

*Hate
Crimes*

White House Conference on Hate Crimes

DRAFT

February 13, 1998

Foreword

[To be determined]

Introduction

[Q: Add an introductory paragraph here.]

Fighting Hate in Our Communities

□ In Richland, Mississippi, four members of a neo-Nazi organization pled guilty to conspiracy and interfering with the housing rights of an interracial couple by throwing a Molotov cocktail at their trailer home.

□ Three defendants, one of whom is a racist skinhead and a member of the South Bay Nazi Youth, were convicted of a civil rights conspiracy after they drove through the streets of Lubbock, Texas, hunting African-American men, luring them into their car, and shooting them at close range with a short-barreled shotgun. One victim died, one was seriously wounded in the face, and another had a finger blown off.

□ In Livingston, Texas, six defendants pleaded guilty to civil rights violations for beating randomly selected African-American men using a rifle and a rodeo belt buckle and punching them repeatedly as they tried to escape. The defendants testified that they had been angered after seeing other African-American men in the presence of white women.

satellite.

Hate crime survivors also attended the conference, and participants included representatives from all 50 States. Thousands more people participated from over 50 satellite-linked locations across the country.

President Clinton hosted a breakfast for conference participants at the White House, then gave the opening [Q: ~~keynote?~~] address at the conference. After his remarks, the President chaired a panel discussion that included the U.S. Attorney General, the Secretary of Education, and several other distinguished Americans.

In the afternoon, members of the Cabinet and other senior administration officials chaired seven concurrent breakout sessions that examined various aspects of the hate crimes issue. Afterward, the Attorney General chaired a summary session to discuss the ideas and themes raised during the breakout sessions. Conference participants attended a closing reception at the U. S. Holocaust Museum.

Background

[Q: Add explanatory paragraph to tie the following information into the rest of the document.]

Fighting Hate Crimes Through Tough Law Enforcement

☐ **Vigorously prosecuting hate crimes under the civil rights statutes.** Several Federal statutes

Prevention Act of 1996, which facilitates the prosecution of racially motivated arsons and other acts of desecration against houses of worship.

☐ **Creating the National Church Arson Task Force.** President Clinton established the National Church Arson Task Force (NCATF) in June 1996 to oversee the investigation and prosecution of church arsons around the country. NCATF has brought together the Federal Bureau of Investigation (FBI), ATF, Justice Department prosecutors, and State and local law enforcement officers and prosecutors. Over 200 ATF and FBI investigators have been deployed in these investigations. In addition, NCATF has collaborated with other agencies, such as the Federal Emergency Management Agency and the U.S. Department of Housing and Urban Development, to promote arson prevention and provide resources for church rebuilding.

Many of the 508 incidents investigated by NCATF have been solved, mainly by a combination of Federal and State arrests and prosecutions. Since January 1995, there have been 240 arrests and over 100 convictions, including the first convictions under the Church Arson Prevention Act.

Working With Communities Against Hate

☐ **Bringing communities together to fight hate.** The U.S. Department of Justice's Community Relations Service provides an impartial forum for discussion between community groups and local governments. It conducts training conferences for State and local law enforcement and other agencies; academic institutions; and civic, business, and community organizations on ways to prevent and

Conference Agenda

Monday, November 10, 1997

9 a.m.–10 a.m. Breakfast at the White House [~~Q: Opening Address?~~]

William Jefferson Clinton

President, United States

Janet Reno

Attorney General, U.S. Department of Justice [~~Are the Attorney General's remarks~~
~~available?~~]

11 a.m.–Noon Plenary Session and Opening Remarks

Stephen J. Trachtenberg

President, George Washington University

William Johnston

Boston Police Department (Retired)

Al Gore

Vice President, United States

Chuene Sampson

Memphis, Tennessee

Raymond Delos Reyes

Student, Franklin High School, Seattle, Washington

Tammie Schnitzer

Billings, Montana

Chief Arturo Venegas, Jr. [Q: "Jr." is not in the text. Add?] ^{LC}

Sacramento Police Department, California

Grant Woods

Attorney General, Arizona

1:30 p.m.–2:15 p.m. **Lunch and Information Resource Fair*** [Q: Should there be further discussion of this fair within this report. It isn't mentioned at all in the notes.] ^{LC}

2:30 p.m.–4:00 p.m. **Breakout Sessions**

1. Hate Crimes in Schools (K–12): Prevention and Response

Richard W. Riley, **Moderator**

Secretary, U.S. Department of Education

2. Hate Crimes on Campus: Prevention and Response

7. **Counteracting Organized Hate**

Rodney E. Slater, **Moderator**

Secretary, U.S. Department of Transportation

4:15 p.m.–5:15 p.m. Summary Session

Janet Reno

Attorney General, U.S. Department of Justice

Daniel Glickman

Secretary, U.S. Department of Agriculture

Andrew Cuomo

Secretary, U.S. Department of Housing and Urban Development

Rodney E. Slater

Secretary, U.S. Department of Transportation

Richard W. Riley

Secretary, U.S. Department of Education

Eric Holder,

Deputy Attorney General, U.S. Department of Justice

Plenary Session and Opening Remarks

Stephen Trackenberg, president of George Washington University, welcomed the conference guests; stated that this was a historic conference, the first of its kind; and announced that the university was proud to host the day-long event. He went on to say that the purpose of the conference was to open minds, boldly confront the issues, and help eliminate hate crimes from our communities because the very soul of the Nation was at risk.

Retired Boston police officer William Johnson told the conference audience that he has seen acts of hate destroy people's lives just as effectively as a knife or a gun. He gave a dramatic account of a family that was bombed out of their dream house because they were different. Beyond the physical damage of this hate crime, the family's dignity was stolen.

Vice President Al Gore cited a Greek poet who wrote, "Hatred is a little thing at first until it grows and strikes the earth with its awful head." The Vice President continued by saying this conference was a chance to open and advance a discussion of this perilous threat to our Nation. Further, he said that hate crimes are pervasive and perverse, no person is exempt from them, and hate crimes are almost always committed against a complete stranger. The Clinton administration has vigorously attacked the problem through strengthening hate crimes sentencing and Federal civil rights statutes, increasing bomb and fire investigations, and using the FBI and the Community Relations Service of the Justice Department to monitor hate crime "hot spots" throughout the country.

Cheunee Sampson, a sophomore at Duke University, told the audience of her high school days in Brooklyn when skinheads taunted her and tossed rocks at her schoolbus. After moving to a new high

But even in America we hear too many stories like the one Chuennee told us— too many stories like the one about a 13-year-old African-American boy nearly beaten to death when he rode his bicycle through the wrong neighborhood, the gay American murdered as he walked home from work, the Asian-American who lost her store to a firebomb hurled by a racist, or the Jewish-American whose house of worship was desecrated by swastikas.

We hear too many of these stories—stories of violent acts that are not just despicable acts of bias and bigotry. They are crimes. They strike at the heart of what it means to be an American.

They are the antithesis of the values that define us as a Nation. They have nothing to do with freedom or equality or respect for the law. And what's most important, they prevent us from respecting one another.

Last year I asked the American people to begin a great national conversation on race—to come together across all the lines that divide us into one America. We know we can only fight prejudice by fighting the misunderstanding and the ignorance and the fear that produce it. One of the things that I hope will come out of this year is a national affirmation that violence motivated by prejudice and hatred, as Chuennee said, hurts us all. Anybody who thinks that, in the world of today and tomorrow, he or she can hide from the kind of poison that we see in our country is living in a dream world. Whether we like it or not, our futures are bound together, and it is time we acted like it.

The first thing we have to do is to make sure our Nation's laws fully protect all of its citizens. Our laws already punish some crimes committed against people on the basis of race or religion or national origin, but we should do more. We should make our current laws tougher to include all hate crimes that cause physical harm. We must prohibit crimes committed because of a victim's sexual orientation, gender, or

I'm convinced he'll provide that leadership. He is a son of Chinese immigrants and has seen the damaging force of discrimination. He has dedicated his career to fighting for equal rights, without regard to ideology or political party. Everyone who heard him speak in the Senate was impressed with his background, his record, his demeanor, and his capability. And yet, we are being told that the Senate will not be allowed to vote on him because he supports his own President's position on affirmative action.

With all respect, if we have to wait until we get a head of the Civil Rights Division who is opposed to affirmative action, the job will be vacant for a very long time. We had an election about that.

On the other hand, let's not forget that this is but a tiny slice of what the Civil Rights Division does. We have laws on the books against discrimination that 90 percent of the American people support, and they need to be enforced vigorously by somebody who embodies the American ideal. It is wrong to deny this man the job because he agrees with the policies of his President on the issue of affirmative action. It is wrong.

All I ask the Senate committee members to do is send his name out. They don't even have to make a recommendation; just vote. Let all 100 Senators stand up and be counted in full view of the American people and let them know how they stand.

Let me also say that in addition to enforcement, in addition to pushing for new laws, in addition to training our own people better, let's also admit one thing—we have a lot of law enforcement officials who have worked on this—a lot of hate crimes still go unreported. I see many of you nodding your head. If a crime goes unreported, people have an excuse to ignore it.

teach them to hate. We want to teach them a different way. And in the end, if we all do our part, we can make America one Nation under God.

Thank you.

Roundtable Discussion

A roundtable discussion ensued as the final segment of the plenary session. After introducing each panelist, President Clinton and Attorney General Janet Reno moderated the discussion.

Peter Berendt, principal of Mamaroneck ^{Elementary} High School, New York, spoke about a proactive rather than a reactive community effort in addressing bias crimes. Working with ADL, his school developed a program called E Pluribus, which teaches diversity awareness. He said schools must take a leadership role in educating young people to live and work together.

Sheila Kuehl, introduced as the first openly gay/lesbian member of the California State Assembly, said that violence is used as a tool to convince others that they are unworthy of safety. She has worked to reduce domestic violence against gay men and lesbians.

Reverend Samuel Billy Kyles told the audience that hate crimes are historically rooted in our culture and that they thrive on racism, fear, and prejudice. He said hate crimes are very much alive today, citing examples such as the Rodney King beating, Haitian immigration issues, and the recent church arsons in the South. He applauded the President Clinton for convening the conference.

Let me ask you all something. We've heard from people who work in law enforcement, whether as an Attorney General or a police chief. We've heard from people who work in writing the laws. We've heard from an educator who's trying to systematically keep hate crimes from happening in the first place. We've heard from a minister who has given his whole life to dealing with these matters. We've heard from a remarkable citizen who changed the whole psychology of a community.

We've heard from a young man who had an opportunity to have a remarkable experience, and he made, I thought, a very interesting point, which he deftly went by, but I don't think we should miss it—he went to a very diverse school where there was a lot of social segregation. And he had an opportunity to escape that segregation when he went to Israel.

In various aspects, I guess most of us who have lived any length of time have dealt with one or more of these issues our whole lives. It's been my experience, when I see some form of bigotry or hatred manifest in a person, that there's usually one of three reasons why this person has done something bad. One is just ignorance, and the fear it breeds—I don't know this person who is different from me, I'm afraid, and I manifest this fear in bigotry or violence or something else. We see this often with gay and lesbian issues now. People are unaware that they have a family member or a friend who is homosexual, and they are terrified.

Then there are some people—and I saw this frequently when Secretary Riley and I were kids growing up in the South—who really have an almost pathological need to look down on somebody because they don't have enough regard for themselves. They think they can somehow salvage their self-regard by finding fault with another person they think is inferior to them.

You have the biggest bully pulpit in the country and your saying that this is an important issue makes it an important issue—just like when you show up somewhere makes it an important event. So I thank the two Senators who have agreed to carry the legislation, because that goes a long way, the continuation of it and the expansion of the categories.

I guess the second thing is that everyone in government who works on this issue has to recognize the power of this coalition and the willingness of all these diverse elements to work together. That's the strength of this coalition.

~~Veragosa~~
My brother Antonio Veragosa [Q: Correct spelling?], who is in the State legislature, is here. He's our majority leader, a confirmed heterosexual.

President Clinton: There's a man who wants to be identified.

Sheila Kuehl: But he carried the legislation for us, which is the same as the Employment Non-Discrimination Act. By associating himself with the gay and lesbian community, he has received the same kind of abuse that we take and said, "What can you do to me? I'm a Latino. I understand this issue already." And I think that all the Government departments, the Cabinet, and the President need to remember that we are very willing to work on this issue and be of assistance. I think it expands the bully pulpit and expands the reach of the law.

President Clinton: Anybody else want to answer that question?

Secretary Richard W. Riley: Mr. President, let me address a question to Peter Berendt and perhaps

President Clinton: Raymond, talk a little more about this issue of having an integrated school that's socially segregated. What bothers you about it and what do you think we can do about it?

Raymond Delos Reyes: I think that schools were desegregated throughout the Nation in the 1960s or so. However, right now, if you look at schools you'll see certain groups hanging around in one area, and then there are some groups that just move around the school. And I don't know how you can get past this. I'm experiencing this in my second year of high school now. And I have no idea how this is going to change.

I mean, maybe someone will have to step up and really confront this issue, because I don't see much meshing within the groups. I mean, in the classrooms everything is cool. But after school, before school, and during lunchtime, when everybody gets a chance to be outside and hang around with their friends, one person's main group of friends is usually of their own race. The group of friends that I hang around with is predominantly Asian. I must admit that I am part of the problem and I think a number of students—not just one person, but a group of people—need to step up and really address this issue. It's not something we have to do, but it's something that should be done.

President Clinton: Don't you think you almost have to have an organized effort to do it? There would almost have to be some sort of club or organization at the school. Because if you think about it, your parents are still pretty well removed from the problem. Now, we all work together more than we ever have before, just like you go to school together. But most neighborhoods are still fairly segregated. Most houses of worship are still fairly segregated. We're making progress, but I think you

exposed to diversity, and they live in a culture that doesn't always celebrate the positive sides of this country.

So there needs to be an organized effort to teach children different ways to resolve conflicts without violence. And we need to teach children to speak up when people make antisemitic or racial remarks. We need to teach them that it's up to them to take charge of their lives and to make their own generation's mark here. If this isn't done in an organized way, I think that we will find that the gains we've made over the past quarter century will slip away.

And so, to answer your question, which I think is the most important question of the day, I agree with Sheila. Mr. President, you and all of your people need to do whatever you can to educate our children. Children in this country look to you for a sense of what's right and wrong. And I would also strongly encourage our Nation's schools to provide a counterbalance to all of the negativity that popular culture often brings.

President Clinton: Tammie, you told your story about the brick coming through your child's bedroom window. Were there similar manifestations of bigotry among the children in the schools, or was it mostly present in older people? And is there anything going on in the Billings schools to try to offset this?

Tammie Schnitzer: Well, what happened in 1993 certainly brought this issue to the limelight. The most frustrating part about trying to sell the community on this issue was being told by State representatives that once we got this off the front page of the paper, my problems would be over. So there wasn't a clear understanding of the issue on the part of the adults. I believe educating people was probably the hardest

tubes very quickly. You can see the possibility of this in communities where race riots have broken out.

For us to believe that those gains that we have made since the mid-1960s now make everything okay is totally ludicrous. Now, as we come to grip with those successes, the battle actually gets meaner, and we cannot allow it to become political. The leadership of the State, local, and Federal governments, with you as the leader of our country, must be united in mobilizing our Nation's communities for zero tolerance against hate violence.

Reverend Billy Kyles: You're so right Chief. The dialog on race is important, and you are raising the issue in a calm fashion.

There are many opportunities. I am hopeful. I was not as hopeful before the church community, got involved in the church burnings. The media didn't report on certain incidents until the faith community got involved. The church took the lead in bringing other organizations together and did a fantastic job of resisting that kind of behavior. And your efforts in Tennessee to help rebuild the church gave a kind of calmness and hopefulness that we didn't have.

Before that, I was pretty much disturbed that "the white church" seemed to be giving comfort and aid to the people who were doing these types of things. They were attending morning service, looking up, and the people in the congregation pretty much knew what they had done. The church must take the lead in the kind of interchange and teaching that you're talking about doing for children. So as I said in my remarks, through all of it I have remained hopeful.

As far as the schools, I think that withholding funds from some of the schools where hate crimes occur

and uncovering offenses in which people are getting away with murder—abusing people because they're gay or they're disabled or whatever they're doing.

That, I think, is a practical question, but we need your help in getting through that. You have a law like that in Arizona. You have a law like that in California. And that's what we're going to be asked when we try to defend Senator Kennedy's bill. That's where we're going to be hit. We will be asked, "Aren't you just creating a whole new category of Federal crimes that are being prosecuted anyway at the State level? But if you will help us, I think that we'll be prepared.

General Reno, do you want to say anything before we wrap up?

Attorney General Janet Reno: I agree with the Chief, the Attorney General, and Reverend Kyles that the first line of defense against hate crimes is prevention. But then it is very important, when you see someone behave hatefully, to speak out immediately and strike it down. As I have always said, haters are cowards and they will back down in many instances.

How can we in the Federal Government improve our coordination with local law enforcement, with the State authorities, and with groups such as churches or other advocacy organizations in the community?

(1) Get it reported, and (2) Work with you so that the investigations and the prosecutions are conducted in the best way, designed with one objective in mind: To eliminate hate and not to worry about who gets the credit.

Chief Arturo Venegas: I would suggest to you, from our experience, that by federalizing a crime, you enable the resources of the Federal Government to join in partnership with State and local law

resume. Again, I want to thank President Trachtenberg and George Washington University. But mostly I want to thank all of you, because real success in this endeavor requires that we all work together. And all of you can bring new energy into this entire endeavor across the country. We will take our initiatives that we outlined today. We urge you to give us more ideas, but you are actually the heart and soul of this endeavor. And many of you have stories that I wish all the rest of us could sit and hear today. Thank you for being here, and thank you for being a part of the conference.

Seven breakout sessions were then convened covering hate crimes and responses from various segments of society, the community, and government.

commonplace.

□ In California, for instance, 37 percent of the school population has experienced hate-motivated crime.

□ Several strategies were proposed to reduce hate crimes, including:

- Build continuing antihate programs into the school curriculums.

- Promote community service learning (Our perception of the world comes from the small part of the world that we see on a daily basis. Limited experience equals personal bias. For example, if a person is exposed to a neighborhood with a large population of Catholics, he or she might think that the world is predominately Catholic.).

- Create activities and projects that encourage diverse students to come together— programs that promote and require interdependence, such as Students Against Violence Everywhere (S.A.V.E.), and Students Against Racism [~~Q: Does this group have an acronym?~~]. These programs need to start in elementary schools and *not* in middle or high schools when it is too late and prejudice has already been learned from parents, TV, and peers.

- School administrators must mandate zero tolerance of hate crimes. Some school administrators tend to look at hate crimes in schools as one-time incidents thus minimizing the significance of such crimes.

- Create alternatives to incarceration for first-time offenders. There is a need for programs that teach diversity and encourage self-esteem.

- ☐ We need sensitivity training for educators and civic leaders.

Gerald Tirrozi had the following comments and suggestions:

- ☐ A portion of the safe- and drug-free school zone grant program could be used in the fight against hate crimes.
- ☐ We need to begin to look at schools as part of the solution—a proactive participant.
- ☐ We need to break down social segregation. By 2025, 50 percent of our population will be nonwhite.

Two questions were asked of this discussion group audience:

1. What actions can schools and parents take to help?
2. What kind of training assistance can the Federal Government provide?

Audience members' responses included the following:

- ☐ Hate crimes need to be viewed as commonplace rather than fringe behavior.
- ☐ Hateful behavior is often reinforced in kindergarten and the first and second grades when a child says

school funding to serve populations in need.

☐ We need risk training for youth to help them grow and learn zero tolerance for hatred and basic respect for others.

☐ The electronic media is an important resource that we can use to challenge and educate the public.

individuals and taking a stand against racism and other hate crimes.” [Q: Indent this large quote?]

ERIC JACKSON

□ A chief of police from Texas [Q: What is his name?] attended the National Coalition Building [Q: Hyphenate?] Institute for Prejudice. He established many of the concepts that he learned at the Institute within his campus police department. Because campus administrators are usually white and middle aged, they require training how to deal with and report hate crimes. The chief realized that he had an obligation to do something. His campus police department has been adopted as a role model throughout the country. He told the panel audience, “If we prevent regular crimes we can also work to decrease hate crimes. We must reach out to the community. We must plan, prepare, and educate our staff and administrators to create an awareness. We need to get to know one another. One person can make a difference. We can have a great and positive effect on hate crimes if we stand together and help each other. By working as a community, we can make a difference, and this may be the key to solving hate crimes.”

Director Raines asked the panel discussion audience the following question: “What actions can people take to prevent hate crimes from occurring on campus?” Audience responses included the following:

□ We should be aware that 50 percent of the hate crimes are committed by the 18- to 25-year-olds. We can control hate speech on campuses by introducing our youth to the concept of tolerance and offering meaningful education about tolerance programs. All kinds of materials are available for hate crimes training. The training must be part of the overall campus curriculum and also should be included in such subjects as criminology and criminal justice. (Those interested in attending a conference on campus hate crimes should call Tim Kelly at 609-652-4950. [Q: Where does Tim Kelly work? Does the White House want to endorse this?])

Slimate

College campuses are often sites of racial bigotry, and campus leadership does not always admit that these race problems exist. Reporting must be consistent and enforceable. Cultural unity leadership conferences must be held to discuss issues, identify problems, and recognize the potential that each diverse group has to offer to the campus environment as well as to society.

☐ People from all ethnic groups, not just African-Americans and Hispanics, need to be involved. We must speak out publicly and privately against acts of hate and hate crimes. If campuses go back to where they were 30 years ago, society will be in serious trouble. The Federal Government must enforce hate crime reporting and incarcerate those who commit hate crimes.

☐ We need to identify ways to get the word out to fraternities, sororities, and other campus groups.

☐ Asians tend not to report hate crimes because of the fear of retaliation and the language barrier. Many do not speak English. There should be a way to encourage Asian hate crime victims to report hate crimes when they occur.

☐ It is difficult to get hate crime statistics from campuses because of the lack of money. The Federal Government should make training available and commit travel funds for top administrators to attend hate crime conferences. The presidents of colleges should attend such conferences instead of just sending their subordinates.

☐ The Clinton administration must set a tone of racial tolerance. The Federal Government needs to take a greater leadership role, hold further conferences such as this one, and present awards to people who are taking that extra step toward hate crime prevention and reporting.

Breakout Session #3

Law Enforcement Response to Hate Crimes

Moderator: Janet Reno, Attorney General, U.S. Department of Justice

Panel Members: Raymond W. Kelly, Undersecretary of Enforcement, U.S. Treasury Department; William Yeoman, Acting Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice; Charles A. Moose, Chief of Police, Portland Police Bureau, Portland, Oregon; and Carla M. Arranaga, Hate Crimes Coordinator, Los Angeles District Attorney's Office, Los Angeles, California

Panel Discussion

Ray Kelly began the session by observing that law enforcement cannot let hate crimes occur without aggressively prosecuting them. Training is critical for both prevention and detection.

Kelly identified current efforts of both the Treasury and Justice Departments to combat hate crimes, including:

☐ The establishment of a law enforcement training center in Georgia.

☐ Since 1991, 165 trainers' skills have been developed because of the program [Q: What program?].

Strong interagency cooperation has resulted from the training program. [Q: What program?]

☐ A multijurisdictional task force collaboration with police. For example, the Church Arson Task Force

needs of the community. It's important that individuals receive support from law enforcement. Law enforcement's jobs cannot be carried out without community support. Emphasis has to be on education.

Ms. Arranaga is the head of the Los Angeles Hate Crimes Division [Q: Which county? ^{L.A. County} ~~This title differs from the previous page~~]. She described the community within which she works. She has seen an escalation of hate crimes in the county. African-Americans are victimized most often. Gay bashing was the next serious problem. A Lesbian police officer was added (Q: ^{OK} to the Division?) in order to improve community relations and encourage the reporting of hate crimes. Ms. Arranaga emphasized the importance of training [Q: ~~What sort of training?~~] law enforcement officials, the initiation of rehabilitation programs for officers [Q: ~~What does this refer to? Rehabilitate them how? From what?~~], keeping statistical hate crimes records, and community/law enforcement collaboration.

Charles Moose further emphasized the importance of:

- ☐ Correctly and consistently documenting the occurrence of hate crimes.
- ☐ Assigning investigators and resources to deal with hate crimes.
- ☐ Disseminating information to the affected communities.
- ☐ Providing support to the victims of hate crimes.

He stressed that the fight against hate crimes must be a community effort. His recommendations included the following:

Ray Kelly: More management intervention is needed to address the issues and require these bureau heads to send information about EEO.

Bill Yeoman: The complaints come up through divisions. [~~Q: Are these answers sufficient?~~]

Question: Section 245 offers more protection based on race, color, and religion . . . but not gender. Why the distinction? What are examples of gender crimes?

Bill Yeoman: We are trying to prohibit race crimes. There *is* the 13th amendment, but other areas don't have such a sure ^{OK} [Q: legal?] footing. An example would be the use or effect (e.g., phone, or other interstate commerce). [This last sentence is not clear? Delete?] *yes*

Question: What can be done to assist responding officers in identifying hate crimes?

[Q: The people who answered this question are not identified in the notes.] *OK.*

☐ They can be given standardized (train the trainer), multidisciplinary training

☐ Provide educational rehabilitation as part of the sentence; must do something with the offenders. [Q:

~~This appears to be the answer to another question.]~~

☐ They can be provided with a centralized database of hate symbols.

Question: "Police brutality" needs to be a category of hate crime. What about police officers who

Breakout Session #4

Understanding the Problem: Improving Hate Crime Statistics

Moderator: Eric H. Holder, Deputy Attorney General, U.S. Department of Justice

Panel Members: Harlin ~~McEwen~~ [Q: ~~Marlin~~?] W. McEwen, Deputy Assistant Director, Criminal Justice Information Services Division, Federal Bureau of Investigation; Abraham H. Foxman, National Director, Anti-Defamation League, Washington, D.C.; Karen K. Narasaki, Executive Director, National Asian Pacific American Legal Consortium, Washington, D.C.; and Christine Quinn, Executive Director, New York City Gay and Lesbian Anti-Violence Project [Q: Correct name?], New York, New York

Panel Discussion

Deputy Attorney General Holder began the session by commenting on the need for improved data collection to aid in hate crimes identification and measurement. Getting good information, he said, is crucial to understanding and combating this problem. Before the passage of the Hate Crime Statistics Act, there were no statistics on hate crimes. Since the act's passage, the Justice Department has better defined "hate crime" and has implemented some measuring tools, but we still have a long way to go. Of the 9,500 law enforcement reporting agencies across the Nation, only 1,600 report the occurrence any hate crimes. Among the obstacles to improved reporting is the difficulty in getting people to come forward and report their incident.

Deputy Attorney General Holder then introduced panel member Harlin McEwen, Deputy Assistant

The U.S. Attorney General delegated the development of the Hate Crime Data Collection Program and the implementation of HCSA to the FBI, which incorporated it into the UCR Program. Uniform standards and procedures for the collection of hate crime data have been developed which define and help identify criminal offenses that are motivated by the offenders' bias.

It is important to note that hate crimes are not defined as separate, distinct offenses. Instead, they are traditional crimes that are motivated by the offenders' racial, religious, disability, ethnic, or sexual-orientation bias.

To help agencies develop methods by which to accurately identify hate crimes, the FBI has made the training of law enforcement officers in the investigation, identification, reporting, and appropriate handling of hate crimes a priority. Additionally, the FBI has two widely distributed publications that outline recommended procedures in this regard. Those publications are the *Training Guide for Hate Crime Data Collection* and *Hate Crime Data Collection Guidelines*.

In 1991, the first full year of the Hate Crime Data Collection Program, a total of 2,771 agencies in 32 States submitted data. In 1996, a total of 11,354 law enforcement agencies in 49 States participated in the program. These participating agencies represent 68 percent of all law enforcement agencies that report crimes to the UCR Program. The hate crime reporting agencies cover 84 percent of the U.S. population.

In 1996, there were 8,759 hate crime incidents reported to the UCR Program. Of these incidents, approximately 62 percent were motivated by racial bias, 11 percent were motivated by ethnicity bias, 16 percent were motivated by religious bias, and 11 percent were motivated by sexual-orientation bias.

owned businesses throughout Nazi Germany. At the end of 2 days of riots, nearly 100 Jews had been killed, dozens of synagogues and community buildings had been burned to the ground, and thousands of Jewish-owned businesses had been destroyed. The Nazi leaders then braced themselves for the response of the civilized world. But the protests from the West were, at best, diplomatic, and the outrage was muted—if not nonexistent. Within days, legislation was passed expelling Jewish children from public schools, imposing curfew restrictions, and banning Jews from public buildings.

When confronting violence motivated by prejudice, political and community leaders must take a strong, unambiguous, and vocal stand against these crimes. In the aftermath of a serious incident, law enforcement officials and civic and community leaders must reassure the victim of the crime and members of the victim's community. Perpetrators must be apprehended and punished to the full extent of the law. Serious treatment of these crimes by law enforcement officials and civic leaders can advance police-community relations—and deter future crimes.

In 1979, ADL developed its audit of anti-Semitic incidents to stress the importance of responding seriously to *every single act* of anti-Jewish harassment, violence, and vandalism. The 1996 audit revealed a total of 1,722 reported incidents of violence and vandalism directed against Jews across the country. In 1990, ADL spearheaded efforts in support of the Hate Crime Statistics Act, and the FBI's Hate Crime Data Collection Program. In 1996, 11,355 law enforcement agencies across the country reported 8,734 hate crimes to the FBI. Modeled after our audit, we are pleased to report that, today, many victims groups have started to issue hate crime reports themselves.

Counting crimes is critically important, but these numbers do not speak for themselves. No one can relate to 8,734 criminal acts. It is our responsibility, our challenge, to focus our efforts at the community.

motivated by prejudice. This White House Conference on Hate Crimes presents new opportunities to institutionalize the response to and expand community partnerships to confront the problem.

Deputy Attorney General Holder then introduced panel member Karen Narasaki, Executive Director of the National Asian Pacific American Legal Consortium. Ms. Narasaki offered the following comments and recommendations:

The National Asian Pacific American Legal Consortium is an organization dedicated to advancing the civil and legal rights of the Nation's 9.7 million Asian Pacific ~~[Q: Hyphenate globally?]~~ Americans.

With the help of our affiliates, the Asian Pacific American Legal Center of Southern California, the Asian Law Caucus in San Francisco, and the Asian Pacific American Legal Defense and Education Fund in New York, the consortium has published an annual audit of violence against Asian Pacific Americans for the past 4 years. We began collecting data because of the lack of quality information otherwise available. We rely on reports provided to us from State and local agencies and community organizations.

For 1996, we found a disturbing 17-percent increase in anti-Asian incidents from 1995. Every year we have done the audit, there has been a climb in reported hate incidents directed against Asian Pacific Americans. This is particularly alarming because the FBI has reported a significant drop in violent crimes for 2 years in a row. In 1996, there was a 7-percent drop in violent crimes.

This trend is even more disturbing if you believe, as we do, that many hate crimes are not reported. There are a number of barriers to the reporting and addressing of these crimes.

only race, religion, and national origin.

The Hate Crime Statistics Act is voluntary and time limited. Eight States—Alaska, Georgia, Hawaii, Indiana, Mississippi, Missouri, New Mexico, and Oklahoma—failed to collect hate crime statistics in 1996 under the Hate Crime Statistics Act. Moreover, even in States that do voluntarily collect data, not all law enforcement agencies participate.

□ Even where there are hate crimes laws, the data collection is not thorough. A number of jurisdictions do not track data by the race of the perpetrator or the ethnicity of the victim. Some jurisdictions fail to compile information on the location or exact nature of the attacks. This makes it difficult to identify trends and particular problem areas and build effective solutions.

□ Local elected officials and law enforcement agencies often fail to accurately identify incidents as hate crimes. Many officials have a bias against identifying an incident as a hate crime and may, in fact, discourage such identification. Even when racial slurs are made, other justifications for the crimes are sought. One police department in California played games with our staff, trying to avoid providing us with the data. We were initially told that there were no hate crimes. When pressed, the department admitted that there *were* bias crimes, but that it wouldn't be fair to count them as hate crimes. They do not like to see their town identified as an intolerant community.

Law enforcement personnel are not adequately trained to understand the nature of a hate crime. For example, the San Francisco Police Department is one of the few agencies that has a bias crimes unit. Yet, when regular San Francisco police saw swastikas painted on Asian-American-owned businesses, they failed to report it to the bias hate crime unit. Their subsequent explanation was that swastikas are

to comply with the Hate Crimes Statistics Act of 1990 and completely document all hate violence.

Currently, the FBI budget contains no targeted funds to work with local law enforcement agencies on hate crimes issues. To its credit, the FBI has worked with victim advocates and developed effective materials and training programs.

☐ Congress and the Clinton administration must allocate sufficient resources to the FBI to permit it to implement programs that educate local law enforcement officials on identifying and prosecuting bias violence. The Federal Government must also provide incentives for local law enforcement to acquire ongoing training from the FBI and other appropriate organizations to improve their ability to identify and appropriately respond to hate violence.

☐ Law enforcement and the judicial system must be more responsive to the communities they serve and improve their ability to assist victims of hate crimes and the communities in which they live. Victims, often members of immigrant and minority communities, will be more likely to come forward if they can communicate effectively with officers, attorneys, and judges and believe that their case will be taken seriously.

☐ It is extremely important to make sure this point is clearly understood—central to the Federal Government's response to bias incidents must be a strong message of support to the victims of hate crimes. Since one of the primary barriers to effective data collection of hate crimes is victim underreporting, Federal agencies—in cooperation with State and local governments, foundations, and corporations—should support programs that empower communities to respond to hate incidents and understand and value diversity.

stories. Law enforcement officials must be trained to identify bias incidents and prosecutors must be encouraged to try cases under hate crimes statutes. Efforts must be made to reach out to minority and immigrant communities to ensure that the most vulnerable among us feel safe.

Deputy Attorney General Holder then opened the session's discussion up to audience members.

Audience comments and recommendations included the following:

☐ The atmosphere victims face is itself an obstacle. From emergency room staff who may agree with the offender's actions to prosecutors and judges who may be antagonistic towards plaintiffs in the courtroom, victims are faced with the very real possibility of getting hurt again in various ways.

☐ Another obstacle to good hate crimes reporting is a lack of awareness of what a hate crime is. A standard definition of "hate crime" would do much to assure better reporting. Creating categorized types of hate crimes, including personal crimes (such as murder, torture, and physical brutality), property crimes (such as vandalism or arson to homes, churches, and vehicles), workplace discrimination (such as defamation, either organized or interpersonal) and terrorism (such as acts of intimidation, or those motivated by political goals) might be a way of encouraging the reporting of hate crimes.

☐ Improving, or in some cases, building reporting infrastructures could help encourage reporting. Special emphasis should be placed on communities or jurisdictions that do not possess any hate crime reporting mechanisms.

☐ Language also was identified as a barrier to good reporting. Many victims of bias crimes may not speak the same language as law enforcement officials, making it difficult, if not impossible, to report the

regarding neighboring jurisdictions or national trends, they could deploy resources in a more informed and appropriate manner. For this reason, quarterly or even semiannual UCR/NIBRS reports would be useful to local law enforcement efforts.

☐ The FBI Hate Crimes Unit should convene a meeting with all the Nation's hate crimes units to discuss changes that should be made to improve their efforts.

☐ Changes currently being made to the National Crime Victimization Study (NCVS) should be replicated at the State levels. Hate crime questions are being added to the NCVS, but the survey only produces national results. The data cannot be cross-tabulated to reveal local or statewide trends. For this reason, States might do well to consider doing a survey similar to the NCVS. Past experience shows that victims *will* respond to a mailed survey.

☐ States currently without hate crime statutes include Arkansas, Georgia, Hawaii, Kansas, Kentucky, New Mexico, New York, South Carolina, and Wyoming.

☐ Pennsylvania has tracked the matter for 10 years and has discovered that many of the States with so-called hate crime statutes guarantee no protection for gays and lesbians. Hate crime statutes currently on the books need to be evaluated for thoroughness. If one minority group is excluded, does it accomplish what the policy seeks?

☐ Public officials should make public announcements declaring that, even though some groups are not given specific statutory protections in the hate crimes statutes, such activities will not be tolerated. Such action is necessary because protection from hate crimes will take more than amendments to statutes.

Breakout Session #5

Hate Crimes in Public and Private Housing

Moderators: Andrew Cuomo, Secretary, U.S. Department of Housing and Urban Development (HUD) and Kevin E. Marchman, Assistant Secretary for Public and Indian Housing, HUD

Panel Members: Mercedes M. Marquez, Deputy General Counsel for Civil Rights and Fair Housing, HUD; Dorothy Enomoto, Chairman, Hate Crimes Unit, Human Rights/Fair Housing Commission, Sacramento, California; Sandra Henriquez, Administrator, Boston Public Housing Authority (BHA), Boston, Massachusetts; Al Moskowitz, [Q: Title?], U.S. Department of Justice; and Jack Watson, ^{CRIMINAL INVESTIGATIONS} President, Orchard Manor Resident Management Corporation, West Virginia

Assistant Secretary Marchman opened the panel discussion by remarking that panel members were present to engage in a discussion with breakout session participants about the issue of hate crimes in public and private housing. He then introduced each panel member.

Sandra Henriquez discussed response and prevention measures that BHA has used to combat hate activity. She noted that a history of segregated housing patterns and shifts in demographics in the Boston community have contributed to the occurrence of housing-related hate activity in BHA, and she described some recent civil rights violations and lawsuits that have been filed as a result.

Ms. Henriquez explained that BHA attempts to identify people's opinions of civil rights, and, if necessary, attempts to provide a variety of educational and training opportunities designed to teach them

Halloween outings, to encourage positive community relations and has also worked as an employee of the housing authority. Mr. Watson believes that his efforts have, in part, warded off the hate-related incidents that have scarred other communities.

Deputy General Counsel Mercedes Márquez mentioned that victims of housing-related hate activity can file civil complaints for redress with HUD. Under Section 818 of the Fair Housing Act, it is unlawful to coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of rights protected by the Act. If a person believes that his or her rights have been violated, that person can file a complaint with HUD. HUD's Secretary can also initiate an investigation or file a complaint. Victims can receive compensation for their injuries, including actual damages, attorney's fees, and injunctive relief. The government [Q: Federal ^{YES} Government?] can collect civil penalties that promote the public's interest in punishing those who use violence to intimidate others. She also noted that the Fair Housing Act has a broader sweep than applicable criminal statutes, because it covers activities that might not reach the level of a criminal violation or be provable as such.

Al Moskowitz of DOJ laid out the criminal repercussions of committing a hate crime. He indicated that criminal remedies include 1- to 10-year jail sentences to much longer terms if firearms are used or if loss of life results. Fines, which are established in accordance with Federal sentencing guidelines, can vary from \$3,000 to \$30,000.

The following issues were discussed by breakout session participants:

☐ The tension between First Amendment rights versus protection against hate crimes.

program. The program calls for:

1. Increasing penalties for hate crimes involving housing discrimination. Under a new rule, a separate penalty could be assessed against a perpetrator for each act of discrimination.
2. Creating a closer partnership between HUD and the Department of Justice.
3. Establishing a closer partnership between HUD and other groups to improve hate crime identification and better track these cases.
4. Training for those fighting discrimination.
5. Using technological resources like the World Wide Web to disseminate "Make 'Em Pay" information.

meets the road” —the heartland, where many new and disadvantaged immigrants have gone to establish themselves in this country. He urged participants to take a broad view of community when facing hate crimes. He stressed that dealing with hate crimes today is not a question about *where* we start to educate people to break the ignorance-fear-hate cycle. Dealing with hate crimes today is not about starting in the community, the family, or the schools. For Glickman, “You educate where you can.” He ended his opening comments by observing that today’s organizational workplace provides at least one environment where diverse people gather daily and can learn to work together.

Wade Henderson, Executive Director, Leadership Conference on Civil Rights, continued the panel discussion by stressing that coalitions will be the means by which we will be able to raise American principles to a higher level—across gender, sexual orientation, race, or disability. The role of local communities is becoming increasingly critical to reaching desired results. By communities, Henderson emphasized that he was referring to the homes represented by the women and men in this discussion group. On this basis, a commonality of interests can be discovered within communities that addresses ignorance and intolerance in all forms. Data collection and analysis are critical to building effective coalitions that provide an accurate view of the current situation. Equally important is committed enforcement of existing laws by law enforcement personnel. Coordinated programming for young people is most vital during the hours of 3 p.m. to 7 p.m., when many youths are unattended. Immigrant populations must be incorporated into the tolerance movement to ensure that they report hate crimes instead of remaining silent in fear of deportation. Henderson concluded by stating that violence against women is an area that also needs higher priority in local and state forums.

Kerry Lobel, Executive Director, National Gay and Lesbian Task Force, began by observing that Americans have been getting greater exposure to gays and lesbians through today’s television

James Zogby, President, Arab-American Institute, recalled being a victim of hate crimes all of his life. He experienced everything from being called "an Arab dog," to being attacked by the Jewish Defense League, to being beaten up, to having his family receive death threats, to having his office fire bombed. Throughout all of his experiences, he found law enforcement reluctant to protect his rights. He did not find that Arabs were to be included in any definition of a "community." Zogby declared, "Names can hurt us." Names can prejudice people against other people and this can lead to violent hate crimes. In the counting of hate crimes, Zogby noted that Arabs are not counted as a group and, lacking the resources to count their own experiences with hate crimes, have not been figured into the national hate crime dialog. Zogby noted that many people he has met have commented, "You are not what I thought you were—you are a rational Arab." The solution will be to include Arabs, Muslims, and all the other groups that are victims of hate crimes in the coalitions being formed. This will ensure that law enforcement agencies will protect the rights of all victims, and that other governmental agencies will begin to bridge the gaps that have given rise to the segregation of Arabs, Muslims, and all the other isolated groups now experiencing daily harassment and violence. Zogby closed by stating, "It is refreshing for my community to be here." This is the first administration, in Zogby's recollection, to have reached out and invited Arab-Americans to participate in community building.

Rose Ochi, Director of Community Relations Services, Department of Justice, opened the discussion to the floor, asking the following question: What should the Federal Government do to assist in dealing with hate crimes? Audience responses included the following:

☐ Include previously excluded groups, like Arabs, Muslims, and the handicapped in the national hate crime dialog.

☐ Help communities realize that, just as organized crime went "legitimate," organizations pushing hate crimes also are going "legitimate," creating a tremendous policy challenge.

Nancy E. Gist, Director, Bureau of Justice Assistance, Department of Justice, summed up the group discussion by noting, "The Federal Government is both following and leading in the area of hate crime." To effectively and responsively do more, the Federal Government needs concrete suggestions as to what it should undertake next. To date, Gist noted the following achievements:

☐ President Clinton has initiated enforcement, prevention, and training programs and has expanded Federal and U.S. Attorney involvement in hate-crimes-related task forces.

☐ Federal trainings have been extended to include the development of expertise in identifying hate crimes when they occur, overcoming crime reporting difficulties, standardizing crime reporting to meet policy needs, appreciating cultural diversity within Federal agencies and the clients served by them, and ensuring the focus is on victims as well as on offenders.

☐ The Office of Juvenile Justice and Delinquency Prevention and the Department of Education have been working with local communities to develop curriculums that include hate crime educational components.

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☐ A home page has been constructed ~~[Q: By which agency?]~~ for young people in the Nation that discusses hate crimes and sexual orientation. ~~[Q: Is the home page live? If so, what is the address?]~~

☐ The National Institute of Health is conducting a study regarding the mental effects associated with

☐ Eliminate, or at least contain, the fear and ignorance that are at the basis of hate crimes through education and multicultural experiences orchestrated at the local community level.

☐ Pass needed Federal legislation to strengthen existing laws and send a clear message to all communities that hate crimes will not be tolerated.

☐ Encourage the religious community to take active part in the education of its members.

Daniel Glickman rounded out the open group discussion by pointing to an observation contained in the Bible: "As a man thinketh in his heart, so is he." Glickman gave voice to the challenge we face when confronting hate crimes in our communities by asking, "How do we change hearts?"

organized hate.

☐ The Ku Klux Klan (KKK) has been able to flourish because communities have been silent and have not opposed the operation of KKK organizations.

He posed several questions to audience members:

☐ What is the magnitude of the organized hate crime movement?

☐ What is the difference between hate crime and hate speech?

☐ What can parents, teachers, and communities do to prevent children from participating in hate-related activities?

☐ What successful programs or models exist for combating organized hate and hate crimes?

☐ What can the Federal Government do to better address the problem of hate in America?

Each panel member was then allowed to make a 10-minute presentation.

James E. Johnson, Assistant Secretary for Enforcement, Department of the Treasury, offered the following comments:

☐ The Department of the Treasury is responsible for approximately 40 percent of Federal law

established regular contact with various Federal law enforcement organizations on issues related to domestic terrorism and hate crimes.

☐ She mentioned that the Attorney General has directed U.S. attorneys to work more closely with local communities to better address the hate crimes problem.

Kenneth S. Stern, Program Specialist on Anti-Semitism and Extremism, American Jewish Committee, offered the following comments:

☐ The dialog of the morning plenary did not address groups that promote hate as part of their political agenda. No one mentioned the Oklahoma City bombing. It was the most significant hate crime in recent memory. It represents a social ideology, where hate against Federal officials was the basis for the crime.

☐ He directed a comment to Congressman Conyers, who attended this session, about the dearth of congressional hearings on the Oklahoma City bombing, and charged that if the suspected offenders were Arabs or African-Americans there would be a plethora of Congressional action on the event.

☐ He made the following suggestions:

1. Colleges should give prospective applicants weight ^{OK} (credit?) for diversity experience as a criteria for acceptance. [As a criteria for acceptance, colleges should weigh the diversity experience of prospective applicants.] [As a criteria for acceptance of prospective applicants, colleges should weigh their diversity experience.] [As a criteria of acceptance for prospective applicants, colleges should weigh their diversity experience.]

Mr. Leyden's response: The Army is the only branch that is serious about addressing this problem. Racist groups use the U.S. military as their principal method for gaining paramilitary training.

Question to Ms. Dobinski: Is gang activity, such as when a Latino gang terrorizes African-American residents, treated as a mere gang offense or as a hate crime?

Ms. Dobinski's response: It should be prosecuted as both a gang and hate crime.

Audience members also contributed the following comments to the discussion:

☐ Larry Jordan, the Army's Deputy Inspector General, replied that the Army has completed a survey of 17,000 soldiers. The vast majority felt that extremist activities are incompatible with military service. The survey also reflected the attitude that learning how to live with people who are different is the toughest thing they have had to deal with in the Army.

☐ Solicitation for KKK membership takes place in many correctional institutions, among staff as well as inmates, and membership in white supremacist groups is a growing problem facing the Nation's corrections system.

☐ In California they are seeing a rise in skinheads and organized white supremacists groups recruiting at public schools.

☐ The Army's Executive Officer Institute is a model that should be looked at for successfully addressing this issue. The increasing use of the World Wide Web for the spread of hate is greatly

necessary Federal resources will be applied to address the crime.

☐ Mr. Leyden said that white supremacist groups around the world are sharing recruitment techniques and propaganda on the Internet.

☐ Studying white supremacist groups' use of the Internet and adopting those same techniques to counter their negative messages might be one way to deal with this problem.

redeem an individual.

Secretary of Education Richard Riley's comments on the "Hate Crimes in Schools (K-12): Prevention and Response" panel discussion included the following:

- ☐ The role of teachers in early tolerance education is essential.
- ☐ Schools should foster a warm and friendly atmosphere. They should be sensitive to the needs of students and parents.
- ☐ Introducing community service learning is essential to combat hate crimes.
- ☐ Leaders must speak out against bigotry.
- ☐ Media influence is important; a TV show like "Cosby" can have a more positive impact than an act of Congress.
- ☐ Children need to be involved.

Attorney General Janet Reno's comments on the "Law Enforcement Response to Hate Crimes" panel discussion included the following:

- ☐ The training of law enforcement personnel is very important. They need to be conversant with the symbols of hate crimes and sensitive and compassionate with victims. There is a need to ensure that law

hate crimes.

- ☐ Cultural issues must be addressed. The public attitude is not to trust the police when a hate crime occurs. [Q: How is this a cultural issue?]
- ☐ A national public service announcement campaign would increase hate crime awareness and increase the use of the bully pulpit.
- ☐ Reporting hate crimes to the FBI should be mandatory.
- ☐ People with immigration problems often do not report hate crimes for fear of deportation.
- ☐ Federal reporting of hate crimes should be done quarterly.

Secretary Cuomo shared statistics discussed during the breakout session—8,759 hate crimes were reported to the FBI ^{OK} [Q: in 1996?], a 10-percent increase over 1995. Nearly one-third of these crimes—2,416—occurred in the residence of a victim covered by the Fair Housing Act, a 20-percent increase over 1995. He added that the number would be much higher if victims were more aware of their rights.

“Dialog on hate crimes is important,” he said, “But enforcement is essential.” Secretary Cuomo shared the details of HUD’s new five-part “Make ‘Em Pay” program. The program calls for:

1. Increasing penalties for hate crimes involving housing discrimination. Under a new rule, a separate

become more familiar with each other and can deal with hate crimes more effectively when they arise.

☐ Effective community policing helps to get the community involved to root out hate crime problems.

☐ Coalitions need to put peer pressure on community leaders. Haters watch to see what leaders do.

☐ It is in the financial interest of businesses to address hate crimes.

☐ The clergy is important. Approximately ^{70,000,000}~~70,000~~ people attend church [Q: in the entire country?] at least once a month. What the clergy learn at divinity school needs to be applied to the problem of hate crimes.

☐ Media should be objective and responsible in reporting hate crimes.

Rodney Slater, Secretary of Transportation, reported on the "Counteracting Organized Hate" panel discussion. The following comments and suggestions were made:

☐ Sixty percent of young offenders commit crimes for the thrill of it or to gain respect from their friends.

☐ Schools need to develop a diversity curriculum.

☐ People need to lead by example.

☐ Recognize the wonderful steps police departments have taken to educate their officers. Also, we have to address those few incidents of police brutality and INS [Q: Spell out.] abuse to ease the fear of the public.

☐ Training is very important. Communities need "Train the Trainers" programs.

☐ The underreporting of hate crimes is a problem. Victims need to feel safe in reporting things.

☐ We need to make the criminal justice system responsible and responsive.

☐ We need to design programs that help children deal with the trauma of hate.

☐ Minor crimes are often not prosecuted. This leaves the victims feeling angry, and they may reciprocate. Let's break the cycle.

☐ Victims of hate crimes should be able to find out what is going on with their cases.

☐ If a local coalition/task force is working, the Federal Government will support it. If you feel the Federal Government is dragging its heels, give the Attorney General a call at 202-514-2002.

☐ What happens after a person is convicted of a hate crime? Some deserve to be punished for life; others need rehabilitation so that their hateful attitude does not become permanent.

☐ Let us figure out how to get the Kennedy/Spector legislation passed.

Participants List

Carla M. Arranaga

Hate Crimes Coordinator, Los Angeles District Attorney's Office, Los Angeles, California

Ms. Arranaga is responsible for the prosecution of all adult felony hate crimes in Los Angeles. During her 3 years as Coordinator of the Hate Crimes Division, she added a Hate Crime Detective to every police department and established the first tracking system in the country for hate crimes and incidents. Ms. Arranaga also provides sensitivity training and education on hate crimes law to the Los Angeles Police, Sheriffs', and Probation Departments. She also coordinates outreach and assistance to community-based organizations such as the Gay and Lesbian Community Services Center, the Human Relations Commission, and the Anti-Defamation League.

Andrew Cuomo

Secretary, U.S. Department of Housing and Urban Development (HUD)

Prior to being appointed Secretary of HUD, Mr. Cuomo served as Assistant Secretary for Community Planning and Development. As Assistant Secretary, Cuomo administered a \$10 billion portfolio covering a wide variety of community and economic development, affordable housing, and homeless programs. Cuomo focused on expanding resources available for economic development and job creation, implementing strategies for reducing homelessness, and administering the Empowerment Zone and Enterprise Community Initiative. Prior to entering Federal service, Cuomo became the youngest Commission Chairman in the history of the city of New York when he was named to lead the New York City Commission on the Homeless. The commission's recommendations were accepted by Mayor David Dinkins and have received national recognition as a model approach to homeless problems. In 1986, Cuomo founded H.E.L.P., which is the Nation's largest private provider of transitional housing for the

Abraham H. Foxman

National Director, Anti-Defamation League (ADL), Washington, D.C.

Mr. Foxman has been Director of ADL since 1987 and continues to speak out against violence, both domestic and foreign. Mr. Foxman, a Holocaust survivor, was appointed to the President's U.S. Holocaust Memorial Council. Mr. Foxman appears frequently on national news programs and has been at the forefront of issues concerning Black/Jewish dialog, the fight against terrorism, issues regarding the separation between church and state, and religious tolerance. He is a renowned leader in the fight against hate crimes, particularly anti-Semitic hate crimes. Mr. Foxman regularly confers with elected officials and community leaders on problems of ethnic hatred, violence, and terrorism.

Nancy E. Gist

Director, Bureau of Justice Assistance, U.S. Department of Justice

Ms. Gist is the Director of the Bureau of Justice Assistance (BJA), the Department of Justice's largest grant-making organization. In FY 1998, BJA will distribute direct awards totaling more than \$1.7 billion and will administer new and continuing grants in numerous discretionary and formula grant programs, including the Church Arson Prevention Program. Earlier this year, BJA produced the nationally distributed *Policymaker's Guide to Hate Crimes*. Ms. Gist was nominated by President Clinton and confirmed by the Senate in 1994.

Daniel R. Glickman

Secretary, U.S. Department of Agriculture (USDA)

Prior to being sworn in as Secretary of Agriculture, Secretary Glickman served in the U.S. House of Representatives for 18 years. Secretary Glickman spent two decades on the House Agriculture Committee, focusing on such issues as expanding trade for agriculture goods and food safety. Secretary

advocate on the Civil Rights Act of 1991 and the Assault Weapons Ban. Mr. Henderson's work has encompassed many civil rights issues, but he primarily focuses on criminal justice reform, fair housing policy, welfare reform, civil rights enforcement, affirmative action policy, and human rights. Mr. Henderson began his career as a legislative counsel and advocate of civil rights at the American Civil Liberties Union.

Sandra Henriquez

Administrator, Boston Public Housing Authority, Boston, Massachusetts

Ms. Henriquez is the Chief of Public Housing for the city of Boston. Previously, Ms. Henriquez worked at the Boston Housing Authority from 1977 to 1983. She is a member of the Citizens Housing and Planning Association and the Council of Large Public Housing Authorities. Ms. Henriquez resumed working in the public housing field after a stint with Maloney Properties, Inc., a private firm specializing in the delivery of property management services to resident-controlled and nonprofit housing. Ms. Henriquez is a member of the National Association of Housing and Redevelopment Officials.

Eric H. Holder

Deputy Attorney General, U.S. Department of Justice

Mr. Holder began his career at the Department of Justice in the U.S. Attorney General's Honors Program. He was assigned to the newly formed Public Integrity Section in 1976, where he investigated and prosecuted official corruption at local, State, and Federal levels. In 1993, President Clinton nominated Mr. Holder to become the U.S. Attorney for the District of Columbia. As U.S. Attorney, Mr. Holder created a new domestic violence [Q: investigative? police?] unit and a community prosecution pilot project; supported a renewed law enforcement effort against hate crimes; revitalized the Victim/Witness Assistance Program to better serve those individuals who are directly affected by crime;

Undersecretary for Enforcement [Q: Correct title?]. As Assistant Secretary of Enforcement Mr. Johnson assists in overseeing day-to-day operations of the Treasury Department's law enforcement bureaus, which include the U.S. Secret Service; the Bureau of Alcohol, Tobacco and Firearms; the U.S. Customs Service; and the Federal Law Enforcement Training Center.

Raymond W. Kelly

Undersecretary of Enforcement, U.S. Department of the Treasury

Formerly the New York City Police Commissioner, Mr. Kelly has direct supervisory authority over the U.S. Treasury Department's enforcement bureaus, including the U.S. Customs Service, the U.S. Secret Service, and the Bureau of Alcohol, Tobacco and Firearms. From October 1994 to March 1995, Mr. Kelly served in Haiti as Director of the International Police Monitors of the Multinational Force, helping to establish Haiti's interim public security force. He received a Commander's Medal for Public Service and a public commendation from President Clinton. Mr. Kelly rose through the ranks of the New York City Police Department before becoming Commissioner in 1992. His leadership was critical during the successful investigation of the World Trade Center bombing. In 1993, he was recognized as New York State's Law Enforcement Official of the Year.

Jack Levin

Professor, Northeastern University, Boston, Massachusetts

Dr. Levin has co-authored 18 books and more than 100 articles on hate crimes and violence. He is the Director of the Program for the Study of Violence and Conflict at Northeastern University in Boston, where he teaches courses in prejudice and violence, criminal homicide, and social psychology. He has appeared on numerous television programs and has been a keynote speaker for community groups, universities, and companies across the United States.

billion annual budget for student financial aid and a \$1 billion budget for institutional aid. Previously, he served as Executive Director of the Colorado Commission on Higher Education. Mr. Longanecker has written extensively on postsecondary education.

[Q: Add a biography for Kevin E. Marchman?]

Mercedes M. Marquez

Deputy General Counsel for Civil Rights and Fair Housing, U.S. Department of Housing and Urban Development

Ms. Marquez has been practicing law, specifically civil rights law, for 12 years. Ms. Marquez represented over 2,000 African-American and Latino tenants in what became the first published decision regarding the use of Title VIII in the private gentrification context [Q: When? Under what circumstances?]. She continued this work at the law firm of Litt & Stormer, where she won in excess of \$10 million in damage awards from slumlords for tenants who were living in abominable conditions. During her career, she has also represented clients of color, families with children, and female victims of sexual harassment. Ms. Marquez has spent the past 5 years focusing on race discrimination in public housing. Ms. Marquez is also a fair housing consultant to several groups in California.

Marlin [Q: Harlin?] W. McEwen

Deputy Assistant Director, Criminal Justice Information Services Division, Federal Bureau of Investigation

Sworn in last February by Bureau Director Louis J. Freeh, Mr. McEwen has worked to improve the link through which the concerns of the law enforcement community reach the FBI. In his current position, Mr. McEwen is responsible for data collection on crimes, including hate crimes. From 1985 to 1988, Mr.

Karen K. Narasaki

Executive Director, National Asian Pacific American Legal Consortium, Washington, D.C.

Ms. Narasaki serves on the Executive Committee of the Leadership Conference on Civil Rights as the Chairwoman of its Compliance/Enforcement Committee and also serves as Chairwoman of the National Network Against Anti-Asian Violence. Ms. Narasaki has appeared on numerous national news programs. The National Asian~~[-7]~~Pacific American Legal Consortium advances the legal rights of Asian~~[-7]~~Pacific Americans through litigation, advocacy, public education, and public policy development. It is also a leading expert on anti-Asian violence.

Rose Ochi

Director, Community Relations Service, U.S. Department of Justice

The Community Relations Service (CRS) is the Federal Government's "peacemaker" for community conflicts. Ms. Ochi mobilized a Church Burning Crisis Response Team and has emerged as a key figure in the effort to establish a dialog on race reconciliation. In 1996, CRS was involved in 178 hate crime cases that caused or intensified racial tensions in the country. Formerly, she served as the Associate Director of the White House Office of National Drug Control Policy. Prior to this appointment, she served as the Director of the Criminal Justice Planning Office in Los Angeles. In her capacity as Director of CRS, Ms. Ochi has spearheaded the development of innovative criminal justice improvements, including hate crime data collection, prosecution, and prevention programs.

Christine Quinn

Executive Director, NYC Gay & Lesbian Anti-Violence Project [Q: Is this the official name? Spell out NYC? Replace ampersand with "and?"], New York, New York

Before being appointed Executive Director, Ms. Quinn was Chief of Staff for City Council member Tom

criminal unit that worked with Federal officials and local law enforcement to successfully arrest and convict career criminals and sentence them to substantial prison time. Ms. Reno also helped establish the Miami Drug Court, which has been a model for other such courts across the country. As U.S. Attorney General, Ms. Reno has focused on reducing crime by incarcerating serious, repeat offenders; focusing on prevention and early intervention to keep children away from gangs, drugs, and violence; and enforcing civil rights laws to ensure equal opportunities for all Americans.

Richard W. Riley

Secretary, U.S. Department of Education

Secretary Riley, a former two-term Governor of South Carolina, has received wide acclaim for his contributions to American education. He was nominated for the secretaryship by President Clinton in 1992 and was unanimously confirmed. Secretary Riley revitalized South Carolina's State school system by bringing together a diverse coalition of business people, educators, and parents. In the first 21 months of the Clinton Administration, Secretary Riley was able to build bipartisan coalitions to get many educational initiatives passed, including expanding college loans, ensuring that local school children learn in safe and secure facilities, developing links between schools and the work place, and upgrading learning standards. Secretary Riley has helped to refocus the Nation's attention toward new and creative thinking while emphasizing continuing education. He was elected governor in 1978, and was reelected in 1982 after the people of South Carolina voted to amend the State constitution and enabled him to be the first person in South Carolina history to run for a second term.

Rodney E. Slater

Secretary, U.S. Department of Transportation

Mr. Slater began his career as Assistant Attorney General of Arkansas. From 1985 to 1987, Mr. Slater

President, Orchard Manor Resident Management Corporation, West Virginia

Mr. Watson has lived in public housing for the past 20 years and is President of the Orchard Manor Resident Management Corporation. Mr. Watson is disabled and unable to work. However, he is actively involved in his resident community, which is 60 percent caucasian and 40 percent African-American. Mr. Watson has dealt with racial problems that exist in his community as well as problems that exist between residents and management. He advocates that all segments of the community work together to combat hate crimes.

Judith A. Winston

Executive Director, President's Initiative on Race [Q: City and State?]

Ms. Winston was appointed to the President's Initiative on Race on July 14, 1997. Before that, Ms. Winston served as General Counsel and Acting Undersecretary to the U.S. Department of Education since 1993. She also has served as Executive Assistant and Legal Counsel to the Chair of the Equal Employment Opportunity Commission and as Special Assistant to the Director of the Office for Civil Rights. As Executive Director of the President's Initiative on Race, Ms. Winston will work to coordinate a yearlong effort to educate the Nation about racism in all levels of society and to develop concrete solutions.

[Q: Add a biography for William Yeoman?]

James J. Zogby

President, Arab American Institute, Washington, D.C.

Dr. Zogby has been a member of a number of Presidential delegations to the Middle East and is an expert on Middle East issues, U.S.-Arab relations, and the history of the Arab-American community. He

Sources for Further Information

[Q: Add sources]

LIST. HOME PAGE DOJ. BJA, OJDP.

Hate
Crimes
- SW

White House Conference on Hate Crimes

- Thank You
- have what in your
→ future
- long way to go

DRAFT

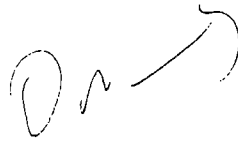
February 13, 1998

Foreword

[To be determined]

Introduction

[Q: Add an introductory paragraph here.]



Fighting Hate in Our Communities

☐ In Richland, Mississippi, four members of a neo-Nazi organization pled guilty to conspiracy and interfering with the housing rights of an interracial couple by throwing a Molotov cocktail at their trailer home.

☐ Three defendants, one of whom is a racist skinhead and a member of the South Bay Nazi Youth, were convicted of a civil rights conspiracy after they drove through the streets of Lubbock, Texas, hunting African-American men, luring them into their car, and shooting them at close range with a short-barreled shotgun. One victim died, one was seriously wounded in the face, and another had a finger blown off.

☐ In Livingston, Texas, six defendants pleaded guilty to civil rights violations for beating randomly selected African-American men using a rifle and a rodeo belt buckle and punching them repeatedly as they tried to escape. The defendants testified that they had been angered after seeing other African-American men in the presence of white women.

satellite.

Hate crime survivors also attended the conference, and participants included representatives from all 50 States. Thousands more people participated from over 50 satellite-linked locations across the country.

President Clinton hosted a breakfast for conference participants at the White House, then gave the opening [Q: ~~keynote?~~] address at the conference. After his remarks, the President chaired a panel discussion that included the U.S. Attorney General, the Secretary of Education, and several other distinguished Americans.

In the afternoon, members of the Cabinet and other senior administration officials chaired seven concurrent breakout sessions that examined various aspects of the hate crimes issue. Afterward, the Attorney General chaired a summary session to discuss the ideas and themes raised during the breakout sessions. Conference participants attended a closing reception at the U. S. Holocaust Museum.

Background

[Q: Add explanatory paragraph to tie the following information into the rest of the document.]

Fighting Hate Crimes Through Tough Law Enforcement

☐ **Vigorously prosecuting hate crimes under the civil rights statutes.** Several Federal statutes

Prevention Act of 1996, which facilitates the prosecution of racially motivated arsons and other acts of desecration against houses of worship.

☐ **Creating the National Church Arson Task Force.** President Clinton established the National Church Arson Task Force (NCATF) in June 1996 to oversee the investigation and prosecution of church arsons around the country. NCATF has brought together the Federal Bureau of Investigation (FBI), ATF, Justice Department prosecutors, and State and local law enforcement officers and prosecutors. Over 200 ATF and FBI investigators have been deployed in these investigations. In addition, NCATF has collaborated with other agencies, such as the Federal Emergency Management Agency and the U.S. Department of Housing and Urban Development, to promote arson prevention and provide resources for church rebuilding.

Many of the 508 incidents investigated by NCATF have been solved, mainly by a combination of Federal and State arrests and prosecutions. Since January 1995, there have been 240 arrests and over 100 convictions, including the first convictions under the Church Arson Prevention Act.

Working With Communities Against Hate

☐ **Bringing communities together to fight hate.** The U.S. Department of Justice's Community Relations Service provides an impartial forum for discussion between community groups and local governments. It conducts training conferences for State and local law enforcement and other agencies; academic institutions; and civic, business, and community organizations on ways to prevent and

Conference Agenda

Monday, November 10, 1997

9 a.m.–10 a.m. Breakfast at the White House [~~Q: Opening Address?~~]

William Jefferson Clinton

President, United States

Janet Reno

Attorney General, U.S. Department of Justice [~~Are the Attorney General's remarks~~

~~available?]~~

11 a.m.–Noon Plenary Session and Opening Remarks

Stephen J. Trachtenberg

President, George Washington University

William Johnston

Boston Police Department (Retired)

Al Gore

Vice President, United States

Chuennee Sampson

Memphis, Tennessee

Raymond Delos Reyes

Student, Franklin High School, Seattle, Washington

Tammie Schnitzer

Billings, Montana

Chief Arturo Venegas, Jr. [Q: "Jr." is not in the text. Add?] ^{no}

Sacramento Police Department, California

Grant Woods

Attorney General, Arizona

1:30 p.m.–2:15 p.m. Lunch and Information Resource Fair* [Q: Should there be further discussion of this fair within this report. It isn't mentioned at all in the notes.] ^{no}

2:30 p.m.–4:00 p.m. Breakout Sessions

1. Hate Crimes in Schools (K–12): Prevention and Response

Richard W. Riley, **Moderator**

Secretary, U.S. Department of Education

2. Hate Crimes on Campus: Prevention and Response

7. Counteracting Organized Hate

Rodney E. Slater, **Moderator**

Secretary, U.S. Department of Transportation

4:15 p.m.–5:15 p.m. **Summary Session**

Janet Reno

Attorney General, U.S. Department of Justice

Daniel Glickman

Secretary, U.S. Department of Agriculture

Andrew Cuomo

Secretary, U.S. Department of Housing and Urban Development

Rodney E. Slater

Secretary, U.S. Department of Transportation

Richard W. Riley

Secretary, U.S. Department of Education

Eric Holder,

Deputy Attorney General, U.S. Department of Justice

Plenary Session and Opening Remarks

Stephen Trackenberg, president of George Washington University, welcomed the conference guests; stated that this was a historic conference, the first of its kind; and announced that the university was proud to host the day-long event. He went on to say that the purpose of the conference was to open minds, boldly confront the issues, and help eliminate hate crimes from our communities because the very soul of the Nation was at risk.

Retired Boston police officer William Johnson told the conference audience that he has seen acts of hate destroy people's lives just as effectively as a knife or a gun. He gave a dramatic account of a family that was bombed out of their dream house because they were different. Beyond the physical damage of this hate crime, the family's dignity was stolen.

Vice President Al Gore cited a Greek poet who wrote, "Hatred is a little thing at first until it grows and strikes the earth with its awful head." The Vice President continued by saying this conference was a chance to open and advance a discussion of this perilous threat to our Nation. Further, he said that hate crimes are pervasive and perverse, no person is exempt from them, and hate crimes are almost always committed against a complete stranger. The Clinton administration has vigorously attacked the problem through strengthening hate crimes sentencing and Federal civil rights statutes, increasing bomb and fire investigations, and using the FBI and the Community Relations Service of the Justice Department to monitor hate crime "hot spots" throughout the country.

Cheunee Sampson, a sophomore at Duke University, told the audience of her high school days in Brooklyn when skinheads taunted her and tossed rocks at her schoolbus. After moving to a new high

But even in America we hear too many stories like the one Chuennee told us— too many stories like the one about a 13-year-old African-American boy nearly beaten to death when he rode his bicycle through the wrong neighborhood, the gay American murdered as he walked home from work, the Asian-American who lost her store to a firebomb hurled by a racist, or the Jewish-American whose house of worship was desecrated by swastikas.

We hear too many of these stories—stories of violent acts that are not just despicable acts of bias and bigotry. They are crimes. They strike at the heart of what it means to be an American.

They are the antithesis of the values that define us as a Nation. They have nothing to do with freedom or equality or respect for the law. And what's most important, they prevent us from respecting one another.

Last year I asked the American people to begin a great national conversation on race—to come together across all the lines that divide us into one America. We know we can only fight prejudice by fighting the misunderstanding and the ignorance and the fear that produce it. One of the things that I hope will come out of this year is a national affirmation that violence motivated by prejudice and hatred, as Chuennee said, hurts us all. Anybody who thinks that, in the world of today and tomorrow, he or she can hide from the kind of poison that we see in our country is living in a dream world. Whether we like it or not, our futures are bound together, and it is time we acted like it.

The first thing we have to do is to make sure our Nation's laws fully protect all of its citizens. Our laws already punish some crimes committed against people on the basis of race or religion or national origin, but we should do more. We should make our current laws tougher to include all hate crimes that cause physical harm. We must prohibit crimes committed because of a victim's sexual orientation, gender, or

I'm convinced he'll provide that leadership. He is a son of Chinese immigrants and has seen the damaging force of discrimination. He has dedicated his career to fighting for equal rights, without regard to ideology or political party. Everyone who heard him speak in the Senate was impressed with his background, his record, his demeanor, and his capability. And yet, we are being told that the Senate will not be allowed to vote on him because he supports his own President's position on affirmative action.

With all respect, if we have to wait until we get a head of the Civil Rights Division who is opposed to affirmative action, the job will be vacant for a very long time. We had an election about that.

On the other hand, let's not forget that this is but a tiny slice of what the Civil Rights Division does. We have laws on the books against discrimination that 90 percent of the American people support, and they need to be enforced vigorously by somebody who embodies the American ideal. It is wrong to deny this man the job because he agrees with the policies of his President on the issue of affirmative action. It is wrong.

All I ask the Senate committee members to do is send his name out. They don't even have to make a recommendation; just vote. Let all 100 Senators stand up and be counted in full view of the American people and let them know how they stand.

Let me also say that in addition to enforcement, in addition to pushing for new laws, in addition to training our own people better, let's also admit one thing—we have a lot of law enforcement officials who have worked on this—a lot of hate crimes still go unreported. I see many of you nodding your head. If a crime goes unreported, people have an excuse to ignore it.

teach them to hate. We want to teach them a different way. And in the end, if we all do our part, we can make America one Nation under God.

Thank you.

Roundtable Discussion

A roundtable discussion ensued as the final segment of the plenary session. After introducing each panelist, President Clinton and Attorney General Janet Reno moderated the discussion.

Peter Berendt, principal of Mamaroneck ^{Elementary} High School, New York, spoke about a proactive rather than a reactive community effort in addressing bias crimes. Working with ADL, his school developed a program called E Pluribus, which teaches diversity awareness. He said schools must take a leadership role in educating young people to live and work together.

Sheila Kuehl, introduced as the first openly gay/lesbian member of the California State Assembly, said that violence is used as a tool to convince others that they are unworthy of safety. She has worked to reduce domestic violence against gay men and lesbians.

Reverend Samuel Billy Kyles told the audience that hate crimes are historically rooted in our culture and that they thrive on racism, fear, and prejudice. He said hate crimes are very much alive today, citing examples such as the Rodney King beating, Haitian immigration issues, and the recent church arsons in the South. He applauded the President Clinton for convening the conference.

Let me ask you all something. We've heard from people who work in law enforcement, whether as an Attorney General or a police chief. We've heard from people who work in writing the laws. We've heard from an educator who's trying to systematically keep hate crimes from happening in the first place. We've heard from a minister who has given his whole life to dealing with these matters. We've heard from a remarkable citizen who changed the whole psychology of a community.

We've heard from a young man who had an opportunity to have a remarkable experience, and he made, I thought, a very interesting point, which he deftly went by, but I don't think we should miss it—he went to a very diverse school where there was a lot of social segregation. And he had an opportunity to escape that segregation when he went to Israel.

In various aspects, I guess most of us who have lived any length of time have dealt with one or more of these issues our whole lives. It's been my experience, when I see some form of bigotry or hatred manifest in a person, that there's usually one of three reasons why this person has done something bad. One is just ignorance, and the fear it breeds—I don't know this person who is different from me, I'm afraid, and I manifest this fear in bigotry or violence or something else. We see this often with gay and lesbian issues now. People are unaware that they have a family member or a friend who is homosexual, and they are terrified.

Then there are some people—and I saw this frequently when Secretary Riley and I were kids growing up in the South—who really have an almost pathological need to look down on somebody because they don't have enough regard for themselves. They think they can somehow salvage their self-regard by finding fault with another person they think is inferior to them.

You have the biggest bully pulpit in the country and your saying that this is an important issue makes it an important issue—just like when you show up somewhere makes it an important event. So I thank the two Senators who have agreed to carry the legislation, because that goes a long way, the continuation of it and the expansion of the categories.

I guess the second thing is that everyone in government who works on this issue has to recognize the power of this coalition and the willingness of all these diverse elements to work together. That's the strength of this coalition.

~~Veragosa~~
My brother Antonio Veragosa [Q: Correct spelling?], who is in the State legislature, is here. He's our majority leader, a confirmed heterosexual.

President Clinton: There's a man who wants to be identified.

Sheila Kuehl: But he carried the legislation for us, which is the same as the Employment Non-Discrimination Act. By associating himself with the gay and lesbian community, he has received the same kind of abuse that we take and said, "What can you do to me? I'm a Latino. I understand this issue already." And I think that all the Government departments, the Cabinet, and the President need to remember that we are very willing to work on this issue and be of assistance. I think it expands the bully pulpit and expands the reach of the law.

President Clinton: Anybody else want to answer that question?

Secretary Richard W. Riley: Mr. President, let me address a question to Peter Berendt and perhaps

President Clinton: Raymond, talk a little more about this issue of having an integrated school that's socially segregated. What bothers you about it and what do you think we can do about it?

Raymond Delos Reyes: I think that schools were desegregated throughout the Nation in the 1960s or so. However, right now, if you look at schools you'll see certain groups hanging around in one area, and then there are some groups that just move around the school. And I don't know how you can get past this. I'm experiencing this in my second year of high school now. And I have no idea how this is going to change.

I mean, maybe someone will have to step up and really confront this issue, because I don't see much meshing within the groups. I mean, in the classrooms everything is cool. But after school, before school, and during lunchtime, when everybody gets a chance to be outside and hang around with their friends, one person's main group of friends is usually of their own race. The group of friends that I hang around with is predominantly Asian. I must admit that I am part of the problem and I think a number of students—not just one person, but a group of people—need to step up and really address this issue. It's not something we have to do, but it's something that should be done.

President Clinton: Don't you think you almost have to have an organized effort to do it? There would almost have to be some sort of club or organization at the school. Because if you think about it, your parents are still pretty well removed from the problem. Now, we all work together more than we ever have before, just like you go to school together. But most neighborhoods are still fairly segregated. Most houses of worship are still fairly segregated. We're making progress, but I think you

exposed to diversity, and they live in a culture that doesn't always celebrate the positive sides of this country.

So there needs to be an organized effort to teach children different ways to resolve conflicts without violence. And we need to teach children to speak up when people make antisemitic or racial remarks. We need to teach them that it's up to them to take charge of their lives and to make their own generation's mark here. If this isn't done in an organized way, I think that we will find that the gains we've made over the past quarter century will slip away.

And so, to answer your question, which I think is the most important question of the day, I agree with Sheila. Mr. President, you and all of your people need to do whatever you can to educate our children. Children in this country look to you for a sense of what's right and wrong. And I would also strongly encourage our Nation's schools to provide a counterbalance to all of the negativity that popular culture often brings.

President Clinton: Tammie, you told your story about the brick coming through your child's bedroom window. Were there similar manifestations of bigotry among the children in the schools, or was it mostly present in older people? And is there anything going on in the Billings schools to try to offset this?

Tammie Schnitzer: Well, what happened in 1993 certainly brought this issue to the limelight. The most frustrating part about trying to sell the community on this issue was being told by State representatives that once we got this off the front page of the paper, my problems would be over. So there wasn't a clear understanding of the issue on the part of the adults. I believe educating people was probably the hardest

tubes very quickly. You can see the possibility of this in communities where race riots have broken out.

For us to believe that those gains that we have made since the mid-1960s now make everything okay is totally ludicrous. Now, as we come to grip with those successes, the battle actually gets meaner, and we cannot allow it to become political. The leadership of the State, local, and Federal governments, with you as the leader of our country, must be united in mobilizing our Nation's communities for zero tolerance against hate violence.

Reverend Billy Kyles: You're so right Chief. The dialog on race is important, and you are raising the issue in a calm fashion.

There are many opportunities. I am hopeful. I was not as hopeful before the church community, got involved in the church burnings. The media didn't report on certain incidents until the faith community got involved. The church took the lead in bringing other organizations together and did a fantastic job of resisting that kind of behavior. And your efforts in Tennessee to help rebuild the church gave a kind of calmness and hopefulness that we didn't have.

Before that, I was pretty much disturbed that "the white church" seemed to be giving comfort and aid to the people who were doing these types of things. They were attending morning service, looking up, and the people in the congregation pretty much knew what they had done. The church must take the lead in the kind of interchange and teaching that you're talking about doing for children. So as I said in my remarks, through all of it I have remained hopeful.

As far as the schools, I think that withholding funds from some of the schools where hate crimes occur

and uncovering offenses in which people are getting away with murder—abusing people because they're gay or they're disabled or whatever they're doing.

That, I think, is a practical question, but we need your help in getting through that. You have a law like that in Arizona. You have a law like that in California. And that's what we're going to be asked when we try to defend Senator Kennedy's bill. That's where we're going to be hit. We will be asked, "Aren't you just creating a whole new category of Federal crimes that are being prosecuted anyway at the State level? But if you will help us, I think that we'll be prepared.

General Reno, do you want to say anything before we wrap up?

Attorney General Janet Reno: I agree with the Chief, the Attorney General, and Reverend Kyles that the first line of defense against hate crimes is prevention. But then it is very important, when you see someone behave hatefully, to speak out immediately and strike it down. As I have always said, haters are cowards and they will back down in many instances.

How can we in the Federal Government improve our coordination with local law enforcement, with the State authorities, and with groups such as churches or other advocacy organizations in the community?

(1) Get it reported, and (2) Work with you so that the investigations and the prosecutions are conducted in the best way, designed with one objective in mind: To eliminate hate and not to worry about who gets the credit.

Chief Arturo Venegas: I would suggest to you, from our experience, that by federalizing a crime, you enable the resources of the Federal Government to join in partnership with State and local law

resume. Again, I want to thank President Trachtenberg and George Washington University. But mostly I want to thank all of you, because real success in this endeavor requires that we all work together. And all of you can bring new energy into this entire endeavor across the country. We will take our initiatives that we outlined today. We urge you to give us more ideas, but you are actually the heart and soul of this endeavor. And many of you have stories that I wish all the rest of us could sit and hear today. Thank you for being here, and thank you for being a part of the conference.

Seven breakout sessions were then convened covering hate crimes and responses from various segments of society, the community, and government.

commonplace.

☐ In California, for instance, 37 percent of the school population has experienced hate-motivated crime.

☐ Several strategies were proposed to reduce hate crimes, including:

- Build continuing antihate programs into the school curriculums.
- Promote community service learning (Our perception of the world comes from the small part of the world that we see on a daily basis. Limited experience equals personal bias. For example, if a person is exposed to a neighborhood with a large population of Catholics, he or she might think that the world is predominately Catholic.).
- Create activities and projects that encourage diverse students to come together— programs that promote and require interdependence, such as Students Against Violence Everywhere (S.A.V.E.), and Students Against Racism [Q: Does this group have an acronym?]. These programs need to start in elementary schools and *not* in middle or high schools when it is too late and prejudice has already been learned from parents, TV, and peers.
- School administrators must mandate zero tolerance of hate crimes. Some school administrators tend to look at hate crimes in schools as one-time incidents thus minimizing the significance of such crimes.
- Create alternatives to incarceration for first-time offenders. There is a need for programs that teach diversity and encourage self-esteem.

☐ We need sensitivity training for educators and civic leaders.

Gerald Tirrozi had the following comments and suggestions:

☐ A portion of the safe- and drug-free school zone grant program could be used in the fight against hate crimes.

☐ We need to begin to look at schools as part of the solution—a proactive participant.

☐ We need to break down social segregation. By 2025, 50 percent of our population will be nonwhite.

Two questions were asked of this discussion group audience:

1. What actions can schools and parents take to help?

2. What kind of training assistance can the Federal Government provide?

Audience members' responses included the following:

☐ Hate crimes need to be viewed as commonplace rather than fringe behavior.

☐ Hateful behavior is often reinforced in kindergarten and the first and second grades when a child says

school funding to serve populations in need.

☐ We need risk training for youth to help them grow and learn zero tolerance for hatred and basic respect for others.

☐ The electronic media is an important resource that we can use to challenge and educate the public.

individuals and taking a stand against racism and other hate crimes." [Q: Indent this large quote?]

ERIC JACKSON

□ A chief of police from Texas [Q: What is his name?] attended the National Coalition Building [Q: Hyphenate?] Institute for Prejudice. He established many of the concepts that he learned at the Institute within his campus police department. Because campus administrators are usually white and middle aged, they require training how to deal with and report hate crimes. The chief realized that he had an obligation to do something. His campus police department has been adopted as a role model throughout the country. He told the panel audience, "If we prevent regular crimes we can also work to decrease hate crimes. We must reach out to the community. We must plan, prepare, and educate our staff and administrators to create an awareness. We need to get to know one another. One person can make a difference. We can have a great and positive effect on hate crimes if we stand together and help each other. By working as a community, we can make a difference, and this may be the key to solving hate crimes."

Director Raines asked the panel discussion audience the following question: "What actions can people take to prevent hate crimes from occurring on campus?" Audience responses included the following:

□ We should be aware that 50 percent of the hate crimes are committed by the 18- to 25-year-olds. We can control hate speech on campuses by introducing our youth to the concept of tolerance and offering meaningful education about tolerance programs. All kinds of materials are available for hate crimes training. The training must be part of the overall campus curriculum and also should be included in such subjects as criminology and criminal justice. (Those interested in attending a conference on campus hate crimes should call Tim Kelly at 609-652-4950. [Q: Where does Tim Kelly work? Does the White House want to endorse this?])

Elmatt

College campuses are often sites of racial bigotry, and campus leadership does not always admit that these race problems exist. Reporting must be consistent and enforceable. Cultural unity leadership conferences must be held to discuss issues, identify problems, and recognize the potential that each diverse group has to offer to the campus environment as well as to society.

☐ People from all ethnic groups, not just African-Americans and Hispanics, need to be involved. We must speak out publicly and privately against acts of hate and hate crimes. If campuses go back to where they were 30 years ago, society will be in serious trouble. The Federal Government must enforce hate crime reporting and incarcerate those who commit hate crimes.

☐ We need to identify ways to get the word out to fraternities, sororities, and other campus groups.

☐ Asians tend not to report hate crimes because of the fear of retaliation and the language barrier. Many do not speak English. There should be a way to encourage Asian hate crime victims to report hate crimes when they occur.

☐ It is difficult to get hate crime statistics from campuses because of the lack of money. The Federal Government should make training available and commit travel funds for top administrators to attend hate crime conferences. The presidents of colleges should attend such conferences instead of just sending their subordinates.

☐ The Clinton administration must set a tone of racial tolerance. The Federal Government needs to take a greater leadership role, hold further conferences such as this one, and present awards to people who are taking that extra step toward hate crime prevention and reporting.

Breakout Session #3

Law Enforcement Response to Hate Crimes

Moderator: Janet Reno, Attorney General, U.S. Department of Justice

Panel Members: Raymond W. Kelly, Undersecretary of Enforcement, U.S. Treasury Department; William Yeoman, Acting Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice; Charles A. Moose, Chief of Police, Portland Police Bureau, Portland, Oregon; and Carla M. Arranaga, Hate Crimes Coordinator, Los Angeles District Attorney's Office, Los Angeles, California

Panel Discussion

Ray Kelly began the session by observing that law enforcement cannot let hate crimes occur without aggressively prosecuting them. Training is critical for both prevention and detection.

Kelly identified current efforts of both the Treasury and Justice Departments to combat hate crimes, including:

☐ The establishment of a law enforcement training center in Georgia.

☐ Since 1991, 165 trainers' skills have been developed because of the program [Q: What program?].

Strong interagency cooperation has resulted from the training program. [Q: What program?]

☐ A multijurisdictional task force collaboration with police. For example, the Church Arson Task Force

needs of the community. It's important that individuals receive support from law enforcement. Law enforcement's jobs cannot be carried out without community support. Emphasis has to be on education.

Ms. Arranaga is the head of the Los Angeles Hate Crimes Division ^{L. A. County} [Q: Which county? ~~This title differs from the previous page~~]. She described the community within which she works. She has seen an escalation of hate crimes in the county. African-Americans are victimized most often. Gay bashing was the next serious problem. A Lesbian police officer was added ^{OK} (Q: to the Division?) In order to improve community relations and encourage the reporting of hate crimes. Ms. Arranaga emphasized the importance of training [Q: ~~What sort of training?~~] law enforcement officials, the initiation of rehabilitation programs for officers [Q: ~~What does this refer to? Rehabilitate them how? From what?~~], keeping statistical hate crimes records, and community/law enforcement collaboration.

Charles Moose further emphasized the importance of:

- ☐ Correctly and consistently documenting the occurrence of hate crimes.
- ☐ Assigning investigators and resources to deal with hate crimes.
- ☐ Disseminating information to the affected communities.
- ☐ Providing support to the victims of hate crimes.

He stressed that the fight against hate crimes must be a community effort. His recommendations included the following:

Ray Kelly: More management intervention is needed to address the issues and require these bureau heads to send information about EEO.

Bill Yeoman: The complaints come up through divisions. [~~Q: Are these answers sufficient?~~]

Question: Section 245 offers more protection based on race, color, and religion . . . but not gender. Why the distinction? What are examples of gender crimes?

Bill Yeoman: We are trying to prohibit race crimes. There *is* the 13th amendment, but other areas don't have such a sure ^{OK} [Q: legal?] footing. An example would be the use or effect (e.g., phone, or other interstate commerce). [This last sentence is not clear? Delete?] *yes*

Question: What can be done to assist responding officers in identifying hate crimes?

[Q: The people who answered this question are not identified in the notes.] *OK.*

☐ They can be given standardized (train the trainer), multidisciplinary training

☐ Provide educational rehabilitation as part of the sentence; must do something with the offenders. [~~Q:~~]

~~This appears to be the answer to another question.]~~

☐ They can be provided with a centralized database of hate symbols.

Question: "Police brutality" needs to be a category of hate crime. What about police officers who

Breakout Session #4

Understanding the Problem: Improving Hate Crime Statistics

Moderator: Eric H. Holder, Deputy Attorney General, U.S. Department of Justice

Panel Members: Harlin ^{McEwen} [Q: ~~Marlin~~?] W. McEwen, Deputy Assistant Director, Criminal Justice Information Services Division, Federal Bureau of Investigation; Abraham H. Foxman, National Director, Anti-Defamation League, Washington, D.C.; Karen K. Narasaki, Executive Director, National Asian Pacific American Legal Consortium, Washington, D.C.; and Christine Quinn, Executive Director, New York City Gay and Lesbian Anti-Violence Project [Q: Correct name?], New York, New York

Panel Discussion

Deputy Attorney General Holder began the session by commenting on the need for improved data collection to aid in hate crimes identification and measurement. Getting good information, he said, is crucial to understanding and combating this problem. Before the passage of the Hate Crime Statistics Act, there were no statistics on hate crimes. Since the act's passage, the Justice Department has better defined "hate crime" and has implemented some measuring tools, but we still have a long way to go. Of the 9,500 law enforcement reporting agencies across the Nation, only 1,600 report the occurrence any hate crimes. Among the obstacles to improved reporting is the difficulty in getting people to come forward and report their incident.

Deputy Attorney General Holder then introduced panel member Harlin McEwen, Deputy Assistant

The U.S. Attorney General delegated the development of the Hate Crime Data Collection Program and the implementation of HCSA to the FBI, which incorporated it into the UCR Program. Uniform standards and procedures for the collection of hate crime data have been developed which define and help identify criminal offenses that are motivated by the offenders' bias.

It is important to note that hate crimes are not defined as separate, distinct offenses. Instead, they are traditional crimes that are motivated by the offenders' racial, religious, disability, ethnic, or sexual-orientation bias.

To help agencies develop methods by which to accurately identify hate crimes, the FBI has made the training of law enforcement officers in the investigation, identification, reporting, and appropriate handling of hate crimes a priority. Additionally, the FBI has two widely distributed publications that outline recommended procedures in this regard. Those publications are the *Training Guide for Hate Crime Data Collection* and *Hate Crime Data Collection Guidelines*.

In 1991, the first full year of the Hate Crime Data Collection Program, a total of 2,771 agencies in 32 States submitted data. In 1996, a total of 11,354 law enforcement agencies in 49 States participated in the program. These participating agencies represent 68 percent of all law enforcement agencies that report crimes to the UCR Program. The hate crime reporting agencies cover 84 percent of the U.S. population.

In 1996, there were 8,759 hate crime incidents reported to the UCR Program. Of these incidents, approximately 62 percent were motivated by racial bias, 11 percent were motivated by ethnicity bias, 16 percent were motivated by religious bias, and 11 percent were motivated by sexual-orientation bias.

owned businesses throughout Nazi Germany. At the end of 2 days of riots, nearly 100 Jews had been killed, dozens of synagogues and community buildings had been burned to the ground, and thousands of Jewish-owned businesses had been destroyed. The Nazi leaders then braced themselves for the response of the civilized world. But the protests from the West were, at best, diplomatic, and the outrage was muted—if not nonexistent. Within days, legislation was passed expelling Jewish children from public schools, imposing curfew restrictions, and banning Jews from public buildings.

When confronting violence motivated by prejudice, political and community leaders must take a strong, unambiguous, and vocal stand against these crimes. In the aftermath of a serious incident, law enforcement officials and civic and community leaders must reassure the victim of the crime and members of the victim's community. Perpetrators must be apprehended and punished to the full extent of the law. Serious treatment of these crimes by law enforcement officials and civic leaders can advance police-community relations—and deter future crimes.

In 1979, ADL developed its audit of anti-Semitic incidents to stress the importance of responding seriously to *every single act* of anti-Jewish harassment, violence, and vandalism. The 1996 audit revealed a total of 1,722 reported incidents of violence and vandalism directed against Jews across the country. In 1990, ADL spearheaded efforts in support of the Hate Crime Statistics Act, and the FBI's Hate Crime Data Collection Program. In 1996, 11,355 law enforcement agencies across the country reported 8,734 hate crimes to the FBI. Modeled after our audit, we are pleased to report that, today, many victims groups have started to issue hate crime reports themselves.

Counting crimes is critically important, but these numbers do not speak for themselves. No one can relate to 8,734 criminal acts. It is our responsibility, our challenge, to focus our efforts at the community

motivated by prejudice. This White House Conference on Hate Crimes presents new opportunities to institutionalize the response to and expand community partnerships to confront the problem.

Deputy Attorney General Holder then introduced panel member Karen Narasaki, Executive Director of the National Asian Pacific American Legal Consortium. Ms. Narasaki offered the following comments and recommendations:

The National Asian Pacific American Legal Consortium is an organization dedicated to advancing the civil and legal rights of the Nation's 9.7 million Asian Pacific ~~[Q: Hyphenate globally?]~~ Americans.

With the help of our affiliates, the Asian Pacific American Legal Center of Southern California, the Asian Law Caucus in San Francisco, and the Asian Pacific American Legal Defense and Education Fund in New York, the consortium has published an annual audit of violence against Asian Pacific Americans for the past 4 years. We began collecting data because of the lack of quality information otherwise available. We rely on reports provided to us from State and local agencies and community organizations.

For 1996, we found a disturbing 17-percent increase in anti-Asian incidents from 1995. Every year we have done the audit, there has been a climb in reported hate incidents directed against Asian Pacific Americans. This is particularly alarming because the FBI has reported a significant drop in violent crimes for 2 years in a row. In 1996, there was a 7-percent drop in violent crimes.

This trend is even more disturbing if you believe, as we do, that many hate crimes are not reported. There are a number of barriers to the reporting and addressing of these crimes.

only race, religion, and national origin.

The Hate Crime Statistics Act is voluntary and time limited. Eight States—Alaska, Georgia, Hawaii, Indiana, Mississippi, Missouri, New Mexico, and Oklahoma—failed to collect hate crime statistics in 1996 under the Hate Crime Statistics Act. Moreover, even in States that do voluntarily collect data, not all law enforcement agencies participate.

☐ Even where there are hate crimes laws, the data collection is not thorough. A number of jurisdictions do not track data by the race of the perpetrator or the ethnicity of the victim. Some jurisdictions fail to compile information on the location or exact nature of the attacks. This makes it difficult to identify trends and particular problem areas and build effective solutions.

☐ Local elected officials and law enforcement agencies often fail to accurately identify incidents as hate crimes. Many officials have a bias against identifying an incident as a hate crime and may, in fact, discourage such identification. Even when racial slurs are made, other justifications for the crimes are sought. One police department in California played games with our staff, trying to avoid providing us with the data. We were initially told that there were no hate crimes. When pressed, the department admitted that there *were* bias crimes, but that it wouldn't be fair to count them as hate crimes. They do not like to see their town identified as an intolerant community.

Law enforcement personnel are not adequately trained to understand the nature of a hate crime. For example, the San Francisco Police Department is one of the few agencies that has a bias crimes unit. Yet, when regular San Francisco police saw swastikas painted on Asian-American-owned businesses, they failed to report it to the bias hate crime unit. Their subsequent explanation was that swastikas are

to comply with the Hate Crimes Statistics Act of 1990 and completely document all hate violence.

Currently, the FBI budget contains no targeted funds to work with local law enforcement agencies on hate crimes issues. To its credit, the FBI has worked with victim advocates and developed effective materials and training programs.

☐ Congress and the Clinton administration must allocate sufficient resources to the FBI to permit it to implement programs that educate local law enforcement officials on identifying and prosecuting bias violence. The Federal Government must also provide incentives for local law enforcement to acquire ongoing training from the FBI and other appropriate organizations to improve their ability to identify and appropriately respond to hate violence.

☐ Law enforcement and the judicial system must be more responsive to the communities they serve and improve their ability to assist victims of hate crimes and the communities in which they live. Victims, often members of immigrant and minority communities, will be more likely to come forward if they can communicate effectively with officers, attorneys, and judges and believe that their case will be taken seriously.

☐ It is extremely important to make sure this point is clearly understood—central to the Federal Government's response to bias incidents must be a strong message of support to the victims of hate crimes. Since one of the primary barriers to effective data collection of hate crimes is victim underreporting, Federal agencies—in cooperation with State and local governments, foundations, and corporations—should support programs that empower communities to respond to hate incidents and understand and value diversity.

stories. Law enforcement officials must be trained to identify bias incidents and prosecutors must be encouraged to try cases under hate crimes statutes. Efforts must be made to reach out to minority and immigrant communities to ensure that the most vulnerable among us feel safe.

Deputy Attorney General Holder then opened the session's discussion up to audience members.

Audience comments and recommendations included the following:

☐ The atmosphere victims face is itself an obstacle. From emergency room staff who may agree with the offender's actions to prosecutors and judges who may be antagonistic towards plaintiffs in the courtroom, victims are faced with the very real possibility of getting hurt again in various ways.

☐ Another obstacle to good hate crimes reporting is a lack of awareness of what a hate crime is. A standard definition of "hate crime" would do much to assure better reporting. Creating categorized types of hate crimes, including personal crimes (such as murder, torture, and physical brutality), property crimes (such as vandalism or arson to homes, churches, and vehicles), workplace discrimination (such as defamation, either organized or interpersonal) and terrorism (such as acts of intimidation, or those motivated by political goals) might be a way of encouraging the reporting of hate crimes.

☐ Improving, or in some cases, building reporting infrastructures could help encourage reporting.

Special emphasis should be placed on communities or jurisdictions that do not possess any hate crime reporting mechanisms.

☐ Language also was identified as a barrier to good reporting. Many victims of bias crimes may not speak the same language as law enforcement officials, making it difficult, if not impossible, to report the

regarding neighboring jurisdictions or national trends, they could deploy resources in a more informed and appropriate manner. For this reason, quarterly or even semiannual UCR/NIBRS reports would be useful to local law enforcement efforts.

☐ The FBI Hate Crimes Unit should convene a meeting with all the Nation's hate crimes units to discuss changes that should be made to improve their efforts.

☐ Changes currently being made to the National Crime Victimization Study (NCVS) should be replicated at the State levels. Hate crime questions are being added to the NCVS, but the survey only produces national results. The data cannot be cross-tabulated to reveal local or statewide trends. For this reason, States might do well to consider doing a survey similar to the NCVS. Past experience shows that victims *will* respond to a mailed survey.

☐ States currently without hate crime statutes include Arkansas, Georgia, Hawaii, Kansas, Kentucky, New Mexico, New York, South Carolina, and Wyoming.

☐ Pennsylvania has tracked the matter for 10 years and has discovered that many of the States with so-called hate crime statutes guarantee no protection for gays and lesbians. Hate crime statutes currently on the books need to be evaluated for thoroughness. If one minority group is excluded, does it accomplish what the policy seeks?

☐ Public officials should make public announcements declaring that, even though some groups are not given specific statutory protections in the hate crimes statutes, such activities will not be tolerated. Such action is necessary because protection from hate crimes will take more than amendments to statutes.

Breakout Session #5

Hate Crimes in Public and Private Housing

Moderators: Andrew Cuomo, Secretary, U.S. Department of Housing and Urban Development (HUD) and Kevin E. Marchman, Assistant Secretary for Public and Indian Housing, HUD

Panel Members: Mercedes M. Marquez, Deputy General Counsel for Civil Rights and Fair Housing, HUD; Dorothy Enomoto, Chairman, Hate Crimes Unit, Human Rights/Fair Housing Commission, Sacramento, California; Sandra Henriquez, Administrator, Boston Public Housing Authority (BHA), Boston, Massachusetts; Al Moskowitz, [Q: Title?], U.S. Department of Justice; and Jack Watson, ~~CRIMINAL INVESTIGATIONS~~ President, Orchard Manor Resident Management Corporation, West Virginia

Assistant Secretary Marchman opened the panel discussion by remarking that panel members were present to engage in a discussion with breakout session participants about the issue of hate crimes in public and private housing. He then introduced each panel member.

Sandra Henriquez discussed response and prevention measures that BHA has used to combat hate activity. She noted that a history of segregated housing patterns and shifts in demographics in the Boston community have contributed to the occurrence of housing-related hate activity in BHA, and she described some recent civil rights violations and lawsuits that have been filed as a result.

Ms. Henriquez explained that BHA attempts to identify people's opinions of civil rights, and, if necessary, attempts to provide a variety of educational and training opportunities designed to teach them

Halloween outings, to encourage positive community relations and has also worked as an employee of the housing authority. Mr. Watson believes that his efforts have, in part, warded off the hate-related incidents that have scarred other communities.

Deputy General Counsel Mercedes Márquez mentioned that victims of housing-related hate activity can file civil complaints for redress with HUD. Under Section 818 of the Fair Housing Act, it is unlawful to coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of rights protected by the Act. If a person believes that his or her rights have been violated, that person can file a complaint with HUD. HUD's Secretary can also initiate an investigation or file a complaint. Victims can receive compensation for their injuries, including actual damages, attorney's fees, and injunctive relief. The government [Q: Federal Government? ^{YES}] can collect civil penalties that promote the public's interest in punishing those who use violence to intimidate others. She also noted that the Fair Housing Act has a broader sweep than applicable criminal statutes, because it covers activities that might not reach the level of a criminal violation or be provable as such.

Al Moskowitz of DOJ laid out the criminal repercussions of committing a hate crime. He indicated that criminal remedies include 1- to 10-year jail sentences to much longer terms if firearms are used or if loss of life results. Fines, which are established in accordance with Federal sentencing guidelines, can vary from \$3,000 to \$30,000.

The following issues were discussed by breakout session participants:

☐ The tension between First Amendment rights versus protection against hate crimes.

program. The program calls for:

1. Increasing penalties for hate crimes involving housing discrimination. Under a new rule, a separate penalty could be assessed against a perpetrator for each act of discrimination.
2. Creating a closer partnership between HUD and the Department of Justice.
3. Establishing a closer partnership between HUD and other groups to improve hate crime identification and better track these cases.
4. Training for those fighting discrimination.
5. Using technological resources like the World Wide Web to disseminate "Make 'Em Pay" information.

meets the road” —the heartland, where many new and disadvantaged immigrants have gone to establish themselves in this country. He urged participants to take a broad view of community when facing hate crimes. He stressed that dealing with hate crimes today is not a question about *where* we start to educate people to break the ignorance-fear-hate cycle. Dealing with hate crimes today is not about starting in the community, the family, or the schools. For Glickman, “You educate where you can.” He ended his opening comments by observing that today’s organizational workplace provides at least one environment where diverse people gather daily and can learn to work together.

Wade Henderson, Executive Director, Leadership Conference on Civil Rights, continued the panel discussion by stressing that coalitions will be the means by which we will be able to raise American principles to a higher level—across gender, sexual orientation, race, or disability. The role of local communities is becoming increasingly critical to reaching desired results. By communities, Henderson emphasized that he was referring to the homes represented by the women and men in this discussion group. On this basis, a commonality of interests can be discovered within communities that addresses ignorance and intolerance in all forms. Data collection and analysis are critical to building effective coalitions that provide an accurate view of the current situation. Equally important is committed enforcement of existing laws by law enforcement personnel. Coordinated programming for young people is most vital during the hours of 3 p.m. to 7 p.m., when many youths are unattended. Immigrant populations must be incorporated into the tolerance movement to ensure that they report hate crimes instead of remaining silent in fear of deportation. Henderson concluded by stating that violence against women is an area that also needs higher priority in local and state forums.

Kerry Lobel, Executive Director, National Gay and Lesbian Task Force, began by observing that Americans have been getting greater exposure to gays and lesbians through today’s television

James Zogby, President, Arab-American Institute, recalled being a victim of hate crimes all of his life. He experienced everything from being called “an Arab dog,” to being attacked by the Jewish Defense League, to being beaten up, to having his family receive death threats, to having his office fire bombed. Throughout all of his experiences, he found law enforcement reluctant to protect his rights. He did not find that Arabs were to be included in any definition of a “community.” Zogby declared, “Names can hurt us.” Names can prejudice people against other people and this can lead to violent hate crimes. In the counting of hate crimes, Zogby noted that Arabs are not counted as a group and, lacking the resources to count their own experiences with hate crimes, have not been figured into the national hate crime dialog. Zogby noted that many people he has met have commented, “You are not what I thought you were—you are a rational Arab.” The solution will be to include Arabs, Muslims, and all the other groups that are victims of hate crimes in the coalitions being formed. This will ensure that law enforcement agencies will protect the rights of all victims, and that other governmental agencies will begin to bridge the gaps that have given rise to the segregation of Arabs, Muslims, and all the other isolated groups now experiencing daily harassment and violence. Zogby closed by stating, “It is refreshing for my community to be here.” This is the first administration, in Zogby’s recollection, to have reached out and invited Arab-Americans to participate in community building.

Rose Ochi, Director of Community Relations Services, Department of Justice, opened the discussion to the floor, asking the following question: What should the Federal Government do to assist in dealing with hate crimes? Audience responses included the following:

☐ Include previously excluded groups, like Arabs, Muslims, and the handicapped in the national hate crime dialog.

☐ Help communities realize that, just as organized crime went "legitimate," organizations pushing hate crimes also are going "legitimate," creating a tremendous policy challenge.

Nancy E. Gist, Director, Bureau of Justice Assistance, Department of Justice, summed up the group discussion by noting, "The Federal Government is both following and leading in the area of hate crime." To effectively and responsively do more, the Federal Government needs concrete suggestions as to what it should undertake next. To date, Gist noted the following achievements:

☐ President Clinton has initiated enforcement, prevention, and training programs and has expanded Federal and U.S. Attorney involvement in hate-crimes-related task forces.

☐ Federal trainings have been extended to include the development of expertise in identifying hate crimes when they occur, overcoming crime reporting difficulties, standardizing crime reporting to meet policy needs, appreciating cultural diversity within Federal agencies and the clients served by them, and ensuring the focus is on victims as well as on offenders.

☐ The Office of Juvenile Justice and Delinquency Prevention and the Department of Education have been working with local communities to develop curriculums that include hate crime educational components.

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☐ A home page has been constructed ~~[Q: By which agency?]~~ for young people in the Nation that discusses hate crimes and sexual orientation. ~~[Q: Is the home page live? If so, what is the address?]~~

☐ The National Institute of Health is conducting a study regarding the mental effects associated with

☐ Eliminate, or at least contain, the fear and ignorance that are at the basis of hate crimes through education and multicultural experiences orchestrated at the local community level.

☐ Pass needed Federal legislation to strengthen existing laws and send a clear message to all communities that hate crimes will not be tolerated.

☐ Encourage the religious community to take active part in the education of its members.

Daniel Glickman rounded out the open group discussion by pointing to an observation contained in the Bible: "As a man thinketh in his heart, so is he." Glickman gave voice to the challenge we face when confronting hate crimes in our communities by asking, "How do we change hearts?"

organized hate.

☐ The Ku Klux Klan (KKK) has been able to flourish because communities have been silent and have not opposed the operation of KKK organizations.

He posed several questions to audience members:

☐ What is the magnitude of the organized hate crime movement?

☐ What is the difference between hate crime and hate speech?

☐ What can parents, teachers, and communities do to prevent children from participating in hate-related activities?

☐ What successful programs or models exist for combating organized hate and hate crimes?

☐ What can the Federal Government do to better address the problem of hate in America?

Each panel member was then allowed to make a 10-minute presentation.

James E. Johnson, Assistant Secretary for Enforcement, Department of the Treasury, offered the following comments:

☐ The Department of the Treasury is responsible for approximately 40 percent of Federal law

established regular contact with various Federal law enforcement organizations on issues related to domestic terrorism and hate crimes.

☐ She mentioned that the Attorney General has directed U.S. attorneys to work more closely with local communities to better address the hate crimes problem.

Kenneth S. Stern, Program Specialist on Anti-Semitism and Extremism, American Jewish Committee, offered the following comments:

☐ The dialog of the morning plenary did not address groups that promote hate as part of their political agenda. No one mentioned the Oklahoma City bombing. It was the most significant hate crime in recent memory. It represents a social ideology, where hate against Federal officials was the basis for the crime.

☐ He directed a comment to Congressman Conyers, who attended this session, about the dearth of congressional hearings on the Oklahoma City bombing, and charged that if the suspected offenders were Arabs or African-Americans there would be a plethora of Congressional action on the event.

☐ He made the following suggestions:

1. Colleges should give prospective applicants weight^{OK}(credit?) for diversity experience as a criteria for acceptance. [As a criteria for acceptance, colleges should weigh the diversity experience of prospective applicants.] [As a criteria for acceptance of prospective applicants, colleges should weigh their diversity experience.] [As a criteria of acceptance for prospective applicants, colleges should weigh their diversity experience.]

Mr. Leyden's response: The Army is the only branch that is serious about addressing this problem. Racist groups use the U.S. military as their principal method for gaining paramilitary training.

Question to Ms. Dobinski: Is gang activity, such as when a Latino gang terrorizes African-American residents, treated as a mere gang offense or as a hate crime?

Ms. Dobinski's response: It should be prosecuted as both a gang and hate crime.

Audience members also contributed the following comments to the discussion:

☐ Larry Jordan, the Army's Deputy Inspector General, replied that the Army has completed a survey of 17,000 soldiers. The vast majority felt that extremist activities are incompatible with military service. The survey also reflected the attitude that learning how to live with people who are different is the toughest thing they have had to deal with in the Army.

☐ Solicitation for KKK membership takes place in many correctional institutions, among staff as well as inmates, and membership in white supremacist groups is a growing problem facing the Nation's corrections system.

☐ In California they are seeing a rise in skinheads and organized white supremacists groups recruiting at public schools.

☐ The Army's Executive Officer Institute is a model that should be looked at for successfully addressing this issue. The increasing use of the World Wide Web for the spread of hate is greatly

necessary Federal resources will be applied to address the crime.

☐ Mr. Leyden said that white supremacist groups around the world are sharing recruitment techniques and propaganda on the Internet.

☐ Studying white supremacist groups' use of the Internet and adopting those same techniques to counter their negative messages might be one way to deal with this problem.

redeem an individual.

Secretary of Education Richard Riley's comments on the "Hate Crimes in Schools (K-12): Prevention and Response" panel discussion included the following:

- ☐ The role of teachers in early tolerance education is essential.
- ☐ Schools should foster a warm and friendly atmosphere. They should be sensitive to the needs of students and parents.
- ☐ Introducing community service learning is essential to combat hate crimes.
- ☐ Leaders must speak out against bigotry.
- ☐ Media influence is important; a TV show like "Cosby" can have a more positive impact than an act of Congress.
- ☐ Children need to be involved.

Attorney General Janet Reno's comments on the "Law Enforcement Response to Hate Crimes" panel discussion included the following:

- ☐ The training of law enforcement personnel is very important. They need to be conversant with the symbols of hate crimes and sensitive and compassionate with victims. There is a need to ensure that law

hate crimes.

- ☐ Cultural issues must be addressed. The public attitude is not to trust the police when a hate crime occurs. [Q: How is this a cultural issue?]
- ☐ A national public service announcement campaign would increase hate crime awareness and increase the use of the bully pulpit.
- ☐ Reporting hate crimes to the FBI should be mandatory.
- ☐ People with immigration problems often do not report hate crimes for fear of deportation.
- ☐ Federal reporting of hate crimes should be done quarterly.

Secretary Cuomo shared statistics discussed during the breakout session—8,759 hate crimes were reported to the FBI ^{OK} [Q: in 1996?], a 10-percent increase over 1995. Nearly one-third of these crimes—2,416—occurred in the residence of a victim covered by the Fair Housing Act, a 20-percent increase over 1995. He added that the number would be much higher if victims were more aware of their rights.

“Dialog on hate crimes is important,” he said, “But enforcement is essential.” Secretary Cuomo shared the details of HUD’s new five-part “Make ‘Em Pay” program. The program calls for:

1. Increasing penalties for hate crimes involving housing discrimination. Under a new rule, a separate

become more familiar with each other and can deal with hate crimes more effectively when they arise.

☐ Effective community policing helps to get the community involved to root out hate crime problems.

☐ Coalitions need to put peer pressure on community leaders. Haters watch to see what leaders do.

☐ It is in the financial interest of businesses to address hate crimes.

☐ The clergy is important. (Approximately ^{70,000,000}~~70,000~~ people attend church [Q: in the entire country?]) at least once a month. What the clergy learn at divinity school needs to be applied to the problem of hate crimes.

☐ Media should be objective and responsible in reporting hate crimes.

Rodney Slater, Secretary of Transportation, reported on the "Counteracting Organized Hate" panel discussion. The following comments and suggestions were made:

☐ Sixty percent of young offenders commit crimes for the thrill of it or to gain respect from their friends.

☐ Schools need to develop a diversity curriculum.

☐ People need to lead by example.

☐ Recognize the wonderful steps police departments have taken to educate their officers. Also, we have to address those few incidents of police brutality and INS [Q: Spell out.] abuse to ease the fear of the public.

☐ Training is very important. Communities need "Train the Trainers" programs.

☐ The underreporting of hate crimes is a problem. Victims need to feel safe in reporting things.

☐ We need to make the criminal justice system responsible and responsive.

☐ We need to design programs that help children deal with the trauma of hate.

☐ Minor crimes are often not prosecuted. This leaves the victims feeling angry, and they may reciprocate. Let's break the cycle.

☐ Victims of hate crimes should be able to find out what is going on with their cases.

☐ If a local coalition/task force is working, the Federal Government will support it. If you feel the Federal Government is dragging its heels, give the Attorney General a call at 202-514-2002.

☐ What happens after a person is convicted of a hate crime? Some deserve to be punished for life; others need rehabilitation so that their hateful attitude does not become permanent.

☐ Let us figure out how to get the Kennedy/Spector legislation passed.

Participants List

Carla M. Arranaga

Hate Crimes Coordinator, Los Angeles District Attorney's Office, Los Angeles, California

Ms. Arranaga is responsible for the prosecution of all adult felony hate crimes in Los Angeles. During her 3 years as Coordinator of the Hate Crimes Division, she added a Hate Crime Detective to every police department and established the first tracking system in the country for hate crimes and incidents. Ms. Arranaga also provides sensitivity training and education on hate crimes law to the Los Angeles Police, Sheriffs', and Probation Departments. She also coordinates outreach and assistance to community-based organizations such as the Gay and Lesbian Community Services Center, the Human Relations Commission, and the Anti-Defamation League.

Andrew Cuomo

Secretary, U.S. Department of Housing and Urban Development (HUD)

Prior to being appointed Secretary of HUD, Mr. Cuomo served as Assistant Secretary for Community Planning and Development. As Assistant Secretary, Cuomo administered a \$10 billion portfolio covering a wide variety of community and economic development, affordable housing, and homeless programs. Cuomo focused on expanding resources available for economic development and job creation, implementing strategies for reducing homelessness, and administering the Empowerment Zone and Enterprise Community Initiative. Prior to entering Federal service, Cuomo became the youngest Commission Chairman in the history of the city of New York when he was named to lead the New York City Commission on the Homeless. The commission's recommendations were accepted by Mayor David Dinkins and have received national recognition as a model approach to homeless problems. In 1986, Cuomo founded H.E.L.P., which is the Nation's largest private provider of transitional housing for the

Abraham H. Foxman

National Director, Anti-Defamation League (ADL), Washington, D.C.

Mr. Foxman has been Director of ADL since 1987 and continues to speak out against violence, both domestic and foreign. Mr. Foxman, a Holocaust survivor, was appointed to the President's U.S. Holocaust Memorial Council. Mr. Foxman appears frequently on national news programs and has been at the forefront of issues concerning Black/Jewish dialog, the fight against terrorism, issues regarding the separation between church and state, and religious tolerance. He is a renowned leader in the fight against hate crimes, particularly anti-Semitic hate crimes. Mr. Foxman regularly confers with elected officials and community leaders on problems of ethnic hatred, violence, and terrorism.

Nancy E. Gist

Director, Bureau of Justice Assistance, U.S. Department of Justice

Ms. Gist is the Director of the Bureau of Justice Assistance (BJA), the Department of Justice's largest grant-making organization. In FY 1998, BJA will distribute direct awards totaling more than \$1.7 billion and will administer new and continuing grants in numerous discretionary and formula grant programs, including the Church Arson Prevention Program. Earlier this year, BJA produced the nationally distributed *Policymaker's Guide to Hate Crimes*. Ms. Gist was nominated by President Clinton and confirmed by the Senate in 1994.

Daniel R. Glickman

Secretary, U.S. Department of Agriculture (USDA)

Prior to being sworn in as Secretary of Agriculture, Secretary Glickman served in the U.S. House of Representatives for 18 years. Secretary Glickman spent two decades on the House Agriculture Committee, focusing on such issues as expanding trade for agriculture goods and food safety. Secretary

advocate on the Civil Rights Act of 1991 and the Assault Weapons Ban. Mr. Henderson's work has encompassed many civil rights issues, but he primarily focuses on criminal justice reform, fair housing policy, welfare reform, civil rights enforcement, affirmative action policy, and human rights. Mr. Henderson began his career as a legislative counsel and advocate of civil rights at the American Civil Liberties Union.

Sandra Henriquez

Administrator, Boston Public Housing Authority, Boston, Massachusetts

Ms. Henriquez is the Chief of Public Housing for the city of Boston. Previously, Ms. Henriquez worked at the Boston Housing Authority from 1977 to 1983. She is a member of the Citizens Housing and Planning Association and the Council of Large Public Housing Authorities. Ms. Henriquez resumed working in the public housing field after a stint with Maloney Properties, Inc., a private firm specializing in the delivery of property management services to resident-controlled and nonprofit housing. Ms. Henriquez is a member of the National Association of Housing and Redevelopment Officials.

Eric H. Holder

Deputy Attorney General, U.S. Department of Justice

Mr. Holder began his career at the Department of Justice in the U.S. Attorney General's Honors Program. He was assigned to the newly formed Public Integrity Section in 1976, where he investigated and prosecuted official corruption at local, State, and Federal levels. In 1993, President Clinton nominated Mr. Holder to become the U.S. Attorney for the District of Columbia. As U.S. Attorney, Mr. Holder created a new domestic violence [Q: investigative? police?] unit and a community prosecution pilot project; supported a renewed law enforcement effort against hate crimes; revitalized the Victim/Witness Assistance Program to better serve those individuals who are directly affected by crime;

Undersecretary for Enforcement [Q: Correct title?]. As Assistant Secretary of Enforcement Mr. Johnson assists in overseeing day-to-day operations of the Treasury Department's law enforcement bureaus, which include the U.S. Secret Service; the Bureau of Alcohol, Tobacco and Firearms; the U.S. Customs Service; and the Federal Law Enforcement Training Center.

Raymond W. Kelly

Undersecretary of Enforcement, U.S. Department of the Treasury

Formerly the New York City Police Commissioner, Mr. Kelly has direct supervisory authority over the U.S. Treasury Department's enforcement bureaus, including the U.S. Customs Service, the U.S. Secret Service, and the Bureau of Alcohol, Tobacco and Firearms. From October 1994 to March 1995, Mr. Kelly served in Haiti as Director of the International Police Monitors of the Multinational Force, helping to establish Haiti's interim public security force. He received a Commander's Medal for Public Service and a public commendation from President Clinton. Mr. Kelly rose through the ranks of the New York City Police Department before becoming Commissioner in 1992. His leadership was critical during the successful investigation of the World Trade Center bombing. In 1993, he was recognized as New York State's Law Enforcement Official of the Year.

Jack Levin

Professor, Northeastern University, Boston, Massachusetts

Dr. Levin has co-authored 18 books and more than 100 articles on hate crimes and violence. He is the Director of the Program for the Study of Violence and Conflict at Northeastern University in Boston, where he teaches courses in prejudice and violence, criminal homicide, and social psychology. He has appeared on numerous television programs and has been a keynote speaker for community groups, universities, and companies across the United States.

billion annual budget for student financial aid and a \$1 billion budget for institutional aid. Previously, he served as Executive Director of the Colorado Commission on Higher Education. Mr. Longanecker has written extensively on postsecondary education.

[Q: Add a biography for Kevin E. Marchman?]

Mercedes M. Marquez

Deputy General Counsel for Civil Rights and Fair Housing, U.S. Department of Housing and Urban Development

Ms. Marquez has been practicing law, specifically civil rights law, for 12 years. Ms. Marquez represented over 2,000 African-American and Latino tenants in what became the first published decision regarding the use of Title VIII in the private gentrification context [Q: When? Under what circumstances?]. She continued this work at the law firm of Litt & Stormer, where she won in excess of \$10 million in damage awards from slumlords for tenants who were living in abominable conditions. During her career, she has also represented clients of color, families with children, and female victims of sexual harassment. Ms. Marquez has spent the past 5 years focusing on race discrimination in public housing. Ms. Marquez is also a fair housing consultant to several groups in California.

Marlin [Q: Harlin?] W. McEwen

Deputy Assistant Director, Criminal Justice Information Services Division, Federal Bureau of Investigation

Sworn in last February by Bureau Director Louis J. Freeh. Mr. McEwen has worked to improve the link through which the concerns of the law enforcement community reach the FBI. In his current position, Mr. McEwen is responsible for data collection on crimes, including hate crimes. From 1985 to 1988, Mr.

Karen K. Narasaki

Executive Director, National Asian Pacific American Legal Consortium, Washington, D.C.

Ms. Narasaki serves on the Executive Committee of the Leadership Conference on Civil Rights as the Chairwoman of its Compliance/Enforcement Committee and also serves as Chairwoman of the National Network Against Anti-Asian Violence. Ms. Narasaki has appeared on numerous national news programs. The National Asian~~[-?]~~Pacific American Legal Consortium advances the legal rights of Asian~~[-?]~~Pacific Americans through litigation, advocacy, public education, and public policy development. It is also a leading expert on anti-Asian violence.

Rose Ochi

Director, Community Relations Service, U.S. Department of Justice

The Community Relations Service (CRS) is the Federal Government's "peacemaker" for community conflicts. Ms. Ochi mobilized a Church Burning Crisis Response Team and has emerged as a key figure in the effort to establish a dialog on race reconciliation. In 1996, CRS was involved in 178 hate crime cases that caused or intensified racial tensions in the country. Formerly, she served as the Associate Director of the White House Office of National Drug Control Policy. Prior to this appointment, she served as the Director of the Criminal Justice Planning Office in Los Angeles. In her capacity as Director of CRS, Ms. Ochi has spearheaded the development of innovative criminal justice improvements, including hate crime data collection, prosecution, and prevention programs.

Christine Quinn

Executive Director, NYC Gay & Lesbian Anti-Violence Project [Q: Is this the official name? Spell out NYC? Replace ampersand with "and?"], New York, New York

Before being appointed Executive Director, Ms. Quinn was Chief of Staff for City Council member Tom

criminal unit that worked with Federal officials and local law enforcement to successfully arrest and convict career criminals and sentence them to substantial prison time. Ms. Reno also helped establish the Miami Drug Court, which has been a model for other such courts across the country. As U.S. Attorney General, Ms. Reno has focused on reducing crime by incarcerating serious, repeat offenders; focusing on prevention and early intervention to keep children away from gangs, drugs, and violence; and enforcing civil rights laws to ensure equal opportunities for all Americans.

Richard W. Riley

Secretary, U.S. Department of Education

Secretary Riley, a former two-term Governor of South Carolina, has received wide acclaim for his contributions to American education. He was nominated for the secretaryship by President Clinton in 1992 and was unanimously confirmed. Secretary Riley revitalized South Carolina's State school system by bringing together a diverse coalition of business people, educators, and parents. In the first 21 months of the Clinton Administration, Secretary Riley was able to build bipartisan coalitions to get many educational initiatives passed, including expanding college loans, ensuring that local school children learn in safe and secure facilities, developing links between schools and the work place, and upgrading learning standards. Secretary Riley has helped to refocus the Nation's attention toward new and creative thinking while emphasizing continuing education. He was elected governor in 1978, and was reelected in 1982 after the people of South Carolina voted to amend the State constitution and enabled him to be the first person in South Carolina history to run for a second term.

Rodney E. Slater

Secretary, U.S. Department of Transportation

Mr. Slater began his career as Assistant Attorney General of Arkansas. From 1985 to 1987, Mr. Slater

President, Orchard Manor Resident Management Corporation, West Virginia

Mr. Watson has lived in public housing for the past 20 years and is President of the Orchard Manor Resident Management Corporation. Mr. Watson is disabled and unable to work. However, he is actively involved in his resident community, which is 60 percent caucasian and 40 percent African-American. Mr. Watson has dealt with racial problems that exist in his community as well as problems that exist between residents and management. He advocates that all segments of the community work together to combat hate crimes.

Judith A. Winston

Executive Director, President's Initiative on Race [Q: City and State?]

Ms. Winston was appointed to the President's Initiative on Race on July 14, 1997. Before that, Ms. Winston served as General Counsel and Acting Undersecretary to the U.S. Department of Education since 1993. She also has served as Executive Assistant and Legal Counsel to the Chair of the Equal Employment Opportunity Commission and as Special Assistant to the Director of the Office for Civil Rights. As Executive Director of the President's Initiative on Race, Ms. Winston will work to coordinate a yearlong effort to educate the Nation about racism in all levels of society and to develop concrete solutions.

[Q: Add a biography for William Yeoman?]

James J. Zogby

President, Arab American Institute, Washington, D.C.

Dr. Zogby has been a member of a number of Presidential delegations to the Middle East and is an expert on Middle East issues, U.S.-Arab relations, and the history of the Arab-American community. He

Sources for Further Information

[Q: Add sources]

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