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President's Initiative on Race: Promising Practices - Examples [2]

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USA TODAY, October 28, 1997

PROM BIRTH: A New Jersey woman accused of killing her newborn after giving birth during her high school prom pleaded innocent to murder. Melissa Drexler, 19, of Forked River remains free on \$ 50,000 bond pending trial Jan. 20. Authorities say Drexler, who hid her pregnancy, secretly gave birth June 6 in a bathroom stall of an Aberdeen catering hall where the Lacey Township High School prom was being held. If convicted of murder, Drexler would be sentenced to a mandatory minimum of 30 years in prison without parole. Drexler has graduated and is living with her parents, her lawyers said.

GUILTY PLEA: Los Angeles city Councilman Mike Hernandez pleaded guilty to one charge of cocaine possession and was fined \$ 200. Hernandez, 44, was ordered to attend a 36-month drug rehabilitation program that will enable him to keep his council seat and later have the drug case erased from his record. Mayor Richard Riordan said Hernandez should resign, but Hernandez, a leading advocate for Los Angeles' huge Spanish-speaking population, said he won't quit. Hernandez, a two-term councilman, was arrested in August after undercover police observed him buying cocaine from two sources and snorting it in his truck before a public meeting. Police said they found traces of cocaine during a search of his office.

FLIGHT SAFETY: Federal Aviation Administration chief Jane Garvey is expected to announce three air-safety initiatives today. They are requiring airlines to share data recorder information in an effort to spot dangerous trends; step up engine inspections; and cut down on the number of times that planes cross paths on and around airport runways. All of the programs are aimed at fostering cooperation between the FAA and the aviation industry, FAA officials say. -- Robert Davis

ALSO MONDAY . . .

-- TEEN MOM GETS CUSTODY: Shanta Clark, 17, who kept her newborn in a closet for two weeks while she went off to her Central Islip, N.Y., school, was given custody of the boy provided they move into a home for young mothers.

-- IMMIGRANTS DROWN: Border Patrol agents in Texas continued to search for as many as four more drowning victims after a group of immigrants tried to wade across the Rio Grande during the weekend. Four bodies have been recovered from the river near Eagle Pass.

Reno: Cops in lead of race healing

Attorney General Janet Reno told the largest international organization of police chiefs that police departments were at the vanguard of racial healing in the USA.

"Nobody can contribute more than a good, sensitive, fair and firm police officer," Reno told members of the International Association of Chiefs of Police in Orlando. Reno received a standing ovation from the chiefs when she repeated her pledge to follow the letter of the law in investigating White House campaign fund-raising.

USA TODAY, October 28, 1997

About 16,000 officials were expected at the six-day conference. Ninety countries are represented, but most attendees are from the United States and Canada.

GRAPHIC: PHOTO, B/W, Bob Olender, AP; PHOTO, B/W, AP; PHOTO, B/W, By Peter Cosgrove, AP

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USA TODAY

October 28, 1997, Tuesday, FINAL EDITION

SECTION: NEWS; Pg. 3A

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HEADLINE: Judge boots separatist from own trial in Texas

BYLINE: John Bacon; Robert Davis; with staff and wire reports

BODY:

Separatist Richard McLaren remained defiant as he went on trial Monday in Alpine, Texas, for engaging authorities in an armed standoff last spring at his Republic of Texas compound in west Texas.

McLaren, 43, refused to participate in his own defense and bombarded the judge with objections. He was ordered out of the room after repeatedly protesting that the court had no jurisdiction over him or co-defendant Robert "White Eagle" Otto. McLaren, who could face up to 99 years in prison, said he considers his imprisonment "kidnapping."

He and his small band of followers say that Texas was illegally annexed into the United States in 1845 and that the federal and state governments are illegal entities. The standoff began April 27 after police say McLaren retaliated for the arrest of a separatist by taking nearby residents hostage. One separatist who fled before the standoff peacefully ended May 3 was killed in a shootout with police two days later. Three other people are awaiting trial.

A CITY MOURNS: Two Philadelphia firefighters called to a house because of fallen electrical wires died after entering a smoky basement. Terry McElveen, 43, and rookie James Hynz, 27, died of smoke inhalation, officials said. The men were wearing oxygen backpacks but were found with their masks off. Other firefighters quickly doused the blaze, and no other injuries were reported. "Something went terribly wrong here," Fire Commissioner Harold Hairston said. "We just don't know what."

CARTEL LAWYERS ACQUITTED: In a major defeat for prosecutors, a Miami jury did not convict two lawyers for Colombia's Cali cocaine cartel on charges they crossed the line and took part in the drug trade. Jurors acquitted the lawyers on the most serious charge of racketeering and deadlocked on all four other drug-related charges. Michael Abbell, a former Justice Department extradition expert, and William Moran had been charged with funneling hush money to defendants, relaying threats from cartel chiefs and preparing false affidavits. Prosecutors would not say whether a retrial will be sought on the deadlocked charges.

MIKE VEON, CHAIRMAN
DEMOCRATIC POLICY COMMITTEE



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

October 29, 1997

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The Honorable Bill Clinton
President of the United States
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Clinton:

I applaud your vision and courage in leading our nation in a much needed and long overdue dialogue on race and race relations. I believe that racial tension and the resulting discrimination remains this country's single, biggest, unresolved societal problem. I accept your challenge to the nation to begin a sincere, honest, focused dialogue on race relations to educate Americans about the facts surrounding race, to confront and work through these issues and to find and develop solutions that will help bridge racial divides.

In response to this challenge, I have sponsored a resolution in the Pennsylvania House of Representatives urging the Governor to establish a commission on race relations to examine the current state of race relations in Pennsylvania and to review the laws and policies that could help promote racial harmony. The resolution will encourage every county, city and municipality throughout the Commonwealth to answer the President's call to enlist individuals, communities, businesses and government at all levels in an effort to understand our differences while appreciating the values that unite us and to report those efforts back to the President, the Governor and the Legislature. I am pleased to say that this resolution (HR 234) is supported by the PA Legislative Black Caucus, The PA Urban League and the President of the state NAACP. The passage of such a resolution could put Pennsylvania at the forefront of the national dialogue on race relations.

Passage of this resolution would be an important first step for Pennsylvania and I will continue to work for its adoption. But just as important is the beginning of a dialogue among citizens in communities and neighborhoods. That is why I have begun "study circles" in my hometown fashioned after the model presently working in Lima, Ohio, which you spoke of in your race relations initiative announcement in San Diego earlier this year.



recycled paper

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My hometown of Beaver Falls, Pennsylvania -- once a bustling steel town and the birthplace of Joe Namath -- is struggling like many communities which experienced downturns not only with its changing economy but also with its social, cultural and racial identity. We began our study circles race initiative just this month. We have named it the Beaver race initiative development group effort, (BRIDGE). We hope that our bridge to the 21st century will result in a compliment to your vision of one America and bring us closer together in our quest for unification and reconciliation. As your advisory board continues to reach out with town meetings *I hope it will consider Beaver Falls, Pa, as a site for the continuing dialogue* which we all feel is so vital to the realization of the dream of one America. Thank you for your vision and courage.

Respectfully,

A handwritten signature in black ink, appearing to read "Mike", followed by a long horizontal flourish.

Mike Veon
State Representative
14th District

MV/zp

Rep. Mike Veem

412-847-1352



224 Seventh Avenue

Beaver Falls, PA 15010

November 20, 1997

Todd A. Allen
Asst. Professor of Speech
Geneva College
3200 College Avenue
Beaver Falls, PA 15010

Dear Todd:

I would like to take this opportunity to personally thank those of you who had the opportunity to come to the initial organizing meeting on race relations. I learned a lot at that meeting about how others are affected by race and racism through some of the very revealing and poignant dialogue and discussion. I believe also that this is a good first step in bridging the racial divide in our community by developing such and effort. Some of you have expressed an interest in our initiative but couldn't make the initial meeting so I've enclosed a brief description of the proposed race relations program.

For those of you who did make the meeting I hope by now you have had a chance to review some of the material we provided for you and have perhaps given some thoughts about plans to coordinate a large scale community-wide "study circle" dialogue program on race relations. At this point I would like to bring this group back together to participate in all of the sessions described in the booklet "Can We All Get Along" that is in your packets which were distributed at the meeting. As we discussed this could be a model for our continuing community-wide dialogue involving as many as 500 or more people from all walks of life.

I would like the group to get back together on Wednesday December 3, 1997 at Geneva College in the Alexander Dining Hall at 5:15 p.m. for a press conference and then begin the program at 6 p. m. to continue our efforts. Please think about others who you believe might be interested in participating in the initiative. As you may be aware President Clinton will be conducting his first town meeting on his initiative on race in Akron, Ohio that same night. We are hoping to coordinate our efforts in Beaver Falls to coincide with the President's meeting in Ohio.

Beaver Race Initiative Development Group Effort



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In order for us to finalize our plans we need to get a sense of who will be present. Please call my office by December 1, 1997 to confirm your attendance. If you have questions or suggestions or simply want to know more about the "study circles", please feel free to contact my office .

Sincerely,

Mike Veon
State Representative
14th District

MV/zp

MIKE VEON, CHAIRMAN
DEMOCRATIC POLICY COMMITTEE



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
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Oct. 10, 1997

Thomas J. Ridge, Governor
Commonwealth of PA
Room 225 Main Capitol
Harrisburg, PA 17120

Dear Governor Ridge:

As you are aware, President Clinton has begun a nationwide initiative on race relations. He is calling on all Americans to participate in a year-long dialogue on race in every community in the country. The goal of this dialogue is to confront and work through the issues surrounding race, and to recruit and encourage leadership on all levels to help breach racial divides. The President has established an advisory panel to help educate Americans about the facts surrounding race, to find, develop and recommend how to implement concrete solutions to our problems. These solutions will involve people in government, business and community groups as well as individual citizens. The advisory panel is charged with helping all of us to better understand our differences while appreciating the values that unite us.

I and Rep. Harold James have introduced a resolution that calls on you, as Governor of the Commonwealth, to establish a commission on race relations in Pennsylvania. I am pleased to say that the resolution has thus far received bi-partisan support from members throughout different regions of the state who represent constituencies which are varied and rich in diversity. The resolution (HR 234) is also supported by the Pa Legislative Black Caucus, the PA urban League and the President of the state NAACP.

You stated in your address before the NAACP in Pittsburgh earlier this year that Pennsylvania has a plan to heal, to bring us together and to leave behind racial injustice in favor of racial harmony. Many believe as I do that this resolution can compliment such an initiative, that it can, in fact, serve as a clear vehicle for pro-actively bringing about the racial harmony you spoke of. We believe that your support as this state's governor would send a message that Pennsylvania is at the forefront of the national dialogue on race relations and will encourage every county, city, municipality and individual citizen to take part in the effort toward building bridges across racial divides.

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This is an important issue for the future of our Commonwealth and our nation. I hope you agree with me that it deserves your immediate attention. With a governor's commission and with a focused, energized and enthusiastic effort we could push this Commonwealth into the 21st century as a society woven together with the common threads of racial reconciliation and unification. I ask that you, as the state's chief executive, support the immediate passage of HR 234, so that we can begin a statewide effort to reach common ground for the common good of all of Pennsylvania's citizens.

Respectfully,

A handwritten signature in black ink that reads "Mike" followed by a stylized flourish.

Mike Veon
State Representative

HOUSE OF REPRESENTATIVES
HOUSE PO BOX 202020
HARRISBURG, PA 17120

CONTACT: Tracy Yates (717) 772-2006

MEDIA ADVISORY

BEAVER FALLS, Nov. 26 -- As part of an ongoing effort to deal with the issue of race relations, Rep. Mike Veon, D-14th, will inaugurate a series of community discussions on race with a **press conference at 5:15 p.m. on December 3 in the Alexander Dining Hall of Geneva College in Beaver Falls.**

All members of the press are welcome.

Following the press conference, participants will break into small groups called "study circles", where they will be led by facilitators in a frank discussion of race relations in their community. These discussions will be conducted over a period of weeks. This program is modeled after a similar program being conducted by the Pittsburgh Y.W.C.A. and by other groups around the country. The kickoff coincides with President Clinton's first town meeting on race in Akron, Ohio, which is scheduled for the same evening.

"While racially charged incidents receive a lot of media attention from time to time, the fact is that most people, especially white people, don't really think there is a problem. Meanwhile, members of the minority community tell a different story. There is a disconnect in our communities," Veon said, adding, "I believe that the intolerance experienced by minorities in our society is born of a lack of understanding, and the only way to solve this problem is through a frank and honest discussion."

Veon is calling his race relations project "BRIDGE", which stands for Beaver Race Initiative Development Group Effort. He has enlisted the help of about a dozen people in the community to coordinate the effort. Geneva College was chosen as the site for the meetings because of its long history as a leader in advancing race relations.

In an effort to foster this kind of discussion on a statewide basis, Veon introduced a House resolution (HR 234) in September which would require the governor to establish a Commission on Race Relations to spark dialogue throughout the state. The commission would be charged with educating Pennsylvanians about the facts surrounding the issue of race, and with promoting a constructive dialogue to confront and work through the difficult and controversial issues surrounding race. The resolution is a response to President Clinton's call for a national conversation on race.

"This call for a national conversation on race and ethnicity is unprecedented in our history, and I think this commonwealth should fully participate in this pursuit of racial harmony," Veon said. "Like the president, I believe that no matter what strides we've made on the race issue to date, this country has a lot of work to do yet before we can truly claim to be "One America," he added.

CORPORATION
FOR NATIONAL
★ SERVICE

12/3/97

December 2, 1997

President William J. Clinton
The White House
Washington, DC

Dear Mr. President,

As you head for Akron, I'd like to offer a few thoughts. I know the Initiative on Race is close to your heart (as the cause has been to mine, for many years). You are the first President since LBJ who is able and willing to lead and to move the country forward on this issue. Even when people disagree with you, they sense that for you this is about something much larger than politics. So you have an historic opportunity.

You are profoundly right in trying to lift the sights of the nation to the goal of one America. As the Good Book tells us, in the beginning is the Word, and you launched the initiative with very good words: "Building one America is our most important mission. Money can not buy it. Power can not compel it. Technology can not create it. It can only come from the human spirit." The challenge now is to turn those words into flesh—into effective action.

In last weekend's radio address launching our reauthorization, you spoke words that seem to me especially pertinent for your town hall meeting on Race and Youth.

"Now we must create more opportunities for people to serve all year long and, through service, to reach out to one another across the lines that divide us."

Steve Waldman makes this same point in the attached column in the current issue of *U.S. News and World Report*: Toiling together will do as much for race relations as talking together.

As an old Civil Rights hand, who respects dialogue (and like you tries to practice it as a way of life), I would put it more strongly: working together across the racial lines that divide us, through sustained citizen service for goals that go beyond race, will do more for race relations than talking together.

As Waldman argues, critics who recommend that the dialogue be accompanied by action mean acts such as appointing more minorities or promoting affirmative action – or they mean more money or new laws. Yet, those are some of the very issues that most divide us. Indeed, I would argue that they are now peripheral issues, and not the way to make a breakthrough.

Peter
see
p 2
Young
Heroes
promising
practical
from



The breakthrough can come by connecting Americans in nation-wide citizen service, organized to bring people of all backgrounds together, focused on the fundamental needs of children and youth. Turning the tide for millions of young people is the right goal for action to achieve one America. This focus on fulfilling the promise of America for all of America's children is right tactically, strategically, and morally. It is the way to tap the human spirit on the issue that can unite us more than any other: the needs of our children. That's why the Five Fundamental Goals of the Philadelphia Summit are so important, and why the opportunity to rally millions around those goals must not be lost.

It is also the reason that national service, organized to bring people together in teamwork, like the AmeriCorps members in CityYear, is so important. We now have accumulating evidence that people working together is the key to changing attitudes about race. Research shows that national service can significantly help bridge the gap between people of different races. The process of working together in national service helps people to get beyond their stereotypes of different racial groups and to focus on individual character. At the same time, the national service experience helps participants have a greater respect for the realities and challenges that people unlike themselves face. (I am enclosing the executive summary of our study, as well as a Report on supporting diversity in AmeriCorps.)

There are many examples of the potential of citizen service -- people working together in service and through volunteer efforts. Here are just a few examples:

- The AmeriCorps CityYear program that Steve Waldman writes about, and many other Americorps national service project around the country;
- Also, the new CityYear effort called the Young Heroes program in which City Year brings together students in middle schools from the city and the suburbs, black and white, to work together for thirteen consecutive Saturdays on community service projects;
- Service-learning programs in which members of different races work together in schools and the community;
- The Martin Luther King Holiday -- what we call "A day on, not a day off" -- can jump-start sustained service endeavors that bring people together across racial lines, and National Volunteer Week and Youth Service Day in April that bring out millions of volunteers;
- The plan of white churches and black churches to work together on rebuilding burned churches, which you hailed at the White House breakfast last summer with religious leaders after the church burning incidents.

These are just some examples of the potential of citizen service to turn the dialogue into action.

My hope is that in Akron and beyond, you concentrate on a call to just such actions -- not concentrate on policy options or legislative proposals. Rather, seek out ideas and models of ways that people of different backgrounds can have a common experience that will shape their attitudes for years to come -- and achieve some of the key goals our children and our nation need.

If you use the Bully Pulpit of the Presidency, with all of your extraordinary power of persuasion, you can make the next years the beginning of Civil Rights II. The goals of the Presidents' Summit were the ones waiting to be pursued when Martin Luther King and Robert Kennedy were killed.

Martin gave us the watchwords. Standing on the steps of the Lincoln Memorial, in delivering his Dream, he said, "We have come to this hallowed spot to remind America of the fierce urgency of now." He spelled out our mission: "Now is the time to open the doors of opportunity to all of God's children."

With respect,

A handwritten signature in black ink, appearing to read "Harris", written in a cursive style.

Harris Wofford



Andrew J. Mayock

11/19/97 01:52:06 PM



Record Type: Record

To: Lin Liu/PIR/EOP, Brenda Toineeta/PIR/EOP, David Campt/PIR/EOP

cc: Peter Rundlet/WHO/EOP, Susan M. Liss/OVP @ OVP

Subject: A \$50 Million Promising Practice

I have seen a few promising practices lately and thought I'd share. If this (see article below) ain't promising, I don't know what is! To boot, I suspect it has about a 1/2 hour's worth of "vetting," which is probably a matter of simply gathering some info on the project. Furthermore, I think that these are the type of events that JW should get involved in for pr purposes - big things.

In that same vain, Time-Warner's "It's US" is also a prima facie promising practice that could be placed on the web today. Tamara has the materials on this photo essay / service project / essay contest.

U.S.G.A. Creates Fund for Minorities

The United States Golf Association pledged to spend \$50 million over the next 10 years to increase participation in the game by minorities, youth and players with disabilities.

"We've seen what seed money can do and we intend to fund programs and projects that deliver on this commitment," the U.S.G.A.'s president, Judy Bell, said in announcing the "For the Good of the Game" program.

The program, to be administrated by the U.S.G.A. Foundation, will award grants to inner-city junior golf learning programs, caddie training programs and outreach efforts for golfers with disabilities. The program will also try to make courses more affordable and more accessible.



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

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

November 10, 1997

MEMORANDUM FOR SYLVIA MATHEWS

JUDY WINSTON

ANN LEWIS

BEVERLY BARNES

FROM:

CLAIRE GONZALES *CG*
DAVID CHAI *David Chai*

RE:

Promising Practices News Articles

Attached are articles that ran as a result of the Initiative's Promising Practice Roll-Out.* As I mentioned earlier, several articles are still in the works and I will forward them to you as soon as their released.

* List of Articles and other related information:

The Washington Post - Metro Section: *University of Maryland Honored for Diversity Program.*

The University's Newspaper is currently working on a piece that highlights their Diversity Program. In addition, Gladys Brown, Director of the Diversity Program was interviewed by Black Issues in Higher Education (Local Newsletter), and has an interview with the Baltimore Sun this week.

The Ann Arbor News - Local Section: *White House Recognizes U of M Race Dialogue*

The University's Newspaper (Michigan Daily News) ran a story that focused on the Intergroup Relation, Conflict and Community. This was very encouraging news for the University in light of the Affirmative Action case. Intergroup members are looking into opportunities to get involved with the Initiative.

The Akron Beacon Journal - Local Section: *Clinton Considers Akron for Talk*

Don Plusquallic, Mayor of Akron, OH held a press conference on Nov. 6, which featured him logging on to the Initiative's web site. Also, Judy Winston made a call to the mayor's office as he was searching through the Internet.

The Philadelphia Inquirer - Metro Section: *Abington School Noted for Diversity*

The Headmaster Bruce Stewart mentioned that "this was the best day of my academic life." In addition to the article, the school's program PRIDE is looking into hosting a town hall meeting with other Philadelphia schools.

The Daytona Beach News Journal - Local Section: *Project Harmony Earns Praise from the White House.*

Project Harmony is working with their local news station to run a feature piece on specific aspects of their program.

The Atlanta Journal/Constitution - News Section: *Civil Rights Lawyer Leads Race Talks*

This article was a result of Judy's participation in the Southern Regional Council's annual meeting in Atlanta. However, Promising Practices and the Web site were both mentioned.

The Chronicle of Higher Education - News Section: *White House Singles Out for Praise 2 Universities' Diversity Program*

This article discussed two programs that fall under the University of Maryland's Moving Toward Community program. Diversity Newsroom which is a data base of articles, reports and surveys about campus diversity. Diversity Web profiles more than 35 colleges and universities, and allows administrators to share their experiences and thoughts on campus diversity.

Articles in progress:

The Cleveland Plain Dealer - Local Section: Highlights Cleveland based Program

The Chicago Sun Times - Local Section: Highlights Dupage Media Group

The Orlando Sentinel - Local Section: Highlights Volusia County Program

The Detroit News - Local Section: Why U of M was chosen as a Promising Practice

(Attachments)

■ The Fairfax School Board decided last night to name a task force to explore the idea of starting high school classes later in the morning.

The task force will include parents, teachers, students, principals, youth organizations, recreation officials and school district staff.

Proponents of the change cite research showing that older children need more sleep than younger children and function poorly in the early morning. School boards in Montgomery and Howard counties in Maryland also have voted to study the idea, and several other Washington area districts have expressed interest in similar plans.

Cost could be prohibitive. A 1991 study estimated that it would cost \$37 million in new buses and an additional \$10 million a year for more drivers to open all Fairfax schools between 8 and 9 a.m. Currently, all Fairfax high school students start their day by 7:30 a.m.

The task force will be expected to report by June 30.

MARYLAND

University Honored for Diversity Program

■ President Clinton's commission on race recognized the University of Maryland in College Park yesterday for operating one of 14 programs that are successfully bridging the country's racial divide.

Called "Promising Practices," the 14 diversity programs are highlighted on the presidential commission's World Wide Web site at www.whitehouse.gov/Initiatives/OneAmerica.

Under the theme "Moving Toward Community," more than 70 students, faculty members and staff members in the Maryland program work to coordinate and support diversity programs across campus. The university helped develop an online resource for colleges and universities, called Diversity Web, which provides information about a range of issues, including campus diversity, institutional vision, leadership and change, recruitment, retention and affirmative action.

The program, managed by the university's Office of Human Relations, was established in 1993. The president's commission on race is overseeing a year-long effort to study race and create more unity.

Parents Sponsor Education Fair in Pr. George's

■ A group of Prince George's County parents will sponsor an education fair tomorrow to acquaint other parents of children in preschool and elementary grades with public and private schools.

Representatives from 21 schools, including promoters of home school programs, are scheduled to attend the event from 9 a.m. to 1 p.m. at the Cheverly Community Center. Every half-hour, Prince George's public school officials will present information about the county's magnet programs, including the Talented and Gifted and Montessori programs, said Karla Chustz, one of the organizers.

Talbot Schools Set Up Weather-Watching Plan

■ School officials in Talbot County, on Maryland's Eastern Shore, began paying six people this week to phone in early morning weather reports in hope of preventing accidents like the collision last week between a school bus and tractor-trailer in heavy fog. The crash killed the bus driver and injured 27 children.

Each of the six is paid \$500 a year to phone in daily reports by 6 a.m.

QUOTE OF THE DAY

'It sends a message to the rest of the class [that] we're here for a purpose, and you're not going to be allowed to disrupt things for those who are here to learn.'

—Secondary school teacher John Sanville, on using a "timeout room" to maintain control in the classroom.

Page B1

Compiled from reports by staff writers D'Vera Cohn, Vernon Loeb, Cheryl W. Thompson, Peter Pae, David Nakamura, Lisa Frazier and Peter S. Goodman and the Associated Press.

menhous workload of the magnitude and complexity of the problems confronting the District government.

"I had as much knowledge as any other informed citizen has, but I didn't know things were in this bad a shape," Ladner said. "Would I do it again? Yes. I believe in what I'm doing. We are a group of folks who want to fix what is broken and then move on and let it work."

These days, Newman awakes about 4 a.m. to pore over important documents and papers before heading from her home in Northwest Washington to the Smithsonian Institution, where she runs the daily operations. But it's not museum business that is depriving her of sleep. It is her increased workload as a control board member.

The former head of personnel in the federal government, Newman now digests reams of data and attends a seemingly endless number of meetings in her role as the control board member overseeing repairs to the District's dysfunctional personnel and procurement systems. A behind-the-scenes operator with a vast network of contacts, Newman played the key role in recruiting Becton to run the city's public schools and Bruce K. MacLaury to serve as chairman of the school

ness to run. Ladner, 54, a interim president of Howard City, is a senior fellow at the Ings Institution. Newman, undersecretary of the Smit and says officials there volunteer service as a way institution to contribute to the well-being. Singletary, 58, is from Bell Atlantic Corp. a former chairman of the Was Convention Center Authority

All are longtime District re who have had successful. They are finding that reform District government is an ex ingly slow process.

Although progress has been on financial matters, in so areas, including public things seem more chaotic than did a year ago. And as the begun to emerge in public the board members have been subject to more scorn than praise.

Singletary, who maintains profile, has expressed great lenience about his role on the board.

"We would like to leave positions as soon as possible tomorrow ... wouldn't be for me," Singletary said during summer. That was just before joined his board colleagues in

Boy Who Loves Learning

By Patrice Gaines
Washington Post Staff Writer

Tristan Juan Anthony Dawkins, the youth whose love for nature was chronicled in *The Washington Post* this summer, hasn't been to school this year. Instead, he has been home waiting for the D.C. public schools to issue the official notice of placement that would allow his grandmother to register him.

When a story appeared in August about the 13-year-old's insatiable love for creatures and his days spent at the Kenilworth Aquatic Gardens near his Northeast Washington home, readers responded by sending him books and magazine subscriptions, money for a camera, and even offers to pay his college tuition and to give him free nature photography lessons. Others took him behind the scenes at the National Zoo, which he had never visited, and to the Smithsonian museums. They invited him to their homes, farms and ranches, where he could roam fields or search ponds.

But now that summer is over, Tristan has been spending his days at home with his grandmother.

I would normally do after school around the house, do my chore cartoons. Then I go pick up my cousin from school and go outside. I finish everything. I don't get the gardens much."

Jeff Myers, acting director of education for the D.C. public would not discuss the specifics of Tristan's case. However, Tristan's appointed educational attorney, Wulkan, said a problem arose when the school system decided the school Tristan attended last year did not meet his needs.

The youth spent years in an foster homes while his mother struggled with a drug problem. He moved with his grandmother three years after his mother died.

Wulkan said both she and school officials agreed that Tristan needed a different placement, but the school system recommended he go to another school and get no education and a small amount of "selling." The recommendations of a private psychologist indicated that Tristan needed a full-time special education program.

Evaluations must be done before a placement can be made.



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White House recognizes U-M race dialogue program

Program is engaged in what administration calls 'Promising Practices.'

Friday, November 7, 1997

By JOHN A. WOODS
 NEWS STAFF REPORTER

A University of Michigan program promoting interracial dialogue between students is being recognized by President Bill Clinton's Initiative on Race.

U-M's Program on Intergroup Relations, Conflicts and Community is among only two efforts in higher education and 12 community-based programs nationwide that are in engaging in what the administration is calling "Promising Practices" that help foster improved race relations.

"This is going to be the first set of many more during the year that the president's initiative is going to highlight," said White House staffer David Chai. Although the recognition doesn't include a trip to Washington, D.C., Chai said Thursday's announcement does bring attention to those who quietly toil at promoting racial reconciliation.

"One of overall goals is to really let Americans know that there are successful programs out there," he said.

David Schoem, assistant dean for undergraduate education in U-M's College of Literature, Science and the Arts, is one of the founders of IGRCC, a program that was established in 1988.

"I think the issue this program addresses is one that is facing American society and has been for some time," Schoem said. "How can we live together as a diverse, democratic society and learn to work and talk to one another."

Schoem, along with sociology professor Mark Chesler and Patricia Gurin, chair of U-M's psychology department, established the center as an outgrowth of some of the racial tensions on campus manifested in the late 1980s.

Today, the program - which uses student facilitators - offers 10

undergraduate seminars on issues of race, gender, ethnicity, sexual orientation and discrimination.

"At the heart of the courses are what we call dialogues, which are quite unique and take place between small groups of students, around 14 to 16," said Charles Behling, who co-directs the program with Teresa Graham Brett. "We talk about strategies for dealing with conflict."

U-M's program has been picked as a model by the Association of American Colleges and Universities to serve as a resource in AACU's American Commitments Project. "The goal of our program, and the dialogues we offer, is really not to change people's minds or tell them what they should think, but rather to challenge them to look across differences," said Brett.

The only other higher education program recognized by the White House is one offered at the University of Maryland, called Moving Toward Community. Some of the community-based programs include the Coming Together Project in Akron, Ohio, and Project Harmony in Volusia County, Fla.

The President's Initiative On Race, a year-long effort that includes a national advisory panel, is set to hold its first meeting Dec. 3. Future "Promising Practices" will be announced throughout the year. A Web page has been set up seeking input and recommendations for recognition of other successful programs around the country. It can be accessed at www.whitehouse.gov/Initiatives/OneAmerica.

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Published Friday,
November 7, 1997,
in the Akron Beacon
Journal.



Knight-Ridder
newspapers

Clinton considers Akron for talk

□ Initiative on Race praises Coming Together, adds it to Internet site

By John Higgins
Beacon Journal staff writer

Akron has a good chance of hosting one of President Clinton's national town hall meetings on race relations, a presidential spokeswoman said yesterday.

Judith Winston, executive director of the president's Initiative on Race, addressed a news conference announcing that Akron's Coming Together Project had been selected as one of 14 national "promising practices" now listed on the White House's Web site.

Talking via speakerphone to officials gathered at Akron's City Hall, she said that although she could make no promises, Akron is among a handful of communities nationwide being considered to host a national town hall meeting that Clinton may attend.

"The chances look pretty good considering what you have done," Winston said. Final selections should be announced in December.

"I was excited and elated that we're in the running," Coming Together Project Executive Director Fannie Brown said. "I'm especially happy considering her (Winston's) comments." Winston thanked U.S. Rep. Tom Sawyer, D-Akron, for bringing the Coming Together Project to the advisory board's attention. The board informed Brown and Mayor Don Plusquellic on Wednesday afternoon that the Coming Together Project would be among the first 14 "promising practices" listed on the president's newly launched One America Web site.

The president hopes the Internet will help communities share ideas about improving race relations, but the technology still has some bugs.

In the Mayor's Conference Room yesterday afternoon, a flickering computer screen sat, mildly threatening, at the head of the table.

"I don't dare touch it," Brown said.

"Dr. Brown, do you want to do the honors with the mouse when the

mayor gets here?" mayoral spokesman Mark Williamson asked.

The mayor arrived and the television cameras started rolling. But at the moment of truth, the computer screen froze.

At every mouse click the computer yelped its cautionary "Boing!"

"I'm double clicking!" Brown said.

"Hit Control Alt D," someone offered.

"Maybe I'm standing too close to it," Plusquellic joked.

Not wanting Akron to appear technologically inept, the mayor tried to solicit cooperation in a little lie.

"When the White House calls, act like everything is going fine," he said.

At least the speakerphone was working and Winston was patched through.

"I understand you have the Web site up," said Winston.

"Yes," Plusquellic said hesitantly.

"Perhaps not," she said. The mayor 'fessed up.

Eventually the computer screen thawed and Brown clicked to the page that described the Coming Together Project and listed her phone number as a contact person. The 14 "promising practices" comprise the initiative's first list of successful community efforts to address racial issues.

Winston praised the Beacon Journal's yearlong examination of race relations in Akron that won a 1994 Pulitzer Prize. The series initiated the Coming Together Project, which has since become an independent nonprofit organization.

Plusquellic also praised the Beacon Journal's coverage of race relations. "Its a credit to the newspaper and its leadership," he said. "The Beacon has been out front on this one."

Winston said the Race Initiative's new Internet presence will expand, perhaps adding hundreds of other "promising practices."

The One America Web site can be reached at www.whitehouse.gov/Initiatives/OneAmerica.

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North

Abington school noted for diversity

A presidential program gave one of 14 awards to the Friends School.

By Malcolm Garcia
INQUIRER CORRESPONDENT

ABINGTON -- The Abington Friends School was one of 14 organizations honored nationwide yesterday by President Clinton's Initiative on Race.

The school's PRIDE program, an acronym for Power Represented by Individuals who value Diversity and Equality, was the only group selected in Pennsylvania for bringing "students together to discuss issues such as the role of youth in improving race relations, affirmative action, and how to break down stereotypes in the school community."

"This is the best day of my academic life," said Headmaster Bruce Stewart. "There never has been a prouder moment. This award personifies everything we're about -- one human being exploring with another human being the meaning of being human. That's what these kids have captured."

Criteria for the award included programs that educated people on the racial makeup of America; programs with tangible results; and programs that were ethnically diverse.

"These 14 are the first among many more programs we want to highlight," said David Chai, a spokesman for the Initiative on Race. "The President really wants America to know what positive efforts are out there."

PRIDE was established in 1992 when two African American students asked a teacher to sponsor a group that would discuss race, conflict resolution, and the cultural traditions that students bring to the school. More than a third of the Upper School student body participates in the planning and implementation of activities sponsored by PRIDE.

"We take cultural issues and try to bring them to the student body," said Nicole Foulke, a senior in the Upper School. "We don't just sit around and discuss. We hold assemblies. We try to get the school involved."

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The News-Journal,
11-7-97 Daytona Beach
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AREA

Project Harmony earns praise from White House

DELAND — Volusia County's acclaimed Project Harmony program was praised by the White House on Thursday as one of 14 "Promising Practices" helping to improve race relations in communities across America.

Project Harmony was the only Florida program highlighted in the first Promising Practices list issued by the President's Initiative on Race.

Promising Practices was established to recognize worthwhile programs and promote dialogue on racial issues. With that in mind, the President's Initiative is providing information about Project Harmony at its Internet site (www.whitehouse.gov/

Initiatives).

Project Harmony is a student enrichment program centered around a series of week-long educational retreats at the Sheriff's Youth Camp in Barberville that emphasize leadership skills, cultural diversity and conflict resolution. The program is a cooperative effort by the Sheriff's Office, School Board, Volusia County, Stetson University and the West Volusia Police Athletic League.

Project Harmony began at DeLand Middle School in 1994 and has since expanded to serve more than 1,000 Volusia County middle school pupils a year.

Bingo game

By RON HURTIBISE
Staff Writer

DELAND — Disabled veterans and charity groups squared off Thursday over a proposal that the County Council regulate the operation of commercial bingo games in unincorporated areas of the county.

A group that included the Disabled American Veterans, American Legion and Knights of Columbus asked for an ordinance restricting for-profit operators from conducting games more than two days a week in the same location.

Spokesmen for the organizations say competition from one commercial operation — Daytona Beach Bingo on Mason Avenue — poses unfair competition to their own bingo games.

The bingo skirts existing two-day-a-week restrictions, veterans groups said, by running games under contract for five area charities.

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ers voiced support but said spending could leave little and other proposals to buy the council's model start," but said whether the coming enough to se-

pments Thursday: oted unanimously r's new rising-sun complaints from erans who said it aneese flag. un rising over an letter V — was e the traditional eal on letterheads, nty publications vehicles. ie county's direc- information, said a couple thousand n and production

is will soon be es of the DeLand

courthouse, due to a council decision to replace a private security firm with reserve sheriff's deputies at all four county courthouses.

The DeLand courthouse currently has no security guard at its entrance, which has prompted safety concerns among courthouse employees.

■ A resolution to name the new

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11, 8/97

Civil rights lawyer leads race talk

Advisory board competing for Clinton's ear

By Julia Malone
WASHINGTON STAFF

Washington — As a young child, Judith Winston was blissfully ignorant of the color line until she moved to her first racially integrated school in Philadelphia.

There she made new friends, who assumed that the fair-skinned Judith must be white. That is, until her brown-skinned mother arrived at school one day. Once her classmates discovered Judith was black, some of her erstwhile friends fell away, leaving her hurt and puzzled.



Winston

"My parents couldn't explain to me what this was all about," Winston recalled.

That experience became a springboard for Winston, now a civil rights lawyer, who at 53 has spent her career challenging discrimination in race as well as gender.

Now she is taking on her most daunting job, as behind-the-scenes director of President Clinton's race initiative, a project launched last June with expansive promises about bringing the nation together for a yearlong "conversation on race."

Nearly five months later, the project has \$4.9 million and a staff of 25 geared up and ready to go, but the national conversation is barely audible. And race has been crowded out of a presidential agenda that is crammed with other concerns, such as a standoff with Iraq, foreign trade legislation, and politicking for the off-year elections.

Clinton has promised a national town hall-style meeting Dec. 3 to highlight racial reconciliation. But with the date fast approaching, the White House is still haggling over the location — expected to be in a college town in the Midwest or in Oklahoma. Clinton canceled a final site-selection meeting set for Friday.

"The president does have a lot on his plate," Winston said, acknowledging that, as a result, the initiative has difficulty making a splash in the news media.

Winston is herself traveling coast-to-coast, speaking to groups and trying to spur local dialogues on race.

Today she will visit Atlanta to speak to the Southern Regional Council, a group that has been working on racial reconciliation in the South for 78 years.

"We are surrogates for the president," Winston said of her travels and outreach efforts by the seven members of the president's race advisory board, chaired by renowned historian John Hope Franklin.

The initiative has become a clearinghouse of information, offering suggestions for ways to foster better race relations.

On Thursday the race project launched an Internet site (<http://www.whitehouse.gov/Initiatives/OneAmerica>) that lists eight "promising practices." Among them are an effort in Cleveland to uncover housing discrimination, a program to ease tension in schools in Volusia County, Fla., and an interracial youth program in Boston.

Later this month, the race advisory board will meet at the University of Maryland to highlight student diversity at colleges — just as states such as California and Texas are ending racial preferences for student admission.

Winston expects no fireworks at that meeting, since the initiative's board unanimously backs "affirmative-action" methods to boost minority enrollments.

In fact, critics of the race initiative have complained that's the problem with the "conversation," so far — that it's been chiefly with people who already agree with each other.

Winston conceded the problem. "The challenge, of course, is to get people who are not members of the choir around the table to talk about these issues," she said. "People who don't believe that race is a problem are not likely to

be interested in talking about it."

In response, the administration has begun putting out feelers to conservatives and Republicans to try to engage them in the race dialogue.

But Maria Echaveste, the White House director of public liaison, said aides were still puzzling over how best to get such a conversation started.

As the months tick away, will

the \$4.9 million initiative touch hearts and minds and produce concrete results?

Advisory board Chairman Franklin, in remarks posted on the Internet on why the initiative was important, said, "Because it provides the first real opportunity to close the racial divide."

That's a tall order for a one-year project that has few achievements to tout so far.

"We're not finished yet," Echaveste said.

Winston counseled patience, especially from the civil rights community, which has complained about the slow pace of the initiative.

"I don't think it's come far enough," the project's director said. "But I think we've made a fair amount of progress. I am not dissatisfied with the pace."

**** Saturday, Nov. 8, 1997 **A7**

JUDITH A. WINSTON BIOGRAPHY

- **Title:** Executive director of President Clinton's race initiative
- **Age:** 53
- **Hometown:** Philadelphia
- **Education:** B.A. from Howard University; J.D. from Georgetown University Law Center
- **Career:** general counsel, U.S. Department of Education; counsel at Lawyers' Committee for Civil Rights Under the Law and the Women's Legal Defense Fund; law professor at American University, Washington, D.C.
- **Family:** husband, Michael; two adult daughters
- **Quote:** "People who don't believe that race is a problem are not likely to be interested in talking about it."

The Chronicle of Higher Education

Academe Today

DAILY NEWS

Monday, November 10, 1997

White House Singles Out for Praise 2 Universities' Diversity Programs

By KARLA HAWORTH

The White House on Thursday cited 14 programs, including two at universities, for their efforts to promote better race relations in the United States. The programs were recognized as part of President Clinton's Initiative on Race, which aims to promote discussion of racial problems and to find solutions.

Programs at the University of Maryland at College Park and the University of Michigan at Ann Arbor were named "Promising Practices," or models for other programs, by the White House.

The White House praised Maryland's "Moving Toward Community" theme and two of its programs, Diversity Web and Diversity Newsroom. Diversity Web profiles more than 35 colleges and universities, and allows administrators to share their experiences and thoughts on campus diversity with colleagues on other campuses.

Diversity Newsroom is a data base of articles, reports, surveys, news stories, and other documents about campus diversity. The World-Wide Web site is intended for journalists, but college administrators can also use it to learn more about diversity efforts at other institutions.

The University of Michigan was recognized for its Program on Intergroup Relations, Conflict, and Community. That effort includes classes, discussions, workshops, and training programs to promote constructive dialogue on race among students.

Background stories from *The Chronicle*:

- "Diversity Newsroom." 5/5/97
- "Diversity Web." 3/20/97



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Re-energizing the Promise of America
Through Exploration and Celebration of
Race and Ethnicity

Building One America
Upon the Foundations of Many Cultures and Heritage

The Experiences of Toledo, Ohio

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One Page Summary

Objective:

By exploring and celebrating the vibrancy of Toledo's many international cultures, we are challenging the negative stereotypes and myths of race and ethnicity. Through our Sister Cities program, we are welcoming dynamic and largely untapped energies of citizens -- of all ethnic and racial groups -- to explore their respective cultural heritage's and ancestral legacies through the process of linking our City of Toledo to the marketplaces of the world. Our goal is to build international opportunities of growth and expression for citizens of Toledo, through the development of mutually beneficial economic, educational, and cultural relations between Toledo and her Sister Cities of Toledo, Spain (since 1931); Qinhuangdao, China (since 1985); Szeged, Hungary (since 1990); Poznan, Poland (since 1991), and new friends in South Africa, (Toyohashi) Japan, (Rouen) France, and (Banja Luka) Bosnia.

Process:

Over the past five years through the exchange of over one thousand individuals, including youth, musicians, business people, drama groups, choirs, students, and retirees, the Sister Cities program in Toledo has provided a grass-roots explosion of activity linking our community to the world. Some of the most intense activity has been led by the ethnic groups of Toledo, who have embraced the Sister Cities concept as a mechanism to link with their ancestral lands and peoples.

In 1990 and 1991, the Hungarian and Polish communities spearheaded new links[†] to Central Europe. In 1995, the African-American community led the development of new ties to Africa through the Sister Cities program. Much of the intense commitment of the ethnic groups is derived from a yearning to know and experience the truth about their ethnic heritage.

Results:

Not only does this exploratory process have the immense power to improve one's self-identity and self-respect, but it also engages the energy of a new corps of leadership to the process of defining our City to the world. Through Toledo Sister Cities International, we are introducing people via cultural, educational and economic exchange to their counterparts across the globe. The contact usually results in a dual sense of pride, both in their personal ethnic heritage, as well as their identity first and foremost as American citizens. Individuals with a raised sense of comfort and pride of ethnic identity, as well expanded knowledge and experience exploring the American identity through the eyes of the rest of the world, go through a remarkable transformation.

Background and Concrete Examples

Background:

When Toledo Sister Cities International was founded in 1992, Toledo was suffering from high unemployment (up to 12%) and a battered economy. Rising imports, factory closings, and huge buy-outs of some of Toledo's Fortune 500 companies left people despondent and depressed about the City's future. The City of Toledo, the Toledo-Lucas County Port Authority, Toledo Edison Power Company and the Private Industry Council joined resources to support the development of a program to support the volunteer initiatives of Toledo's long-standing Sister Cities program. Long recognized as one of the first, if not the first Sister Cities program in the United States, Toledo was looking for new ways to reach out to the global marketplace. We determined that unless we link to other parts of the world which were experiencing quick growth, Toledo would never be able to return to a healthy economy.

With an initial investment of \$12,000, the community began Toledo Sister Cities International to build mutually beneficial economic, educational, and cultural development opportunities between Toledo and her Sister Cities. From the start of the new program, the combined energies of the Hungarian-American and Polish-American communities of Toledo provided remarkable focus and support to the efforts.

Though for many years, these and other ethnic communities felt left out and ignored, and at times ridiculed and held back, suddenly the ethnic communities could join the process of linking Toledo to the world. The great responsibility of leading a City into new worlds of growth opportunities become a source of pride, incentive to do more, and creativity to solve enormous challenges with gusto and élan. Where once individuals felt alienated or ignored, those same individuals begin to identify with the community, and transform into leaders, actively engaged in civic development.

The process towards these goals varies with each example, from linking two previously competitive ethnic communities (the Hungarian and Polish) to hosting a South African Zulu choir, to organizing a 5-country International Youth Academy, to welcoming a Gospel Choir to the forefront of our activities.

Engaging the Hungarian and Polish Ethnic Communities

The oldest generation still talked until recently in terms of conflict and fear. "Don't go on that side of the river or you'll get beat up. They're a tough people and they like to fight." But when we organized a training program for municipal leaders from both Szeged, Hungary and Poznan, Poland, we brought two communities together for a first-ever combined Easter celebration. The "old-timers" reported that never before had they

seen the Hungarian and Polish priests celebrate Easter together, as we had a joint lunch, performances by the both ethnic groups' folk dance ensembles, and recognition for both countries' heritage helped build a new atmosphere of trust and cooperation.

From South Africa, A Zulu Explosion

When the African Sister Cities Committee offered to host the Amazwi KaZulu Choir from Durban, South Africa, they were committed to welcoming them for 3 days. One week before the Choir's arrival, we learned that the Choir's contacts in several other cities (including Chicago and New York) failed to organize anything at all to assist them. Without the ability to change their flights, and lacking any other resources, the 27 volunteer singers of the Kwamashu Township of Durban were hosted for 21 days by the African American community of Toledo and the African Sister Cities Committee.

Organizing 15 performances in Toledo, plus a concert tour to Ann Arbor, Columbus, West Virginia, Washington, DC and New York City, the Committee had only \$600 raised by the arrival date of the Choir. In the end, the Committee raised \$10,000, enabling the Choir to travel by a rented Greyhound bus on tour to New York City. The African-American community hosted the Choirmembers in their homes, drove them to their churches, to the shopping malls, to performances, taking charge of a seemingly insurmountable problem and making into an experience of a lifetime. Suddenly, the beauty and excitement of Africa became real to Toledo, resulting in a totally new perspective, anchored by the warmth of new friendships linking the people of Toledo and South Africa.

An International Youth Academy - linking USA, China, Spain, Hungary and Poland

To raise the level of international understanding of Toledo's youth, Toledo Sister Cities International operates an International Youth Academy, bringing students between the ages of 14-17 from five nations together for an intensive three weeks of study and travel. With Toledoans from the inner city as well as the suburbs representing our City and Country as young "diplomats," we see a transformation take place in their attitudes and perspectives.

In direct contact with "far-away" cultures and languages, the Toledo youth begin to see the world through the eyes of other youth, understanding for the first time how much we take for granted. This is a small step forward in the face of cynical and jaded indifference which seems to affect too many young people who have not been shown new opportunities for growth. One mother of a alumnus of the "diplomat" program told me that her son is now a totally new person. She has seen him tell his friends not to join gangs, but to seek out more positive things, since he had opportunities to learn about the

world, travel to a youth conference in Boston, he's engaged and connected to the process of pride building and personal growth.

A Hungarian Youth Joins a Gospel Choir

After spending the summer in Toledo with the International Youth Academy, Nora Kiss, a high school student from Szeged, Hungary, stayed in Toledo as an exchange student and was welcomed to join the youth choir of the True Church of God. Because of strong connection of friendship to some of the "Diplomats" of the International Youth Academy, and her affection for the music of the choir, Nora Kiss was welcomed to join the Choir. As the only non-African-American in the Choir, Nora Kiss was enthusiastically included as with the kindness of a family member to the Choir. The Choir is now fund-raising to travel to Hungary next summer, as well as Toledo, Spain and Poznan, Poland. The friendship is opening doors never before dreamed of by members of the Choir, most of whom have only been able to travel as far as Detroit.

Through the Sister Cities program, hundreds of individuals in Toledo have been able to look within to their ethnic background and gain new insight into their identity. By welcoming all who have a passion for Toledo and her new international development efforts, our ethnic communities have taken a new leadership role in the internationalization of our City. Finally, the high levels of civic involvement by a new corps of leaders promotes a re-energized sense of citizenry in the United States of America.

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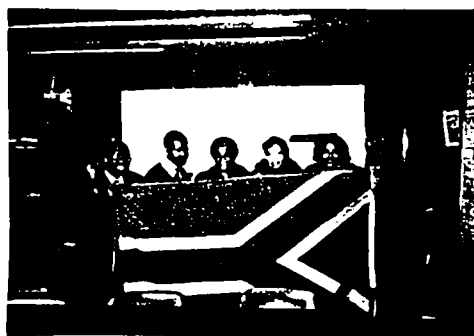
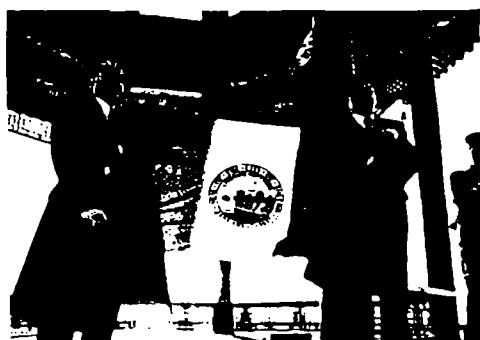
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The Joys of Sisterhood

It was no ordinary shopping day at the Franklin Park Mall in Toledo. Drawn by the hypnotic beat of tribal drums, a crowd had gathered around a group of visiting Zulus who were dressed in animal skins and performing a traditional dance with shields and spears. It was a courtship ritual, of sorts. The troupe was from Durban, South Africa, and Toledo wanted Durban to become its sister city. The invitation to visit and perform, Toledo officials hoped, would help cement the deal.

If that sounds like a bit of a stretch, it's a stretch that the Toledo city government is entirely capable of comprehending. Toledo is heavily into the sister-city game. It already has formal relationships with Londrina, Brazil; Qinhuangdo, China; Szeged, Hungary; Poznan, Poland; and Toledo.

Spain. With a \$165,000 budget, three full-time staffers and 375 volunteers, Toledo boasts one of the nation's better-funded sister programs. Half of the funding comes from the city treasury, and the rest from Lucas County and a collection of private entities.

Five siblings may be a little more than

the average number for an American city like Toledo, but these days it's by no means unusual. Some have many more—21, for example, in the case of Los Angeles, which manages its program with the help of an entire network of volunteers and committees. In fact, the whole sister-city idea is hot right now. Communi-

ties all over the country are looking abroad for new sibling relationships, and are being sought out in return. Just how many of these arrangements exist is difficult to say. More than a thousand U.S.

cities currently have affiliation agreements that are recognized by Sister Cities International, a nonprofit group based in Alexandria, Virginia. But an unknown number of such relationships exist independently.

The sister-city movement, an outgrowth of President Eisenhower's People-to-People program of the 1950s,

Linking up with a sister community abroad may or may not promote world peace. It does seem to drum up a few jobs.

focuses its rhetoric on the goal of promoting world peace through citizen diplomacy. Sister Cities International remains tied to that goal, and to the process of cultural exchange, through the U.S. Information Agency, which provides 30 percent of Sister Cities International's annual budget.

But as lofty a goal as world peace may be, it

is not the main reason places like Toledo have developed an abiding interest in places like Durban. The American cities that are taking on siblings at a rapid rate are doing so because they see it as way to promote economic development and create jobs back home.

Glenda Hood, the mayor of Orlando, Florida, is perhaps the most prominent of the believers. Any time Hood speaks to an international audience, she is flanked by the flags of Orlando's sister cities in China, Iceland, Brazil, France, Taiwan, Japan and Mexico. Hood travels to each of the cities an average of once every two years. And she insists she brings home tangible results. Only a year after Hood traveled to Monterrey, Mexico, she claims, Orlando had established a sister-city relationship worth \$8 million in new trade.

Other mayors have taken notice. In Winston-Salem, North Carolina, Mayor Martha Wood has spent the past six years searching for a suitable match for her city. So far, she has not come up with one. But she is convinced that one day, a sibling relationship will mean a big payoff for Winston-Salem. The local business community agrees, and has provided technical assistance for Wood's sister-hunting efforts.

Normally there isn't a great deal to lose in a sister-city arrangement. A membership in Sister Cities International costs less than a thousand dollars, and most cities that sign up find it possible to main-



A Zulu tribal dance at noon in downtown Toledo signals the Ohio city's desire for a partnership with Durban, South Africa.



10/27/97

Peter
per our
conversation,
Jnat

ASIAN

October 21, 1997

AMERICAN

Ms. Sylvia Matthews
Deputy Chief of Staff
The White House
Washington, D.C.

BUSINESS

DEVELOPMENT

Dear Ms. Matthews:

CENTER

As President Clinton launches his initiative on improving race relations, I believe it is the responsibility of everyone who is concerned about the issue to get involved. The Washington Post National Weekly's recent article, "An Initiative That's Going Nowhere Fast" (Oct. 13, 1997), does not do justice to the work of the President's Advisory Board on Race.

30 Wall Street, 12th Fl.

New York, NY 10005

Tel.: (212) 483-8898

Fax: (212) 483-8770

Therefore, I hope you can bring President Clinton's attention to a significant private initiative, the New Majority Alliance, that aims to bring together African Americans, Hispanics and Asian Americans to improve communications and promote sustainable business relations.

Exactly two years ago, I brought to Congresswoman Nydia Velazquez (D-NY) the idea of bringing businesses from the three communities together to develop business and economic opportunities in each other's markets. She supported the idea and encouraged me to go ahead.

Under the leadership of the Asian American Business Development Center, the One Hundred Black Men, Inc. and the National Puerto Rican Business Council and more than a year's planning, a promising new initiative, the New Majority Alliance, was developed. The New Majority Alliance aims to foster communications, exchange information and develop long-term business opportunities for business owners and entrepreneurs in the three ethnic communities.

On March 21, 1997, under the aegis of the Alliance, the New Majority Economic Summit was held at New York City's Grand Hyatt Hotel. The full-day conference attracted over 1,300 people to hear business and political leaders such as Aida Alvarez of the SBA, former Atlanta mayor Maynard Jackson and Dr. Yung Duk Kim of Hyundai Corporation (USA) discuss the importance of such an alliance.

In addition, participants from the African American, Hispanic and Asian American communities attended eight workshops on topics ranging from ethnic market profiles to international trade to emerging technologies, visited nearly twenty exhibit booths at the conference and actively networked with each other to develop business opportunities.

Page 2

The success of this conference disproves the misconception that the nation's ethnic communities are too preoccupied by self-serving motives to be able to work together. More importantly, as a result of this event, the concept of the New Majority Alliance is being replicated in a number of cities and is helping to develop dialogues among the communities.

Since the conference, the Asian American Business Development Center (AABDC) has developed a proposal to identify businesses to develop and implement joint ventures among African American, Hispanic and Asian American firms in New York City. The New York State's Empire State Development Corporation has just approved an economic development grant to undertake the project.

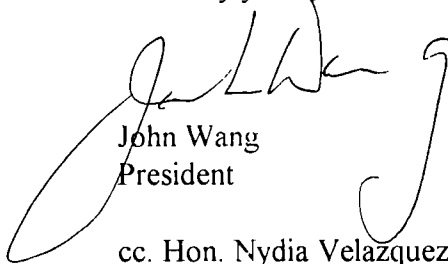
Objectives of this project are to conduct outreach and market research in the African American, Hispanic and Asian American communities and to identify businesses for potential joint ventures for development of new markets. The AABDC will provide technical assistance, develop marketing strategies and facilitate financing for the potential joint venture partners.

President Clinton has encouraged the country to talk about the race issue in an effort to produce new policy initiatives. Toward this end, I am submitting the New Majority Economic Summit for his consideration as an effective means of bringing together diverse groups of people who's seek a common ground.

Enclosed are some materials about the New Majority Economic Summit for your reference. I hope to have the opportunity to discuss the efforts of the Summit at an appropriate time with you as well as to share my thoughts on how this initiative can be developed into a national effort.

I look forward to hearing from you.

Sincerely yours,



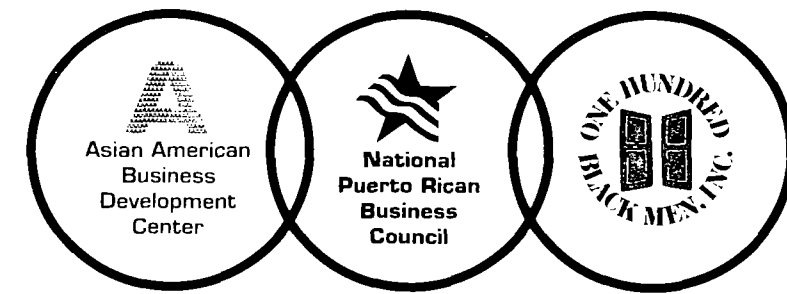
John Wang
President

cc. Hon. Nydia Velazquez

New Majority Economic Summit

The New Majority Economic Summit will feature a Trade/Exhibition Show for Fortune 500 companies and new majority businesses to network and conduct business with each other.

The New Majority Alliance also encourages business associations to participate in the Economic Summit conference and activities. A special value package is available for those business associations who are interested in participating in the New Majority Economic Summit.



New Majority Alliance

Costs: \$100 per person Pre-Registration fee by March 14, 1997 which includes breakfast, lunch, Coffee Breaks, Handouts, proceedings and Summit reception. (\$125 at door)

I am planning to attend the New Majority Economic Summit at the Grand Hyatt New York, Park Avenue at Grand Central Station in New York City. I understand there will be a \$50 cancellation fee. I also understand that there are no refunds after March 6, 1997.

Please reserve _____ place(s) @ \$100 per person Total \$ _____

Please send me information about exhibiting at this conference _____

Name: _____

Position: _____

Company: _____

Address: _____

City: _____ State: _____ ZIP: _____

Telephone: _____ Fax: _____

E-Mail: _____

I plan to pay by (Check preferred - Make out to New Majority Economic Summit)

_____ Check _____ VISA/MASTERCARD _____ American Express

Card Number: _____ Expiration Date: _____

Signature: _____

Please return completed form with payment to:

New Majority Alliance
c/o One Hundred Black Men of New York, Inc.
105 East 22nd Street, Suite 911
New York, New York 10010

FOR MORE INFORMATION Please call: New Majority Alliance Tel: (212) 439-1166 Fax: (212) 575-7995

NEW MAJORITY ECONOMIC SUMMIT

New Majority Economic Summit

A Business and Economic Summit
for African-American, Hispanic and Asian American
business leaders, owners, entrepreneurs and professionals
preparing for the 21st Century.

Friday, March 21, 1997 - Summit Conference/Exhibition

8:00 am to 8:00 p.m.

Grand Hyatt New York
Park Avenue at Grand Central Station
Manhattan, New York City

sponsored by the
New Majority Alliance
between the
Asian-American Business Development Center, Inc.,
One Hundred Black Men of New York, Inc.,
National Puerto Rican Business Council

The New Majority Economic Summit
is made possible by the generous
support and corporate sponsorship of
The Chase Manhattan Bank,
NYNEX,
Philip Morris Companies, Inc.

New Majority Economic Summit

Introduction

The Asian-American Business Development Center, Inc., One Hundred Black Men of New York, Inc. and the National Puerto Rican Business Council have formed a historic alliance to sponsor the "New Majority Economic Summit", a forum for prominent and emerging business owners, entrepreneurs and professionals from the African-American, Hispanic and Asian-American communities to exchange information and promote economic development initiatives between the three ethnic groups.

Mission Statement

The New Majority Economic Summit seeks to establish an annual comprehensive economic and business forum in New York City that brings together prominent and emerging African-American, Hispanic and Asian-American business owners and entrepreneurs to foster communication, exchange of information and promote sustainable business/trade relations between the three ethnic communities and the larger national and international business community.

Summit Goal

The New Majority Economic Summit shall: identify private and public sector resources that promote business relationships and opportunities between the three ethnic communities; expand opportunities for these business owners and entrepreneurs to develop sustainable partnerships with Fortune 500, international and foreign based companies; and foster joint ventures that take advantage of the \$780 billion ethnic consumer niche markets in the US and emerging market opportunities in Africa/Caribbean, Latin America and Asia Pacific Rim countries.

Summit Program

This Summit conference will focus on these and other business/economic panel workshop opportunities:

- Existing & Emerging Ethnic Markets and Business Opportunities
- International Trade Opportunities in Pacific Rim, Latin America, Africa & Caribbean
- Investments, Money Management & Capital Formation
- Women In Business: Entrepreneurs for the 21st Century
- Successful Models of Partnerships & Joint Ventures
- Banking & Financing Techniques & Methods
- Community Development: Franchising and Commercial Development
- Emerging Technology and Telecommunications Opportunities

The New Majority Economic Summit

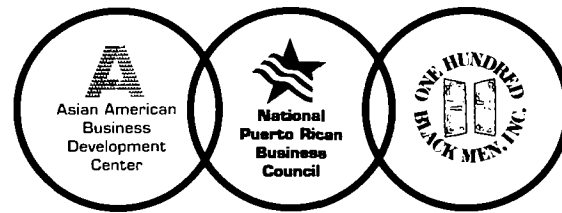
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New Majority Alliance

NEW MAJORITY ECONOMIC SUMMIT

GRAND HYATT NEW YORK
PARK AVENUE AT GRAND CENTRAL STATION
NEW YORK CITY, NEW YORK
FRIDAY, MARCH 21, 1997

TO FACILITATE BUSINESS AND TRADE RELATIONS BETWEEN THE AFRICAN-AMERICAN, HISPANIC AND ASIAN-AMERICAN COMMUNITIES. THE ASIAN-AMERICAN BUSINESS DEVELOPMENT CENTER, INC., THE NATIONAL PUERTO RICAN BUSINESS COUNCIL AND ONE HUNDRED BLACK MEN OF NEW YORK, INC. ARE SPONSORING THE NEW MAJORITY ECONOMIC SUMMIT WHICH IS DESIGNED TO HELP SMALL AND MEDIUM-SIZED BUSINESS OWNERS, ENTREPRENEURS AND PROFESSIONALS TAKE ADVANTAGE OF EXISTING AND EMERGING ECONOMIC AND BUSINESS OPPORTUNITIES IN NEW YORK CITY, NATIONWIDE AND ON A GLOBAL BASIS.

Grand Hyatt New York At Park Avenue

(42nd Street) & Grand Central Station
New York City, NY

Friday, March 21, 1997

8:00 a.m. - Registration

9:00 a.m. Welcome & Opening Remarks

John Wang, President
Asian-American Business
Development Center, Inc.

Carlos D. Nazario
President
National Puerto Rican Business Council

Luther R. Gatling
President
One Hundred Black Men, Inc.

10:00 a.m. Break & Exhibition

10:15 a.m. - 12:15 p.m.
**Profiles In African-American, Hispanic &
Asian-American Market Opportunities**

Panel Moderator: Jacques Degraff
Third Vice-President
One Hundred Black Men, Inc.

Jeff Yang
Editor & Publisher
A Magazine

Elliott Kang
President & CEO
Kang & Lee Advertising

Caroline Jones
President & Creative Director
Caroline Jones, Inc.

Carlos Santiago
Vice-President
Ethnic Markets - NYNEX

Clarence Smith
Essence Communications

Rosanna Rosado
Editor in Chief
El Diario La Prensa

**International Trade Opportunities In
Africa, Caribbean, Latin America & Asian
Pacific Countries**

Panel Moderator: David Aviles
Bronx Times

Cesar E. Baeza
Executive Vice President
Chief Operating Officer
Brotherhood Winery

Roy Hastick
Executive Director
Caribbean-American Chamber
of Commerce & Industry

Kenneth Y. Choy
Buxbaum & Choy

**Women In Business: Entrepreneurs
Preparing For The 21st Century**

Panel Moderator: Pamela Gee
Vice President, Asian-American
Business Development Center

Millie C. Becker
Westchester Air, Inc.

Ernesta Procope
E.G. Bowman Company

Debra Shaw
CEO, Umbrellas Plus

Phyllis Hill Slater
President, Hill Slater, Inc.

Patrice Tanaka
CEO & Creative Dir., PT & Co.

Madeline Moore
Moore Marketing, Inc.

**Investments, Money Management &
Capital Formation**

Panel Moderator: Coy M. LaSister
President & CEO
LaSoeur Management & Development Company

Hammond H. Han
Vice President
Investment Services
The Chase Manhattan Bank

Arthur Thompson
Executive Vice President
Oppenheimer & Co., Inc.

Wayne Wong
Chairman of the Board
Chinese American
Planning Council

Raul De Asia
Senior Vice-President
& General Manager
Philippine National Bank

Thomas Acosta
Smith Barney Investment Services

Pre-Registration Exhibitors Commitment Form

**New York Hilton Hotel & Towers
1335 Avenue of Americas
New York City, NY**

**Friday, March 21, 1997
(Set Up Thursday, March 20, 1997)**

Yes, I am excited about participating in the New Majority Economic Summit.

Sign me up and send show materials for the following:

_____ 10x10 Booth for Small Businesses,
Business Association & Governmental Agencies at \$350

_____ 10x10 Booth for Corporations at \$2,500

_____ 10x20 Booth for Corporations at \$3,500

Company Name: _____

Address: _____

Co. Contact: _____

Phone/Fax Number: _____

Association Contact/Title: _____

Name Signature & Title _____

Date _____

**Please return by
Monday,
March 10,
1997** New Majority Alliance
c/o One Hundred Black Men of New York, Inc.
105 East 22nd Street, Suite 911
New York, New York 10010
Fax: (212) 575-7995

**12:30 p.m. - 2:30 p.m.
Luncheon Session**

Luncheon Dias:

Ivan Siedenberg
Chairman & CEO,
NYNEX

Geoffrey C. Bible
Chairman & CEO
Philip Morris Company, Inc.

Carol Parry
Executive Vice-President
The Chase Manhattan Bank

Raiford C. Cockfield
Director, Market Development
IBM
North America

Horace S. Webb
Senior Vice President
Public Affairs
Con Edison

**2:30 p.m. - 2:45 p.m.
Break & Exhibition**

**2:45 p.m. - 5:00 p.m.
Banking And Financing:
Techniques & Methods**

Panel Moderator: Mark Willis
President, The Chase Community Development Corporation

Thomas Clark
President & CEO
Carver Federal Savings Bank

Julia Wong
Founder & Director
First Commercial Bank of
Philadelphia

Serafin Mariel
President & CEO
New York National Bank

David Yu
Chairman
Summit National Bank

Leonard Walker
Vice-President
Comm'l & Professional Banking
The Chase Manhattan Bank

Jose A. Torres
Vice-President
Banco Popular

**Successful Models Of
Partnerships & Joint Ventures**

Panel Moderator: Richard R. Zayas, Esq.
Zayas & Oquendo

Sandy Lee
Executive Vice-President
Harold Lee & Sons

Elizabeth Young
Interchange Consultants

Enid Winn
Director, MWBE Program
The Chase Manhattan Bank

Richmond McCoy
Chairman & CEO
McCoy Realty, Inc.

Paul Williams
Williams & Harris
Mitchell Titus & Co.

**Community Development:
Franchising, Commercial Development**

Panel Moderator: Kirk A. Ortega
The Ortega Group

Jose O. Aguiar
President & CEO
Kleener King

William Shaw
Vice-President
HRH Construction Corp.

Ralph DeClet
President
Irizarry, DeClet

Lewis Jones
Managing Director
The Chase Community
Development Corp.

Lee Dunham
TCB Management, Inc.

John Wang
President, Asian-American
Business Development
Center, Inc.

**Emerging Technology:
Existing & Future Opportunities
For New Majority Businesses**

Panel Moderator: C. Knox LaSister, III, Esq.
President & CEO, Smart, Inc.

Hon. Percy E. Sutton
Chairman
Africom Telecommunications, Inc.

William Rodriguez-Isona
CEO, Techware Corp.

Eleanor Speller
Internet Application Solutions
Management
IBM Corp.

Manuel Aldana
President & CEO
Sequel Concepts, Inc.

Stanley Richardson
Chairman
SJR Entertainment
Holding, Inc.

John Young
President & CEO
Cyber Express

**5:00 - 8:00 p.m.
Summit Reception**

Pre-Registration Journal Ad Commitment Form

Yes, I am excited about participating in the
New Majority Economic Summit.
I would like a Journal Ad for:

Ad Page Size	Layout Size	Costs	Type of Rate
___ Full Page (Color)	8.5x11	\$1,000	Small Business
___ Full Page (b&w)	8.5x11	\$750	Small Business
___ Half Page (b&w)	8x5	\$400	Small Business
___ 1/4 Page (b&w)		\$250	Small Business
___ Business Card (b&w)		\$95	Small Business
___ Inside Cover (color)	8.5x11	\$3,000	Corporate
___ Back Cover (color)	8.5x11	\$3,000	Corporate
___ Full Page (color)	8.5x11	\$2,500	Corporate
___ Full Page (b&w)	8.5x11	\$1,500	Corporate
___ Half Page (b&w)	8x5	\$900	Corporate
___ 1/4 Page (b&w)		\$600	Corporate

Company Name: _____

Address: _____

Co. Contact: _____

Telephone/Fax: _____

SPECIFICATIONS

All pages may be submitted in conventional Camera Ready (Black & White or Color) or electronic (3.5" Floppy) Mac or PC in Quark Press, PageMaker or Adobe Illustrator formats with all artwork and fonts needed for proper film output. If not included, font substitution will be our discretion and images will low res bitmap.

Deadline for Ad Submission: No Later Than Monday,
March 10, 1997

Please send submissions to: 1111 Calhoun Avenue,
Bronx, N.Y. 10465

Any questions, please call David Aviles at (718) 597-1116
- Fax: (718) 518-0038

NEW MAJORITY ECONOMIC SUMMIT

FRIDAY, MARCH 21, 1997

**GRAND HYATT NEW YORK
PARK AVENUE AT GRAND CENTRAL STATION
MANHATTAN, NEW YORK CITY**

PANEL WORKSHOP SESSIONS WORKBOOK

**NEW MAJORITY ALLIANCE
ASIAN-AMERICAN BUSINESS DEVELOPMENT CENTER, INC.,
THE NATIONAL PUERTO RICAN BUSINESS COUNCIL &
ONE HUNDRED BLACK MEN OF NEW YORK, INC.**

**New Majority Economic Summit sponsored with the generous support of
The Chase Manhattan Bank, NYNEX, Philip Morris Companies Inc.,
Consolidated Edison, IBM, The Coca-Cola Company, The Coca-Cola
Bottling Company.**

I. Profiles in African American, Hispanic and Asian American Market Opportunities

The focus of the Profiles in African American, Hispanic and Asian American Market Opportunities workshop is identify the size of each market, consumer spending power, cultural and demographic characteristics, language and other determining factors required to access these three ethnic markets. The workshop will also focus on the strategies, methods and marketing techniques necessary to tap into these markets. The workshop will explore how Corporate America can better access these three markets. The challenge of this workshop is to identify how the three ethnic business communities can develop joint advertising, marketing and business development strategies and initiatives to stimulate the development and sale of products and services between the African American, Hispanic and Asian American community.

II. International Trade Opportunities in Africa, Caribbean, Latin America and Asian Pacific Rim Countries

The focus of the International Trade Opportunities in Africa, Caribbean, Latin America and Asian Pacific Rim Countries workshop is to explore the global opportunities in international trade with emerging markets and those regions of the world with concentration of ethnic populations and identify private and public resources and initiatives to pursue import/export trade. This workshop will also focus on the strategies, methods and marketing techniques necessary to tap into these markets. The challenge of this workshop is to identify how the three ethnic business communities can develop domestic and international trade relationships on a global basis through specific business development strategies and initiatives that stimulate trade between the African American, Hispanic and Asian American community.

III. Women in Business: Entrepreneurs Preparing for the 21st Century

The focus of the Women In Business: Entrepreneurs Preparing for the 21st Century workshop is to explore how women are playing a significant role in the business community. This workshop will explore how women in business overcome many barriers, take on non-traditional roles, develop strategies, methods and techniques to become successful as entrepreneurs in business. The challenge of this workshop is to identify specific strategies and initiatives where women entrepreneurs and business owners from African-American, Hispanic and Asian American business communities can develop joint business, trade relationships and sustainable partnerships.

IV. Investments, Money Management & Capital Formation

The focus of the Investments, Money Management & Capital Formation workshop is to develop a better understanding on how to access capital and utilize the latest investment and money management strategies and techniques to create wealth and economic power. This workshop will explore what capital formation, investments and money management strategies and action steps are necessary for the three ethnic communities to stimulate and sustain economic and business growth as a means to build better and stronger communities. The challenge of this workshop is to identify specific strategies and initiatives where African American, Hispanic and Asian American entrepreneurs and business owners can accumulate wealth and build sustainable relationships and partnerships between the three ethnic communities.

V. Banking & Financing: Techniques & Methods

The focus of the Banking & Financing Techniques & Methods workshop is to identify ways business owners and entrepreneurs can access capital from banking and financial institutions. This workshop will also focus on how to strategies, methods and techniques to access capital for economic and business growth within the three ethnic communities. The challenge of this workshop is for you to identify specific strategies and initiatives where African American, Hispanic and Asian American entrepreneurs and business owners can accumulate wealth and build sustainable relationships and partnerships between the three ethnic communities. The other challenge is for you to describe how ethnic banking and financial institutions can begin to do business together and leverage their respective positions to develop stronger business relationships with national and international banking and financial institutions.

VI. Successful Models of Partnerships & Joint Ventures

The focus of the Successful Models of Partnerships and Joint Ventures is to identify ways how business owners and entrepreneurs can form successful partnerships and joint ventures. The panel speakers will share their experiences with respect to strategies, techniques and methods they used to form their own partnerships and joint ventures. The challenge is for you to identify and describe how to solutions, methods and new initiatives that African American, Hispanic, Asian American business owners, entrepreneurs and professionals must use to form partnerships and joint ventures between the three business communities.

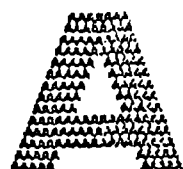
VII. Community Development: Franchising & Commercial Development

The focus of the Community Development Franchising & Commercial Development workshop is to identify the franchising and commercial development opportunities that exist in untapped urban inner city neighborhoods and how African American, Hispanic and Asian American business owners and entrepreneurs can assist with the development of a stronger business and economic base in the three ethnic communities. This workshop will also focus on how to strategies, methods and techniques used to develop new franchising and commercial development opportunities. The challenge of this workshop is for you to identify specific strategies and initiatives where African American, Hispanic and Asian American entrepreneurs and business owners can develop specific initiatives to establish joint franchise businesses and stimulate commercial development in underserved urban neighborhoods.

VIII. Emerging Technology: Existing & Future Opportunities for New Majority Businesses

The focus of the Emerging Technology Existing & Future Opportunities for New Majority Businesses workshop is to identify emerging and technology and telecommunications opportunities, explore the impact of the Telecommunications Act of 1996 and deregulation on the industry and new market opportunities on a global basis. This workshop will also focus on how to strategies, methods and techniques used to identify these existing and new technology and telecommunications opportunities. The challenge of this workshop is for you to identify specific strategies and initiatives where African American, Hispanic and Asian American entrepreneurs and business owners can develop specific initiatives to establish joint ventures, sustainable partnerships and businesses to offer new technology and telecommunications products and services to benefit the three ethnic communities.

Wendy Cheung
Pamela Gee
(212) 219-1681



ASIAN

AMERICAN

BUSINESS

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CENTER

125 Canal St., Ste 310

New York, NY 10002

Tel: (212) 219-1681

Fax: (212) 219-1915

NEW MAJORITY ECONOMIC SUMMIT

LANDMARK CONFERENCE TO HIGHLIGHT AFRICAN AMERICAN, ASIAN AND HISPANIC AMERICAN BUSINESS COMMUNITIES

New York, NY. The New Majority Economic Alliance, a historic intergroup economic and business initiative between the Asian American Business Development Center, the National Puerto Rican Business Council and the One Hundred Black Men, Inc announces the launch of the New Majority Economic Summit on Friday, March 21, 1997.

The Economic Summit will be one of the most-far reaching initiatives to bring together African Americans, Asian and Hispanic Americans around a common agenda of economic and business development.

Prominent and emerging business owners, entrepreneurs and professionals will come together to promote sustainable business and trade relations between the three ethnic groups and the larger national and international business arenas. The Summit will also provide a showcase of American and Asia Pacific markets as well as facilitate access to economic development and business opportunities in the United States. A trade show and exposition will run concurrently, providing major corporations and minority-owned businesses an opportunity to market their products, services and network with each other.

Speakers will include Bruce Ratner, one of City's premier developers, Dr. Yung Duk Kim, President of Hyundai Corporation USA, the automotive titan, Maynard Jackson, members of the Atlanta US Olympic Committee, investment banker and former Mayor of Atlanta, GA, Percy Sutton, chairman emeritus of Inner City Broadcasting and executives from the corporate sponsors, The Chase Manhattan Bank, NYNEX, Philip Morris Companies, IBM, Con Edison and Coca-Cola Company.

The New Majority Economic Summit conference program will include panel workshops such as:

- * *Profiles in African-, Latino- and Asian-American Market Opportunities*
- * *International Trade Opportunities in Africa, the Caribbean, Latin America and the Asian Pacific Rim Countries*
- * *New Majority Women in Business: Preparing for the 21st century*
- * *Investments, Money Management & Capital Formation*
- * *Banking and Financing: Techniques and Methods*
- * *Successful Models of Partnerships and Joint Ventures*
- * *Community Development: Franchising and Commercial Development*
- * *Emerging Technology: Existing and Future Opportunities for New Majority Business*

The Summit will take place on Friday, March 21, 1997 at the Grand Hyatt Hotel (Park Avenue at Grand Central Station) in New York City from 8:00 a.m. - 8:00 p.m. The price of admission is \$100 for pre-registered attendees, \$125 at the door. Breakfast, the Luncheon and the Closing Reception is included in the admission ticket.

Individuals interested in registering for the Summit should call the New Majority Hotline at (212) 439-1166.

Economic alliance between minority groups is helping

By Bess Lewis

URBAN CALL MANAGING EDITOR

"IN MANY URBAN areas, the minority is becoming the majority."

That's the catchphrase at *Urban Call*. We've recognized that by the year 2050, Asians, African-Americans and Hispanics will comprise 47 percent of the American population.

Apparently we aren't the only people who have been paying attention to that fact.

About 15 months ago, the same thought occurred to John Wang, president of the Asian American Business Development Center in New York. While attending a political fund-raiser for congresswoman Nydia Velazquez and congressman Charles Rangel, who collectively represent Chinatown, various Hispanic communities and Harlem, it dawned on Wang that the three minority groups could accomplish a great deal if they worked together to form various economic partnerships.

Wang pitched the idea to Velazquez and Rangel, who were supportive and encouraged him to contact other groups to get something together. He called Luther Gatling, president of One Hundred Black Men, and Carlos Nazario, president of the National Puerto Rican Business Council. All parties were skeptical, but have since overcome that feeling.

"We started talking and all got excited about the potential ... just knowing that minority-owned business is the fastest growing segment in the business world today," Wang says.

"With all the efforts to get their businesses into the mainstream, the three groups had overlooked each other."

And with that, the New Majority Economic Alliance was born. The name reflects the growing importance of the three represented ethnic groups.

Since their first meeting last spring, the Alliance has just been "throwing around ideas" at its twice-monthly meetings. One of their first orders of business was to plan bus tours of the communities that are predominantly Asian, Hispanic and African-American: Flushing (Asian); the Bronx (Hispanic); and Manhattan, Queens, Harlem and "a number of other places" (African-American).

"The tours were interesting and revealing," Wang says. "Participants got a firsthand look at other communities, what the people like, etc., and ideas started flowing."

"In Flushing, they stopped at Crystal Windows & Doors. Kirk Ortega [of the National Puerto Rican Business Council] has a construction

ASSOCIATION PROFILE

business. He talked to them about a business relationship. Now Ortega's company buys from Crystal.

"And Sylvia's restaurant in Harlem is talking about putting their sauces into the Hong Kong Supermarket. The two are also talking about the possibility of a joint, food-related business in Harlem."

"And an African-American boiler manufacturer and an Asian woman who owns a scrap metal recycling plant are discussing some plans. The ideas just started to generate."

ONE SUCCESS BUILDS ON ANOTHER

Based on the success of its meetings and bus trips, the Alliance determined it was time to host a major conference to "bring together businesses from the three communities."

The day-long conference was held at New York City's Grand Hyatt Hotel on March 21, but opened the night before with a pre-summit, black-tie reception at the United Nations.

The actual conference was attended by more than 1,000 people, covered a variety of topics important to minority business owners and featured some big-name speakers.

They included the administrator of the U.S. Small Business Administration, the past president of Hyundai Motor America, the chairman of the Empire State Development Corporation and Maynard Jackson, the former mayor of Atlanta.

"He [Jackson] gave a rousing speech on the importance of all the groups coming together and the fact that it is unprecedented and represents a powerful force that can create the opportunity for more business in the three communities. He urged us to continue and not let ego get in the way," Wang says.

In addition to Jackson's speech at the conference luncheon, workshops were held throughout the day and covered topics such as: the introduction of the three markets, international trade opportunities, investment/capital formation, women-owned businesses, joint ventures, banking/financing for a small business, community development and emerging technology. Corporate sponsors such as Chase Manhattan Bank, NYNEX and Philip Morris provided \$300,000 to support the event.

"We will probably do it again," Wang says. "We're beginning to meet

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10028

See ETHNIC ALLIANCE Pg. 16

ETHNIC ALLIANCE*(continued from Pg. 15)*

and discuss where to go from here because so much came from the meeting. We'll sort it out and see what's next."

One plan is to get the attention of the African-American, Hispanic and Asian congressional caucuses. They were briefed on the conference before it occurred and, although they were "very positive and supportive," Wang says he feels that they might have been a little doubtful.

"I think they see it as a first-time effort to bring the communities together," Wang says.

"But there may have been a little skepticism because we hadn't yet carried it out. So now we need to go back and talk to them again."

OPPORTUNITIES FOR EXPANSION

In addition to New York City, the founders of the New Majority Economic Alliance also see a lot of potential for growth throughout the country and abroad. Already calls

have been coming in from people in Minnesota and Texas who are interested in forming their own groups.

"We encourage people who see the value in this type of thing to move ahead and do it. We're happy to share our experiences with anyone," Wang says.

On an international basis, the Alliance sees a number of opportunities for minority business owners.

"Business can be done between the groups nationally and internationally," Wang says.

"Asians have ties to the

Asian Pacific area, Hispanics to Latin America and African-Americans to the Caribbean. They can help each other make contact in those areas.

"In the 'globalization of the marketplace,' there also are opportunities for smaller, mid-size companies, particularly with this type of organization helping them help each other. They can develop a niche market internationally — it's a new dimension of doing business."

For more information about the New Majority Economic Alliance, call (212) 219-1681. **UC**

Standing For Children In 1997

By BERNICE POWELL JACKSON

Last year on June 1, over 300,000 Americans came together in Washington, D.C. at the single largest demonstration ever on behalf of America's children. Sponsored by the Children's Defense Fund and co-sponsored by 3,700 plus other organizations, Stand for Children showed that Americans do care about what happens to our children and re-committed themselves to caring for all our nation's children.

In 1997, the Children's Defense Fund is once again sponsoring Stand for Children on June 1, but this year's version will not take place in the nation's capital, but in our own communities. This year, Stand for Children will focus on the health of our children because there are 10 million children (one in every seven children) who have no health insurance. Nine in ten of them live in working families. Likewise, every day 466 babies are being born to mothers who received little or no prenatal care and 788 babies are born below normal birthweight.

Stand for Children will focus on the health of children because one in four children under age two are not fully immunized and one million babies and toddlers have anemia and hundreds of thousands suffer from life-threatening asthma and undetected and untreated vision, hearing and learning problems. Stand for Children will focus on health of children because every day 16 children die from gunfire.

This year, the Honorary Chairpersons of Stand for Children are Rosa Parks and Rosie O'Donnell, who believe that the precarious health of so many American children is morally wrong and unnecessary. Indeed, meeting all our children's health coverage needs is an urgent and achievable goal for our nation.

Each community will participate in Stand for Children in its own way. Some will have a rally or parade, some will have immunization fairs, some will have play-ground clean-ups, some will have student-led drives against cigarette smoking and alcohol abuse, some will have church-sponsored programs for safe spaces for children.

Complementing the local Stand for Children Day activities will be a "Virtual Stand for Children," an online event that will take place on the internet from May 25-June 7. During these two weeks people will be able to come together at the Stand for Children web site to sign a petition, to find out about local events and get information on children's health.

If you are interested in participating in Stand for Children 1997 write to them at 1834 Connecticut Ave., N.W., Washington, D.C. 20009 or call 800-663-4032 or fax 202-234-0217. Their internet address is TellStand@stand.org and web page address is www.stand.org.

Asians, Blacks and Hispanics Unite at Economic Summit Overflow Crowd of Enthusiasts and Support From Big Business Energize 'New Majority Alliance'

NEW YORK — Hundreds of participants and supporters gathered at a United Nations reception and a full-day conference at the Grand Hyatt Hotel on an agenda of economic and business development in a new alliance of Asian, African and Hispanic Americans.

This first ever commercial bridge across ethnic and cultural lines, called the New Majority Economic Summit, surprised observers and supporters alike, with the large turnout of enthusiastic men and women from each of the three groups in the New York Metropolitan area.

John Wang, President, The Asian American Business Development Center Inc., in lower Manhattan, first suggested the idea of creating an activist, pragmatic relationship between business and professional persons in the three communities. The idea was tailored to satisfy some of the diverse needs and interests of constituents within each group.

Wang was joined a year ago by Luther R. Gatling, President, One Hundred Black Men of New York, and Carlos D. Nazario, President, National Puerto Rican Business Council.

In a joint statement, Wang, Gatling and Nazario told participants, "We are pleased that the relationship between the three organizations has grown over the past 12 months and blossomed into a way of looking at ourselves, not as minorities, but as the 'New Majority' in New York in terms of our combined strengths and an estimated \$780 billion consumer spending power base nationwide."

"We recognize that people of color are no longer the minority, but the majority in New York City and in urban cities across this great nation," the statement continued. "We see a bright future for sustainable partnerships, joint ventures and new initiatives that bring together African American, Hispanic and Asian American business owners, entrepreneurs and professionals around a common agenda of economic and business development between the three communities."

While enthusiasm ran high among most participants, some longtime observers were skeptical. Some wondered aloud how this cooperation might work today when it has not worked in an organized fashion before. However, even the most skeptical were encouraged by the faith demonstrated by major corporations that contributed more than \$300,000 to the alliance.

Siw de Gysser, Vice President, Strategic Planning, Philip Morris Companies Inc., told participants at the conference luncheon that objectives of the new economic summit included "the creation of partnerships with Fortune 500 companies, as well as sponsoring joint ventures that will reach new and emerging markets. You have charted a bold, innovative course," she said. "We at Philip Morris wish you success as you prepare to compete and prosper into the next century."

Ms. de Gysser represented Philip Morris Chairman and CEO Geoffrey C. Bible, who she said "expresses a deep interest in your initiative."

Lewis Jones, Vice President, Chase Manhattan Bank, summarized the sessions and prompted an explosion of cheers from participants in one of the eight workshops. Jones said the summit "represents a tremendous potential opportunity for people of color to get beyond tribalism and find a way to get some money."



THE NEW ALLIANCE AND A BIG SUPPORTER — Leaders of the New Majority Economic Summit join with a principal sponsor to spread the word of business development in a new alliance. Carlos D. Nazario, President, National Puerto Rican Business Council, one of the founding trio, left, stands with co-founder John Wang, President, Asian American Business Development Center; Theodore Chann, Manager, Public Programs, Philip Morris Companies Inc.; co-founder Luther R. Gatling, President, One Hundred Black Men of New York; and Frank Gomez, Director, Public Programs, Philip Morris Companies Inc.

the recent reception and conference came from among each of the three communities. Among the speakers were: U.S. Rep. Nydia Velazquez (D-Bklyn); Aida Alvarez, Administrator, U.S. Small Business Administration; Dr. Yunk Duk Kim, President, Hyundai, USA; Charles Gardano, President, New York State Economic Development Corp.; Bruce Ratner, business developer and former N.Y. City commissioner; Maynard Jackson, investment banker and former mayor of Atlanta; Stedman Graham, author and marketing and advertising executive; and Rosanna Rosado, Editor-in-Chief, El Diario La Prensa.

The three major corporate sponsors — Chase Manhattan Bank, NYNEX and Philip Morris Companies Inc. — each gave initial grants to get the reception and the conference started. Other backing came from Coca-Cola, IBM and Consolidated Edison.

The summit marked the first major meeting scheduled by the Alliance since its creation a year ago. During that time, each of the three groups has hosted the others for firsthand looks at

their communities, businesses and businesspeople. Visits have been made, so far, to Harlem, East or Spanish Harlem, and Flushing, Queens.

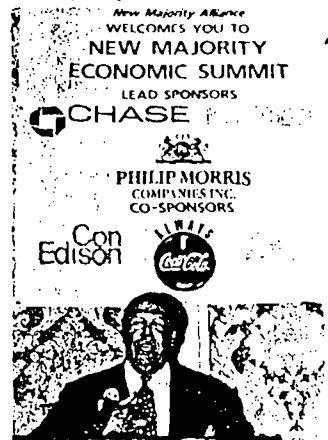
On one visit, an African American construction company owner signed a contract to do business with an Asian American door and window manufacturer. Observers at the summit also heard about recent discussions between a black boiler manufacturer and an Asian metallurgist.

The New Majority Alliance has already discussed taking the concept of unity to other cities. "We'd love to have you in Atlanta," enthused Jackson.

Frank Gomez, an early Alliance supporter and Director of Public Programs at Philip Morris, summed up the enthusiasm that greeted the first conference. "The New Majority Alliance," he said, "gives strength, numbers and visibility to a movement that reflects a critically important demographic, economic and political reality of today and tomorrow. We'll be hearing a good deal more from them. The ties already established can only bring benefits to all."



"YOU HAVE CHARTED a bold, innovative course and we at Philip Morris wish you success as you prepare to compete and prosper into the next century," said Siw de Gysser, Vice President, Strategic Planning,



INVESTMENT BANKER AND FORMER ATLANTA MAYOR, Maynard Jackson brought conference participants his considerable knowledge of business development. A conference keynoter, Jackson was so impressed by the summit that he suggested they

NEW YORK POST

MONDAY, MARCH 24, 1997

New Majority Alliance calls summit a great success

By PETER SLATIN

More than 700 people — nearly twice the expected crowd — attended Friday's New Majority Alliance Economic Summit in a solid show of the financial muscle of minority businesses.

"This is the future," former Atlanta Mayor Maynard Jackson told the crowd at the first official event of the New Majority Alliance.

Organizers proclaimed Friday's event a success and said it had already led to several deals that promised to be lucrative — including an invitation from the People's Republic of China to explore opportunities there.

The event also drew numerous corporations, such as

Coca-Cola, I.B.M. and Philip Morris, which were promoting services to representatives of a constituency that, organizers say, represents \$785 billion in annual spending.

The New Majority Alliance is a partnership of three major ethnic business organizations — the Asian-American Business Development Center, the National Puerto Rican Business Council and One Hundred Black Men Inc.

It was formed last fall by John Wang, president of the Asian-American group. The other leaders are Luther Gatling, president of the One Hundred Black Men and Carlos Nazario, president of



WORKING TOGETHER: New Alliance leaders (left to right) Carlos Nazario, Luther Gatling and John Wang at the group's economic summit. New York Post: W.A. Funches

the Puerto Rican council.

"The people who stop by here are looking to access capital, of course," said Enid Mary Winn, a vice president at Chase Manhattan Bank's

Community Development Group. "But they also want to ally themselves with a strategic partner, so both parties can make money going forward."

AUSTIN AMERICAN STATESMAN

3/22/97

N.Y. minorities unite for economic boost

BY PETER ALAN HARPER
Associated Press

NEW YORK — A coalition of black, Hispanic and Asian business people once seemed an unlikely prospect in this city, where ethnic minorities often have sparred over the years.

So there wasn't much optimism when organizations representing the three groups started meeting last spring to consider a broad range of economic partnerships.

"Without a doubt, there was a certain edge when we first sat down in a room because we didn't know what the other side was thinking," said Kirk Ortega, an official with the National Puerto Rican Business Council.

But envoys of the council, along with the Asian American Business Development Center and an organization known as One Hundred Black Men Inc., soon realized they had a lot to offer each other.

"By coming together, our three communities will have a greater say in the larger economy," Wang said. "We should develop this into a national model."

Moreover, they collectively represent more than half of New York's population, reflecting a national trend that could make Americans of African, Asian, Latin and Caribbean descent the majority of the U.S. population in the next millennium. Hence the coalition's name: New Majority Economic Alliance.

"We're not minorities anymore," said Coy LaSister, vice president of the black men's group. "We're the majorities in the urban centers."

Members overcame their mutual skepticism partly by touring each other's business neighborhoods — Queens for the Asians; Harlem, Wall Street and the South Bronx for the black businesses;

and the Bronx for the Hispanics.

Today, the alliance is hosting a daylong conference on ways that minorities nationwide can collaborate on business ventures, both in the United States and abroad.

The conference has garnered \$300,000 from corporate sponsors, including Chase Manhattan Bank, the nation's biggest banking company, and Philip Morris Cos. Inc., the biggest consumer-products company.

The conference is scheduled to hear from, among others, the administrator of the U.S. Small Business Administration, the president of Hyundai Motor America, former Atlanta Mayor Maynard Jackson and representatives of several banks.

Even the Chinese consulate in New York recognizes the potential of this group, partly because of its familial and business ties to Asia. Last Friday, Chinese consul Qiu Shengyun hosted a reception for coalition members.

"You have become very important groups," Qiu told the guests, noting statistics that show the combined buying power of African, Asian and Hispanic Americans totals \$780 billion.

Qiu also held out the prospect of business partnerships between coalition members and China, which in coming years will overtake the United States as the world's biggest economy.

In offering his country of 1.2 billion people as the best of all emerging markets, Qiu also promised to "facilitate your visa process ... You can rest assured this consulate will help bridge China with the United States."

A regional representative of the Commerce Department attending the reception, Heyward Davenport, said an Asian trade mission is planned this year and that participation by alliance members would make sense.

Newsday

THE LONG ISLAND NEWSPAPER

SATURDAY, MARCH 22, 1997 • NASSAU

One for All, All for Success

3 minority business groups hold unity summit

By Carrie Mason-Draffen

STAFF WRITER

When John Wang, president of the Asian-American Business Development Center in Manhattan, proposed an economic summit three years ago to encourage the New York area's largest ethnic minority groups to do business with each other, he was met with a high degree of skepticism.

After all, he was trying to bring together the Asian, Hispanic and African-American communities, groups with longtime frosty relationships. "People would say, 'What are you talking about?'" Wang said.

There are probably fewer skeptics today, one day after the New Majority Alliance held its first summit, attracting an overflow crowd to the Grand Hyatt in Manhattan. More than 1,000 metropolitan-area business owners and professionals listened to speeches and attended workshops on tearing down cultural barriers to business opportunities. Those barriers, several speakers said, preclude many businesses from taking advantage of their combined ethnic market, with an estimated spending power

of \$780 billion nationally.

The conference was put together by the Asian-American group, the National Puerto Rican Business Council and One Hundred Black Men, a group of business owners and professionals.

On the theory that familiarity breeds acceptance, the New Majority Alliance has held trade tours of minority neighborhoods to bring together businesses that need one another's products. The summit is another attempt to help businesses forge links.

"There is a lot of room to develop business with each other," Wang said.

The feisty group hopes in the process to throw off the yoke of "minority businesses" in favor of the term "new majority."

"Rightfully, we can claim that in New York City," said Wang, who pointed out that their combined numbers constitute a majority.

Diane Chin, owner of Albright Business Systems, a Manhattan-based consulting service, praised the conference. "It's amazing," she said. The summit's focus means "there are no barriers. That's what we need to be strong."

NEW YORK Amsterdam News

African-American businesses featured in New Majority Alliance bus tour

Saturday, February 22, 1997

The New Majority Alliance, a coalition of three prominent, ethnic business/professional organizations, today announced their third ethnic community business tour. African-American owned enterprises will be spotlighted in a three-borough bus tour on Thursday, Feb. 20.

"This year, as we observe Black History Month, we believe it is only fitting to celebrate the achievements of entrepreneurs who have succeeded against tremendous odds. Combined with our previous tours of the Asian and Hispanic business communities, a strong foundation has been created for our spring Economic Summit," said Luther R. Gatling, president of the One Hundred Black Men.

The New Majority Alliance, created in February 1996, will be hosting a New Majority Economic Summit Conference in New York City at the Grand Hyatt Hotel on March 21. The summit will mark the culmination of 13 months of effort from the Asian-American Business Development Centers, National Puerto Rican Business Council and the One Hundred Black Men. Corporate sponsorship for the event is being provided by the Chase Manhattan Bank, NYNEX and the Philip Morris Companies.

"Our purpose," said Cov

LaSister, second vice president of One Hundred Black Men, "is to help small and medium size businesses and professionals of color take advantage of emerging and existing economic and business opportunities in New York City, across the nation and on a global basis."

"To foster a closer relationship between the three communities, we initiated the bus tours as a way to facilitate information exchange and to serve as a catalyst for inter-group commerce," added John Wang, president of the Asian American Business Development Center, who originated the concept.

"The bus tours have been an excellent vehicle for our business communities to demonstrate our vitality, diversity and innovation. Through these events we have been drawn closer together as we complete preparations for the March 21st summit," commented Carlos Nazario, president of the National Puerto Rican Business Council.

"The tours are designed to resemble domestic trade missions, but they have also engendered tremendous goodwill among business persons who too often do not encounter one another," added Gatling.

"As we anticipate the global

economy in the 21st century, it is important for us to look beyond the five boroughs and to reach into the five continents. We are beginning in New York City to establish our commercial infrastructure for the future," said Jacques DeGraff third vice president of the One Hundred Black Men.

The One Hundred Black Men will host this month's tour as have their predecessors. The tour is scheduled to stop at Carver Savings Bank (Manhattan), E.G. Bowman Insurance Co. (Manhattan) and conclude with a luncheon at La Detente Restaurant (Queens). Approximately 60 business men and women are expected to attend.

The bus tours are a part of a series of activities intended to reach out to the three business communities. On February 25, the Philip Morris Companies will host a round table presentation and reception for professional and business associations interested in participating or supporting the summit. On March 14, the Counsel General of the People's Republic of China will host an invitation-only reception to salute the summit. For more information on summit activities, please call the summit hotline, (212) 439-1166. The registration fee for the Summit Conference is \$100.

New Majority announces spring economic summit

Three corporate giants join as sponsors

NEW YORK—On January 9, the presidents of three prominent ethnic business and professional organizations joined corporate leaders from The Chase Manhattan Bank, NYNEX and Philip Morris Companies, Inc. to announce the New Majority Economic Summit to be held in New York City this spring. These major corporations are providing \$225,000 in financial support and in-kind goods and services for the New Majority Summit.

Spokesmen from the Asian American, Hispanic and African American groups announced plans for the meeting which will bring together entrepreneurs, business owners and professionals from the three communities for the first time to discuss doing business with one another as well as U.S. and foreign companies.

Danny Sichon, New York, New Jersey bureau chief of the Philippine News, who attended the event commented that, "the alliance of the three minority groups will enhance the business and economic development, political base and cultural recognition not only in the East Coast but also in the United States."

John Wang, president of the Asian American Business Development Center, Inc. who conceived the Summit concept said "We have a unique opportunity to empower ourselves by coming together to generate capital formation, create additional jobs, foster joint ventures and promote import/export relationships. This conference will be an important first step in advancing the three communities towards the 21st century."

Michael Hegarty, vice chairman of The Chase Manhattan Bank added, "The Chase Manhattan Bank is proud to join in this precedent setting event. Simply put, this is good business. Our long standing commitment to financing businesses now takes on an added dimension in recognizing the diversity of this growing market. Our participation in this landmark summit is consistent with our previous actions and our view towards the future.

"Today's announcement is the reflection of a new era for our respective communities. We have recognized that the resources and sophistication of our communities require an economic development agenda among ourselves and in partnership with Corporate Companies, Inc. for their support of this vision," added

Carlos Nazario, President of the National Puerto Rican Business Council.

"We applaud the New Majority for taking the leadership to call such a historic Summit," said Ivan Seidenberg, NYNEX Chairman and CEO. "NYNEX is proud to partner with this alliance for endeavoring to create more economic growth for Asian Americans, Hispanic and African American businesses."

Over 1,500 entrepreneurs, business owners and professionals are expected to attend the event on March 20 and 21. Conference highlights will include a luncheon with the theme "Preparing for the 21st Century," featuring senior executives from major multi-national companies and top local business. Workshops on financing joint ventures and emerging technologies will also be offered. In addition there will be an international Black-Tie Gala at the United Nations with prominent international business leaders and members of the diplomatic corps. These efforts will build on the local initiatives such as business and trade development conferences between the three communities.

"We recognize that people of color are no longer the minority but the majority in New York City and other urban areas nationwide. As we prepare to close this century, we open the door to the global economy. The best way we can get ready is to do business with our brothers and sisters within the three communities, starting right now. The secret to our business success and economic growth lies in a true partnership between corporate America and New Majority firms," state Luther R. Gatling, president of One Hundred Black Men of New York, Inc.

"Successful businesses, we believe, will depend in increasing measure on their ability to take full advantage of the talents, skills networks and growing international reach of minority firms and minority professionals. This conference, the first of its kind, will help to clarify issues, identify opportunities and chart a course toward growth and greater prosperity for all. As a major corporate citizen in this City and State, Philip Morris is pleased to join in supporting the New Majority Economic Summit," said Geoffrey C. Bible, chairman and CEO of Philip Morris, Inc.

January 22 - 28, 1997

Philippine News

僑報

商討攜手合作共同發展社區經濟計劃 「新多數族裔經濟高峰會議」將於3月舉行

【本報記者陳華華報導】亞美商業發展中心和黑人、波多黎各裔社區兩個具有影響力的團體，將於今年三月二十一日，在紐約市中城希爾頓酒店聯合舉行為期兩天「新多數族裔經濟高峰會議」(NEW MAJORITY ECONOMIC SUMMIT)。商討共同合作發展社區經濟的計劃。大通銀行、紐約電話公司及菲律賓、摩里斯(PHILIP MORRIS COMPANIES)三家銀行企業認為，該次高峰會議將有力推動三個社區及紐約市經濟的發展，並有助於三個族裔在紐約市的和諧相處，因而捐助了二十二萬五千元贊助這次高峰會議的舉行。

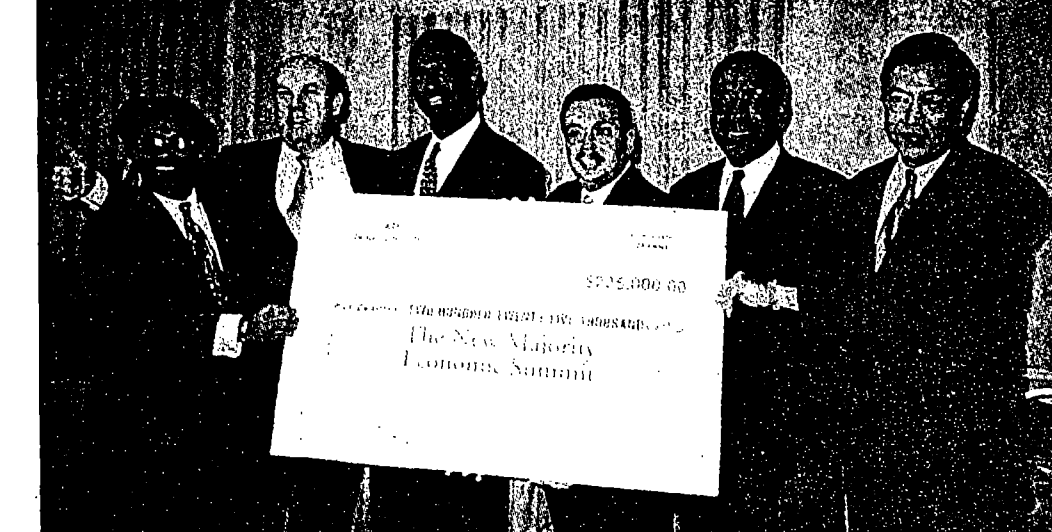
經濟高峰會議的發起人為亞美商業發展中心的總裁王章華，聯合舉行高峰會議的團體有全美波多黎各裔商會及紐約黑人百人會。全美波多黎各裔商會聚集了大批該族裔的成功商人，黑人百人會則有五百會員，全部都是政治經濟文化各界的黑裔成功人士。

王章華昨天在一個記者會上指出，經過一年的努力，三個社區攜手合作發展經濟的夢想終於實現，令他感到非常興奮。他說，三個社區的移民來自世界上不同的國家，大家在紐約市努力工作及創業，為紐約市的經濟發展作出了重要的貢獻。一直以來，移民都想盡辦法要進入主流社會，大家都忽略了移民社區團結互助發展經濟的重要性。

王章華強調，三個社區的市民合作起來，就成了紐約市的多數。只要大家將資金集中，在美國國內及國外尋求合作發展、創造工作的機會，力量將是無可比擬的。三月份的經濟高峰會議，將是三個社區邁向二十一世紀非常重要的一步。

波多黎各裔商會會長勒沙里奧(CARLOS NAZARIO)表示，三個團體足足用了一年時間，通過深入的探討，克服了不少分歧及障礙，終於達成了合作的決定。他說，不同族裔有不同的文化，分歧是不可避免的。領袖們願意克服分歧，是因為大家都充份認識到，世界已經進入了一個新的紀元，只有攜手合作，才能推動經濟及商業的發展。勒沙里奧還感謝三個大企業具有遠見，對三個社區的經濟合作給予大力的支持。

黑人百人會的會長加特凌(LUTHER GATLING)則在記者會上表示，一年前，王章華曾多次跟他交談，向他表明三個社區的族裔合作的好處。另外，王章華又多次提到，少數族裔移民應該把和原居地的聯繫，轉變成在全球經濟競爭中的優勢。他說，他和百人會的幾位領導人，最後終於決定接受了王章華合作的提議。他又讚揚三個大企業的主管夠眼光，對三個社區的經濟合作計劃大力支持。



大通銀行、紐約電話公司、菲律賓、摩里斯昨日向「新多數族裔經濟發展高峰會議」主辦單位贈送二十二萬五千元的贊助支票。(本報記者陳華華攝)

THE CHINA PRESS

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JAN. 10, 1997

SPORTS
FINAL

Newsday

<http://www.newsday.com>

QUEENS • FRIDAY, JAN. 10, 1997

50¢

Coalition Reaches Out To Diversity

Economic summit brings 3 ethnic groups together

By Caryn Eve Murray

STAFF WRITER

As city officials tallied and talked about New York's burgeoning new population of immigrants, a citywide interracial business coalition announced plans yesterday for a first-time economic summit reaching across ethnic and racial lines.

The New Majority Economic Summit, scheduled for March 21, is being coordinated by the Asian American Business Development Center, the National Puerto Rican Business Council and One Hundred Black Men of New York Inc., three of the city's major forces in their respective business communities.

Participants and their corporate sponsors announced the plans at a news conference at Manhattan's New York Hilton, where the event will take place. Its agenda will focus on import-export issues, emerging technologies, joint ventures and how supporting small business can lead to job creation and economic opportunity — one means of addressing social ills.

"One of the most important things is that these three ethnic groups come together and develop, within our communities, jobs," said Carlos Nazario, president of the National Puerto Rican Business Council. The conference is being underwritten with \$225,000 in corporate grants from NYNEX Corp., Philip Morris Cos. and Chase Manhattan Bank, all of which will also provide technical assistance to participating small businesses. About 1,500 attendees are being invited to the event, which will kick off with an invitation-only reception at the United Nations.

"This takes place at a point in history where, in fact, we are the new majority," said Jacques DeGraff, third vice president of One Hundred Black Men Inc.

DeGraff said the summit will expand the spirit of interconnectedness espoused last November during the first public event sponsored by the New Majority Alliance: a bus tour of Flushing's flourishing Asian business district.

"But now," said DeGraff, "we are not talking about five boroughs anymore, but the globe."

"This has never been done for these three communities coming together in such a fashion," said John Wang, president of the Asian American Business Development Center.

"Just as newspapers are spouting about new immigrants coming into the city, we are already ahead of that curve, helping this new diversity make the city and America stronger," Gatling said.



ALL BUSINESS: Carlos Nazario, Luther Gatling and John Wang shake hands after pushing the multi-racial business initiative.

Minority entrepreneurs unite to boost business

By **CLAIRE SERANT**

Daily News Staff Writer

With minority entrepreneurs fighting for the same slice of the nation's economic pie, a new group is promoting trade among African-American, Asian and Hispanic business owners in the five boroughs.

"Each group has been growing on its own, but we have little contact with one another. We need to understand what each group is about," said John Wang, president of the Asian-American Business Development Center in Manhattan.

That's why Wang, Bronx businessman Carlos Nazario, who heads the National Puerto Rican Business Council, and Luther Gatling, president of 100 Black Men, joined to form the New Majority Economic Summit.

Wang said the idea for the multi-racial business initiative formed a year ago after discussions about economic development with Reps. Charles Rangel (D-Manhattan) and Nydia Velazquez (D-Brooklyn).

Nazario said, "As ethnic minorities, we tend to want to be in the mainstream. We miss doing business with each other."

"I'd like to see us get together to resolve business issues that keep us separate," he

continued. "The only people that are going to heal the wounds of hate is the business people. We want to create jobs, opportunities to make business grow."

The three minority groups have an estimated \$700 billion in purchasing power nationwide, Nazario noted.

The council hopes to identify private and public-sector resources to promote economic development and establish international trade missions in Africa, the Caribbean, Latin America and the Pacific Rim countries, said Wang.

Kirk Ortega, co-owner of The Ortega Group, a Washington Heights general contracting firm, supports the multi-racial business initiative.

For the past six months, Ortega, 38, and his brothers, William, 36, and James, 34, have purchased several window supplies from Crystal Windows in Flushing — an Asian-owned enterprise.

"We struggled so long with our business," said Ortega. "We want to work with smaller or minority-owned vendors as we grow."

John Wesley, a member of 100 Black Men, called the effort "a win-win situation for everyone."

NOVEMBER 4-10, 1996

THE FILIPINO EXPRESS

BUSINESS & TOURISM

Minority groups form business alliance

By Manuel P. Mejorada
Special to the Filipino Express

NEW YORK

Leaders of three big minority groups have forged an economic alliance recently to "break down barriers" that have made it difficult for their members to gain access to the market place, information and government services and open new opportunities for them to succeed in business.

Saying the combined resources of Asian, black and Latino communities make it

the "biggest market" in the city, these leaders vowed to "use our strengths to support each other" and help members achieve their full potentials in the field of business.

"We are power," declared Luther Gatling, president of the One Hundred Black Men organization. "It's time we unleash this power."

Gatling said his organization was joining forces with the Asian American Business Development Center led by Jonathan Wang and the Puerto Rican National Association

headed by Carlos Nazario to work toward this goal.

The three groups have agreed to host the "New Majority Economic Summit" in March next year to bring together businessmen from their own communities and provide a forum for them to start talking with each other.

The economic alliance was initiated by Wang.

Wang said that Asian Americans are the fastest growing groups in the U.S. "We are now 9 million, which is 3 percent of the national

population," he said.

Asian Americans, Wang said, own 700,000 businesses across the nation ranging from the usual mom-and-pop corner stores to high-tech industries.

Still, Asian Americans, like most minority groups, have difficulty getting access to capital, information, government services and the market place, he said.

In terms of numbers, minority groups now outnumber whites in the city, Wang said. "We are the emerging market," he said.

India Abroad

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Companies

Business Summit Set Of Minority Groups

By NIRMAL MITRA

NEW YORK — South Asians were conspicuous by their absence from a well-attended meeting of Asian-American, African-American and Hispanic businessmen who gathered to discuss minority issues ahead of a joint summit meeting of the three groups next spring.

Sitting around breakfast tables in a crowded hall in the Stanley H. Kaplan Penthouse of the Lincoln Center for Performing Arts in Manhattan, about 120 minority businessmen and entrepreneurs on Oct. 16 discussed the need to forge a unity to promote their common business, social and economic interests.

Among those who addressed the gathering were John Wang, president of the Asian American Business Development Center, Carlos D. Nazario, president of the National Puerto Rican Business Council, and Luther R. Gatling, president of the African-American business organization, One Hundred Black Men, Inc.

The three organizations announced the formation of an alliance to sponsor a new economic development initiative, "The New Majority Economic Summit," scheduled to be held in the New York Hilton and Towers in March 1997. The meeting will provide a forum for prominent and emerging business owners and entrepreneurs from the African-American, Hispanic and Asian-American communities to exchange information and promote economic development initiatives between the three groups. It will feature a trade show and exhibition and provide opportunities for Caribbean, Latin-American and Asian-Pacific market access.

Wang said, "The New Majority Economic Summit is a very important beginning. The reality is that together we can be a powerful source of development in our respective communities."

Nazario recalled: "When John Wang, Luther Gatling, myself and members of each organization began discussions on the goals of the new majority,

there were serious political and community issues between the three organizations which threatened the existence of this summit. As our discussions continued, we realized that many of our community issues were the result of political agendas that had no relevance to what the message of the outcome of this summit should convey.

He said the domestic Hispanic, Asian-American and African-American markets represented a combined \$780 billion consumer spending base nationwide.

Gatling said: "The summit is one of the ways we as African-American, Hispanic and Asian-American business leaders and entrepreneurs collectively, through our combined talents, skills, resources and tremendous consumer buying power, can make a difference in the quality of life and economic vitality of our communities.

Next March's meeting will aim to establish new initiatives in the form of joint ventures, sustainable partnerships, new ethnic niches and emerging market opportunities for products and services, creative financing structures, construction and facilities for development and new technology opportunities within the three ethnic communities.

The summit, which will be an annual event, will discuss plans for sending three trade missions for the "New York City New Majority" companies and foreign-based companies to identify new economic, business and joint venture opportunities in Africa, the Caribbean, Latin-American and Asian and Pacific Rim countries.

It will also establish an equity investment fund to target joint ventures between African-American, Hispanic and Asian-American businesses and set up a permanent educational and research foundation to serve as a clearinghouse for the dissemination of information on domestic ethnic niche market opportunities and business-trade opportunities in African, Caribbean, Latin-American and Asian and Pacific countries.

BRONX TIMES *Para Servirle*

Nueva Mayoría promete crecimiento económico

por Mary Dascoli

Se liberó una fuerza nueva fusionada en el mundo del negocio cuando se jareneó la Nueva Mayoría. La unión de las tres organizaciones promientes se dio a conocer durante el desayuno sostuvo en el Penthouse Stanley H. Kaplan en Lincoln Center, el 7 de octubre.

La Nueva Mayoría es una alianza del nunca-visto patrocinio del crecimiento económico entre grupos tradicionalmente consideradós minorías, africano-americano, hispanos y asiático-americanos.

El desayuno se llevo a cabo con fin de honrar a los fundadores de la Nueva Mayoría, tres pioneros de visión y empuje, que han tomado el aspecto que aveses les sirvió como una liabilidad y lo convirtieron en un recurso.

Los líderes dinámicos son John Wang, presidente del centro de Negocio asiático-americano, Carlos Nazario, presidente del Concilio del Negocio Nacional portorriqueño y Luther Gatling, presidente de la compañía Cien Hombres Negros, Inc.

La Nueva Mayoría quiere establecer un foro anual con la idea de conectar a emerge empresarios y promover negocios y relaciones del comercio dentro de los tres grupos. También busca elevar conocimiento dentro de la comunidad del negocio nacional de los servicios y oportunidades de recursos que los tres grupos étnicos tienen que ofrecer.

Se espera que haigan cuentos de éxito.

Si las reuniones de gestión de redes les parece cosa de antes, sólo tiene que mirarles las caras a los inovadores de la Nueva Mayoría. Se dara cuenta de lo es la ola del futuro.

"La Zima Económica de la Nueva Majoria es unas de las maneras que nosotros, como africano-americano, hispanos y líderes del negocio asiático-americanos y empresarios, con nuestro combinadós talentos, habilidades, recursos y consumo de compra tremendo podemos hacer una diferencia en la calidad de vida y vitalidad económica de nuestras comunidades," Gatling dijo.

Carlos Nazario, que también sirve como el presidente de la organizacion de noganancia, Promesa, y es el dueño de Cerveza del Metro y refresco en el Bronx, dijo que esta alianza es una oportunidad para todos en el mundo de negocio.

"El mercado doméstico combinado de los hispano, asiático-Americana y african-americanos representan unos \$780 mil millones de base de consumo nacional. Este es un mercado muy significativo, y una oportunidad para los miembros de nuestras comunidades, los que forman parte de la nueva mayoria en la Ciudad de Nueva York, y las compañías Fortune 500 al igual que los negocios locales," Nazario explicó.

En un discurso dado durante el desayuno,



Los fundadores de la Nueva Mayoría (l-r) John Wang, Luther Gatling y Carlos Nazario, fueron honrado en el desayuno, zima de la Nueva Mayoría el 17 de octubre.

John Wang declaró, "Esto no es solo la retórica de hoy. Esta mañana tenemos un principio que trae junto tres grupos vibrantes y dinámicos para una meta común. Nos llevará a abrir cauces de comunicación y oportunidades del negocio el uno entre el otro, y a oportunidades en un exterior del centro de mercadeo. Adicionalmente nos pondra al alcance más cauces en la arena internacional."

El desayuno fue sólo un prelude a la conferencia de Zima Economica del la Nueva Mayoría, que se producirá en Marzo 1997 en el Nueva York Hilton y Torres. En la zima se destacará una muestra de comercio, una exhibición y proporcionará oportunidades del gestión de redes inestimable con los mercados asiático Pacífico, Caribe, Sur y centroamericanos.

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【本報記者樓新 紐約十六日訊】非洲裔百人會、全波多黎各商業協會、及總部設在紐約的亞裔商業協會，中心，十六日，在曼哈頓林肯中心，辦早餐會，宣佈三個組織結成聯盟，將共同籌備明年三月在紐約舉行的「新多數經濟高峰會議」(The New Majority Economic Summit)第一次年會，以探討三個族裔聯合發展經濟和社區事務的策略。這項努力被認為是整合美國三大少數族裔經濟力量的第一次嘗試，由於美國的非洲裔、西語裔及亞裔市場規模估計已達到七千八百億美元，這三大少數族裔的經濟力量若能成功地整合起來，將形成一個「新多數」，對美國經濟有相當影響。

聯合少數族裔工商界的構想是由亞裔商業發展中心總裁王章華率先提出。王章華十六日因此受到各族裔工商界領袖的高度讚揚。他說，一年多前有了這個想法後，即徵求紐約市選出的聯邦眾議員、非洲裔的藍格爾(Charles B. Rangel)及波多黎各裔的維樂貴絲(Midia M. Velazquez)的意見，這兩位聯邦眾議員不但表示支持，並且建議他與紐約的非洲裔及波多黎各裔工商組織商談，經過長達六個月的溝通交流，終於達成結盟。他認為三方達成共同籌備明年「新多數經濟高峰會議」的共識是「一個重要的

三大少數族裔整合經濟力量 非裔波裔亞裔商界締結聯盟 積沙成塔產生「新多數」·明年三月舉辦高峰會

「他」他表示，三大族裔結合在一起，將「形成推動各自社區經濟發展的重要力量」。

亞裔社區是美 近年來成長最快的少數族裔社區之一，目前人口已達到約九百萬，佔美國總人口的百分之三；聯邦商務部調查資料顯示，在一九八七年至一九九二年間，亞裔企業營收成長達百分之五十七，企業數目則達到了大約七十多萬家，涵蓋

的經驗，共同開發在亞太地區、加勒比海地區及非洲地區等各裔裔祖居之地。市場的商。

「我們希望通過三 組織的共同努力，加強與美國各大公司企業的聯繫，與其他族裔組織一起達成一個全國性的聯盟，共同探討影響工商業的全國性政策。」全國波多 各裔商業協會會長納扎里亞(Carlos D. Nazario)在致詞時說。

目前美國西語裔人口已達兩千七百萬人，亦即美國人口的百分之十一，其中波多黎各裔占西語裔人口之百分之十二，據估計到本世紀末，西語裔將成為美國最大的少數族裔，西語裔企業營收在一九八七年至一九九二年間從三百廿八億元增加到了七百六十八億元，增長率達百分之三十四，光在紐約就有五萬五千一百多家波多黎各裔擁有的企業，

營收達六十六億三千萬元，購買力則達兩百八十六億元。納扎里亞認為，憑著各個族裔的實力，三個組織將能夠為社區的企業爭取政府與民間商業合同，提供資訊和金融支援。

「我們今天是在一起宣示我們的權力，」非洲裔百人會會長加特林(Luther R. Gatlif)神情激動地說。他說，經濟力量就是權力，非洲裔經濟力量近年也有很大成長，代表非洲裔工商界精英的非洲裔百人會已經發展到六十八個分會，但很多少數企業家並不廣為人知，他說，現在三大族裔的工商界結合在一起將能夠爭取到經濟發展的主導權。

根據估計，目前美國非洲裔社區的市場達三千億元，波多黎各社區的市場也達兩千三百億元，亞裔社區市場規模達兩千三百八十餘億元，參加昨日早餐會的三大社區許多工商界人士都表示，今後三大社區的協調互動將有助於消除族裔之間的緊張關係，還可以使各族裔的企業更容易打入其他族裔的市場。「我們將相互幫助，而不是相互競爭。」全國波多黎各商業協會會長納扎里亞說。

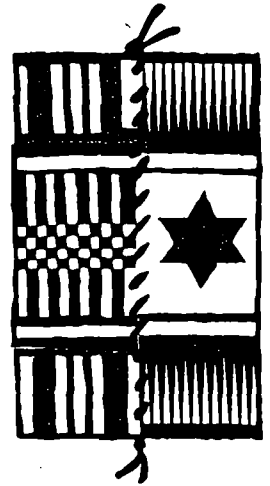
昨日宣佈的合作計劃除每年定期舉辦經濟高峰會議外，還有設立全國商業成就獎、設立鼓勵各族裔人士創辦合資公司的投資基金等事項。

- ① I need more info to in
- ② Timeline
- very expensive program
 - we should do something at this or build on it -

September 17, 1997

The President and Mrs. Clinton
The White House
Washington, DC 20500

THE PRESIDENT HAS SEEN
10-20-97



OPERATION UNDERSTANDING DC

Dear Mr. President and Mrs. Clinton,

2120 S Street, NW
Washington, DC 20008
202-234-6832 Telephone
202-387-8488 Fax

I was delighted to have dinner with both of you and Chelsea last night. I was so happy to be included at Chelsea's last dinner at home before leaving for Stanford. I had a great time talking with both of you about my summer and Operation Understanding DC. My trip to New York and throughout the South inspired me to combat racial and ethnic problems plaguing the United States of America. Operation Understanding DC is dedicated to building bridges and dispelling stereotypes, racism, anti-Semitism, and bigotry. I hope that my work will ultimately benefit society.

I thought that maybe you would like some information concerning Operation Understanding DC. I have included a small pamphlet, the Operation Understanding DC newsletter, and some newspaper clippings about the program. (Please disregard the horrendous picture of me clapping in the *Washington Post* article).

If you have any further questions regarding the program, please contact me at 301-251-0011 or the Operation Understanding DC office at 202-234-6832.

Thank you so much for dinner, I had so much fun and can not wait to do it again when Chelsea comes home for Thanksgiving and Christmas.

Sincerely,

Jared Hendricks

Jared Hendricks

1) copy for
Phil Caplan

Will you
please make sure
that we coordinate
a response w/ the PIR

2) Peter Rundlet —

possible
promising
practice for
Rud I.

DAN BURKHARDT:

please coordinate the
reply

copied
Winston
COS

10/21/97 done
10/21

Smart

COVER STORY

Building bridges of unity



"If we minorities don't watch out for each other, who else will?"

— Rebecca Stoil, 17



Teens share lives to fight racism

By Karen S. Peterson
USA TODAY

NEW YORK — Black or Jewish, these 22 high school seniors from Washington, D.C., are already way ahead of President Clinton.

He is developing a national dialogue on racism. But they have been living one since February, when they signed up for a year-long program to combat hatred — Operation Understanding DC (OUDC).

The program was inspired by one in Philadelphia and in turn is spawning versions in

San Diego; Charleston, S.C.; and Norfolk, Va.

The teens come from schools throughout the area; their year together includes a 25-day trip, beginning in Harlem and the old, lower East Side Jewish tenements, and ending with a swing through five Southern states, retracing the steps of civil rights leaders of the 1960s.

Included this month is a recreation of the start of Martin Luther King Jr.'s 1965 voting rights march from Selma to Montgomery, Ala. The scene, says OUDC founder Karen

Kalish, is truly poignant. "To see those black and white kids, holding hands and singing *We Shall Overcome* where Dr. King marched is an incredible moment. I always have tears in my eyes."

Kalish, 52, is the hard-driving owner of a D.C. public relations firm who founded OUDC in 1995 to ease growing tensions between Jews and blacks and to underline their shared history of persecution. As OUDC student Rebecca Stoil, 17, puts it: "If we minorities don't watch out for each other, who else will?"

Kalish sees OUDC as the answer to what she calls "the No. 1 problem in this country: polarization, racism. It affects everything we do."

The teens' trip begins here in June, staying in the West Side Y. It is 10:30 p.m., and sweaty, tired teens are flopped into chairs in a common room, eating Chinese carryout. Lunch was at Sylvia's Soul Food in Harlem.

During most nights on the trip they gather like this to re-

Please see COVER STORY
next page ►

hash the day. They do not defer to political correctness, having learned to disagree during months of study together.

Sam Reiff-Pasarew, 18, is annoyed that the Harlem-born guide for today's bus and walking tour avoided any negatives. "He did not talk about the problems. It was like Harlem is perfect," Reiff-Pasarew says. "We are doing this group a great injustice if all we say to each other is, 'We love you guys.' This is not some kind of tour group, like we're going to see the Washington Monument. We need to talk about the problems and how to change them."

There is a resounding round of knocking on wood, as various members signal their agreement.

COVER STORY

Kerwin Speight, 17, does not knock wood. "Every jurisdiction has its problems," he says. "I did not need to hear about the problems that plague Harlem," he says. "I came to hear about Harlem's rich heritage, see the buildings from the Harlem Renaissance (of the 1920s). I did not miss anything by not hearing about the number of gangs."

There is more appreciative knocking.

But regardless of their opinion of the tour, most agree with what Haynes Robert Contee, 16, has said earlier. The boulevards of Harlem are wide and not frightening. "You only see this image of violence and guns in the media. Instead, people welcomed us. They were glad we were there."

Which is precisely the point of walking in Harlem, Kalish says. She has found her mission in life: building an "army of racism eradicators."

The original idea came from United Negro College Fund president and former U.S. Rep. William Gray III, who co-founded Operation Understanding in Philadelphia.

OUDC's multipronged approach includes three retreats; workshops and field trips emphasizing black and Jewish history and culture; blacks celebrating Passover in Jewish homes and Jews celebrating Kwanzaa with black families; this 25-day trip; workshops on conflict resolution, peer mediation and diversity; plus talks from black and Jewish leaders.

About the black experience, "considering the (poor) instruction they get in school, the instruction is more than adequate. It is spectacular," says Julian Bond, a civil rights leader and former Georgia state legislator.

"I love my sessions with these kids," says Hyman Bookbinder of the American Jewish Committee. "It is a small program, but one of the most exciting things I do, and I've been around the civil rights movement 50 years."

Through a long application process, Kalish selects local teens with leadership potential who are involved in their communities and willing to talk in schools, churches and synagogues about their OUDC experiences. They are expected to become "bridge builders who affect their friends, their families, their (future) colleges, their communities," she says.

They are also expected to become fund-raisers and volunteers in service to OUDC. Teens work two hours a month for the program and write letters asking for contributions.

A nonprofit organization, OUDC now operates on a budget of \$150,000. Donations come from churches, synagogues, corporations, individuals and foundations. The kids do not pay anything for the entire year, although a fee may be charged beginning in 1998. But parents are expected to donate "a check with several zeros on it," as Kalish puts it.

The public speaking and fund-raising training are a bonus, says Andrew Fish, a member of the first class and now at the University of Chicago. "I gained skills that I can apply the rest of my life." Fish struck gold for OUDC with his letter to Steven Spielberg's Righteous Persons foundation. "He gave us a two-

year grant, for \$25,000 a year, and told us to reapply."

The teens on the 1997 trip talk openly about stereotypes that OUDC is designed to combat. "We've heard that Jews are all really wealthy, that they were major practitioners in the slave trade, that Judaism isn't a real religion at all," says Georgette Rucker, 16. "I wanted to find out for myself what that is about."

Rebecca Stoil says, "They hear that Jews are rich, in private school, all lawyers or doctors. We've heard the opposite: African-Americans are all menial laborers with not a lot of education, in a kind of ghetto."

Lessons often take place in informal settings. At Sylvia's Soul Food restaurant, some of the Jews make it clear they cannot order pork. Some blacks question Jewish kosher dietary laws that prohibit eating pork or mixing milk and meat.

"How do you get that? Is it in the Bible?" Georgette Rucker asks.

Rebecca Stoil rolls her eyes. "Yes, it's in the Bible. I can show it to you, but explaining it here would take some time."

Often, the lessons are about one's own culture. This is the first trip to the historic areas in Harlem for several blacks and the first to a soul food restaurant for Gunella Fecadue, 17.

After lunch, Stoil sums up what she will take away from this year. "I have never really appreciated what it means to see the world with another's eyes. I still can't. But I think I can now at least begin to understand the meaning of the phrase."

It is one thing to be told in an all-white diversity class at school that a white need not cross the street in fear to avoid a black, Stoil says. It is quite another to know it's true because one has now lived it. Profound understanding, she says, is not intellectual. "It comes from experience."



Photos by Patricia Mikkil for USA TODAY

Understanding: Melvette Melvin and Dave Rubins cross the Edmund Pettus Bridge in Montgomery, Ala., with other students as they learn about the civil rights movement during a trip that includes a visit to the Voting Rights Museum in Selma, Ala., where names of key players are painted on windows.

On the Road to Understanding

Tour of Historic Sites Helps Black and Jewish Youths Discover Common Ground

By Donald P. Baker
Washington Post Staff Writer

MONTGOMERY, Ala.—Teenagers Greg Bernard, who is Jewish and from a middle-class Silver Spring family, and D'Vaughn Spencer, who is black and lives in a poor section of Southeast Washington, seem to have little in common.

But after nearly a month of sharing the experiences of their respective heritages, from planting flowers in a garden in the racially torn Crown Heights neighborhood of Brooklyn to repairing an arson-damaged black church in Greensboro, Ala., the two young men made an unexpected discovery.

"We could be brothers. The ideas that we have... he was finishing my sentences," said Bernard, 17, a student at Montgomery Blair High, exchanging a high-five with Spencer in the lounge of Alabama State University during a stopover here.

"It showed me, we really are the same," confirmed Spencer, 16, who attends Anacostia High. "Both of us believe in non-prejudice." Interjected Bernard, "In healing, and fixing our differences."

Bernard and Spencer are among 22 Washington area high school seniors—11 Jewish and 11 black—participating in a yearlong program called Operation Understanding DC, which seeks to rebuild alliances between those two minorities.

The highlight of the program is a recently completed, 25-day tour of sites that hold special meaning for blacks and Jews—including Harlem and Ellis Island in New York, the Lorraine Hotel in Memphis, where the Rev. Martin Luther King Jr. was assassinated, and a memorial to slain civil rights workers in Philadelphia, Miss.

"Our mission is simple, ambitious and vital," said founder Karen Kalish. "We aim to bring these two groups together again to dispel stereotypes—promote cooperation, mutual respect, dialogue and understanding. We are preparing them to promote interracial harmony, respect for diversity, and eradicate racism by building a positive coalition between the two groups."

Kalish, 52, a consumer advocate turned television reporter, got the idea and the name for the program from one in Philadelphia that takes teenagers on annual tours to Israel and Senegal.

At its conclusion, Kalish hopes to unleash "an army of racism eradicators" who are equipped for leadership roles in a nationwide dialogue on race,

ton's call for "a great and unprecedented conversation about race," which he issued one week before these teenagers embarked on their search for commonality and understanding.

But first the teenagers had to confront their stereotypes of each other.

Bernard's Blair classmate, Anna Mackler, said she thought "everyone in the South was a hick or a redneck, and they all lived in trailers."

Rebecca Stoil of Alexandria, one of three Jewish Day School students on the trip, said she believed that "blacks, with a few exceptions, were less ambitious, less interested in literature and dress more trendy" than she and her friends.

And Eastern High School senior Damien Frierson, like several other blacks, acknowledged he arrived thinking that "all Jews were rich and racist and hate Christians."

It was often at night when the teenagers sat in a circle and "processed" the day's experiences that they began to break down these stereotypes and see each other as individuals.

That was true of the evening here when the teenagers talked about a visit they had made a few days earlier to an abandoned Jewish cemetery in rural Port Gibson, Miss., where the Jewish contingent recited Kaddesh, a prayer for the dead, while the black students remained on the bus.

It was apparent during the discussion that the Jewish students thought the black students should have joined them at the cemetery. "No death should go forgotten," said Walter Johnson High senior Yael Zakai, who has visited Holocaust camps in Poland. "It could have been a learning experience" for those who stayed on the bus.

Several of the blacks responded that they thought the Jewish students wanted privacy for a religious activity.

A similar misunderstanding occurred when the group attended a Catholic Mass and one of the black students overheard someone quip about the Holy Communion rite, "I don't know why you'd drink the wine unless you were thirsty." The student thought the remark had been made by a Jewish teenager, only to learn later that it had been made by one of the blacks.

Such frank exchanges mean "true education is taking place," said Christian Dorsey, a Georgetown University graduate who was one of two trip leaders. Dorsey is black; the other leader was a young Jewish woman, Melinda Pollock from George Washington University.



sent to 200 Washington area schools, churches and synagogues, and finalists among the hundreds of applicants are interviewed to assure an equal mix of race and gender.

The organization's \$150,000 annual budget is raised from churches, synagogues, individuals and foundations. The participants are expected to earn money to cover a share of the trip and to help solicit funds. The largest gift, \$50,000, came from film director Steven Spielberg's "Righteous Persons Foundation," which is funded by profits from his movie "Schindler's List."

The program began with a retreat over the Martin Luther King Jr. birthday weekend. By the time this tour began, the teenagers had visited the Holocaust Memorial Museum, attended Easter services at a black church and shared a Passover Seder. This fall, they will meet with Supreme Court justices Clarence Thomas and Ruth Bader Ginsburg and with black and Jewish members of Congress, attend

Jared Hendricks of Sidwell Friends School leads tour participants across Edmund Pettus Bridge in Selma as the group sings the spiritual "Ain't Gonna Let Nobody Turn Me 'Round."



Jeff Taylor/Journal

Haynes Contee (left) and Greg Bernard, both of Silver Spring, were among a group of black and Jewish teens who participated in a 25-day journey to New York City and the South to learn each other's culture and history as part the Operation Understanding DC program.

Building a bridge to Understanding

25-day trip encourages cooperation between blacks, Jews

By **STEPHANIE BARRETT**
Journal staff writer

Last month, Greg Bernard said he probably would have stayed away from any big black guy on the street. But now, he would at least say hi.

"I'm not as stereotypical as I was," said Greg, 16, who will be a senior this fall at Montgomery Blair High School in Silver Spring. "I did have stereotypes about races. I'm more sensitive and more

open and understanding to more people. If you show someone respect, they'll show you respect no matter who they are."

Greg and 21 other Washington area public and private high school students returned last week from a 25-day trip to about 15 cities through Operation Understanding DC, an educational organization created to restore and improve relations between blacks and Jews.

The students visited cities such as New York, Memphis, Philadelphia, Atlanta, Jackson, Miss., and Montgomery, Ala., to learn about their own and others' culture and history.

Greg said perhaps the most memorable moment came when he met some of the women who planned and carried out the Montgomery Bus Boycott. He said the words of one activist remain with him: "It's OK to look to the past,

but don't let looking back obscure what's in front of you."

Greg, one of seven Montgomery County students who took the trip, said her remark "very eloquently" summed up his views that "you don't place blame" and "you don't look to the past to fix the problems of today."

Haynes Contee said he will never forget his visit to the birthplace

Please see TRIP, A5

Jewish, black students receive civil rights history lesson

By Alvin Benn
MONTGOMERY ADVERTISER

SELMA — Haynes Contee has studied the history of America's civil rights era, but he admits books don't have the same impact as standing outside the Lorraine Motel, where the Rev. Martin Lu-

ther King Jr. was assassinated in 1968.

"It all made sense when I looked up to see where (King) was shot to death," said Haynes, 17, who is part of an organization formed to promote better racial understanding. "It really made an impression on me."

Haynes, who is black, was in Selma on Tuesday with 21 other teenagers. They'll be in Montgomery today and Friday and in Tuskegee on Thursday.

Operation Understanding DC, which is a group from the nation's capital, is made up of 11 white Jewish youngsters and 11 black teens. Several were on the tour of the

South last year.

Karen Kalish, president and founder of the group, said the purpose of the organization is to "bring these two groups together again to dispel stereotypes, promote cooperation, mutual respect, dialogue and understanding. We are preparing them to promote interracial harmony, respect for

diversity and eradicate racism by building a positive coalition between the two groups."

During the civil and voting rights eras of the 1960s, many Jews and blacks worked side by side to break down racial barriers. In Mississippi, two Jewish men and a black man died together — slain by Ku Klux Klansmen.

In recent years, the relationship between Jews and blacks has become strained, leading to creation of Operation Understanding to reignite that special partnership.

Jared Hendricks, who is white, forged a close friendship with Haynes. He said their example can be duplicated throughout the country.

"If we work together, we can

help bring about changes for the good," said Jared, 16. "On the flip side, if we don't do something positive, the problems we've been experiencing are likely to continue."

In Selma, they visited Brown Chapel AME Church, the National Voting Rights Museum, Concordia College and Temple Mishkan Israel before walking across the historic Edmund Pettus Bridge.

In Montgomery, they will visit the Holt Street Baptist Church and meet some women involved in the Montgomery bus boycott. They also will visit the Southern Poverty Law Center, Dexter Avenue King Memorial Church and will attend religious services Friday night at Temple Agudath Israel.

10/23/97
Please copy
for Peter R.
looks like
a good
promising
practice

VOICE OF AMERICA

Office of the Director

Evelyn S. Lieberman

Telephone (202) 619-3375

FAX (202) 260-2228

FAX COVER SHEET

10/15/97

→ Please
copy for
Mignon

DATE: 10.15.97

TO: Sylvia

FROM: Mrs. Lieberman

MESSAGE:

Hi, cutie,

Enclosed is Marian's proposal. If you
can agree to ~~me~~ this soon, Marian
won't call you 40 times a day. (And
she will.)

Head up. Shoulders back. xx

→ Mignon,
please call
me about
this TM

SMAT SMAT
Copied for
Mignon.
A. J.

NUMBER OF PAGES, INCLUDING COVER

3

**MEMORANDUM
VIA FACSIMILE**

TO: Judy Winston, Esq., Staff Director
President's Initiative on Race

CC: Alan Heaps and Stacie Spector

FROM: Marian Wright Edelman

DATE: September 22, 1997

RE: Community Forum for President's Initiative on Race in Los Angeles
on Saturday, March 29, 1998

The logo for the Children's Defense Fund, featuring the text "Children's Defense Fund" in a stylized font.

The Children's Defense Fund (CDF), and its affiliated networks, the Black Community Crusade for Children and Stands For Children will be holding our 1998 National Conference at the Los Angeles Convention Center March 25-28, 1998. We invite the President's Initiative on Race to participate in a community forum between 10:00 a.m. - 12 p.m. on Saturday, March 29th. *(afterward?)*

There will be at least 3,000 participants who will attend representing every state, race, faith, ethnicity, and age. Large numbers of youths will be represented as we plan a Student Leadership Network for Children meeting (renamed from the Black Student Leadership Network) and will be doing a special awards banquet highlighting high school students beating the odds. Beat the Odds is a model initiated 5 years ago by Black Entertainment executives in Los Angeles to affirm the strengths of the majority of young people who are not dropping out of school, killing someone, or taking drugs. It has since spread to a dozen cities and continues to inspire. The President and Mrs. Clinton have participated in several Beat the Odds events.

We think our conference presents an important opportunity to hear from all ethnicities, races, incomes, and ages from all over the nation but especially from high school and college-age youth and young groups. As we feel that children and youth are the key to building community bridges and to racial, class, and ethnic healing, and since California is the face of the future, we wanted to make youth dialogue and involvement a central part of this meeting which is in CDF's 25th anniversary year.

Since the Black Community Crusade for Children (BCCC) began, which John Hope Franklin was instrumental in helping launch, we have trained over 750 black college servant-leaders who have run reading-based Freedom Schools for 7,000 children. BCCC has developed a number of other models like Freedom Schools and Beat the Odds that we will now take to scale through local community alliances.

Not only can extraordinary young people share their voices about the problems, they can also speak to the solutions. I believe it is in working together on specific positive projects and solutions that we will rebuild community and trust in our nation. CDF's Los Angeles conference provides an extraordinary opportunity for you to hear our young people discuss their perceptions and experiences with the problems of race, speak to the solution, and share some of the positive models for racial healing and cooperation.

We will be happy to work collaboratively with Linda Chavez and others and will be working with a wide range of religious, education, early childhood and youth groups in designing the conference program. We selected Saturday for the community forum to accommodate the education community and involve as many teachers and school-age children as possible. The forum will be followed by a luncheon where we will be honoring John Gardiner among others. In fact, we would love to honor Dr. Franklin.

We hope to hear from you very soon as we plan a conference mailing within the next two weeks. Please contact Alan Heaps, CDF's Chief of Staff, at (202) 662-3585 if I am on travel.

A preliminary outline of the conference schedule and invited participants will be forwarded shortly.

MWE/emb
winston.doc

Study Circles on Race Relations Connect Talk With Action

President Clinton's call for constructive dialogue on the difficult issue of race relations is already being answered. Over the last several years, study circle organizers in communities around the country have involved thousands of citizens in discussion and action on race.

In study circles—small-group, democratic, highly participatory discussions—people of all backgrounds and views exchange ideas and grapple with critical public issues. As citizens participate in community-wide study circle programs, they form new interracial networks, gain a deeper understanding of others' perspectives and concerns, discover common ground, and gain a greater desire and ability to take action—as individuals, as members of small groups, as members of large organizations in the community, and as voters.

Study circles create more than just talk. An evaluation of a program in the Cleveland area, where 700 citizens have participated, showed that people changed their attitudes about race as a result of their study circle experiences. In Lima, Ohio, where over 2,000 citizens have taken part, participants have done everything from building new playgrounds to winning minority representation on a regional development board. In the week after the O.J. Simpson verdict, study circles took place at over 100 sites in Los Angeles, allowing people to address a tense situation in a civil and productive way.

Study Circle Program Examples

Cleveland—More than 700 people have been involved in "Honest Conversations," sponsored by the National Conference in the communities of Shaker Heights, Beachwood, Euclid, and North Olmsted. An evaluation conducted by researchers from Case Western Reserve University showed that participants changed some of their attitudes about race as a result of the process. Contact: Sandi Holmes, (216) 752-3000.

Wilmington/New Castle County, Del.—Almost 500 people are participating in a study circle program which began on Martin Luther King Day 1997. The DuPont Company has pledged \$15,000 to fund this program, which was initiated by the YWCA. The Mayor, County Executive, and Delaware Attorney General are members of the coalition formed for this effort, along with a host of other community organizations and businesses. Contact: Ruth Sokolowski, (302) 658-7161.

Springfield, Ohio—A study circle program, initiated by the city in 1993, is supported by a coalition which includes ecumenical associations, local universities, county government, the school system, and the public library. It has involved 1,570 citizens so far, including students who co-facilitate study circles in the city's high schools. Contact: Selena Singletary, (937) 324-7380.

Los Angeles—Hundreds of people participated in a Day of Dialogue at over 100 sites around the city only two weeks after the Simpson verdict. Sponsored and organized by the Los Angeles City Council and the Office of the City Attorney, community institutions from all sectors invited participants to talk about race relations. Since that time, successive rounds of study circles have focused on affirmative action and crime and violence. Contact: Carolyn Webb de Macias, (213) 485-7682.

Lima, Ohio—The Mayor's office, the

Ohio State University at Lima, and the interracial Clergy Task Force initiated a community-wide study circle program in 1993. Since then, more than 2,000 citizens have been involved in study circles on race relations, and also on the issue of violence. A Violence Prevention Center has been formed and a Study Circle Council has been created to coordinate the study circles and funnel input and ideas from citizens to city government. Contact: Ron Hagaman, (419) 221-5282.

Minneapolis/St. Paul—Roughly 500 people are currently participating in study circles as part of the Choices for Community project. Backed by a cross-sector collaboration of more than 30 organizations, the program is involving people in dialogue on the challenge of racial segregation in housing and education. Participants attended a "citizen's summit" on these issues this summer. Contact: Dick Little, (612) 871-8980.

"Study circles are making dramatic progress on race relations in cities all over the country," says former Senator Bill Bradley.

In Tampa, Florida, over 500 people have been involved in study circles on race relations; almost 500 have taken part in a program in Wilmington, Delaware; and in Springfield, Ohio, 1,570 residents have participated, including several hundred high school students.

Study circles aren't limited to race issues. Many communities are using them to get people involved in issues like crime and violence, education, criminal justice, and youth concerns. A program on education in tiny Orford, New Hampshire, helped that town address the financial difficulties of its high school.

A program on crime in Baton Rouge, Louisiana, helped the police department implement a new community policing strate-

gy. In Oklahoma, a state-wide study circle program involving over 1,000 citizens enabled the state legislature to pass sweeping changes in the corrections system. At present, there are full-scale study circle programs underway in 36 communities across the country. Another 65 communities are in the process of planning such programs.

While each of these programs is unique and locally-driven, study circle organizers receive

free assistance and materials from the Study Circles Resource Center, which also works to connect this growing national network. SCRC is a project of the Topsfield Foundation, a nonprofit, nonpartisan private foundation working to "advance deliberative democracy and improve the quality of public life in the United States."

Details: Sarah Campbell, (860) 928-2616; fax, (860) 928-3713; e-mail, scrc@neca.com. ■

NLC Report Urges "Talk" About Racism

by Bill Barnes

"The racial tension in my community is palpable but we can't get anyone to talk about it."

That's what one city official said in a NLC focus group last year; others, from all over the nation, agreed. A new NLC publication, "Talking is the First Step," says that dialogue is critical to creating effective governance in racially and ethnically diverse communities.

"The challenge today," said NLC Executive Director Donald J. Borut, "is to cross boundaries, to acknowledge differences and bridge them, to engage and not to back off.

That is what this pamphlet is about."

More than 2,200 NLC member elected officials will receive the booklet this week.

The ten page pamphlet offers "talking points," acknowledges barriers and difficulties, and lists resources for moving forward. It says that local elected officials have unique and crucial roles to play, even if they are not "comfortable."

One official quoted in the pamphlet said "Elected officials must acknowledge that conflict exists; set the agenda; identify opportunities that we have to open up dialogue; and be willing to discuss racism."

"Talking is the First Step"

is the latest in an array of resources on diversity available to local officials. Next month, NLC will publish a 200-page guidebook, "Governing in a Diverse Community," that contains essays by city officials and scholars as well as descriptions of promising local initiatives. Training sessions and workshops on diversity also will be conducted at Congress of Cities in Philadelphia. NLC's work on this topic began in 1991 with the publication of "Diversity and Governance," a Futures Report adopted after a year of study by the NLC Advisory Council.

According to the most recent NLC opinion survey, municipal elected officials are

dissatisfied with the current level of discourse surrounding race/ethnic relations and racism.

Two-thirds (66 percent) of municipal elected officials say that their public discussions about race/ethnic relations and racism have been useful and constructive "never or almost never" or only "occasionally"—signifying a deep dissatisfaction with the current discourse surrounding race.

They also note that these discussions occur infrequently. Three-out-of-four (77 percent) say they are "never or almost never" or only "occasionally" involved in public discussions about race/ethnic relations or racism.

These city and town leaders say that when the issues of race/ethnic relations and racism do come up, it is usually as a part of other discussions on such "hot button" topics as crime and public safety, police community relations, or housing and community development.

In the 1996 focus groups, a broad mix of elected and appointed city and town officials said that "it's hard to talk publicly about race, ethnicity, and racism." ■

Additional copies of "Talking is the First Step" are available at no cost from NLC by contacting Lorraine Gloster: (fax) 202-626-3043 or (e-mail) gloster@nlc.org.



U.S. GENERAL
Administration

Judy Winston
cc: Erskine Bowles

September 25, 1977

Judy,

As you know, I am taking the President's race initiative very seriously. I happen to think that, as we leave this century, Bill Clinton can do more for America on this subject than anyone could, or maybe ever has.

One part of the initiative is to have a dialog in each of our agencies. I want to tell you about ours. I'd also like to invite you to visit with us to learn more about it.

Last Thursday, we devoted our quarterly Management Council meeting to a discussion on race. The Council is made up of the 25 top executives in GSA and includes our 11 Regional Administrators, 10 of whom are political appointees. The other 13 include 6 career executives.

Martha Johnson, Thurman Davis and I planned it carefully, including securing the services of an outstanding facilitator. Catherine Buntaine, of Charlesbank Associates, is an old friend and colleague of Martha's and brought 10 years of great experience to her time with us.

We knew it would be intense, uncomfortable and some would feel, a waste of time. We hoped it would be illuminating, strategic and valuable. It was all those things. We wanted to start this dialog at the top for two reasons: one, we needed to let the organization know we could have the discussion, and two, we have more diversity in that group than the rest of GSA.

We learned many things and are still digesting the effect of the day. It was clear that it was just a beginning. It was also clear that the topic will (or should) engage a discussion of business strategy. We drifted between the strategic value of diversity and the specific subject of race.

But, nothing was more clear than the need for a first class facilitator. Catherine was just that.

Our next steps will include more analysis of the landscape to put our present and past in perspective and the development of a "business case" to use in future discussions.

We would love to have you visit with Martha, Thurman and me. We'd be glad to share our experience and hear about what is happening in other agencies.

Given to
Bradley Lin



CHIEF OF STAFF TO THE PRESIDENT

Silvia -
This is great
We should get Beron
personnel and mail
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at the end

PRESS RELEASE

Contact: Karlyn Farris (213) 891-2909



Operation HOPE, Inc. Delegation Returns From IV African-African American Summit, in Johannesburg, South Africa, And Harare, Zimbabwe.

OHI Bryant Gives Presentation to Delegates and Heads of State.

Operation HOPE, Inc. Agrees to Enter Into International Training Partnership With The Commercial Bank of Zimbabwe.

August 21, 1997, Los Angeles – On July 28th, 1997, 15 Operation HOPE, Inc. Delegates returned to the United States after having attended the IV African-African American Summit, in Johannesburg, South Africa, and Harare, Zimbabwe, hosted by Rev. Leon H. Sullivan, Founder of Opportunities Industrialization Centers (OIC), and The Sullivan Principals, which served as a guidepost for companies doing business in South Africa during the Apartheid period.

Members of the OHI Delegation included C. Robert Kemp, President and Chief Executive Officer of the Los Angeles Community Development Bank (not a commercial bank), Fred Smith, Assistant Treasurer for the State of California, Renny Robinson, Chairman and Publisher of Minority Golf Magazine, and John Bryant, Chairman and Chief Executive Officer of Operation HOPE, Inc. Of the experience Mr. Kemp says "*it was an enlightening experience for me. Operation HOPE, Inc. and the California Community Foundation are to be commended for their foresight in recognizing the global importance of connecting the African continent with the U.S. continent, through the program activities of the Summit.*"

Give to Brenda L.

10/6/97

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As a direct result of the Summit, Operation HOPE, Inc. officials met with the chief executive officer of the Commercial Bank of Zimbabwe, the 3rd largest bank in the country, and agreed to enter into an International Training Partnership, wherein senior bankers from Zimbabwe would be trained in commercial banking, working through OHI Partner Financial Institutions. OHI has 42 FDIC insured financial institution (bank) partners, including Home Savings of America, Wells Fargo Bank, Union Bank of California, Cedars Bank, Hanmi Bank, Community Development Bank, Hawthorne Savings, Chase Manhattan Mortgage Corporation and Fidelity Federal Bank. The partnership will be formalized before the end of the year.

The IV African-African American Summit, with some 1200 participants, was the largest official delegation of Blacks of African decent to return to Africa, since the mass forced exodus of Black Africans during the slave trade.

In the words of OHI founder John Bryant, *"...our forefathers left this great land as slaves, but we the children of a dream come partially true, return today to Africa as men and woman of choice and relative free will, having had the dual privilege of education and economic opportunity. Our Mandela was Dr. King, and because of him, and others like him, we have seen the promised land. Now, we see each other."*

BLACK ENTERPRISE

STARTING A HOME BASED BUSINESS

SEPTEMBER 1997

Newspoints

URBAN DEVELOPMENT

Building hope in Los Angeles

Chase Manhattan Bank leads charge to start home ownership initiative

Own^{ing} a home complete with white picket fence, backyard and swimming pool has long been the crux of the American Dream, although for many, it remains a distant longing. But a recent \$50 million partnership between Chase Manhattan Mortgage Corp., the Los Angeles Urban League and Operation Hope, a community-based organization dedicated to urban economic empowerment, may now make that dream a reality for many in the Los Angeles inner city.

In a three-pronged attack, Chase will provide the financing, the Urban League will help supply eligible candidates from its computer database and Operation Hope will provide the training and education necessary to make the initiative work. For the moment, the three organizations will focus their efforts on the Los Angeles area. And to date, there are no plans to develop the plan nationally.

The LA Urban League and Operation Hope will share equally in a grant of approximately \$60,000 provided by Chase Manhattan for actually managing the program and providing seminars, workshops and training, according to John Bryant, president of Operation Hope.

LA Urban League President John Mack says the partners will co-host a

series of free workshops and seminars in the coming months to identify low- to moderate-income individuals for home loans. Chase has committed \$50 million toward the venture, and plans to close 500 loans over the next two years.

"Traditionally, home ownership has been an elusive and evasive dream and all too often a nightmare for many African Americans, in part because of the rigid standards of major conventional financial institutions," says Mack. "Chase has made a commitment to be more flexible in the way they evaluate prospects for home loans, looking at financial background and potential."

Pazel Jackson, senior vice president in the Community Development Group at Chase, is responsible for helping to structure the partnership and says the program is a direct result of last year's merger between Chase Manhattan and Chemical banks. When the new Chase emerged, so did a commitment to invest \$18.1 billion over the next five years in low- and



Bryant says effort will spur home ownership

moderate-income communities.

"We feel very fortunate to work as partners with the Urban League and Operation Hope," Jackson says. "Our partnership is an enormous benefit to us because it simplifies the recruitment process." With the Urban League recruiting candidates, Operation Hope will provide economic education,

technical assistance and credit counseling to candidates before submitting loan applications to Chase. Since 1992, Operation Hope has worked with more than 40 financial institutions to fund \$13 million in home loans.

"Our job is to prepare potential buyers, inspire them, educate them, help resolve their credit issues and help package them for financing," says Bryant. "You can't just come into a community, offer a mortgage or loan to someone and expect immediate success. The urban market has been starved for capital access and education for so long that making a difference will require nurturing and attention," he adds.

For more on the Urban League Home ownership program, call 213-299-9660. —**Dackeyla Q. Simmons**

UNITED STATES OF AMERICA

NATIONAL

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Elizabeth Thornton, Director
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1801 L Street, NW.
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(202) 663-4900 (Voice)
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(E)*

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(202) 619-3437 (Fax)
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services.

Assistant Secretary for
Fair Housing and Equal Opportunity
DEPARTMENT OF HOUSING AND URBAN
DEVELOPMENT
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(H)*

Deval L. Patrick, Assistant Attorney General
CIVIL RIGHTS DIVISION
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COMMUNITY RELATIONS SERVICES
DEPARTMENT OF JUSTICE
Park Place Building
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Chevy Chase, Maryland 20815
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(301) 492-5984 (Fax)
Community Relations, conflict resolution.

Shirley J. Wilcher, Director
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UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

GREAT BRITAIN

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Joanna Foster, Chair
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NORTHERN IRELAND

Joan Smyth, Chair
EQUAL OPPORTUNITIES COMMISSION FOR
NORTHERN IRELAND
Chamber of Commerce House
22 Great Victoria Street
Belfast, Northern Ireland BT2 7BA
(44-232) 242752 (Voice)
(44-232) 331047 (FAX)
Jurisdiction: Northern Ireland
(E P C)*
Other: Goods, Facilities and Services, Education.

The purpose of the Commission is combating
gender based discrimination.

Bob Cooper, Chairman
Harry Goodman, Executive Director
FAIR EMPLOYMENT COMMISSION FOR
NORTHERN IRELAND
Andras House
60 Great Victoria Street
Belfast, Northern Ireland BT2 7RB
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(44-232) 331544 (Fax)
Jurisdiction: Northern Ireland
(E A C)*

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NOTE: For the United States, state agencies are listed first, then local agencies are listed alphabetically by city.

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(907) 278-8588 (Fax)
(907) 276-3177 (TDD)
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(E H P C)*
Other: Government Practices, Finance, Coercion.

Bruce Tiedeman, Chairperson
Steven S. Holt, Executive Director
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Anchorage, Alaska 99519-6650
(907) 343-4342 (Voice)
(907) 276-4630 (Fax)
(907) 276-4894 (TDD)
Jurisdiction: Municipality
(E H P A C L)*

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Jurisdiction: State of Arizona
(E H)*

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Lionel D. Lyons, Director
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(602) 534-1557 (TDD)
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(E H P A C)*

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TUCSON HUMAN RELATIONS COMMISSION
P.O. Box 27210
Tucson, Arizona 85726-7210
(602) 791-4615 (Voice)
(602) 791-4017 (Fax)

CALIFORNIA

Nancy Gutierrez, Director
CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT
AND HOUSING
2014 T Street, Suite 210
Sacramento, California 95814-6835
(916) 227-2878 (Voice)
(916) 227-2870 (Fax)
(916) 739-2895 (TDD)
Jurisdiction: State of California
(E H P A C)*
(The California Department of Industrial Relations,
Division of Labor Standards Enforcement, enforces
prohibition against discrimination in employment
because of sexual orientation. See next listing.)

Victoria Bradshaw, Labor Commissioner
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS ENFORCEMENT
455 Golden Gate Avenue
Room 3194
San Francisco, California 94102
(415) 703-4750 (Voice)
(415) 708-3730 (Fax)
(E on the basis of sexual orientation)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Kay Madden, Personnel Director
 COUNTY OF KERN HUMAN RELATIONS
 COMMISSION
 1115 Truxton Avenue
 Bakersfield, California 93301-4639
 (805) 861-2195 (Voice)

Shirley Dean, Mayor
 Marianne Graham, Senior Management Analyst
 HUMAN WELFARE AND COMMUNITY ACTION
 COMMISSION
 2180 Milvia Street
 Room 217
 Berkeley, California 94704
 (510) 644-6001 (Voice)
 (510) 644-8678 (Fax)
 Jurisdiction: City of Berkeley

Marva M. Porter, Administrative Program Specialist
 CITY OF CARSON HUMAN RELATIONS
 COMMISSION
 P.O. Box 6234
 701 East Carson Street
 Carson, California 90745
 (310) 952-1700 (Voice)
 (310) 513-6243 (Fax)

James P. Banks
 CITY OF CONCORD HUMAN RELATIONS
 COMMISSION
 1950 Parkside Drive
 Concord, California 94519
 (510) 671-3374 (Voice)
 (410) 671-3084 (Fax)

Robert Gardner, Chairperson
 Sydney Kronenthal, Human Services Director
 CULVER CITY HUMAN SERVICES DEPARTMENT
 4117 Overland Avenue
 Culver City, California 90230
 (310) 253-6655 (Voice)
 (310) 253-6666 (Fax)
 Jurisdiction: Culver City
 (C)*

Bill Ritter, Chairperson
 Don R. Hopkins, Lt., Staff Liaison
 CITY OF DAVIS HUMAN RELATIONS COMMISSION
 226 F Street
 Davis, California 95616
 (916) 756-3915 ext. 7446 (Voice)
 (916) 757-7102 (Fax)
 (E H P A C)*

Joanne Sidwell, Personnel Manager
 EL CERRITO HUMAN RELATIONS COMMISSION
 10890 San Pablo Avenue
 El Cerrito, California 94530
 (510) 234-2323 (Voice)

Belinda Hunter, Liaison Officer
 CITY OF FONTANA COMMUNITY RELATIONS
 COMMISSION
 P.O. Box 518
 8353 Sierra Avenue
 Fontana, California 92335-3598
 (909) 350-7603 (Voice)

Robert Overman, Chairperson
 Human Relations Commission/Advisory to City
 Council
 Suzanne Shenfil, Human Services Director
 CITY OF FREMONT
 HUMAN SERVICES DEPARTMENT
 3350 Capitol Avenue
 P.O. Box 5006
 Fremont, California 94537
 (510) 494-4550 (Voice)
 (510) 494-4554 (FAX)
 Jurisdiction: City of Fremont
 (A C)*

Nora Benavides, Chairperson
 Ricardo Duran, Coordinator/Deputy City Manager
 CITY OF FRESNO HUMAN RELATIONS
 COMMISSION
 2600 Fresno Street
 C/o City Manager's Office
 Fresno, California 93721
 (209) 498-1646 (Voice)
 (209) 488-1015 (Fax)
 Jurisdiction: City of Fresno
 (A C L)*

Barbara Chabot, Chairperson
 Jesus Armas, City Manager
 CITY OF HAYWARD HUMAN SERVICES
 COMMISSION
 25151 Clawiter Road
 Hayward, California 94545-2731
 (510) 293-5542 (Voice)
 (510) 293-5039 (Fax)
 Jurisdiction: City of Hayward
 (C)*
 Other: Development and implementation of the City's
 Anti-Discrimination Action Plan.

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Ralph Mays, Chairperson
 LONG BEACH HUMAN RELATIONS COMMISSION
 Angela Coron, Manager
 Human/Social Services Bureau
 City of Long Beach
 2525 Grand Avenue
 Long Beach, California 90815
 (310) 570-4000 (Voice)
 (310) 570-4049 (Fax)
 (310) 570-4346/4345 (TDD)
 Jurisdiction: City of Long Beach

Leslie J. Frank, President
 Christopher McCauley, Executive Director
 CITY OF LOS ANGELES HUMAN RELATIONS
 COMMISSION
 200 North Main Street
 City Hall, Room 540
 Los Angeles, California 90012
 (213) 485-4495 (Voice)
 (213) 485-4390 (Fax)

Vito Cannella, President
 Eugene Mornell, Executive Director
 LOS ANGELES COUNTY COMMISSION ON HUMAN
 RELATIONS
 320 Temple Street, Suite 1184
 Los Angeles, California 90012
 (213) 974-7611 (Voice)
 (213) 687-4251 (Fax)
 Jurisdiction: Los Angeles County
 (A C)*

Robert Delgado, Chair
 LOS GATOS HUMAN RIGHTS COMMISSION
 127 Vista Del Monte
 Los Gatos, California 95032-6335
 (408) 277-4448 (Voice)
 (408) 227-3196 (Fax)

Ami Mezhav, Coordinator
 CONTRA COSTA HUMAN RELATIONS
 COMMISSION
 651 Pine Street
 Room 103
 Martinez, California 94553
 (510) 646-2013 (Voice)
 City Manager's Office
 CITY OF MODESTO HUMAN RELATIONS
 COMMISSION
 P.O. Box 642
 Modesto, California 95353
 (209) 577-5441 (Voice)

Grant Peterson, Chairman
 Vincent B. Reyes, Coordinator
 ALAMEDA COUNTY HUMAN RELATIONS
 COMMISSION
 Social Services Agency
 401 Broadway, Suite 500
 Oakland, California 94607
 (510) 208-1208 (Voice)
 (415) 268-7366 (TDD)
 vincereyes@ad.com (E-Mail)

Ann Fraser, Chairperson
 Michelle Skaggs Lawrence, Administrative Officer
 CITY OF OCEANSIDE HUMAN RELATIONS
 COMMISSION
 City Manager's Office
 300 N. Hill Street
 Oceanside, California 92054
 (619) 966-4422 (Voice)
 (619) 966-4436 (Fax)
 Jurisdiction: City of Oceanside
 (C)*

Manny Vega, Community Relations Officer
 CITY OF OXNARD COMMUNITY RELATIONS
 COMMISSION
 Community Services
 300 West 3rd Street
 Oxnard, California 93030
 (805) 984-4609 (Voice)

Edward J. Dietrich, Chairperson
 PALM SPRINGS HUMAN RIGHTS COMMISSION
 2034 Chia
 Palm Springs, California 92262
 (619) 323-8213 (Voice)
 (619) 323-8287 (Fax)
 Jurisdiction: City of Palm Springs

Tina Gutierrez, Chairperson
 David F. Martin, Administrator
 Human Services Division
 PALO ALTO HUMAN RELATIONS COMMISSION
 Cubberley Community Center
 4000 Middlefield Road
 Palo Alto, California 94303
 (415) 329-2639 (Voice)
 (415) 856-8756 (Fax)
 (415) 328-1199 (TDD)
 david.martin@city.palo-alto.ca.us (E-Mail)
 Jurisdiction: City of Palo Alto
 (C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Chairperson

Sonya Amos, Coordinator of Human Relations
PASADENA HUMAN RELATIONS COMMISSION
 234 E. Colorado Boulevard
 Suite 205
 Pasadena, California 91101
 (818) 405-3904 (Voice)
 (818) 796-5766 (Fax)
 (818) 405-4371 (TDD)
 Jurisdiction: City of Pasadena
 (E A C L)*

Gerald Dunbar, Director
 Human Resources Department
HUMAN RELATIONS COMMITTEE
 340 Marina Boulevard
 P.O. Box 1518
 Pittsburg, California 94565
 (510) 439-4775 (Voice)

Dolores Bengston, Director
CITY OF PLEASANTON HUMAN SERVICES COMMISSION
 200 Old Bernal Avenue
 P.O. Box 520
 Pleasanton, California 94566-0802
 (510) 484-8160 (Voice)

H. Adrian Isabelle, Human Relations Officer
CITY OF RICHMOND HUMAN RELATIONS & AFFIRMATION ACTION COMMISSION
 2600 Barrett Avenue
 P.O. Box 4046
 Richmond, California 94804
 (510) 620-6531 (Voice)

Robert Melsh, Chairperson
 Marvin A. Lea/Joselina E. Canchola, Interim Assistants to the City Manager
CITY OF RIVERSIDE COMMUNITY RELATIONS COMMISSION
 3900 Main Street
 Riverside, California 92522
 (714) 782-5316 (Voice)
 (714) 369-0548 (Fax)
 (714) 782-5439 (TDD)
 Jurisdiction: City of Riverside
 (E H P A C)*

Dorothy Enomoto, Chairperson
 Barbara Lehman, Executive Director
SACRAMENTO CITY/COUNTY HUMAN RIGHTS FAIR HOUSING COMMISSION
 2131 Capitol Avenue
 Suite 206
 Sacramento, California 95816
 (916) 444-6903 (Voice)
 (916) 444-6630 (Fax)
 (H)*

Norman Hahn, Chairperson
 Christiann L. Klein, Executive Director
SAN DIEGO HUMAN RELATIONS COMMISSION
 1200 Third Avenue, Suite 916
 San Diego, California 92101
 (619) 236-6420 (Voice)
 (619) 236-6423 (Fax)
 Jurisdiction: City of San Diego
 (E H P A C)*

Jerry Chagala, Director
SAN DIEGO COUNTY HUMAN RELATIONS COMMISSION
 5555 Overland Avenue
 0-370, Bldg 2, #135
 San Diego, California 92123-1294
 (619) 694-2348 (Voice)

May P. Jaber, Chairperson
 Edwin M. Lee, Executive Director
SAN FRANCISCO HUMAN RIGHTS COMMISSION
 25 Van Ness Avenue
 Suite 800
 San Francisco, California 94102-6033
 (415) 252-2500 (Voice)
 (415) 431-5764 (Fax)
 (415) 252-2550 (TDD)
 Jurisdiction: City and County of San Francisco
 (E H P A C L)*

Tom Sing, Chairperson
 County of Santa Clara Human Relations Commission
 James McEntee, Sr., Director
OFFICE OF HUMAN RELATIONS
 70 W. Hedding Street
 West Wing, Lower level
 San Jose, California 95110-1705
 (408) 299-2206 (Voice)
 (408) 297-2463 (Fax)
 Jurisdiction: County of Santa Clara
 (E H P A C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Randy Baudendistel, Chairperson
 Jill Sylvain, Personnel Analyst
 CITY OF SAN LUIS OBISPO HUMAN RELATIONS
 COMMISSION
 P.O. Box 8100
 990 Palm Street c/o Personnel Office
 San Luis Obispo, California 93403-8100
 (805) 781-7250 (Voice)
 (805) 542-9867 (Fax)
 (805) 781-7410 (TDD)
 Jurisdiction: City of San Luis Obispo
 (A C)*

Dennis Sato, Chairperson
 Patricia Maguire, Staff Coordinator
 COUNTY OF MARIN HUMAN RIGHTS COMMISSION
 Marin County Civic Center
 Room 423
 San Rafael, California 94903
 (415) 499-6189 (Voice)
 (415) 499-6108 (Fax)
 (415) 499-6104 (TDD)
 Jurisdiction: Unincorporated areas of Marin County
 (C)*

James Walker, Chairperson
 SANTA ANA HUMAN RELATIONS COMMISSION
 Ulysses L. Wiggs, Community Services Supervisor
 City of Santa Ana
 20 Civic Center Plaza
 P.O. Box 1988-M23
 Santa Ana, California 92704
 (714) 647-5306 (Voice)
 (714) 571-4280 (Fax)

Mediana, City of Santa Ana

Dr. Fran Marabou Williams, Chair
 Rusty Kennedy, Executive Director
 ORANGE COUNTY HUMAN RELATIONS
 COMMISSION
 1300 South Grand
 Building B
 Santa Ana, California 92705
 (714) 567-7470 (Voice)
 (714) 567-7474 (Fax)
 Jurisdiction: Orange County, California
 (E H P A C L)*

Executive Director
 COUNTY OF SANTA BARBARA HUMAN RELATIONS
 COMMISSION
 Room 104
 105 East Anapamu Street
 Santa Barbara, California 93101-2089
 (805) 568-3371 (Voice)
 Jurisdiction: County of Santa Barbara

Rev. Samuel Gaskins, Chairperson
 Pat Thomas, Personnel Director
 HUMAN RELATIONS COMMISSION
 City of Seaside
 440 Harcourt Avenue
 Seaside, California 93955
 (408) 899-6220 (Voice)
 (408) 899-6227 (Fax)
 (408) 899-6207 (TDD)
 Jurisdiction: City of Seaside

Wanda Hemmitt, Human Relations Coordinator
 CITY OF VALLEJO HUMAN RELATIONS
 COMMITTEE
 P.O. Box 1432
 Vallejo, California 94590
 (707) 648-4575 (Voice)

COLORADO

George C. Houston, Chair
 Jack Lang y Marquez, Director
 COLORADO CIVIL RIGHTS COMMISSION
 1560 Broadway
 Suite 1050
 Denver, Colorado 80202-5143
 (303) 894-7822 (Voice)
 (303) 894-7830 (Fax)
 (303) 894-7832 (TDD)
 jack.langymarquez@aol.com. (E-Mail)
 Jurisdiction: State of Colorado
 (E H P C L)*
 Other: Discrimination in advertising.

Joe Cooper, Chair
 Human Relations Commission
 Barbara Shannon-Banister, Executive Director
 AURORA COMMUNITY RELATIONS DIVISION
 1470 South Havana Street
 Suite 106
 Aurora, Colorado 80012
 (303) 695-7285 (Voice)
 (303) 695-7297 (Fax)
 Jurisdiction: City of Aurora
 (E H P C)*

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Jane Gill/Mack Natestine, Co-Chairpersons
Human Relations Commission
Carmen Atilano, Administrator
Office of Human Rights
City of Boulder
P.O. Box 791
Boulder, Colorado 80306-0791
(303) 441-3157 (Voice)
(303) 441-4368 (Fax)
Jurisdiction: City of Boulder
(E H P A C L)*

Lawrence H. Borom, Executive Director
AGENCY FOR HUMAN RIGHTS AND COMMUNITY
RELATIONS
First Western Plaza
303 W. Colfax Avenue, Suite 1600
Denver, Colorado 80204
(303) 640-2621 (Voice)
(303) 640-4627 (Fax)
(303) 640-3132 (TDD)
Jurisdiction: City and County of Denver
(E H P C)*
Other: Commercial space, health and welfare
services.

CONNECTICUT

Ramon Martinez, Chairperson
Louis Martin, Executive Director
CONNECTICUT COMMISSION ON HUMAN RIGHTS
AND OPPORTUNITIES
21 Grand Street
Hartford, Connecticut 06106
(860) 541-3400 (Voice)
(860) 246-5419 (Fax)
(860) 541-3459 (TDD)
joe.mcquiggan@po.state.ct.us (E-Mail)
Jurisdiction: State of Connecticut
(E H P C L)*
Other: Credit.

Donna MacDonell, Chairperson
Edward Lazu, Director
HARTFORD HUMAN RELATIONS COMMISSION
550 Main St.
Hartford, Connecticut 06103
860-543-8595 (Voice)
860-722-6486 (Fax)
860-722-8331 (TDD)
Jurisdiction: City of Hartford
(A C L)*

Estelle W. Simpson, Chairperson
John E. Cox, Executive Director
NEW HAVEN COMMISSION ON EQUAL
OPPORTUNITY
770 Chapel Street, Room 4A
New Haven, Connecticut 06510
(203) 787-8160 (Voice)
(203) 787-8164 (Fax)
(H)*

Rev. Richard Stenhouse, Chairperson
Fair Housing Advisory Commission
Rose Ann Janesov, Fair Housing Officer
City of Norwalk Fair Housing Office
City Hall, Room # 100
125 East Avenue
Norwalk, Connecticut 06856-5125
(203) 854-7820 (Voice)
(203) 854-7817 (Fax)
Jurisdiction: City of Norwalk
(H A C L)*

Michael Meyer, Chairperson
David Franco, Acting Executive Director
STAMFORD COMMISSION ON HUMAN RIGHTS
888 Washington Blvd.
9th Floor
Stamford, Connecticut 06904
(203) 977-4695 (Voice)
(203) 967-3669 (Fax)
(E H P A L)*

DELAWARE

Andre G. Bouchard, Chairman
State Human Relations Commission
Juana Fuentes, Director
DELAWARE DIVISION OF HUMAN RELATIONS
820 North French Street
4th Floor
Wilmington, Delaware 19801
(302) 577-3485 (Voice)
(302) 577-3486 (Fax)
Jurisdiction: State of Delaware
(H P A C L)*

Equal Employment Revision Board
Susan S. Anders, Administrator
DELAWARE DEPARTMENT OF LABOR
Labor Law Enforcement Section
4425 North Market Street,
Wilmington, Delaware 19802
(302) 761-8200 (Voice)
(302) 761-6601 (Fax)
Jurisdiction: State of Delaware
(E C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

DISTRICT OF COLUMBIA

James Loots, Chairman
 D. C. Commission on Human Rights
 Steven Jumper, Acting Director
 D. C. DEPARTMENT OF HUMAN RIGHTS &
 MINORITY BUSINESS
 Suite 970
 441 4th Street, N.W.
 Washington, D. C. 20001
 (202) 724-1385 (Voice)
 (202) 724-3786 (Fax)
 (202) 724-6573 (TDD)
 Jurisdiction: District of Columbia
 (E H P C A L)*

FLORIDA

Geraldine Thompson, Chairperson
 Ronald McElrath, Executive Director
 FLORIDA COMMISSION ON HUMAN RELATIONS
 325 John Knox Road
 Suite 240, Building F
 Tallahassee, Florida 32303-4102
 (904) 488-7082 (Voice)
 (904) 488-5291 (Fax)
 (904) 488-7082 (TDD)
 mceirr@mail.state.fl.us (E-Mail)
 Jurisdiction: State of Florida
 (E H P C)*
 Other: Private clubs.

Leon Russell, Director
 PINELLAS COUNTY OFFICE OF HUMAN RIGHTS
 315 Court Street
 Annex Building # 310
 Clearwater, Florida 34616
 (813) 464-4880 (Voice)
 (813) 464-4157 (Fax)
 (813) 464-4062 (TDD)
 lrussell@pinegov.co.pinellas.fl.us (E-Mail)
 (E H P)*

Herbert Freitag, Chairman
 Eleanor Breland, Director
 CLEARWATER HUMAN RELATIONS DEPARTMENT
 City of Clearwater
 P.O. Box 4748
 Clearwater, Florida 34618-4748
 (813) 462-6884 (Voice)
 (813) 462-6437 (Fax)
 HUMREL@gate.net (E-Mail)
 Jurisdiction: Upper Pinellas County
 (E H P C)*

Sam Morris, Chairman
 Human Rights Board
 Gloria J. Battle, Director
 BROWARD COUNTY HUMAN RELATIONS
 COMMISSION
 115 South Andrews Avenue
 Fort Lauderdale, Florida 33301
 (305) 357-6050 (Voice)
 (305) 357-5746 (Fax)
 (305) 357-6181 (TDD)
 (E H P A)*

Steve Maxwell, Chairperson
 Oneida Blagg., Director
 LEE COUNTY DEPARTMENT OF EQUAL
 OPPORTUNITY
 P.O. Box 398
 Fort Myers, Florida 33902-0398
 (941) 335-2245 (Voice)
 (941) 335-2677 (Fax)
 (941) 335-2940 (TDD)
 Jurisdiction: Lee County, Florida
 (E P C)*

Charles Floyd, Chairperson
 Human Relations Advisory Board
 Elnora J. Mitchell, Equal Opportunity Director
 CITY OF GAINESVILLE EQUAL OPPORTUNITY
 DEPARTMENT
 200 East University Avenue, Room 313
 P.O. Box 490, Station 57
 Gainesville, Florida 32602
 (904) 334-2109 (Voice)
 (904) 334-3119 (Fax)
 (904) 334-2292 (TDD)
 Jurisdiction: City of Gainesville
 (E H P L)*
 Other: Credit.

Ida Rawls Reynolds, Director
 ALACHUA COUNTY OFFICE OF EQUAL
 OPPORTUNITY
 P.O. Box 1467
 21 East University Avenue
 Gainesville, Florida 32602
 (904) 374-5275 (Voice)
 (904) 374-5233 (Fax)
 (904) 374-5284 (TDD)
 Jurisdiction: Alachua County

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Gregory Durden, Executive Director
Office of Civil Rights
FLORIDA STATE ATTORNEY GENERAL
110 SE 6th Street, 9th Floor
Ft. Lauderdale, Florida 33301

Dr. Orrin Mitchell (JCRC), Chairperson
Donna Askew (JEOC), Chairperson
Charlene Taylor Hill, Executive Director
JACKSONVILLE EQUAL OPPORTUNITY/
COMMUNITY RELATIONS COMMISSION
421 West Church St., Suite 705
Towncentre Building
Jacksonville, Florida 32202
(904) 630-4911 (Voice)
(904) 630-4948 (Fax)
Jurisdiction: City of Jacksonville
(E H A C)*

Harold Gibson, Jr., Executive Director
MAYOR'S OFFICE OF EQUAL EMPLOYMENT
421 West Church Street
Suite 708
Jacksonville, Florida 32202-4156
(904) 630-1121 (Voice)
(904) 630-2903 (Fax)
(E)*

Dr. Toni Eisner, Chairperson
Marcos Regalado, Executive Director
DADE COUNTY EQUAL OPPORTUNITY BOARD
111 NW 1st St., Room 650
Miami, Florida 33128-1965
(305) 375-5272 (Voice)
(305) 375-5715 (Fax)
Jurisdiction: Dade County
(E H P)*

Rabbi Phineas Webberman and Lyra Blizzard,
Co-Chairs
MIAMI BEACH COMMUNITY RELATIONS BOARD
C/o Ohez Shalom Congregation
7055 Bonita Drive
Miami Beach, Florida 33140
(305) 865-9851 (Voice)
(305) 866-3788 (Fax)
Jurisdiction: City of Miami Beach
(E H P)*

Jeffrey A. Mishcon, Mayor
HUMAN RIGHTS COMMITTEE
City of North Miami Beach
17011 Northeast 19th Avenue
North Miami Beach, Florida 33162
(305) 948-2986 (Voice)
(305) 787-6036 (Fax)

William B. Magee, Chairperson
Human Relations Board
Albert Nelson, Executive Director
ORLANDO HUMAN RELATIONS COMMISSION
One City Commons
400 South Orange Avenue
Orlando, Florida 32801-3302
(407) 246-2122 (Voice)
(407) 246-2308 (Fax)
(407) 246-2066 (TDD)
Jurisdiction: Southeast Florida
(E H P C L)*
Other: Financial institutions.

Fred Gant, Esq., Chairman
Eugene Brown, Executive Director
ESCAMBIA-PENSACOLA HUMAN RELATIONS
COMMISSION
29 South Spring Street
Pensacola, Florida 32501
(904) 434-2431 (Voice)
(904) 434-9914 (Fax)
(904) 434-2431 (TDD)
Jurisdiction: Escambia County
(E H A C L)*

Elizabeth Kyle, Human Resource Manager
Human Relations Review Board
James R. Yates, Director
ST. PETERSBURG HUMAN RELATIONS
COMMISSION
175 Fifth Street, North
Room 104
St. Petersburg, Florida 33701
(813) 893-7151 (Voice)
(813) 892-5064 (Fax)
<humanrel@earthlink.net> (E-Mail)
Jurisdiction: Lower Pinellas County
(E H P C L)*

Diane Dunson, Executive Director
DEPARTMENT OF COMMUNITY IMPROVEMENT
300 South Adams Street
Tallahassee, Florida 32301
(904) 599-8230 (Voice)
(H)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Sharon Ofuani, Director
CITY OF TALLAHASSEE HUMAN RELATIONS
COUNCIL
300 South Adams Street
City Hall
Tallahassee, Florida 32301
(904) 891-8290 (Voice)
(904) 891-8733 (Fax)
Jurisdiction: City Limits
(C)*

Shirley Sandage, Chairperson
Human Relations Board
Cretta A. Johnson, Director
EQUAL OPPORTUNITY AND HUMAN RELATIONS
DEPARTMENT
P.O.Box 1110
Tampa, Florida 33601
813-272-5969 (Voice)
813-276-2197 (Fax)
813-272-7121 (TDD)
Jurisdiction: Unincorporated Hillsborough County
(E H P C L)*
Other: Procurement and contracting.

Lynda Marchese, Chairperson
City of Tampa Human Relations Board
Fred Hems, Director
TAMPA OFFICE OF COMMUNITY RELATIONS
712 West Ross Avenue
Tampa, Florida 33602
(813) 223-8241 (Voice)
(813) 227-7207 (Fax)
owilson@ix.netcom.com (E-Mail)
Jurisdiction: City of Tampa (288 018)
(E H P C)*

Harry Lamb, Jr., Director
PALM BEACH COUNTY OFFICE OF EQUAL
OPPORTUNITY
215 N. Olive Avenue, Suite 130
West Palm Beach, Florida 33401
(561) 355-4883 (Voice)
(561) 355-4932 (Fax)
Jurisdiction: Varies by Program
(H P A C L)*

GEORGIA

Thomas E. Jones, Chairperson
Board of Commissioners, advisory only
Mustafa Aziz, Administrator
COMMISSION ON EQUAL OPPORTUNITY
710 Cain Tower, Peachtree Center
229 Peachtree Street, NE
Atlanta, Georgia 30303
(404) 656-1736 (Voice)
(404) 656-4399 (Fax)
Daniel-N-Thompson@msn.com (E-Mail)
Jurisdiction: State of Georgia
(E H C)*

Rev. Barbara King, Chair
Diana Johnson, Director of Community Affairs
ATLANTA COMMUNITY RELATIONS COMMISSION
Office of the Mayor
68 Mitchell Street, Suite 2400
Atlanta, Georgia 30335
(404) 330-6023 (Voice)
(404) 658-7361 (Fax)
Jurisdiction: City of Atlanta

H. Hobson Chavous, Chairman
Richmond County Board of Commissioners
Frank Thomas, Executive Director
RICHMOND COUNTY HUMAN RELATIONS
COMMISSION
360 Bay Street, #250
Augusta, Georgia 30901
(706) 821-2506 (Voice)
(706) 821-2520 (Fax)
Jurisdiction: Richmond County
(E C)*

HAWAII

Dr. Amefil Agbayani, Chairperson
Linda C. Tseu, Executive Director
HAWAII CIVIL RIGHTS COMMISSION
888 Mililani Street
2nd Floor
Honolulu, Hawaii 96813
(808) 586-8636 (Voice)
(808) 586-8655 (Fax)
(808) 586-8692 (TDD)
hcrc@aloha.net (E-Mail)
Jurisdiction: State of Hawaii
(E H P)*
Other: Access to state and state funded services
because of disability.

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

IDAHO

Bob Trerise, Chairperson
 Marilyn Shuler, Director
 IDAHO HUMAN RIGHTS COMMISSION
 P.O. Box 83720
 Boise, Idaho 83720-0040
 (208) 334-2873 (Voice)
 (208) 334-2664 (Fax)
 (208) 334-4751 (TDD)
 Jurisdiction: State of Idaho
 (E H P)*
 Other: Education.

ILLINOIS

Rosemary Bombela, Director
 ILLINOIS DEPARTMENT OF HUMAN RIGHTS
 100 West Randolph Street
 Suite 10-100
 Chicago, Illinois 60601
 (312) 814-6200 (Voice)
 (312) 814-6251 (Fax)
 (312) 263-1579 (TDD)
 Jurisdiction: State of Illinois
 (E H P C A)*
 Other: Financial credit, sexual harassment in higher education.

Mary Lou McLaughlin, Chairperson
 ALTON HUMAN RELATIONS COMMISSION
 P.O. Box 526
 Alton, Illinois 62002
 (618) 465-3404 (Voice)

Yvonne Polindexter, Director
 BELLWOOD COMMUNITY RELATIONS
 DEPARTMENT
 3200 Washington Blvd.
 Bellwood, Illinois 60104
 (708) 547-3517 (Voice)

Lester Sudduth, Chairman
 Bloomington Human Relations Committee
 Emily Bell, Director
 BLOOMINGTON HUMAN RELATIONS
 DEPARTMENT
 109 East Olive Street
 P.O. Box 3157
 Bloomington, Illinois 61702-3157
 (309) 823-4218 (Voice)
 (309) 829-4010 (Fax)
 (309) 829-5110 (TDD)
 Jurisdiction: City of Bloomington
 (E H P A C L)*
 Other: Financial credit.

Linda Gillispie, Director
 CALUMET PARK COMMUNITY RELATIONS
 COMMISSION
 12409 Throop Street
 Calumet Park, Illinois 60643
 (708) 389-0850 (Voice)
 (708) 385-6992 (Fax)

Community Relations Commission
 Ernestine Jackson, Assistant City Manager
 for Community Relations
 THE COMMUNITY RELATIONS OFFICE
 102 N. Neil Street
 Champaign, Illinois 61820
 (217) 351-4455 (Voice)
 (217) 351-6910 (Fax)

William B. Kelley, Chairperson
 Jennifer D. Vidis, Executive Director
 COOK COUNTY COMMISSION ON HUMAN RIGHTS
 50 W. Washington Street
 Room 404
 Chicago, Illinois 60602
 (312) 443-3456 (Voice)
 (312) 443-6050 (Fax)
 (312) 629-6929 (TDD)
 Jurisdiction: Cook County, Illinois
 (E H P C)*
 Other: Credit transactions.

Clarence N. Wood, Chairman/Commissioner
 Constance C. Bauer, Director
 CHICAGO COMMISSION ON HUMAN RELATIONS
 510 N. Peshtigo Court, Suite 6A
 Chicago, Illinois 60611
 (312) 744-4111 (Voice)
 (312) 744-1081 (Fax)
 (312) 744-1088 (TDD)
 Jurisdiction: City of Chicago
 (E H P A C)*
 Other: Credit and bonding.

Sandra R. Houston, Human Resources Director
 DANVILLE HUMAN RESOURCES DEPARTMENT
 17 West Main Street
 Danville, Illinois 61832
 (217) 431-2280 (Voice)
 (217) 431-2237 (Fax)
 Jurisdiction: City of Danville
 (E H P C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Frank Lee, Chairman
 Charles Phillips, Human Resources Manager
 DECATUR COMMISSION ON HUMAN RELATIONS
 1 Gary K. Anderson Plaza
 Decatur, Illinois 62523
 (217) 424-2805 (Voice)
 (217) 424-2770 (Fax)
 Jurisdiction: City of Decatur
 (E H P C L)*

Norden Gilbert, Chairman
 Dean Kruithof, Assistant City Manager
 DEKALB HUMAN RELATIONS COMMISSION
 200 South 4th Street
 DeKalb, Illinois 60115
 (815) 748-2000 ext. 294 (Voice)
 (815) 748-2055 (Fax)
 Jurisdiction: City of DeKalb
 (E H P)*

Patricia Wilson, Chairperson
 Olufemi Folarin, Human Resources Director
 ELGIN HUMAN RELATIONS COMMISSION
 150 Dexter Court
 Elgin, Illinois 60120-5555
 (708) 931-6100 (Voice)
 (708) 931-5610 (Fax)
 (708) 931-5616 (TDD)
 Jurisdiction: City of Elgin
 (E H P A C L)*
 Other: Contract compliance.

Gwen Rucker, Chairperson
 Evanston Human Relations Commission
 Owen L. Thomas, Executive Director
 EVANSTON HUMAN RELATIONS COMMISSION
 2100 Ridge Avenue
 Room 1500
 Evanston, Illinois 60201-2798
 (708) 866-2920 (Voice)
 (708) 475-7259 (Fax)
 (708) 328-4080 (TDD)
 Jurisdiction: City of Evanston
 (E H A L)*

Fred Kimble, Mayor
 Jo Ann M. Harris, Human Services Coordinator
 GALESBURG HUMAN SERVICES DIVISION
 150 E. Simmons
 Galesburg, Illinois 61401
 (309) 345-3686 (Voice)
 (309) 343-4765 (Fax)
 (309) 345-3686 (TDD)
 (E P C)*

Priscilla Kops, Director
 GLENWOOD HUMAN RELATIONS COMMISSION
 13 S. Rebecca Street
 Glenwood, Illinois 60425
 (708) 758-5150 (Voice)

Isadore Blake, Chairperson
 Human Relations Commission
 Robyn A. Bair, Assistant Village Manager
 COMMUNITY RELATIONS OFFICE
 3000 West 170th Place
 Hazel Crest, Illinois 60429
 (708) 335-9609 (Voice)
 (708) 335-9622 (Fax)
 (708) 335-2159 (TDD)
 Jurisdiction: Village of Hazel Crest
 (E H P A C L)*

Rodney Marion, Director
 JOLIET COMMUNITY RESOURCE DEPARTMENT
 150 Jefferson Street
 Joliet, Illinois 60431
 (815) 740-2465 (Voice)

James Gordon, Personnel Director
 KANKAKEE HUMAN RELATIONS COMMISSION
 385 E. Oak Street
 Kankakee, Illinois 60901
 (815) 937-9900 (Voice)

Dan Dubruel, Village Administrator
 Village of Matteson
 Robin Kelly, Director of Community Relations
 COMMUNITY RELATIONS COMMISSION
 3625 W. 215th Street
 Matteson, Illinois 60443
 (708) 748-1821 (Voice)
 (708) 748-5196 (Fax)
 Jurisdiction: Village of Matteson
 (H A C)*

Enriquetta June, Community Relations
 Representative
 MAYWOOD COMMUNITY RELATIONS OFFICE
 115 S. 5th Avenue
 Maywood, Illinois 60153
 (708) 450-4488 (Voice)

Sherlynn D. Reid, Director
 OAK PARK COMMUNITY RELATIONS
 DEPARTMENT
 1 Village Hall Plaza
 Oak Park, Illinois 60302
 (708) 383-6400 (Voice)
 (708) 383-6692 (Fax)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Park Forest Human Relations Commission
 Barbara Moore, Human Relations Director
 PARK FOREST HUMAN RELATIONS OFFICE
 200 Forest Blvd.
 Park Forest, Illinois 60466
 (798) 748-1112 Ext. 247 (Voice)

Andrea Ransom, Director
 PEORIA EQUAL EMPLOYMENT OPPORTUNITY
 410 Fulton Street
 Room 201
 Peoria, Illinois 61602
 (309) 672-8622 (Voice)

Ken Kerns, Chairperson
 Granada Williams, Executive Director
 ROCKFORD DEPARTMENT OF HUMAN SERVICES
 1005 S. Court
 Rockford, Illinois 61104
 (815) 987-5762 (Voice)
 (H C)*

George Mitchell, Chairperson
 Mark Vanderpool, Assistant Village Manager
 SKOKEE HUMAN RELATIONS COMMISSION
 5127 Oakton
 Skokee, Illinois 80077
 (708) 673-0500 (Voice)
 (708) 673-0525 (Fax)

Michael Pittman, Manager
 SPRINGFIELD HUMAN RELATIONS COMMISSION &
 FAIR HOUSING
 227 South 7th Street
 Suite 204
 Springfield, Illinois 62701
 (217) 789-2271 (Voice)
 (217) 789-2268 (Fax)
 mpittman@cwlp.cwlp.com (E-Mail)
 Jurisdiction: City of Springfield
 (E H P C L)*
 Other: Public contracts, financial credit.

Barbara McKinley, Director
 UNIVERSITY PARK COMMUNITY RELATIONS
 DEPARTMENT
 698 Burnham Drive
 University Park, Illinois 60466
 (708) 534-4811 (Voice)

William Blackmon, Chairman
 Frank E. Nesbitt, Human Relations Officer
 URBANA HUMAN RELATIONS COMMISSION
 400 South Vine Street
 P.O. Box 219
 Urbana, Illinois 61801
 (217) 384-2466 (Voice)
 (217) 384-2363 (Fax)
 Jurisdiction: City of Urbana
 (E H P C)*

INDIANA

Alpha Blackburn, Chairperson
 Sandra D. Leek, Executive Director
 INDIANA CIVIL RIGHTS COMMISSION
 Indiana Government Center North
 100 North Senate, N103
 Indianapolis, Indiana 46204
 (317) 232-2600 (Voice)
 (317) 232-6580 (Fax)
 (800) 743-3333 (TDD)
 (800) 628-2909 (TOLL FREE)
 rlr@wp.crc.state.in.us (E-Mail)
 Jurisdiction: State of Indiana
 (E H P A C)*
 Other: Education Credit.

Raymond Lynn, Chairperson
 Mayor's Commission on Human Relations
 Mildred Powell, Director
 CITY OF ANDERSON DEPARTMENT OF HUMAN
 RELATIONS
 P.O. Box 2100
 120 East 8th Street
 Anderson, Indiana 46018
 (317) 646-9635 (Voice)
 (317) 646-9642 (Fax)
 (317) 646-9652 (TDD)
 Jurisdiction: City of Anderson
 (E H P C L)*
 Other: Education.

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Harry Yamajuchi, Chairperson
 Barbara McKinney, Executive Director
BLOOMINGTON HUMAN RIGHTS COMMISSION
 220 E 3rd
 P.O. Box 100
 Bloomington, Indiana 47402-0100
 (812) 331-6429 (Voice)
 Jurisdiction: City of Bloomington
 (E H P A C)*
 Other: Education.

Gilbert A. Palmer, Chairperson
 Arlette C. Tinsley, Director
COLUMBUS HUMAN RIGHTS COMMISSION
 123 Washington Street #5
 Columbus, Indiana 47201
 (812) 376-2532 (Voice)
 (812) 375-2752 (Fax)
 (812) 375-2720 (TDD)
 Jurisdiction: City of Columbus
 (E H P A C)*
 Other: Education, credit.

Terry Serna, Chairperson
EAST CHICAGO HUMAN RIGHTS COMMISSION
 Mary L. Hagler, Executive Director
EAST CHICAGO HUMAN RIGHTS COMMISSION
 4506 Tod Avenue
 East Chicago, Indiana 46312
 (219) 391-8477 (Voice)
 (219) 391-8544 (Fax)
 Jurisdiction: East Chicago, Indiana
 (E H P C)*

Sandra Shauntee, Chairperson
 Rev. Floyd Edwards, Sr., Executive Director
**EVANSVILLE & VANDERBURGH COUNTY HUMAN
 RELATIONS COMMISSION**
 Room 133 Civic Center
 1 N.W. Martin Luther King, Jr. Blvd.
 Evansville, Indiana 47708
 (812) 426-5474 (Voice)
 (812) 426-5399 (Fax)
 (812) 426-5246 (TDD)
 Jurisdiction: City of Evansville and County of
 Vanderburgh
 (E P C)*

Karen Fowler-Williams, Chairman
 Tamyra L. Kelly, Executive Director
**FORT WAYNE METROPOLITAN HUMAN
 RELATIONS COMMISSION**
 1 East Main Street, Room 680
 City-County Building
 Fort Wayne, Indiana 46802
 (219) 427-1146 (Voice)
 (219) 427-1126 (Fax)
 (219) 427-1342 (TDD)
 Jurisdiction: City of Fort Wayne
 (E H P C)*
 Other: Education.

Simon Greer, Chairman
 Doris Carbins, Executive Director
GARY HUMAN RELATIONS COMMISSION
 475 Broadway, Suite 108
 Gary, Indiana 46402
 (219) 883-4151 (Voice)
 (219) 882-0373 (Fax)
 Jurisdiction: City of Gary
 (E H P C L)*

James Etter, Chairperson
 Lynn Bloom, Executive Director
HAMMOND HUMAN RELATIONS COMMISSION
 5925 Calumet Ave, Room 320
 Hammond, Indiana 46320
 (219) 853-6502 (Voice)
 (219) 853-6538 (Fax)
 (H E P A C)*

Robert Wood, Chairperson
 Diversity Development Task Force
 Robert Ranson, Administrator
INDIANAPOLIS DIVISION OF EQUAL OPPORTUNITY
 148 E. Market Street, Suite 505
 Indianapolis, Indiana 46204
 (317) 327-5262 (Voice)
 (317) 327-4482 (Fax)
 (317) 327-5186 (TDD)
 Jurisdiction: Marion County
 (E H P)*

Albert Stevenson, Chairman
 Lillian Roebuck, Executive Director
MARION HUMAN RELATIONS COMMISSION
 301 S. Branson Street
 City Building
 Marion, Indiana 46952-4052
 (317) 668-408 (Voice)
 (317) 668-4438 (Fax)
 Jurisdiction: City of Marion
 (E H P A C L)*
 Other: Education.

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Phil Emerson, Chairperson
 Cynthia T. Davis, Executive Director
MICHIGAN CITY HUMAN RIGHTS COMMISSION
 City Hall
 100 West Michigan Blvd.
 Michigan City, Indiana 46360
 (219) 873-1429 (Voice)
 Jurisdiction: City of Michigan City, Indiana
 (E H P C)*

Opal M. Ivey, Chairperson
 Phyllis Bartleson, Executive Director
MUNCIE HUMAN RIGHTS COMMISSION
 300 North High Street
 Muncie, Indiana 47305
 (317) 747-4854 (Voice)
 (317) 741-1332 (Fax)
 Jurisdiction: City of Muncie
 (E H C)*

Raphael Thomas, Chairperson
 Lonnie Douglas, Executive Director
SOUTH BEND HUMAN RIGHTS COMMISSION
 227 West Jefferson Boulevard
 City-County Building, Suite 1440
 South Bend, Indiana 46601
 (219) 235-9355 (Voice)
 (219) 235-9803 (Fax)
 Jurisdiction: City of South Bend
 (E H P A C L)*
 Other: Education.

IOWA

Bernard Bidner, Chairman
 Don Grove, Executive Director
IOWA CIVIL RIGHTS COMMISSION
 211 East Maple Street, Second Floor
 Grimes State Office Building
 Des Moines, Iowa 50319
 (515) 281-4121 (Voice)
 (515) 242-5840 (Fax)
 ICRC3@netins.net (E-Mail)
 Jurisdiction: State of Iowa
 (E H P C L)*
 Other: Credit, Education.

Wayne Pedersen, Chairperson
 Sheila Lundt, Staff Liaison
AMES HUMAN RELATIONS COMMISSION
 P.O. Box 811
 Ames, Iowa 50010
 (515) 239-5101 (Voice)
 (515) 239-5325 (Fax)
 Jurisdiction: City of Ames
 (E H P A C)*
 Other: Education and credit.

Decker Ploehn, City Administrator
BETTENDORF HUMAN RELATIONS COMMISSION
 1609 State Street
 Bettendorf City Hall
 Bettendorf, Iowa 52722
 (319) 344-4000 (Voice)

Jesus Blanco, Chairperson
BURLINGTON HUMAN RIGHTS COMMISSION
 400 Washington
 209 S. 7th Street
 Burlington, Iowa 52601
 (319) 753-2784 (Voice)

Phil Gansen, Director
CEDAR FALLS HUMAN RIGHTS COMMISSION
 220 Clay Street
 Cedar Falls, Iowa 50613
 (319) 273-8600 (Voice)(319) 273-8655 (Fax)
 (319) 273-8600 (TDD)
 Jurisdiction: City of Cedar Falls
 (E H P C L)*

Steven H. Moshier, Chairman
 Louise Woziak Lorenz, Executive Director
CEDAR RAPIDS CIVIL RIGHTS COMMISSION
 City Hall Second Floor
 Cedar Rapids, Iowa 52401-1256
 (319) 398-5036 (Voice)
 (319) 398-0218 (Fax)
 crcrc@fyiowa.infi.net (E-Mail)
 Jurisdiction: City of Cedar Rapids
 (E H P C)*
 Other: Credit, Education.

Dan Sear
CLINTON HUMAN RIGHTS COMMISSION
 3820 Eagle Heights
 Clinton, Iowa 52732
 (319) 243-3803 (Voice)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Juanita Ramirez, Chairperson
Darrin T. Hamilton, Director
COUNCIL BLUFFS HUMAN RELATIONS
COMMISSION

209 Pearl Street
Council Bluffs, Iowa 51503-0826

(712) 328-4618 (Voice)

(712) 328-2137 (Fax)

(712) 328-0390 (TDD)

Jurisdiction: City of Council Bluffs

(E H P C)*

Other: Credit.

Joyce Willis, Chairperson

Brenda Drew-Peeples, Executive Director

DAVENPORT CIVIL RIGHTS COMMISSION

423 East 32nd Street

Davenport, Iowa 52803

(319) 326-0717 (Voice)

(319) 326-0717 (TDD)

Jurisdiction: City of Davenport

(E H P C)*

Other: Credit.

James Bowman, PH.D., Chairperson

Floyd A. Jones, Executive Director

DES MOINES HUMAN RIGHTS COMMISSION

602 East First Street, Second Floor

Argonne Armory Building

Des Moines, Iowa 50309-1812

(515) 283-4284 (Voice)

(515) 283-4270 (Fax)

(515) 283-4081 (TDD)

Jurisdiction: City of Des Moines

(E H P A C L)*

Other: Municipal practices, city contracts and
urban-renewal projects.

Nancy Miller, Chairman

Vacant, Executive Director

DUBUQUE HUMAN RIGHTS COMMISSION

1300 Main, City Hall Annex

Dubuque, Iowa 52001-4732

(319) 589-4190 (Voice)

(319) 589-4299 (Fax)

(319) 539-4193 (TDD)

Jurisdiction: City of Dubuque

(E H P C)*

Other: Credit, Education

Mark Holmstrom, Chairperson

Ed O'Leary, Director

FORT DODGE HUMAN RIGHTS COMMISSION

819 1st Avenue So.

Fort Dodge, Iowa 50501

(515) 576-2201 (Voice)

(515) 573-5097 (Fax)

(515) 573-5751 (TDD)

Mary Dalrymple, Chairperson

FORT MADISON HUMAN RIGHTS COMMISSION

811 Avenue E

P.O. Box 240

Fort Madison, Iowa 52627

(319) 372-7700 (Voice)

(319) 372-7758 (Fax)

Jurisdiction: City Limits of Fort Madison

(E H P C)*

Donald Schild, Secretary

GRINNELL HUMAN RIGHTS COMMISSION

833 Broad Street

P.O. Box 265

Grinnell, Iowa 50112

(515) 236-6506 (Voice)

(515) 236-8238 (Fax)

Margaret Vernon, Chair

INDIANOLA HUMAN RELATIONS COMMISSION

401 W. Ashland Indianola, Iowa 50125

(319) 276-4991 (Voice)

Alison Ames Galstad, Chairperson

Heather L. Shank, Human Rights Coordinator

IOWA CITY HUMAN RIGHTS COMMISSION

410 East Washington St.

Civic Center

Iowa City, Iowa 52240

(319) 356-5022 (Voice)

(319) 356-5009 (Fax)

Jurisdiction: City of Iowa City

(E H P C)*

Other: Credit.

Lee Hauptert, Chairperson

MARSHALLTOWN HUMAN RIGHTS COMMISSION

City Hall

24 North Center Street

Marshalltown, Iowa 50158

(515) 752-0287 (Voice)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Brandt Lippert, Chairperson

Lionel Foster, Director

MASON CITY HUMAN RIGHTS COMMISSION

10 1st Street, N.W., City Hall

Mason City, Iowa 50401

(515) 421-3618 (Voice)

(515) 423-3619 (Fax)

(E H P A)*

Marilyn Munyon, Commander

MUSCATINE HUMAN RIGHTS COMMISSION

215 Sycamore

City Hall

Muscatine, Iowa 52761

(319) 264-1550 (Voice)

(319) 264-0750 (Fax)

Barb Fjelstul, Administrative Secretary

OTTUMWA HUMAN RIGHTS COMMISSION

105 E. 3rd

City Hall

Ottumwa, Iowa 52501

(515) 683-0600 (Voice)

(515) 683-0613 (Fax) Nelson Williams, Chairperson

Richard E. Hayes, Executive Director

SIOUX CITY HUMAN RIGHTS COMMISSION

355 Orpheum Electric Building

Sioux City, Iowa 51101

712-279-6985 (Voice)

712-279-6326 (Fax)

Jurisdiction: City of Sioux City

(E H P A C L)*

Marger Moses, Chairperson

Walter Reed, Jr., Executive Director

WATERLOO HUMAN RIGHTS COMMISSION

620 Mulberry Street

Suite 101

Waterloo, Iowa 50703

(319) 291-4441 (Voice)

(319) 291-4295 (Fax)

Jurisdiction: City of Waterloo

(E H P A C)*

Other: Credit.

KANSAS

Robert A. Wesley, Chairperson

Robert G. Lay, Executive Director

KANSAS HUMAN RIGHTS COMMISSION

900 Southwest Jackson, Suite 851-South

Topeka, Kansas 66612-1258

(913) 296-3206 (Voice)

(913) 296-0589 (Fax)

(913) 296-0456 (TDD)

Jurisdiction: State of Kansas

(E H P C)*

Jennell Tebbetts, Chairperson

Patty Gilligan, Human Relations Coordinator

EMPORIA HUMAN RELATIONS COMMISSION

522 Mechanic

P.O. Box 928

Emporia, Kansas 66801

(316) 341-4338 (Voice)

(316) 343-4290 (Fax)

Jurisdiction: City of Emporia

(E H P C L)*

George Sanders, Chairperson

Denise Hayden, Human Relations Officer

HUTCHINSON HUMAN RELATIONS DIVISION

P.O. Box 1567

Hutchinson, Kansas 67504-1567

(316) 694-2643 (Voice)

(316) 694-2673 (Fax)

Jurisdiction: City limits of Hutchinson

(E H P A C)*

Marian J. Augustus, Director

HUMAN RESOURCES DEPARTMENT

One McDowell Plaza

Kansas City, Kansas 66101

(913) 573-5460 (Voice)

Michael McCoy, Chairman

Rehelio A. Samuel, Executive Director

LAWRENCE HUMAN RELATIONS COMMISSION

6 East 6th Street

City Hall Room 315

P.O. Box 708

Lawrence, Kansas 66044-0708

913-832-3310 (Voice)

913-832-3405 (Fax)

913-832-3205 (TDD)

humrel@idir.net (E-Mail)

Jurisdiction: City of Lawrence, Douglas County

(E H P A C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Cornell Mayfield, Director
 MANHATTAN HUMAN RIGHTS COMMISSION
 Human Resources Department
 City Hall
 1101 Poyntz Avenue
 Manhattan, Kansas 66502
 (913) 537-0056 (Voice)

Joyce Keys, Director
 HUMAN RELATIONS COMMISSION
 P.O. Box 768
 Olathe, Kansas 66051-0768
 (913) 782-2600 (Voice)
 (913) 791-6203 (Fax)
 OLATHEH@SKY.NET (E-Mail)
 (H)*

Jan Mendell, Chairperson
 Wilbur Burnett, Executive Director
 SALINA HUMAN RELATIONS COMMISSION
 300 West Ash Street
 P.O. Box 736
 Salina, Kansas 67402-0736
 (913) 826-7330 (Voice)
 (913) 826-7244 (Fax)
 (913) 826-7333 (TDD)
 kjtbc@mindusa.net (E-Mail)
 Jurisdiction: City of Salina
 (E H P C L)*

Marcus Ramirez, Chairperson
 Marshall L. Howard, Executive Director
 TOPEKA HUMAN RELATIONS COMMISSION
 215 South East 7th Street, #54
 Topeka, Kansas 66603
 (913) 368-3607 (Voice)
 (913) 368-3609 (Fax)
 (E H P L)*

Annie Montgomery, Executive Director
 WICHITA CIVIL RIGHTS AND SERVICES
 10th Floor
 455 North Main
 Wichita, Kansas 67202
 (316) 268-4691 (Voice)

KENTUCKY

Howard O. Mann, Chairperson
 Beverly L. Watts, Executive Director
 KENTUCKY COMMISSION ON HUMAN RIGHTS
 The Heyburn Building, 7th Floor
 332 West Broadway
 Louisville, Kentucky 40202
 (502) 595-4024 (Voice)
 (502) 595-4801 (Fax)
 (502) 595-4084 (TDD)
 blwatts@cris.com (E-Mail)
 Jurisdiction: State of Kentucky
 (E H P C)*

Priscilla Johnson, Chairperson
 William D. Wharton, Executive Director
 LEXINGTON-FAYETTE URBAN COUNTY HUMAN
 RIGHTS COMMISSION
 162 East Main Street
 Suite 226
 Lexington, Kentucky 40507-1318
 (606) 252-4931 (Voice)
 (606) 252-7057 (Fax)
 (602) 252-5932 (TDD)
 lfuc-hrc@mindspring.com (E-Mail)
 (E H P C A)*

Dr. James O. Chatham, Chair
 G. Denise Brown, Executive Director
 LOUISVILLE AND JEFFERSON COUNTY HUMAN
 RIGHTS COMMISSION
 200 South 7th Street, Room 120
 Louisville, Kentucky 40202
 (502) 574-3631 (Voice)
 (502) 574-3190 (Fax)
 (502) 574-4332 (TDD)
 (E H P A C)*

Daniel Owsley, Chairperson
 Board of Commissioners
 William L. Dixon, Executive Director
 OWENSBORO HUMAN RELATIONS COMMISSION
 101 East Fourth Street
 P.O. Box 847 - City Hall
 Owensboro, Kentucky 42302
 (502) 685-8254 (Voice)
 (502) 685-8262 (Fax)
 Jurisdiction: City of Owensboro
 (E H P C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

LOUISIANA

Vacant, Chairperson
 Vacant, Executive Director
LOUISIANA COMMISSION ON HUMAN RIGHTS
 P.O. Box 94004
 Baton Rouge, Louisiana 70804
 (504) 342 6969 (Voice)
 (504) 342 2063 (Fax)
 Jurisdiction: State of Louisiana
 (E P C)*
 Other: Apprenticeship and training practices;
 financial practices.

David C. Kimmel, Director
 Division of Public Protection
 Louisiana Department of Justice
 Attorney General's Office
 P.O. Box 94095
 Baton Rouge, Louisiana 70804-9095
 (504) 342-7900 (Voice)
 (504) 342-7901 (Fax)
 mmccoyxs@counsel.com (E-Mail)
 Jurisdiction: State of Louisiana
 (H C L)*

Rabbi Edward Cohn, Chairperson
 Earl D. Jackson, Sr., Executive Director
NEW ORLEANS HUMAN RELATIONS COMMISSION
 2400 Canal St., #1W04
 New Orleans, Louisiana 70119
 504-565-7916 (Voice)
 504-826-2997 (Fax)
 Jurisdiction: City of New Orleans
 (E H P C L)*
 Other: Denial of equal protection

Rudy Morton, President
 Board of Commissioners
 Joe Anne Akpan, Executive Director
GREATER SHREVEPORT HUMAN RELATIONS COMMISSION
 401 Market Street, Suite 540
 P. O. Box 540
 Shreveport, Louisiana 71101
 (318) 673-5071 (Voice)
 (318) 673-5070 (Fax)

MAINE

Brian E. Thibeau, Chairman
 Patricia Ryan, Executive Director
MAINE HUMAN RIGHTS COMMISSION
 State House - Station 51
 Augusta, Maine 04333
 (207) 624-6050 (Voice)
 (207) 624-6063 (Fax)
 (207) 624-6064 (TDD)
 Jurisdiction: State of Maine
 (E H P L)*
 Other: Credit extension, education.

MARYLAND

Silvias S. Rodriguez, Chairperson
 Henry Ford, Acting Executive Director
MARYLAND COMMISSION ON HUMAN RELATIONS
 6 St. Paul Street, 9th Floor
 William Schaefer Tower
 Baltimore, Maryland 21202-1631
 (410) 767-8600 (Voice)
 (410) 333-1841 (Fax)
 (410) 333-1737 (TDD)
 http://www.mdchr@erols.com (E-Mail)
 Jurisdiction: State of Maryland
 (E H P C L)*
 Other: Health care facilities.

Marion Phelps, Chairperson
 Adrian D. Wiseman, Human Relations Officer
ANNE ARUNDEL COUNTY HUMAN RELATIONS COMMISSION
 44 Calvert Street
 Anne Arundel Center, Room 405
 Annapolis, Maryland 21401
 (410) 222-1200 (Voice)
 (410) 222-1155 (Fax)
 Jurisdiction: Anne Arundel County
 (E P C)*

Father Donald Sterling, Chairperson
 Alvin O. Gillard, Executive Director
BALTIMORE COMMUNITY RELATIONS COMMISSION
 10 North Calvert Street
 Suite 915
 Baltimore, Maryland 21202
 (410) 396-3141 (Voice)
 (410) 396-9586 (Fax)
 Jurisdiction: Baltimore City
 (E H P A C L)*
 Other: Education.

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Irma Rivera, Coordinator
HARFORD COUNTY HUMAN RELATIONS COUNCIL
220 S. Main Street, Room 246
Equitable Trust Building
Bel Air, Maryland 21041
(410) 838-6000 ext. 3327 (Voice)
(410) 879-8203 (Fax)

Lorraine Tyska, Chair
Cynthia Brown
ST. MARY'S COUNTY HUMAN RELATIONS
COMMISSION
P.O. Box 484
California, Maryland 20619
(301) 475-4632 (Voice)

Jan Nyquist, Chairperson
Howard County Human Relations Commission
James E. Henson, Administrator
HOWARD COUNTY OFFICE OF HUMAN RIGHTS
9250 Rumsey Road
Columbia, Maryland 21045
(410) 313-7230 (Voice)
(410) 313-7383 (Fax)
(410) 313-7201 (TDD)
Jurisdiction: Howard County, Maryland
Other: Law enforcement, financing.

Joyce Wormack, Acting Chairperson
CITY OF CUMBERLAND COMMUNITY RELATIONS
COMMISSION
P.O. Box 1702
City Hall Plaza
Cumberland, Maryland 21502
(301) 569-6446 (Voice)

Shirley Sandage, Chairperson
Lydell Scott, Director
FREDERICK COUNTY HUMAN RELATIONS
DEPARTMENT
Winchester Hall
12 East Church Street
Frederick, Maryland 21702
(301) 694-1109 (Voice)
(301) 694-6850 (Fax)
(301) 694-1672 (TDD)
Jurisdiction: Frederick County
(E H P A C)*

J. Henderson, Chairperson
William A. Welch, Executive Director
PRINCE GEORGE'S COUNTY HUMAN RELATIONS
COMMISSION
1400 McCormick Drive, Suite 245
Landover, Maryland 20785
(301) 883-6170 (Voice)
(301) 883-6262 (Fax)
(301) 925-5167 (TDD)
Jurisdiction: Prince George's County
(E H P A C L)*
Other: Financial lending, Commercial Real Estate.

Harvey Murray, Chairperson
POCOMOKE CITY HUMAN RELATIONS
COMMISSION
402 Bank Street
Pocomoke City, Maryland 21851
(410) 957-0325 (Voice)

Ronald G. Nahas, Chairman
CALVERT COUNTY COMMISSION ON HUMAN
RELATIONS
P.O. Box 2081
Prince Frederick, Maryland 20678
(410) 257-9251 (Voice)
(E H P A C L)*

Josephine Roberts, Executive Director
ROCKVILLE HUMAN RIGHTS COMMISSION
Maryland Avenue and Vinson St.
Rockville, Maryland 20850
(301) 309-3380 (Voice)
(301) 762-7153 (Fax)

Patricia Sollock, Chairperson
Odessa M. Shannon, Executive Director
MONTGOMERY COUNTY HUMAN RELATIONS
COMMISSION
164 Rollins Avenue
Rockville, Maryland 20852-4038
(301) 468-4260 (Voice)
(301) 468-4130 (Fax)
(301) 468-4198 (TDD)
Jurisdiction: Montgomery County, Maryland
(E H P A C L)*

Virginia Harrison
CARROL COUNTY HUMAN RELATIONS
COMMISSION
5506 Crows' Nest Drive
Sykesville, Maryland 21784
(410) 795-8521 (Voice)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Maurice C. Taylor, Chairperson
 Celleste Morgan, Executive Director
BALTIMORE COUNTY HUMAN RELATIONS COMMISSION

400 Washington Avenue
 Court House, Suite 106
 Towson, Maryland 21204

(410) 887-5917 (Voice)

(410) 887-5788 (Fax)

(410) 887-3228 (TDD)

Jurisdiction: Baltimore County

(E H P C L)*

Other: Education and financing.

Linda Watkins Henry, Chair
CAMBRIDGE HUMAN RELATIONS COMMITTEE

C/o Eastern Shore Hospital Center

314 Carvey Building

Cambridge, Maryland 21613

(410) 221-2565 (Voice)

(410) 221-2566 (Fax)

MASSACHUSETTS

Michael T. Duffy, Chairman

John Ahearn, Associate Director

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

One Asburton Place, Room 601

Boston, Massachusetts 02108

(617) 727-3990 (Voice)

(617) 720-6053 (Fax)

(617) 720-6054 (TDD)

Jurisdiction: State of Massachusetts

(E H P C L)*

Other: Education, mortgage, credit, and services.

Nathan Allen, Chairman

Victoria L. Williams, Executive Director

BOSTON FAIR HOUSING COMMISSION

1 City Hall Plaza # 966

Boston, Massachusetts 02201

(617) 635-4408 (Voice)

(617) 635-3290 (Fax)

Jurisdiction: City of Boston

(H)*

Ruth Flaherty, Chairwoman

C. Stephen Bressler, Director

HUMAN RELATIONS/YOUTH RESOURCES COMMISSION

11 Pierce Street

Brookline, Massachusetts 02146

(617) 730-2330 (Voice)

(617) 730-2296 (Fax)

(617) 730-2327 (TDD)

Jurisdiction: Town of Brookline

(E H P A C L)*

Lorenzo Parra, Chairman

Margot Kosberg, Acting Executive Director

CAMBRIDGE HUMAN RIGHTS COMMISSION

57 Inman Street

Second Floor

Cambridge, Massachusetts 02139

(617) 349-4396 (Voice)

(617) 349-4669 (Fax)

(617) 492-0235 (TDD)

mkosberg@ci.cambridge.ma.us (E-Mail)

Jurisdiction: City of Cambridge

(E H P A C L)*

Other: Credit, delivery of city services.

Joy Mattier, Chairperson

Joan Webster, Executive Administrator

FRAMINGHAM HUMAN RELATIONS COMMISSION

Memorial Building, Room B-3

150 Concord Street

Framingham, Massachusetts 01701

(508) 620-4850 (Voice)

(508) 620-4919 (Fax)

(508) 620-4851 (TDD)

Jurisdiction: Town of Framingham

(E H P C L)*

Robert G. Fortes, Chairperson

HUMAN RELATIONS COMMISSION

Mary E. Lobo-Dorsey, Director

Equal Opportunity

181 Hillman Street

New Bedford, Massachusetts 02740

(508) 979-1446 (Voice)

(508) 979-1573 (Fax)

Jurisdiction: City of New Bedford

(E P A C)*

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NEWTON HUMAN RELATIONS COMMISSION

Lowell Haynes, Director of Human Services
1000 Commonwealth Avenue
City Hall
Newton, Massachusetts 02159
(617) 552-7170 (Voice)
(617) 964-4539 (Fax)

Linda M. Dohertyy, Chairperson
William O. Gardiner, III, Executive Director
WORCESTER HUMAN RIGHTS COMMISSION
455 Main Street
City Hall -- Room 402
Worcester, Massachusetts 01608
(508) 799-1186 (Voice)
(508) 799-1040 (Fax)

MICHIGAN

Sondra L. Berlin, Chairperson
Nanette Lee Reynolds, Ed.D., Executive Director
MICHIGAN DEPARTMENT OF CIVIL RIGHTS
201 N. Washington Square
Suite 700
Lansing, Michigan 48913
(517) 335-3165 (Voice)
(517) 335-6513 (Fax)
(313) 961-1552 (TDD)
SchusterE@state.mi.us (E-Mail)
Jurisdiction: State of Michigan
(E H P A C L)*
Other: Education, public services.

Carlos J. Acavedo, Chairperson
Raymond E. Chauncey, Human Rights Coordinator
ANN ARBOR HUMAN RIGHTS COMMISSION
100 North Fifth Avenue, City Hall
P.O. Box 8647
Ann Arbor, Michigan 48107
(313) 994-2762 (Voice)
(313) 994-1765 (Fax)
Jurisdiction: City of Ann Arbor
(E H P)*

James F. Lessenbarry, Chairperson
City of Detroit Human Rights Commission
John Roy Castillo, Director
DETROIT HUMAN RIGHTS DEPARTMENT
1026 City-County Building
Detroit, Michigan 48226
(313) 224-4950 (Voice)
(313) 224-3434 (Fax)
(313) 224-4960
Jurisdiction: City of Detroit
(E H P C)*

Ricardo A. Solomon, Chairperson
Edward H. McNamara, Director
WAYNE COUNTY HUMAN RELATIONS DIVISION
600 Randolph Avenue, 5th Floor
Wayne County Government Building
Detroit, Michigan 48226
(313) 224-5021/22 (Voice)
(313) 224-6932 (Fax)
Jurisdiction: Wayne County
(E P A C)*

Steve James, Chairperson
Sondra C. Rawls, Executive Director
CITY OF FLINT HUMAN RELATIONS COMMISSION
1101 S. Saginaw Street
Flint, Michigan 48502
(313) 766-7430 (Voice)
(313) 766-7240 (Fax)
Jurisdiction: City of Flint
(E H P A C L)*

Eva Manley, Chairperson
Ingrid Scott-Weekley, Equal Opportunity Director
CITY OF GRAND RAPIDS EQUAL OPPORTUNITY DEPARTMENT
300 Monroe NW
Grand Rapids, Michigan 49503
(616) 456-3027 (Voice)
(616) 456-3728 (Fax)
(616) 456-3210 (TDD)
IWEKLEY@MAIL.ISERV.NET (E-Mail)
Jurisdiction: City of Grand Rapids
(E H A C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Peggy Vandenberg, Chairperson
 Jose L. Reyna, Human Relations Director
 HOLLAND HUMAN RELATIONS COMMISSION
 270 South River Street
 Holland, Michigan 49423
 (616) 355-1328 (Voice)
 (616) 355-1490 (Fax)
 Jurisdiction: City of Holland
 (E H P C L)*
 Other: Education, public services.

Mike Brown, Chairman
 Henry Jenkins, Assistant to the City Manager
 JACKSON HUMAN RELATIONS COMMISSION
 161 W. Michigan Avenue
 Jackson, Michigan 49203
 (517) 788-4167 (Voice)
 (517) 788-5820 (Fax)
 Jurisdiction: City of Jackson, Michigan and Jackson
 County
 (E H C A)*

Eunice Ervin, Chairperson
 Joyce Parker, Asst. City Manager/Special Services
 SAGINAW HUMAN RELATIONS COMMISSION
 1315 S. Washington Ave
 Saginaw, Michigan 48601
 (517) 759-1620 (Voice)
 (517) 759-1606 (Fax)
 Jurisdiction: City of Saginaw
 (E H P A C L)*

MINNESOTA

Delores H. Fridge, Acting Commissioner
 MINNESOTA DEPARTMENT OF HUMAN RIGHTS
 500 Bremer Tower
 7th Place and Minnesota Street
 St. Paul, Minnesota 55101
 (612) 296-56653 (Voice)
 (612) 296-1736 (Fax)
 (612) 296-1283 (TDD)
 Jurisdiction: State of Minnesota
 (E H P A C L)*
 Other: Public services, education.

Ted Hinnenkamp, Chair
 ALBERT LEA HUMAN RIGHTS COMMISSION
 221 East Clark
 Albert Lea, Minnesota 56007
 (507) 377-4300 (Voice)

Barbara Younoszai, Chair
 ARDEN HILLS HUMAN RIGHTS COMMISSION
 1574 Glenhill Road
 Arden Hills, Minnesota 55112
 (507) 641-2394 (Voice)

Dr. Wallace Alcorn, Chair
 Patrick McGarvy, City Administrator
 AUSTIN HUMAN RIGHTS COMMISSION
 P.O. Box 232
 500 NE 4th Avenue
 Austin, Minnesota 55912
 (507) 437-6272 (Voice)
 Jurisdiction: City of Austin
 (E H P C)*

Neil Peterson, Mayor
 City Council
 Kevin Knight, Chairperson
 CITY OF BLOOMINGTON HUMAN RIGHTS
 COMMISSION
 2215 W. Old Shakopee Road
 Bloomington, Minnesota 55431-3096
 (612) 887-9657 (Voice)
 (612) 887-9695 (Fax)
 (612) 887-9677 (TDD)
 Jurisdiction: City of Bloomington
 (E H P A C L)*

Dayna Gulley, Chair
 COLUMBIA HEIGHTS HUMAN RIGHTS
 COMMISSION
 4336 Reservoir Blvd.
 Columbia Heights, Minnesota 55421
 Mary Schmitt, Chair
 Germain Krein, City Staff Personnel
 COON RAPIDS HUMAN RIGHTS COMMISSION
 c/o City Hall
 1313 Coon Rapids Blvd.
 Coon Rapids, Minnesota 55433
 (507) 421-4760 (Voice)

Douglas White, Chair
 Diane Archer, Staff Liaison
 HUMAN SERVICE/HUMAN RIGHTS COMMISSION
 City of Cottage Grove
 7516 80th Street, South
 Cottage Grove, Minnesota 55016
 (612) 458-2800 (Voice)
 (612) 458-2897 (FAX)
 (612) 458-2880 (TDD)
 Jurisdiction: City of Cottage Grove

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Pat Barker, Secretary for Human Resources
Virginia Gartner, Chair
EDEN PRAIRIE HUMAN RIGHTS COMMISSION
15769 Cedar Ridge Road
Eden Prairie, Minnesota 55347
(507) 937-1595 (Voice)

Nancy Atchison, Chair
EDINA HUMAN RIGHTS COMMISSION
6512 Warren Avenue
Edina, Minnesota 55439
(507) 941-3508 (Voice)

Wayne Groff, Chairperson
City Council
Shirley Chenoweth, Executive Assistant
FALCON HEIGHTS HUMAN RIGHTS COMMISSION
City Hall
2077 Larpenteur Avenue W
Falcon Heights, Minnesota 55113
(612) 644-5050 (Voice)
Jurisdiction: City of Falcon Heights
(E H P C L)*

Frances Haller, Chair
FERGUS FALLS HUMAN RIGHTS COMMISSION
112 W. Washington Avenue
City Hall
Fergus Falls, Minnesota 56537
(218) 739-2251 (Voice)
Jurisdiction: City of Fergus Falls
(E H P A C)*
Other: Public services.

Susan Sherek, Chair
FRIDLEY HUMAN RIGHTS COMMISSION
1530 73RD 1/2 Avenue, NE
Fridley, Minnesota 55432
(507) 784-6444 (Voice)

William Hobbs, Chair
GOLDEN VALLEY HUMAN RIGHTS COMMISSION
115 Westwood Drive, North
Golden Valley, Minnesota 55432
(507) 337-5979 (Voice)

Chairperson
HIBBING HUMAN RIGHTS COMMISSION
City Hall
Hibbing, Minnesota 55746

Michael Fagin, Chair
MANKATO HUMAN RIGHTS COMMISSION
702 N. 6th Street
Mankato, Minnesota 56001
(507) 389-6125 (Voice)

Karla Sand, Chairperson
City Council
Gail Blackstone, Human Resource Director
MAPLEWOOD HUMAN RELATIONS COMMISSION
1830 E. County Road B
City of Maplewood
Maplewood, Minnesota 55109
(612) 770-4524 (Voice)
(612) 770-4506 (Fax)
Jurisdiction: City of Maplewood
(E H P C)*

Delmar Koel, Chair
MARSHALL HUMAN RIGHTS COMMISSION
608 Viking Drive
Marshall, Minnesota 56258
(507) 532-5242 (Voice)

Tim Cole, Chairperson
MINNEAPOLIS DEPARTMENT OF CIVIL RIGHTS
Kenneth White, Executive Director
350 South 5th Street, Room 239
Minneapolis, Minnesota 55415
(612) 673-3012 (Voice)
(612) 673-2599 (Fax)
(612) 673-2044 (TDD)
Jurisdiction: City of Minneapolis
(E H P C L)*

Reverend Walter McDuffy, Chair
MOORHEAD HUMAN RIGHTS COMMISSION
2408 18th Street South
Moorhead, Minnesota 56560
(218) 236-0633 (Voice)

Doug Howard, Chair
NEW ULM HUMAN RIGHTS COMMISSION
613 5th North Street
New Ulm, Minnesota 56083
(507) 359-942- (Voice)

John Handy, Chairperson
Sylvia Bergh, Human Resources Officer
RED WING HUMAN RIGHTS COMMISSION
P.O. Box 34
Red Wing, Minnesota 55066
(612) 385-3613 (Voice)
(612) 388-9608 (Fax)
(612) 388-6734 (TDD)
(E H C)*

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John Boyle, Chair
 RICHFIELD HUMAN RIGHTS COMMISSION
 6639 Morgan Avenue South
 Richfield, Minnesota 55423
 (507) 866-9702 (Voice)

Suzanne Matthews, Chair
 ROBBINSDALE HUMAN RIGHTS COMMISSION
 4115 Lake Drive
 Robbinsdale, Minnesota 55422
 (507) 533-9101 (Voice)

Joan Isaacson, Chairperson
 Judy Scherr, Deputy City Clerk
 CITY OF ROCHESTER HUMAN RIGHTS
 COMMISSION
 Room 100, City Hall
 224 First Avenue S.W.
 Rochester, Minnesota 55902
 (507) 285-8087 (Voice)
 (507) 285-8256 (Fax)
 Jurisdiction: City of Rochester
 (E H P C L)*
 Other: Public services, education, credit, reprisal,
 aiding and abetting.

Michael Trainor, Chair
 ROSEVILLE HUMAN RIGHTS COMMISSION
 City Hall
 2660 Civic Center Drive
 Roseville, Minnesota 55113-1899
 (612) 490-2203 (Voice)
 (612) 490-2270 (FAX)
 (612) 490-2205 (TDD)
 Jurisdiction: City of Roseville
 (E H P A C)*
 Other: Education.

Sonja Peterson
 SHOREVIEW HUMAN RIGHTS COMMISSION
 4923 Hanson Road
 Shoreview, Minnesota 55126
 (612) 333-6900 (Voice)

Jane McPartland, Chairperson
 St. Cloud Human Rights Commission
 Jan Farvestad, Staff Assistant for Human Rights
 ST. CLOUD HUMAN RIGHTS OFFICE
 400 2nd Street, South
 St. Cloud, Minnesota 56301
 (612) 255-7204 (Voice)
 (612) 255-7205 (Fax)
 Jurisdiction: City of St. Cloud
 (E H P C)*
 Other: Credit, public services, and education.

Robert R. Avina, Chairman
 Saint Paul Human Rights Commission
 Josephier Brown, Director
 CITY OF SAINT PAUL HUMAN RIGHTS
 DEPARTMENT
 515 City Hall/Courthouse
 15 West Kellogg Boulevard
 St. Paul, Minnesota 55102
 (612) 298-4288 (Voice)
 (612) 298-6910 (Fax)
 Jurisdiction: City of St. Paul
 (E H P A C L)*
 Other: Education; public services.

Nancy Kay Peterson, Chairperson
 Winona City Council
 James G. Pomeroy, Winona City Clerk
 CITY OF WINONA HUMAN RIGHTS COMMISSION
 207 LaFayette Street
 P.O. Box 378
 Winona, Minnesota 55987
 (507) 457-8200 (Voice)
 (507) 457-8200 (Fax)
 Jurisdiction: City of Winona
 (E H P A C)*
 Other: Public service, credit, education, aiding,
 abetting and reprisal.

Henry Martin, Chair
 WORTHINGTON HUMAN RIGHTS COMMISSION
 1747 Rust Road
 Worthington, Minnesota 56187
 (507) 376-5769 (Voice)

MISSOURI

Gerald Greiman, Chairperson
 Alvin A. Plummer, Executive Director
 MISSOURI COMMISSION ON HUMAN RIGHTS
 3315 W. Truman Blvd
 P.O. Box 1129
 Jefferson City, Missouri 65102-1129
 (573) 751-3325 (Voice)
 (573) 751-2905 (Fax)
 (314) 340-7590 (TDD)
 dcavitt@mail.state.mo.us (E-Mail)
 Jurisdiction: State of Missouri
 (E H P C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A -has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Stefan Denson, Chair
COLUMBIA HUMAN RIGHTS COMMISSION
City of Columbia
P.O. Box N
Columbia, Missouri 65205
(314) 874-7488 (Voice)
(314) 443-3716 (Fax)
Jurisdiction: City of Columbia
(E H P C)*
Other: Real estate loans, membership in real estate sales organizations.

Adam McCullough, Chair
CITY OF FESTUS HUMAN RIGHTS COMMISSION
711 West Main
Festus, Missouri 63028
(314) 937-4694 (Voice)

Judge John Cave, Chairman
Ann Daniels, Director of Administration
CITY OF FULTON HUMAN RIGHTS COMMISSION
P.O. Box 130
Fulton, Missouri 65251
(314) 642-6826 (Voice)
Jurisdiction: City of Fulton
(E H P C L)*

John Olivarez, Chairman
Amelia Adams, Staff Liaison
CITY OF INDEPENDENCE HUMAN RIGHTS COMMISSION
223 N. Memorial Drive
Personnel Department
Independence, Missouri 64050
(816) 836-8300 (Voice)

Marylou Jaramillo, Chairperson
Human Rights Commission
Michael D. Bates, Director
KANSAS CITY HUMAN RELATIONS DEPARTMENT
414 East 12th Street
4th Floor, City Hall
Kansas City, Missouri 64106
(816) 274-1194 (Voice)
(816) 274-1025 (Fax)
Jurisdiction: City of Kansas City, Missouri
(E H P A C L)*

Gene Pulliam, Chairperson
Deborah F. Tircuit, Director
JACKSON COUNTY OFFICE OF HUMAN RELATIONS & CITIZEN COMPLAINTS
415 E. 12th Street, Room 703
Kansas City, Missouri 64106-2993
(816) 881-3670 (Voice)
(816) 881-3030 (Fax)
Jurisdiction: Jackson County, Missouri
(E H P A C L)*

Barbara Nelson, Chairman
Kathy Clancy, Executive Director
MAYOR'S COMMISSION ON HUMAN RIGHTS AND COMMUNITY RELATIONS
1514 S. Glenstone
Springfield, Missouri 65804
(417) 887-0889 (Voice)
(417) 887-1892 (Fax)
Jurisdiction: City of Springfield
(E H P C)*

Peggy Juda, Chairperson
Al Brown, E. O. Officer
ST. JOSEPH HUMAN RIGHTS COMMISSION
11th & Frederick Street
Room 405
St. Joseph, Missouri 64501
(816) 271-4832 (Voice)
(816) 271-4740 (Fax)
Jurisdiction: City of St. Joseph
(E H P C)*

Christi Fingal, Chairperson
Claude Rogers, Executive Director
ST. LOUIS CIVIL RIGHTS ENFORCEMENT AGENCY
906 Olive, Suite 1100
St. Louis, Missouri 63101
(314) 622-3301 (Voice)
(314) 622-4190 (Fax)
(800) 735-2966 (TDD)
Jurisdiction: City of St. Louis
(E H P A C L)*

Dr. Julius C. Dix, Chairman
Betty L. Thompson, Staff Liaison
ST. LOUIS COUNTY HUMAN RIGHTS COMMISSION
Office of County Executives
41 S. Central
St. Louis, Missouri 63105
(314) 889-2010 (Voice)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Marva Lord Redd, Chairperson
 Frank Ollendorff, City Manager
 UNIVERSITY CITY HUMAN RIGHTS COMMISSION
 6801 Delmar Boulevard
 University City, Missouri 63130
 (314) 862-6767 (Voice)
 (314) 863-9146 (Fax)

MONTANA

John B. Kuhr, Chairman
 Anne L. MacIntyre, Administrator
 MONTANA HUMAN RIGHTS COMMISSION
 P.O. Box 1728
 Helena, Montana 59624
 (406) 444-2884 (Voice)
 (406) 444-2798 (Fax)
 amacintyre@mt.gov (E-Mail)
 Jurisdiction: State of Montana
 (E H P A C)*
 Other: Education, government services, finance and
 credit, insurance and retirement plans.

NEBRASKA

LaVon Stennis, Commissioner
 Alfonza Whitaker, Executive Director
 NEBRASKA EQUAL OPPORTUNITY COMMISSION
 301 Centennial Mall South, Fifth Floor
 Lincoln, Nebraska 69509
 (402) 471-2024 (Voice)
 (402) 471-2597 (Fax)
 kabogen@neoc.state.ne.us (E-Mail)

Jurisdiction: State of Nebraska
 (E H P C)*

Roberta Stick, Chairperson
 Enrique Brodsky, Executive Director
 LINCOLN COMMISSION ON HUMAN RIGHTS
 129 North 10th Street, Room 3
 Lincoln, Nebraska 68508
 (402) 471-7624 (Voice)
 (402) 471-8653 (Fax)
 (402) 471-8398 (TDD)
 Jurisdiction: City of Lincoln
 (E H P A C L)*

George Davis, Acting Director
 OMAHA HUMAN RELATIONS DEPARTMENT
 Douglas County Civic Center, Suite 502
 1819 Farnam Street
 Omaha, Nebraska 68183
 (402) 444-5055 (Voice)
 (402) 444-5058 (Fax)
 (E H)*

NEVADA

Executive Director
 NEVADA EQUAL RIGHTS COMMISSION
 1515 E Tropicana, Room 590
 Las Vegas, Nevada 89119
 (702) 486-7161 (Voice)
 (702) 486-7054 (Fax)
 Jurisdiction: State of Nevada
 (E H P C)*

NEW HAMPSHIRE

Barry Palmer, Chairman
 Raymond S. Perry, Executive Director
 NEW HAMPSHIRE COMMISSION ON HUMAN
 RIGHTS
 163 Loudon Road
 Concord, New Hampshire 03301-6053
 (603) 271-2767 (Voice)
 (603) 271-6339 (Fax)
 (800) 735-2964 (TDD)
 Jurisdiction: State of New Hampshire
 (E H P C L)*

NEW JERSEY

Selton Lingo, Chairman
 New Jersey Commission on Civil Rights
 C. Gregory Stewart, Director
 NEW JERSEY DIVISION OF CIVIL RIGHTS
 CN 089
 383 West State Street
 Trenton, New Jersey 08625
 (609) 984-3100 (Voice)
 (609) 777-0466 (Fax)
 Jurisdiction: State of New Jersey
 (E H P)*

Surinder Zutshi, Chairman
 Jersey City Human Rights Commission
 Shirley Rutherford, Director
 DIVISION OF EQUAL OPPORTUNITY
 City Hall, 280 Grove Street
 Room B6
 Jersey City, New Jersey 07302
 (201) 547-5611 (Voice)
 (201) 547-5386 (FAX)
 Jurisdiction: Jersey City

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Judith Albornoz, Chairperson
HUDSON COUNTY COMMISSION ON HUMAN
RELATIONS

880 Bergen Avenue
Jersey City, New Jersey 07306
(201) 792-0075 (Voice)
(201) 963-0252 (Fax)
Jurisdiction: Hudson County
(A C)*

B. Scherr & M. Jemenez, Co-Chairs
Joan E. Hill, Executive Director
PRINCETON JOINT COMMISSION ON CIVIL
RIGHTS
1 Monument Drive
P.O. Box 390
Princeton, New Jersey 08542
(609) 497-7614 (Voice)
(609) 924-9714 (Fax)
Jurisdiction: Atlantic Region of New Jersey
(E H P C L)*
Other: Police harassment.

NEW MEXICO

Amy Garcia, Chairperson
Fidel G. Montoya, Acting Director
NEW MEXICO HUMAN RIGHTS DIVISION
1596 Pacheco Street
Aspen Plaza
Santa Fe, New Mexico 87502-3979
(505) 827-6838 (Voice)
(505) 827-6878 (Fax)
Jurisdiction: State of New Mexico
(E H P C L)*

Martin Esquivel, Chairperson
Frank Miranda, Director
ALBUQUERQUE HUMAN RIGHTS OFFICE
One Civic Plaza-Fifth floor
City/County Government Center-P.O. Box 1293
Albuquerque, New Mexico 87103
505-768-2980 (Voice)
505-768-2984 (Fax)
505-768-2982 (TDD)
Jurisdiction: City of Albuquerque
(E H P C)*
Other: Retaliation or willful obstruction.

NEW YORK

Edward Mercardo, Commissioner
NEW YORK STATE DIVISION OF HUMAN RIGHTS
55 West 125th Street
New York, New York 10027
(212) 961-8797 (Voice)
(212) 961-8552 (Fax)
Jurisdiction: State of New York
(E H P C L)*

Angela S. Dixon, Executive Director
FAIR HOUSING-AND EQUAL EMPLOYMENT
OFFICE
200 Henry Johnson Blvd., Suite 2
Albany, New York 12210
(518) 434-5284 (Voice)
(518) 434-5242 (Fax)
Jurisdiction: City of Albany
(E H P C L)*

Rabbi Reuben M. Katz, Chairman
Michael E. Kirwan, Executive Director
VILLAGE OF FREEPORT HUMAN RELATIONS
COMMISSION
46 N. Ocean Avenue
Freeport, New York 11520
(516) 546-8092 (Voice)
(516) 378-4092 (Fax)
Jurisdiction: Incorporated Village of Freeport
(E H P C L)*

Rabbi Steven A. Moss, Chairperson
SUFFOLK COUNTY HUMAN RIGHTS COMMISSION
Department of Law, 158 North County Complex
Veterans Memorial Highway
Hauppauge, New York 11788-4311
(516) 853-5480 (Voice)
Jurisdiction: Suffolk County, Long Island, New York
(E H P C)*
Other: Credit, education, volunteer fire departments.

Robert M. DePoto, Chairperson
James Rice, Executive Director
NASSAU COUNTY COMMISSION ON HUMAN
RIGHTS
County of Nassau
400 County Seat Drive
Mineola, New York 11501
(516) 535-3663 (Voice)
(516) 571-1422 (Fax)
Jurisdiction: Nassau County
(E H P A C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Thelma Henderson, Chairman
Cassandra G. McIntyre
Commissioner of Human Rights
ROCKLAND COUNTY COMMISSION ON HUMAN RIGHTS

18 New Hempstead Road
New City, New York 10956
(914) 638-5590 (Voice)
(914) 638-5196 (Fax)
Jurisdiction: Rockland County
(E H P C)*

Cecil Moskowitz, Chairman
CITY OF NEW ROCHELLE HUMAN RIGHTS COMMISSION
515 N. Avenue
City Hall
New Rochelle, New York 10802
(914) 654-2161 (Voice)
(914) 632-9118 (Fax)

Albert Rice, Chairperson
Niagara Falls Human Rights Commission
Herman Boyer, Jr., Associate Director
CITY OF NIAGARA FALLS HUMAN RIGHTS DIVISION
1425 Main Street
Niagara Falls, New York 14302
(716) 286-4926/4934 (Voice)
Jurisdiction: City of Niagara Falls
(E H P A C L)*

Antonio Borrero, Chairperson
Marilynn A. Vetrano, Executive Director
DUTCHESS COUNTY HUMAN RIGHTS COMMISSION
22 Market Street
5th Floor
Poughkeepsie, New York 12601
(914) 431-2445 (Voice)
(914) 431-2002 (Fax)
(800) 662-1220 (TDD)
Jurisdiction: Dutchess County
(E H P C)*

Helga Schroeter & Bernard Bloom, Co-Chairpersons
Brian S. Wright, Executive Director
SCHENECTADY COUNTY COMMISSION ON HUMAN RIGHTS
612 State Street
Schenectady, New York 12305
(518) 388-4290 (Voice)
(518) 388-4519 (Fax)
(E H P C L)*

Marion Davis
SHOREHAM/WAIDING RIVER HUMAN RIGHTS COMMITTEE
P.O. Box 298
Shoreham, New York 11786
(516) 744-2442 (Voice)

Ralph Signh Rakieten, Chairperson
Board of Commissioners
Linda Hall, Executive Director
HUMAN RIGHTS COMMISSION OF SYRACUSE & ONONDAGA COUNTY
John H. Mulroy Civic Center
421 Montgomery Street, 13th Floor
Syracuse, New York 13202
(315) 435-3567 (Voice)
(315) 435-2208 (Fax)
Jurisdiction: Onondaga County
(C L)*

James Blackshere, Chairperson
Human Relations Advisory Board
Reverend P. Arthur Brindisi, Executive Director
CITY OF UTICA COMMISSION ON HUMAN RELATIONS
City Hall
Room 319
Utica, New York 13502
(315) 792-0240 (Voice)
Jurisdiction: City of Utica - Plus area suburbs
(E H P C)*

George Washington, Chairman
Harry O. Bright, Jr., Executive Director
WHITE PLAINS COMMISSION ON HUMAN RIGHTS
2 Fisher Court
White Plains, New York 10601
(914) 422-1272 (Voice)
Jurisdiction: City of White Plains
(E H P A C L)*

Joanne Gardner, Chairperson
Richard H. Crawford, Executive Director
YONKERS HUMAN RIGHTS COMMISSION
87 Nepperhan Avenue
Room 400
Yonkers, New York 10701-1308
(914) 377-6680 (Voice)
(914) 377-6672 (Fax)
(E H P A C L)*
Other: Credit.

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

NORTH CAROLINA

Dr. Jerry Drayton, Chair
 Eddie W. Lawrence, Executive Director
**NORTH CAROLINA HUMAN RELATIONS
 COMMISSION**
 127 West Jones Street
 Raleigh, North Carolina 27603
 (919) 733-7996 (Voice)
 (919) 733-7940 (Fax)
 (919) 733-7996 (TDD)
 Eddie-Lawrence@mail.doa.state.nc.us (E-Mail)
 Jurisdiction: State of North Carolina
 (E H A C)*

Julian Mann, III, Chief Administrative Law Judge
 N.C. Office of Administrative Hearings
 Edward T. Smith, Director
DIVISION OF CIVIL RIGHTS
 N.C. Office of Administrative Hearings
 Post Office Drawer 27447
 Raleigh, North Carolina 27611-7447
 (919) 733-0431 (Voice)
 (919) 733-4866 (Fax)
 Jurisdiction: State of North Carolina
 (E-public employees only)*

Ed Schell, Chairperson
 Robert Smith, Executive Director
**ASHEVILLE-BUNCOMBE COMMUNITY RELATIONS
 COUNCIL**
 Suite 326, Park Place Office Building
 70 Woodfin Place
 Asheville, North Carolina 28801
 (704) 252-4713 (Voice)
 (704) 252-6047 (Fax)
 RSMITH8483@AOL.COM (E-Mail)
 Jurisdiction: City of Asheville and County of
 Buncombe
 (E H C)*

Christine Baglio, Secretary
**BREVARD/TRANSLYVANIA COUNTY HUMAN
 RELATIONS COUNCIL**
 30 Park Avenue
 Brevard, North Carolina 28712
 (704) 862-4696 (Voice)

Don Larson, Chairperson
ONslow COUNTY HUMAN RELATIONS COUNCIL
 Building 14
 Camp Lejeune, North Carolina 28540
 (910) 353-4795 (Voice)

Dr. Billy O. Wireman, Chairman
 Community Relations Committee
 Willis Ratchford, Director
**CHARLOTTE-MECKLENBURG COMMUNITY
 RELATIONS COMMISSION**
 600 East Trade Street
 Charlotte, North Carolina 28202
 (704) 336-2424 (Voice)
 (704) 336-5176 (Fax)
 (704) 336-2424 (TDD)
 ndcbb@mail.charmeck.nc.us (E-Mail)
 Jurisdiction: County of Mecklenburg and City of
 Charlotte
 (H P A C L)*

Larry Bell, Chairperson
CLINTON HUMAN RELATIONS COUNCIL
 908 S.W. Boulevard
 Clinton, North Carolina 28328
 (910) 592-1177 (Voice)
 Russell Knox, Mayor
 Town Council of Davidson
 Steve Kessler, Chairman
DAVIDSON COMMUNITY RELATIONS COMMITTEE
 Town of Davidson
 P.O. Box 442
 Davidson, North Carolina 28036-0442
 (704) 892-7591 (Voice)
 Jurisdiction: Town of Davidson
 (C L)*

Joe W. Bowser, Chair
 Chester Jenkins, Director
DURHAM HUMAN RELATIONS COMMISSION
 101 City Hall Plaza
 Durham, North Carolina 27701
 (919) 560-4107 (Voice)
 (919) 560-4092 (Fax)
 (919) 560-4809 (TDD)
 Jurisdiction: City of Durham
 (E H P A C)*

Emma J. Haggins, Chairperson
FAIRMONT HUMAN RELATIONS COMMISSION
 401 N. Main Street
 Fairmont, North Carolina 28340

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Dr. Bruce Pulliam, Chairperson
 Fayetteville Human Relations Commission.
 Elmer Floyd, Executive Director
 FAYETTEVILLE HUMAN RELATIONS DEPARTMENT
 433 Hay Street
 Room 309
 Fayetteville, North Carolina 28301
 (910) 433-1696 (Voice)
 (910) 433-1780 (Fax)
 Jurisdiction: City of Fayetteville
 (E H P A L)*

Susan Rhodes, Chairperson
 Aaron Bennett, Administrator
 GASTON COUNTY HUMAN RELATIONS
 COMMISSION
 P. O. Box 1578
 Gastonia, North Carolina 28053-1578
 (704) 866-3692 (Voice)
 Jurisdiction: Gaston County
 (E H P)*

Milas D. Kelly, Jr., Chairperson
 Community Affairs Commission
 Joyce LaTerrie Ward, Community Affairs Director
 CITY OF GOLDSBORO COMMUNITY AFFAIRS
 OFFICE
 P.O. Drawer A
 City Hall
 Goldsboro, North Carolina 27533-9701
 (919) 735-6121 (Voice)
 (919) 580-4344 (Fax)
 Jurisdiction: City of Goldsboro plus 1 mile
 extraterritorial jurisdiction
 (E H P A C)*

Dr. Alice Stone, Chairperson
 John E. Shaw, Executive Director
 GREENSBORO HUMAN RELATIONS COMMISSION
 300 West Washington Street
 P.O. Box 3136
 Greensboro, North Carolina 27402-3136
 (910) 373-2038 (Voice)
 (910) 373-2138 (Fax)
 (910) 373-6930 (TDD)
 SIMPSON@INTERPATH.COM (E-Mail)
 Jurisdiction: City of Greensboro
 (E H P C)*

Clifton Hickman, Chairperson
 Evelyn Cohens, Community Relations Officer
 GREENVILLE HUMAN RELATIONS COMMISSION
 P.O. Box 7207
 Greenville, North Carolina 27834
 (919) 830-4494 (Voice)
 (919) 830-4435 (Fax)

Albert Moore, Chairman
 James Pettiford, Director
 HIGH POINT HUMAN RELATIONS COMMISSION
 P.O. Box 230
 211 S. Hamilton Street
 High Point, North Carolina 27261
 (910) 883-3124 or 3125 (Voice)
 (910) 883-3419 (Fax)
 (800) 735-2962 (TDD)
 Jurisdiction: City of High Point
 (C L)*

Quinton Baker, Chairperson
 Lucy Lewis, Director
 ORANGE COUNTY HUMAN RELATIONS
 COMMISSION
 P.O. Box 8181
 Hillsborough, North Carolina 27278
 (919) 967-9251 ext. 2250 (Voice)
 (919) 644-3048 (Fax)
 Jurisdiction: Orange County
 (E H P H C)*

Curtis Tutterow, Chairperson
 CALDWELL COUNTY HUMAN RELATIONS
 COMMISSION
 College Avenue Baptist Church
 P.O. Box 592
 Lenoir, North Carolina 28645

Leslie Lanier, Chairperson
 LEXINGTON/DAVIDSON COUNTY HUMAN
 RELATIONS COUNCIL
 212 Confederate Street
 Lexington, North Carolina 272292

Rev. William Cummings, Chairperson
 John Campbell, Executive Director
 ROBESON COUNTY HUMAN RELATIONS
 COMMISSION
 701 North Elm Street
 Lumberton, North Carolina 28358
 (910) 671-3026 (Voice)
 (910) 571-3010 (Fax)
 Jurisdiction: Robeson County, excluding Lumberton
 (A C L)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A -has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Peggy Wilson-Morgan, Chairperson
James H. Moore, Sr., Executive Director
LUMBERTON HUMAN RELATIONS COUNCIL
P.O. Box 1388
501 East 5th Street
Lumberton, North Carolina 28359
(910) 671-3832 (Voice)
(910) 671-3814 (Fax)
(910) 671-3890 (TDD)
Jurisdiction: Lumberton's Corporate Limits
(H C)*

Donald Harris, Director
RALEIGH HUMAN RESOURCES DEPARTMENT
P.O. Box 590
110 South McDowell Street
Raleigh, North Carolina 27602
(919) 831-6100 (Voice)
(919) 831-6123 (Fax)
(H)*

E. Bob Barnes, Vice-Chairperson
Samuel E. Gray, Executive Director
ROCKY MOUNT HUMAN RELATIONS COMMISSION
P.O. Box 1180
Rocky Mount, North Carolina 27802-1180
(919) 972-1182 (Voice)
(919) 972-1232 (Fax)
(E H P A C L)*

Charles W. Wolfe, Chairperson
PENDER COUNTY HUMAN RELATIONS
COMMISSION
Route 2

Box 207-6
Rocky Point, North Carolina 28457

Robert Cockerl, Chairperson
SALISBURY-ROWAN HUMAN RELATIONS COUNCIL
502 Hawinstown Road
Salisbury, North Carolina 28144
(704) 633-7365 (Voice)

Everette Dula, Chairperson
ALEXANDER COUNTY HUMAN RELATIONS
COUNCIL
Route 2, Box 690
Taylorsville, North Carolina 27103

Sandra Harkin, Chairperson
Anthony Wade, Executive Director
NEW HANOVER HUMAN RELATIONS COMMISSION
320 Chestnut St., Room 409
Wilmington, North Carolina 28401
(910) 341-7171 (Voice)
(910) 341-4040 (Fax)
(910) 341-7146 (TDD)
AWADE@WILMINGTON.NET (E-Mail)
Jurisdiction: City of Wilmington & unincorporated
New Hanover County
(E H A C)*

Alton Bobbitt, Chairperson
Theo McClammy, Executive Director
WILSON HUMAN RELATIONS COMMISSION
P. O. Box 12
Wilson, North Carolina 27894-0010
(919) 399-2308 ext. 215 (Voice)
(919) 291-9267 (Fax)
(919) 399-2313 (TDD)
Jurisdiction: City of Wilson
(H A C L)*

Sandra Miles, Chairperson
Eugene E. Williams, Director
WINSTON SALEM HUMAN RELATIONS
COMMISSION
2301 N. Patterson Avenue
Black-Phillips-Smith Neighborhood Gov. Center
P.O. Box 2511
Winston Salem, North Carolina 27102
(910) 727-2429 (Voice)
(910) 748-3002 (Fax)
(910) 727-8319 (TDD)
Jurisdiction: City of Winston-Salem
(H A C L)*

NORTH DAKOTA

Craig Hagem, Commissioner
NORTH DAKOTA DEPARTMENT OF LABOR
600 East Boulevard
13th Floor
Bismarck, North Dakota 58505
(701) 328-2660 (Voice)
(701) 328-2031 (Fax)
hagen@pioneer.state.nd.us (E-Mail)
Jurisdiction: State of North Dakota
(E C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

OHIO

E. Theophilus Caviness, Chairman
 Francis W. Smith, Acting Executive Director
OHIO CIVIL RIGHTS COMMISSION
 220 Parsons Avenue
 Columbus, Ohio 43266-0543
 (614) 466-2785 (Voice)
 (614) 644-8776 (Fax)
 (614) 466-9353 (TDD)
 clarka269@aol.com (E-Mail)
 Jurisdiction: State of Ohio
 (E H P C)*
 Other: Higher education and credit.

David Lazarus, Chairman
 Arzell Nelson, Executive Director
CINCINNATI HUMAN RELATIONS COMMISSION
 City Hall - Room 110
 810 Plum Street
 Cincinnati, Ohio 45202
 (513) 352-3237 (Voice)
 (513) 352-2496 (Fax)

Sam Thomas, III, Executive Director
CLEVELAND COMMUNITY RELATIONS BOARD
 Room 11 City Hall
 601 Lakeside Avenue
 Cleveland, Ohio 44114
 (216) 664-2000 (Voice)
 (216) 664-3570 (Fax)
 (216) 664-2287 (TDD)
 Jurisdiction: City of Cleveland
 (H P A C L)*

~~Bishop James A. Griffin, Chairman~~
 James Stowe, Executive Director
COLUMBUS COMMUNITY RELATIONS COMMISSION
 90 West Broad Street
 Columbus, Ohio 43215
 (614) 645-1993 (Voice)
 (614) 645-1862 (Fax)
 Jurisdiction: City of Columbus
 (E H P C)*

Dr. Charles Brown, Chairman
 Jerald Steed, Executive Director
HUMAN RELATIONS COUNCIL
 40 South Main St., Room 721
 Dayton, Ohio 45402-2092
 (513) 228-5854 (Voice)
 (513) 222-4589 (Fax)
 (H)*

Ken Snyder, Chairperson
 Ed Barnes, Jr., Director of Human Relations
HAMILTON DEPARTMENT OF HUMAN RELATIONS
 20 High Street
 Municipal Building Room 108
 Hamilton, Ohio 45011
 (513) 863-6503 (Voice)
 (513) 867-7342 (Fax)
 Jurisdiction: City of Hamilton
 (E H P A C L)*

Stephanie W. Turner, Chairperson
 Lisa M. Gale, Assistant Director of Law
CITY OF SHAKER HEIGHTS
 3400 Lee Road
 Shaker Heights, Ohio 44120
 (216) 491-1440 (Voice)
 (216) 491-1447 (Fax)
 Jurisdiction: City of Shaker Heights
 (H)*

Carolyn DeAngelis, Chairperson
 Human Relations Board
 Selena Singletary, Human Relations Services
 Director
SPRINGFIELD HUMAN RELATIONS DEPARTMENT
 76 East High Street
 Springfield, Ohio 45502
 (513) 324-7380 (Voice)
 (513) 324-4118 (Fax)
 (513) 324-7321 (TDD)
 Jurisdiction: City of Springfield
 (E H P C L)*

Rev. Johnny McCloud, Chairperson
 Diane Mitchum, Executive Director
BOARD OF COMMUNITY RELATIONS
 1 Government Center
 Suite 2190
 Toledo, Ohio 43604-2275
 (419) 245-1565 (Voice)
 (419) 245-1471 (Fax)
 Jurisdiction: City of Toledo
 (E H A C L)*

John Coble, Chairman
 Board of Directors
 Lisa Rice-Coleman, Executive Director
FAIR HOUSING CENTER
 2116 Madison Avenue
 Toledo, Ohio 43624-1131
 (419) 243 6163 (Voice)
 (419) 243 3566 (Fax)
 Jurisdiction: Toledo
 (H A C)*

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

Perlean Griffin, Manager
 TOLEDO AFFIRMATION ACTION/CONTRACT
 COMPLIANCE
 One Government Center
 Suite 1900
 Toledo, Ohio 43604
 (419) 245-1198 (Voice)
 (419) 245-1511 (Fax)

OKLAHOMA

Louise Painter, Chairperson
 Gracie M. Monson, Executive Director
 OKLAHOMA HUMAN RIGHTS COMMISSION
 2101 North Lincoln, Room 480
 Jim Thorpe Building
 Oklahoma City, Oklahoma 73105
 (405) 521-2360 (Voice)
 (405) 522-3635 (Fax)
 (405) 522-3993 (TDD)
 test@msl.sde.state.ok.us (E-Mail)
 Jurisdiction: State of Oklahoma
 (E H P C)*

Kevin Evans, City Manager
 ARDMORE HUMAN RELATIONS AND JOB
 PLACEMENT SERVICES
 625 E. Main
 P. O. Box 211
 Ardmore, Oklahoma 73401
 (405) 223-5145 (Voice)

CHICKASHA HUMAN RELATIONS COMMISSION
 P. O. Box 68
 Chickasha, Oklahoma 73023
 (405) 222-6025 (Voice)

Mary Heath
 ENID COMMUNITY RELATIONS COMMISSION
 459 E. Wabash
 Enid, Oklahoma 73701
 (405) 234-0400 (Voice)
 Jurisdiction: City of Enid

Don Williams, Mayor
 IDABEL HUMAN RELATIONS COMMISSION
 207 South Central
 Idabel, Oklahoma 74745
 (405) 286-7608 (Voice)
 Jurisdiction: City of Idabel

Katherine Rickman
 LAWTON HUMAN RIGHTS AND RELATIONS
 COMMISSION
 103 S.W. 4th Street
 Lawton, Oklahoma 73501
 (405) 357-2747 (Voice)
 Jurisdiction: City of Lawton

Weldon Smith, Chair
 McALESTER HUMAN RELATIONS COMMISSION
 537 E. Adams
 McAlester, Oklahoma 74501
 (918) 423-4161 (Voice)

Carol Coles, City Manager
 NORMAN HUMAN RIGHTS COMMISSION
 P. O. Box 370
 Norman, Oklahoma 73070
 (405) 366-5402 (Voice)
 (405) 366-5418 (Fax)
 Jurisdiction: City of Norman

Valerie Zayat
 STILLWATER COMMUNITY RELATIONS
 COMMISSION
 Route 4, Box 643
 Stillwater, Oklahoma 73074
 (405) 747-8080 (Voice)
 Jurisdiction: City of Stillwater

Rev. Warren Pellom, Chairperson
 Dyanne Mason, Executive Director
 TULSA HUMAN RIGHTS DEPARTMENT
 707 South Houston #303
 Tulsa, Oklahoma 74127
 (918) 596-7818 (Voice)
 (918) 596-7826 (Fax)
 dmason@ci.tulsa.ok.us (E-Mail)
 Jurisdiction: City of Tulsa
 (E H P A C)*

SAPULPA HUMAN RIGHTS COMMISSION
 440 S. Houston, Room 302
 c/o Oklahoma HRC
 Tulsa, Oklahoma 74127
 (918) 581-2733 (Voice)

* Responsible for laws prohibiting discrimination in: E - Employment, H - Housing, and P - Public Accommodations. A - has responsibility for dealing with Hate/Bias Crimes. C - has Community Relations responsibilities. L - facilitates landlord/tenant conflicts. Statutes also prohibit discrimination in other area(s) listed.

OREGON

Mary Wendy Roberts, Labor Commissioner
 Johnnie M. Bell, Administrator
CIVIL RIGHTS DIVISION, BUREAU OF LABOR AND INDUSTRIES

800 N.E. Oregon Street
 # 32, Suite 1070
 Portland, Oregon 97232
 (503) 731-4075 (Voice)
 (503) 731-4069 (Fax)
 (503) 731-4106 (TDD)
 Jurisdiction: State of Oregon
 (E H P C)*

Other: Vocational schools.

Lowen Berman, Chairperson
 Helen Cheek, Executive Director
METROPOLITAN HUMAN RIGHTS COMMISSION
 1120 SW 5th Street, Room 516
 Portland, Oregon 97204
 (503) 823-5136 (Voice)
 (503) 823-0119 (FAX)
 Jurisdiction: City of Portland, Multnomah County
 (C)*

PENNSYLVANIA

Robert Johnson Smith, Chairperson
 Homer C. Floyd, Executive Director
PENNSYLVANIA HUMAN RELATIONS COMMISSION
 101 South Second Street
 Suite 300

Harrisburg, Pennsylvania 17101

(717) 787-4410 (Voice)

(717) 787-0420 (Fax)

(717) 783-9308 (TDD)

rcartwright@paonline.com (E-Mail)

Jurisdiction: State of Pennsylvania

(E H P A C L)*

Other: Post-secondary education.

Martin Velasquez, III, Chair
 Phyllis G. Alexander, Director
ALLENTOWN HUMAN RELATIONS COMMISSION
 435 Hamilton Street
 Room 107

Allentown, Pennsylvania 18101-1699

(215) 437-7600 (Voice)

(215) 337-7675 (Fax)

(215) 437-7551 (TDD)

Jurisdiction: City of Allentown

(E H P C L)*

Eric W. Selvey, O.D., Chair

Michael G. Bowles, Executive Director

HARRISBURG HUMAN RELATIONS COMMISSION

123 Walnut Street

Suite 235

Harrisburg, Pennsylvania 17103

(717) 255-3087 or 38 (Voice)

(717) 255-6488 (Fax)

Jurisdiction: City of Harrisburg

(E H P A C L)*

Melvin Johnson, CEO

HARRISBURG FAIR HOUSING COUNCIL

2100 N. 6th Street

Harrisburg, Pennsylvania 17110

(717) 238-9540 (Voice)

(717) 233-5001 (Fax)

(H P)*

Harry Robinson, Jr., Chairman

Darvin Boyd, Executive Director

LANCASTER COUNTY HUMAN RELATIONS COMMISSION

40 East King Street

Lancaster, Pennsylvania 17602

(717) 299-7840 (Voice)

(717) 390-7747 (Fax)

Jurisdiction: Lancaster County

(E H P C L)*

Other: Education.

Rev. James S. Allen, Chairperson

Kevin E. Vaughan, Executive Director

PHILADELPHIA COMMISSION ON HUMAN

RELATIONS

34 South 11th Street

Sixth Floor

Philadelphia, Pennsylvania 19107-3695

(215) 686-4670 (Voice)

(215) 686-4684 (Fax)

Jurisdiction: City of Philadelphia

(E H P A C L)*

Harry F. Kunselman, Chairman

Charles F. Morrison, Director

PITTSBURGH COMMISSION ON HUMAN RELATIONS

908 City-County Building

414 Grant Street

Pittsburgh, Pennsylvania 15219-2464

(412) 255-2600 (Voice)

(412) 255-2288 (Fax)

Jurisdiction: City of Pittsburgh

(E H P A C L)*

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 Stephen Busch, Executive Director
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 York, Pennsylvania 17403
 (717) 846-2926 (Voice)
 Jurisdiction: City of York
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 Human Resources
 Department of Labor & Human Resources
 Carmen Ana Lugo Fournier, Director
 DEPARTMENT OF LABOR AND HUMAN
 RESOURCES/ANTI-DISCRIMINATION UNIT
 505 Munzo Rivera Avenue, 14th Floor
 Prudencio Rivera Martinez Building
 Hato Rey, Puerto Rico 00918
 (809) 754-5806 (Voice)
 (809) 767-8855 (Fax)
 Jurisdiction: Commonwealth of Puerto Rico
 (E C)*

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 RHODE ISLAND COMMISSION FOR HUMAN
 RIGHTS
 10 Abbott Park Place
 Providence Rhode Island 02903-3768
 (401) 277-2661 (Voice)
 (401) 277-2616 (Fax)
 (401) 277-2664 (TDD)
 RICHR@ids.net (E-Mail)
 Jurisdiction: State of Rhode Island
 (E H P C)*

Gary St. Peter, Chair
 Christine Roundtree, Executive Director
 PROVIDENCE HUMAN RELATIONS COMMISSION
 151 Weybosset
 Providence, Rhode Island 02903
 (401) 421-3708 (Voice)

SOUTH CAROLINA

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 Board of Commissioners
 Dr. Willis C. Ham, Commissioner
 SOUTH CAROLINA HUMAN AFFAIRS COMMISSION
 2611 Forest Drive, Suite 200
 P.O. Box 4490
 Columbia, South Carolina 29240
 (803) 737-7800 (Voice)
 (803) 253-4191 (Fax)
 (803) 253-4125 (TDD)
 Jurisdiction: State of South Carolina
 (E H P A C)*

Albert Reddick, President
 TALATHA COMMUNITY RELATIONS COUNCIL
 Route 1, Box 343
 Aiken, South Carolina 29801

J. Allen Brodie, Chairman
 AIKEN COUNTY HUMAN RELATIONS COMMISSION
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 Aiken, South Carolina 29801

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 Camden, South Carolina 29020

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 Clemson, South Carolina 29631
 (803) 654-2597 (Voice)

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 COUNCIL
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 Columbia, South Carolina 29202
 (803) 733-1130 (Voice)
 (703) 733-1149 (Fax)

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 (803) 546-6511 (Fax)
 Jurisdiction: Georgetown County
 (E H P A C L)*

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 Julia C. Adams, Commission Coordinator
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 301 University Ridge
 Suite 300
 Greenville, South Carolina 29601
 (803) 467-7095 (Voice)
 (803) 467-7201 (Fax)
 (E H P A C L)*

Mable Miller, Acting President
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 (803) 229-1679 (Voice)

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 (803) 449-9353 (Voice)

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 (803) 329-7027 (Voice)

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 (803) 596-2052 (Voice)
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 (803) 791-0887 (Voice)

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 David L. Volk, Secretary
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500 E. Capitol, State Capitol
 Pierre, South Dakota 57501-5070
 (605) 773-4493 (Voice)
 (605) 224-1280 (Fax)
 Jurisdiction: State of South Dakota
 (E H P C L)*

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 Thomas F. Burke, Executive Director
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 Sioux Falls, South Dakota 57102
 (605) 339-7039 (Voice)
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 (615) 741-5825 (Voice)
 (615) 532-2197 (Fax)
 Jurisdiction: State of Tennessee
 (E H P C)*

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 305 City Hall Annex
 100 East 11th St.
 Chattanooga, Tennessee 37402
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 (615) 757-4851 (Fax)
 Jurisdiction: City of Chattanooga
 (E P C)*

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 Fair Housing Hearings Board
 J. Laurens Tullock, Director, Community
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 COMMUNITY DEVELOPMENT
 P.O. Box 1631
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 (615) 521-2120 (Voice)
 (615) 521-2627 (Fax)
 kbell@aspc.com (E-Mail)
 Jurisdiction: Knoxville/Knox County
 (E H P C L)*

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 (E H P C)*

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 Austin, Texas 78711
 (512) 837-8534 (Voice)
 (512) 835-2505 (Fax)
 tchr.net@mail.capnet.state.tx.us (E-Mail)
 Jurisdiction: State of Texas
 (E H)*

Vancant, Chairperson
 Marcos Salinas, Administrator
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 206 East 9th Street
 P. O. Box 1088
 Austin, Texas 78767
 (512) 499-3251 (Voice)
 (512) 499-3214 (Fax)
 (512) 499-2445 (TDD)
 Salinas@hrd.ci.austin.tx.us (E-Mail)
 Jurisdiction: City of Austin
 (E H P C)*
 Other: Contractors.

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 Helen R. Curley, Ph.D., Director
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 COMMISSION
 1201 Leopard Street
 P.O. Box 9277
 Corpus Christi, Texas 78469
 (512) 880-3190 (Voice)
 (512) 880-3192 (Fax)
 800 RELAY TEXAS (TDD)
 Jurisdiction: City of Corpus Christi
 (E H P A C L)*

Rosie Norris, Administrator
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 1500 Marilla Street
 City Hall 1-B North
 Dallas, Texas 76201
 (214) 670-3247 (Voice)
 (214) 670-0665 (Fax)
 (214) 670-0667
 Jurisdiction: City of Dallas
 (H A)*

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Robin Green, Fair Housing Officer
CITY OF EL PASO
2 Civic Center Plaza
9th Floor
El Paso, Texas 79901-1196
(915) 541-4867 (Voice)
(915) 541-4370 (Fax) Jurisdiction: City of El Paso
(H)*

Monte Elliott, Chair
Michael Ivey, Executive Director
FORT WORTH HUMAN RELATIONS COMMISSION
1000 Throckmorton Street
Fort Worth, Texas 76102
(817) 871-7525 (Voice)
(817) 871-8148 (Fax)
mail30779@pop.net (E-Mail)
Jurisdiction: City of Fort Worth
(E H P A C L)*

Lee Elliott Brown, Director
CITY OF HOUSTON AFFIRMATIVE
ACTION/CONTRACT COMPLIANCE DIVISION
500 Jefferson Street
Suite 1400
Houston, Texas 77002
(713) 658-3803 (Voice)
(713) 658-3824 (Fax)

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Stephen M. Hadley, Chairman
Industrial Commission of Utah
Joseph Gallegos, Jr., Director
Anti-Discrimination Division
Industrial Commission of Utah
160 East 300 South, 3rd Floor
P.O. Box 146640
Salt Lake City, Utah 84114-6640
(801) 530-6801 (Voice)
(801) 530-7609 (Fax)
(801) 530-7685 (TDD)
ICMAIN.SBAKER@STATE.UT.US (E-Mail)
Jurisdiction: State of Utah
(E H)*

VERMONT

Emily J. Joselson, Esq., Chairperson
Susan M. Sussman, Executive Director
Vermont Human Rights Commission
133 State Street
Montpelier, Vermont 05633-6301
(802) 828-2480 (Voice)
(802) 828-3522 (Fax)
(802) 828-2480 (TDD)
Jurisdiction: State of Vermont
(E H P C)*
Other: Pump Your Own price at gas stations for
persons with disability license plates.

J. Wallace Malley, Jr., Chief, Public Protection
Division
Office of the Attorney General
State of Vermont
109 State Street, Pavilion Office Building
Montpelier, Vermont 05609-1001
(802) 823-3171 (Voice)
(802) 828-2154 (Fax)
(802) 828-3171 (TDD)
Jurisdiction: State of Vermont
(E A C)*
Other: Maternity leave/family leave.

VIRGIN ISLANDS

Luis S. Llanos, Sr., Commissioner
VIRGIN ISLANDS DEPARTMENT OF LABOR
P.O. Box 148
Charlotte Amalie
St. Thomas, Virgin Islands 00804
(809) 775-3498 (Voice)
(809) 774-0853 (Fax)
Jurisdiction: St. Thomas and St. Croix, U.S. Virgin
Islands
(E)*

VIRGINIA

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HUMAN RIGHTS
1100 Bank Street
12th Floor
Richmond, Virginia 23219
(804) 225-2438 (Voice)
(804) 225-3294 (Fax)
Jurisdiction: State of Virginia
(E)*

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Commonwealth of Virginia Department of Commerce
REAL ESTATE BOARD
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5th Floor
Richmond, Virginia 23223-4917
(804) 367-8530 (Voice)
(804) 367-2475 (Fax)
jcancellori.dpor@state.va.us (E-Mail)
Jurisdiction: State of Virginia
(H)*

Paul Allison, Chairman
Human Rights Commission
Denise S. Fayne, Administrator
ALEXANDRIA OFFICE OF HUMAN RIGHTS
110 North Royal Street
Room 20
Alexandria, Virginia 22314
(703) 838-6390 (Voice)
(703) 838-4976 (Fax)
(703) 838-5056 (TDD)
Jurisdiction: City of Alexandria
(E H P C)*

Daniel S. Fiore, Chairman
Joseph Bennett, Executive Director
ARLINGTON HUMAN RIGHTS COMMISSION
2100 Clarendon Boulevard #106
1 Courthouse Plaza
Arlington, Virginia 22201
(703) 358-3929 (Voice)
(703) 358-4390 (Fax)
(703) 358-4611 (TDD)
Jurisdiction: Arlington County
(E H P C)*
Other: Credit, education, commercial real estate.

Victor Dunbar, Chairman
Fred Allen, Executive Director
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12000 Government Center Parkway
Suite 318
Fairfax, Virginia 22035-0093
(703) 324-2953 (Voice)
(703) 324-3570 (Fax)
(703) 324-2900 (TDD)
Jurisdiction: Fairfax County
(E H P A C)*
Other: Credit facilities.

James Temple, Jr., Chairman
NEWPORT NEWS HUMAN RIGHTS COMMISSION
168 #8 Motoka Drive
Newport News, Virginia 23602
(804) 877-9194 (Voice)

Rita Turner, Acting Chairperson
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RELATIONS
116 Social Services Building
400 Farmer Street
Petersburg, Virginia 23803
(804) 861-2132 (Voice)
(804) 861-0137 (Fax)

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Human Relations Commission
Gail E. Bingham, Executive Director
OFFICE OF HUMAN SERVICES ADVOCACY
900 East Broad Street, Room 1603
Richmond, Virginia 23219
(804) 780-7479 (Voice)
(804) 780-5145 (Fax)
(804) 780-7479 (TDD)
Jurisdiction: City of Richmond
(E H)*

Helen P. Shropshire, Chairperson
Fagan D. Stackhouse
Human Rights Programs Coordinator
Human Rights Commission
City of Virginia Beach
Municipal Center-Operation Building Room 340
Virginia Beach, Virginia 23456
(804) 427-8374 (Voice)
(804) 426-5678 (FAX)
(804) 427-8383 (TDD)
Jurisdiction: City of Virginia Beach
(C)*

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Evelyn J. Ellington, Executive Director
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15941 Cardinal Dr., Suite 125
Dr. A. J. Ferlazzo Building
Woodbridge, Virginia 22191-4291
(703) 792-4680 (Voice)
(703) 792-6944 (Fax)
(703) 792-4677 (TDD)
Jurisdiction: Prince William County except Manassas
and Manassas Park.
(E H P C A)*
Other: Credit and Education, Study Circle Planning

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WASHINGTON

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 Merrit D. Long, Executive Director
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 COMMISSION

711 S. Capitol Way
 Suite 402, P.O. Box 42490
 Olympia, Washington 98504-2490
 (206) 753-6770 (Voice)
 (206) 586-2282 (Fax)
 (800) 300-7525 (TDD)
 Jurisdiction: State of Washington
 (E H P C)*

Other: Insurance and credit.

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 Germaine W. Covington, Director
 SEATTLE HUMAN RIGHTS COMMISSION
 700 Third Ave., Suite 250
 Seattle, Washington 98104
 (206) 684-4500 (Voice)
 (206) 684-4503 (TDD)
 Germaine.Covington@ci.Seattle.wa.us (E-Mail)
 Jurisdiction: City of Seattle
 (E H P C)*

Other: Provision of city services.

Bailey delongh, Manager
 KING COUNTY OFFICE OF CIVIL RIGHTS AND
 COMPLIANCE (OCRC)
 E-224 King County Courthouse
 516 Third Avenue
 Seattle, Washington 98104-2312
 (206) 296-7592 (Voice)
 (206) 296-4329 (Fax)
 (206) 296-7596 (TDD)
 bailey.deiongh@metrokc.gov (E-Mail)
 Jurisdiction: King County and unincorporated areas
 of K. County
 (E H P A C)*

Other: Contract compliance; minority/women's
 business; 504 ADA.

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 Cherie Foy, Human Rights Specialist
 Spokane Human Rights Commission
 5th Floor, City Hall
 808 West Spokane Falls Boulevard
 Spokane, Washington 99201-3322
 (509) 625-6110 (Voice)
 (509) 625-6217 (Fax)
 (509) 625-6689 (TDD)
 Jurisdiction: City of Spokane
 (A C L)*

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 Tacoma Human Rights Commission
 Allen Correll, Executive Director
 TACOMA HUMAN RIGHTS DEPARTMENT
 747 Market Street, Room 808
 Tacoma, Washington 98402
 (206) 591-5151 (Voice)
 (206) 591-5121 (Fax)
 (206) 591-5153 (TDD)
 ryeater@ci.tacoma.wa.us (E-Mail)
 Jurisdiction: City of Tacoma
 (E H P A C L)*

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 Herman H. Jones, Executive Director
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 1321 Plaza East, Room 106
 Charleston, West Virginia 25301-1400
 (304) 558-2616 (Voice)
 (304) 558-0085 (Fax)
 (304) 558-2976 (TDD)
 Jurisdiction: State of West Virginia
 (E H P A C)*

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 Elmer H. Day, Jr., Executive Director
 BECKLEY HUMAN RIGHTS COMMISSION
 409 South Kanawha Street
 P.O. Drawer AJ
 Beckley, West Virginia 25801
 (304) 256-1777 (Voice)
 (304) 256-1767 (Fax)
 (304) 256-1768 (TDD)
 Jurisdiction: City of Beckley
 (E H P A C L)*

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 William Berkley, Executive Director
 CHARLESTON HUMAN RIGHTS COMMISSION
 115 Lee Street West
 P.O. Box 2749
 Charleston, West Virginia 25301
 (304) 348-6880 (Voice)
 (304) 348-6476
 (E H P C L)*

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 Sally M. Lind, Director
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 P.O. Box 1659
 Huntington, West Virginia 25717-1659
 (304) 696-5592 (Voice)
 (304) 696-5573 (Fax)
 HHRC@ianet.net (E-Mail)
 Jurisdiction: City of Huntington
 (E H P C L)*

Charles G. Hood, Chairperson
 Theresa L. Garrett, Executive Director
 CITY OF WHEELING HUMAN RIGHTS COMMISSION
 1500 Chapline Street
 Wheeling, West Virginia 26003
 (304) 234-3609 (Voice)
 (304) 234-3605 (Fax)
 (304) 234-3609 (TDD)
 Jurisdiction: City of Wheeling
 (E H P A C L)*

WISCONSIN

Carol Skornika, Secretary
 Department of Labor, Industry, and Human Relations
 Labor Industry Review Commission, reviews appeal cases

J. Sheehan Donoghue, Administrator
 WISCONSIN EQUAL RIGHTS DIVISION

LeAna Ware, Director
 Civil Rights Bureau

Dept. of Industry, Labor and Human Relations

201 East Washington Ave. Room 40

P.O. Box 8928

Madison, Wisconsin 53708

(608) 266-6860 (Voice)

(608) 267-4592 (Fax)

Jurisdiction: State of Wisconsin

(E H P C)*

Other: Post-secondary education.

Ruth Cordier, Chairperson

James R. Yarbrough, Executive Director

BELOIT EQUAL OPPORTUNITIES COMMISSION

159 West Grand Avenue

Beloit, Wisconsin 53511

(608) 364-7700 (Voice)

608-364-6609 (Fax)

Jurisdiction: City of Beloit

(E H P C)*

Anthony L. Brown, Executive Director
 MADISON EQUAL OPPORTUNITIES COMMISSION
 Room 500, 210 Martin Luther King, Jr. Blvd.
 City-County Building
 Madison, Wisconsin 53710
 (608) 266-4910 (Voice)
 (608) 266-5948 (Fax)
 (608) 266-4899 (TDD)
 Jurisdiction: City of Madison
 (E H P C)*
 Other: Credit.

John S. Gardner, Chairperson
 Cedric S. Cornwall, Fair Housing and Employment Manager
 FAIR HOUSING AND EMPLOYMENT COMMISSION
 City Hall
 200 E. Wells Street, Room 606
 Milwaukee, Wisconsin 53202
 (414) 286-5967 (Voice)
 (414) 226-8547 (Fax)
 (414) 286-8047 (TDD)
 Jurisdiction: City of Milwaukee
 (E H P C)*

WYOMING

Mike Sullivan, Commissioner
 WYOMING DEPARTMENT OF EMPLOYMENT,
 LABOR STANDARDS DIVISION
 Herschler Building -- 2nd Fl. East
 122 West 25th Street
 Cheyenne, Wyoming 82002
 (307) 777-7261 (Voice)
 (307) 777-5805 (Fax)
 (307) 777-7261 (TDD)
 Jurisdiction: State of Wyoming
 (E P C)*

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IAOHRA DIRECTORY CORRECTION

TEXAS (Correction)

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William M. Hale, Executive Director
TEXAS COMMISSION ON HUMAN RIGHTS
P.O. Box 13493
Austin, Texas 78711
(512) 437-3450 (Voice)
(512) 437-3478 (Fax)
tchr.net@mail.capnet.state.tx.us (E-Mail)
Jurisdiction: State of Texas
(E H)*

Study Circles on Race Relations Connect Talk With Action

President Clinton's call for constructive dialogue on the difficult issue of race relations is already being answered. Over the last several years, study circle organizers in communities around the country have involved thousands of citizens in discussion and action on race.

In study circles—small-group, democratic, highly participatory discussions—people of all backgrounds and views exchange ideas and grapple with critical public issues. As citizens participate in community-wide study circle programs, they form new interracial networks, gain a deeper understanding of others' perspectives and concerns, discover common ground, and gain a greater desire and ability to take action—as individuals, as members of small groups, as members of large organizations in the community, and as voters.

Study circles create more than just talk. An evaluation of a program in the Cleveland area, where 700 citizens have participated, showed that people changed their attitudes about race as a result of their study circle experiences. In Lima, Ohio, where over 2,000 citizens have taken part, participants have done everything from building new playgrounds to winning minority representation on a regional development board. In the week after the O.J. Simpson verdict, study circles took place at over 100 sites in Los Angeles, allowing people to address a tense situation in a civil and productive way.

Study Circle Program Examples

Cleveland—More than 700 people have been involved in "Honest Conversations," sponsored by the National Conference in the communities of Shaker Heights, Beachwood, Euclid, and North Olmsted. An evaluation conducted by researchers from Case Western Reserve University showed that participants changed some of their attitudes about race as a result of the process. Contact: Sandi Holmes, (216) 752-3000.

Wilmington/New Castle County, Del.—Almost 500 people are participating in a study circle program which began on Martin Luther King Day 1997. The DuPont Company has pledged \$15,000 to fund this program, which was initiated by the YWCA. The Mayor, County Executive, and Delaware Attorney General are members of the coalition formed for this effort along with a host of other community organizations and businesses. Contact: Ruth Sokolowski, (302) 658-7161.

Springfield, Ohio—A study circle program, initiated by the city in 1993, is supported by a coalition which includes ecumenical associations, local universities, county government, the school system, and the public library. It has involved 1,570 citizens so far, including students who co-facilitate study circles in the city's high schools. Contact: Selena Singletary, (937) 324-7380.

Los Angeles—Hundreds of people participated in a Day of Dialogue at over 100 sites around the city only two weeks after the Simpson verdict. Sponsored and organized by the Los Angeles City Council and the Office of the City Attorney, community institutions from all sectors invited participants to talk about race relations. Since that time, successive rounds of study circles have focused on affirmative action and crime and violence. Contact: Carolyn Webb de Macias, (213) 485-7682.

Lima, Ohio—The Mayor's office, the

Ohio State University at Lima, and the interracial Clergy Task Force initiated a community-wide study circle program in 1993. Since then, more than 2,000 citizens have been involved in study circles on race relations, and also on the issue of violence. A Violence Prevention Center has been formed and a Study Circle Council has been created to coordinate the study circles and funnel input and ideas from citizens to city government. Contact: Ron Hagaman, (419) 221-5282.

Minneapolis/St. Paul—Roughly 500 people are currently participating in study circles as part of the Choices for Community project. Backed by a cross-sector collaboration of more than 30 organizations, the program is involving people in dialogue on the challenge of racial segregation in housing and education. Participants attended a "citizen's summit" on these issues this summer. Contact: Dick Little, (612) 871-8980.

"Study circles are making dramatic progress on race relations in cities all over the country," says former Senator Bill Bradley.

In Tampa, Florida, over 500 people have been involved in study circles on race relations; almost 500 have taken part in a program in Wilmington, Delaware; and in Springfield, Ohio, 1,570 residents have participated, including several hundred high school students.

Study circles aren't limited to race issues. Many communities are using them to get people involved in issues like crime and violence, education, criminal justice, and youth concerns. A program on education in tiny Orford, New Hampshire, helped that town address the financial difficulties of its high school.

A program on crime in Baton Rouge, Louisiana, helped the police department implement a new community policing strate-

gy. In Oklahoma, a state-wide study circle program involving over 1,000 citizens enabled the state legislature to pass sweeping changes in the corrections system. At present, there are full-scale study circle programs underway in 36 communities across the country. Another 65 communities are in the process of planning such programs.

While each of these programs is unique and locally-driven, study circle organizers receive

free assistance and materials from the Study Circles Resource Center, which also works to connect this growing national network. SCRC is a project of the Topsfield Foundation, a nonprofit, nonpartisan private foundation working to "advance deliberative democracy and improve the quality of public life in the United States."

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NLC Report Urges "Talk" About Racism

by Bill Barnes

"The racial tension in my community is palpable but we can't get anyone to talk about it."

That's what one city official said in a NLC focus group last year; others, from all over the nation, agreed. A new NLC publication, "Talking is the First Step," says that dialogue is critical to creating effective governance in racially and ethnically diverse communities.

"The challenge today," said NLC Executive Director Donald J. Borut, "is to cross boundaries, to acknowledge differences and bridge them, to engage and not to back off."

That is what this pamphlet is about."

More than 2,200 NLC member elected officials will receive the booklet this week.

The ten page pamphlet offers "talking points," acknowledges barriers and difficulties, and lists resources for moving forward. It says that local elected officials have unique and crucial roles to play, even if they are not "comfortable."

One official quoted in the pamphlet said "Elected officials must acknowledge that conflict exists; set the agenda; identify opportunities that we have to open up dialogue; and be willing to discuss racism."

"Talking is the First Step"

is the latest in an array of resources on diversity available to local officials. Next month, NLC will publish a 200-page guidebook, "Govern-ing in a Diverse Community," that contains essays by city officials and scholars as well as descriptions of promising local initiatives. Training sessions and workshops on diversity also will be conducted at Congress of Cities in Philadelphia. NLC's work on this topic began in 1991 with the publication of "Diversity and Governance," a Futures Report adopted after a year of study by the NLC Advisory Council.

According to the most recent NLC opinion survey, municipal elected officials are

dissatisfied with the current level of discourse surrounding race/ethnic relations and racism.

Two-thirds (66 percent) of municipal elected officials say that their public discussions about race/ethnic relations and racism have been useful and constructive "never or almost never" or only "occasionally"—signifying a deep dissatisfaction with the current discourse surrounding race.

They also note that these discussions occur infrequently. Three-out-of-four (77 percent) say they are "never or almost never" or only "occasionally" involved in public discussions about race/ethnic relations or racism.

These city and town leaders say that when the issues of race/ethnic relations and racism do come up, it is usually as a part of other discussions on such "hot button" topics as crime and public safety, police community relations, or housing and community development.

In the 1996 focus groups, a broad mix of elected and appointed city and town officials said that "it's hard to talk publicly about race, ethnicity, and racism." ■

Additional copies of "Talking is the First Step" are available at no cost from NLC by contacting Lorraine Gloster: (fax) 202-626-3043 or (e-mail) gloster@nlc.org.