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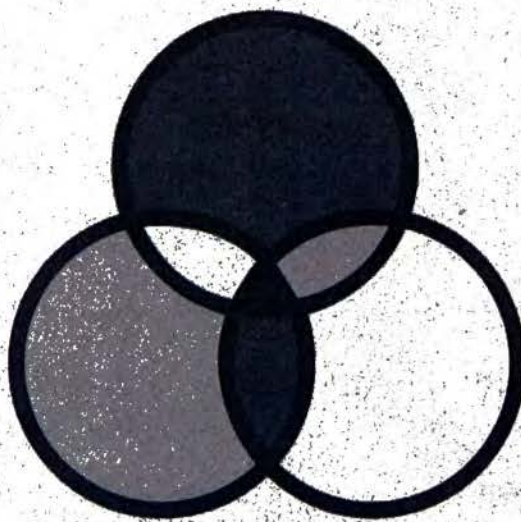
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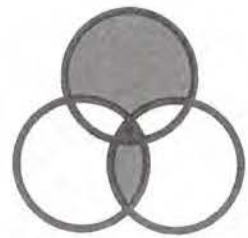
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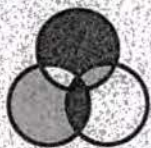


EQUITY
INSTITUTE

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Technical Assistance

Have you been trying to engineer multicultural change within your organization or community? Then you know how challenging this can be. Inevitable dilemmas, implementation issues and questions arise. Have you ever wanted to pick up the phone and call for expert advice? Now you can. Equity offers technical assistance to you through phone and on-site consultation. This help is available on a consulting or retainer basis.

With Change Comes Challenge

Our population continues to become increasingly diverse. Today, more than ever, we must design better ways to live and work together. We realize that with change comes challenge. For twelve years Equity Institute has helped organizations appreciate and benefit from diversity. Equity Institute consults with you one-on-one, with several of your key staff or with small groups or committees through conference calls. We're here for you now when you have a need for impartial, expert advice. Or use us as a sounding board for a solution to a specific situation. First we listen, then we help.

Making a Difference for Twelve Years

Equity Institute, Inc. is an internationally recognized, unique consulting agency. We were founded in 1982 by a socially diverse group of educators, organizational specialists, psychologists and lawyers who were concerned with the increasingly overt signs of renewed "isms" appearing nationally. These "isms" include racism, heterosexism/homophobia, anti-Semitism, sizism, ageism, classism, ableism and sexism.

We have drawn together a talented and highly skilled pool of consultants and a nationally-known Board of Directors. More than one thousand companies and institutions have retained us for facilitating systemic development of multicultural resources, management and practical implementation strategies.

Six ways you can use Equity Institute's technical assistance:

1. **As a sounding board** to try out your proposed change/program/action plan.
2. **To help you set up a Diversity Committee.** Who should be on this committee, what are your needs, what is a realistic action plan?
3. **To aid in the design of a successful recruitment/retention program** for targeted groups.
4. **To design positive interventions** for employee objections/concerns about proposed change.
5. **Answering specific questions.** *Example:* a key member of your staff has attended one of our training programs and has further questions about design/implementation for your organization's program.
6. **To help you diffuse an explosive, sensitive or emergency situation.** *Example:* Racist, anti-Semitic or homophobic graffiti has been written on the walls of your lunchroom. Employees are angry and upset. What do you do?



Educational Institutions

National demographic trends make it clear that the United States is becoming ever more diverse. Today's colleges, universities and schools face the challenge of creating new ways to work with significant multicultural change while maintaining academic integrity.

Over twenty-five years ago, legal segregation was a reality. Laws have changed, yet bias and oppression are still with us. It is easy to lose sight of struggles for human dignity in the face of other challenges. Now, more than ever, we must find new and better ways to work together with greater understanding to expand the vision. New appreciation, new hope, new skills from people learning and training together for a better future — this is the essence of Equity Institute.

Each campus has its own particular challenge. Yours may be:

- **Hiring and retaining faculty and staff from targeted groups.**
These groups may include people of color, people of diverse ethnic groups and classes, the physically challenged, and people of different sexual orientations.
- **Recruitment and retention of students from diverse populations.**
How do you help all students succeed academically? Are there steps you can take to give them a voice on campus?
- **Curriculum revision and selection.**
Textbooks and teaching materials are being revised with an eye towards fair representation of targeted groups. These changes can prove challenging, time-consuming and confusing, whether you are undertaking the revisions yourself or choosing new materials. Equity Institute provides expert assistance.
- **An "unfortunate incident."**
You may not know there is an "ism" problem on your campus until it happens. "Isms" can manifest themselves as graffiti spray-painted on a wall or a dorm; a racial epithet yelled at a passing student; a flare of anger resulting in a physical confrontation. Date-rape or sexual harassment is reported. Suddenly, without warning, an incident of ugliness. How do you respond; what steps do you take?

Equity Institute - Twelve Years of Helping to Meet the Challenge

The mission of Equity Institute is to assist institutions in becoming more fully multicultural. We specialize in organizational development through training and technical assistance. We work with key personnel from all levels, including: administrators, Board of Trustees, faculty groups, student groups, Affirmative Action personnel, and office staff.

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Call Equity Institute for Expert Assistance

If you are concerned with specific issues, face a particular challenge, are planning a project, or have had 'unfortunate incidents' take place on your campus, Equity Institute is ready to assist you. For more than twelve years we have helped engineer positive changes.

Here's what Equity can do:

- Help you define diversity; how it fits into the vision of your university or college.
- Set up a Diversity Committee. We involve everyone — administrators, students, staff and faculty.
- Design recruitment and retention programs for a diverse faculty, staff and students.
- Assist administrators, staff, faculty and students to develop greater multicultural sensitivity.
- Work with your faculty on textbook and curriculum revisions or selection.
- Provide Institute programs, training modules and workshops — both on-site and off-site.
- Develop a Training of Trainers program.



Training of Trainers Program

Part One

Equity Institute provides an outstanding Training of Trainers Program in which its successful multicultural models and methods are introduced to participants for replication at their sites.

This Program is offered for individuals at Equity Institute sites several times per year. It is also available as an in-house Program, customized to your needs.

Program Format

The Training of Trainers Program Part I consists of an initial intensive five-day training. The in-house Program includes a six month practicum with technical assistance from Equity Institute staff, and a three day follow-up training.

Participants

The Program accommodates twenty participants who already have some training experience.

Program Goals

- Assist participants in developing skills in *designing* and *facilitating* multicultural awareness workshops.
- Provide facilitators with tools to examine the implications of participants' social identities in designing and conducting workshops on multicultural issues.
- Provide facilitators with a theoretical background about the interrelatedness of oppression, and their manifestations.
- Develop training strategies appropriate to various types of groups.
- Provide participants with resources and a support network.

Program Content

Focus is on the interrelatedness of the isms. Content includes information about the way each oppression functions, typical multicultural training dilemmas, and a range of facilitation techniques. Participants design and facilitate sample mini-workshops and receive detailed feedback.

Skill Development

Participants develop skills in group assessment, design, on-site redesign, content in five areas of oppression, facilitation, group dynamics, feedback skills, process intervention, conflict resolution, and participant and program evaluation.

Methodology

Facilitators present successful Equity Institute models and exercises. Participants take an active role, interacting with facilitators as they work with Equity models and exercises, and lead mini-workshops themselves.

Some comments from participants:

"I grew from the program personally and professionally. It was wonderful. Thank you."

Dr. Sylvia Ortiz, Staff Psychologist
University of California, Santa Barbara, California

"Fantastic, life changing program!"

Dr. David Banner, Professor, School of Business
University of the Pacific, Stockton, California

"Equity Institute conducts outstanding programs. Thank you."

Ms. Cynthia Cummings & Dr. James K. Oliver, Co-Chairs,
Commission to Promote Racial and Cultural Diversity, University of Delaware



Public & Private Sector Organizations

This is an exciting time. Today, more than ever before, organizations are comprised of people who reflect our increasingly diverse population. You probably have workers in both line and management positions of different classes, ethnic backgrounds, cultural heritages and sexual orientations. Some of your employees may be physically challenged. How well an organization weaves together this rich tapestry of people can determine its success in the competitive global marketplace.

The mission of Equity Institute is to assist organizations in becoming more fully inclusive. We specialize in organizational development through training for company personnel at all levels: line, staff and management. Workshop and program fees include not only workshops but needs assessment, policies review, consulting and follow-up evaluation with a written report with practical recommendations and technical assistance.

Making a Difference for Twelve Years

Equity Institute, Inc. is an internationally recognized, unique consulting agency. We were founded in 1982 by a socially diverse group of educators, organizational specialists, psychologists and lawyers who were concerned with the increasingly overt signs of renewed "isms" appearing nationally. These "isms" include racism, homophobia/heterosexism, anti-Semitism, sizism, ageism, sexism, ableism and classism.

We have drawn together a talented and highly skilled pool of consultants and a nationally-known Board of Directors. More than one thousand companies and institutions such as —

- Pacific Gas & Electric Co.
- Stanford University Medical School
- American Lung Association
- Kaiser Permanente Medical Centers
- American Red Cross
- Smith College

— have used Equity Institute to facilitate systemic development of multicultural resources, management and practical implementation strategies.

The benefits?

- Gain a more productive, creative workplace
- Prevent litigation
- Work in harmony
- Create common goals

Expert Help for Lasting Results

Whether you work in Human Relations, are a company president or directly manage a diverse work group, we can help. We work hand-in-hand with you and your key people. Our twelve years of unique organizational experience, complete and careful needs assessment — coupled with a realistic action plan and policy assessment — plus our long term follow-up technical assistance have aided over a thousand organizations in creating visible positive change.

Our organizational and legal savvy gets results. Results that make your workplace more harmonious, more productive. A better place to work and create. If you've been spending a lot of time and effort on human relations issues, but the desired results are not forthcoming, perhaps it's time for some expert help. You'll find Equity Institute responsive, ready to listen to your needs, ready to work with you to get results.

Please give us a call. We can begin together to create the organization you want — an organization that reflects proudly upon you and all who work with you.

"Equity's impact has been enormous. From a grassroots level to the corporate boardroom, the breadth of Equity's work and its credibility across the spectrum has had tremendous impact."

—Maureen Phillips
Vice president, John Hancock Insurance, Boston Massachusetts

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Sticks, Stones and Stereotypes

"As a public official, and as a teacher of teachers, I enthusiastically recommend this outstanding video-curriculum. It is the very best I've seen. Everyone in education should see it and use it."

Virginia M. Apuzzo,
Governor's Liaison to Lesbian/Gay
Community, New York State

*"STICKS, STONES, AND STEREOTYPES
sends a powerful message about
namecalling and homophobia. Every
high school student should see it."*

Jean M.B. Genasci, Teacher,
Springfield, Massachusetts

"Viewing this video is a powerful experience emotionally and intellectually. It treats the phenomenon of namecalling, placing it in the context of feelings of power and powerlessness, through stories that both baunt and empower the viewer. A unique educational resource."

Martha Ackelsberg,
Professor, Smith College

"A well produced and much needed curriculum model. This has the capacity to empower all who view it! An excellent resource."

Pat Thayer, AIDS Prevention,
Minnesota State Dept. of Education

"STICKS, STONES, AND STEREOTYPES is sensitive, thoughtful and powerful."

Thomas E. Wolf, Asst. Superintendent
So. Hadley, MA Schools

PALOS, PIEDRAS y ESTEREOTIPOS



*sticks, stones,
and stereotypes*

A POWERFUL VIDEO DOCUMENTARY/
CURRICULUM MODULE DEVELOPED FOR USE
IN HIGH SCHOOL AND
1ST-YEAR COLLEGE CLASSROOMS!

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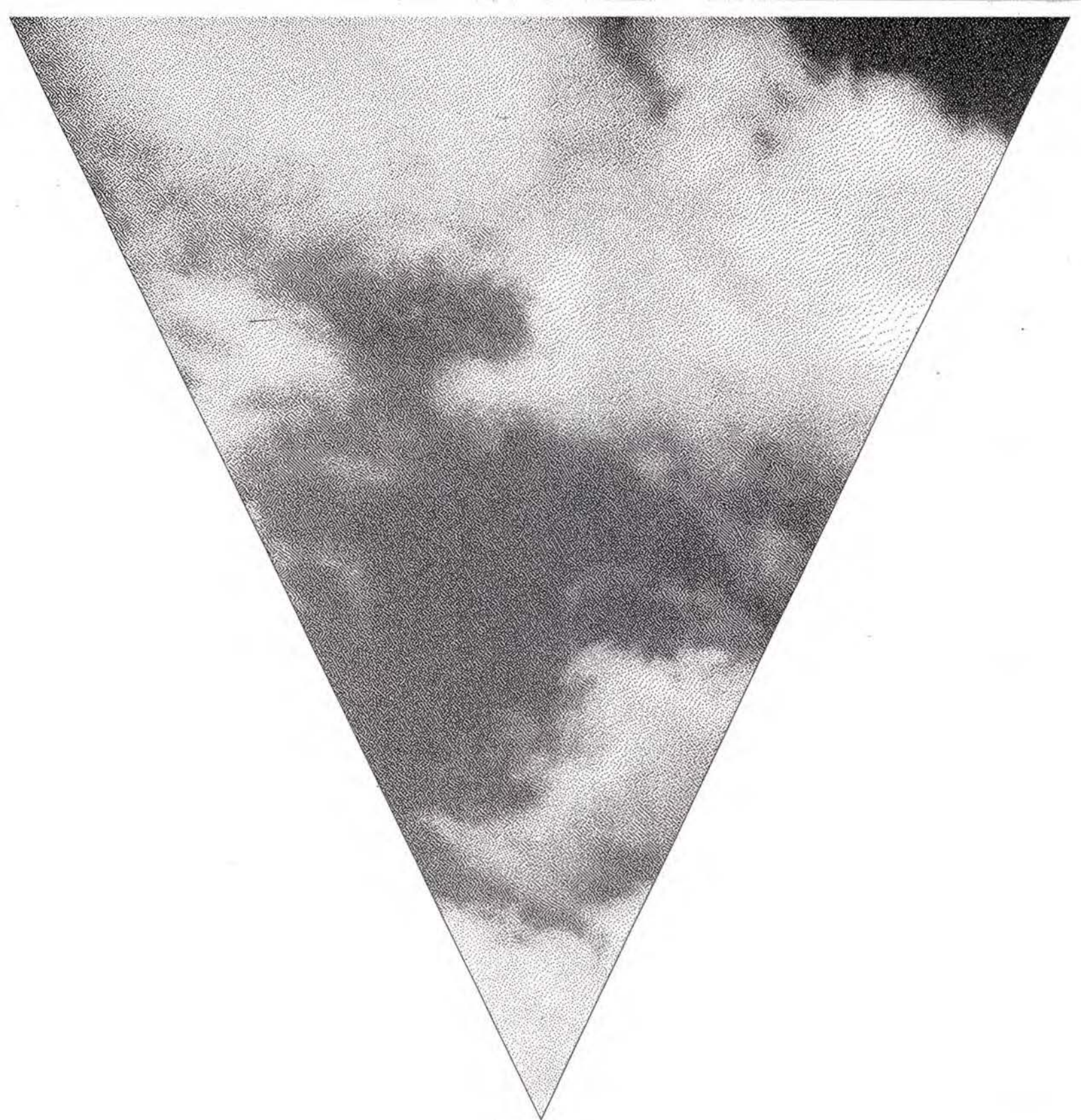
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Turning “isms” into “wasms”

Tools For Positive Change



6400 Hollis Street Emeryville, CA 94608
TEL: 510/658-4577 FAX: 510/658-5184

Design: Jill Davey - JPD Communications, Photography: Irene Young, Copywriting: Pat Frank



Some comments from participants

"When I registered for Equity's Training of Trainers Diversity Program, I went with a profound commitment to eliminate prejudice, negative stereotypes and oppression in the workforce. After Equity's program, I learned how to accomplish my vision."

June E. Ramos
J. Ramos Associates
Boulder, CO

"The diversity training was the first step in designing an in-house diversity awareness program for customer contact employees."

John Alicea
Regulatory Compliance Training
Manager
First Fidelity Bank
Newark, NJ

"Equity Institute conducts outstanding programs. Thank you."

Cynthia Cummings and
James K. Oliver
Co-Chairs, Commission to
Promote Racial and Cultural
Diversity
University of Delaware

Program Faculty



Jamie Washington



Yeshi Sherover Neumann

Jamie Washington, Ph.D., East Coast Program Director and Senior Consultant with Equity Institute. He has led the Training of Trainers Program for five years, and is a national leader on anti-oppression issues.

Yeshi Sherover Neumann, CNM, MPH, West Coast Program Director and Senior Consultant with Equity Institute. She has been a lead trainer in the Training of Trainers Program for several years, and has an extensive background in organizational change issues, relative to diversity.

The co-facilitators are Equity consultants.

About Equity Institute

Equity Institute is a national multicultural organization based in Emeryville, California, committed to the elimination of racism, sexism, anti-Semitism, homophobia, classism, ageism, sizism, and ableism. Since 1982, the Institute has worked with over 1,000 agencies throughout the United States.

Training of Trainers Diversity Program

5 Day Intensive Residential Program



6400 Hollis Street, Suite 15
Emeryville, CA 94608
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FAX (510) 658-5184

What is Equity Institute's Training of Trainers Program Part I?

The Training of Trainers Program Part I is designed to assist new and experienced trainers to develop skills in the design, implementation and evaluation of Introductory Diversity Programs.

Participants will have the opportunity to learn:

- 1) The importance of doing self exploration in order to be effective as diversity trainers.
- 2) Theory that provides the foundation for doing diversity work.
- 3) Methods to create environments and climates that provide optimal participation and learning.
- 4) Essential components for designing introductory programs.
- 5) The importance of ongoing training versus one time experiences.
- 6) Helpful vocabulary and language for facilitating diversity programs.
- 7) Techniques for managing basic facilitator challenges and diversity challenges.

Who Should Attend?

This program is for new and experienced trainers, teachers, group facilitators, and other instructors. If you have responsibility for teaching or training managers, staff, students or volunteer groups and want to develop skills in the area of diversity awareness training, this program is for you.

In addition to the training objectives, participants will have an opportunity to:

- Develop strong connections with others doing this work across the country.
- Work in a safe and open environment on some of your own issues.
- Share your own knowledge and experience.
- Develop an introductory program on one diversity issue.
- Grow personally and professionally.

**For more information
Call Equity Institute, Inc.
510-658-4577**

When and Where

**January 16-21, 1995
California Program**

**July 9-14, 1995
New York Program**

Program Fee:

**Residential Program - \$1,275
(Meals & accommodations
included in fee)**

Application Deadlines

December 1, 1994 for January
1995 Program

June 1, 1995 for July 1995
Program

Participants

The group will be limited in size for optimal participation and learning.

Equity Institute, Inc.
6400 Hollis Street, Suite 15
Emeryville, CA 94608
TEL (510) 658-4577 ■ FAX (510) 658-5184

Training of Trainers Program (Residential Program)

January 16-21, 1995
California Program

July 9-14, 1995
New York Program

APPLICATION DUE: *November 15, 1994 for January 1995 Program*
May 15, 1995 for July 1995 Program

Program date you wish to attend: _____

Please type or print responses. Confidentiality is assured.

Name: _____

Company/Organization _____ Title _____

Address: _____

City _____ State _____ Zip _____

Telephone #: (D) _____

(E) _____

SOCIAL IDENTITY PROFILE:

(To insure that traditionally underrepresented groups are well represented)

Ethnicity: _____ Age: _____ Sex: _____

Sexual Orientation/Preference: _____

Class background: _____ Other: _____

- 1) Experience with diversity issues (personal/professional/academic/activist/training.)

2) Prior training experience (please indicate if you were a participant, leader or both):

3) Interest/needs: What are your goals for this program?

Personal Goals:

Professional Goals:

PROGRAM FEE: The fee for the program is \$1,275. There is very limited partial scholarship aid available. Would you need a partial scholarship in order to participate? If so, how much aid would you need?

DEPOSIT: \$100.00. This will be refunded if you are not accepted into the program. It will be applied to the program fee if you are accepted, and is non-refundable if you do not attend the program. Your application cannot be processed without this deposit.

MC/VISA/AMX Accepted

Cardholder Number

Expiration Date

Applicant's signature

Date