

Possible Pipeline programs to highlight

University of Southern California

 Northeastern Illinois University -- Bridges to the Future

Yale University -- partnerships with Career High School and East Rock Global Studies Magnet School in New Haven

NYU Project Praise

Early Academic Outreach Program

Puente Project--has been focused on community colleges, now is expanding to high schools (began with 18 in 1993). Intensive writing instruction, academic counseling, community mentors, parent workshops, and professional development for teachers.

 MESA -- Mathematics, Science, Engineering Achievement Program

El Paso Collaborative for Academic Excellence

Resources:

California Postsecondary Education Commission's (CPEC) Progress Report on the Effectiveness of Collaborative Student Development Programs (1996), and Policy Analysis for California Education (PACE) report Higher Education Outreach Programs: A Synthesis of Evaluations.

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

DRAFT (11/7/97)

MEMORANDUM

TO: Judith A. Winston
Lin Liu
Education Team

FROM: Scott R. Palmer

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 7, 1997

While it is still a work in progress, this memorandum attempts to present our latest thinking on the November 19 Advisory Board meeting, which will focus primarily on the value of diversity in higher education. It presents suggested messages that we intend will emerge from the Advisory Board meeting, a proposed agenda for the meeting, possible presenters, and other ideas for your consideration. An asterisk beside the name of a potential participant indicates a top choice; an italicized name indicates that the potential participant has been contacted to see if he/she would be available if the agenda develops in a certain way and he/she is invited to address the Board; a redlined name indicates that the potential participant is available. Please provide me with any comments or suggestions as soon as possible.

I. Messages to Emerge From Advisory Board Meeting

A. Primary Message: "The Value of Diversity in Higher Education"

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century and to creating a stronger, more just, and more united American community.

Minority participation in higher education has increased dramatically in the last several decades. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about how to live and work together, and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also help overcome racial disparities in society by providing quality education to traditionally underserved groups.

In order to realize these benefits of diversity, institutions must be committed to change.

There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on campuses across America.

B. Secondary Message: "Continuing Discrimination and Civil Rights Enforcement"

While America has made great progress in race relations, racial discrimination still exists in various sectors of society, and it manifests itself in ways that are sometimes blatant but more often subtle and hard to detect. Enhanced enforcement of existing civil rights laws can help eliminate these continuing vestiges of discrimination.

II. Proposed Agenda (including suggested panels and presenters) [Please note that the times are only tentative and will undoubtedly have to be adjusted.]

8:00 am Doors open

9:00 am - 9:45 am Chairman opens meeting and recognizes William Kirwan, President, University of Maryland, who will make some brief welcoming remarks.

Reports from Chairman and Executive Director; Chairman recognizes invited guests and distinguished attendees.

Brief opening statements from Board members concerning recent activities (e.g., Hate Crimes Conference)

Chairman introduces Primary Agenda Item: "Value of Diversity in Higher Education."

9:45 am - 10:15 am Panel #1: "Perspectives on the Value of Diversity in Higher Education" [3 panelists]

- Panelist #1: President of Prestigious College/University ("Here is why diversity is essential to the educational experience..."). Options include:

1. Dr. Nannerl Keohane (Duke)*
2. Dr. Robert Berdahl (Berkeley)
3. Dr. Hunter Rawlings (Cornell)
4. Dr. Ruth Simmons (Smith)

- Panelist #2: Business Leader ("The business community demands

college graduates who understand the value of diverse perspectives and who have learned how to function in diverse environments..."). Options include, but are not limited to:

1. Lou Gerstner, CEO, IBM*
2. Phil Condit, CEO, Boeing
3. Jack Krol, CEO, DuPont
4. Christina Gold, Avon (international business head)
5. Bob Haas, CEO Levi Strauss
6. Norm Augustine, Former CEO Lockheed Martin/Princeton Univ. (or present CEO)

into how stood
up for diversity
in the work place.

- Panelist #3: Student Leader or Faculty Member ("Let me tell you why I (have learned a lot from/can teach more effectively in) a diverse environment..."). Options are being developed.

1. Lead with both
- 2.
- 3.

10:15 am - 10:45 am Board discussion with Panel #1

10:45 am - 11:15 am Panel #2: "Evidence on the Value of Diversity in Higher Education: What Works on Campus" [3 panelists]

- Panelist #1: Researcher/Faculty From Racially Diverse Institution ("Evidence shows that racial diversity can yield positive educational outcomes, especially for white students, but only where the campus works to create a supportive environment and opportunities for positive cross-racial interactions ..."). Options include, but are not limited to:

1. Troy Duster (U. of Cal. at Berkeley)*
2. Sylvia Hurtado (U. of Michigan)*
3. Daryl Smith (Claremont Graduate School/AAC&U)
4. Mitchell Chang (Stanford/U. Mass, Boston)
5. Russ Ellis (U. of Cal. at Berkeley)

- Presenter #2: President of HBCU, HSI, or Tribal College ("My colleague spoke of the importance of institutional commitment and supportive learning environment in promoting the benefits of diversity, ..., minority serving institutions have been showing that commitment for years with positive results for minority students,

and we can teach the larger higher education community a great deal... (In addition, we too appreciate the value of diversity, and we have created partnerships with other institutions to capture that value...).”) Options include:

1. HBCUs: *Norman Francis (Xavier)*; * *Patrick Swygart (Howard)*; * Gloria Scott (Bennett); * Fred Humphries (Texas A&M)
 2. HSIs: Juliet Garcia (U. of Texas, Brownsville); * Diane Natalicio (U. of Texas, El Paso); Tomas Arciniega (U. of Cal. at Bakersfield; Chairman of Hispanic Assoc. of Colleges and Universities)
 3. Other: *Miriam Cruz, Equity Research Corp.*
- Panelist #3: Faculty/Students Heading Concrete Diversity Program (“We want to give you a specific example of a program promoting positive cross-racial experiences for all students...”) Options include, but are not limited to:
 1. *David Schoem and/or student facilitators (U. of Michigan’s Program on Intergroup Relations, Conflict, and Community)* [or other similar programs]
 2. Uri Triesman perhaps with student participants (U. of Texas, calculus program)
 3. Myrna Adams (Duke University...)

11:15 am - 11:45 am Board discussion with Panel #2

11:45 pm - 1:00 pm Lunch: Each Advisory Board member will anchor a table and lead a discussion with a small group (<10) of faculty, staff, students, and/or community leaders about issues related to diversity in higher education. Participants will come from the Washington, D.C. region *or* from the University of Maryland community. This gives us a chance to be sure that diverse perspectives are adequately represented. **(The University of Maryland has volunteered to help us identify and confirm table participants.)**

1:00 pm - 1:30 pm Reports from lunch discussions

2:00 pm - 2:30 pm Panel #3: “Methods for Promoting Inclusion/Diversity in Higher

Education” [2 or 3 panelists]

- Panelist #1: Prominent Higher Education Leader Discussing “The Tool of Affirmative Action” (“We have heard powerful evidence today about the value of diversity in higher education. Let me explain why one, though only one, important tool to promote that diversity must be so-called affirmative action...”). Options include, but are not limited to:
 1. *Neil Rudenstine (Harvard)**
 - 2.
 - 3.
- Presenter(s) #2 (and #3): Higher Education Leader(s) Discussing Other Tools to Promote Inclusion (including so-called pipeline programs) (“Affirmative action is an important tool to promote diversity, but it is only one such tool. Let me tell you what else we are doing to promote inclusion...”). Options include, but are not limited to:
 1. Dennis Galtagni (U. of Cal. System)
 2. Francisco Lara (U. of Cal., Irvine)
 3. Mildred Garcia (Arizona St. Univ.)
 4. Hector Garza (ACE)

2:30 pm - 3:00 pm Board discussion with Panel #3

3:00 pm - 3:30 pm Advisory Board action statement(s) concerning value of diversity and importance of strategies to promote diversity.

Board discussion of Secondary Agenda Item: “Continuing Discrimination and Civil Rights Enforcement;” Board recommends increased support for enforcement.

Board wrap up, including statement of December meeting topic on primary/secondary education and the importance of so-called pipeline programs to promote diversity in higher education.

3:30 pm - 4:00 pm Press availability

III. Details of Other Ideas

- We recommend asking other college/university presidents beyond those participating, and perhaps other groups of participants as well, to provide supporting essays to the Advisory Board concerning the value of diversity in higher education. (Most presidents, if not all, have already written such pieces.) This will provide a sense of national support behind the presidents who are speaking. It also will help us promote increased participation.
- If possible and beneficial, we recommend that invited guests (i.e., members of the Cabinet) sit in with the Advisory Board at each meeting to promote involvement in the Initiative.
- We recommend that the meeting be more interactive by having a working lunch with invited attendees. Our vision is that each Advisory Board member will anchor a table along with presenters, students, faculty, and staff and discuss concrete questions that we provide, such as “The Campus Environment: What are colleges doing right to foster an appropriate environment for positive cross-racial interactions? What could be improved?” After lunch, one participant from each table (or each Advisory Board member) would report back to the Board and the audience with a list of responses to each question. (This idea is modeled from a recent event in Fairfax County.)

SRP

Draft Comments on Nov. 19 Race Panel meeting (11/6 memo draft)

Messages:

IA. 1st ¶, 3rd sent. -- The lessons that a diverse education teaches students about “how to live and work together” need to be made very concrete and very compelling, something that could convince skeptics that it is in the interest of all students to be educated in a diverse environment because it better prepares them for an increasingly diverse workforce and marketplace. There are large and growing regions of the country where an ignorance of minority cultures is a handicap to effective participation in business and government. An education in a diverse setting can help students prepare for the new economy. Moreover, an education in a diverse environment can be more rigorous, as students are given the opportunity to shape and defend their opinions in the classroom with students who may have very different perspectives.

2nd ¶, last sent. -- Board should work to identify programs, policies, and partnerships “that are fostering diversity, and promoting the value of diversity” on campuses across America -- not just “promoting diversity.” In fact, maybe better than “Promoting the value of diversity,” would be “exploring the value of diversity,” or “helping students appreciate and benefit from diversity;” “promoting the value of” sounds a little boosterish.

Panels:

Panel #1 -- Value of Diversity -- Overall, this seems to be heading in the right direction. However, it might make sense to have the “evidence/research” presenter appear on this panel.

Panelist #3 -- Which is more powerful? -- a student or a professor? And what kind of professor? Undergraduate or law professor? Should there be a student and a professor, and extend this one a little more -- make it more clearly a focal point.

Panel #2, -- Evidence on the Value of Diversity -- This panel lacks a clear theme. 1st, you have someone talking about *research evidence* on the value of having diverse *student/faculty populations*. Then you have someone from an HBCU/HSI talking about/representing the benefits of diverse *types* of institutions (less so about diverse student populations), but not from a research perspective. Then you have someone back on the topic of diverse student populations, not talking about research evidence but about programs to *help students appreciate and benefit from diversity*.

Panelist #1 -- Title should really be “researcher who has studied the educational impact of racially diverse institutions.” As opposed to the student or faculty member from the first panel giving a concrete example of how this plays out in the classroom, this panelist is to review research findings.

It might make sense to add this panelist to the first panel, and make the first panel more of a feature, but then I’m not sure what you do with the latter two panelists.

Lunch -- looks ok.

Panel #3: -- This may work ok, but I would definitely include more than one presenter talking about tools beyond affirmative action -- maybe one broad-based school-university partnership (cooperation on improving teaching and learning, info to kids about postsecondary options, maybe guarantees of admission/financial aid), plus something more individual student-centered that features mentoring/upward-bound type activities. Also, is Rudenstine/Harvard the way to go on the presenter on Affirmative Action? Maybe, but maybe not.

Other Ideas-- Looks ok.

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

DRAFT (11/6/97)

MEMORANDUM

TO: Judith A. Winston
Lin Liu
Education Team

FROM: Scott R. Palmer

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 6, 1997

While it is still a work in progress, this memorandum attempts to present our latest thinking on the November 19 Advisory Board meeting, which will focus primarily on the value of diversity in higher education. It presents suggested messages that we intend will emerge from the Advisory Board meeting, a proposed agenda for the meeting, possible presenters, and other ideas for your consideration. Please provide me with any comments or suggestions as soon as possible.

I. Messages to Emerge From Advisory Board Meeting

A. Primary Message: "The Value of Diversity in Higher Education"

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century and to creating a stronger, more just, and more united American community.

Minority participation in higher education has increased dramatically in the last several decades. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about how to live and work together, and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also help overcome racial disparities in society by providing quality education to traditionally underserved groups.

In order to realize these benefits of diversity, institutions must be committed to change. There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on

campuses across America.

B. Secondary Message: “Continuing Discrimination and Civil Rights Enforcement”

While America has made great progress in race relations, racial discrimination still exists in various sectors of society, and it manifests itself in ways that are sometimes blatant but more often subtle and hard to detect. Enhanced enforcement of existing civil rights laws can help eliminate these continuing vestiges of discrimination.

II. Proposed Agenda (including suggested panels and presenters) [Please note that the times are only tentative and will undoubtedly have to be adjusted.]

8:00 am Doors open

9:00 am - 9:45 am Chairman opens meeting and recognizes William Kirwan, President, University of Maryland, who will make some brief welcoming remarks.

Reports from Chairman and Executive Director; Chairman recognizes invited guests and distinguished attendees.

Brief opening statements from Board members concerning recent activities (e.g., Hate Crimes Conference)

Chairman introduces Primary Agenda Item: “Value of Diversity in Higher Education.”

9:45 am - 10:15 am Panel #1: “Perspectives on the Value of Diversity in Higher Education” [3 panelists]

- Panelist #1: President of Prestigious College/University (“Here is why diversity is essential to the educational experience...”).

Options include:

1. Dr. Nannerl Keohane (Duke)*
2. Dr. Ruth Simmons (Smith)
3. Dr. Robert Berdahl (Berkeley)
4. Dr. Hunter Rawlings (Cornell)

- Panelist #2: Business Leader (“The business community demands college graduates who understand the value of diverse perspectives and who have learned how to function in diverse environments...”). Options include, but are not limited to:

1. Phil Condit, CEO, Boeing
2. Lou Gerstner, CEO, IBM
3. Jack Krol, CEO, DuPont
4. Bob Haas, CEO Levi Strauss
5. Christina Gold, Avon (international business head)

- Panelist #3: Student Leader or Faculty Member (“Let me tell you why I (have learned a lot from/can teach more effectively in) a diverse environment...”). Options are being developed.

- 1.
- 2.
- 3.

10:15 am - 10:45 am Board discussion with Panel #1

10:45 am - 11:15 am Panel #2: “Evidence on the Value of Diversity in Higher Education: What Works on Campus” [3 panelists]

- Panelist #1: Researcher/Faculty From Racially Diverse Institution (“Evidence shows that racial diversity can yield positive educational outcomes, especially for white students, but only where the campus works to create a supportive environment and opportunities for positive cross-racial interactions ...”). Options include, but are not limited to:

1. Troy Duster (U. of Cal. at Berkeley)*
2. Sylvia Hurtado (U. of Michigan)*
3. Daryl Smith (Claremont Graduate School/AAC&U)
4. Mitchell Chang (Stanford/U. Mass, Boston)
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- Presenter #2: President of HBCU, HSI, or Tribal College (“My colleague spoke of the importance of institutional commitment and supportive learning environment in promoting the benefits of diversity, ..., minority serving institutions have been showing that commitment for years with positive results for minority students, and we can teach the larger higher education community a great deal... (In addition, we too appreciate the value of diversity, and we have created partnerships with other institutions to capture that value...).”) Options include:

1. HBCUs: Fred Humphries (Florida A&M); Patrick Swygart

(Howard);* Gloria Scott (Bennett).*

2. HSIs: Juliet Garcia (U. of Texas, Brownsville);* Diane Natalicio (U. of Texas, El Paso); Tomas Arciniega (U. of Cal. at Bakersfield; Chairman of Hispanic Assoc. of Colleges and Universities)

- Panelist #3: Faculty/Students Heading Concrete Diversity Program (“We want to give you a specific example of a program promoting positive cross-racial experiences for all students...”) Options include, but are not limited to:

1. David Schoem and/or student facilitators (U. of Michigan’s Program on Intergroup Relations, Conflict, and Community) [or other similar programs]
2. Uri Triesman perhaps with student participants (U. of Texas, calculus program)
3. Myrna Adams (Duke University...)

11:15 am - 11:45 am Board discussion with Panel #2

12:00 pm to 1:00 pm Lunch: Each Advisory Board member will anchor a table and lead a discussion with a small group (<10) of faculty, staff, students, and/or community leaders about issues related to diversity in higher education. Participants will come from the Washington, D.C. region *or* from the University of Maryland community. This gives us a chance to be sure that diverse perspectives are adequately represented. **(The University of Maryland has volunteered to help us identify and confirm table participants.)**

1:15 pm - 2:00 pm Reports from lunch discussions

2:00 pm - 2:30 pm Panel #3: “Methods for Promoting Inclusion/Diversity in Higher Education” [**2 or 3 panelists**]

- Panelist #1: Prominent Higher Education Leader Discussing “The Tool of Affirmative Action” (“We have heard powerful evidence today about the value of diversity in higher education. Let me explain why one, though only one, important tool to promote that diversity must be so-called affirmative action...”). Options include, but are not limited to:

1. Neil Rudenstine (Harvard)*

- 2.
- 3.

- Presenter(s) #2 (and #3): Higher Education Leader(s) Discussing Other Tools to Promote Inclusion (including so-called pipeline programs) (“Affirmative action is an important tool to promote diversity, but it is only one such tool. Let me tell you what else we are doing to promote inclusion...”). Options include, but are not limited to:

1. Dennis Galtagni (U. of Cal. System)
2. Francisco Lara (U. of Cal., Irvine)
3. Mildred Garcia (Arizona St. Univ.)
4. Hector Garza (ACE)

2:30 pm - 3:00 pm Board discussion with Panel #3

3:00 pm - 3:30 pm Advisory Board action statement(s) concerning value of diversity and importance of strategies to promote diversity.

Board discussion of Secondary Agenda Item: “Continuing Discrimination and Civil Rights Enforcement;” Board recommends increased support for enforcement.

Board wrap up, including statement of December meeting topic on primary/secondary education and the importance of so-called pipeline programs to promote diversity in higher education.

3:30 pm - 4:00 pm Press availability

III. Details of Other Ideas

- We recommend asking other college/university presidents beyond those participating, and perhaps other groups of participants as well, to provide supporting essays to the Advisory Board concerning the value of diversity in higher education. (Most presidents, if not all, have already written such pieces.) This will provide a sense of national support behind the presidents who are speaking. It also will help us promote increased participation.
- If possible and beneficial, we recommend that invited guests (i.e., members of the Cabinet) sit in with the Advisory Board at each meeting to promote involvement in the Initiative.
- We recommend that the meeting be more interactive by having a working lunch with invited attendees. Our vision is that each Advisory Board member will anchor a table



Scott R. Palmer
11/03/97 09:10:21 PM

Record Type: Record

To: William R. Kincaid/OPD/EOP

cc: Lin Liu/PIR/EOP

Subject: Agenda for November 19 Meeting of President's Advisory Board on Race



AB3.MEM

I am sorry that we were not able to touch base today. Attached for your consideration is a draft memorandum concerning the November 19 meeting of the President's Advisory Board on Race. As you may know, the meeting will focus primarily on the value of diversity in higher education. The attached memo outlines possible messages that we intend will emerge from the meeting, a proposed agenda for the meeting, possible presenters, and other ideas. I would greatly appreciate your input. As we discussed, our hope and intention is to coordinate efforts with the DPC.

I realize that this is short notice, but I would like to invite you to a meeting at the Initiative's offices tomorrow, Tuesday, November 4, at 3:30 p.m. to discuss the attached document and the Advisory Board's agenda. We will be joined by staff from the Department of Education. In the alternative or in addition, I would like to meet with you at your convenience to discuss the attached document and to discuss other larger ways in which our efforts and those of the Advisory Board concerning the value of diversity in higher education (and other education issues) can best complement your work.

I hope all is well, and I look forward to talking with you soon.

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

DRAFT (11/1/97)

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

MEMORANDUM

TO: Judith A. Winston
Initiative Staff

FROM: Scott R. Palmer
Allison King
Grace Garcia

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 3, 1997

The November 19 Advisory Board meeting will focus primarily on the value of diversity in higher education. The Board will also discuss the continuing vestiges of discrimination in various sectors. This memorandum expands on those two topics. It presents suggested messages that we intend will emerge from the Advisory Board meeting, a proposed agenda for the meeting, possible presenters, and other ideas for your consideration. We welcome comments from all staff, especially concerning possible presenters for the meeting. As you know, we are working under a very tight schedule. (A time line of preparation activities is attached for your consideration.) Judy has scheduled a meeting for Tuesday, November 4 at 3:30 p.m. to discuss this document. Please feel free to attend. Otherwise, please provide any comments or ideas to Scott as soon as possible.

I. Messages to Emerge From Advisory Board Meeting

A. Primary Message: "The Value of Diversity in Higher Education"

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century.

Minority participation in higher education has increased dramatically in the last several decades. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about [how to live and work together] and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also help overcome racial disparities in society by providing quality education to traditionally undeserved groups.

*pluralistic
society*

In order to realize these benefits of diversity, institutions must be committed to change. There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on campuses across America.

Seems odd in 4th msy

B. Secondary Message: "Continuing Discrimination and Civil Rights Enforcement"

promoting the value of diversity or identifying high regard value of diversity

Seems odd in 4th msy

While America has made great progress in race relations, racial discrimination still exists in various sectors of society, and it manifests itself in ways that are sometimes blatant but more often subtle and hard to detect. Enhanced enforcement of existing civil rights laws can help eliminate these continuing vestiges of discrimination. [We want to call to your attention to the fact that our current proposal has no panelists for this Secondary Agenda Item. Our vision is that this issue could be tackled at the beginning of the meeting with reference to a prior prepared report and some brief comments and discussion by the Board.]

II. Agenda (including suggested panels and presenters)

8:00 am Doors open

9:00 am - 9:45 am Reports from Chairman and Executive Director; Chairman recognizes invited guests (e.g., Secretary Riley).

Brief opening statements from Board members concerning recent activities (e.g., Hate Crimes Conference)

Seems odd in 4th msy

Board discussion of Secondary Agenda Item: "Continuing Discrimination and Civil Rights Enforcement;" Board recommends increased support for enforcement.

Chairman introduces Primary Agenda Item: "Value of Diversity in Higher Education."

9:45 am - 10:30 am Panel #1: "Perspectives on the Value of Diversity"

Suggested presenters include:

1. President(s) (Or Other Leaders) of "Predominantly White" College/University: Options include: William E. Kirwan (Univ. Of Maryland); Neil Rudenstine (Harvard), Nannerl Keohane (Duke), Hunter Rawlings (Cornell), Ruth Simmons (Smith), Robert Berdahl (Berkeley), Lee Bollinger (Michigan), Eugene Garcia (Berkeley, Dean of Education).

different substitution

2. President(s) of HBCU, HSI, Tribal, or Community College: Options include: Fred Humphries (Florida A&M); Juliet Garcia (Univ. Of Texas, Brownsville).

3. Business Leader(s):

4. Student Leader(s):

5. Authors Who Have Spoken Against Affirmative Action, But Support the Value of Diversity: Options include: Jim Sleeper, ...

10:30 am - 11:00 am Board discussion with Panel #1

11:00 am - 11:30 am Panel #2: "Evidence On the Value of Diversity"

Suggested presenters include:

1. Presenter(s) On Existing Research Studies That Demonstrate the Value of Diversity: Options include: Daryl Smith (Claremont/AAC&U); Edgar Beckham (Ford Foundation); Caryn Musil (AAC&U); Janet Schofield (focus on primary/secondary education).

2. Presenters On Future Research Agenda: Options include Mitchell Chang (Stanford/ U. Mass.); OERI/MATHTECH, Inc., representative.

11:30 am - 11:45 am Board discussion with Panel #2

11:45 am to 1:00 pm Lunch; each Advisory Board member anchors a table and leads more intimate discussion with a small group of presenters, students, faculty, and staff

1:00 pm - 1:30 pm Reports from lunch discussions

1:30 pm - 2:00 pm Panel #3: "Programs and Policies That Are Promoting the Value of Diversity"

Suggested presenters include faculty, staff, and students who are implementing innovative programs that have shown evidence of positive racial outcomes. Examples include: -

1. Univ. Of Michigan's Program on Intergroup Relations, Conflict and Community (Dr. David Schoem and student facilitators);

2. ...

2:00 pm - 2:30 pm Board discussion with Panel #3

2:30 pm - 3:00 pm Advisory Board action statement(s) concerning value of diversity.

Board wrapup, including statement of December meeting topic on primary/secondary education and the importance of so-called pipeline programs to promote diversity in higher education.

3:00 pm - 3:30 pm Press availability

III. Details of Other Ideas

- We recommend asking other college/university presidents, beyond those participating, to provide supporting essays to the Advisory Board concerning the value of diversity in higher education. Most presidents, if not all, have already written such pieces. This will provide a sense of national support behind the presidents who are speaking.
- If possible, we recommend that invited guests (i.e., members of the Cabinet) sit in with the Advisory Board at each meeting to promote involvement in the Initiative. The logical guest for the November meeting is Secretary Riley. Having Secretary Riley in attendance will increase public and media attention on the event and make policy and other follow up opportunities more achievable.
- We recommend that the meeting be more interactive by having a working lunch with invited attendees. Our vision is that each Advisory Board member will anchor a table along with presenters, students, faculty, and staff and discuss concrete questions that we provide, such as “The Campus Environment: What are colleges doing right to foster an appropriate environment for positive cross-racial interactions? What could be improved?” After lunch, one participant from each table (or each Advisory Board member) would report back to the Board and the audience with a list of responses to each question. (This idea is modeled from a recent event in Fairfax County.)
- We want to call your attention to the fact that our current proposal has no panelist(s) for the demographic issue concerning the present state of diversity on college campuses. We felt that this information could be provided to the Board, press, and others in supporting materials, and could be covered at the Board meeting within the comments of those panelists speaking on the value of diversity in higher education.

SRP

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

MEMORANDUM

TO: Judith A. Winston
Initiative Staff

FROM: Scott R. Palmer
Allison King
Grace Garcia

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 4, 1997

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providing quality education to traditionally undeserved groups.

In order to realize these benefits of diversity, institutions must be committed to change. There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on campuses across America.

B. Secondary Message: "Continuing Discrimination and Civil Rights Enforcement"

While America has made great progress in race relations, racial discrimination still exists in various sectors of society, and it manifests itself in ways that are sometimes blatant but more often subtle and hard to detect. Enhanced enforcement of existing civil rights laws can help eliminate these continuing vestiges of discrimination. [We want to call to your attention to the fact that our current proposal has no panelists for this Secondary Agenda Item. Our vision is that this issue could be tackled at the beginning of the meeting with reference to a prior prepared report and some brief comments and discussion by the Board.]

II. Agenda (including suggested panels and presenters)

8:00 am Doors open

9:00 am - 9:45 am Reports from Chairman and Executive Director; Chairman recognizes invited guests (e.g., Secretary Riley).

Brief opening statements from Board members concerning recent activities (e.g., Hate Crimes Conference)

Board discussion of Secondary Agenda Item: "Continuing Discrimination and Civil Rights Enforcement;" Board recommends increased support for enforcement. [If a presenter is believed appropriate, John Goering has recommended John Yinger and/or Joe Feagin (U. of Florida).]

Chairman introduces Primary Agenda Item: "Value of Diversity in Higher Education."

9:45 am - 10:30 am Panel #1: "Perspectives on the Value of Diversity in Higher Education"

Suggested presenters include:

1. President(s) (Or Other Leaders) of "Predominantly White"
College/University: Options include, but are not limited to: William E. Kirwan (Maryland); Neil Rudenstine (Harvard), Nannerl Keohane (Duke),

Hunter Rawlings (Cornell), Ruth Simmons (Smith), Robert Berdahl (Berkeley), Lee Bollinger (Michigan), Eugene Garcia (Berkeley, Dean of Education).

2. President(s) of HBCU, HSI, Tribal, or Community College: Options include, but are not limited to: Fred Humphries (Florida A&M); Juliet Garcia (Texas, Brownsville); Audrey Forbes Manley (Spelman); Patrick Swygert (Howard); Walter Massey (Morehouse).

- Miriam Cruz, Margarita Benitez, and Sarita Brown are helping us identify HBCU/HSI perspectives, presenters, and programs.
- Laura Harris will help identify Tribal College perspectives, presenters, and programs.
- Representatives from the Asian American Studies Association, including Gary Okihiro will help us identify Asian American Studies' perspectives, presenters, and programs.

3. Business Leader(s): Options include, but are not limited to: ...

- Representatives from the Ford Foundation and Martin & Glantz, including Edgar Beckham and/or Gina Glantz, will help us identify appropriate business leaders.

4. Student Leader(s): Options include, but are not limited to: ...

- Representatives from the United States Student Association, including Erica Adelsheimer, will help us identify appropriate student leaders.

5. Authors Who Have Spoken Against Affirmative Action, But Support the Value of Diversity: Options include, but are not limited to: Jim Sleeper; ...

10:30 am - 11:00 am Board discussion with Panel #1

11:00 am - 11:30 am Panel #2: "Evidence On the Value of Diversity"

Suggested presenters include:

1. Presenter(s) On Existing Research Studies That Demonstrate the Value of Diversity and What Works: Options include, but are not limited to: Daryl Smith (Claremont/AAC&U); Edgar Beckham (Ford Foundation); Caryn Musil (AAC&U); Janet Schofield (focus on primary/secondary education); Sylvia Hurtado (Michigan); and Troy Duster (Berkeley).

2. Presenters On Future Research Agenda: Options include, but are not limited to: Mitchell Chang (Stanford/ U. Mass.); Maureen Murphy (OERI/MATHTECH, Inc.).

11:30 am - 11:45 am Board discussion with Panel #2

11:45 am to 1:00 pm Lunch; each Advisory Board member anchors a table and leads more intimate discussion with a small group of presenters, students, faculty, and staff from the Washington, D.C. region.

1:00 pm - 1:30 pm Reports from lunch discussions

1:30 pm - 2:00 pm Panel #3: “Programs and Policies That Are Promoting the Value of Diversity”

Suggested presenters include faculty, staff, and students who are implementing innovative programs that have shown evidence of positive racial outcomes. These “programs” should include, as much as possible, curricular programs, pedagogical innovations, extracurricular events, and campus-climate changes. Examples include, but are not limited to:

1. Univ. Of Michigan’s Program on Intergroup Relations, Conflict and Community (Dr. David Schoem and student facilitators);

2. Temple University’s American Cultures and Studies in Race requirement;

3. Univ. Of Maryland’s Curriculum Transformation Seminars

4. LeMoyne-Owen’s service learning and study of race and power;

5. Mt. St. Mary’s/UCLA’s STAR program.

2:00 pm - 2:30 pm Board discussion with Panel #3

2:30 pm - 3:00 pm Advisory Board action statement(s) concerning value of diversity.

Board wrapup, including statement of December meeting topic on primary/secondary education and the importance of so-called pipeline programs to promote diversity in higher education.

3:00 pm - 3:30 pm Press availability

III. Details of Other Ideas

- We recommend asking other college/university presidents, beyond those participating, to provide supporting essays to the Advisory Board concerning the value of diversity in higher education. Most presidents, if not all, have already written such pieces. This will provide a sense of national support behind the presidents who are speaking.
- If possible, we recommend that invited guests (i.e., members of the Cabinet) sit in with the Advisory Board at each meeting to promote involvement in the Initiative. The logical guest for the November meeting is Secretary Riley. Having Secretary Riley in attendance will increase public and media attention on the event and make policy and other follow up opportunities more achievable.
- We recommend that the meeting be more interactive by having a working lunch with invited attendees. Our vision is that each Advisory Board member will anchor a table along with presenters, students, faculty, and staff and discuss concrete questions that we provide, such as “The Campus Environment: What are colleges doing right to foster an appropriate environment for positive cross-racial interactions? What could be improved?” After lunch, one participant from each table (or each Advisory Board member) would report back to the Board and the audience with a list of responses to each question. (This idea is modeled from a recent event in Fairfax County.)
- We want to call your attention to the fact that our current proposal has no panelist(s) for the demographic issue concerning the present state of diversity on college campuses. We felt that this information could be provided to the Board, press, and others in supporting materials, and could be covered at the Board meeting within the comments of those panelists speaking on the value of diversity in higher education. [If you choose to have a presenter, options include, but are not limited to Deborah Carter (ACE); Gary Orfield (Harvard).

November 6, 1997

NOTE TO ELENA, MIKE, & TANYA

Attached is a revised version of the Race Initiative's staff memo on the Nov. 19 panel meeting (with a focus on diversity in higher ed). We should probably get some comments on this to them by the end of the day today. I may do some comments in draft form and shoot them around to folks to see if you share my reactions.

Julie Fernandez already has a copy of this.

Thanks.

-- Bill

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

MEMORANDUM

TO: Judith A. Winston
Initiative Staff

FROM: Scott R. Palmer
Allison King
Grace Garcia

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 4, 1997

The November 19 Advisory Board meeting will focus primarily on the value of diversity in higher education. The Board will also discuss the continuing vestiges of discrimination in various sectors. This memorandum expands on those two topics. It presents suggested messages that we intend will emerge from the Advisory Board meeting, a proposed agenda for the meeting, possible presenters, and other ideas for your consideration. We welcome comments from all staff, especially concerning possible presenters for the meeting. As you know, we are working under a very tight schedule. (A time line of preparation activities is attached for your consideration.) Judy has scheduled a meeting for Tuesday, November 4 at 3:30 p.m. to discuss this document. Please feel free to attend. Otherwise, please provide any comments or ideas to Scott as soon as possible.

I. Messages to Emerge From Advisory Board Meeting

A. Primary Message: "The Value of Diversity in Higher Education"

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century.

Minority participation in higher education has increased dramatically in the last several decades. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about how to live and work together, and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also help overcome racial disparities in society by

providing quality education to traditionally undeserved groups.

In order to realize these benefits of diversity, institutions must be committed to change. There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on campuses across America.

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SRP