy: '*How will this affect the relations among us, and our prospects for growing to live together more harmoniously?*'

(2) - We must point out the facts which make it incumbent upon us to address this issue now;

(a) - It is now true, we're no longer a White majority state:

(i) - We're 1/3 Latino; +

(ii) - We're 11% Asian-American; +

(iii) - We're 8% African-American; +

(iv) - We're less than 50% Anglo-American; &

(b) - In the year 2000 only 15% of 21-year-old Californians entering our work force will be Anglo males; &

(c) - In the year 2010 (less than 13 years away):

(i) - We California retirees will be 3/4's Anglo; &

(ii) - Our California work force will be 2/3's persons of color;

(d) - In fact, now we are all minorities, all in this together!

(3) - We must point out the reasons in favor of addressing and healing our racial rifts;

(a) - It's morally correct: '*Love thy neighbor!*' remains an admonition of decency regardless of our particular faith;

(b) - It's patriotic: liberty and justice and equality are as American as apple pie;

(c) - It's smart public policy: as a diverse state we're dependent upon the full development of the talents of all our people. As a state committed to more peaceful and safe communities, we will depend upon more of our people feeling included in our state's wealth and progress;

(d) - It's good economics: overcoming the inequality and exclusion which divide our communities will move more people from welfare (our taxes) to work (their taxes), provide a more competitive workforce in the global economy;

(e) - It's in our self interest: our old age security depends on a skilled work force in the global economy. It's in the interest of each of us to provide good education, good health and good jobs to every member of our society.

(4) - We must set a **moral** (leadership) tone for racial healing;

(a) - Each of us must always be a healer, never a divider:

(i) - We ought never stoop to pandering to anybody, or demonizing anybody else, dividing our people against each other, for whatever gain;

(ii) - We ought end the politics of blame & division (what problem has that ever solved?) - instead call our people to a politics of responsibility & collaboration (the path toward solution);

(b) - Let's point out that our failure in race relations is in reality grounded in a much broader failure in our development of our capacity for healthy human relationships, with ourselves and with each other, with all others;

(c) - Let's build on the assets (cooperation, vision, skills, good will) already so available in our state:

(i) - Let's never exacerbate differences or exploit tensions;

(d) - Let's always make the case:

(i) - In an inviting encouraging challenging way; &

(iii) - In a '*We can do it, Si Se Puede*' spirit;

(e) - Let's each of us issue the call, time & time again, to every Californian, to enlist in a California crusade:

'We Californians have the opportunity, the necessity, the responsibility to realize our greatest challenge - To realize the promise of our multicultural democracy, with gender equity, in the global economy, in this age of technology!'

(5) - We must **practice** our commitment, live it, 'walk our talk;

(a) - By who each of us is, in every aspect of our lives:
(i) - By where we go, what we do; +
(ii) - By with whom we associate, are seen; +
(iii) - By whom we appoint, especially to visible positions of responsibility: without quotas, a leader of good will can readily identify plenty of highly-talented persons of color;

(b) - By whom we consult, invite as partners into this effort
(i) - Let's each of us recognize ourselves as part of all the people of California, not only those who are privileged;
(ii) - Let's each meet regularly with all interested parties, inviting them to the table to work out solutions together;

(c) - Let's consult with California's business leadership -
(i) - Many of them are ahead of much of government because they're more pushed to meet the needs of their changing customer base and their changing work force;
(ii) - Let's enlist their authority & prestige in this effort, ask them to stand up, speak out, teach us how they succeed;

(d) - Let's each and all of us consult regularly with the leadership of California's communities of color -
(i) - Let's ask them to bring their people along, encourage them to outgrow what remains of their victim mentality, seize this opportunity to heal themselves, and empower all of us to come together and heal;

(e) - Let's each of us go and spend time in homes in various communities of color, invite persons of color into our homes + open ourselves to the richness of the learning experiences
(i) - As I did in my freshman term in the Assembly: I accepted the invitation of freshman colleague Leon Ralph, to go home with him for a weekend in Watts - where the only white face I saw for 4 days was mine in the mirror, where I experienced the common humanness we share;
experience is the best teacher!'

(f) - Let's invite, encourage, challenge all leaders (political & business & religious & educational & social) of every race and ethnicity to do the same, to invite and to be invited into the homes of colleagues in communities of other races.

(6) - We must design and operate specific proactive programs to address racism from a totally inclusive perspective:

(a) - Instead of affirmative action (outlawed by Prop 209):

(i) - Increase funding + space use for universities (UC & CSU) so there're enough spaces for all qualified high school graduates (rather than cutting \$, rationing spaces, setting up an artificial scarcity, competition, hostility, battle); +

(ii) - Use economic and other disadvantage as grounds for special consideration in admissions, especially insofar as such leaves a person unable to demonstrate her/his talent via traditional testing processes; +

(iii) - Admit the top 1/3 (CSU) or 1/8 (UC) of all students qualified:

(aa) - By traditional standards of assessment; +

(bb) - By alternative standards of assessment; +

(iv) - Admit from each high school graduating class:

(aa) - The top 1/8 of students from every high school to UC;

(bb) - The top 1/3 of students from each high school to CSU;

(v) - Develop and fund extensive intensive outreach programs into our junior high and high schools in communities whose students have to date least developed the skills that empower them to become competitive for admission to our universities;

(vi) - Require community service of our university students, especially enlisting them as (like the Peace Corps) mentors for the children who are tomorrow's work force;

(vii) - Strengthen university liaison with our community colleges so more students of all races progress better and qualify for university admission;

(b) - Instead of Proposition 187's denying essential services to persons here without legal documentation:

(i) - Immediately restore the CAL-OBRA program, which provides prenatal services to undocumented women whose children will be born here, and become citizens, a program in which every \$ invested saves \$6 in later makeup costs; +

(ii) - Assure the education of every child here, since it's both morally correct to empower them to realize their talent, + it's fiscally shrewd because this will cost us far less than the tab if they're here, uneducated for their lives;

(c) - Instead of the proposed initiative outlawing bilingual education (instruction in a foreign language):

(i) - Meld the competing (Senator Alpert and Assemblyman Honda) bilingual education reform bills into one, and enact it, to provide every school and parent the option of choosing the instructional program deemed most likely to facilitate learning, especially English-language capacity, in their students;

(ii) - SB 6 doesn't satisfy advocates of either side, yet:

(aa) - Its provisions (for initial assessment, identification, parental involvement, assessment of progress, accountability, research into what works best) offer more hope of educational advancement for California's limited-English-speaking children than does the current bilingual program,

(bb) - Without stigmatizing our kids nor arbitrarily locking in - or out - a certain educational methodology, no matter which research shows best serves these children; +

(cc) - It should call for a collaborative effort to design careful research, so we can better learn what pedagogies work best, then be sure all educators learn about that;

(iii) - Recognizing our competitive capacity in the global economy depends on our students becoming fluent in other languages, insist upon more quality language instruction;

(d) - We must assure every California child full access to child care, preschool and Headstart programs, so that early on each can begin to develop his/her potential -

(i) - The price of ignorance is always many times the cost of education;

(e) - Together let's proactively lead a movement to systematically reform all of public education -

(i) - Especially to place our focus on home/school educator/parent collaboration, to inspire each of our children to realize her/his innate potential to become lifelong learners;

(f) - Let's continue the economic development work I pioneered with ADEPT (the Assembly Democratic Economic Prosperity Team), whose efforts provided the momentum for the 1993 business climate reforms which helped along our economic recovery;

(i) - The availability of adequately paid meaningful work is an essential key to overcoming racism in our society;

(g) - We must assure the voting rights of all our people -

(i) - So that persons of color become ever more electable,

(ii) - So they feel included, a part of us and our system.

(7) - Every top top leader's office must have a staffperson to develop & operate a **System** for advancing such programs;

(a) - S/he would create a repository for identifying, cataloguing and broadcasting what programs are already working to advance racial harmony; +

(b) - S/he would have an 800# which committed Californians could call to identify both *What's working'* and where & how each could enlist him/her self in such an endeavor;

(8) - We must steadfastly keep the **focus** of California and all Californians on our common situation, challenge, progress;

(a) - Come that precious day when we can altogether proudly announce we have, in the finest California tradition, healed our racial wounds, and shown the world the promise of a multicultural democracy with gender equity!

(9) - We must **remind** (by modeling) every Californian that each of us owes it to ourselves to grow comfortable enough with/in ourselves so that we're not discomforted by racial differences between and among us.

(a) - The healthier my self esteem (the less I need put somebody else down to boost myself) the less racist I will be;

(b) - And the more I'll allow myself to be/come vulnerable to (the pain of) persons of color, which vulnerability well serves to shatter the culture of distrust;

(c) - And the more I'll be alert to, and active to eradicate, both individual attitudinal racism and institutional racism.

187/209/Unz

Community Forum



Almost full auditorium

Race matters, but what does
it mean?

Who is white?
and why?

old politics — new ideas

Satz

(*) The people want action

European Americans want to be included. Their
views should be represented. Want a seat at the
table.

Gov. Winter responds to the European American guy.
Diversity is strength.

(*) Gov. Winter gives a resounding speech; shouted
down by another Euro-American guy.

→ Young kids growing up to be looked upon as threats.
(Black & Latino)

Qs credibility of Board in light of lack of
inclusion of critics of affirmative action

Woman wants to know why we are using an old photo of U.S. — Is he dead?

④ B/c she is white, are we going to shoot her?

④ upset that Mexicans are coming to take jobs

New way to fund schools, not based on property taxes

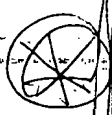
④ Expectations for students — get rid of bad teachers

→ Recovery racist society

personal recovery — working toward the elimination of racism

* Poverty among

Southeast Asian community



Spoke of those in his family who never learned the language or ventured out into the larger community

* ④

Issue is inequity — poverty

Franklin makes clear that even w/ a lot of \$, he can't get a cab

Need honest dialogue about race

We should remember about the native people — Spanish and Indian.



→ What about The gypsies?

Educational Initiative to restore Aff Act
in California



Program to expand mentoring program
to allow kids to see Black/Latino doctors,
lawyers, CEOs, etc.

Portrayal of Native Americans — we are not mascots

B'har as an example of how diversity works

Day 2

President's Economic Report — release
w/a Chapter on Race (yesterday)

Amateurs

Dr. Franklin

Wage disparity is growing in the Silicon valley

Talks about President's budget

① Increased resources to support
enforcement of CR laws

\$86 million — 16% increase
overall

② Education spending

a. Hopman Educ. Act plan

b. High Hopes Initiative

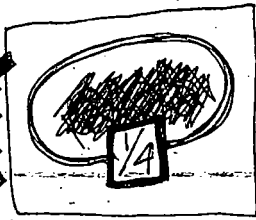
Newtoning program

c. Econ opportunity

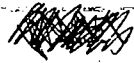
(i) \$283 million — welfare to work
housing vouchers

(ii) EZs

Moderator is a jerk



"intermediate" groups (?)



Pretty good crowd

What is the answer to the Q. of more \$ going to the public schools, etc.

→ Public services have declined (lack of investment?)

Wilson: opportunity equity

any programs designed to maintain tight labor markets will be good for inner city poor communities

⊕ Access — end to residential / economic segregation

Massey: End discrimination in the housing and labor markets.

Snipp: No one size fits all solution
Forex., Deseg. doesn't work

Noodsen:

tenant control of public housing (St. Louis Echoir)

Changing attitudes & behavior

Small business development

Rules & regs make it difficult for some to start businesses

More power to parents

Hum: improve viability of existing businesses
Enforcement of basic labor standards
Build assets w/in communities

— away from social service

(*) Wilson: Successful workforce development programs
Publicize & stimulate discussion

Could work w/
Foundations (Ford
McArthur) to collect and
study programs

- Quest
- Bridges to work

Make widely known to serve as models
Need more info re: what is working
and model it out

Shipp:

At Harvard — Harvard Project on Native American
Development (@ Kennedy School)

Native Americans have conflicts w/ local
forces (including banks)

Thomas: What works in Indian community (?) (b/c no
res mobility
solution)

Shipp: Business development — diversified
economic base

Must do an individualized assessment
of each community

Woodson: We still need spiritual rehabilitation

Wilson: Can't address problems of have-nots
separately - must overcome racial &
ethnic differences. May have
so much in common - goals,
aspirations & hopes.

Don't ignore the problem of race, but get folks
to recognize what they have in common.

Franklin: Isn't the goal real fairness? where
should have high workforce participation
of Blacks even in a poor economic
environment

Rachel: Focus can't be on work alone. Must look
@ work that expands middle income
④ Money through labor market
higher wages to move people out of poverty

Ham: Fairness of gatekeepers (like unions)

good crowd

AO just thinks about this stuff in the wrong way
It is not useful to think of all groups together
Different histories & diff present problems

Massey: Dirty little secret: increase wage disparity ^{across} groups
80% of population is running to stay in place
Thinning more bodies into the workforce
for families to have same income & wealth
20% may be better off (boom)
but most folks of all colors are
the same or worse off.

Q&A

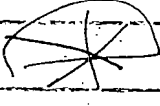
①

We are importing poverty (immigrants)
& Before 1965, whites were 85%
but now, less (in the 70s)

② Racial transformation of America as a
result of increased immigration.

2d panel

Lots of poverty/dispar in Indian community

 No parking services in inner city/poor rural communities

 Financial institutions
[Money on the street]

Volunteering is great, but need resources

 Extend Community Reinvestment to the insurance industry

'We come from diff. places, but we have more in common than we have different'

 Gordon Chin: Doing citizenship classes

Social capital

Neighborhood issues

→ Citizenship training for corporate community

See yesterday's San Francisco Chronicle

Amy: training alone does nothing to solve the problem,
given labor markets (depressed wages, etc.)
Need wage setting institutions.

New social contract. Govt. w/ tax & monetary
policy to influence private behavior

legitimate role for Labor

Roe: Community-based organization fostered.
Education

Let Pres. know that Latinos exist across the
nation

Moderator -
a little weird
Asked a few
Miss America
questions.

Dennis: Need community support
Increase sovereignty of Indian nations.
Only a small % to have casinos.

Get rid of limits on Native Amer. acquiring
new land

Jose:
Padilla

Minimum wage increase
(\$ means a lot less now)
w/ enforcement

More lawyers for the poor

labor & CR

➔ Restore legal aid

CR enforcement is linked to Legal Assistance
for the poor

Latino scholars talking about cultural citizenship
inclusive

Looks @ citizenship w/ responsibility

what you do in the community
~~that~~ in which you live.

— Lost our notion of a domestic economy

Corporate citizenship

Corps caring about workers & their
communities

● Tribe need assistance in dealing
w/ welfare reform



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

The New Executive Office Building

Washington, DC 20503

202/395-1010

Advisory Board Meeting

Northern California

"Race & Poverty"

February 10-11, 1998

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Travel Itinerary

FEBRUARY 10, 1998

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

Divider Title: 1

SITE VISIT TO GLIDE MEMORIAL UNITED METHODIST CHURCH

Location and Time: Glide Memorial United Methodist Church

10:00-11:00 a.m.

330 Ellis Street

San Francisco, CA 94102

Janice Mirikitani, Executive Director of Programs: (415) 771-6300

Cabinet Participants: U.S. Education Secretary Richard Riley

Race Initiative Participants: Chairman John Hope Franklin and Judith Winston

Site Participants: Reverend Cecil Williams (Pastor of Glide Memorial), Janice Mirikitani, teachers, and students

Since 1963, Glide Memorial United Methodist Church has provided a broad range of human service programs to the Tenderloin, an ethnically diverse neighborhood of Asian and East Asian Americans, Pacific Islanders, Hispanics, African Americans, Caucasians, and Native Americans. Glide describes this area as a densely populated district where most of the city's homeless shelters, SRO hotels, and low-income apartments can be found. High crime, extreme poverty, and intense drug activity characterize the Tenderloin--home to a rapidly increasing number of poor children and families as well as developing businesses. Of the 41 social programs Glide provides, two programs in particular focus on job training for those in need:

COMPUTERS & YOU

This program is a state-of-the-art educational and skills training offering six-week courses from beginning to advanced. Classes and open access are offered seven days a week combined. Approximately 1500 adult students and 300 children / youth are served per year. 85% do not have other ways of accessing computer resources. This program serves low income clients. Computer industry professionals (working as volunteers) work directly with students.

JOBS AND LIFE SKILLS

The mission of this program is to empower unemployed adults to become self-sufficient by preparing them to re-enter the job market. Approximately 200 clients are served annually. The clients are primarily homeless, people in recovery, parolees, veterans and single parents. This program is taught by volunteer professionals from the community.

It prepares students in the following areas:

- Skills assessment
- Resume writing
- Interview techniques
- Access to job listings
- Individual counseling
- 16-week computer training

SITE VISIT TO ASIAN NEIGHBORHOOD DESIGN, INC.

Location and Time: Asian Neighborhood Design, Inc.

10:00 a.m. - 12:00 p.m.

1890 Campbell Street

Oakland, CA 94607

Maurice Lim Miller, Executive Director: (510) 433-1370

Race Initiative Participant: Governor William Winter (Advisory Board Member)

Site Participants: Executive Director, program participants and instructors

Incorporated in 1973, Asian Neighborhood Design (A.N.D.) began its work by helping to make improvements in low-income Asian neighborhood in the San Francisco Bay Area. In the late 1980s, A.N.D. decided it wanted to partner with other ethnically diverse communities, regionally and nationally. Since that time, A.N.D. has worked with local and regional organizations to develop a systematic approach to alleviating poverty. This approach includes programs that focus on business development and employment training, and housing and community development.

The focus of A.N.D.'s business development and employment training program is a technology center and a 65,000-square foot manufacturing mill in West Oakland. At the technology center, students learn a variety of skills to make them employment-ready, such as resume writing, business correspondence, and how to earn a GED. They also learn skills such as computer-automated drafting and design, computer-aided manufacturing, and Computer Numeric Controlled (CNC) machinery and cabinetmaking. Because the job-training program operates next to a manufacturing company that makes business and home furniture, students can observe professionals on their jobs, and they can participate in peer mentoring as part of their training.

A.N.D. partners with a variety of ethnic and religious organizations in its community and housing development programs. In addition to helping organizations in the construction and management of affordable housing, A.N.D. also is involved in other activities to increase the success of low-income neighborhoods, such as providing a handbook of guidelines for business owners making storefront improvements and rehabilitating properties, and coordinating community-planning processes to help neighborhoods deliberate about proposed neighborhood projects.

In addition to these activities, A.N.D. also provides support services for low-income residents to help people become more economically self-sufficient and help them stabilize their housing situations.

Since the training program's inception, A.N.D. has trained over 1,200 people. Approximately 75% of participants in the job training program are placed in jobs, with 90% of those placed retaining their jobs for at least 90 days full-time. Since the opening of the mill in 1995, over 35 permanent and transitional jobs for community residents have been created.

SITE VISIT TO OAKLAND CITIZENS COMMITTEE FOR URBAN RENEWAL (O.C.C.U.R.)

Location and Time: Oakland Citizens Committee for Urban Renewal

10:00 a.m. - 12:00 p.m.

1330 Broadway, Suite 1030

Oakland, CA 94612

(510) 839-2440

David Glover, Executive Director

Race Initiative Participants: Angela Oh (Advisory Board Member)

Site Participants: David Glover, students and program participants

The Oakland Citizens Committee for Urban Renewal (OCCUR) was founded in 1954 to address Oakland's transition to an ethnically diverse multi-income community. The organization's initial focus was the redevelopment of inner-city neighborhoods through the use of federal funds. While the founding members of OCCUR were primarily concerned with business interests, the organization now reflects the interests of Oakland's low- and moderate-income communities.

OCCUR provides technical assistance, nonprofit training, program/project monitoring, group facilitation and Board Committee development training to community groups that work in the areas of affordable housing, community equity participation, arts and culture, consumer education, and nonprofit development. The organization is also the designated facilitator of citizen participation in Oakland under the HUD Community Development Block Grant (CDBG) Program. As part of its contract with HUD, OCCUR provides technical assistance to Oakland's seven community development districts (Central East Oakland, Chinatown and Central, Elmhurst, Fruitvale, North Oakland, San Antonio and West Oakland). OCCUR advises these districts on proposal writing, organizational training and development, affordable housing promotion and community equity participation.

The Eastmont Computing Center (ECC) is the result of a partnership among OCCUR, the East Bay Urban Church, Family Network, Youth Media, the FAITHS Initiative, and the Urban Technology Center, Inc. The ECC serves as a community resource on technological advances and provides free computer and internet access to residents of East Oakland. It also has programs that include employment training and career services for youth.

The ECC also sponsors YouthLink, a school-to-career program for at-risk youth. YouthLink integrates adult mentorship and at-risk youth programming with practical, hands-on technical training and work experience. Students are trained to perform specific computer and internet tasks similar to those which would be required of them in the workforce. Graduates of YouthLink often are promoted to YouthLink Services Group, a competitive web services provider run by and on behalf of YouthLink graduates.

SITE VISIT TO START UP PROGRAM

Location and Time: The Children's Outreach Center

1:00-3:00 p.m.

1836 B Bay Road

East Palo Alto, CA 94303

[Rain Site: TBD]

Patrick Brock, Community Outreach Coordinator, or Ted Tilles, Program Manager: (650) 321-2193

[Start Up's Office is located at: 1935 University Avenue/East Palo Alto, CA 94303]

Race Initiative Participants: Bob Thomas (Advisory Board Member)

Site Participants: Start Up business owners, current students of Start Up's entrepreneurial training program and existing business owners who have received support from Start Up

The East Palo Alto Business Initiative, known as Start Up, is a nonprofit organization that was founded in December 1993 as a collaborative effort between Stanford University Graduate School of Business students and community members to facilitate the establishment of small businesses in East Palo Alto. The organization's mission is to promote economic development in and around East Palo Alto by providing training, capital and other assistance to foster the establishment and growth of locally owned-and-operated small businesses. Start Up has an entrepreneurial training program, a loan program, a micro-loan program for establishing credit records, and a loan assistance program for getting loans from other financial institutions.

The goals of Start Up are to provide training and technical assistance to local residents in starting or expanding their own businesses, enhance the availability of retail goods and services, provide loans to selected program graduates and promote the involvement of students in local urban development which can provide a model of a business school-community partnerships and which can be applied in other cities across the country.

The entrepreneurial training program is a 14-week program which consists of 50 hours of courses including marketing, financial analyses and specially tailored courses designed to fit student's individual business needs. In addition, eight hours of one-to-one business counseling is available from either Stanford business students or volunteer professional consultants. Graduates who complete a business plan may apply for a market research loan of up to \$500 or a seed loan of up to \$5,000 from Start Up, which must be paid back before the application for a second loan. All program graduates have the opportunity to learn from their peers in a monthly networking group, where participants come together to share their best practices, brainstorm and problem-solve business issues.

Since 1994, Start Up has been successful in enrolling 228 East Palo Alto/Menlo Park residents and graduating 127 from the entrepreneurial training program, there are currently more applicants than spaces available. Twenty-one loans have been extended from the low documentation small loan fund, established with funds from the Philanthropic Ventures Foundation. Eighty-nine percent of the graduates surveyed reported increased income since completing the training program.

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Divider Title: 2

DRAFT (as of February 4, 1998 (6:48pm))
COMMUNITY FORUM PROPOSAL
February 10, 1998

OPENING PROGRAM

Video from President Clinton (1 minute)

We will show a video in which the President welcomes the public to the conversation on race and briefly describes the Initiative and what he hopes it will accomplish.

Introduction of the Board by Moderator or Judy (3 minutes)

The Moderator will give a brief explanation of why we are holding a community forum (to hear from local people and to inform the Board about issues affecting different communities) and introduce the Board Members.

Moderator possibilities: Selina Rodriguez, Channel 48
 Isabel Duran, Channel 4
 Barbara Rodgers, KPIX

Welcoming Remarks (5 minutes)

Possible Speakers: California State Assemblyman Mike Honda [confirmed]

Moderator Remarks (1 minute)

The Moderator would then introduce the format of the community forum and either pose some general questions or some specific questions related to local concerns.

PUBLIC PARTICIPATION (1 hour and 20 minutes)

As a means of changing the topic, the Moderator would intermittently ask the Board to describe what they are interested in hearing about linking it to who they are, e.g., as a former Governor, I am particularly interested in learning about what role you think government officials should play in improving race relations or for their opinion on a particular issue.

Comments from three Community Leaders to begin the forum (9 minutes)

We would identify at least three community leaders who could speak about some issues of local concern.

Public Participation (65 minutes)

In this portion of the program, the audience would be asked to raise their hands if they would like to speak and wait to be recognized by the moderator. Once recognized by the moderator the person would be asked to move to the aisle to make his or her remarks. We would likely have time for 50 people to speak.

The moderator would refer to the comments posed originally by the Board or would draw from a set of questions that we develop related to issues of local concern that we have learned about through our meetings with local officials and people in the community.

Closing Remarks (5 minutes) -- Dr. Franklin

(Dr. Franklin could also mention that we have regional Federal government agency representatives who may be able to give you references about any individual complaints or problems.)

Showing of the PSA (1 minute)

FEBRUARY 11, 1998

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Divider Title: 3

**The President's Initiative on Race
Advisory Board Meeting**

**Independence High School
San Jose, California**

**February 11, 1998
9:00 a.m. to 3:00 p.m.**

AGENDA

"Race and Poverty in America"

The purpose of this meeting is to examine the relationship between race, poverty, and public policy in both urban and rural America. While whites are over 45% of the population living in poverty in the United States, minorities are disproportionately represented among people living in poverty. We will examine the racial characteristics of the poor, the persistence of poverty, its causes including the role of discrimination, and we will assess the nature of concentrated areas of poverty.

Further, we will examine the need for and effectiveness of public and private sector responses to the persistence and concentration of race-based poverty, including breaking the well-documented cycle of poverty. Recommendations made thirty years ago by the Kerner Commission in addressing race will be reviewed for their relevance. We will identify some promising practices aimed at reducing poverty in minority communities including housing and community development projects.

Key Questions:

- To what extent are poverty and race related? Is there a link between race and concentrated poverty?
- What are the main causes of continuing and concentrated poverty among whites and minorities? Does discrimination continue to affect opportunities for minorities to move out of poor, segregated neighborhoods? What are the connections between racial isolation and poverty and how can we alter the negative aspects of these connections?
- What governmental and non-governmental programs and policies are most effective in addressing minority group poverty and racial segregation? Should such policies and programs differ in order to address the distinctive position and needs of different racial/ethnic groups? How should they do this?

1. **Opening/Review of Agenda**
9:00 a.m. - 9:10 a.m.

Dr. John Hope Franklin

2. **Welcoming Remarks**
9:10 a.m. - 9:15 a.m.

San Jose Mayor Susan Hammer

(over)

3. **Poverty and Race: Facts, Causes and National Issues**

9:15 a.m. - 11:20 a.m.

Moderator: Professor Manuel Pastor

Panelists:

Professor Tarry Hum, New York University

Professor Douglas Massey, University of Pennsylvania

Professor Raquel Rivera Pinderhughes, San Francisco State University

Professor Matthew Snipp, Stanford University

Professor William Julius Wilson, Harvard University

Mr. Robert L. Woodson, Sr., National Center for Neighborhood Enterprise

This session will conclude with 30 minutes of Q&A.

4. **Keynote Remarks**

11:20 a.m. - 11:40 a.m.

Administrator Aida Alvarez

U.S. Small Business Administration

****Open Lunch Period (11:40 a.m. - 1:00 p.m.) ****

5. **Poverty and Race: Local Policy Issues and Solutions**

1:00 p.m. - 3:00 p.m.

Opening Remarks

Blanca Alvarado, Santa Clara County Supervisor

Moderator: TBD

Panelists:

Rose A. Amador, President/CEO of the Center for Training and Careers, Inc.
(San Jose, CA)

Gordon Chin, Executive Director of the Chinatown Community Development
Center (San Francisco, CA)

Amy B. Dean, Executive Officer of the South Bay AFL-CIO Labor Council
(San Jose, CA)

Dr. Denise Fairchild, President of the Community Development Technologies Center
(Los Angeles, CA)

Jose R. Padilla, Executive Director of the California Rural Legal Assistance,
Inc. (San Francisco, CA)

Dennis Turner, Executive Director of the Southern California Tribal
Chairmen's Association (San Diego, CA)

This session will conclude with 30 minutes of Q&A.

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Divider Title: 4

**Advisory Board Meeting
San Jose, California**

**Poverty and Race
Facts, Causes, and National Issues**

Morning Roundtable Discussion

**Dr. Tarry Hum
Post-Doctoral Faculty Fellow
Asian/Pacific/American Studies Program
New York University**

Dr. Tarry Hum is currently a post-doctoral faculty fellow at the Asian/Pacific/American Studies Program at New York University. She completed her doctoral dissertation on Asian and Latino immigrant economies in Los Angeles at UCLA's Department of Urban Planning School of Public Policy and Social Research. She has a masters in City Planning from Massachusetts Institute of Technology and has worked as a community activist and planner in Boston's Chinatown. Her current research projects include a study of the networking strategies of community-based organizations engaged in workforce development, a multi-city study of Asian immigration and urban revitalization, and a community study of Sunset Park in Brooklyn to document the local effects of global economic and demographic restructuring.

**Dr. Douglas Massey
Chair of the Department of Sociology
University of Pennsylvania**

Dr. Douglas Massey is currently the Chair of the Department of Sociology at the University of Pennsylvania. He is the co-author of the book, *American Apartheid: Segregation and the Making of the Underclass*, which culminates 15 years of research on residential segregation. Since the book's appearance, Dr. Massey has lectured widely before civic leaders, business groups, policy forums, foundation executives, and academic exchanges. His research on immigration has been used as testimony before the United States Congress on three occasions. Dr. Massey has also published several books on U.S. and Mexico migration, including *Return to Aztlan: The Social Process of International Migration from Western Mexico* and *Miracles on the Border: Retablos of Mexican Migrants to the United States*.

Dr. Raquel Rivera Pinderhughes
Associate Professor of Urban Studies
San Francisco State University

Dr. Raquel Rivera Pinderhughes is currently an Associate Professor of Urban Studies at San Francisco State University. Her articles have been widely published. In 1993, she was a co-author for the Russell Sage Foundation book, *In the Barrios: Latinos and the Underclass Debate*. Dr. Pinderhughes has received many awards and fellowships throughout her career. In 1995, she received the President's Fellowship from San Francisco State University and the Excellent General Education Teaching award.

Dr. Matthew Snipp
Professor of Sociology
Stanford University

Dr. Matthew Snipp is currently a Professor of Sociology at Stanford University. Prior to teaching at Stanford, he was a Professor of Rural Sociology at the University of Wisconsin. Dr. Snipp is considered an expert in the field of American Indian Studies. He is the author of the forthcoming book, *American Indians and Economic Dependency*. He has also published three additional books on American Indian Economic Development, including the 1989 Russell Sage Foundation book, *American Indians: The First of the Land*.

Professor William Julius Wilson
Professor of Social Policy
John F. Kennedy School of Government & Department of African American Studies
Harvard University

Mr. William Julius Wilson is currently a Professor of Social Policy at the John F. Kennedy School of Government and Department of African American Studies at Harvard University. In June of 1996, he was selected by Time Magazine as one of America's most influential people. He has been elected to the National Academy of Sciences, the American Academy of Arts and Sciences, the National Academy of Education, and the American Philosophical Society. Professor Wilson is a member of numerous national boards and commissions, including the President's Commission on White House Fellowships, the National Urban League, the Center for Advanced Study in the Behavioral Sciences, the Twentieth Century Fund, and the Russell Sage Foundation.

Mr. Robert L. Woodson, Sr.
Founder and President
National Center for Neighborhood Enterprise
Washington, DC

Mr. Robert L. Woodson, Sr. is the Founder and President of the National Center for Neighborhood Enterprise (NCNE). The NCNE is a nonprofit, nonpartisan research organization. Since its inception in 1981, the NCNE has been on the forefront of the movement to empower low-income Americans. During the 1970's, Mr. Woodson directed the National Urban League's Administration of Justice Division and later served as a resident fellow at the American Enterprise Institute. He is frequently called upon by the news media for statements regarding issues of concern to low-income and minority Americans. He has appeared on *This Week with David Brinkley*, *Nightline*, *The MacNeil/Lehrer NewsHour*, *NBC Nightly News*, and other national broadcasts.

**Advisory Board Meeting
San Jose, California**

**Poverty and Race
Local Policy Issues and Solutions**

Afternoon Roundtable Discussion

**Rose A. Amador
President & CEO
Center for Training and Careers, Inc.
San Jose, California**

Ms. Rose Amador is currently the President and CEO for the Center for Training and Careers, Inc. (CTC). The CTC has been serving the San Jose community for over 20 years. Their comprehensive program includes assessment, counseling, skills training, job preparation, referral, and job placement. The CTC also has a youth program that is an alternative for out-of-school youth, aimed at bringing high school drop-outs back into the school system. Ms. Amador has been President and CEO of the CTC for 16 years. In 1996, she received the National Council of La Raza *Affiliate of the Year Award* for her work as President of CTC.

**Mr. Gordon Chin
Executive Director
The Chinese Community Housing Corporation and
The Chinatown Community Development Center
San Francisco, California**

Mr. Gordon Chin is currently the Executive Director for the Chinese Community Housing Corporation and the Chinatown Community Development Center. The Community Housing Corporation is a community development corporation with a comprehensive program of community organizing, land use advocacy, open space, transportation, and facilities planning. As the founding executive director, Mr. Chin is responsible for all organizational operations and managing an annual budget of over \$2 million. The Chinatown Community Development Center is renowned for its production of 2200 units of affordable housing in San Francisco's Chinatown, North Beach, and Tenderloin neighborhoods. Prior to his work as executive director, Mr. Chin served as a civil rights worker for Chinese Affirmative Action.

Amy B. Dean
Executive Officer
South Bay AFL-CIO Labor Council
San Jose, California

Ms. Amy Dean is currently the Executive Officer for the South Bay AFL-CIO Labor Council. The South Bay AFL-CIO Labor Council is the local federation of organized labor comprised of 110 affiliated local unions representing 100,000 workers. As the primary umbrella organization for local unions, it is the fifteenth largest labor council in the nation. As the Executive Officer, she is responsible for directing all policies and political activities of the AFL-CIO in a two-county region. She is responsible for providing representation of organized labor before governmental bodies and promoting the economic, political, and social interests of organized labor in cooperation with other community organizations.

Dr. Denise Fairchild
Founder & President
The Community Development Technologies Center
Los Angeles, California

Dr. Denise G. Fairchild is currently the Founder and President of the Community Development Technologies Center (CD Tech). The CD Tech Center is a community development training, applied research, and technical assistance center dedicated to rebuilding livable and economically viable communities in Southern California. Dr. Fairchild is an urban planner with over 20 years of experience in affordable housing and community development. She received her doctorate in Urban Planning from the University of California, Los Angeles.

Jose R. Padilla
Executive Director
California Rural Legal Assistance
San Francisco, California

Jose Padilla is currently the Executive Director for California Rural Legal Assistance (CRLA). The CRLA is a non-profit law firm that provides free legal assistance to California's rural low-income population. CRLA's legal work emphasizes assistance to the rural farm worker in cases involving pesticide exposure, housing, labor, education, civil rights, immigration, and environmental justice. Before becoming CRLA Director, he practiced civil rights and poverty law in rural California as a legal services attorney.

Dennis Turner
Executive Director
Southern California Tribal Chairmen's Association

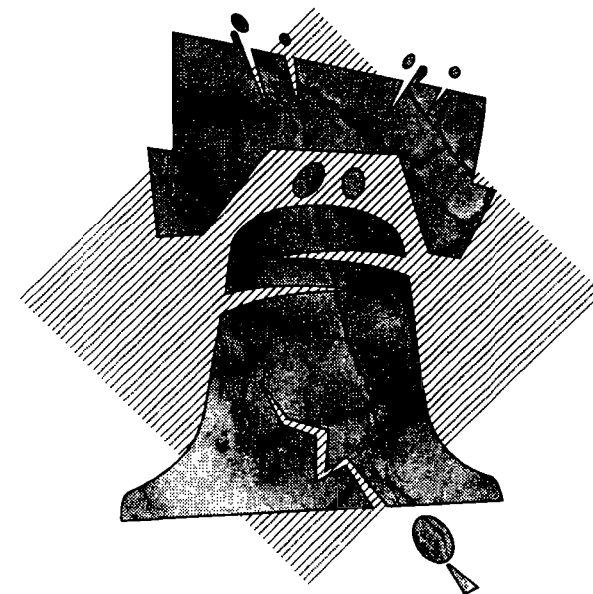
Mr. Dennis Turner is the Executive Director of the Southern California Tribal Chairmen's Association. In this capacity, Mr. Turner works on several issues on behalf of Indian Country, including welfare-to-work and poverty-reduction programs.

BACKGROUND INFO.

Honor your

European-American HERITAGE

Through celebration,
recognition and education



Join the
European/American
Issues Forum

*We are an anti-hate, anti-racist group of
unpaid volunteers in the San Francisco Bay
Area working to honor our heritage and to
minimize discrimination and defamation
directed against European Americans.*

Louis Calabro - President

European/American Issues Forum
297 El Camino Real, Suite 155
San Bruno, CA 94066
(650) 952-8489

☐ **Yes**, please sign me up as a member of the
European/American Issues Forum. I understand
my address is considered confidential and will
not be provided to any other organization.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone/Fax: _____

email: _____

Mail to:

European/American Issues Forum
P.O. Box 18231
San Jose, CA 95158

Dues:

Students and Retirees	\$10.00
Family/Individuals	25.00
Organizations	100.00
Patron	250.00
Benefactor	500.00

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When did E/AIF organize?

The European/American Issues Forum was founded in San Jose, California at a meeting of European Americans on March 29, 1997.

Why was E/AIF organized?

The European/American Issues Forum was primarily organized to provide a safe and comfortable place for European Americans to meet to discuss issues that affect our lives, to celebrate our heritage and to minimize discrimination and defamation directed against European Americans and others.

How to reach us:

Our mailing address is:

297 El Camino Real, Suite 155
San Bruno, CA 94066
Phone: (650) 952-8489
Fax: (650) 869-7215

Meetings:

The European/American Issues Forum meets the last Saturday of each month from 1 pm to 4 pm at the San Jose Rose Garden Public Library, Naglee and Dana Streets in San Jose, California.

THE PUBLIC IS INVITED TO ATTEND.

European/American Issues Forum

Projects

1. Working with the San Jose Mayor's Office to form a European American Employee Association similar to other San Jose employee associations.
2. Working with the San Francisco Police Department to receive hate crimes statistical reports similar to those received by other groups.
3. Working with the Federal Bureau of Investigation to change their policy of listing certain groups as "white" when they are perpetrators of hate crimes, but listing them in a separate category from "white" when they are victims of hate crimes.
4. Working with the San Francisco Unified School District to review their policy of NOT teaching students that German Americans and Italian Americans were also interned and relocated during WWII.
5. Working with the California State Assembly to introduce a resolution in the California Legislature to declare October as "European American Heritage Month".

The Principal Purposes of the European/American Issues Forum are:

1. To offer a safe and comfortable place for European Americans to discuss social, economic, cultural, political and related issues that particularly affect European Americans in Northern California and beyond.
2. To promote the general welfare of our members.
3. To honor our heritage through celebration, recognition and education.
4. To minimize the effects of racial, ethnic and national origin discrimination and defamation of its members, and to likewise recognize an identical privilege in behalf of all other groups.
5. To educate European Americans and other cultural and ethnic groups about the richly-textured diversity, values, languages, cultures and contributions of European Americans.
6. To protest unfair and biased descriptions of European Americans in educational institutions and the communications media.
7. To encourage and support the establishment of similar forums in each city and county of Northern California and beyond.

Adopted: April 26, 1997.

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Divider Title: 5

ONE AMERICA IN THE 21ST CENTURY

President Clinton's Initiative on Race

YOU ARE INVITED

- WHAT:** Meeting of the Advisory Board to the President's Initiative on Race; and Community Forum with Advisory Board Members
- WHEN:** Tuesday, February 10, 1998 **Community Forum**
6:00 pm to 7:30 pm
- Wednesday, February 11, 1998 **Advisory Board Meeting**
9:00 am to 3:00 pm
- TOPIC:** Race and Poverty in America
- WHERE:** Independence High School
Luiz Valdez Center for the Performing Arts Auditorium
1776 Educational Park Drive
San Jose, California

The Advisory Board to President Clinton's Initiative on Race will meet in San Jose, California, on February 10 and 11, 1998. The Initiative is a year-long effort, led by the President, to engage the nation in moving toward a stronger, more just, and unified America, one that offers opportunity and fairness for all Americans.

On February 10, from 6:00 pm to 7:30 pm, the Advisory Board members will host an open community forum. The forum will serve as an opportunity for members of the community to raise issues of general concern related to race and racial reconciliation.

On February 11, the Advisory Board will hold its sixth meeting. The meeting will begin with a morning roundtable discussion from 9:00 am to 11:45 am. The discussion will bring together national experts who will offer insight into the relationship between race and poverty. The Advisory Board will examine public and private sector responses to race-based poverty. The session will conclude with a question-and-answer period in which the public will be able to participate.

From 1:00 pm to 3:00 pm the Advisory Board will reconvene for a roundtable discussion. The discussion will focus on evaluating regional and local programs and policies aimed at reducing poverty, such as welfare-to-work, community and housing deconcentration programs and Enterprise zones. This session will also include a question-and-answer period.

For more information, please call: (202) 395-1010.

All events are open to the public.

Please feel free to post this invitation and share it with others who may be interested.

Please visit our Website and learn more about the Initiative: www.whitehouse.gov/Initiatives/OneAmerica

**MAP TO INDEPENDENCE HIGH SCHOOL
LUIZ VALDEZ PERFORMING ARTS CENTER AUDITORIUM**

Independence High School is located between Highway 101 and Highway 680. Exit at McKee Road from either highway. Turn north on Jackson Avenue. There will be Advisory Board signs in Parking Lot #2 which is located next to the Independence High School Auditorium. There is plenty of parking.

Independence High School, 1776 Educational Park Dr, San Jose, CA 95133-1795

