

cc. 1st week of December.

September 15, 2000

MEMORANDUM FOR MARIA ECHAVESTE

FROM: Debra A. Carr

SUBJECT: LA Human Relations Commission Event Proposal
Conference Call at 3:15 on September 15, 2000

Background

Joe Hicks, Executive Director, Human Relations, City of Los Angeles submitted a written proposal dated March 17, 2000 requesting White House involvement and assistance in a 2-day conference for Human Relations agencies.

Event Location: Washington

Date: Possibly mid-November, 2000

Purpose of the Event:

1. Use the authority of the White House to move human relations agencies toward reaching a "consensus" in support of the creation of a national association of human relations agencies.

1. Develop a network or national association for human relations agencies intended to foster:

- Exchange information about ways to address increasing tensions between racial and ethnic groups (changing demographics issues).
- Generally share information, best practices and strategies for combating racial tensions.

Interested/Effectuated Parties:

1. Office for One America sees this as an event they could use to close out their work for this Administration because the goal of the event is building greater diversity.

2. DOJ-Community Relations Service sees supporting the creation of an infrastructure within the human relations community as

shifting some of the burden of handling relatively minor racial tensions to local and state agencies. This would free CRS to focus on larger issues.

3. UNWCAR Task Force sees this as an event to publize the World Conference through these agencies taking UNWCAR information back to their cities and states; human relations agencies may also volunteer to host UNWCAR events or discussion groups; human relations agencies could be considered a "best practice" for World Conference purposes.

Key Issues

3. Whether the WH sees its role as moving the parties to a "consensus" on the need for a national association?

Considerations: If the WH assumes this role, it may be representing that the federal government has a long-term commitment to financially and technically supporting the association. Is it prepared to do so?

2. Aren't there associations that already exist?

Considerations: Rose Ochi at DOJ-CRS named the International Association of Human Rights Organizations and the National Human Rights Workers Association, both of which include human relations agencies, civil rights organizations, etc.

3. Is there a viable argument for an association dedicated solely to human relations agencies?

Considerations: There were approximately 20 human relations/human rights agencies listed on the attachments sent by Hicks. How much participation is expected?

Meeting/Call Objectives

1. Determine/clarify federal interest(s)
2. Create an agenda for the event that reflects these interests
 - Proposed agenda is not very supportive of discussion or exchange of practical information.
 - The agenda is mostly expert (political, academic) presentations with time allowed for "discussion" or Q&A following the presentations.
 - No small group or workshop sessions to foster networking and information exchange are included.

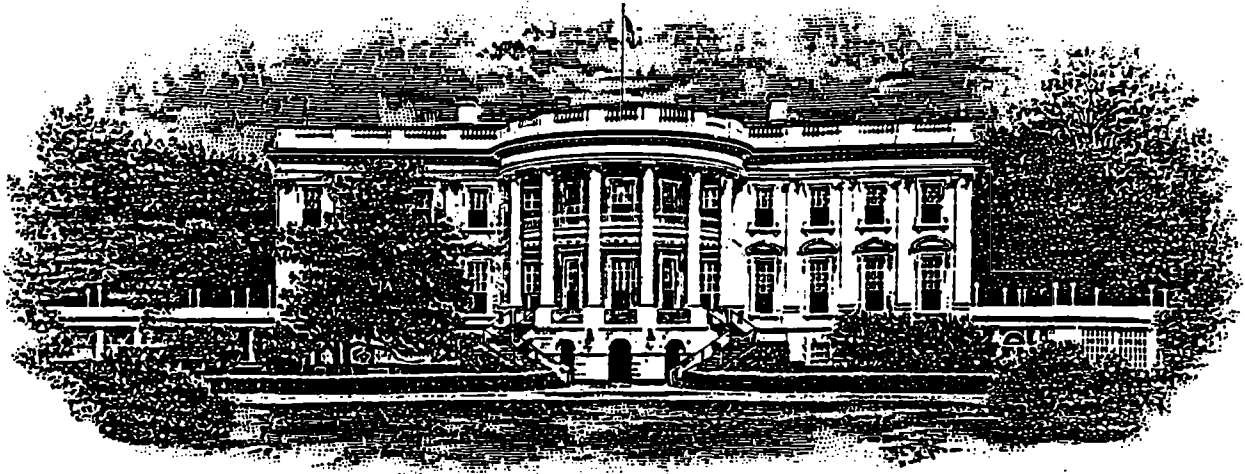
4. Select panelists/speakers with practical approaches or who can discuss best or promising practices for addressing the increasing group tensions Hicks wants to address.

5. Confirm availability of WH Conference Center dates (Nov. 27-28 are okay-I've placed a hold on these dates; Dec. 18-19 are okay as well). Both set of dates are on Monday and Tuesday. There are no Thursday-Friday dates available for the Truman Room.

6. Who pays costs associated with hosting a hotel reception featuring POTUS as speaker and members of the PIR Advisory Board as suggested by Hicks?

7. How much participation is expected?

THE WHITE HOUSE
WASHINGTON
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF THE CHIEF OF STAFF



Please Deliver To: Rose M. Ochi

Fax Number: 202-305-3009

Sender: Irene Bueno

Date: 9/12/00

Pages Including Cover: 13

Message: Please call Irene @ 202-456-6558. Thanks.

NOTE: The information contained in this facsimile message is CONFIDENTIAL and intended for the recipient ONLY. If there is any problem with this transmission or you mistakenly received this facsimile, please call (202) 456-6798. Thank You.

CNS

- They have new publication
- Timing - after election
- Want to be helpful
- ~~Be helpful~~
- Hate Cimmer conference

- There are ~~international~~ Canada - International Assoc
of human ~~relations~~ ~~organization~~ organization.
- looking for models

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JOE R. HICKS
EXECUTIVE DIRECTOR

*Justice Dept
Rictholder*

memorandum

To: Maria Echaveste, Assistant to the President, Director of Public Liaison

From: Joe R. Hicks, Executive Director, Human Relations Commission, City of Los Angeles

Date: March 17, 2000

Subject: National human relations conference, Spring 2000

As discussed, enclosed is a rough, proposed outline for a spring 2000 gathering of human relations agency heads from throughout the nation:

A) Rationale

At the beginning of the 21st Century, it is undeniable that the nation has made a great deal of progress combating discrimination and bigotry. However, problems associated with skin color, ethnicity, religion, sexual orientation and culture continue to trouble our nation 30 years after a massive civil rights assault on racism and exclusion. The relations between and among the American people remain a major problem for national unity. Americans continue to be divided and suspicious of each other based on historical grievances and current events. Poor race and human relations are of particular concern in urban areas where increasing diversity continues to shape and change neighborhood demographics. Immigration trends over the past 30 years have transformed residential patterns in many parts of the nation. While the word "diversity" has become a part of the American business, education and social lexicon, we have yet to reconcile some of the long-standing issues of race and ethnicity that retard further progress.

In some of America's cities, the politics of racial identity have set group against group who believe themselves to be engaged in competition for



neighborhood resources, education, jobs and political power. Human relations agencies in Chicago, Miami, New York City, and Los Angeles, among other prime examples, are regularly challenged to monitor and intervene in ongoing human relations tension and conflict. Some arguably contend that these points of tension and conflict are an unwanted, but natural, by-product of growing racial and ethnic diversity in American cities.

While recognizing and respecting human differences, these issues require a nationally coordinated -- but not uniform -- approach to how the nation might begin to do a better job of bridging America's people across the divides of race and ethnicity. To fully engage the challenge of race and ethnic divisions, human relations agencies -- who often operate in isolation -- must begin to routinely share information, best practices, and strategic approaches. All of these efforts would go toward the goal of building "One America" in the 21st Century.

B) Format

- Conference to take place in Washington D.C., over one and a half or two days.
- Suggested time frame is Spring, 2000 - perhaps in late May or June.
- Conference participants would represent human relations agencies currently functioning in major urban centers (but could include those who have been on the front lines in places like Jasper, Texas).
- Event to offer well-known speakers, workshops and training sessions.
- Site for the retreat would be a Washington D.C.-area hotel.
- The conference would have a clear sub-text of supporting and furthering the current Presidential administration's positions on racial and ethnic reconciliation.
- Any long-range agenda emerging out of the meeting would benefit from an ability to merge with future presidential administrations.
- Two-day event to include a reception at the White House, with scheduling timed to reflect President Clinton's availability.

C) Event outcomes

Potential outcomes include:

- 1) Reaching consensus on the need for a national association of human relations groups, with formalized relationships and means of communications.

- 2) Agreement reached on what elements comprise a comprehensive human relations agenda at the beginning of a new century.
- 3) Consensus developed on how to best to publicize and support the work of agencies in various parts of the country.
- 4) Networking enhanced among human relations professionals who, separated by great distances and responding to localized political pressures, communicate with each other on an infrequent basis.
- 5) Static perceptions of human relations issues challenged by nationally-respected speakers like Chris Edley and other invited presenters.
- 6) The sharing of human relations problems, occurring in various regions of the nation, that will aid in the building of a common national purpose and direction.
- 7) The sharing of strategies and tactics for the purpose of constructing a unified, but not uniform, approach to the nations human relations problems.

PROPOSED SPEAKER LISTING

To provide as much intellectual stimulus, and avoid criticism that there is no "diversity of opinion" among the guest speakers, I have included those who articulate viewpoints that are not in line with orthodox views on race or human relations in America. They are all published writers and, for the sake of convenience, I have included the title of their most recently published work.

Ellis Cose, Color-Blind: Seeing Beyond Race in a Race-Obsessed World.
Christopher Edley, Not All Black and White: Affirmative Action, race and American Values.
Randall Kennedy, Race, Crime, and the Law.
John Hope Franklin, The Color Line: Legacy for the Twenty-First Century.
Ronald Takaki, A Larger memory. Voices of MultiCultural America.
Abigail Thernstrom (Stephen Thernstrom), America in Black and White.
Glenn Loury, One on One from the Inside Out: Essays on Race and Responsibility in America.
Gary Orfield, Dismantling Desegregation.
Orlando Patterson, The Ordeal of Integration.

There are probably others that would add grist for the intellectual mill. Names can be added or subtracted at the pleasure of the White House.

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JOE R. HICKS
EXECUTIVE DIRECTOR

memorandum

to: Maria Echaveste, Assistant to the president, Director of Public Liaison

from: Joe R. Hicks, Executive Director, Human Relations Commission, City of Los Angeles

date: April 4, 2000

subject: Proposed panel/plenary sessions, Spring Conference of human relations agency heads

The following is a rough proposed schedule of events and meeting sessions of the proposed conference/convention of human relations. I have attached an incomplete listing of possible speakers to be invited that might spark debate and discussion among the attending human relations professionals. Additionally, I have enclosed a outline of an invitation letter and national agency heads that might be part of the gathering.

Proposed schedule of events/meeting sessions:

Thursday:

8:00 - 9:00 Registration and continental breakfast
9:00 - 10:00 Welcome and opening plenary
10:00 - 10:15 Break
10:15 - 12:00 Session 1: Speaker/panel presentations/discussion - "One America," Naive Dream or Realistic Vision?
12:00 - 1:30 Lunch with invited speaker
1:45 - 3:45 Session 2: Speaker/panel presentations/discussion - "Human Relations, 2000 and Beyond: What's the Work, What's the Goal?"
4:30 - 6:30 White House Reception with President
6:30 - *Informal dinner and networking at the discretion of participants



Friday:

- 8:30 - 9:00 Continental breakfast
- 9:00 - 10:30 Session 4: Speaker/panel presentations/discussion - "From The New Nativism to Police Misconduct:" regional issue sharing and issue identification.
- 10:30 - 12:00 Session 5: Speaker/panel presentations/discussion - "Looking to the Future:" organizing a network.

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RICHARD J. RIORDAN
MAYOR

JOE R. HICKS
EXECUTIVE DIRECTOR

April 6, 2000

XXXXXXXXXX XXXXXXXXXXXXX
XXXXXXXXX XXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Dear XXXXXXXXXXXXXXX:

This June/July _____, the White House is convening a meeting of human relations agency heads from throughout the nation to explore the ongoing problems of tension and conflict based on race, sexual orientation, and national origin, among other causes. Because of your important contributions, we are inviting you to attend this critical Symposium(conference) that will be held at the _____ hotel in Washington D.C. Additionally, to stimulate the discussions, you are invited to attend a White House reception the evening of _____ that will feature comments from President Bill Clinton. The President will be joined by selected members of his seven-person Advisory Panel to his Initiative on Race (*Maria, I don't know whether any of this is feasible - I just threw it in*).

**Human Relations, 2000 And Beyond:
Rethinking the Dilemma of American Human Relations
Thursday and Friday, June(July) (dates)
Washington D.C.**

As we enter a new century, America remains hobbled by racial divisiveness. This is so even as social, economic and political progress has been made over the past 30 years which has allowed "equality of opportunity" to become more realistic for those Americans who have experienced discrimination. Those working in the trenches of human relations know that the issues have become quite complex. In many American cities, immigration trends and demographic shifts have transformed neighborhoods and contributed to tension and conflict. Even though President Clinton has urged the American people to work toward creating "One America," racial and ethnic polarization continues to be a fact of life in all too many parts of the nation.

The White House is asking the heads of human relations agencies to gather because of the pivotal roles you have played in working to transcend various "differences." Arguably, no cause in American society is more important than the need to reconcile our history of discriminatory



WHP 18 88 04-06 HUMAN RELATIONS COMMISSION

treatment and racial animus in order to build a society where all Americans can be "judged on the content of their character, and not on the color of their skin." As American cities have become the crucible for the nation's changing demographics, it is the human relations agencies that have been increasingly challenged to respond to both the age-old dynamics of American race relations, and the more contemporary issues of intergroup tension and conflict.

Special room rates have been secured at the (TBD) Hotel. Please call the toll free number (xxx) 000-0000 and ask for the "Human Relations, 2000 and Beyond" room block. If you have any questions regarding logistics, please contact _____ at (E-mail and Phone #).

We look forward to your contributions at the Symposium.

Sincerely,

XXXXXXXXXX XXXXXXXXXXXX
XXXXXXX, XXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXXXXXXXX

Human Relations/Human Rights Agencies

Atlanta

Georgia Human Relations Commission
225 Peachtree Street, NE
Suite 1207, South Tower
Atlanta, GA 30303

Boston

Office of Civil Rights
Room 966
1 City Hall Plaza
Boston, MA 02201

California

California Association of Human Relations Organizations
1426 Filmore Street, #216
San Francisco, CA 94115

Chicago

Chicago Commission on Human Relations
510 North Peshtigo Court
Rooms 607-609
Chicago, Illinois 60611

Cleveland

Cleveland Community Relations Board
Room 11 City Hall
601 Lakeside Avenue
Cleveland, Ohio 44114

Detroit

Detroit Human Rights Department
1026 City-County Building
Detroit, Michigan 48226

Hawaii

Hawaii Civil Rights Commission
830 Punchbowl Street, Room 411
Honolulu, Hawaii 96813

Kansas City

Kansas City Human Relations Department
414 East 12th Street
4th Floor, City Hall
Kansas City, Missouri 64106

Los Angeles

Los Angeles City Human Relations Commission
200 N. Main Street, #700
Los Angeles, CA 90012

Los Angeles County Human Relations Commission
320 N. Temple, #1184
Los Angeles, CA 90012

Miami

Metro-Dade Community Relations Board (CRB)
Intergroup Relations Program of Miami-Dade County
111 N.W. 1st Street, Suite 328
Miami, FL 33128

Montgomery County

Montgomery County Human Relations Commission
400 Washington Avenue
Court House, Suite 106
Towson, Maryland 21204

New Orleans

New Orleans Human Relations Commission
1300 Perdido Street, Room 8E07
New Orleans, Louisiana 70119

New York City

Commission on Human Rights
40 Rector Street
New York City, NY 10006

Phoenix

Phoenix Human Relations Commission
City of Phoenix
Equal Opportunity Department
Community and Business Relations Division
251 W. Washington St., 7th Floor
Phoenix, AZ 85003-2295

Philadelphia

Commission on Human Relations
34 South 11th Street, 6th Floor
Philadelphia, PA 19107

San Diego

Human Relations Commission
1200 3rd Avenue, Suite 916
San Diego, CA 92101

San Francisco

Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Seattle

Human Rights Commission
700 Third Avenue, Suite 250
Seattle, WA 98104-1849

Others:

Las Vegas - According to the City Manager's office, there is nothing akin to a Human Relations or Human Rights Commission.

Baltimore, it's called the Community Relations Commission, but I couldn't find an address or phone number. I have e-mailed them with a request for contact information.

Houston - No commission listed on the city website. I left a message with Don Payne, Mayor Brown's communications director, inquiring about the existence of human relations commission.

Dallas - No commission listed on the city website. Mayor Kirk's public information office said no such thing exists through the Mayor's office. I then spoke with Gloria Lopez-Carter from city council offices and she was unaware of any such organization.

Rochelle Thompson



Rochelle G. Thompson

07/05/2000 11:21:47 AM

Record Type: Record

To: See the distribution list at the bottom of this message
cc: Rochelle G. Thompson/WHO/EOP@EOP
Subject: Rescheduled for Thursday – please let me know if this works for you.

**THURSDAY, JULY 6, 2000
AT 3:30PM
Please call 72104 code 1251.**

Please call or email me to confirm that you will be on the call. thanks.
Also, if you have assistants who should receive this message, please forward their names to me. thanks.

Message Sent To:

Irene Bueno/OPD/EOP@EOP
Debra.Carr@usdoj.gov @ inet
Reynaldo Valencia/WHO/EOP@EOP
Adrian E. Miller/WHO/EOP@EOP
Peter Rundlet/WHO/EOP@EOP

Joe Hicks 213-485-4495

Rochelle Thompson

Irene Bueno
06/20/2000 07:30:30 PM

Record Type: Record

To: Rochelle G. Thompson/WHO/EOP@EOP
cc:
Subject: Conf Call w/ LA Human Rts Comm

----- Forwarded by Irene Bueno/WHO/EOP on 06/20/2000 07:30 PM -----

**LESLIE
BERNSTEIN**
06/13/2000 05:53:10 PM



Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: Conf Call w/ LA Human Rts Comm

We're moving this call to Friday. I'll let you know. Thx

----- Forwarded by Leslie Bernstein/WHO/EOP on 06/13/2000 05:52 PM -----

**LESLIE
BERNSTEIN**
06/13/2000 10:37:48 AM



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To: See the distribution list at the bottom of this message
cc:
Subject: Conf Call w/ LA Human Rts Comm

Correction on subject: Their Spring human relations conf.

----- Forwarded by Leslie Bernstein/WHO/EOP on 06/13/2000 10:37 AM -----

**LESLIE
BERNSTEIN**
06/13/2000 10:35:44 AM

Rochelle Thompson



Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: Conf Call w/ LA Human Rts Comm

...on the UN World Conf.

Weds at 3:30pm EDT. Pls call 7-2104/1251

Let me know if you can't take part.

I'm sending paper around via human carrier pigeon soon.

Thanks

Message Sent To:

Irene Bueno/OPD/EOP@EOP
Debra.Carr@usdoj.gov @ inet
Reynaldo Valencia/WHO/EOP@EOP
Adrian E. Miller/WHO/EOP@EOP
Peter Rundlet/WHO/EOP@EOP

Message Sent To:

Irene Bueno/OPD/EOP@EOP
Debra.Carr@usdoj.gov @ inet
Reynaldo Valencia/WHO/EOP@EOP
Adrian E. Miller/WHO/EOP@EOP
Peter Rundlet/WHO/EOP@EOP

Message Sent To:

Rochelle Thompson

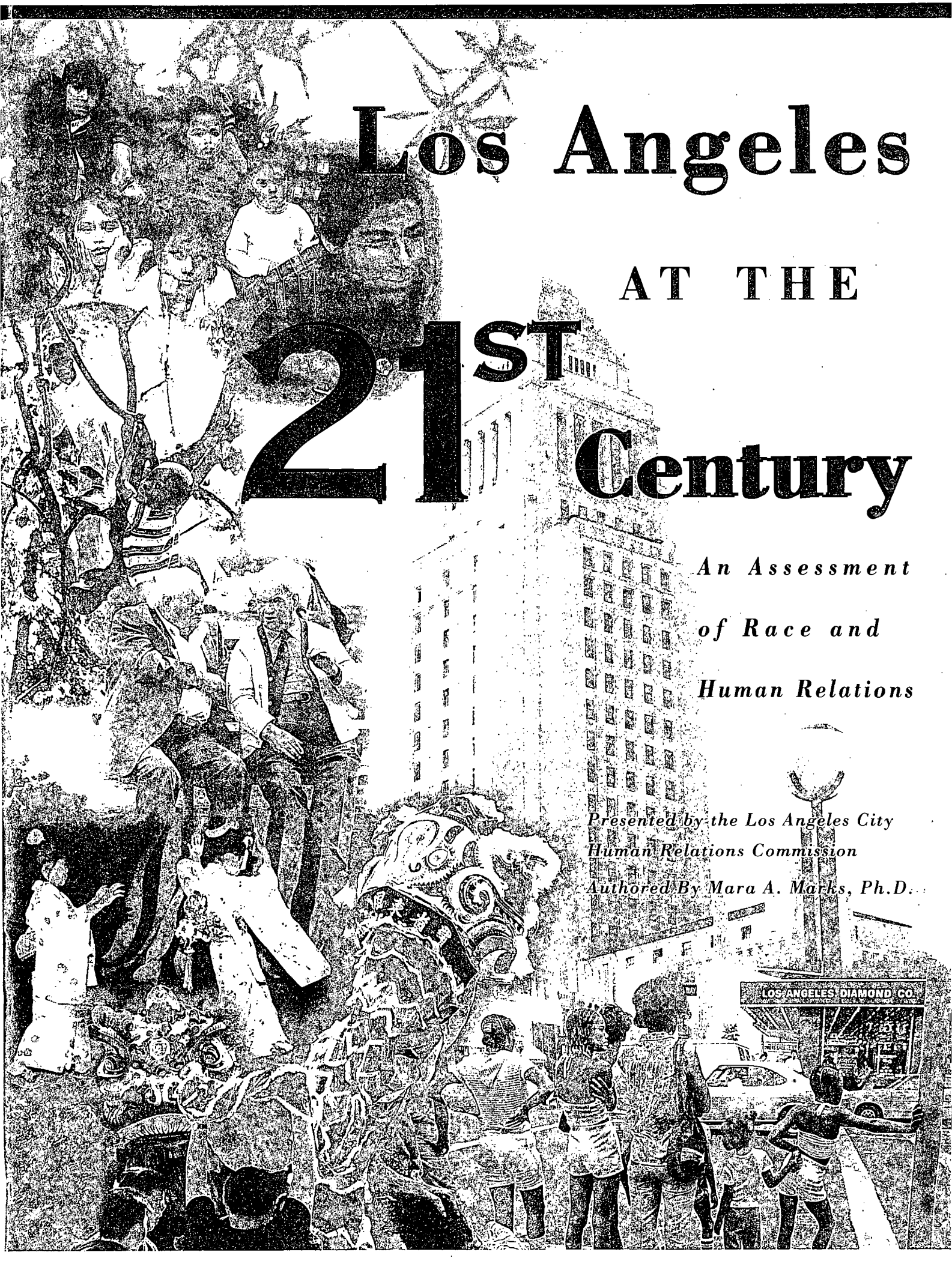
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Los Angeles

AT THE

21ST Century

*An Assessment
of Race and
Human Relations*

*Presented by the Los Angeles City
Human Relations Commission*

Authored By Mara A. Marks, Ph.D.

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