

Final 09/07/99 9:30am
Josh Gottheimer

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9:45

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR THE SIXTH ANNUAL CONFERENCE OF GAY AND
LESBIAN CRIMINAL JUSTICE PROFESSIONALS
SAN DIEGO, CA
September 15, 1999

I'm so glad to have this opportunity to be a part of the 6th Annual Conference of Gay and Lesbian Criminal Justice Professionals. I want to congratulate you on your efforts to enhance the skills of gays and lesbians in public safety.

For the last six and a half years, my Administration has worked hard to advance America towards the goals of equality and dignity for gays and lesbians.

Last year, I signed an Executive Order that amends Federal equal employment opportunity policy to prohibit discrimination in the Federal civilian work force based on sexual orientation. We have also banned discrimination based on sexual orientation in the granting of security clearances. As a result of these and other policies, gay and lesbian Americans now serve openly and proudly throughout the Federal Government, including in federal law enforcement agencies. We are also working with congressional leaders to pass the Employment Non-Discrimination Act, which would prohibit most private employers from firing workers because of their sexual orientation.

While America's diversity is our greatest strength, we still have a long way to go in our effort to end discrimination – and in our move toward tolerance and understanding. In 1997 alone, there were more than 8,000 reported hate crimes in our country. That's almost one every hour. And in the last year, people across our nation were been shaken by a rash of violent acts motivated by hate. These acts strike at the heart of what it means to be an American – and at the values that have defined us as a nation.

Now is the time for us to take strong and decisive action to end all hate crimes. I urge Congress to act quickly and pass the Hate Crimes Prevent Act.

But we cannot achieve true tolerance merely through legislation. We must also change hearts and minds. As gay and lesbian criminal justice professionals, you have an important role to play in that struggle. Our greatest hope for a just society is to teach our children to respect one another, to see our differences as our greatest strength, and to recognize the fundamental values that define us as One America. Thank you and God bless you.

Draft 09/02/99 3pm
Josh Gottheimer

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LESBIAN CRIMINAL JUSTICE PROFESSIONALS
Location TBD
Date TBD

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It's now been thirty years since the birth of the modern gay and lesbian civil rights movement. For the last six and a half years, my Administration has played an instrumental role in that effort. As you know, we have taken to end discrimination against gays, lesbians, and to ensure that they have the same rights guaranteed to their fellow Americans.

Last year, I signed an Executive Order that amends Federal equal employment opportunity policy to prohibit discrimination in the Federal civilian work force based on sexual orientation. We have also banned discrimination based on sexual orientation in the granting of security clearances. As a result of these and other policies, gay and lesbian Americans now serve openly and proudly throughout the Federal Government, including federal law enforcement agencies. We are also working with congressional leaders to pass the Employment Non-Discrimination Act, which would prohibit most private employers from firing workers solely because solely because of their sexual orientation.

While America's diversity is our greatest strength, we still have a long way to go in our effort to end discrimination – and in our move toward tolerance and understanding. In 1997 alone, there were more than 8,000 reported hate crimes in our country. That's almost one every hour. And in the last year, people across our nation were been shaken by a rash of violent acts motivated by race and sexual orientation. These acts strike at the heart of what it means to be an American – and at the values that have defined us as a nation.

Now is the time for us to take strong and decisive action to end all hate crimes. I urge Congress to act quickly and pass the Hate Crimes Prevent Act – which would strengthen the federal government's ability to prosecute perpetrators of hate crimes, including those based on sexual orientation.

But we cannot achieve true tolerance merely through legislation. We must also change hearts and minds. As gay and lesbian criminal justice professionals – cops, prosecutors, judges, probation officers – you have an important role to play in that struggle. Our greatest hope for a just society is to teach our children to respect one another, to see our differences as our greatest strength, and to recognize the fundamental values that define us as One America. Thank you and God bless you.

Videotaped remarks by President William Jefferson Clinton
6th Annual Conference of Gay and Lesbian Criminal Justice Professionals

to report
THE PRESIDENT: I'm very glad to be a part of the 6th Annual Conference of Gay and Lesbian Criminal Justice Professionals, ~~this year~~ hosted by the ~~Golden State Peace Officers Association~~. And I want to use this opportunity to congratulate you on your efforts to enhance the understanding and skills of gays and lesbians in public safety.

As you know
It's now been thirty years since the birth of the modern gay and lesbian civil rights movement and I am proud that my administration has, for the last six and a half years, been a part of that effort. I am proud of the measures we have taken to end discrimination against gays and lesbians and ensure that they have the same rights guaranteed to their fellow Americans. Last year, I signed an Executive order that amends Federal equal employment opportunity policy to prohibit discrimination in the Federal civilian work force based on sexual orientation. We have also banned discrimination based on sexual orientation in the granting of security clearances. As a result of these and other policies, gay and lesbian Americans serve openly and proudly throughout the Federal Government, including in important roles in federal law enforcement agencies. My Administration is also working with congressional leaders to pass the Employment Non-Discrimination Act, which would prohibit most private employers from firing workers solely because of their sexual orientation.

my admin has played an integral role in that effort.

America's diversity is our greatest strength. But, while we have come a long way on our journey toward tolerance, understanding, and mutual respect, we still have a long way to go in our efforts to end discrimination. During the past year, people across our country have been shaken by violent acts that struck at the heart of what it means to be an American and at the values that have always defined us as a Nation. In 1997, the most recent year for which we have statistics, there were more than 8,000 reported hate crimes in our country -- almost one an hour. Now is the time for us to take strong and decisive action to end all hate crimes, and I reaffirm my pledge to work with the Congress to pass the Hate Crimes Prevention Act.

in the past year
But we cannot achieve true tolerance merely through legislation; we must change hearts and minds as well. Our greatest hope for a just society is to teach our children to respect one another, to appreciate our differences, and to recognize the fundamental values that we hold in common. As gay and lesbian criminal justice professionals -- cops, prosecutors, judges, probation officers and others, you have an important mission to play in that struggle as role models.

Since our earliest days as a Nation, Americans have strived to make real the ideals of equality and freedom so eloquently expressed in our Declaration of Independence and Constitution. We now have a rare opportunity to enter a new century and a new millennium as one country, living those principles, recognizing our common values, and building on our shared strengths. Thank you and God bless you.

which would strengthen the justice system to protect perpetrators
of us into a new millennium
not some to make real the ideas of equality + freedom so allegorically expressed by our forefathers.
Let our federal fight for our two kids for you.
and those based upon the principles

Draft 09/02/99 3pm
Josh Gottheimer

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS FOR 6TH ANNUAL CONFERENCE OF GAY AND LESBIAN
CRIMINAL JUSTICE PROFESSIONALS

Location TBD

Date TBD

I'm so glad to have this opportunity to be a part of the 6th Annual Conference of Gay and Lesbian Criminal Justice Professionals – and to congratulate you on your efforts to enhance the understanding and skills of gays and lesbians in public safety. (careers)

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See our differences as our greatest strength

*is it
or
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Our
Kontrol
single
with it*

THE WHITE HOUSE
WASHINGTON

July 9, 1999

Mr. A. J. Rotella
President
Golden State Peace Officers
Association of Southern California
1125 North McCadden Place
Los Angeles, California 90038

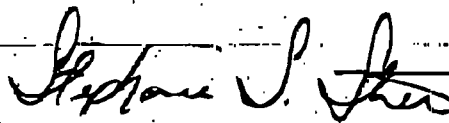
Dear Mr. Rotella:

Thank you for your thoughtful invitation for the President to address, videotape greetings for, or send a written message to, the 6th Annual Conference of Gay and Lesbian Criminal Justice Professionals on September 15-17, 1999 in San Diego, California. President Clinton appreciates your interest.

I am presently unable to confirm the President's availability to participate in this special event, however, please know your invitation will continue to receive careful consideration and that you will be contacted as more information becomes available.

Once again, thank you for your kind invitation.

Sincerely,



Stephanie S. Streett
Assistant to the President
Director of Presidential Scheduling

SSS/twe

cc: The Honorable Richard Socarides ✓

July 7, 1999

Scheduling and Advance Office/OLUB
The White House
1600 Pennsylvania Avenue
Room 184
Washington, D.C. 20500



To Whom It May Concern:

Last week, I had the opportunity to speak with Mr. Richard Sencarides' office regarding the 6th Annual Conference of Gay and Lesbian Criminal Justice Professionals scheduled for September 15-17, 1999 in San Diego, California. As in years past, we are hopeful that President Clinton has the time to join in our program. This year, the conference will tackle several different human relations issues, and will be co-sponsored by the San Diego Police Department. Topics include: Hate Crime Investigations, Domestic Violence Investigations, Building Bridges to the Gay and Lesbian Community, HIV/AIDS Management Issues, Substance Abuse and Public Safety, Gays and Lesbians in the Federal Government, the Issue of Police Officer Suicide, and many other current issues facing today's public safety professional.

In September of 1995, our organization hosted the 2nd Annual Conference, co-sponsored by the Los Angeles Police Department. Attended by over 350 professionals from 27 states, President Clinton was represented by Ms. Marsha Scott, then Special Advisor to the President, as well as a personal, short video welcome message from the Oval office, as well as a welcome letter which we printed in our program book.

As we are expecting more than 500 in attendance this year, we would like to extend a personal invitation to President Clinton to speak at our conference program. With the rise in Hate Crimes and Domestic Violence nationwide, especially towards the gay and lesbian communities, words from the President would be encouraging and momentous. Due to the nature of his schedule, we would extend this invitation to either the morning of Wednesday, September 15, 1999 for the opening ceremonies, or the evening of Friday, September 17, 1999 for the closing ceremonies. I have attached a copy of our program brochure for reference with this correspondence.

If the President is unable to attend, we would be honored to have his message carried through representation by such esteemed members of his office as Vice President Al Gore, First Lady Hillary Rodham-Clinton, Attorney General Janet Reno, or a designate of the President.

**Golden State
Peace Officers
Association**
of Southern California

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Los Angeles, CA
90038

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Page Two

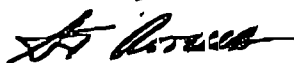
Scheduling and Advance Office

We would also ask that the President again address our attendees if he is unable to attend, through use of a videotaped message and welcome letter so that our attendees can see the commitment from The White House on issues such as Hate Crimes, Domestic Violence and Diversity Awareness.

On behalf of the more than 500 members of the Golden State Peace Officers Association, statewide, I would like to thank President Clinton for his leadership, dedication and accomplishments towards creating an inclusive nation around a diverse population. The President has always recognized the importance of seeking the most qualified person, regardless of race, religion, gender, nationality - or sexual orientation. That position has demonstrated the leadership for many others to follow and has aided in the change of times surrounding the issue of acceptance of gay and lesbian members of our nation.

I am hopeful that this program again interests the President to participate as we face many of the current issues of today's public safety, in any way that his schedule would accommodate. Should I be of any further assistance with information related to our Association or this upcoming Conference program, please do not hesitate to contact me directly.

Very truly yours,



A.J. Rotella
President

Cc: Mr. Richard Socarides, Special Assistant to the President of the United States
Enclosure

The Sixth Annual International Conference of Gay and Lesbian Criminal Justice Professionals



Pride in Our Past, Power in Our Future

Conference Program • Registration Materials • Hotel Accommodations

Doubletree Hotel, Mission Valley • San Diego, California
September 14-17, 1999

Sponsored by the
Golden State Peace Officers Association of Southern California

Who Should Attend

The conference is designed for peace officers, firefighters, parole and probation officers, corrections officers, prosecutors, jurists and criminal justice support personnel who:

- Are professionals seeking to create and maintain a positive work environment, regardless of sexual orientation;
- Are public safety or criminal justice supervisory or management personnel seeking training in diversity and liability issues surrounding an inclusive work environment;
- Serve as liaisons with the gay and lesbian community;
- Are instructors focusing on issues such as Cultural Diversity or other public safety areas; and/or
- Are members of the gay and lesbian community.

The Sixth Annual International Conference of Gay and Lesbian Criminal Justice Professionals

September 14 - 17, 1999

The Golden State Peace Officers Association of Southern California and the Law Enforcement Gays and Lesbians (LEGAL) International are proud to invite you to the Sixth Annual International Conference of Gay and Lesbian Criminal Justice Professionals. The theme of this year's conference is "Pride in Our Past, Power in Our Future." Through this educational program, we will enhance understanding and skills dealing with diversity issues of gays and lesbians in the public safety work environment. From Scotland Yard to Harvard Yard, from the Windy City to the Motor City, from the Land of 10,000 lakes to the Land Down Under, from the City of Lights to the City of Angels, hundreds of criminal justice and public safety professionals from both the gay and lesbian community as well as the heterosexual community from around the world will unite in San Diego, California on a scale never before witnessed. This conference will provide all attendees the opportunity to meet and discuss the latest information of concern to gays and lesbians in the public safety and criminal justice work place as well as receive legal updates and training that will enhance their profession.



Workshop Topics

Most courses will be offered at least twice over three days (Wednesday, September 15 through Friday, September 17). Each conference attendee will have the opportunity to select from the list of courses offered on their own, based on the daily course program.

Hate Crime Investigations and Prosecution

A look at the patrol officer's role in Hate Crime investigations and a Prosecutor's perspective on the prosecution of Hate Crimes. (4 hours)

Presented by: Mr. Hector Jimenez, San Diego County District Attorney's Office

Domestic Violence Investigations:

Violence in the Same-Sex Household

As more exposure is given to the gay and lesbian community, more citizens are coming forth to report incidents of Domestic Violence in a Same-Sex relationship. This course is designed to sensitize investigators and first responders to issues arising during a domestic violence investigation. This information will also help Departments develop responses to such crimes including current trends, investigation tools, prosecution assistance, legal updates and community resources available. (4 hours)

Presented by: San Diego Police Department's Domestic Violence Unit

Building Bridges:

Working with the Gay and Lesbian Community

Although ties between the gay and lesbian community and law enforcement have improved over the years, there is still work to be done. This course will focus on effective programs that outreach to the gay and lesbian community and on the planning and implementation of programs and activities which increase positive interaction between both the police and the community. (4 hours)

Presented by: Sergeant Natalie Stone, Special Assistant to the Chief, San Diego Police Department; and Officer Alex Kordis and Officer Ann Bozell, Community Affairs Group, Los Angeles Police Department

HIV and AIDS: Management Issues Relating to the Public Safety Workplace

Many personnel rank exposure to HIV/AIDS as a top professional concern. This course will focus on mandates that require agencies to provide education as well as protective measures to its personnel. This is a critical step forward in reducing the fears and myths associated with HIV infection. Topics include safety precautions, confidentiality, civil liabilities, the American's with Disability Act, privacy and issues of discrimination. This is an ideal course relating to a Department manager or supervisor's response to HIV/AIDS in the workplace. (4 hours)

Presented by: Sergeant John Cooley, Employee Assistance Unit, Los Angeles Police Department; and, Mr. David Schulman, Los Angeles City Attorney

The Hate Movement:

A Look Inside White Supremacy and Skin Heads

This course will provide an inside look at the growing Skin Head Movement, white supremacy and hate crimes. The speaker, once a high-level recruiter of Skin Heads now reveals his secrets to law enforcement in an effort to assist in better understanding and combating this gang. (2 hours, General Session)

Presented by: Mr. T.J. Leyden, P.O.S.T. Tools for Tolerance program, Museum of Tolerance

Cultural Diversity Instructor Training:

Teaching Our Professions about

Diversity and Inclusion

This is a unique opportunity for public safety instructors who instruct on Cultural Diversity programs to receive specific information relating to the gay and lesbian community, including mandates and policies. This course will include techniques, lesson plans and exercises directed to a public safety audience and is ideal for departments who seek to improve or start a Cultural Diversity Instruction Program. (4 hours)

Presented by: Officer A.J. Rotella, P.O.S.T. Master Instructor, Los Angeles Comm. College Police Dept.

Substance Abuse and Public Safety:

Addiction in the Workplace

A course on alcoholism and prescription drug abuse and addiction in the public safety workplace. This program will focus on the identification of substance abuse symptoms, common trends in the public safety environment, and the role of supervisors and managers to this critical problem. (4 hours)

Presented by: Sergeant John Cooley, Employee Assistance Unit, Los Angeles Police Department; and, Mr. Jerry Brakeman, Firefighter/Paramedic (Ret.) Los Angeles City Fire Department

Civil Liabilities:

Preventing Legal Exposure to Diversity

As Diversity and Inclusion become focus points for many agencies, exposure to liability becomes a growing concern. This course will provide legal updates, case law, and effective programs to department managers and supervisors dealing with Diversity programs. This program is a must for agencies who seek to take a proactive charge towards limiting civil liability and creating an inclusive work environment. (4 hours)

Presented by: Captain Gordon Graham (Ret.), California Highway Patrol

Workshop Topics Continued

Life Behind Bars: Managing and Supervising a Gay and Lesbian Inmate Population

This course will provide learners with an overview of correctional issues concerning the management and supervision of a gay and lesbian inmate population, including legal updates and effective programs which reduce liability and provide for a better response to critical issues. (4 hours)

Presented by: *Sergeant J.P. Simms, Training Unit, California Department of Corrections; and, Dr. Tracy Alderman, PhD., Staff Psychologist, California Department of Corrections*

Gays and Lesbians in the Federal Government: Looking at the Past and Living the Future

This course will address the issue of gays and lesbians in the Federal government. The presenters will not only look at the historical perspective, but discuss steps taken by the Federal Bureau of Investigation in the creation of an inclusive work environment. (4 hours)

Presented by: *Special Agent Frank Buttina (Retired), Federal Bureau of Investigations; and, Special Agent Phillip Bergener, Federal Bureau of Investigations, San Diego Office*

Death With No Valor: The Issue of Police Suicide

This educational session will enable the public safety community to recognize and deal with the epidemic of police suicide as well as Employee Assistance Programs and an agency's response to this crisis. (4 hours)

Presented by: *Sergeant Robert Douglas (Ret.), Baltimore Police Department, National Police Suicide Foundation*

The Price of Passing: Stress Behind Closet Doors

This course will focus on the effects of being closeted in the public safety work environment and how it adversely affects the personal lives of public safety professionals. (4 hours)

Presented by: *Dr. Anna Spradlin, PhD., Communications Department, University of Colorado*

Creating an Inclusive Work Environment

Using the San Diego School District policy on inclusion and diversity among students and staff as a role model, this program will look at policies and practices that work towards providing an inclusive, safe environment for public safety and government personnel. (4 hours)

Presented by: *Ms. Jan Garbasky, Program Manager, San Diego City School District; and, Mr. Chris Boortz, San Diego County Gay Lesbian Straight Education Network (GLSEN)*

Special Presentation: Licensed to Kill

Peabody Award winner and Oscar-nominated filmmaker Arthur Dong personally presents his documentary film profiling men who have murdered homosexuals. This film uncovers the roots of anti-gay violence through the eyes of the perpetrators through on-camera interviews and videotaped confessions.

Presented by: *Mr. Arthur Dong, Producer Deep Focus Productions, Inc.*

Post-Trauma Stress Disorders

An introduction and overview of triggers, symptoms and assistance for persons in high-risk professions such as public safety. This course provides insight into the recognition of events and conditions which may result in PTSD and identification of behaviors associated with PTSD in public safety personnel. The course will also identify resources available to reduce its impacts on personnel. (4 hours)

Presented by: *Dr. Larry Blum, National Council on Alcoholism*

Recruitment and Background Investigation Issues Involving a Lesbian or Gay Candidate

This course will review tactics and techniques for attracting and investigating candidates to assure a diverse work force. The course will present examples of successful recruiting tools and sensitive background investigative issues. The emphasis will be on obtaining information while avoiding inappropriate criteria or questions. (4 hours)

Presented by: *San Diego Police Department's Recruitment Unit*

Alternative Dispute Resolution and Mediation Processes

This course will explore the use of Alternative Dispute Resolution (ADR) and mediation to address internal and external personnel issues. (4 hours)

Presented by: *The San Diego Mediation Center*

Equal Employment Opportunity (EEO) Legal Update

Management and employee issues raised by recent court decisions will be addressed through this course. This will include an overview and update of case law as it relates to discrimination in the workplace issues. (4 hours)

Presented by: *Mr. George Howard, Esq., San Diego Lawyers Club*

Conference Schedule

Tuesday, September 14, 1999

11am - 10pm Conference Registration, Mission Valley Boardroom.
6:30 pm - 9pm Welcome Reception including comments from key politicians and organizers welcome you to this program and introduce you to the faculty and other Conference participants.

Wednesday, September 15, 1999

6am - 7am Morning fun run, a great way to start off your day. Details with check-in.
6am - 6pm Conference Registration, Mission Valley Boardroom.
7am - 8am Complimentary Continental Breakfast served in the main foyer to all conference guests.
8am - 10am Opening Ceremonies, Color Guard, Opening Video and Keynote Speakers.
10am - 12pm Presentation: The Hate Movement, with Mr. T.J. Leyden from the P.O.S.T. Tools for Tolerance Program.
General session.
11am - 8pm Exhibit, various public safety and community resources available, main foyer.
12pm - 12:30 pm Group photograph, outside, Department uniforms are encouraged.
12:30 pm - 1:30 pm Complimentary Lunch served in the Pavilion to all conference guests, guest speaker
1:30 pm - 5:30 pm Workshops, Session I - various meeting rooms.
6pm - 8pm Pin, patch and public safety memorabilia trade. Bring any of your patches or pins to trade with other participants to the Main Foyer.

Thursday, September 16, 1999

6am - 7am Morning fun run, a great way to start off your day. Details with check-in.
6am - 6pm Conference Registration, Mission Valley Boardroom.
7am - 8am Complimentary Continental Breakfast served in the main foyer to all conference guests.
8am - 12pm Workshops, Session II - various meeting rooms.
11am - 8pm Exhibit, various public safety and community resources available, main foyer.
12pm - 1:30 pm Complimentary Lunch served in the Pavilion to all conference guests, guest speaker
1:30 pm - 5:30 pm Workshops, Session III - various meeting rooms.
5:30 pm - 7pm Dinner and entertainment at Trophy's Restaurant located adjacent to the hotel property.

Friday, September 17, 1999

6am - 7am Morning fun run, a great way to start off your day. Details with check-in.
7am - 8am Complimentary Continental Breakfast served in the main foyer to all conference guests.
8am - 12pm Workshops, Session IV - various meeting rooms.
11am - 8pm Exhibit, various public safety and community resources available, main foyer.
12pm - 1:30 pm Complimentary Lunch served in the Pavilion to all conference guests, guest speaker
1:30 pm - 5:30 pm Workshops, Session V - various meeting rooms.
6pm - 8pm Closing Ceremonies, keynote speakers and awards ceremony, retiring of the Colors and a beautiful dinner banquet. Cocktails from 6pm to 6:30 pm. Dinner served promptly at 6:30 pm

Saturday, September 18, 1999

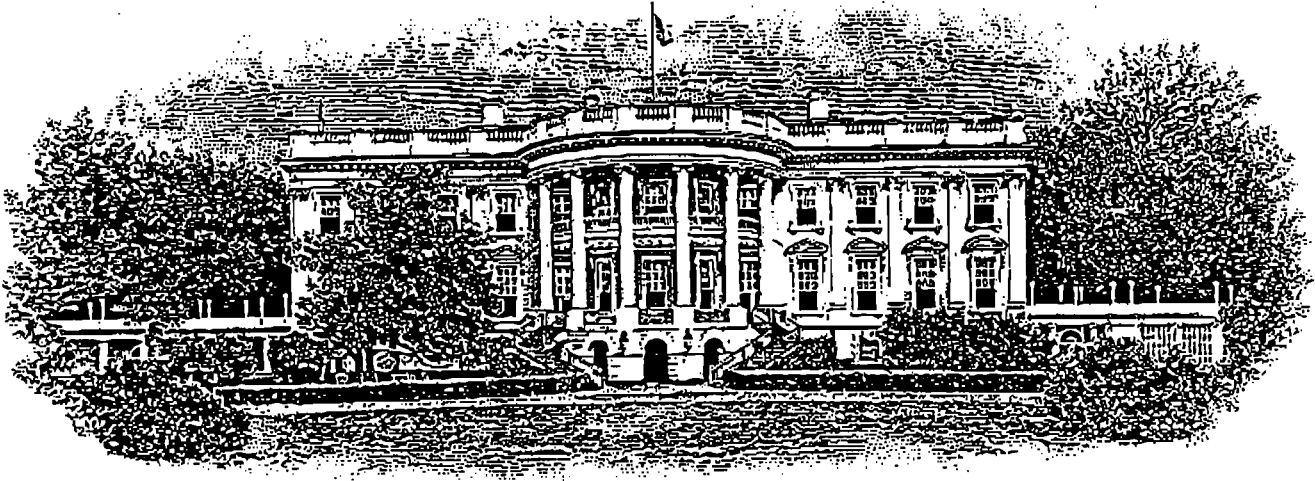
9am - 1pm Post-Conference Workshops:
• Law Enforcement Grant Writing: Introduction to government programs and assistance to law enforcement and public safety agencies, including an overview of the application and review process to successfully obtain grants. (1 hours)
• The Patrol Officer's Diet: A survival guide to eating and staying healthy in the fast-food world. (2 hours)
• Married to a Lesbian or Gay Cop: Issues and concerns that face spouses of a gay/lesbian relationship. (4 hours)

Sunday, September 19, 1999

9am - 1pm Conference Roundtables on topics that include:
• Prosecutor's Forum,
• Correction's Issues,
• Gay and Lesbian Supervisors/Management Panel,
• Firefighter Issues,
• Law Enforcement Training Instructors,
• Women in Public Safety.

Conference Note: The courses identified in this program provide the most updated information as to content and instructors available. The Conference organizers retain the right to cancel or modify any presentation at any time.

THE WHITE HOUSE
OFFICE OF LEGISLATIVE AFFAIRS



FAX COVER SHEET

TO: Josh GotthardFROM: Mike Williams

Date: _____

No. of pages including cover: _____

Phone: _____

Fax: _____

Phone: (202) 456-6493

Fax: (202) 456-6468

MESSAGE: James Farmer Script

James Farmer Tribute Talking Points

Today we celebrate James Farmer, author of the American Civil Rights movement, whose life's work has changed us all forever. This tribute is a long delayed affirmation of his magnificent contributions which have shaped the substance of our nation.

James Leonard Farmer, Jr. was born in Marshall, Texas on January 12, 1920. Blessed with a superior intellect, Jim Farmer graduated from Wiley College, then also graduating from Howard University. He guided his theological passion to learn the non-violent Ghandian Philosophy.

In 1942, he founded the Congress of Racial Equality (CORE), an organization committed to ending racial segregation, embodying the Ghandian principles of nonviolent direct action, civil disobedience and non-cooperation with segregation.

CORE moved on to sit-ins, stand-ins, and other demonstrations in Chicago, and subsequently chapters undertook direct action in several Northern cities. Thus, CORE pioneered the civil rights protest tactics that were employed in the 1950's and gained national attention in the 1960's.

During the 40's and 50's, Jim also worked as a union organizer for the Upholsters International Union of North America and AFSCME. His work in the labor movement in the late 1970's and continued until the early 1980's when Jim served as first associate Director of the Coalition of American Public Employees.

In 1959, Jim Farmer joined the staff of the NAACP as its Program Director. On February 1, 1960, four black collegians sat down at a segregated Woolworth lunch counter in Greensboro, NC. CORE, having slowly expanded in the late 50's under the leadership of devoted members including his second wife, Lula Patterson Farmer, was well poised to this new challenge.

Jim initiated, organized and led the 1961 freedom rides to integrate interstate travel. His goal to test the 1960's Supreme Court decision, *Boynton v. Virginia*, which allowed the segregation of facilities used by passengers in interstate transportation-a law that was blatantly defied throughout the American South.

Launched in May of 1961, the Freedom rides shocked the nation with pictures of savage beatings and burning buses. Soon thousands of Freedom Rides were filling southern jails. Farmer boosted the morale of his companions in Parchman Prison near Jackson, Mississippi--singing the old labor ballad, "Which side are you on". When word was received that Attorney Gen. Robert Kennedy had requested a "cooling-off" period, Jim consulted with other "front-line" warriors and then gave this response: "Please tell the attorney general that we have been cooling off for 350 years. If we cool off any more, we will be in a deep freeze. The Freedom Rides will go on."

The Freedom Rides continued and succeeded, culminating in a ruling on Sept. 22, 1961 by the

interstate Commerce Commission that gave teeth to the enforcement of the Supreme Courts Decision. This victory emboldened Freedom Fighters everywhere. For the ext three years, Farmer presided over a movement that sprawled over 150 CORE chapters all over the country.

Meeting with Presidents, marching and mobilizing under constant threat of injury and death, Farmer and the movements soldiers challenged the beast in its lair. Jim was particularly feared and despised in Louisiana. In 1963 he was the target of a house to house search in Plaquemine, Louisiana by state troopers working in connection with an enraged Klan mob. Prepared to surrender to save the families protecting him he was forced into a hearse to escape death. Arrested for protesting police brutality, he remained in jail in Donaldson, Louisiana during the March on Washington.

James Farmer received 26 honorary degrees and numerous awards and citations for his service to humanity. On January 15, 1998 he received the Presidential Medal of Freedom. In his wheelchair he kissed the Medal and said, "It's been a long time coming. A long time"

The life of his great man, this extraordinary humanist, educator, motivator, labor activist, and incomparable civil rights leader, is cherished and remembered by his two daughters, Tami Farmer Gonzalez, and Abbey Farm, his granddaughter, Abigale and countless freedom fighters, friends and admirers around the nation and the world.