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Collection/FOIA: 2013-0124-S

Diskette Title: Breakout Session Transcripts

Clinton Library Transfer Form

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Collection/Record Group	Clinton Presidential Records	Series/Staff Name	Shirley Sagawa	
Subgroup/Office of Origin	First Lady's Office	Subseries		
Folder Title	Teen Breakout and Reports and Tapes: Br	OA Number	24267	Box Number
Description of Item(s)	two micro audio tapes, Stored in AV regular storage on 12-3-2-3			

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Conference Breakout 4

3:07

Community Support for Parents + teens

- Introductions

E. Tauscher

Founded child care registry

Child Care Source book — her publishing

Mc

Community Counts — book

Gladesh

YMCA President

Gardner

PTA → teen in ymca Arts.

Brown

→ 10pt Coalition

Tauscher

10th Congressional District

3 teenagers from CA.

60% Women outside wk away from home

work + family → 2 most precious values

Input on:

- laws in Congress for community investment

McCloughin:

Community Based organization

urban - rural - suburban comm all poor
children all @ risk

All types of organizations (art, music) + all facility types.

Challenging activities done w/ students. Found organ thru students.

Youth gained mpt life skills thru this interaction
Compared to avg amer youth. → higher in all aspects
2x more likely to receive recognition for academic achievement.

Productive citizens 60 out of 64 are good adults.

1. engage in youth dev agenda (Jeff) (Canada)
2. encourage ^{organ} content
3. personal contact (smaller innovative experiences)
4. Listen + learn from youth.
5. commit adequate funding (espec. grass roots) organ.

Respect for youth @ organizations is a plus.

• "Herd" programming is negative
• Role models → their family was sometimes drop outs.

• Skills

→ Are these kids self starters?

- Unsure scientifically.
- Some yes, some are referred by teachers or cts.
- Def. Representative

Gladish: YMCA

(3)

Charitable places

Community Service — 2.4 mill Teenagers

* teen action agenda of YMCA —

Set goal: x2 teens we reach want to reach 1/5 by 2005

Stronger collaborating together.

* focused content. want kids to have places to go — "high on high touch" is central

* Personal Contact: prof staff → x3 15000 indiv now. Rise of grp of yg prof is great.

* bring yg people onto committee + boards even Nat'l position. to listen to yg people.

* Funding — — 1 educ. (mentor + tutor progs)
2. health + safety (gang + sub abuse)
3. leadership + svc history. (learned in svc. activities, stud govt, volunteers)

Exceptionally well received by all who deal w/ YMCA

Problems

1 Recruit prof staff
2. Recruit Volunteers } too much the same people participating.

* Rewards are a real obstacle b/c of pay

Ben Casey — Dallas YMCA

Gladish — #'s about staff

④

dependant upon Volunteers.

* teens have ↑ expectations of adults.

Taticher

Should we give tax credit to people for Volunteer activities?

Gardner — yg teen involved in YMCA programs in Tenn. many great accomplishments — ~~these~~ programs run for teens by teens.

Helpful b/c of how teens understand one another.

⑤ Rev. Brown

10 pt Coalition — cofounder

ministers, lay people who deal w/ youth violence

• His church is a barricade from all violence in the neighborhood. — this is a social prison

- develop rel. w/ yg people in bad neighborhoods.
- Mediating force w/ police, judges, politicals,

1. Churches bring deep commitment from faith to community bldg.
2. 6 wks to reach people. Kids wanted to know if they were going to continue (consistency)
3. Caring Respect coming as a result of engagement
- 4 Listening — you heard what person said
5. Learning — you still can learn + understand

⑤

Limits → need help understanding limits of behavior, aspirations are limitless.

Kent Amos — Urban Family Institute

Kids House — can we engage children and adults in a constructive place?

Many broken adults. as well

Urban Family ~~Inst.~~ Institute

81 kids he adopted → 70 some graduated
Lawsuits — good Samaritan laws for people doing positive things.

Diana Zuckerman

How can we chg. in fundamental ways.

Rev Brown

Drug Story

Dr McLaughlin

Dr. Gladish — ① Circle of caring peers & adults.
② Support yg men & women wking w/ children
· burn out
· lack of energy

@ Ms. Tauscher

· Universal preschool

· Wking family conflicts.

Breakout 4-The Village:

How can the community better support parents and teenagers?

JULIE ANDERSON: The topic of this breakout session is habits of the community, better support parents and teenagers. That is somewhat an obvious question and the answers to that question perhaps..... might be so obvious. I will be focusing on some of the organizations, how individuals within the community can support not only teenagers but parents in order to work in a positive way for the teenager. we should begin with by simply introducing our leaders and start with ourmoderator. Rep. Ellen Taucher from California and she truly cares about issues that are related to children. Congressman Taucher earned a degree in early childhood education at Seton Hall University in New Jersey in 1989. And at that point she founded The Child Care Registry. The first national research facility to help parents work on..... Background.....child care works. She also published her first book, the Child Care Source Book. It's to help working parents make..... decisions about their own child care need. Our discussion leaders include Dr. Milberry McLaughlin, a professor of education at Stanford University and wrote the book "Community Counts": how youth organization matters for youth development. Non school hours. Dr. Kenneth L. Gladish, the new chief executive officer of the YMCA of the United States will talk about his organizations.....a hundred. LaToya Gardner, a junior at Maple High School in Nashville Tennessee will highlight her involvement in the YMCA...being a positive.... Awareness program, art program and team leadership council. She also emphasize the arts.... the means.....the ...Rev. Jeffrey L. Brown.... The Ten Point Coalition in Boston..... will highlight the importance..... Each of our panelists will speak for 4 minutes and then will participate in a round table discussion for a total of 45 min. and then we gonna have a.....civilized.....

REP. ELLEN TAUCHER: I represent California tenth congressional district which is one of the most beautiful places in the world to live. Not only because I represent some of the smartest people in the planet but I actually have them here with me. Three of our students who.... Are Jason White.....Brandy Miller, and Sam They are people that came actually here last year when we were having the gun conference and very involved in our community. My..... are very..... to me because I think that they represent the leading edge of the kind of family that are living in the 21-century. My.... are some of the smartest people in the country that work in Silicon Valley and thein San Francisco and the two nationally..... in my district.the siblings and their families that are going to parent ...generation. And they were by in large raised after 1940, 1950, raised in the 60's and 70's. 60% of my voters are women who work outside the home. So it is a very highly educated district with people creating a new economy and doing everything you can possibly imagine. And havingincome..... it takes more than ever with the stresses of trying to parent your children and work. And they find themselves..... of the two most precious values..... Americans, working family but constantly straining to understand how to make it all work even though they tend to have better resources than theyhave. And this is the challenge that we have here today... we have a very impressive group of people that have worked in the fields and... for a very long time in many community based organizations. What we're looking here and what I hope to have input from you on is the kind of prescriptions that we can help pass laws in congress and help our resources in congress so we can make the kind of investments that our communities that gives parents the sense of piece of mind that their kids are actually getting the right start and that their

getting the kind of support in the community that they deserve. These are the kinds of things only you know these are things that best come out this..... many of you represent.....you know that the best ideas you have come from individual..... individual family groups. So I am interested in what you have to say. I'm so appreciative of that.....

DR. MILBERY McLAUGHLIN: "Community Counts" is based on about a dozen years of research done in communities and over 120 youth organizations around the country. The question we were asking were what is about these.....resources that..... of the community. they were urban... suburban communities but all were very poor, so they were all low income communities..... the youth themselves were also all poor and at risk in terms of multiple indicators so keep in mind when I share with you the quiet amazing accomplishments of these youth and the organizations. The organizations themselves were sort.....there are art organizations, sports organizations, computer groups, groups, leadership groups, community service groups..... Groups.....any kind of activity. They also were ...different types of organizations. Their were YMCA's, their Boy's and Girl's clubs, literacy groups in church basements, their were basketball teams tat functioned out of their coaches car.....they varied every way you can possibly think of. They all engaged youth in activities and by the youth's report they found challenging, stretched them, gave them skills and experience they never had before. They found the organizations not to be..... rather by communities and the youth that live their and having them take us to the organization that they found the most challenging, respectful and engaging. What did these young people accomplish up there? These are all positive outcomes and the young people in these organizations accomplish more than many than society would have expected from them and more than thy expected from themselves. In addition to the very high performances we saw in particular activities..... community service, the youth gained really important academic and life skills as well. This is what I like to stress most in this conference today, just an important kind of outcome that young people show in the organization. We used survey data to....these young people to quote unquote the average American youth.....What we can see looking at this in comparing the average American youth is that these teenagers from these neighborhoods I described to you achieved at higher academic levels and hold higher expectation for themselves than the average than the more advanced.... For example their two times more likely to report and receive recognition for good grades in their high schools than the average American youth. And this is in contrast to 60% of their peers in these neighborhood drop out of school. So these kids are staying in school and achieving. They demonstrate greater self-confidence and optimism about the future and this contrast to the attitude.....jail Participating youth go off to be productive citizen. We will follow 64 of these for more than ten years. These are people from depleted urban neighborhoods and of the 64, 60 of them are healthy adults, contributing citizens, and very..... prominent pathways as adults. These organizations enable the youths to..... (Well what does our research say about how or communities can help support youths and the organizations as resources to them. I suggest 5 things as for starters what communities can do to help the kids. One is to engage all youths in an organization, particularly schools in youth development agenda. This very much..... A second recommendation was encourage and support that focus on content, not...services. Youth were very clear of generic.....called third programming..... through generic activities with the kind of settings or activities they found challenging or wanted to be part of.....what was attracted to many of the teens especially from depleted settings that

someone knew their name.. their family..... someone knew what their hopes and dreams were. Our steps suggest that their communities support a variety of smaller innovated programs that our youth a menu of learning opportunities. We did some mind experiments to try to imagine some of the young people who..... sports team to migrate over to a basketball team. It just what they wouldn't have chosen. What was important was that it matched their sense of identity. A four recommendation again as you heard this morning.....and learn what they need. We can't know the reasons why kids need.....unless we ask them. Each of these organizations were we found these outcomes for you also come a clear authentic youth..... And finally I would urge communities to commit adequate funding to the organizations, particularly..... Why not make.....to these based organizations and...items, and local budgets. We would go to community to community..... So communities could survive through local budget.

QUESTION FROM THE AUDIENCE: Any of the activities.... better than others. As we took programs young people lead us to. So in terms of their own success they were all almost indistinguishable ,they were very high quality.....but the nose you have for what is high quality and what is not. You can have two programs that are identical model.....and they got skills that stretched them in positive ways. The kind of youth organizations in communities that were..... are teenagers.....

COMMENT FROM THE AUDIENCE:One was youth.....little by way of role model in terms of positive futures and good jobs, going to college. We found through further research that the majority of the young people in our organization have peers and kids who dropped out of high school. So we have little.....to connect to. The other piece of it is these young people were so full of help and so full of self-ethicacy and greatness about the future, that what they found in these organizations they connected in substitute deep ways to community.....

<QUESTION FROM THE AUDIENCE>We can answer that in a scientific way, we can answer that in a pessimistic way.....so were recruited by teacher some were recruited by..... So I think that they..... represented of the neighborhoods and the young people

KENNETH GLADISH: ...I'm going to talk about the YMCA in particular. I think I'd like reflect in what we're doing. The trends and interests of community based organizations, charitable institutions, regardless of the name or acronym that are applied to them so I here representing my professional role at the YMCA in a larger sense and all my collages who are working actively with kids and families all over the country. The YMCA is the largest community service organization in the country with about 18 million members, 1,000 corporations. About have of that are children in the age of 18. And we're now reaching in the YMCA, U.S. about 2.4 millions teenagers every year, some...less Dr. McLaughlin are the one you don't like. Probably your description of this people moving through programs and... like others in recent days especially are.....focused on the particular needs of contemporary generations. I'm going to use your matrix to describe what we are doing. This business that fought to be engaged in all youth service organizations in the youth development agenda. In the YMCA, USA we have an agenda called "the team action agenda". It's a consequence of key professional staff leader of major YMCA like Ben Casey from Dallas, who spoke to us earlier in the conference, who came together and said "You know with the extraordinary capacity outreach

and presence of the YMCA, like other service organizations. It can be Boy's and Girl's club it can be Boy Scouts, it can be church institutions. We doing a lot but we are not doing enough. We're not focusing the right way. What could we do in the team action agenda? Well first you got to set a goal to reach for. And as a national institution, we set a goal to double the number of teenagers that we are reaching over the next period of time. We're reaching I said 1 in 10 and our goal is to reach 1 in 5 teenagers about the year 2005. Which will reach about 4.8 teenagers through direct involvement and engagement in the YMCA programs. And many of these YMCA programs, down in collaboration and cooperation with other institutions and organizations in our communities. What were discovering like other youth serving agencies, whether it's school, or churches, YMCA's, Boy's and Girl's club's and the rest is that much stronger collaborating together building on our strength and connecting with each other and saying this is our turf alone and for us.can we have some special skills and talent to bring to the table. In our case 150 years of service and this regard second. In addition in having an agenda, the encouragement support of youth organizational activity, with focused content. This something we learned as well now we think this is important based on historical experience that kids simply have some places to go. YMCA's, youth clubs and the rest but what we discovered over the last half decade is that specific programs focused with specific content "high on high touch", which Dr. McLaughlin was talking about. High touch are absolutely essential to our treatment itself. I can go through a long laundry list of individual YMCA programs. It not the time our my intent to do that, but to then refer to some of his remarks and will tell you a little bit later for personal experience. We're really focusing our own research and efforts in this regard and in particular we're using, beginning to understand and use from mental research, like Dr. McLaughlin, but most especially the work that is coming out of the search institute in Minneapolis, Minnesota which in we have a very constructive and growing national partnership which focuses on the assets required of young people to develop appropriately 40 community assets. We don't claim by any means by the YMCA and we don't think any other institution should either can contribute all those 40 assets. Some of the material is available to theone of the workshops we're not participating in. Third problem is a business of personal content. Well in the last 20 years, the size of YMCA professional staff devoted to young people and families more than tripled from 5,000 persons to about 15,00 individuals. And we are seeing the rise of a new... of the young professionals in the work with the YMCA that are focused on youth team action agenda, in communities big and small throughout the country. And we are discovering for the first time in about a generation really the rise of a group of young professionals in our own professional length that are really focused on.... And interests being engaged in it across the range of sizes and types of communities. You can appreciate an organization our size and movement of a whole national agenda is a pretty difficult and significant task in terms of motivating and providing the rhetoric as well as the resources to accomplish it. Listening to youth learn what they need, our experience is exactly the same tell and talk a little about our own experience but increasing in local YMCA's we have been depending on two mechanisms to do this. One is we are bring young people on to committees of our local branches and boards to a number and to a degree that has not been...previously and this includes up to our national board and you some of you who work in the nationalization know how controversial....of used representation..... What we're discovering is exactly the truth, that if we're engaged in working alongside of, serving and being with young people, then they have to be present with us as we discussed those needs and circumstances and our own researches demonstrating that to be the case. In fact we have applied some interesting research

devices that the search institute has provide for us. And what we discovered is a direct connection between youth feeling their participating and helping to make policy as the young people on this table can testify to us and the success of those programs can really gaining access to those persons real needs. Finally that issue of committing funding. It our conviction that whether we are talking about public funding or.....funding, or funding that comes from our own.... and the YMCA is by balance and comparison a tremendously successful financial enterprise in America. We really have to examine our own manner of appropriating resources, both..... and independent and to the work in which we are engaged. We focusing on three fundamental goals on the... team action agenda. On education, such as tutoring and mentoring programs and vocational education and increasingly in collaboration with schools. Especially with kids that or at risk disadvantage during difficult academic circumstances. Secondly we are focusing on health and safety, not just alone although we have a lot to do with health fitness as you know historically, we are focusing on health and safety as well such as gang and substance abuse, presentation programs, shelters for homeless youth and alternative high schools across the country. There are a number of really outstanding examples of Y's running with public schools..... And finally we are focusing on leadership and service. For its whole 150 years history like the history of other youth serving church and community based organization. The experience kids have inside these organizations has been referred to by one scholar at the university of North Carolina that talks about it as miniature republics where do kids, where do any of us around this table learn about how to be citizens, how to be engaged in constructive positive groups. We learn it in community we don't learn it necessarily in formal education or even as a subject of government activity. We learn it in church groups and student government groups and service activities that the young man and women spoke to us this morning, our experience has been exactly that and I was sitting there thinking this morning if we did a study on the way in which young are active as a volunteers in the YMCA. The results would be quit breathtaking in terms of the number the scale and what that volunteer leadership and experience leads kids to do. By in myself a product al of my colleagues around this table I am certain are as well. So if you use _____ matrices engage youth service organizations in an agenda we are planning to do that over next half decade at the Y. As other institutions are. Encouraging and supporting youthful organizations to focus on contact personal contact among kids and others and adults listening to youth and committing funding we are trying to do those five things and our early experience in this has been exceptionally well received by our membership by our professional staff by our volunteer board of governors and by funders public and private in the communities that we serve it is an enormous privilege to be engaged in this type of work and in some way some of you can otherwise say well in your communities we are recovering our historical focus energy and initiative in the area of serving adolescents and high school students and it is the most thrilling work to be engaged in this decade.

ERIC HOLDER: You serve about ten thousand communities were do you get, I mean how do you attract the people to do the work? And what percent of the people that work for you are volunteers?

GLADISH: Well Eric this is a big issue for us and other service organizations around this table and in the building today. There are two major challenges recruiting professional staff in a very hot economical market for persons that want to devote their lives to service weather it's in fitness activities, youth group activity or the rest and we do not have the kinds of structures necessarily

that we need to support these demands for these growing program that's one issue that we are facing. So we are spending a lot of time on that question. Second we are recruiting volunteers in all kinds of roles weather its boards of trustees and governors or just people working in sports leagues fellowship programs youth out reach activities and I will tell you our experiences has been in most communities as yours as has to be the case as well frequently is too much of the same people. The young people here can tell you as we have heard the range of relationships they have been involved in I'm sure that they would like to gather another 10 or 50 or 100 bigger friends or fellow students around the work it's hard to do. It's habit forming but to get the people to engage first in the habit is a hard thing given first the demands that we also talked about with parents and families. It is almost I think in some communities in a crisis proportion. We have these extraordinary resources physical physicalities aims. The question is, is where do you get the volunteer to work and interact with professional staff, and that to sustain professional staff to recruit retain promote and reward and recognize them, this is hard work a sustained child _____ in recruiting outstanding new generations of teachers and frankly in the commercial economy in which we operate the rewards that we bring up in his very commercial focus economical environment which says that your real value is what you are paid. That is a real obstacle for organizations that are involved in fundamental human services

COMMENT FROM AUDIENCE: No stock options?!! <LAUGHER>

GLADISH: Not so far in the YMCA that was not part of my deal when I came 8 weeks ago.

COMMENT FROM THE AUDIENCE: Do you make use of young people to interact with younger people?

GLADISH: We do in our tutoring programs. We take our team. Part of the Y is teamwork. We take those team members and the usually tutor younger kids and it is a great two way sword because now they have responsibility and accountability to teach the young people and what we find is that they end up going back to their teachers and the high schools are saying hey my math is not good enough to teach this perpetrator can you help me and so they are actually catching up in their own studies in ordered to be tutored. So it is really a win, win situation. We have about 20 volunteers for every one professional about a half million volunteers in all levels about 15, 000 professionals and support staff. And you think about camping you think about recreation programs. Not just us but you think about Boy Scouts think about Girl Scouts think about Boy's and Girl's Club's. Not the organizations like churches which are _____ are the most effective and efficient users of public and private resources in any sector of the economy. That's one of the untold economical stories about the charital sector. Especially a sector that works with kids. We are absolutely dependent on volunteers and absolutely must be engaged with them in joint effort and that includes young people and we learn more and more about it. I'd say that this generation I have teenagers myself and I was taking notes here not just people that were expecting to have teenagers. This generation of teenagers has very high expectations of us and higher than I had as a teenager perhaps because of their media savvyness, their exposure to broader thing and circumstances and the world at large and that has an impact on all of us that works along side of kids

Comment

You know I think it is really good that you involve young people with younger people working together

COMMENT FROM THE AUDIENCE: I have a question with tax politics I have a difficult time we have 750,000 jobs in Silicon Valley. That we can't fill I got to jobs at my district office that I would love to have some dynamic dot-com person turn their back on stock options and come and work for us. Ah is there something about tax policy _____.... Should we be doing something to value their time? Should we be doing something to value their time should we be doing something to create an opportunity to look at the _____ capital ledger and say you know frankly we put up a check but we also want 30 hours from you.

Starting on Side B of Breakout Tape 4

LATOYA GARDNER: Good afternoon. Before I start I would just like to thank God for getting us here safety and for giving me the opportunity to speak with you today. Let me reintroduce myself, my name is Latoya Gardner and I am a junior who attends Maple Comprehensive High School in Nashville, Tennessee. After graduation, my goal is to attend the Air Force Academy and major in Aeronautical Engineering and then become one of the few African-American women in military combat to be a fighter pilot. In order to carryout my goal I know that I must work hard and keep a positive attitude and stay focused and close to my Lord and Savior. Out of all the activities I do two YMCA programs ran by teens for teens have helped me achieve the positive attitude and motivation that I need to reach my future goals and my daily goals. The first YMCA program is PTAP, and that stands for Positive Theory Awareness Production. PTAP shows teens how to turn negative situations into positive situations. We perform in gyms, churches, schools and other centers for other middle school and high school students. In PTAP we use acting, singing, dancing, rap and motivational speaking to show youth and parents the consequences of the abuse of drugs, alcohol, sex, racism and violence. PTAP makes a big impact on our audience and the performers within. I see that when the lights come up at the end of the show you see tears in people's eyes. We at PTAP feel that our programs teach young people...gets teens attention because many of the teens that we perform for don't relate to other programs that just lecture the message to them. PTAP has taught me that in order to help someone in their lives you yourself have to live your life right. Just being in PTAP changes its members dramatically starting with that person's grades. Not only grades but their self-esteem and then self-respect and self respect, excuse me, and respect for others. And you also begin to be a role model and learn how to be a leader and a follower. And speaking of which, the second program, Teen Leadership Council, TLC, is another YMCA group of teens who are resources to the community. As we started this project around our hometown we plan the project like planting trees across the city and then find other new volunteers. TLC also plans weekend retreats for teens where teens can be, can take educational sessions on topics from self-respect to teamwork. Through TLC I've learned how to communicate with other teens. Also, how to solve our conflicts with conflict resolution skills. I've also learned important lessons about how to be a responsible and respectful leader and a follower. These are lessons that every teen needs to know. I myself use them everyday whether I am sitting in my ROTC class or just hanging out with my friends. Each of these YMCA programs have taught me that I can do more than I ever thought I could before attending the meetings of each. I have learned how to make a difference

through theater arts and community service. I have learned through experience that I am truly blessed because one day one of my own peers came to me and asked me a question that children of all ages are asked everyday. He said "do you want to smoke with me?" He said that <INAUDIABLE> is something I ain't never seen before in my life. I had no problem turning the substance down. There was a long silence after I said no. He turned to me and said that "good, I wish I had never started." Through PTAP and TLC I learned the danger of the abuse of such things as drugs. But I also learned that it is not always as easy for everyone to say no to such temptations. Because of the confidence, love, support and knowledge that I have from my families and friends and my YMCA programs I can say no. But I have concern for those children who do know the difference. I thank God for people like my parents, David and Willa Gardner, my mother, and my Teen Director Rocket Glover who runs PTAP and other YMCA Teen Directors who give me so much of their time and patience. These persons goals are to help us as growing children finding out how we are resources. I know that without them I would not be a balanced young woman with a goal to attend the Air Force Academy and major in Aeronautical Engineering and then go on and become one of the few African-American fighter pilots in military conflict. Thank you. <APPLAUSE>

HOLDER: After you finish your career in the Air Force flying fighter planes you'll retire and you can fly huge 747s and make huge amounts of money. <LAUGHTER> That's a good plan. <LAUGHTER> You said, you talked about the programs run by teens, for teens. Do you think the programs would less effective if it were run by say a gray haired Deputy Attorney General <LAUGHTER>...teens, teens contribute to the success of the program?

GARDNER: I actually do have. As teens we do know a lot more of what teens really want to see and how they'll perceive it and how to deliver it to our own generation. I think that is why the program is such a success now.

HOLDER: One of the things the President always talks about is that we do a good job of telling our young people what to say 'no to,' give them a pretty...there. Is this, are these programs you're involved in kind of the other side that the President says which is what to say 'yes to?' <INAUDIABLE>.

GARDNER: Well to tell you the truth, we focus more on the negative things that you should turn down. Like most of the time you should try, as I said, turn down temptations so that you can stay focused on your goals, your future and your daily goals like I said.

HOLDER: You should be very proud.

GARDNER: Thank you. <APPLAUSE>

HOLDER: Let's see. Reverend Brown. I will betray to everybody here the fact that I am a big admirer of Rev. Brown and the Ten Point Coalition. They have done just wonders up in Boston and we at the Justice Department try to take the success there and spread it around the rest of the country. But I will be objective now and ask Rev. Brown to, uh, speak about the Ten Points Coalition and the effect that it has had on the community.

REVERAND BROWN: You said I have forty-five minutes Eric? <LAUGHTER>

HOLDER: You get a preacher in here and there you go.

BROWN: And a Baptist preacher at that. <INAUDIBLE> Um, I am Jeffery Brown. I pastor Union Baptist Church in Cambridge, Massachusetts. And I am one of the co-founders of what is called the Ten Points Coalition, ah, which is a group of ministers, lay people, churches, in and around the country in some places that come together and deal with issues around youth violence. Something that Geoffrey Canada said this morning struck me. When he said that their neighborhoods that we warn one another not to go into, to drive into, and there are hundreds, thousands of communities that are like that to many Americans. And I pastor and work in some of those communities and I never thought of myself as being a part of some crime reduction strategy for an urban community. I went to school in the area and I graduated and I had every intention to become pastor of big people's Baptist Church, you know, and wear a hat and a nice suit, and ride in a Lexus or Mercedes Benz. Everybody sort of looks and says "there's old reverend doctor." And for awhile that was my aspiration, watching the community literally go up in smoke. And watch young people die. It's a strange phenomenon to be a young pastor and to see people who are just a couple of years younger than myself. I was doing funerals and attending funerals for these young people. Uh, but like many of the churches I acted as though my place that I pastor was a barricade, a bunker from all that violence. In the same way that many people look at their homes. With that same image, not realizing that that kind of mentality entraps you in a kind of big kind of social... 'til one day there was a kid name Jesse McKee <PHONETIC>. He was coming home from school, a decade ago this January, to an after-school job. And, um, he met up with a group of kids who we later found out were members of the <INAUDIBLE> Kings, which was a gang in Boston. Um, they knew him, starting talking with him. They saw his brand new leather jacket. They asked him where he got it. They asked him for it. He wouldn't give it to them, so they killed him. And they killed the friend that was with him because he was a witness. They tell me that when they had stabbed him, he started to run down the street toward my church, and died about fifty yards from the door. And at the time the church was closed. And I took it as a sign that these kids were just a few years younger but the gulf between us was just so vast. So I decided to find out how to reach them. So I started to volunteer at the high school. It took me about a month to realize that the kids I wanted to help weren't going to school. They were in the parks and on the street corners. Somewhere around 1992 as I struggled to make these connections there was an incident that happened in the church in Boston where there was a funeral and a young man went in to pay his respects to the family because he was a family friend. But to the gang across the street he was a member of a rival gang, so they went in after him and chased him around the church and shot up the church. And, um, when the pastor came out to see what the commotion was they were stabbing him to death. That was a wakeup call for a lot of us in the faith community and a message was being sent. And that message was that if you don't come out of the four walls of our sanctuary, and begin to reach these young people where they are, they'll start coming to us with devastating consequences. And so there were a few of us that came together after that and there were many meetings of ministers. Everybody came together and you know when you get about 300 preachers together, everyone wants to teach. <LAUGHTER> You know give grandiose statements and writing. Be a part of a press conference but there were some of us who said we got to do something. So we started. And we started by walking out into the streets in Boston, in

at the time the most dangerous neighborhood in the Boston area, on a Friday night starting at ten o'clock at night. And we would go until three in the morning, sometimes until the early morning hours. And through that work we began to develop relationships with young people. And we started to realize that we had something there. From that relationship building we started to meet and talk with some of the line police officers along the street. They saw us. We saw them. They wanted to know why we were there. And we told them and then we realized that there was a place where we could begin to collaborate and talk. For us to be a mediating influence with the young people. And we started to build more relationships with the court system, probation officers who were also out there began to come out in the Boston area. And judges, and members of city government and community agencies and the private sector and that collaborative strategy resulted in a great reduction in the homicide rate. From a high of about 150 to about 90, from 1985 June, to 1988 January, February, no juvenile homicides. And I began to think about those lessons that we learned and I think that led to this particular group are the following points: I think the churches and for communities of faith we bring to the table of community building a sense of deep commitment that comes from our faith. We were there because we realized that there was a mission that was upon our lives to bring us there and that was appreciated by the young people. From that commitment came a consistency, uh, we started to reach young people about six weeks into what we were doing and what we found out later was that they wanted to know if we were going to keep coming out. Was this something that was just a flash in the pan as a result of some media hype or was celebrated incident in the Church or are you really going to do this? And when they saw that we were consistent every Friday and then twice a week, uh, then they realized they had partners there. And that kind of consistency we translated into being there. We realized that they were not looking for last Sunday's sermon or this Sunday, or the following Sunday sermon, but they wanted someone out there to be with them. To understand the world that they were in and to get us to realize that they weren't separate worlds. That it is all one world. And then a kind of caring respect, and I say caring respect, because there is a kind of respect that builds boundaries where you say "okay, you're there and I am here. You stay over there and I'll stay over here." But I am talking about the kind of caring respect that comes as a result of engagement. In which you begin to relate to young people on a much deeper level. You understand where they are coming from and they understand where you're coming from. You are there with them and you respect where they are coming from. There are three other lessons I learned. The three 'L's.' Everybody has their little thing and I got mine. Listening, learning and limits. A kind of listening in which you can respond that will let the other person know that you did indeed hear what they had to say. A realization that you are not too old, that you don't have too much gray hair, that you can't learn. That there are things going on out there that you can understand. And then finally limits. One of the things I have discovered by being out on the streets is that a lot of these young men and a lot of them are young men, were looking to someone to help them understand the limits. Limits of behavior. Limits of what they can do. And we would be able to tell them. There are some things you can do and some things you can't do. But in terms of your aspirations, they can be limitless. Every time I come to a conference like this somebody always asks a question about church and state. I heard a minister whose name is Joseph Bandini <PHONETIC> of Chicago. And he said that the church is separate from the state, but the church is not separate from society. And we need to understand a much deeper level how to work together in a collaborative cooperation so that we can begin to resurrect all.

COMMENT FROM THE AUDIENCE: You actually raise an interesting point, that is something we have wrestled with in the administration you know the separation of church and state. Let me ask you this, do you think you are still the exception to more than the rule? There are wonderful examples in Washington DC....is one....great outreach efforts....in what I think is nontraditional ways. Um, but what I mean more the exception than the rule are there still other resources in the faith community that we could tap into and that are not engaged in the same way you are? And how can we get them engaged?

BROWN: Yeah. I have done a lot of talking around the country as you know. And what I am finding now is that there are church communities faith-based organizations in just about every urban area. They are no large. And they don't always come from the large churches like Shiloh <PHONETIC> Baptist Church. They come from the smaller churches that draw their membership from the immediate community who are engaged in this kind of work. And, um, a lot of them separately, and what I do is try to come together and try and do it a unified effort. But I would say when I started maybe it was an exception but it is becoming more and more a rule. You have church communities that looking at community engagement as not just a part of their repertoire but an intimate part of their faith. And some of the issues like youth violence are coming from the shelf or the margins of the mission and are becoming more centralized.

HOLDER: We have a limited amount of time and I want to give everybody, or at least two more people a chance to speak. I would like to use my powers as co-moderator here to call on Kent Amos who the President recognized when he came and shook his hand and made mention of him in his opening remarks. Maybe Kent you could tell us briefly, Kent is a very shy person, and tell us a bit about what you are doing with the Urban Family Institute.

KENT AMOS: Thank you Eric. I, um, <INAUDIBLE> I got into this business with children so to speak in kind of a back way. Nineteen years ago now my son came home with three teenaged boys whom he had befriended at school. All of them had been in jail, none of them knew their father, and all of whom were on drugs. My wife and I had to make a decision similar to what America has to do and that is make a decision about the problems that face us and the reality. So what we decided to do was take them in. And we did and raised them as our own children. It kinda got out of hand because we said that any child can bring home an other child home at any time for any reason. <LAUGHTER> And they did and so we ended up adopting eighty-seven children over an eleven year period. We sent seventy-three to college, sixty-one graduated from college, eighteen got advanced degrees. The reason why I am here and am a part of the solution is because I am also the father of a seventeen year old son who was shot down while going to school in the morning. I am a father <INAUDIBLE> basketball on the playground was stabbed to death by a fourteen-year-old. I am the father of a son who went to Norfolk State who was shot to death in front of a Seven-Eleven and I had to bring him home in a body bag instead of his cap and gown. I am the father of a son who on his sixteenth birthday was hung by his neck by a drug dealer because he wouldn't sell drugs. I had to cut him down. I am the father of a son <INAUDIBLE> girlfriend's house...argument...bullet through the back of his head. I had to bury that boy after he had just graduated from college. I am the father of a son who took his own life at twenty-four years of age. For a man to see his son decide that the only thing he can do is take his own life is an awful thing for a father to go through. I served in the armed forces of the United States including time in Vietnam, so I understand....very personally.

When we support the children of our society in the nation's capital <INAUDIABLE> you have to do something different so I walked away from my vice presidency of a corporation, I worked for Xerox for a number of years. So what do you do? The answer for us is simple we have to begin to use the riches of that you have available to you, what we have. College educated, military officer, we have to attack it with that kind of vigor of scale. So we started something we call Kids House. Kids House is this concept that we talked about for a number of years can we engage children and adults in a constructive process, not just like you said good doctor, herd them someplace. So we raised two million dollars and designed a curriculum called the Kids House which allows for any set of adults working with and related to children, schools, playgrounds, public housing, etc., etc. Allows any set of adults working with any set of children spend two hours a day now, we're hoping for six hours but right now it is two, in a developmentally appropriate way working with the child for two hours a day never doing the same thing twice. So Kids House now is in 29 locations around the country. We span coast to coast and border to border. That got us involved in the lives of children in the context of their adult world. We realized and this is something we have to talk about is that there are many broken adults, if we talk about children issues here, this has been going on as well therefore we have many of these adults who now in fact have children and also have some responsibility to children who are in no better shape, in many instances worse shape, we have to focus on them equally as well. So we have the Urban Family University which is targeted in and around public housing. We work at eleven public housing sites in three cities. And from that work we end up finding that the fathers were not there, they were in prison. So now we work in five prisons and we now have three graduating classes of fathers in prison who now understand how to engage their children and are able to give them the tools necessary to work with their children. And lastly what we have discovered was that our children are still in schools that may not be engaging in the community. At three o'clock school close and they are public assets, public resources that are closing their doors to children in the community that surround them. So when charter schools became available to us we raised our hands and now we have in the city three schools. One from pre-K up through middle school. We are building a high school as we speak. I hope are higher up <INAUDIABLE> they are working on our high school even as we speak. We are also in September opening schools in St. Paul, New York and Philadelphia. We have schools later for 2001 on planned in New Orleans, Atlanta, and I forget. Twenty schools by 2001. So we'll be coast to coast from seven o'clock in the morning until eleven o'clock at night serving children, families, and communities wherever we go. All of this speaks from our notion of repeating ourselves. There is no rocket science here, it is about commitment, it is about consistency, it is about caring, it is about not fearing the neighborhoods. This brings me to the point I would like to make, I think the tax idea is a good idea. But there are a couple pieces of the <INAUDIABLE>. One of the things the Urban Family Institute, and I have got a hundred and some odd employees working for us. And we can handle the paperwork that you are asking us to now generate to make sure that we have gotten volunteers to show up and do it. The Y can do that real well I suspect. But the real bedrock of community is not the 501c3. See when I was a child Uncle Joe who set on the front steps of my apartment building engaged the children in our neighborhood and this is established, it is not 501c3s, they still exist, but one of the reasons why I would sit up here at the White House and suggest that certain neighborhoods don't have any capacity to disintegrate is because what you're saying is that they do not have the organized capacity. But those neighborhoods do in fact have the capacity <INAUDIABLE>. The question for us is how do we bring to them the same set of resources that the Y's also get, that a Kent

Amos also get and not ask them to compete with us, which they'll never do. They can't. They won't. But we let them serve our children. So one of the things that I think we have to look at from a policy standpoint is to also be able to work more adults some kind of financial aid with taxes and to also cover them. A reason many people don't volunteer is not because they are worried about money, its because they are worried that they are losing money because they are worried that someone will sue them because they did something. To me, a better policy or at least an equally important policy would be to somehow create some kind of shield, around the tort issues for people just doing good work. Now nothing protects you from criminality, I am not suggesting that, I mean if you do something criminal there are government statutes and we should enact them and we continue to do that. But the real issue about criminality is the tort issues of lawsuits and people fear time and time again of protecting themselves. And the last thing I will comment on, it was recognized that this is the holistic piece. There is no one single piece that can solve this problem. This is collective nationalism where we all come together and think about it intellectually and somewhat dispassionately. We have to organize ourselves in such a way that all these assets converge around a set of children, and a set of communities. If we do that, we can turn this thing around. I keep hearing this gray hair thing running around <LAUGHTER> I am in that category myself now. My mother turned eighty-six, eighty-seven this past weekend, reminded me that I am still her little helper. I am still her little boy and she will tell me what she wants to do when she wants to and I recognize that but the truth of the matter is that somewhere along the line we have to recognize this is a holistic thing. We must work together to solve this problem. That's what we're going to do.

HOLDER: We have just a little more time. I see lots of shaking heads and I want to give all of you the opportunity to say a couple of things if you like.

DIANA ZUCKERMAN: I am Diana Zuckerman, Director of the National Center of Policy Research for Women and Families. I am a psychologist by training. The work that I do in policy and I guess one of the issues that came up with both of our speakers...<END OF TAPE>

That there is something fundamentally wrong with the way the child was raised and that child's values and so on that could not be changed just by taking their environment in some of the ways you did and yet in Boston the crime went down significantly, so does that mean that somehow these kids weren't fundamentally damaged to begin with or does it really mean that if you just listen to them and set limits and learn from them that you can change their whole life in that way and I guess that is one of the issues because obviously we tried to do that and succeeded remarkably and to another extent there are so many of these children that have died because of being in the wrong place at the wrong time or for other reasons so of what extent can we change our communities in simple ways and to what extent do these bigger problems have to be dealt with in what sort of way.

Ah let me see, ah let me tell you this story: there was a gang in Ripley Park in Georgia. There was a group of kids dealing drugs in the park, and we were going to the park because I had to get them to stop dealing drugs. There was a guy that used to stand by the door, it was a chain link fence door, he was one of the hearts of the gang, the heart of the gang is the _____. He was always watching the door, never would sleep, he would watch the street and watch us. We would never speak to him because we never knew what was going to happen we had the same assumptions because he was who he was and he was too far gone and we were just kids. One day he moved from the door and grabbed one of us kids and they go off somewhere and start talking about five or ten minutes later they come back and we get my friend say see you later and run around the corner, and we said tell us what he said, because we knew this was cold blooded killing, Bob said you would never believe this me I've done some bad things, you kids look like you could help. He said out of all the bad things I have done in my life I seem to have lost my conscience, do you think you can help me get my conscience back. Every time I hear some one talk about kids that are unreachable, I think about that story. I think about that young man. Bob's first response was; just the fact that you came and talk to me proves that you have a conscience and I am quite sure that you have many stories of kids, who people think are too far gone. But um there not on the other hand there are some kids that are so out of control that the only way you can get their attention is if they are behind bars, let's be honest. I was in Chicago and a group came and talked to me and I said that one thing that they really have to stop and see is that every child can be saved no child no child, you know. Two weeks later they gave me a call, a guy named Bobo who just got out of jail and in the two weeks that he was out of jail 11 bodies were found. They said to me what can we do to send Bobo back to jail. I said send Bobo back to jail do what ever you can do to get him out of here. So in that balance I would say that the answer to that is much more complex. (question) How about kids that are not at risk in a conditional sense. With teenagers and with all the problems that necessarily entails. (someone new/ women) You pick up thing that Kent has said and that doctor _____ has said and do you think that they are ethical to them as well. I think that they are ethical to every teenager sitting around this table and that is such a good question and something that John Potter and I talked about. He worries that a lot of the emphasis is on under served communities where he sees _____ resources that every community needs. Because the institutional web of communities is really great in every community, and the _____ communities who do not have the parents who can _____. I would just like to comment on if I could we were doing work in Chicago and this is hard for me to hear but one _____ said that there were a group of kids that they called the crank. And he just felt that it was a hard wiring issue. (someone new/ man) What we do know is the presents of caring adults and as young people spoken to by caring peers. You guys have a

circle of friend and colleagues and you fellow students . the things make the key difference regardless of economic social or cultural racial geographic boundaries or circumstances. Caring adults or caring peers because I think it can get lonely for all of us where ever they are. The second thing we know and we talked about a little yesterday in the White House . We also need to think very carefully about how we support the young men and women that are working with boys and girls with teenagers and lessers. How we provide support for them and rewards renewal refreshment. This is very hard work think if you are active in church. Think about the youth worker, if you're a teacher or no teacher or have someone in your family that has a extraordinary physical emotional spiritual demands. If you are a youth worker in a YMCA program where some other community based organization. We don't do a very good job, quite apart from compensation problems. We do not do a very good job the of doing systematically about that. That is not really a government issue, that is an institutional question that those of us who have responsibilities and the issue of burnouts and lack of energy and the lack of attention reward and recognitions a big deal (new speaker comment). My name is Jack I represent _____ I just want to talk about really quik . The thing is is that it might be to late for yesterday but it is not too late for today or tomorrow. If we institute these program now we will not have these problems down the road _____ (new speaker) Well it is conversations like this that make me understand that I am very privalaged to be deputy attorney general and have a chance to at least engage with the people _____ (new speaker) Well the truth is that there are no silver _____. You can't give tax payers more _____ that do not pay taxes because they are at a lower income level. So how are you going to think that issue, what do you do to provide incentives to communities that have not had the kind of helping hand that to get out of the depression that hasn't reached everyone. How will you be sure that this will provide or medicated for urban communities and rural communities _____ that from my point of view at the _____ of the democratic house bill , that I am more convinced than ever that all of the efforts of people at this table and at this conference to change a very, very important work. We need universal preschool. We need to be investing in our youngest children and young families at risk and when it is the least expensive and when it is the most impact for our ____ dollars and we need to be making sure that all of your good efforts as _____ community and a _____ community is made even more powerful by the investment _____ making in our dream of _____ children. And we are making sure that the conflict _____ families, the kind of troubles they work their selves in with very young children _____ the kind of things that end up blowing up and go 14 years later with learning disabilities _____ that are on the track for prison and not jobs in the future, and is what we need to be doing the house of the senate is making sure that we are making the right kinds of investment and that of you that we are taking out the bonds. that we are supporting these kinds of collaboration between the big community in the private sector and the public sector and I thank you all on behalf of you all for being here. I think that you do a very, very tough job with not a lot of support and I hope you Know you can always call my office and _____. Thank you

Breakout 4-The Village:

How can the community better support parents and teenagers?

JULIE ANDERSON: The topic of this breakout session is habits of the community, better support parents and teenagers. That is somewhat an obvious question and the answers to that question perhaps..... might be so obvious. I will be focusing on some of the organizations, how individuals within the community can support not only teenagers but parents in order to work in a positive way for the teenager. we should begin with by simply introducing our leaders and start with ourmoderator. Rep. Ellen Taucher from California and she truly cares about issues that are related to children. Congressman Taucher earned a degree in early childhood education at Seton Hall University in New Jersey in 1989. And at that point she founded The Child Care Registry. The first national research facility to help parents work on..... Background.....child care works. She also published her first book, the Child Care Source Book. It's to help working parents make..... decisions about their own child care need. Our discussion leaders include Dr. Milberry McLaughlin, a professor of education at Stanford University and wrote the book "Community Counts": how youth organization matters for youth development. Non school hours. Dr. Kenneth L. Gladish, the new chief executive officer of the YMCA of the United States will talk about his organizations.....a hundred. LaToya Gardner, a junior at Maple High School in Nashville Tennessee will highlight her involvement in the YMCA...being a positive.... Awareness program, art program and team leadership council. She also emphasize the arts.... the means.....the ...Rev. Jeffrey L. Brown.... The Ten Point Coalition in Boston..... will highlight the importance..... Each of our panelists will speak for 4 minutes and then will participate in a round table discussion for a total of 45 min. and then we gonna have a.....civilized.....

REP. ELLEN TAUCHER: I represent California tenth congressional district which is one of the most beautiful places in the world to live. Not only because I represent some of the smartest people in the planet but I actually have them here with me. Three of our students who.... Are Jason White.....Brandy Miller, and Sam They are people that came actually here last year when we were having the gun conference and very involved in our community. My..... are very..... to me because I think that they represent the leading edge of the kind of family that are living in the 21-century. My.... are some of the smartest people in the country that work in Silicon Valley and the.....in San Francisco and the two nationally..... in my district.the siblings and their families that are going to parent ...generation. And they were by in large raised after 1940, 1950, raised in the 60's and 70's. 60% of my voters are women who work outside the home. So it is a very highly educated district with people creating a new economy and doing everything you can possibly imagine. And havingincome..... it takes more than ever with the stresses of trying to parent your children and work. And they find themselves..... of the two most precious values..... Americans, working family but constantly straining to understand how to make it all work even though they tend to have better resources than theyhave. And this is the challenge that we have here today... we have a very impressive group of people that have worked in the fields and... for a very long time in many community based organizations. What we're looking here and what I hope to have input from you on is the kind of prescriptions that we can help pass laws in congress and help our resources in congress so we can make the kind of investments that our communities that gives parents the sense of piece of mind that their kids are actually getting the right start and that their

getting the kind of support in the community that they deserve. These are the kinds of things only you know these are things that best come out this..... many of you represent.....you know that the best ideas you have come from individual..... individual family groups. So I am interested in what you have to say. I'm so appreciative of that.....

DR. MILBERY McLAUGHLIN: "Community Counts" is based on about a dozen years of research done in communities and over 120 youth organizations around the country. The question we were asking were what is about these.....resources that..... of the community. they were urban... suburban communities but all were very poor, so they were all low income communities..... the youth themselves were also all poor and at risk in terms of multiple indicators so keep in mind when I share with you the quiet amazing accomplishments of these youth and the organizations. The organizations themselves were sort.....there are art organizations, sports organizations, computer groups, groups, leadership groups, community service groups,.... Groups.....any kind of activity. They also were ...different types of organizations. Their were YMCA's, their Boy's and Girl's clubs, literacy groups in church basements, their were basketball teams tat functioned out of their coaches car.....they varied every way you can possibly think of. They all engaged youth in activities and by the youth's report they found challenging, stretched them, gave them skills and experience they never had before. They found the organizations not to be..... rather by communities and the youth that live their and having them take us to the organization that they found the most challenging, respectful and engaging. What did these young people accomplish up there? These are all positive outcomes and the young people in these organizations accomplish more than many than society would have expected from them and more than thy expected from themselves. In addition to the very high performances we saw in particular activities..... community service, the youth gained really important academic and life skills as well. This is what I like to stress most in this conference today, just an important kind of outcome that young people show in the organization. We used survey data to....these young people to quote unquote the average American youth.....What we can see looking at this in comparing the average American youth is that these teenagers from these neighborhoods I described to you achieved at higher academic levels and hold higher expectation for themselves than the average than the more advanced.... For example their two times more likely to report and receive recognition for good grades in their high schools than the average American youth. And this is in contrast to 60% of their peers in these neighborhood drop out of school. So these kids are staying in school and achieving. They demonstrate greater self-confidence and optimism about the future and this contrast to the attitude.....jail Participating youth go off to be productive citizen. We will follow 64 of these for more than ten years. These are people from depleted urban neighborhoods and of the 64, 60 of them are healthy adults, contributing citizens, and very..... prominent pathways as adults. These organizations enable the youths to..... (Well what does our research say about how or communities can help support youths and the organizations as resources to them. I suggest 5 things as for starters what communities can do to help the kids. One is to engage all youths in an organization, particularly schools in youth development agenda. This very much..... A second recommendation was encourage and support that focus on content, not...services. Youth were very clear of generic.....called third programming..... through generic activities with the kind of settings or activities they found challenging or wanted to be part of.....what was attracted to many of the teens especially from depleted settings that

someone knew their name.. their family..... someone knew what their hopes and dreams were. Our steps suggest that their communities support a variety of smaller innovated programs that our youth a menu of learning opportunities. We did some mind experiments to try to imagine some of the young people who..... sports team to migrate over to a basketball team. It just what they wouldn't have chosen. What was important was that it matched their sense of identity. A four recommendation again as you heard this morning.....and learn what they need. We can't know the reasons why kids need.....unless we ask them. Each of these organizations were we found these outcomes for you also come a clear authentic youth..... And finally I would urge communities to commit adequate funding to the organizations, particularly..... Why not make.....to these based organizations and...items, and local budgets. We would go to community to community..... So communities could survive through local budget.

QUESTION FROM THE AUDIENCE: Any of the activities.... better than others. As we took programs young people lead us to. So in terms of their own success they were all almost indistinguishable ,they were very high quality.....but the nose you have for what is high quality and what is not. You can have two programs that are identical model.....and they got skills that stretched them in positive ways. The kind of youth organizations in communities that were....., are teenagers.....

COMMENT FROM THE AUDIENCE:One was youth.....little by way of role model in terms of positive futures and good jobs, going to college. We found through further research that the majority of the young people in our organization have peers and kids who dropped out of high school. So we have little.....to connect to. The other piece of it is these young people were so full of help and so full of self-ethicacy and greatness about the future, that what they found in these organizations they connected in substitute deep ways to community.....

<QUESTION FROM THE AUDIENCE>We can answer that in a scientific way, we can answer that in a pessimistic way.....so were recruited by teacher some were recruited by..... So I think that they..... represented of the neighborhoods and the young people

KENNETH GLADISH: ...I'm going to talk about the YMCA in particular. I think I'd like reflect in what we're doing. The trends and interests of community based organizations, charitable institutions, regardless of the name or acronym that are applied to them so I here representing my professional role at the YMCA in a larger sense and all my collages who are working actively with kids and families all over the country. The YMCA is the largest community service organization in the country with about 18 million members, 1,000 corporations. About have of that are children in the age of 18. And we're now reaching in the YMCA, U.S. about 2.4 millions teenagers every year, some...less Dr. McLaughlin are the one you don't like. Probably your description of this people moving through programs and... like others in recent days especially are.....focused on the particular needs of contemporary generations. I'm going to use your matrix to describe what we are doing. This business that fought to be engaged in all youth service organizations in the youth development agenda. In the YMCA, USA we have an agenda called "the team action agenda". It's a consequence of key professional staff leader of major YMCA like Ben Casey from Dallas, who spoke to us earlier in the conference, who came together and said "You know with the extraordinary capacity outreach

and presence of the YMCA, like other service organizations. It can be Boy's and Girl's club it can be Boy Scouts, it can be church institutions. We doing a lot but we are not doing enough. We're not focusing the right way. What could we do in the team action agenda? Well first you got to set a goal to reach for. And as a national institution, we set a goal to double the number of teenagers that we are reaching over the next period of time. We're reaching I said 1 in 10 and our goal is to reach 1 in 5 teenagers about the year 2005. Which will reach about 4.8 teenagers through direct involvement and engagement in the YMCA programs. And many of these YMCA programs, down in collaboration and cooperation with other institutions and organizations in our communities. What were discovering like other youth serving agencies, whether it's school, or churches, YMCA's, Boy's and Girl's club's and the rest is that much stronger collaborating together building on our strength and connecting with each other and saying this is our turf alone and for us.can we have some special skills and talent to bring to the table. In our case 150 years of service and this regard second. In addition in having an agenda, the encouragement support of youth organizational activity, with focused content. This something we learned as well now we think this is important based on historical experience that kids simply have some places to go. YMCA's, youth clubs and the rest but what we discovered over the last half decade is that specific programs focused with specific content "high on high touch", which Dr. McLaughlin was talking about. High touch are absolutely essential to our treatment itself. I can go through a long laundry list of individual YMCA programs. It not the time our my intent to do that, but to then refer to some of his remarks and will tell you a little bit later for personal experience. We're really focusing our own research and efforts in this regard and in particular we're using, beginning to understand and use from mental research, like Dr. McLaughlin, but most especially the work that is coming out of the search institute in Minneapolis, Minnesota which in we have a very constructive and growing national partnership which focuses on the assets required of young people to develop appropriately 40 community assets. We don't claim by any means by the YMCA and we don't think any other institution should either can contribute all those 40 assets. Some of the material is available to theone of the workshops we're not participating in. Third problem is a business of personal content. Well in the last 20 years, the size of YMCA professional staff devoted to young people and families more than tripled from 5,000 persons to about 15,00 individuals. And we are seeing the rise of a new... of the young professionals in the work with the YMCA that are focused on youth team action agenda, in communities big and small throughout the country. And we are discovering for the first time in about a generation really the rise of a group of young professionals in our own professional length that are really focused on.... And interests being engaged in it across the range of sizes and types of communities. You can appreciate an organization our size and movement of a whole national agenda is a pretty difficult and significant task in terms of motivating and providing the rhetoric as well as the resources to accomplish it. Listening to youth learn what they need, our experience is exactly the same tell and talk a little about our own experience but increasing in local YMCA's we have been depending on two mechanisms to do this. One is we are bring young people on to committees of our local branches and boards to a number and to a degree that has not been...previously and this includes up to our national board and you some of you who work in the nationalization know how controversial....of used representation..... What we're discovering is exactly the truth, that if we're engaged in working alongside of, serving and being with young people, then they have to be present with us as we discussed those needs and circumstances and our own researches demonstrating that to be the case. In fact we have applied some interesting research

devices that the search institute has provide for us. And what we discovered is a direct connection between youth feeling their participating and helping to make policy as the young people on this table can testify to us and the success of those programs can really gaining access to those persons real needs. Finally that issue of committing funding. It our conviction that whether we are talking about public funding or.....funding, or funding that comes from our own.... and the YMCA is by balance and comparison a tremendously successful financial enterprise in America. We really have to examine our own manner of appropriating resources, both..... and independent and to the work in which we are engaged. We focusing on three fundamental goals on the... team action agenda. On education, such as tutoring and mentoring programs and vocational education and increasingly in collaboration with schools. Especially with kids that or at risk disadvantage during difficult academic circumstances. Secondly we are focusing on health and safety, not just alone although we have a lot to do with health fitness as you know historically, we are focusing on health and safety as well such as gang and substance abuse, presentation programs, shelters for homeless youth and alternative high schools across the country. There are a number of really outstanding examples of Y's running with public schools..... And finally we are focusing on leadership and service. For its whole 150 years history like the history of other youth serving church and community based organization. The experience kids have inside these organizations has been referred to by one scholar at the university of North Carolina that talks about it as miniature republics where do kids, where do any of us around this table learn about how to be citizens, how to be engaged in constructive positive groups. We learn it in community we don't learn it necessarily in formal education or even as a subject of government activity. We learn it in church groups and student government groups and service activities that the young man and women spoke to us this morning, our experience has been exactly that and I was sitting there thinking this morning if we did a study on the way in which young are active as a volunteers in the YMCA. The results would be quit breathtaking in terms of the number the scale and what that volunteer leadership and experience leads kids to do. By in myself a product al of my colleagues around this table I am certain are as well. So if you use _____ matrices engage youth service organizations in an agenda we are planning to do that over next half decade at the Y. As other institutions are. Encouraging and supporting youthful organizations to focus on contact personal contact among kids and others and adults listening to youth and committing funding we are trying to do those five things and our early experience in this has been exceptionally well received by our membership by our professional staff by our volunteer board of governors and by funders public and private in the communities that we serve it is an enormous privilege to be engaged in this type of work and in some way some of you can otherwise say well in your communities we are recovering our historical focus energy and initiative in the area of serving adolescents and high school students and it is the most thrilling work to be engaged in this decade.

ERIC HOLDER: You serve about ten thousand communities were do you get, I mean how do you attract the people to do the work? And what percent of the people that work for you are volunteers?

GLADISH: Well Eric this is a big issue for us and other service organizations around this table and in the building today. There are two major challenges recruiting professional staff in a very hot economical market for persons that want to devote their lives to service weather it's in fitness activities, youth group activity or the rest and we do not have the kinds of structures necessarily

that we need to support these demands for these growing program that's one issue that we are facing. So we are spending a lot of time on that question. Second we are recruiting volunteers in all kinds of roles weather its boards of trustees and governors or just people working in sports leagues fellowship programs youth out reach activities and I will tell you our experiences has been in most communities as yours as has to be the case as well frequently is too much of the same people. The young people here can tell you as we have heard the range of relationships they have been involved in I'm sure that they would like to gather another 10 or 50 or 100 bigger friends or fellow students around the work it's hard to do. It's habit forming but to get the people to engage first in the habit is a hard thing given first the demands that we also talked about with parents and families. It is almost I think in some communities in a crisis proportion. We have these extraordinary resources physical physicalities aims. The question is, is where do you get the volunteer to work and interact with professional staff, and that to sustain professional staff to recruit retain promote and reward and recognize them, this is hard work a sustained child _____ in recruiting outstanding new generations of teachers and frankly in the commercial economy in which we operate the rewards that we bring up in his very commercial focus economical environment which says that your real value is what you are paid. That is a real obstacle for organizations that are involved in fundamental human services

COMMENT FROM AUDIENCE: No stock options?!! <LAUGHER>

GLADISH: Not so far in the Y MCA that was not part of my deal when I came 8 weeks ago.

COMMENT FROM THE AUDIENCE: Do you make use of young people to interact with younger people?

GLADISH: We do in our tutoring programs. We take our team. Part of the Y is teamwork. We take those team members and the usually tutor younger kids and it is a great two way sword because now they have responsibility and accountability to teach the young people and what we find is that they end up going back to their teachers and the high schools are saying hey my math is not good enough to teach this perpetrator can you help me and so they are actually catching up in their own studies in ordered to be tutored. So it is really a win, win situation. We have about 20 volunteers for every one professional about a half million volunteers in all levels about 15, 000 professionals and support staff. And you think about camping you think about recreation programs. Not just us but you think about Boy Scouts think about Girl Scouts think about Boy's and Girl's Club's. Not the organizations like churches which are _____ are the most effective and efficient users of public and private resources in any sector of the economy. That's one of the untold economical stories about the charital sector. Especially a sector that works with kids. We are absolutely dependent on volunteers and absolutely must be engaged with them in joint effort and that includes young people and we learn more and more about it. I'd say that this generation I have teenagers myself and I was taking notes here not just people that were expecting to have teenagers. This generation of teenagers has very high expectations of us and higher than I had as a teenager perhaps because of their media savvyness, their exposure to broader thing and circumstances and the world at large and that has an impact on all of us that works along side of kids

Comment

You know I think it is really good that you involve young people with younger people working together

COMMENT FROM THE AUDIENCE: I have a question with tax politics I have a difficult time we have 750,000 jobs in Silicon Valley. That we can't fill I got to jobs at my district office that I would love to have some dynamic dotcom person turn their back on stock options and come and work for us. Ah is there something about tax policy _____.... Should we be doing something to value their time? Should we be doing something to value their time should we be doing something to create an opportunity to look at the _____ capital ledger and say you know frankly we put up a check but we also want 30 hours from you.

Starting on Side B of Breakout Tape 4

LATOYA GARDNER: Good afternoon. Before I start I would just like to thank God for getting us here safely and for giving me the opportunity to speak with you today. Let me reintroduce myself, my name is Latoya Gardner and I am a junior who attends MAPLE Comprehensive High School in Nashville, Tennessee. After graduation, my goal is to attend the Air Force Academy and major in Aeronautical Engineering and then become one of the few African-American women in military combat to be a fighter pilot. In order to carryout my goal I know that I must work hard and keep a positive attitude and stay focused and close to my Lord and Savior. Out of all the activities I do two YMCA programs ran by teens for teens have helped me achieve the positive attitude and motivation that I need to reach my future goals and my daily goals. The first YMCA program is PTAP, and that stands for Positive Theory Awareness Production. PTAP shows teens how to turn negative situations into positive situations. We perform in gyms, churches, schools and other centers for other middle school and high school students. In PTAP we use acting, singing, dancing, rap and motivational speaking to show youth and parents the consequences of the abuse of drugs, alcohol, sex, racism and violence. PTAP makes a big impact on our audience and the performers within. I see that when the lights come up at the end of the show you see tears in people's eyes. We at PTAP feel that our programs teach young people...gets teens attention because many of the teens that we perform for don't relate to other programs that just lecture the message to them. PTAP has taught me that in order to help someone in their lives you yourself have to live your life right. Just being in PTAP changes its members dramatically starting with that person's grades. Not only grades but their self-esteem and then self-respect and self respect, excuse me, and respect for others. And you also begin to be a role model and learn how to be a leader and a follower. And speaking of which, the second program, Teen Leadership Council, TLC, is another YMCA group of teens who are resources to the community. As we started this project around our hometown we plan the project like planting trees across the city and then find other new volunteers. TLC also plans weekend retreats for teens where teens can be, can take educational sessions on topics from self-respect to teamwork. Through TLC I've learned how to communicate with other teens. Also, how to solve our conflicts with conflict resolution skills. I've also learned important lessons about how to be a responsible and respectful leader and a follower. These are lessons that every teen needs to know. I myself use them everyday whether I am sitting in my ROTC class or just hanging out with my friends. Each of these YMCA programs have taught me that I can do more than I ever thought I could before attending the meetings of each. I have learned how to make a

difference through theater arts and community service. I have learned through experience that I am truly blessed because one day one of my own peers came to me and asked me a question that children of all ages are asked everyday. He said “do you want to smoke with me?” He said that <INAUDIABLE> is something I ain’t never seen before in my life. I had no problem turning the substance down. There was a long silence after I said no. He turned to me and said that “good, I wish I had never started.” Through PTAP and TLC I learned the danger of the abuse of such things as drugs. But I also learned that it is not always as easy for everyone to say no to such temptations. Because of the confidence, love, support and knowledge that I have from my families and friends and my YMCA programs I can say no. But I have concern for those children who do know the difference. I thank God for people like my parents, David and Willa Gardner, my mother, and my Teen Director Rocket Glover who runs PTAP and other YMCA Teen Directors who give me so much of their time and patience. These persons goals are to help us as growing children finding out how we are resources. I know that without them I would not be a balanced young woman with a goal to attend the Air Force Academy and major in Aeronautical Engineering and then go on and become one of the few African-American fighter pilots in military conflict. Thank you. <APPLAUSE>

HOLDER: After you finish your career in the Air Force flying fighter planes you’ll retire and you can fly huge 747s and make huge amounts of money <LAUGHTER> That’s a good plane. <LAUGHTER> You said, you talked about the programs run by teens, for teens. Do you think the programs would less effective if it were run by say a gray haired Deputy Attorney General <LAUGHTER>...teens, teens contribute to the success of the program?

GARDNER: I actually do have. As teens we do know a lot more of what teens really want to see and how they’ll perceive it and how to deliver it to our own generation. I think that is why the program is such a success now.

HOLDER: One of the things the President always talks about is that we do a good job of telling our young people what to say ‘no to,’ give them a pretty....there. Is this, are these programs you’re involved in kind of the other side that the President says which is what to say ‘yes to?’ <INAUDIABLE>.

GARDNER: We, to tell you the truth, we focus more on the negative things that you should turn down. Like most of the time you should try, as I said, turn down temptations so that you can stay focused on your goals, your future and your daily goals like I said.

HOLDER: You should be very proud.

GARDNER: Thank you. <APPLAUSE>

HOLDER: Let’s see. Reverend Brown. I will betray to everybody here the fact that I am a big admirer of Rev. Brown and the Ten Point Coalition. They have done just wonders up in Boston and we at the Justice Department try to take the success there and spread it around the rest of the country. But I will be objective now and ask Rev. Brown to, uh, speak about the Ten Points Coalition and the effect that it has had on the community.

REVERAND BROWN: You said I have forty-five minutes Eric? <LAUGHTER>

HOLDER: You get a preacher in here and there you go.

BROWN: And a Baptist preacher at that. <INAUDIBLE> Um, I am Jeffery Brown. I pastor Union Baptist Church in Cambridge, Massachusetts. And I am one of the co-founders of what is called the Ten Points Coalition, ah, which is a group of ministers, lay people, churches, in and around the country in some places that come together and deal with issues around youth violence. Something that Geoffrey Canada said this morning struck me. When he said that their neighborhoods that we warn one another not to go into, to drive into, and there are hundreds, thousands of communities that are like that to many Americans. And I pastor and work in some of those communities and I never thought of myself as being a part of some crime reduction strategy for an urban community. I went to school in the area and I graduated and I had every intention to become pastor of big people's Baptist Church, you know, and wear a hat and a nice suit, and ride in a Lexus or Mercedes Benz. Everybody sort of looks and says "there's old reverend doctor." And for awhile that was my aspiration, watching the community literally go up in smoke. And watch young people die. It's a strange phenomenon to be a young pastor and to see people who are just a couple of years younger than myself. I was doing funerals and attending funerals for these young people. Uh, but like many of the churches I acted as though my place that I pastor was a barricade, a bunker from all that violence. In the same way that many people look at their homes. With that same image, not realizing that that kind of mentality entraps you in a kind of big kind of social... 'til one day there was a kid name Jesse McKee (phonetic). He was coming home from school, a decade ago this January, to an after-school job. And, um, he met up with a group of kids who we later found out were members of the <INAUDIBLE> Kings, which was a gang in Boston. Um, they knew him, starting talking with him. They saw his brand new leather jacket. They asked him where he got it. They asked him for it. He wouldn't give it to them, so they killed him. And they killed the friend that was with him because he was a witness. They tell me that when they had stabbed him, he started to run down the street toward my church, and died about fifty yards from the door. And at the time the church was closed. And I took it as a sign that these kids were just a few years younger but the gulf between us was just so vast. So I decided to find out how to reach them. So I started to volunteer at the high school. It took me about a month to realize that the kids I wanted to help weren't going to school. They were in the parks and on the street corners. Somewhere around 1992 as I struggled to make these connections there was an incident that happened in the church in Boston where there was a funeral and a young man went in to pay his respects to the family because he was a family friend. But to the gang across the street he was a member of a rival gang, so they went in after him and chased him around the church and shot up the church. And, um, when the pastor came out to see what the commotion was they were stabbing him to death. That was a wakeup call for a lot of us in the faith community and a message was being sent. And that message was that if you don't come out of the four walls of our sanctuary, and begin to reach these young people where they are, they'll start coming to us with devastating consequences. And so there were a few of us that came together after that and there were many meetings of ministers. Everybody came together and you know when you get about 300 preachers together, everyone wants to teach. <LAUGHTER> You know give grandiose statements and writing. Be a part of a press conference but there were some of us who said we got to do something. So we started. And we started by walking out into the streets in Boston, in

at the time the most dangerous neighborhood in the Boston area, on a Friday night starting at ten o'clock at night. And we would go until three in the morning, sometimes until the early morning hours. And through that work we began to develop relationships with young people. And we started to realize that we had something there. From that relationship building we started to meet and talk with some of the line police officers along the street. They saw us. We saw them. They wanted to know why we were there. And we told them and then we realized that there was a place where we could begin to collaborate and talk. For us to be a mediating influence with the young people. And we started to build more relationships with the court system, probation officers who were also out there began to come out in the Boston area. And judges, and members of city government and community agencies and the private sector and that collaborative strategy resulted in a great reduction in the homicide rate. From a high of about 150 to about 90, from 1985 June, to 1988 January, February, no juvenile homicides. And I began to think about those lessons that we learned and I think that led to this particular group are the following points: I think the churches and for communities of faith we bring to the table of community building a sense of deep commitment that comes from our faith. We were there because we realized that there was a mission that was upon our lives to bring us there and that was appreciated by the young people. From that commitment came a consistency, uh, we started to reach young people about six weeks into what we were doing and what we found out later was that they wanted to know if we were going to keep coming out. Was this something that was just a flash in the pan as a result of some media hype or was celebrated incident in the Church or are you really going to do this? And when they saw that we were consistent every Friday and then twice a week, uh, then they realized they had partners there. And that kind of consistency we translated into being there. We realized that they were not looking for last Sunday's sermon or this Sunday, or the following Sunday sermon, but they wanted someone out there to be with them. To understand the world that they were in and to get us to realize that they weren't separate worlds. That it is all one world. And then a kind of caring respect, and I say caring respect, because there is a kind of respect that builds boundaries where you say "okay, you're there and I am here. You stay over there and I'll stay over here." But I am talking about the kind of caring respect that comes as a result of engagement. In which you begin to relate to young people on a much deeper level. You understand where they are coming from and they understand where you're coming from. you are there with them and you respect where they are coming from. There are three other lessons I learned. The three 'L's.' Everybody has their little thing and I got mine. Listening, learning and limits. A kind of listening in which you can respond that will let the other person know that you did indeed hear what they had to say. A realization that you are not too old, that you don't have too much gray hair, that you can't learn. That there are things going on out there that you can understand. And then finally limits. One of the things I have discovered by being out on the streets is that a lot of these young men and a lot of them are young men, were looking to someone to help them understand the limits. Limits of behavior. Limits of what they can do. And we would be able to tell them. There are some things you can do and some things you can't do. But in terms of your aspirations, they can be limitless. Every time I come to a conference like this somebody always asks a question about church and state. I heard a minister whose name is Joseph Bandini <PHONETIC> of Chicago. And he said that the church is separate from the state, but the church is not separate from society. And we need to understand a much deeper level how to work together in a collaborative cooperation so that we can begin to resurrect all.

COMMENT FROM THE AUDIENCE: You actually raise an interesting point, that is something we have wrestled with in the administration you know the separation of church and state. Let me ask you this, do you think you are still the exception to more than the rule? There are wonderful examples in Washington DC....is one....great outreach efforts....in what I think is nontraditional ways. Um, but what I mean more the exception than the rule are there still other resources in the faith community that we could tap into and that are not engaged in the same way you are? And how can we get them engaged?

BROWN: Yeah. I have done a lot of talking around the country as you know. And what I am finding now is that there are church communities faith-based organizations in just about every urban area. They are no large. And they don't always come from the large churches like Shiloh <PHONETIC> Baptist Church. They come from the smaller churches that draw their membership from the immediate community who are engaged in this kind of work. And, um, a lot of them separately, and what I do is try to come together and try and do it a unified effort. But I would say when I started maybe it was an exception but it is becoming more and more a rule. You have church communities that looking at community engagement as not just a part of their repertoire but an intimate part of their faith. And some of the issues like youth violence are coming from the shelf or the margins of the mission and are becoming more centralized.

HOLDER: We have a limited amount of time and I want to give everybody, or at least two more people a chance to speak. I would like to use my powers as co-moderator here to call on Kent Amos who the President recognized when he came and shook his hand and made mention of him in his opening remarks. Maybe Kent you could tell us briefly, Kent is a very shy person, and tell us a bit about what you are doing with the Urban Family Institute.

KENT AMOS: Thank you Eric. I, um, <INAUDIABLE> I got into this business with children so to speak in kind of a back way. Nineteen years ago now my son came home with three teenaged boys whom he had befriended at school. All of them had been in jail, none of them knew their father, and all of whom were on drugs. My wife and I had to make a decision similar to what America has to do and that is make a decision about the problems that face us and the reality. So what we decided to do was take them in. And we did and raised them as our own children. It kinda got out of hand because we said that any child can bring home an other child home at any time for any reason. <LAUGHTER> And they did and so we ended up adopting eighty-seven children over an eleven year period. We sent seventy-three to college, sixty-one graduated from college, eighteen got advanced degrees. The reason why I am here and am a part of the solution is because I am also the father of a seventeen year old son who was shot down while going to school in the morning. I am a father <INAUDIABLE> basketball on the playground was stabbed to death by a fourteen-year-old. I am the father of a son who went to Norfolk State who was shot to death in front of a Seven-Eleven and I had to bring him home in a body bag instead of his cap and gown. I am the father of a son who on his sixteenth birthday was hung by his neck by a drug dealer because he wouldn't sell drugs. I had to cut him down. I am the father of a son <INAUDIABLE> girlfriend's house...argument...bullet through the back of his head. I had to bury that boy after he had just graduated from college. I am the father of a son who took his own life at twenty-four years of age. For a man to see his son decide that the only thing he can do is take his own life is an awful thing for a father to go through. I served in the armed forces of the United States including time in Vietnam, so I understand....very personally.

When we support the children of our society in the nation's capital <INAUDIBLE> you have to do something different so I walked away from my vice presidency of a corporation, I worked for Xerox for a number of years. So what do you do? The answer for us is simple we have to begin to use the riches of that you have available to you, what we have. College educated, military officer, we have to attack it with that kind of vigor of scale. So we started something we call Kids House. Kids House is this concept that we talked about for a number of years can we engage children and adults in a constructive process, not just like you said good doctor, herd them someplace. So we raised two million dollars and designed a curriculum called the Kids House which allows for any set of adults working with and related to children, schools, playgrounds, public housing, etc., etc. Allows any set of adults working with any set of children spend two hours a day now, we're hoping for six hours but right now it is two, in a developmentally appropriate way working with the child for two hours a day never doing the same thing twice. So Kids House now is in 29 locations around the country. We span coast to coast and border to border. That got us involved in the lives of children in the context of their adult world. We realized and this is something we have to talk about is that there are many broken adults, if we talk about children issues here, this has been going on as well therefore we have many of these adults who now in fact have children and also have some responsibility to children who are in no better shape, in many instances worse shape, we have to focus on them equally as well. So we have the Urban Family University which is targeted in and around public housing. We work at eleven public housing sites in three cities. And from that work we end up finding that the fathers were not there, they were in prison. So now we work in five prisons and we now have three graduating classes of fathers in prison who now understand how to engage their children and are able to give them the tools necessary to work with their children. And lastly what we have discovered was that our children are still in schools that may not be engaging in the community. At three o'clock school close and they are public assets, public resources that are closing their doors to children in the community that surround them. So when charter schools became available to us we raised our hands and now we have in the city three schools. One from pre-K up through middle school. We are building a high school as we speak. I hope are higher up <INAUDIBLE> they are working on our high school even as we speak. We are also in September opening schools in St. Paul, New York and Philadelphia. We have schools later for 2001 on planned in New Orleans, Atlanta, and I forget. Twenty schools by 2001. So we'll be coast to coast from seven o'clock in the morning until eleven o'clock at night serving children, families, and communities wherever we go. All of this speaks from our notion of repeating ourselves. There is no rocket science here, it is about commitment, it is about consistency, it is about caring, it is about not fearing the neighborhoods. This brings me to the point I would like to make, I think the tax idea is a good idea. But there are a couple pieces of the <INAUDIBLE>. One of the things the Urban Family Institute, and I have got a hundred and some odd employees working for us. And we can handle the paperwork that you are asking us to now generate to make sure that we have gotten volunteers to show up and do it. The Y can do that real well I suspect. But the real bedrock of community is not the 501c3. See when I was a child Uncle Joe who set on the front steps of my apartment building engaged the children in our neighborhood and this is established, it is not 501c3s, they still exist, but one of the reasons why I would sit up here at the White House and suggest that certain neighborhoods don't have any capacity to disintegrate is because what you're saying is that they do not have the organized capacity. But those neighborhoods do in fact have the capacity <INAUDIBLE>. The question for us is how do we bring to them the same set of resources that the Y's also get, that a Kent

Amos also get and not ask them to compete with us, which they'll never do. They can't. They won't. But we let them serve our children. So one of the things that I think we have to look at from a policy standpoint is to also be able to work more adults some kind of financial aid with taxes and to also cover them. A reason many people don't volunteer is not because they are worried about money, it's because they are worried that they are losing money because they are worried that someone will sue them because they did something. To me, a better policy or at least an equally important policy would be to somehow create some kind of shield, around the tort issues for people just doing good work. Now nothing protects you from criminality, I am not suggesting that, I mean if you do something criminal there are government statutes and we should enact them and we continue to do that. But the real issue about criminality is the tort issues of lawsuits and people fear time and time again of protecting themselves. And the last thing I will comment on, it was recognized that this is the holistic piece. There is no one single piece that can solve this problem. This is collective nationalism where we all come together and think about it intellectually and somewhat dispassionately. We have to organize ourselves in such a way that all these assets converge around a set of children, and a set of communities. If we do that, we can turn this thing around. I keep hearing this gray hair thing running around <LAUGHTER> I am in that category myself now. My mother turned eighty-six, eighty-seven this past weekend, reminded me that I am still her little helper. I am still her little boy and she will tell me what she wants to do when she wants to and I recognize that but the truth of the matter is that somewhere along the line we have to recognize this is a holistic thing. We must work together to solve this problem. That's what we're going to do.

HOLDER: We have just a little more time. I see lots of shaking heads and I want to give all of you the opportunity to say a couple of things if you like.

DIANA ZUCKERMAN: I am Diana Zukerman, Director of the National Center of Policy Research for Women and Families. I am a psychologist by training. The work that I do in policy and I guess one of the issues that came up with both of our speakers...<END OF TAPE>