

BOX 11:

March 24th –25th

PIR: Higher Education

Carnegie Conference

Race Initiative Advisory Board Mtg. 1/13/98

Race Initiative Advisory Board Mtg.. 12/17/97

Race Initiative Advisory Board Mtg. 9/30/97

Race Initiative Advisory Board mtg. 11/19/97

Race Initiative Town Hall 12/3/97

Race Initiative MLK Service Day

CEA Report

Minority Health Tobacco

One America

Social Promotions

Race Initiative Support/ Advice

Race Initiative Press

Race Initiative At the table Conversations

Race Initiative Collection of Dates

Race Initiative Working Group

Race Initiative Chris Edley

Race Initiative Updates

Miscellaneous

PIR: Race & Health

Cabinet Affairs Weekly Report

Race Initiative Weekly Reports

Faxes & Memorandums

Civil Rights

Urban Discrimination

Westinghouse Clearance

Travel

MEMORANDUM

TO: Denver Working Group

FROM: Lydia Sermons
Press Secretary

DATE: February 26, 1998

RE: Draft Press Plan for the Denver Advisory Board Meeting

Outlined below is a draft press plan for the Denver Advisory Board meeting. The press contacts for this meeting are Allison King and me. This information will be revised as necessary.

March 6, 1998

Contact WH Western regional press office (Jonathan Murchinson) for media contacts.
Compile press lists for Denver: update national list - compile local and regional list.
Review issues on race in Denver media within the past 3-6 months.

March 9, 1998

Draft press release on PIR meeting and related events in Denver.
Draft and vet talking points for Denver meeting.
Draft & vet psa copy.
Inform C-Span, NPR and Pacifica radio about Advisory Board meeting.
Begin daily search of Denver papers for press stories on race related issues.

March 10-11, 1998

Issue media advisory on PIR meeting and related events in Denver to:

- Denver regional & local press
- White House press office for distribution to WH press corp
- national correspondents
- minority media
- specialty press
- press offices for local elected officials

Make follow up calls to all press to pitch the Advisory Board meeting.

Distribute talking points to: press staff, Mike McCurry, Judy Winston, Advisory Board Members, Denver surrogates

Fax psa copy on community forum/citizen dialogue to radio stations and tv community affairs departments for Denver stations.

Translate and distribute psa to minority press.

Make follow-up calls to stations concerning the psa.

Forward information to Kevin Moran for Website.

March 12, 1997

Contact Denver newspapers editorial boards to schedule meetings.
Follow up calls to tv stations on psas
Review documents for press kits.

March 16, 1998

Confirm meetings with editorial boards.
Resend updated media advisory to all press (national, regional, local).
Draft & distribute updated talking points to WH, PIR and Denver surrogates. (tentative)
Finalize documents for press kits.

March 17-18, 1998

Make follow up press calls to national correspondents and Denver regional & local press.
Set-up radio interviews in Denver for Judy & Advisory Board members.
Set-up print interviews for Judy and Advisory Board members.
Set-up TV interviews for Judy and Advisory Board members.
Set-up minority & specialty press interviews.
Submit press kit documents for printing.
Press advance in Denver.

March 19-20, 1998

Compile press kits.
Ship press kits to Denver.
Forward new information to Kevin Moran for Web-site.

March 23, 1998

Make follow-up calls to confirm news media coverage of events.
Coordinate press logistics and set-up interviews in Denver.
Follow-up calls to media organizations to confirm coverage of events.

March 24-25, 1998

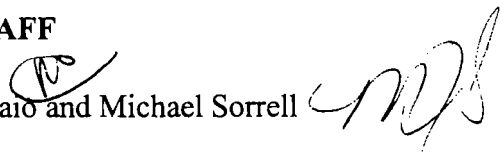
Follow-up calls to media organizations to confirm coverage of events.
Staff events in Denver to coordinate press logistics and interviews.

March 30, 1998

Issue post-release to minority media.
Make follow-up calls to minority press.
Conclude Lexis/Nexis search for articles.
Issue press report of media coverage in Denver with press clippings.
Send letters to the editor about the meeting to local newspapers.
Start writing op-eds. (tentative)

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MEMORANDUM FOR STAFF

FROM: Michele Cavataio and Michael Sorrell 

DATE: March 2, 1998

SUBJECT: Follow up to Denver visit

Overall, our visit to Denver was productive. We visited with dozens of community leaders, representing business, non-profit, religious, education, and ethnic organizations as well as government officials. We especially were impressed with the number of fora for Denver residents to talk about race: a group called the Race Coalition has formed to provide statewide input into the PIR visit; Congresswoman Degettes has sponsored a dialogue group as a result of National Days of Dialogue; a woman who owns an African American book store has started a race dialogue with her customers and those of a predominantly white book store; the Mayor has created minority group advisory councils, and the Mayor is holding town hall meetings in neighborhoods across the city to hear input on issues of the community's choosing.

While there are many opportunities for Denver citizens to talk about race-related issues, it is important to note that none of these activities is completely representative of the various racial/ethnic communities in Denver.

Key community issues:

- no Native American on Advisory Board
- bilingual education (group of Latinos is suing the school district)
- Latino students are 60% of the dropouts in Colorado. Programs are needed which specifically focus on the Latino population.
- need to know and understand history before you can solve problems of race
- special relationship between Native Americans and Latinos in the region. There was a request from one of the individuals we met with that the President formally apologize for the Indian conquest and the restoration of land.
- different groups need to be able to talk to each other more often
- affirmative action -- concern that there will be a Prop 209 like proposal in Colorado
- there is a pervading sense that minorities do not have access to capital. The business people we met with were strongly in favor of keeping Affirmative Action programs in place and remodel them for the 21st Century.
- minority business access to government contracts (some say too much, others say not enough.) Members of the minority communities feel as if they do not have access to information and are not being fairly considered for contracts. People were concerned that there were not adequate gauges in place to measure accountability. Additionally, the contracts they are considered for are strictly professional services.
- too many people of color in prison system - hard to get people to hire parolees

- intra-group stereotyping
- education is key to overcoming stereotyping
- need to break through and reach groups like the Aryan Nation
- immigrants rights
- Mayor's priorities = kids and schools, public safety, parks and open spaces
- Latino Issues- a general feeling that we were not inclusive enough of Latino issues.

Potential panelists/moderators:

- Delmar Hamilton, Tall Bull Council, American Indian with personal experiences with stereotypes
- Johnny Su, Vietnamese restaurant owner (The Imperial), recommended by Martha Lee of the As-Pac Amer Women's Leader Inst.
- Evelyn Hu-DuHart, Director of the Center for Race and Ethnicity at CU-Boulder, recommended by Martha Lee
- Saul Rosenthal, ADL
- Clara Villarosa, Hue-man experience bookstore
- Independence Institute (conservative think tank): John Andrews or David Kopel, recommended by Councilwoman Ramona Martinez
- Carol O'Dowd, Wilma Taylor or someone else from the Race Coalition
- Promise Keeper
- Rev. Gill Ford, Vice-Chairman, Legal Redress, NAACP and the pastor of the Salem Missionary Baptist Church- well-connected and thoughtful. Black male.
- John F. Garcia- older Latino male. Community activist. Worked for the federal government.
- John Lay, President of the Denver Metro Chamber of Commerce- a conservative Democrat. Not your typical chamber President. The Chamber runs a very innovative program which focuses on youth employment training. Thoughtful views on race and improving race relations and the city. Very committed to improving the public school system. Children attend(ed) Denver Public Schools. White male.
- Tim Santos, Director of Public Policy at US West- thoughtful and rational. Has run for several elected offices.
- Grant Jones, Black Church Initiative- good views on stereotypes, strong presence, a bit soft-spoken, former military man. Positive portrayal of black males. Definitely worth considering for a role in the dialogue.
- Local journalists (recommended by Fed agency heads): Vincent Carol, libertarian with Rocky Mnt News; Thomas Romero, formerly of the Denver Post; Craig Bowman, Afr Am who writes on education issues for the Post; Ken Hamblin, Denver Post, hates liberals
- T. Banks, Channel 2 news anchor for moderator (ask Desiree in Degettes office for name and number)

Promising practices:

- Hue-man Experience Bookstore, race dialogues, contact:
- The Black Churches Initiative -- funded by the Peton Foundation, contact: Grant Jones
- "-isms" project at Community College of Denver
- Boundaries and Borderlands project at Community College of Denver
- Race Coalition statewide dialogues, contact: Wilma Taylor
- Youth at Work project, Chamber of Commerce (*)
- Choose One, Colorado Institute for Gender Equity, contact: Caryl Cram 303-914-6318

if no, pp
these could be
panelists
(for community)

or
books (?)

Outstanding issues:

- Youth involvement -- can we get young people involved in some meaningful way, either during or after the meeting?
- Additional outreach to conservative groups
- Federal agency proposal -- Federal agencies have agreed to have tables at our meetings and to make announcement about their plans to have dialogues with racial/ethnic groups to discuss issues of concern to them



Key items for week of 3/2

1. Finalize location (Grace)
2. Draft and send out invites by end of week (Chandler, Allison)
3. Draft agenda, list of possible panelists for WH meeting tomorrow (David)
4. Send background reading materials to Board (Fedex on Thurs, David)
5. Begin arrangements for preparing video clips (Allison, David)
6. Research on promising practices (Beth)
7. Conference call with Franklin, Thomas Friday at 5pm (Michele, David)

Other items to cover in staff meeting

1. Update on Denver visit
2. Federal agency proposal
3. Discuss promising practices

March 2, 1998

Denver Advisory Board Meeting

To Do List

Updated as of March 2, 1998

CATEGORY	THINGS TO DO	DEADLINE	PERSON RESPONSIBLE
General			
	Develop format and substance proposals	2/20	David + team
	Fax letters to "experts" to solicit input	2/17	Michele
	Call Laura Harris for input	2/23	Michele
	Call all Board members for their input	2/27	Michele, David (Kate)
	Identify meeting/ forum site	3/6	Grace, Randy
	Identify hotel	2/27	Grace, Randy
	Denver community visits	2/24-2/27	Michele + Mike S. ✓
	Put together list of Denver contacts	2/20	Michele
	Meeting with White House staff on agenda	3/3	Richard
Citizen Dialogue			team leaders: Mike S. and Danielle
	Identify moderator		
	Develop questions to screen panelists		

	Identify 20-30 participants and vet		
	Develop list with short bio of participants		
	Moderator briefing		
	Prepare or find vignettes on stereotypes	3/2	
	Develop event description for the moderator		
	Develop individual, experiential exercise on stereotypes for audience?		
	Develop questions for the moderator		
	Identify welcoming speaker	done- Mayor and Governor	
	Obtain speaker and moderator bios		
	Draft talking points for Dr. Franklin		
	Work with regional agency reps		
	Send out invitations to local people		Chandler/Allison
	Follow-up phone calls to local people invited		Chandler, Allison, Marjorie, Kate?

Promising Practices	Identify promising practice leaders to participate in citizen dialogue		Beth
Expert Panel			Michele, David, team
	Identify and invite panelists		David
	Identify and invite moderators		David
	Develop questions for moderators		David, Sonia, team
	Summarize panelist and moderator bios		Kate
	Gather reading/background materials for panelists		David
	Hold conference call with panelists		David, Michele
	Develop and type agenda		David
	Identify and invite welcoming speaker		
	Invite local people to attend the meeting		Outreach team
	Follow-up calls to people invited to attend the meeting		Outreach team
	Draft talking points for Dr. Franklin		David
	Brief Moderator		David, Michele

	Time keeper at the meeting		
	Arrange for sign language interpreter service		Randy
	Arrange for transcription of the meeting		Randy
	Staff member in the wings		
Travel	Arrange air transportation for advisory board members		Diana
	Arrange air transportation for panelists		Linda, Cedra
	Arrange air transportation for staff		Lee, Linda, Cedra, Diana
	Arrange ground transportation for advisory board members (sedan service?)		Randy
	Arrange ground transportation for panelists (rental cars except Judy)		Randy
	Arrange ground transportation for staff		Randy

	Create chart with all the above information		Diana
Press	Develop press plan (editorial board meetings, media advisory, press release, press availability)		Lydia
	Develop talking points on why Denver, purpose of meeting		David Chai
	Advance press work in Denver		Lydia
	Develop press kits/stuff press kits		Tamara, Lee, David Chai
	Arrange for press room and press availability room -- phones, tables		Randy, Grace
	Arrange for video taping of the meeting		Randy, Lydia
	Staff at press table		Chandler, Mike S., Tamara
	Providing reporters with info on logistics, including ground transportation		Lydia
	Answering D.C. press questions		David C./Allison
Public Information	Federal Register publication	2/24	Rob

	Invitation developed	2/27	
	Communicate with local and Congressional officials about events and participation		Richard, Dario
	Face to face meetings with local officials	done	Michele + Mike S ✓
	Provide staff with background info and stats		David
	Send info to website about the upcoming meeting		Pat to coordinate with Kevin Moran
	Identify information to distribute to meeting attendees		Tamara/Lee/Allison?
	Create sign-in sheets for meeting attendees		Marjorie
	Staff at sign-in tables		
Policy	Identify policy announcements		David, Julie F.
	Provide demographic breakdown of Denver and Colorado	2/24	David
Advisory Board Member Care	Briefing Books (7 + 13 for staff + 1 office copy)		Kate
	Detailed logistics agenda, including pager and cell phone numbers		Grace

	Conference call updates		Michele
	Gather background reading materials	2/20	David
	Holding room for Board and staff belongings?		
	Develop suggestions for meals/restaurants		
	Get Board members off stage after events		
Follow-Up	Thank you notes to speakers and panelists and requests for essays or additional written thoughts		David
	Contacts entered into the database		Maria
	Letter of recommendations to the President		David
VIPS	Secretary Pena -- identify role		Michele, David, Grace
	Local officials		
	Members of Congress		

Pros

Cons

Positive Deviance

has theory mechanism

Levinson
Dooley
Trappes

To what extent
does the media
and other mechanisms
perpetuate stereotypes

Lichter
Berman

To what extent
is racism or function
of stereotypes

Buckley

How genuine is
racism? To what
extent is

Feagin

Wattenberg

racism a problem
cost of stereotypes

Sniderman

Steele

6-8-

19

Alexie

To: Judy Winston
From: David Campt
CC: Rob Wexler, Claire Gonzales, Audrey Hutchinson, Sonia Jarvis, Mike Wenger,
Lin Liu, John Goering, Mike Sorrell, etc.

This memo has two purposes: 1) To present an overview of the goals and issues relevant to the Denver meeting on Race and Stereotyping, and 2) To present some options for a format for the meeting.

Goals of the Meeting:

1. Encourage citizen dialogue about race and stereotypes
2. Inform the public and the advisory board about stereotypes
3. To provide information that encourage people to take actions that will diminish the effects of stereotypes

Conceptual Overview

A complete treatment of stereotypes by the Advisory Board would include information about the following aspects of this topic:

- a) definitions, history, and prevalence,
- b) current causes and purveyors,
- c) effects on individuals and society, and
- d) strategies for ameliorating these effects.

Clearly a,b, and c are closely related. However, there is utility in separating them conceptually. The following discussion will identify some critical questions for each of sub-topics of stereotypes. In addition, some sample names of panelists are provided>

Central Questions

Definitions

- What is a stereotype? What is the difference between a stereotype and a generalization?
- What is the history of racial stereotypes in America? To what extent have racial stereotypes changed over time? Are racial stereotypes significantly different than other types of stereotypes? Is racial stereotyping a peculiarly American problem, or a general human problem?
- To what extent are racial stereotypes based on truth? Can there be positive racial stereotypes?
- How pervasive are racial stereotypes? To what extent are Americans' opinions of racial groups based on stereotypes?

Current Causes and Purveyors of stereotypes

- How and why are racial stereotypes formed? How do people learn stereotypes? What are the parts of society that help them persist? To what extent do the following institutions perpetuate racial stereotypes:

- the media (advertising, movies, art, TV/radio, news, music, Internet, etc.)
- families and peer groups
- schools
- public officials and authority figures
- other institutions
- Does our society have stereotypical ideas not only about races, but also about race relations?

Effects of Stereotyping

- What are the impacts / consequences of racial stereotyping on people who are stereotyped?
How different are the affects of stereotypes on whites and people of color? To what extent do stereotypes affect individual and group behavior? To what extent do stereotypes affects the ways that individuals and groups define themselves?
- How do people cope with being the victims of stereotypes? Are all groups equally victimized by racial stereotyping? Are there situations in which people benefit from stereotypes?
- What are the consequences of racial stereotyping on people who stereotype others? To what extent do people experience costs and benefits from stereotyping others?
- What are the effects of stereotyping on race relations? To what extent do stereotypes affect people's actions in interracial situations? How do these effects take place?
- What are the arenas of American life most affected by stereotypes? What are the areas least affected? How do stereotypes affect: private behavior, institutional decision-making, public debate, public policy

Strategies for Ameliorating Stereotypes

1) Strategies for limiting the causes of stereotypes

- What are the opportunities for individuals, alone or in groups, to reduce the negative stereotypes that circulate in our culture?
- What are the opportunities for institutions (especially schools and the media), that play a crucial role in the persistence of stereotypes to ameliorate their affects?

2) Strategies for limiting the effects of stereotypes

- What are the opportunities for individuals, alone or in groups, to notice and reduce ways that stereotypes are affecting their behavior and attitudes?
- How can an organization know if it is being affected by racial stereotypes? If an organization is being affected, what can it do to ameliorate its affects?
- Are there counterproductive approaches to ameliorating the effects of stereotypes (e.g diversity training)?

Strategic Questions

The accessible nature of the topic, the recent racial incidents in Denver, and the Initiative's upcoming plans to foster dialogue combine to present some important strategic issues that may influence of shape of the meeting.

1) Should the meeting involve citizen dialogue?

Denver Advisory Board Meeting Proposal

Topic: Causes, Effects and Solutions to Stereotypes

March 24

Evening:

Citizen Dialogue on Stereotypes

Opening / welcoming remarks from local official (5 minutes)

Overview of prevalence or stereotypes by an expert or Anna Devere Smith (15 minutes)

Video vignettes of experiences with stereotypes (20 minutes)

Citizen Dialogue/Town Meeting (à la Akron)

(1.5 hours + 30 minutes for comments from the audience)

This meeting would bring together 20-25 local community members on stage in a moderated discussion to talk primarily about stereotypes.

It would also include participation from the Board who could share their personal experiences with stereotypes. We would attempt to bring this group together one week before the meeting to have preliminary dialogue in order to make them more comfortable at the Board meeting.

March 25

Morning:

Expert Panel on Stereotypes

Welcoming Remarks

Summary of evening session

Expert Panel (2 hours + 45 min for questions)

This panel will bring in national experts, image makers, media celebrities, and practitioners to address the causes, effects and solutions to the problems of stereotypes. The panelists will pick up the discussion from the evening panel, drawing from the experiences of the local participants.

6-8

Moderator

Afternoon: **Facilitated Discussion with Advisory Board Members (TBD)**

Feb. 1st

To: Lin Lui, Julie Fernandes, Claire Gonzales, Judy Winston, Sonia Jarvis
From: David Camp
Re: March Advisory Board Meeting
Date: February 1, 1998

I have been doing a bit of thinking and a bit of brainstorming about an approach for our March advisory board (AB) meeting in Denver. The purpose of this memo is to focus our upcoming discussions by giving us all something to react to.

General Topic: Media and Stereotypes

Goals for Two-Day Meeting

- 1) To provide citizens with opportunity to have dialogue about the ways that media portrayals affect race relations and stereotypes, and allow the AB to participate in actual citizen dialogue ✓
- 2) To allow citizens the opportunity to interact with media representatives about the media's role in racial stereotyping
- 3) ~~To provide citizens the opportunity to discuss a current community race issue~~
- 4) To allow for testimony and discussion from national experts about media portrayals of stereotypes, their affects on societal prejudice, and strategies for lessening these effects. ✓

Format Overview

March 24	Morning-	community dialogue about stereotypes	
	Afternoon -	citizens and media representatives discuss stereotypes	
	Evening -	Town Hall: What is the media's role in causing and helping community cope with <u>hate crimes</u> ? ?	
March 24	Morning	Panel discussions with academics and media representatives focusing on the role of media in perpetuating stereotypes	
	Early Afternoon -	Expert panel discussion about the role of media stereotypes in the perpetuation of racism and prejudice	✓
	Late afternoon -	Panel discussions with citizens and media reps who have worked to reduce stereotypes (i.e. promising practices from around country)	✓

Link stereotypes
to racism
& prejudice

Format In Detail

Day 1 - March 24 (Morning and Afternoon)

Because there are so few media promising practices, and in order that the Initiative is seen as a promoter of dialogue, the first day of this meeting is designed to engender structured, facilitated dialogue among citizens about stereotypes and media. One approach is to use Denver contacts to gather about 20-35 citizens from the local area to participate in an all day session with

the AB. After introductions, we might provide a stimulus to their discussion. We might use a preproduced work (such as Unity '94), written material, or something we might encourage a local film school to create. (For instance, film students might conduct a large number of person-on-the-street interviews about racial stereotypes in various media. This could be edited down for a 15 minute presentation which will deal with the stereotypes of each racial group.)

After the stimulus, the group would be encouraged to discuss media stereotypes. One possibility for this discussion is that it might happen in a "fish bowl" format, where people from each racial group would sit in an inner circle (with the facilitator) and discuss with each other the stereotypes of each group; after some amount of this, the rest of the people in the outside circle would have the opportunity to ask questions. Then people who wanted to discuss another group would enter the fishbowl, and while previous discussants would join the outer circle. This format takes advantage of the fact that discussions about race are often more honest in a same-race group. But because each group would be discussed and the session would culminate with discussion of all groups, ~~no~~ one would feel excluded.

The discussions of stereotypes of each group would culminate in a group discussion of the media and stereotypes, with the entire group looking to discern similarities and differences between the portrayals of different races. The group would also have the goal of clarifying questions for media representatives. *and/or ethnic groups.*

After lunch, the discussion would be joined by these media representatives. The afternoon session could be divided into 3-4 sequential 45-minute sessions, perhaps by form of media. [One proposal for the division is: 1) Visual Entertainment - television, film, sports, 2) News (television, radio, and print) 3) Culture (music and videos, art, literature) and 4) New Media (Internet, video games)]. Perhaps we could get a mainstream person and a person of color from each media to discuss with citizens their concerns and questions about how media images are generated, edited, and distributed.

Because of the opportunity to give feedback to actual members of the media, having this session might be important to getting concerned citizens with jobs to devote an entire day to having dialogue about media stereotyping.

Day 1 - Evening

Presumably, recent events in Denver have raised community concern about hate crimes. Instead of just a community forum, we could structure a discussion around several questions that reflect recent events and media stereotypes. For example:

- 1) What is the role of the media in creating the psychological and social conditions for hate crimes to occur?
- 2) What role does the media play in helping us understand how hate crimes fit into the continuum of prejudice and racism?
- 3) How responsible is our media in the covering of hate crimes?
- 4) What can citizens and media people do to change make media force that reduces the likelihood of hate crimes?

This town meeting would likely include local and national hate crime experts, law enforcement and other officials, media practitioners of executives, representatives of community organizations. In a 120-minute meeting, the first 75 minutes might be devoted to on-stage

no
Small groups by facilitator. Video tape each following day as springboard for general discussion.

maybe a good idea for the panel.

discussion, followed by 45 minutes of public comment and questions.

Day 2 - Morning: The Media and Stereotypes

Q1 Central Question: How pervasive are ~~inaccurate~~ racial stereotypes in news and entertainment media? *How accurate are these stereotypes?*

There are academics who would answer this question very differently. We would give them an opportunity to express their views, and have the conversation joined by media representatives who could provide an important reality check about how media images actually are created and edited.

9:30 - 11:00 Session 1: Panel/discussion about news media

11:00 - 12:30 Session 2: Panel/discussion on entertainment media

12:30- 1:30 Lunch

1:30 - 3:00 Stereotypes and Prejudice

Q2 Central Question: What is the role of media stereotypes in the perpetuation of prejudice?

Some scholars and experts tend to think that the media stereotypes play a critical role in the persistence of prejudice and racism, while others think that people often overemphasize the role of the media versus other factors, such as structural inequalities, racist ideologies that transcend stereotypes, or minority group behaviors.

3:15 - 4:30 Approaches to Improvement

Q3 Central Question: What are some approaches and media institutions and citizens can take in reducing the prevalence and affects of media stereotypes?

This is essentially a discussion of promising practices. In addition to getting the participation of people who have made media organizations more diverse, we also get citizens groups which can talk about forming "watchdog" organizations that have formed constructive partnerships with media organizations to improve racial stereotyping.



Lin Liu

02/17/98 11:20:45 AM

Record Type: Record

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

cc:

Subject: Denver Meeting Planning - some input from Board Members 

FYI - While in SJ, I asked several board members for their input for the Denver meeting on race and stereotypes. I want to make sure that you all have this information as we continue our planning efforts.

Bob Thomas left me a couple of message on friday expressing his particular interest to get involved because he was born and raised in Denver, and attended the Air Force Academy nearby. He is interested in seeing also if we can, during the time we are there, do something with the Air Force Academy on the issue of race in the military. He is open to this being something he can do alone or with a couple of other board members.

On the stereotype issue, Bob Thomas also recommended Fran Liebowitz (who wrote an article on race in Vanity Fair in October) for participation in the meeting - either as a moderator or doing something funny to break the ice.

Gov. Winter suggested that we get in touch with Dr. Hal Saunders from the Kattering Foundation in DC to get his suggestions on issues for discussion.

Message Sent To:

Michele Cavataio/PIR/EOP
David Campt/PIR/EOP
Audrey M. Hutchinson/PIR/EOP
Robert Wexler/PIR/EOP
Michael Wenger/PIR/EOP
Julie A. Fernandes/OPD/EOP
Claire Gonzales/PIR/EOP
Judith A. Winston/PIR/EOP

ONE AMERICA IN THE 21ST CENTURY

President Clinton's Initiative on Race

DRAFT AGENDA

Meeting of the President's Advisory Board

March 23 and 24, 1998

Tivoli Student Union, Turnhalle

Auraria Campus

Denver, Colorado

Race and Stereotypes

The purpose of this meeting is to examine racial stereotypes - their causes, effects, and the strategies for combating them. Although 68 percent of Americans favor full integration of the races, opinion polls about race commonly demonstrate that Americans' views of each other are often influenced by racial stereotypes. We will explore what citizens, scholars, and experts think about where racial stereotypes come from, how they affect people, and what individuals and societal institutions should do about them.

The meeting will include both a community forum and expert discussion. The citizen dialogue is designed not only to allow citizens to provide input to the Advisory Board about stereotypes, but also to allow citizens to engage in the kind of candid dialogue that many think leads to the reduction of stereotypes.

Key Questions:

- ▶ Where do racial stereotypes come from? How widespread are they in our culture?
- ▶ What is the effect of racial stereotypes on different racial groups? Do racial stereotypes affect how different racial groups see themselves and other groups? What is the effect of racial stereotypes on race relations?
- ▶ Are there strategies that individuals should take to combat the effects of racial stereotypes? What role do the policies and practices of institutions play in maintaining racial stereotypes? Are there policies and practices that lead to the reduction of racial stereotypes?

March 23

7:00p.m. - 7:05p.m. Welcoming remarks from Mayor Webb

7:05p.m. - 9:00p.m. Community Dialogue on Stereotypes

Ⓟ Edward James Olmos

Moderators: Nadia Younes, Norwest Bank and TBD

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

March 24

9:00 - 9:05a.m. **Overview of Agenda by Dr. John Hope Franklin**

9:05 - 9:15a.m. **Remarks from Secretary Peña**

9:15 - 9:20a.m. **Welcoming Remarks from Governor Romer**

9:20a.m. - 12:00p.m. **Expert Panel on Stereotypes**

Moderator: Phyllis Katz, University of Colorado, Boulder

Panelists:

Richard Estrada, Associate Editor, *Dallas Morning News*

Joe Feagin, Professor, University of Florida

Susan Fiske, Professor, University of Massachusetts, Amherst

Bill Gollnick, Director of Legislative Affairs, Oneida Indians of Wisconsin
(tent)

Shanto Iyengar, Professor, UCLA

Jack Kemp, Co-director, Empower America

~~Edward James Olmos, Actor and Director (tent)~~

Helen Hatab Sanham, Executive Vice President, Arab American Institute

Claude Steele, Chair, Department of Psychology, Stanford University

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

12:00-2:00p.m. **Open Lunch Period**

2:00 - 3:00p.m. **Concluding Roundtable: Discussion among Advisory Board Members**

March 19, 1998 (2:18pm)

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
- WHEN:** **Monday, March 23, 1998**
7:00 pm to 9:00 pm **Community Dialogue on Stereotypes**
- Tuesday, March 24, 1998**
9:00 am to 12:00 pm **Panel on Stereotypes**
2:00 pm to 3:00 pm **Concluding Roundtable: Advisory Board Discussion**
- TOPIC:** Race and Stereotypes
- WHERE:** Auraria Campus
Turnhalle, Tivoli Student Union
900 Auraria Parkway
Denver, CO

The Advisory Board to President Clinton's Initiative on Race will meet in Denver, Colorado, on March 23 and 24, 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 March 23 and 24, the Advisory Board will hold its seventh meeting which will focus on the causes, effects, and strategies for combating racial stereotypes. The meeting will begin on March 23 when the Board will host a Community Dialogue on stereotypes. At the conclusion of this dialogue there will be some time for members of the community to raise issues of general concern related to race and stereotyping.

On March 24, the Advisory Board will reconvene to hear from a panel of experts on stereotypes from 9:00 am to 12:00 pm. The discussion will bring together national experts who will offer insight on the causes and effects of racial stereotyping, the link between stereotypes and prejudice/racism, and the strategies for lessening the effects of stereotypes on race relations. The session will conclude with a question-and-answer period in which the public will be able to participate.

From 2:00 pm to 3:00 pm the meeting will reconvene for a roundtable discussion among the Advisory Board Members to wrap up the meeting.

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

⊗ Statement
about skills training
in TIMSS statement

Denver Meeting of the Advisory Board Race and Stereotypes, Expert Panel

1. Susan Fiske, University of Mass., Amherst (considered among top 2-3 people nationwide on overall knowledge about stereotypes)
2. Shanto Iyengar, UCLA (examines effect of media stereotypes on attitudes toward racial groups and public policy issues)
3. Claude Steele, Stanford (studies how membership in a stereotyped group affects people's performance)
4. Joe Feagin, University of Florida (studies relationship between stereotypes and discrimination)
5. Tim Giago, Editor, Indian Country Today (journalist who has written extensively on mascot issue and discrimination against Indians)
6. Richard Estrada, Editorial Board, Dallas Morning News (conservative who has examined how public policy issues affects stereotypes of minorities)
7. ~~Margaret Cho comedian (?)~~ Joann Lee, City University of New York (written extensively about stereotypes of Asians in the media)
8. Margot Stern Strom, Facing History and Ourselves (runs leading curricula based program to reduce stereotypes among youth)
9. Kate O'Beirne, The National Review (?)

Potential Moderators

1. Bryant Gumble
2. Carole Simpson, ABC
3. Ed Bradley, 60 Minutes
- ④ Maria Hinojosa, NPR
5. Phyllis Katz, Director, Institute for Research on Social Problems, University of Colo. Denver (has written two books about how to reduce racism)

Richard Rodriguez
Giselle Fernandez
Renee Poussaut

March 12, 1998

**Denver Meeting of the Advisory Board
Race and Stereotypes, Expert Panel**

At this point we have several panelists who have expressed a willingness to participate and who almost certain to include. They are:

1. Susan Fiske, University of Mass., Amherst (considered among top 2-3 people nationwide on overall knowledge about stereotypes)
2. Shanto Iyengar, UCLA (examines effect of media stereotypes on attitudes toward racial groups and public policy issues)
3. Claude Steele, Stanford (studies how membership in a stereotyped group affects people's performance)
4. Yolanda Flores Neimann, Washington State University (examines how stereotypes affect relations between minority groups)
5. Joe Feagin, University of Florida (studies relationship between stereotypes and discrimination)
6. Tim Giago, Editor, Indian Country Today (journalist who has written extensively on mascot issue and discrimination against Indians)

Other possibilities include:

1. Richard Estrada, Editorial Board, Dallas Morning News (conservative who has examined how public policy issues affects stereotypes of minorities)
2. Joann Lee, City University of New York (written extensively about stereotypes of Asians in the media)
3. Margot Stern Strom, Facing History and Ourselves (runs leading curricula based program to reduce stereotypes among youth)
4. Anna Devere Smith, playwright and actress
5. Kate O'Beirne, The National Review

Potential Moderators

1. Phyllis Katz, Director, Institute for Research on Social Problems, University of Colo. Denver (has written two books about how to reduce racism)
2. Carole Simpson, ABC
3. Ed Bradley, 60 Minutes
4. Bryant Gumble
5. Maria Hinojosa, NPR

March 12, 1998

Children's Dialogue on Race, Poverty and Community
Saturday, March 28, 1998 9:00 a.m. - 11:00 a.m.
Los Angeles Convention Center

The Children's Defense Fund and the President's Initiative on Race (PIR) will co-convene a community dialogue on race relations and poverty in America during the Children's Defense Fund's Annual National Conference in Los Angeles, California. The forum will demonstrate the irrefutable links between poverty and race in America, identify – and seek to clarify – the stereotypes associated with poverty and race dominating our society and often promulgated by the media, and work together to craft tangible solutions to the undercurrent of racial and economic problems that continue to plague us as a nation. What will be different is the panel will explore these very real issues from a unique perspective – through personal experiences from today's youth. Together with PIR members, esteemed juvenile court judges, and scholars, middle, high-school and college-age youth from the Los Angeles community will present candid testimony and explore with one another through solution-oriented dialogue how race and poverty impact their lives.

Guided by a skilled moderator, youth panelists will discuss their feelings and experiences in an honest and open forum. In their own words, they will share real-life situations they encounter as they come of age in an increasingly diverse, often intolerant, society that provides them with mixed messages about our community and national values. They will be drawn from a mixture of cultures and backgrounds, and will also include youth who have been incarcerated, providing unique insight into the realities of our criminal justice system.

PIR members will get a rare, uncensored look at how children struggle every day against these often difficult, and always complicated, issues. They will have the unique opportunity to listen and ask meaningful questions. Experts will learn firsthand how their concrete data about race and poverty translate into real-life experiences. Juvenile judges will listen as youth explain the tragic inequities present in our system today. And young people will make recommendations to the PIR and others for future progress. The two-hour session will be structured as follows:

TIME	SPEAKER(S)	SEGMENT
(HOUR 1)		
8:55 a.m.	Alan Watahara, Children's Defense Fund Steering Committee	General Welcome and Good Morning to Conferees and Guests
9:00 a.m.	Dr. Chon Noriega, UCLA	Racial Images in the Media: An Historical Overview
9:08 a.m.	Angela Glover Blackwell, Rockefeller Foundation	Introduction to Forum, Video of Diversity Programs
9:15 a.m.	Dr. John Hope Franklin, Chairman President's Advisory Board	President's Initiative on Race: The Intersection of Race and Poverty
9:25 a.m.	Youth Panelists From Los Angeles	Personal Testimony
9:30 a.m.	Youth Dialogue with Moderator (Anna Deveare Smith?)	Solutions Discussion
9:50 a.m.	President's Initiative on Race Advisory Board Members	Question and Answer Session

10:00 a.m.	BREAK (Local Youth Performers)	BREAK
TIME	SPEAKER(S)	SEGMENT
(HOUR 2)		
10:10 a.m.	Youth Panelists' Dialogue with moderator	Continued Solutions Discussion on Race and Poverty
10:40 a.m.	Juvenile Court Judges	Testimony
10:50 a.m.	President's Initiative on Race Advisory Board Members	Question and Answer Session
11:00 a.m.	Angela Glover Blackwell	Summation and Action Agenda for Future

Panelists (expressed willingness to participate)

- Joe Feagin —
- Claude Steele —
- Susan Fiske —
- Shanto Iyengar — ~~Asian~~
- Tim Giago — Editor, Indian Country Today
- Yolanda Flores Neimann (focuses on Latinos) —

Contacted but not officially approached

Richard Estrada — (CIR) moderate conservative

Marilyn Kearn-Foxworth — multigroup/multi-media Black women 

Joann Lee

Anna Devere Smith — maybe

Moderator (?)

~~Media personality~~

Expert in the field

Media personality





Items to cover in daily team meeting 3/10/98

1. Board Travel
2. Secretary Pena's role
3. Panelists and moderators
4. Other (Romer confirmed, Webb waiting)

Tomorrow's agenda

1. Lunch session: participants (Grace); guiding questions (David)
2. Pre-session with Citizen Dialogue participants, experiential exercise (Danielle)
3. Briefing books

Key items for week of 3/9

1. Send out invites by end of week (Danielle and team)
2. Confirm panelists, Anna Devere Smith (David)
3. Send background reading materials to Board (David)
4. Prepare video clips (Allison)
5. Complete Federal Register Notice (Rob -- done)
6. Determine possibilities for TV coverage (Allison)

Franklin
Winter
Johnson
Chavey-Thompson
Thomas (?)

Denver Advisory Board Meeting Prep
March 3, 1998

check
w/ Jose
H.

- Agenda for Advisory Board meeting
- Possible Panelists
- Update on Denver visit
- Outreach efforts
 - Congressional
 - local electeds
 - constituencies
 - press

Denver Advisory Board Meeting Proposal

Topic: Causes, Effects, and Strategies for Combating Racial Stereotypes

Location: Auraria Campus

Goals of the Meeting:

1. Encourage citizen dialogue about race and stereotypes
2. Inform the public and the advisory board about the causes, effects, and strategies for combatting stereotypes
3. To provide information that encourages people to take actions that will diminish the effects of stereotypes

March 23

Evening:

Citizen Dialogue on Stereotypes

~~Opening / welcoming remarks from Mayor Webb (5 minutes)~~

✓ Remarks from Secretary Peña (+) Governor Romer

Overview of prevalence of stereotypes by expert or Anna Devere Smith (10 min)

Citizen Dialogue/Town Meeting (à la Akron)

(1.5 hours + 30 minutes for comments from audience)

20-25 local community members and advisory board on stage in facilitated discussion

Questions:

- ▶ Where do we think stereotypes come from?
- ▶ What are times when you have been negatively effected because of stereotypes others hold about your group?
- ▶ What are times when you have benefitted from stereotypes people hold about your group?
- ▶ What are times when you have seen others demonstrate that they held stereotypes about other people?
- ▶ What are times when you have found yourself inadvertently looking at others through a stereotype?
- ▶ What can we do about stereotypes?

We would attempt to bring this group together a few days before the meeting to have preliminary dialogue in order to make them more comfortable at the Board meeting. At an appropriate point, we would use video stimulus (5-8 min) that illustrated the ways that stereotypes can affect people.

March 24

Morning:

Expert Panel on Stereotypes

Welcoming Remarks from Governor Romer (5 min)

Remarks from Secretary Peña (?) 15 min.

DOE
Secy Peña
Video tapes
from Cabinet,
Board &
stereotypes.

Peña:
Wants a large
role. Participant
Romer(?)

Summary of evening session (5 min)

Expert Panel (2 hours + 45 min for questions)

Topics: causes of stereotypes, link between stereotypes and prejudice/racism, strategies for lessening the effects of stereotypes on race relations

Includes: national experts, media celebrities, working practitioners who create public imagery (e.g news, film, advertising, television), people who manage programs focused on stereotype reduction

Questions

- ▶ To what extent should are communications media, schools, and other knowledge-creating institutions particularly accountable for the perpetuation of stereotypes?
- ▶ To what extent is the daily treatment of people of various racial groups affected by stereotypes held about them?
- ▶ To what extent is the way we handle important public policy issues affected by stereotypes?
- ▶ What can we do at the individual, collective, and institutional levels to lessen the effects of racial stereotypes?

The conversation will draw from the panelists expertise as well as the experiences of the local participants that were discussed the previous evening.

Afternoon: **Facilitated Discussion with Advisory Board Members**

Lunch

each a
dialogue
Peña to do a promising
practice during lunch.

Potential Panelists for Expert Panel

* = first tier

- ✓ *Patricia Devine, cognitive effects of stereotypes 
- Ronald Takaki, researcher on history of stereotypes
- *Marilyn Kearn-Foxworth, multi-media, multiple groups •
- Janette Dates, focused on blacks, multi-media
- Robert Entman, General focus, multi-media
- Shanto Iyengar, News media focused, largely black
- Richard West, Smithsonian curator
- Tim Giago, editor Indian Country Today
- Lucy George, native american journalist
- Linda Aldoury, focus on Iranian portrayals
- Joann Lee, focus on asians in media, former journalist
- Clara Rodriquez, scholar
- ✓ *Robert Lichter, scholar, Center for Public and Media Studies
- Robert Bernstein, NYT movie critic
- ~~Bob Zellnick, former ABC correspondant~~
- ✓ *Joe Feagin, scholar, studies daily racism 
- ✓ Ellis Cose, journalist, examines racism
- ✓ Beverly Tatum, scholar, studies contemporary racial identity formation
- Michael Omi, historical focus on racial identity formation
- ~~*Ben Wattenburg, AFI~~
- Dinesh D'Souza, author of several books on race
- Linda Chavez, syndicated columnist
- William Kristol, editor The Weekly Standard
- Ken Hamblin, conservative, national talk-show host, lives in Denver
- Roy Innis, former civil rights leader
- Allegra Bennett, syndicated columnist
- ✓ *Claude Steele, Stanford researcher on effects of stereotypes 
- ✓ *Thomas Sniderman or Paul Piazza, Berkeley
- Paul Carmines, effects of stereotypes on public policy making

cause
effect <
strategies
(institutional
roles)

Social Critics

Fran Liebowitz, Vanity Fair
bell hooks, prolific author of images of women of color
Micheal Eric Dyson, author

Journalists

- Clarence Page, syndicated columnist
- Bill Moyers, columnists, documentary film maker
- ✓ *William Raspberry, columnist
- ✓ ~~*Ray Suarez, NPR Talk of the Nation~~

Richard Rodriguez, McNeil Lehrer
Stanley Crouch,
Richard Cohen, columnist

Celebrity panelists

*Oprah Winfrey

Bill Cosby

Jimmy Smits

Geraldo Rivera

Sherman Alexie, screen play soon to be released

Spike Lee

Eric LaSalle

~~Whoopi Goldberg~~

Robert Redford

Connie Chung

Debi Allen

Rita Moreno

Buffy St. Marie

Potential Moderators (if don't use expert)

→ Carole Simpson, ABC

Christina Saralegui, Univision

→ Ed Bradley, 60 Minutes

Ray Suarez, NPR

Kojo Nmandi, DC public affairs show

Maria Hinojosa, NPR

Denver Advisory Board Meeting Proposal

Topic: Causes, Effects, and Strategies for Combating Racial Stereotypes

Goals of the Meeting:

1. Encourage citizen dialogue about race and stereotypes
2. Inform the public and the advisory board about stereotypes
3. To provide information that encourage people to take actions that will diminish the effects of stereotypes

March 24

Evening:

Citizen Dialogue on Stereotypes

Opening / welcoming remarks from Mayor Webb (5 minutes)

Overview of prevalence or stereotypes by an expert or Anna Devere Smith
(15 minutes)

Citizen Dialogue/Town Meeting (à la Akron)

(1.5 hours + 30 minutes for comments from the audience)

- 20-25 local community members on stage and advisory board
- facilitated by experienced diversity trainer

Questions:

Where do we think stereotypes come from?

What are times when you have been negatively effected
because of stereotypes others hold about your group?

What are times when you have benefitted from
stereotypes people hold about your group?

What are times when you have seen others demonstrate that they
held stereotypes about other people?

Times when you have found yourself inadvertently
looking at others through a stereotype?

What can we do about stereotypes?

We would attempt to bring this group together one week before the meeting to have preliminary dialogue in order to make them more comfortable at the Board meeting. At an appropriate point, we would use video stimulus (8-12 min) that illustrated the ways that stereotypes can affect people.

March 25

Morning:

Expert Panel on Stereotypes

Welcoming Remarks from Governor Romer (5 min)

Summary of evening session (facilitator or Pena are possibilities) (10 min)

Expert Panel (2 hours + 45 min for questions)

Topics: causes of stereotypes, link between stereotypes and

24th & 25th

prejudice/racism, strategies for lessening the effects of stereotypes on race relations

Includes: national experts, media celebrities, working practitioners who create public imagery (e.g news, film, advertising, television)

Questions

To what extent should the media, schools, and other knowledge-creating institutions be held particularly accountable for stereotypes?) *causes*

To what extent is the daily treatment of people of various racial groups affected by stereotypes held about them?) *effect*

To what extent is the way we handle important public policy issues affected by stereotypes?) *effect*

What can we do at the individual, collective, and institutional levels to lessen the effects of racial stereotypes?] *solutions*

The conversation will draw from the panelists expertise as well as the experiences of the local participants that were discussed the previous evening.

Afternoon:

Facilitated Discussion with Advisory Board Members

Session A: Reflections on stereotypes meeting

May include remaining experts, new experts, or just board members

Session B: Reflections on the halfway point of the Initiative

where are we, where do we want to go.

* [Gayle in John Fraser's office]
Julie Fernandez]

9am



who will