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Folder Title:

One America - Board - Sept. 30th

Stack:

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Row:

28

Section:

4

Shelf:

11

Position:

3

(A) Why these 5 people
(B)

- 1) POTUS recruiting Leuchstein
- 2) POTUS HBP announcement
- 3) Tom Hall Midwest (Dec. 2nd)

PHOTOCOPY
PRESERVATION

ROUTING SLIP

DATE: 9/3/98

FROM: Stephanie Streett
Assistant to the President and Director of Presidential Scheduling

SUBJECT: Culminating Event for PIR Advisory Board

| | | | |
|------------------------|---------|-------------------|---------|
| Virginia Apuzzo | _____ | Mike McCurry | _____ ✓ |
| Paul Begala | _____ | Katie McGinty | _____ |
| Lisa Berg | _____ | Minyon Moore | _____ ✓ |
| Samuel Berger | _____ | Bob Nash | _____ |
| Sidney Blumenthal | _____ | OSTP | _____ |
| Erskine Bowles | _____ | Jennifer Palmieri | _____ ✓ |
| Phil Caplan | _____ | John Podesta | _____ |
| Megan Delgleize | _____ | Rachel Redington | _____ ✓ |
| Maria Echaveste | _____ ✓ | Bruce Reed | _____ |
| Rahm Emanuel | _____ | Dan Rosenthal | _____ |
| Tim Emrich | _____ | Charles Ruff | _____ |
| Nancy Hernreich | _____ | Patti Solis-Doyle | _____ |
| Mickey Ibarra | _____ | Craig Smith | _____ |
| Ron Klain | _____ | Doug Sosnik | _____ |
| Lisa Levin | _____ | Gene Sperling | _____ |
| Ann Lewis | _____ ✓ | Larry Stein | _____ |
| Bruce Lindsey | _____ | Todd Stern | _____ |
| Capricia Marshall | _____ | Melanne Verveer | _____ |
| Thurgood Marshall, Jr. | _____ | Michael Waldman | _____ ✓ |
| | | Judith Winston | _____ ✓ |

FILE: Accept 9/18/98

COMMENTS: _____

ROUTING SLIP

DATE: 7/7/98

FROM: Stephanie Streett
Assistant to the President and Director of Presidential Scheduling

SUBJECT: Culminating Event for Advisory Board to P.I.R.

| | | | |
|------------------------|----------|-------------------|----------|
| Virginia Apuzzo | _____ | Mike McCurry | <u>✓</u> |
| Paul Begala | _____ | Katie McGinty | _____ |
| Lisa Berg | _____ | Minyon Moore | <u>✓</u> |
| Samuel Berger | _____ | Bob Nash | _____ |
| Sidney Blumenthal | _____ | OSTP | _____ |
| Erskine Bowles | _____ | Jennifer Palmieri | <u>✓</u> |
| Phil Caplan | _____ | John Podesta | _____ |
| Megan Delgleize | <u>✓</u> | Rachel Redington | <u>✓</u> |
| Maria Echaveste | <u>✓</u> | Bruce Reed | _____ |
| Rahm Emanuel | _____ | Dan Rosenthal | _____ |
| Tim Emrich | _____ | Charles Ruff | _____ |
| Nancy Hernreich | _____ | Patti Solis-Doyle | _____ |
| Mickey Ibarra | _____ | Craig Smith | _____ |
| Ron Klain | _____ | Doug Sosnik | _____ |
| Lisa Levin | _____ | Gene Sperling | _____ |
| Ann Lewis | <u>✓</u> | Larry Stein | _____ |
| Bruce Lindsey | _____ | Todd Stern | _____ |
| Capricia Marshall | _____ | Melanne Verveer | _____ |
| Thurgood Marshall, Jr. | _____ | Michael Waldman | <u>✓</u> |
| Sylvia Matthews | <u>✓</u> | Judith Winston | <u>✓</u> |

FILE: Pending

COMMENTS: _____

ROUTING SLIP

DATE: 7/7/98

FROM: Stephanie Streett
Assistant to the President and Director of Presidential Scheduling

SUBJECT: Culminating Event for Advisory Board to P.I.R.

9/18
Call JMT

| | | | |
|------------------------|-------|-------------------|-------|
| Virginia Apuzzo | _____ | Mike McCurry | ✓ |
| Paul Begala | _____ | Katie McGinty | _____ |
| Lisa Berg | _____ | Minyon Moore | ✓ |
| Samuel Berger | _____ | Bob Nash | _____ |
| Sidney Blumenthal | _____ | OSTP | _____ |
| Erskine Bowles | _____ | Jennifer Palmieri | ✓ |
| Phil Caplan | _____ | John Podesta | _____ |
| Megan Delgleize | ✓ | Rachel Redington | ✓ |
| Maria Echaveste | ✓ | Bruce Reed | _____ |
| Rahm Emanuel | _____ | Dan Rosenthal | _____ |
| Tim Emrich | _____ | Charles Ruff | _____ |
| Nancy Hernreich | _____ | Patti Solis-Doyle | _____ |
| Mickey Ibarra | _____ | Craig Smith | _____ |
| Ron Klain | _____ | Doug Sosnik | _____ |
| Lisa Levin | _____ | Gene Sperling | _____ |
| Ann Lewis | ✓ | Larry Stein | _____ |
| Bruce Lindsey | _____ | Todd Stern | _____ |
| Capricia Marshall | _____ | Melanne Verveer | _____ |
| Thurgood Marshall, Jr. | _____ | Michael Waldman | ✓ |
| Sylvia Matthews | ✓ | Judith Winston | ✓ |

FILE: Pending

COMMENTS: _____

7/10/98

July 30 '98
meeting
This is important for the POTUS. We need to make sure we have put time into the POTUS closure. The POTUS shows POTUS Enga.
Stephanie
That

SCHEDULE PROPOSAL

JUNE 29, 1998

98 JUN 5


P 1 / 58


____ ACCEPT

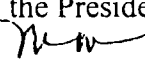
____ REGRET

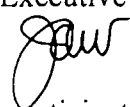
____ PENDING

To: Stephanie Streett
Assistant to the President and
Director of Presidential Scheduling

From: Sylvia Mathews, Deputy Chief of Staff 

Maria Echaveste, Assistant to the President and Director of
Public Liaison 

Minyon Moore, Deputy Assistant to the President and
Deputy Director of Political Affairs 

Judith A. Winston, Executive Director, President's
Initiative on Race 

Request: For the President to participate in a culminating event for
the Advisory Board to the President's Initiative on Race.

Purpose: To thank the Advisory Board for its service to the nation; to
publicly share and acknowledge some of the Board's
accomplishments; to receive from the Board its report, the
compendium of promising practices, and the fact book
produced by federal agencies.

Background: The charter for the Advisory Board expires on September
30, 1998. Since its appointment on June 14, 1997, the
Board has been promoting a national conversation about
race and exploring issues of race in an effort to move the
nation closer to the President's vision of One America in
the 21st Century. It has done outreach to communities
around the country and to the corporate, religious and
education sectors; it has explored issues of race as they
relate to education, economic opportunity, youth, the
administration of justice, access to affordable housing and
quality health care, and immigration; and it has identified
hundreds of promising practices and potential leaders in an
effort to insure that the work it has done serves as a

foundation for continuing efforts to build One America. This will be its last official gathering as an Advisory Board, and it provides an opportunity for the President to thank the seven members of the Board for their efforts and to recognize some of their significant accomplishments.

Previous
Participation:

The President has met formally with the members of the Advisory Board on two occasions--June 13, 1997, when he met with them at the White House to discuss their role, and on September 30, 1997, when he participated in a meeting of the Board at the Mayflower Hotel in Washington, D.C. Also, he has met informally with members of the Board at his town hall meetings/conversations on race in Akron, Ohio on December 3 and in Houston, Texas on April 14.

Date and Time:

Week of September 14, 1998 (preferably September 15)
Time TBD

Briefing Time:

TBD

Duration:

TBD

Location:

TBD

Participants:

Advisory Board members, others associated with accomplishments of Board

Remarks
Required:

To be prepared by speech writers.

Media
Coverage:

Open Press

Staff Contact:

Audrey Hutchinson, Chief of Staff, President's Initiative on Race, 395-1010

Origin of
Proposal:

Sylvia Mathews
Maria Echaveste
Minyon Moore
Judith A. Winston

Comments:

Schedule Proposal

7/29/98

☐ Accept☐ Regret☐ Pending

TO: Stephanie Street
Assistant to the President and Director
of Scheduling and Advance

FROM: Maria Echaveste, Assistant to the President Deputy Chief
of Staff
Judith Winston, Executive Director of the President's
Initiative on Race

REQUEST: A meeting with the President's Initiative on Race Advisory
Board, with a policy announcement after the meeting with a
larger audience.

PURPOSE: To accept the Advisory Board's report and to discuss the
Board's findings.

DATE AND TIME: September

DURATION: 2 hours

LOCATION: Oval Office

PARTICIPANTS: The President, the Advisory Board, Judith Winston, Sylvia
Mathews, Maria Echaveste for the meeting. Larger
meeting TBD.

OUTLINE OF EVENTS: Meet and listen

REMARKS REQUIRED: To be provided

MEDIA COVERAGE: Print press

CONTACT: Maria Echaveste, Assistant to the President and Deputy
Chief of Staff

WHITE HOUSE STAFFING MEMORANDUM

DATE: 9/29/97 ACTION/CONCURRENCE/COMMENT DUE BY: 9/30/97 8:30 am

SUBJECT: Race Advisory Board Meeting Remarks

| | ACTION | FYI | | ACTION | FYI |
|----------------|-------------------------------------|--------------------------|---------------------------------|-------------------------------------|-------------------------------------|
| VICE PRESIDENT | <input checked="" type="checkbox"/> | <input type="checkbox"/> | McCURRY | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| BOWLES | <input checked="" type="checkbox"/> | <input type="checkbox"/> | McGINTY | <input type="checkbox"/> | <input type="checkbox"/> |
| McLARTY | <input type="checkbox"/> | <input type="checkbox"/> | NASH | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| PODESTA | <input checked="" type="checkbox"/> | <input type="checkbox"/> | RADD | <input type="checkbox"/> | <input type="checkbox"/> |
| MATHEWS | <input checked="" type="checkbox"/> | <input type="checkbox"/> | REED | <input type="checkbox"/> | <input type="checkbox"/> |
| RAINES | <input type="checkbox"/> | <input type="checkbox"/> | RUFF | <input type="checkbox"/> | <input type="checkbox"/> |
| BLUMENTHAL | <input checked="" type="checkbox"/> | <input type="checkbox"/> | SMITH | <input type="checkbox"/> | <input type="checkbox"/> |
| BERGER | <input type="checkbox"/> | <input type="checkbox"/> | SOSNIK | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| ECHAVESTE | <input checked="" type="checkbox"/> | <input type="checkbox"/> | SPERLING | <input type="checkbox"/> | <input type="checkbox"/> |
| EMANUEL | <input checked="" type="checkbox"/> | <input type="checkbox"/> | STREETT | <input type="checkbox"/> | <input type="checkbox"/> |
| GIBBONS | <input type="checkbox"/> | <input type="checkbox"/> | TARULLO | <input type="checkbox"/> | <input type="checkbox"/> |
| HILLEY | <input type="checkbox"/> | <input type="checkbox"/> | VERVEER | <input type="checkbox"/> | <input type="checkbox"/> |
| IBARRA | <input checked="" type="checkbox"/> | <input type="checkbox"/> | WALDMAN | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| KLAIN | <input type="checkbox"/> | <input type="checkbox"/> | YELLEN | <input type="checkbox"/> | <input type="checkbox"/> |
| LEWIS | <input checked="" type="checkbox"/> | <input type="checkbox"/> | BEGALA | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| LINDSEY | <input type="checkbox"/> | <input type="checkbox"/> | <u>Mingus Moore</u> <u>US</u> → | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| MARSHALL | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>Ben Johnson</u> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| | | | | <input type="checkbox"/> | <input type="checkbox"/> |

REMARKS:

Comments to Gene Shih

RESPONSE:

Staff Secretary
Ext. 6-2702

**PRESIDENT WILLIAM J. CLINTON
RACE ADVISORY BOARD MEETING
WASHINGTON, D.C.
SEPTEMBER 30, 1997**

Talking Points

As I said at the 40th anniversary of integration at Central High School in Little Rock, racial equality has been a driving obsession in my life. That's why I created this initiative and asked you to serve as my advisors.

I want to stress the importance of the work you are doing. I am counting on each of you to be tireless communicators -- bringing this initiative to communities all across America, just as you did at various conferences this weekend. And I hope you will recruit more community leaders to embrace the goals of the initiative and to help you with your work.

I know you have already made an important contribution by recommending that we focus on Education and Economic Opportunity -- two issues that are very close to my heart. I believe that unequal access to high quality education and economic opportunity in America is at heart of so many of the racial divides that continue to plague our communities.

We have a full agenda for today and for the year. First, we must study and understand the facts of diversity in America. So this afternoon, the Commission will be hearing from noted scientists and demographers who will share their research on America's changing population patterns and attitudes on race.

Second, we must have a dialogue that enables us to reach reconciliation and build bridges of mutual understanding. Today, I am pleased to announce that I will be convening the first town hall meeting on race relations in our country on December 2. I hope to lead Americans of all ethnic, racial, cultural and religious backgrounds in a full and frank discussion on the issue of race in our country. This will be the first of a series of town hall meetings led by myself or the Vice-President

Finally, we must take action to give all Americans the tools to make the most of their own lives. This summer, I announced a new initiative to send more of our most talented teachers to our neediest school districts by offering them scholarships for their own education. All children deserve high standards and a world-class education.

And later today, Housing and Urban Development Secretary Andrew Cuomo will announce new efforts to end housing discrimination in America once and for all. First, HUD will issue a \$15 million grant to help 67 private, non-profit housing groups combat housing discrimination. And second, at my direction, Secretary Cuomo will be doubling the number of housing discrimination enforcement actions over the next four years. It's clear that housing discrimination has kept segregation alive in too many cities and too many neighborhoods and kept too many families from sending their children to the schools of their choice. If we can't live

together, we will never come together.

So I look forward to today's discussion. How we build One America -- how we deal with the lingering problems and the limitless possibilities of our growing diversity will be one of our greatest challenge in the 21st century. We must find a way to embrace our vast cultural and religious diversity while recognizing the common ideals and single destiny we all share as Americans.

I'd like to start off the conversation with some questions. What does it mean to be an American? Which values do you think cross all religious, cultural, racial barriers? Which values unite us?

But first, let me ask the Vice-President to

AGENDA
THE PRESIDENT'S ADVISORY BOARD ON RACE
SEPTEMBER 30, 1997--9:30 a.m. to 4 p.m.
EAST ROOM, MAYFLOWER HOTEL, WASHINGTON, D.C.

I. Introductions/Review of Agenda--Dr. John Hope Franklin

II. Report from Advisory Board Chairman--Dr. John Hope Franklin

III. Report from Executive Director--Ms. Judith A. Winston

IV. **Discussion with President Clinton and Vice President Gore**--Advisory Board Members

V. Introduction of Roundtable Topic for Day--~~"Who we are, what do we think, how do we act?"~~--Dr. John Hope Franklin

WHAT ARE THE VALUES that
Unite US?

Study

A. Demographic Projections Concerning the Population of the United States--Dr. Reynolds Farley and Advisory Board

Study

B. Polling Data Concerning our Attitudes and Actions Based on Race--Dr. Lawrence Bobo and Advisory Board

-Lunch Break-

C. How to Talk about our Attitudes and Confront our Prejudices--Dr. James Jones, Dr. Jack Dovidio, Dr. Derald Wing Sue and Advisory Board

VI. Presentation of Advisory Board Work Plan--Dr. John Hope Franklin and Advisory Board

VII. Other Business/Adjournment

BRIEFING FOR DR. JOHN HOPE FRANKLIN, CHAIRMAN
THE PRESIDENT'S ADVISORY BOARD ON RACE
SEPTEMBER 30, 1997

Official Photograph

At 7:45 a.m. Advisory Board members are to gather in the South Carolina Room on the second floor of the Mayflower Hotel to be transported to the White House for official photographs scheduled for 8 a.m.

Informal Discussion with Key Audience Members

Board members will then be transported back to the Mayflower Hotel in time to convene at 9 a.m. in the East Room on the main floor of the Mayflower Hotel for informal discussion with key audience members prior to the Advisory Board meeting. At 9:25 a.m. Board members will proceed to the front of the East Room for the beginning of the Advisory Board meeting.

Annotated Meeting Agenda

I. Introductions/Review of Agenda--5 minutes (9:30 a.m.-9:35 a.m.)

You will call the meeting to order, introduce the members of the Advisory Board and the Executive Director, and review the agenda for the day.

II. Report from Advisory Board Chairman--20 minutes (9:35 a.m.-9:55 a.m.)

This is your opportunity to report on Board activities since the last meeting on July 14. What follows is a suggested outline for this report:

A. Goals of the Initiative--We have developed five broad goals to reflect the work that both the Advisory Board and the staff of The President's Initiative on Race will be doing.

1. To articulate the President's vision of a just, unified America.
2. To help educate all Americans about the facts of race in this country.
3. To promote a constructive dialogue in which we confront the difficult

issues of race.

4. To encourage leadership at the federal, state, local, community and individual levels to help bridge racial divides.

5. To identify and develop solutions in critical areas such as education, economic opportunity, the administration of justice, housing, crime, and health care.

B. Meetings of the Sub-Committees--In order to more efficiently carry out our responsibilities between meetings the Board has formed itself loosely into three sub-committees, each of which has met once.

1. Public Outreach and Communications (Dr. Franklin and Governor Winter participated)

2. Leadership and Sustained Change (Dr. Franklin, Suzan Johnson Cook, and [by telephone] Bob Thomas participated)

3. Policy Development (Dr. Franklin and [by telephone] Angela Oh participated)

The largely informal discussions within these three sub-committees have formed the basis for the work plan which we will discuss later in this meeting.

C. Individual Board Member Activities--Individual Board members have given speeches, served on panels, and engaged in numerous discussions concerning the President's Initiative. We have participated in both Congressional Black Caucus and Congressional Hispanic Caucus events. We have met with members of the American Psychological Association to discuss how to talk about race in ways that unite rather than divide us. Dr. James Jones, from whom we will hear later, helped to arrange that meeting. And, of course, many of us were involved this past

week in the commemoration of the 40th anniversary of the desegregation of Central High School in Little Rock, about which I'll say more in a moment. The feedback we have received and continue to receive from participating in these events, as well as the many other events in which we expect to participate as we go forward, will help to inform our work throughout the year.

D. Volume and Type of Mail and Telephone Calls--In addition, there has been an enormous volume of mail and telephone calls, almost all of them positive. People have asked to participate, have offered their services, have made helpful suggestions, and generally expressed encouragement and support for our efforts. We look forward to getting many of these people involved in our discussions and activities.

E. Initiative Staffing--At the time of the last Advisory Board meeting, on July 14, Judy Winston had just been named as Executive Director. She did not actually begin full-time service until early August. Staffing is now nearly completed, and the staff has been hard at work in pursuing our goals. Judy will report in greater detail on this in just a few minutes.

F. Little Rock Commemoration--One example of a key activity in which we have engaged is the commemoration of the 40th anniversary of the integration of Central High School in Little Rock, Arkansas. The President's Initiative worked with The National Conference to put on a two-day program last week-end. Governor Winter and I were in Little Rock, where Governor Winter gave a keynote address on Friday evening, and both of us participated in a roundtable discussion and a town meeting on Saturday to discuss how public education can help prepare

our young people for the multi-racial society that will characterize our country in the 21st century. These activities were transmitted by satellite to 27 locations around the country, and Advisory Board members participated in the events at three of those locations:

Angela Oh was in the Oakland/San Francisco, California.

Bob Thomas was in Chicago, Illinois.

Suzan Johnson Cook and Linda Chavez Thompson were in Washington, D.C.

They may wish to say more about their experiences in those cities later in this meeting.

G. Work Plan--Also, we have developed a work plan for the Advisory Board which we will discuss later in this meeting. It is the result of input from all Board members, particularly Bob Thomas, who has been extremely generous with his time and the time of his staff to assist us in our efforts.

III. Report of Executive Director--20 minutes (9:55 a.m.-10:15 a.m.)

At this point you may introduce Judy Winston to give a report on the activities of the Initiative staff.

10:15 a.m.--President Clinton and Vice President Gore Arrive

(Note: President Clinton and Vice President Gore are scheduled to arrive at 10:15 a.m. If they are late or if you and Judy finish your reports prior to 10:15 a.m., you may wish to call on Board members to report on their participation in the week-end

National Conference Summit on Public Education's Role in Creating an Inclusive Nation. Judy will advise you when the President and Vice President have arrived, and you are to exit the East Room to join the President and Vice President. While you are exiting the room, Judy will advise people that when the President and Vice President depart at 11:15 a.m., people will be asked to remain in their seats for at least 15 minutes due to Secret Service regulations. You will then be introduced and re-enter the room with the President and Vice President.)

IV. Discussion of Issues Raised by President and Vice President--60 minutes (10:15 a.m.-11:15 a.m.)

After you are seated, you should briefly introduce President Clinton and Vice President Gore, welcome them to the meeting of The President's Advisory Board on Race, and invite their comments and thoughts. You should then turn to the Vice President for his opening comments. When he is finished, the Vice President will turn to the President for his opening comments. The President and Vice President are expected to raise the following three sets of questions and engage Board members in a discussion of these questions:

President Clinton: A. What values do you think Americans cherish most? Based on your experience, what evidence have you seen in the Nation that reflects those values?

Vice President Gore: B. How does our diversity strengthen and empower us, particularly in different contexts, such as education, law enforcement, international trade, productivity, and employment?

President Clinton: C. How can Board members help to recruit and

encourage leadership and community involvement at all levels and in all sectors, to help bridge racial divides?

The President and Vice President must leave at 11:15 a.m. Judy will signal you when they must leave, and at that time you should note their tight schedules, thank them for coming, and invite them to future Board meetings. Also, you should remind people that they must remain seated for at least 15 minutes after the President and Vice President depart.

Dr. Reynolds Farley and Dr. Lawrence Bobo will join the Advisory Board at the table as soon as the President and Vice President depart.

V. Introduction of Roundtable Topic for Day--"Who we are, what do we think, how do we act?"--3 hours (11:15 a.m.-3:30 p.m. with a 1 and 1/4 hour break)

Your introduction of this agenda item should make reference to the following points:

A. This will be the first in a series of roundtable discussions on race-related issues in which the Advisory Board will engage.

B. This topic was chosen as the first topic because it will establish a foundation and framework for future discussions.

C. The panelists were selected based on recommendations from many people and their stature in their fields.

D. Each presenter will be asked to make a 15-minute presentation and then entertain approximately 15 minutes of questions from Advisory Board members.

E. The first set of panelists will be Dr. Reynolds Farley and Dr. Lawrence Bobo.

1. Demographic Projections Concerning the Population of the United States, Dr. Reynolds Farley--30 minutes (11:15 a.m.-11:45 a.m.)

You should then proceed to introduce the first presenter, Dr. Reynolds Farley is Vice President of the Russell Sage Foundation in New York. Until this year he had been in the Sociology Department and with the Population Studies Center at the University of Michigan for 28 years. He is a recognized authority in the field of demographics, and his most recent book is The New American Reality: Who We Are, How We Got Here, Where We Are Going, published last year by the Russell Sage Foundation. Dr. Farley's presentation will focus on demographic information concerning the population of the United States and projections for the future. Following his presentation he will entertain questions from the Board.

Males - Female
we don't have a
much more
category

2. Polling Data Concerning our Attitudes and Actions Based on Race, Dr. Lawrence Bobo--30 minutes (11:45 a.m.-12:15 p.m.)

At 11:45 a.m. you should thank Dr. Farley for his presentation and introduce Dr. Lawrence Bobo. Dr. Bobo is a Professor of Sociology and Afro-American Studies at Harvard University. Prior to this year he had been a Professor of Sociology and Director of the Center for Research on Race, Politics, and Society at UCLA. His most recent book is a completely revised and updated edition of Racial Attitudes in America: Trends and Interpretations, published with three co-authors earlier this year by Harvard University Press. The first edition was published in 1985. Dr. Bobo's presentation will focus on polling data concerning our attitudes and actions based on race. Following his presentation he will entertain questions

from the Board. At 12:15 p.m. you should thank Dr. Bobo for his presentation and announce a 1 and 1/4 hour recess.

At the recess (12:15 p.m.) Advisory Board members and Judy Winston will be escorted to the Senate Room, to the right rear of the East Room, to be available to the press. At 12:30 p.m. the members of the Advisory Board and Judy Winston will be escorted to the South Carolina Room for lunch with Cabinet Secretaries. The meeting will reconvene in the East Room at 1:30 p.m.

3. How to talk about our attitudes and confront our prejudices about race--2 hours (1:30 p.m.-3:30 p.m.)

Dr. James Jones--Dr. Jack Dovidio--Dr. Derald Wing Sue

You should call the meeting to order and introduce Dr. James Jones. Dr. Jones is a Professor of Psychology at the University of Delaware and Director of the Minority Fellowship Program for the American Psychological Association. His most recent book is Prejudice and Racism, Second Edition, published earlier this year by McGraw-Hill. The first edition was published in 1972. Dr. Jones' presentation, entitled "The Embedded Nature of 'Race' Requires a Focused Effort to Remove the Obstacles to a United America," will take about 30 minutes, after which he will entertain questions from the Board for about 30 minutes.

At that time you should introduce Dr. Jack Dovidio, whose presentation will take about 15 minutes, followed which he will entertain questions from the Board for about 15 minutes. Dr. Dovidio is the Charles A. Dana Professor of Psychology at Colgate University, and a Consulting Editor for Social Psychology Quarterly. His presentation is entitled "Understanding Contemporary Racism: Causes, Consequences, Challenges."

Following Dr. Dovidio you should introduce Dr. Sue, whose presentation will take about 15 minutes, followed which he will entertain questions from the Board for about 15 minutes. Dr. Sue is a Professor of Psychology at both the California School of Psychology in Alameda, California and California State University at Hayward. He is co-editor of Counseling American Minorities: A Cross Cultural Perspective, published by McGraw-Hill, and co-author of A Theory of Multicultural Counseling and Therapy, published last year by Brooks/Cole. His presentation is entitled “Creating Conditions for A Constructive Dialogue on ‘Race’: Toward Equal Access and Opportunities.”

At 3:30 p.m. you should make brief concluding remarks concerning the presentations of this panel.

VI. Presentation/Discussion of Advisory Board Work Plan--30 minutes (3:30 p.m.-4 p.m.)

This is an opportunity to present the Advisory Board work plan and ask for comments from the members of the Board. What follows is a suggested outline for your comments.

Talking Points for Dr. Franklin
Topic: Draft Work Plan for Advisory Board

- I would like to bring to your attention the draft work plan for the Advisory Board's first quarter activities. I want to thank the Board members and staff for their contributions, and I would like especially to acknowledge the work of Bob Thomas and his staff in helping us think through our plan.
- As you can see, the plan articulates a mission:
 - to change the climate in our nation regarding race relations, and
 - to build one American community which celebrates our differences yet is united by our shared values.
- The plan is organized around three goals which parallel the President's goals and the goals of the Race Initiative Staff and they reflect the three subcommittees we have created:
 1. Public outreach and communication
 2. Engage leadership and sustain change
 3. Identify policy recommendations and disseminate promising practices
- The draft work plan lays out the activities of:
 - the Board as a whole
 - individual Board members
 - Race Initiative staff in support of the Board
- Rather than walk through the entire plan, I would like to highlight a few areas:
 1. First, we have all received many inquiries about town meetings.

Part of the Board's activities will include discussing recommendations and helping plan specific events, town meetings and other opportunities to engage the nation around the issue of racial reconciliation.

2. In support of these activities, Race Initiative staff will be developing "how-to" kits for people who want to host their own town meetings or dialogues. They will also be developing a clearinghouse of promising practices so that when we travel around the nation and learn about the many good things that are already happening, we can be sure that that information will be catalogued and shared with others who might benefit from it.
 3. One final illustration is the role of the Board in engaging leadership. I believe that each of us has particular communities to which we have strong connections. I, for example, have an affiliation with the academic world. Suzan Johnson-Cook has strong ties to the faith community. I think we need to develop a strategic approach to reaching the various sectors to which we have connections. I have already sent a letter to the Congressional leadership. But we should all be thinking of ways to bring other leaders on board in support of the initiative and make the best use of our limited time and resources. We need to identify who these leaders are and what kind of role they might play. [Engage Board in discussion]
- I hope that gives you some idea of the important and challenging work before us. We view this draft work plan as a living document which will undergo many revisions. We look forward to your thoughts and continued input.

NEXT STEPS

- I would like to take a few minutes to discuss upcoming activities and the next Board meeting. Members of the Board will take part in two important conferences in the coming weeks:
 1. The One-third of a Nation Conference is being held on Oct. 16-18 in Miami, Florida. It is sponsored by the American Council on Education. Its purpose is to identify and highlight innovative strategies and programs that improve access, promote institutional change and help universities articulate the benefits of diversity.
 2. The White House is sponsoring a conference on Hate Crimes on November 10. Its purpose is to promote unity by educating the public, to identify what we can do to prevent hate crimes, to review and document best practices, and to consider proposals for policy and legislation.
- As for Advisory Board meetings, I believe that we have agreed to try to meet monthly. We have identified a few issues as possible topics for upcoming meetings:
 - Education
 - Economic Opportunity
 - Criminal Justice System
 - Health
- At this time, I would like to have input from Board members on additional agenda items for upcoming meetings.

DRAFT WORK PLAN: First Quarter Activities

Mission:

- To change the climate in our nation regarding race relations
- To build one American community which celebrates our differences yet is united by our shared values

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff in Support of Advisory Board |
|--------------------------------------|--|---|--|
| 1. Public Outreach and Communication | | | |
| | Identify topics and goals for Board meetings <ul style="list-style-type: none"> • develop education and economic opportunity focus • methodology: identify key issues → develop facts about the issues → identify options | Board members, with staff support, will set up, lead and participate in town hall meetings or public meetings on race | Plan town meetings and public hearings; develop a special initiative to highlight or create exemplary programs in a few cities |
| | Meet with the President to share ideas and lessons from the field | While traveling the country, Advisory Board members will meet with editorial boards and participate in other press events | Develop "how-to" kits for people who want to host town meetings or conversations on race |
| | Meet monthly to: <ul style="list-style-type: none"> • engage in discussion on key issues • discuss recommendations for events, town meetings and other dialogues • identify ways to engage the nation • share ideas from the field for the President's report • review promising practices • discuss policy/research | Each member, with staff support, will design an outreach plan and carry it out for reaching at least one sector to get them involved in the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) <ul style="list-style-type: none"> • for each sector: identify key issues → develop facts about the issues → identify options | Develop a communication's plan <ul style="list-style-type: none"> • Identify key speaking opportunities for President, Board members, Cabinet Secretaries and others • Create and maintain world class website |
| | | | Identify and create a database of people and organizations which have offered assistance and develop a strategy for their involvement |
| | | | |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|---|---|
| 2. Engage Leadership and Sustain Change | | | |
| | Identify leadership and partnership opportunities for various sectors | Identify and enlist support of leadership of various sectors to serve as Ambassadors for the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) | Identify leaders and partnership opportunities in all sectors |
| | | <p>Where appropriate, encourage leadership to:</p> <ul style="list-style-type: none"> • designate contact person from their organization to work with the Board and staff • establish a standing committee on racial reconciliation • convene groups of other leaders to establish objectives, provide training and materials, etc. • find ways to recognize or award good practices in racial reconciliation | <p>Engage federal sector to play leadership role, e.g. identifying and implementing promising practices</p> <ul style="list-style-type: none"> • encourage federal agencies to reach out to existing and new constituencies to address race issues |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|--|---|
| 3. Identify Policy Recommendations, Disseminate Promising Practices | | | |
| | Review criteria for selecting promising practices | As Board members learn of promising practices and policies, they will share them with staff, leaders and other communities | Establish work group on criteria for evaluating "promising practices;" develop process for incorporating promising practices from Board and others into clearinghouse of promising practices |
| | Make policy recommendations | | Reach out to experts and federal agencies to manage assembly of fact book and other data compilations on race <ul style="list-style-type: none"> • provide background on demographics, attitudes, discrimination, social and economic indicators for Board |
| | | | Solicit analyses of selected topics and responses to hard questions from experts |
| | | | Make and evaluate policy and budget recommendations; incorporate Board's recommendations into policy process |
| | | | Recommend ways to reward and recognize achievement in improving race relations |

VII. Other Business/Adjournment

If, following the discussion on additional items, there is no further business, you may adjourn the meeting.

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

September 23, 1997

Press Contact: Claire Gonzales

Allison King

(202) 395-1010

NEW STAFF MEMBERS JOIN PRESIDENT'S INITIATIVE ON RACE: ADVISORY BOARD TO HOLD NEXT MEETING

Judith Winston, Executive Director of the President's Initiative on Race, today announced the appointment of five senior members to the Initiative's staff. The new members are: Lin Liu, Deputy Director for Policy Planning and Research; Michael Wenger, Deputy Director for Outreach and Program Development; and Claire Gonzales, Deputy Director for Communications. Also joining the Initiative are Audrey Hutchinson, Chief of Staff, and Robert Wexler, General Counsel. Mrs. Winston also announced that Laura Harris, Executive Vice President of Americans for Indian Opportunity (AIO), will serve as a senior consultant to the Advisory Board and the Initiative staff.

The second meeting of the Initiative's seven-member Advisory Board is scheduled for Tuesday, September 30, 1997. The White House has announced that President Clinton will attend part of the meeting. The meeting will be held at the Renaissance Mayflower Hotel, 1127 Connecticut Avenue, N.W., in Washington, D.C., and will run from 9:30 a.m. to 3:30 p.m. The agenda will include presentations of demographic data on the U.S. population and social science research on race and prejudice. Dr. John Hope Franklin, Chairman of the Advisory Board, and Mrs. Winston will also report on recent activities of the Initiative and discuss upcoming plans. The meeting is open to the public. Free tickets will be made available to the public at the Mayflower Hotel, starting at 7:30 a.m., on a first-come, first-served basis.

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Commenting on the additions to her staff, Mrs. Winston said, "I am delighted by the caliber of experience and expertise that these individuals bring to this endeavor. I was fortunate to receive an overwhelming amount of interest from exceptionally well-qualified candidates, which made the selection process difficult. I am confident, however, that we have assembled a strong team that is capable of accomplishing the President's goals for this Initiative."

Ms. Liu has more than eight years of experience in immigration and immigrant policy, having worked at the Immigration and Naturalization Service (INS), the Office of Management and Budget and the Rand Corporation, a research institution focusing on public policy issues. She most recently was the Assistant Commissioner for Policy at the INS, where she led the task force on welfare reform issues.

Prior to joining the Initiative, Mr. Wenger was the Washington representative for the Appalachian Regional Commission, acting as the liaison for the 13 governors representing the Appalachian region, tracking legislative issues and helping to develop policies to promote economic development in the Appalachian states. Before serving with the commission, Mr. Wenger held several positions in the state of West Virginia, including Commissioner for the Department of Employment Security, Deputy Commissioner of Operations for the Department of Welfare and Chief of the Division of Community Development in the Office of the Governor.

Ms. Gonzales joins the Initiative from the U.S. Equal Employment Opportunity Commission, where she served as the Director of the Office of Communications and Legislative Affairs since April 1994. Prior to joining the administration, Ms. Gonzales was Senior Civil Rights Policy Analyst for the National Council of La Raza for four years. She also has experience in the private sector, where she practiced law with the firm of Baker & Botts in Houston, Texas, from 1986 to 1989.

-more-

Both Ms. Hutchinson and Mr. Wexler held senior positions at the U.S. Department of Education prior to joining the Initiative. Ms. Hutchinson was most recently the Special Assistant to the Acting Under Secretary, overseeing the day-to-day management of the Department. A native of Jamaica, she previously held several positions with the City University of New York, including Assistant to the University Dean for Academic Affairs in charge of Adult Education and Literacy and Deputy to the President at the Borough of Manhattan Community College and The City College. Mr. Wexler was Special Counsel and Executive Assistant to the General Counsel at the Education Department. Prior to that, he worked for 12 years as an attorney in the Department's Division of Business and Administrative Law.

Ms. Harris, who is an enrolled member of the Comanche Nation, has been with AIO, a New Mexico-based organization devoted to issues relating to tribal leadership and governance, for the past five years. One of her chief responsibilities at AIO is managing the American Indian Ambassadors Program, a national leadership training program. She also has extensive experience on Capitol Hill, having worked as an aide to Sen. Jeff Bingaman (D-NM) for six years, and she has handled public relations and special events planning for the Smithsonian Institution.

The President's Initiative on Race may be contacted by writing to: the New Executive Office Building, 725 17th Street, NW, Room 3236, Washington, D.C. 20503, or calling: (202) 395-1010.

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To: Advisory Board Members
From: Judith Winston
Re: Questions to Expect from the President and Vice President
Date: September 25, 1997

DRAFT

As you know, the President will participate in our September 30, 1997 Board Meeting. We learned yesterday that the Vice President will also participate. They will attend for one hour of the Board meeting. During that hour, they hope to engage in conversation with each Board Member personally. President Clinton and Vice President Gore view this as an opportunity to get answers to questions and advice on issues that they are genuinely interested in.

After Dr. Franklin introduces the President and Vice President, each will give a brief opening statement. Afterwards, they will ask you some questions to begin a conversation.

The President is expected to follow up on your participation in the National Conference this weekend and to ask you questions about what it means to be an American. Examples of questions he may ask are: What values do you think Americans cherish most? Based on your experience, what evidence have you seen in the Nation that reflects those values?

The Vice President is expected to focus his questions on the strength of diversity. He may ask, How does our diversity strengthen and empower us, particularly in different contexts, such as education, law enforcement, international trade, productivity and employment?

We also expect that one of them may ask you for ideas on how you can help recruit and encourage leadership and community involvement at all levels and in all sectors, to help bridge racial divides. They may, for example, ask Bob Thomas about efforts to encourage corporate CEOs to take a leadership role in engaging the broader business community in this national conversation on race or may ask Reverend Cook about organizing the community of faith.

My staff is preparing some examples of the types of stories you could share at the meeting in answering the President and Vice President's questions. I hope that this information will help guide your thinking in preparing for your conversation with President Clinton and Vice President Gore.

Examples of Responses

**September 30 Advisory Board Meeting
Demographic Presentation**

Presenter:

Dr. Reynolds Farley

Affiliation and Position:

Vice President, Russell Sage Foundation, New York

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Background:

| | | |
|-------------------|------|--------------------------------|
| <i>Education:</i> | 1960 | A.B., University of Notre Dame |
| | 1963 | M.A., University of Chicago |
| | 1964 | Ph.D., University of Chicago |

Professional: 1969 - 1997 Various teaching, research and management positions with University of Michigan's Sociology Department and its Population Studies Center. Appointed Dudley Duncan Professor of Sociology in 1996.

1981 - 1982 Visiting Researcher, U.S. Bureau of Census.

1985 - 1988 Senior Research Consultant, Committee on the Status of Black Americans, National Research Council/National Academy of Sciences.

Organization: 1988 President, Population Association of America.

1992 Chair, Social Statistics Section, American Statistical Assoc.

Publications: 1984 (book) Blacks and Whites: Narrowing the Gap? Cambridge: Harvard Univ. Press.

1996 (book) The New American Reality: Who We Are, How We Got Here, Where We Are Going. New York: Russell Sage.

1965 - 1997 Numerous articles, chapters, and books on race, schools, housing and demographics (curriculum vitae available).

Presentation Highlights:

- Dr. Farley will describe the demographic trends now changing the nation's racial composition. He will point out that current birth and death rates lead to slow growth for the non-Hispanic white and non-Hispanic African-American populations while the continuation of current levels of immigration as well as higher fertility rates lead to rapid growth for the Asian/Pacific Islander and Hispanic populations.
- Dr. Farley will present projections indicating that the Hispanic population will likely become the largest minority group shortly after the turn of the century. Non-Hispanic whites will likely decline as a share of the total population to a little more than 50% by about 2050. The African-American population will neither increase nor decrease as a share of the total. Quite likely, African-Americans will make up about 12% of the total population and will continue to be more numerous than the most rapidly growing Asian/Pacific Islander population (to about 8% in 2050).
- These future population projections depend on the volume and countries of origin of immigrants, the rate of intermarriage and how multiracial children identify themselves, and the procedures used by the Census Bureau and other agencies to gather information and classify the population.
- Dr. Farley will also describe how the racial composition is already changing rapidly in eight states and ten metropolises now serving as ports of entry for the flow of immigrants from Asia and Latin America while, in most other states and metropolitan areas, racial change occurs more slowly. He will also note that the age distribution of immigrants and their fertility trends mean that the younger population is undergoing racial change much more rapidly than the older population. This implies that the educational system and the labor market must adapt rapidly to the nation's new composition.

Potential Questions for Board Members to Ask:

- What are the demographics for native populations? American Indians? Alaskan Natives?
- To what extent is this growing diversity known to all Americans?
- You described intermarriage and the identification of multiracial children as a factor in these projections. Could you please further describe the likely rates of intermarriage and the likely percentage of bi/multi-racial Americans?
- Are there studies on how multiracial children identify themselves racially?

- What are the population dynamics in the cities and states you describe which are becoming more diverse? Are their overall populations increasing or are their racial compositions changing? To what extent are metropolitan areas becoming more segregated or integrated?
- Briefly and in preparation for our future discussions, could you please identify some issues needing our further attention in light of this population trend? (i.e. language proficiency, housing patterns, economic mobility, etc.)

**September 30 Advisory Board Meeting
Presentation on Attitudes Concerning Race**

Presenter:

Dr. Lawrence Bobo

Affiliation and Position:

Professor of Sociology and Afro-American Studies, Harvard University, Cambridge, MA

Background:

Education: 1979 B.A., Loyola Marymount University
 1981 M.A., University of Michigan
 1984 Ph.D., University of Michigan

Selected Professional Positions Held:

Professor of Sociology and Director, Center for Research on Race, Politics, and Society, University of California, Los Angeles, (July 1993-present).

Vice-Chair, Department of Sociology, University of California, Los Angeles, (July 1992-June 1993).

Senior Research Associate, National Academy of Science-National Research Council, Committee on the Status of Black Americans, June 1985-August 1988. (Panels on Education and on Social and Cultural Continuity and Change.)

Selected Professional Activities:

Sociology Review Panel, National Science Foundation (1995-1996).

Elected Member, Executive Council American Association for Public Opinion Research:
 Chair for Standards (1994-1995)
 Associate Chair for Standards (1993-1994).

Member, Editorial Board, American Sociological Review, (1993-1996)

Selected Publications:

Bobo, Lawrence (ed.). 1997. Race, Public Opinion and Society (Special Issue of the journal Public Opinion Quarterly, 61 (Spring) no. 1.

Schuman, Howard, Charlotte Steeh, Lawrence Bobo, and Maria Krysan. 1997. Racial Attitudes in America: Trends and Interpretations. (Completely revised and updated edition). Cambridge: Harvard University Press.

Schuman, Howard, Charlotte Steeh, and Lawrence Bobo. 1985. Racial Attitudes in America: Trends and Interpretations. Cambridge: Harvard University Press. (Updated paperback edition issues in 1988. Received the Distinguished Contribution to Scholarship Award, North Central Sociological Association.)

Presentation Highlights:

“What We Think About Race”

I. Introduction

Goal: to summarize major, well-documented trends in opinion on race and race relations; to identify key issues of consensus as well as division and controversy in opinion; and to, where possible, draw on multiracial data and comparisons.

II. Major Patterns in Racial Attitudes in the United States

A. Consensus on principles of racial equality and integration

1. Movement from popular endorsement of most aspects of Jim Crow racial ideology (i.e., segregated schools, discrimination against blacks in employment opportunities; and a bar against racial intermarriage) to popular endorsement of equal treatment and integration as the rules that should guide race relations.
2. Internal complexity of views -- note difference across domains of life

B. Complexity of moving from principles to practice

1. Social distance and personal preferences regarding integration (draw on both national data and multiracial data from Los Angeles), note the importance of numbers/proportions.
2. Public policy; anti-discrimination issues, compensatory policies, preferential policies.

- C. Views on the prevalence of discrimination and causes of racial inequality
 - 1. Differing assessments of the rate and nature of discrimination as a central line of polarization.
 - 2. Differing explanations of racial inequality.
- D. The problem of persistent stereotypes
 - 1. National assessments (data mainly on views of whites toward minorities)
 - 2. Multiracial comparisons
- E. The problem of black cynicism and alienation

III. Conclusions and Implications

- A. The bad news: gulf in perceptions and difficulty of effective discourse that results
- B. The good news: deep and robust consensus on principles; rising openness to integration beyond token levels; interests not seen as irreconcilable
- C. A final comment on attitudes and behavior
 - Interpersonal interactions
 - Larger social trends

Potential Questions for Board Members:

1. Why do racial stereotypes continue to persist in a country as racially diverse as America?
2. Are there racial stereotypes seen in poll data about people who are bi-racial or multi-racial, or are stereotypes limited to Whites, African-Americans, Hispanic Americans, Native Americans and Asian-Americans?
3. Does the currently existing popular endorsement of equal treatment and integration transcend regions of the country (i.e., North, South, East Coast, West Coast), socioeconomic strata, gender and race?
4. If the popular endorsement of integration and diversity is the accepted norm in our country then are we seeing some roll backs in programs which promote these shared concerns?
5. Do most Americans continue to view racial discrimination as a problem? How does this break down along racial lines?
6. Over the past few weeks, the country has heard about the derogatory opinions expressed by University of Texas law professor Lino Graglia. Mr. Graglia stated that African-American and Latino students cannot compete academically with whites, and that these

groups come from cultures in which academic failure is not looked upon with disgrace. From your research and analysis, would you characterize the prevalence of this type of thinking?

7. In areas of the country where communities are racially diverse and integration is seen in schools and neighborhoods, what are the attitudes of the people in these communities about race?
8. Are there differences in the attitudes of younger generations of Americans about race as compared to the older population?

**September 30 Advisory Board Meeting
Presentation on Attitudes Concerning Race**

Presenter:

Dr. James Jones

Affiliation and Position:

Professor of Psychology, University of Delaware
Director, Minority Fellowship Program, American Psychological Association

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Background:

Education: 1963 B.A., Oberlin College
 1967 M.A., Temple University
 1970 Ph.D., Yale University

Selected Professional Positions Held:

Professor, Department of Psychology, University of Delaware, 1982-present
Director, Minority Fellowship Program, American Psychological Association, 1977-present
Interim Executive Director, Public Interest Directorate, American Psychological Association, 1987-1991

Selected Professional Activities:

Editorial Board, International Journal of Intercultural Relations, 1985-present
Editorial Board, Public Policy, Psychology and Law, 1996-present
National Science Foundation, Task Force on The Human Capital Initiative, 1994

Selected Publications:

Jones, J. M. (1972) Prejudice and racism. Reading, MA: Addison-Wesley
Jones, J. M. (1997) Prejudice and racism, Second edition. New York: McGraw-Hill

Presentation Highlights:

“The Embedded Nature of ‘Race’ Requires a Focused Effort to Remove the Obstacles to a United America”

Focusing on race increases its salience and overstates its significance in everyday affairs; but race pops up unbidden in our everyday affairs. We must confront it, not hide from it.

Race is a divisive concept and has been used to categorize people along a value-based continuum, based usually on faulty analysis, and self-interested motives. To have a national conversation on race to expose us to the threats of this divisive concept and its often fraudulent meaning. But the alternative of ignoring it is not an option.

There is a cumulative consequence of race in this society that challenges our fundamental notions of fairness as well as personal responsibility. We are influenced by our past in ways that are not always obvious. It is too much to claim that four centuries of bigotry and bias, institutional deprivation and cultural oppression were eliminated by an act of Congress. We have been on a constant course of improving opportunities, access and possibility across centuries, but we have not by any means undone the legacy of racism. Attitudes and beliefs of A. Lincoln, T. Jefferson illustrate the racial legacy of inferiority that hovers over our society and is brought out again by analysis like the Bell Curve. The debate over whether slaves were people or property fixes the denigration by race in the legal and legislative decision-making of our country. Photographs will illustrate the cumulative consequences of dehumanizing people by race. Most importantly these legacies surface in the minds and the interactions of individuals in our contemporary society. Examples of interpersonal conflict borne of our racial legacy will be given. This helps us understand the racial division over the OJ Simpson verdict, as well as distrust and interpersonal anxiety in interracial encounters.

Race is a concept whose consequences are significantly different for those who are the targets of racism than for those who are privileged by it. In our society, race has served to marginalize people and created an intrapsychic conflict between one's heritage and one's participation in the promise of America. Examples of what I call the "bifurcation of self" are given from an interview of Jesse Jackson by Marvin Kalb, and of Joshua Solomon's experience of living as a Black man. Research by C. Steele shows that actual performance in academic settings can be undermined by the threat of racial stereotyping.

Social psychological research tells us that race matters in ways that are not always obvious. Promoting a race-neutral or "colorblind" approach may do a disservice to the targets of racial bias, as well as those who presume they are not racially biased. Research will be presented which shows that people are affected by the images of race in ways that affect their expressions of anger or hostility and willingness to be helpful. This research strongly suggests that race matters and must be confronted, not ignored if we are to get past its divisive capacity.

Finally, I will suggest some basic principles that the Board should take from these observations as it develops its agenda for the race initiative.

Potential Questions for Board Members:

1. Can the legacy of racism in our country ever be eradicated? If so, how do we go about doing this?
2. Why do we continue to see segregation in housing, social organizations, churches, etc.?

3. What are the problems that you see with promoting a “color-blind” or race-neutral society?
4. What are the risks and benefits associated with an open dialogue on race and prejudice?

DRAFT WORK PLAN: First Quarter Activities

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Mission:

- Build one America*
- ~~To change the climate in our nation regarding race relations~~
 - To build one American community which celebrates our differences yet is united by our shared values

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff in Support of Advisory Board |
|--|--|---|--|
| 1. Public Outreach and Communication | | | |
| <i>Enlist leaders building & sustain</i> | Identify topics and goals for Board meetings <ul style="list-style-type: none"> • develop education and economic opportunity focus • methodology: identify key issues → develop facts about the issues → identify options | Board members, with staff support, will set up, lead and participate in town hall meetings or public meetings on race | Plan town meetings and public hearings; develop a special initiative to highlight or create exemplary programs in a few cities |
| | Meet with the President to share ideas and lessons from the field | While traveling the country, Advisory Board members will meet with editorial boards and participate in other press events | Develop "how-to" kits for people who want to host town meetings or conversations on race |
| | Meet monthly to: <ul style="list-style-type: none"> • engage in discussion on key issues • discuss recommendations for events, town meetings and other dialogues • identify ways to engage the nation • share ideas from the field for the President's report • review promising practices • discuss policy/research | Each member, with staff support, will design an outreach plan and carry it out for reaching at least one sector to get them involved in the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) <ul style="list-style-type: none"> • for each sector: identify key issues → develop facts about the issues → identify options | Develop a communication's plan <ul style="list-style-type: none"> • Identify key speaking opportunities for President, Board members, Cabinet Secretaries and others • Create and maintain world class website |
| | | | Identify and create a database of people and organizations which have offered assistance and develop a strategy for their involvement |
| | | | |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|---|---|
| 2. Engage Leadership and Sustain Change | | | |
| | Identify leadership and partnership opportunities for various sectors | Identify and enlist support of leadership of various sectors to serve as Ambassadors for the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) | Identify leaders and partnership opportunities in all sectors |
| | | <p>Where appropriate, encourage leadership to:</p> <ul style="list-style-type: none"> • designate contact person from their organization to work with the Board and staff • establish a standing committee on racial reconciliation • convene groups of other leaders to establish objectives, provide training and materials, etc. • find ways to recognize or award good practices in racial reconciliation | <p>Engage federal sector to play leadership role, e.g. identifying and implementing promising practices</p> <ul style="list-style-type: none"> • encourage federal agencies to reach out to existing and new constituencies to address race issues |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|--|---|
| 3. Identify Policy Recommendations, Disseminate Promising Practices | | | |
| | Review criteria for selecting promising practices | As Board members learn of promising practices and policies, they will share them with staff, leaders and other communities | Establish work group on criteria for evaluating "promising practices;" develop process for incorporating promising practices from Board and others into clearinghouse of promising practices |
| | Make policy recommendations | | Reach out to experts and federal agencies to manage assembly of fact book and other data compilations on race <ul style="list-style-type: none"> • provide background on demographics, attitudes, discrimination, social and economic indicators for Board |
| | | | Solicit analyses of selected topics and responses to hard questions from experts |
| | | | Make and evaluate policy and budget recommendations; incorporate Board's recommendations into policy process |
| | | | Recommend ways to reward and recognize achievement in improving race relations |

Talking Points /

Accomplishments

1) HVO Announcement

2) VP - Clinic

3) Work Plan

4) Breakfast Panel

Common Theme: values

**September 30 Advisory Board Meeting
Presentation on Attitudes Concerning Race**

Presenter:

Dr. John Dovidio

Affiliation and Position:

Professor of Psychology, Colgate University

Background:

Education: 1973 A.B., Dartmouth College
 1976 M.A., University of Delaware
 1977 Ph.D., University of Delaware

Selected Professional Positions Held:

Charles A. Dana Professor, Colgate University, 1997-present
Director of the Division of University Studies, Colgate University, 1994-present
Visiting Scholar, Dartmouth College, 1986

Selected Professional Activities:

Consulting Editor, *Journal of Personality and Social Psychology*, 1990-1996
Consulting Editor, *Social Psychology Quarterly*, 1997-present

Presentation Highlights:

“Understanding Contemporary Racism: Causes, Consequences, Challenges”

Introduction

Over the past 35 years, the United States, through changing laws and mores, has effectively addressed (with rare exception) overt forms of racism. However, more subtle forms persist and continue to affect the well-being and advancement of African Americans and other people of color adversely. Furthermore, because these biases among Whites are often expressed unintentionally, they contribute to distrust and tension between the races.

1. Traditional, overt racism among Whites, as indicated by polls and surveys, has been consistently declining.
2. Contemporary forms of bias, which may be rooted in traditions, institutional policy, and

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normal psychological processes continue to exist and be expressed (often unintentionally). These biases are expressed in subtle, indirect, and rationalizable ways.

3. Subtle bias is likely to be expressed in situations in which “right” and “wrong” are not clearly defined or in situations in which a negative response can be justified on the basis of some factor other than race. It is often expressed as “pro-Whiteness” rather than as “anti-Blackness” or in terms of opposition to policies designed to benefit minorities that can be based on factors other than race (e.g., violations of seniority or individual merit). As a consequence, in its contemporary form, it is difficult to prove definitively that racism is THE determining factor for any particular action.
4. Because of its subtlety, Whites may not be aware of their own biases, and they may deny its operation when confronted with the possibility of their racial bias. However, the consequences of these actions may be apparent to others -- including minorities -- and may be indicated by aggregated outcomes (reflecting the cumulative effect of individually biased events). Minorities, in turn, may attribute intentionality to these unintended and often unconscious biases.
5. The denial of bias among Whites and the interpretation of intentionality by minorities combine to create racial distrust, interfere with open communication, and exacerbate racial tensions. Thus, an effective approach to race relations needs to acknowledge the existence of alternative, potentially competing perceptions and experiences; an understanding of the different perspectives, and the motivation to overcome real and perceived barriers to true racial equality.

Potential Questions for Board Members:

1. How prevalent is institutional racism and the subtle forms of racism? How do we overcome them?
2. If in its contemporary form racism is difficult to prove, how are individuals who feel that they have been discriminated against going to be able to prove that race was a determining factor in alleged discrimination that occurred?
3. How do you propose that Americans become aware of their unconscious biases or prejudices?
4. From a psychological perspective, how do we prevent hate crimes from occurring?
5. To what extent are research in this area strong enough to help us come up with solutions?

**September 30 Advisory Board Meeting
Presentation on Attitudes Concerning Race**

Presenter:

Dr. Derald Wing Sue

DRAFT

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Affiliation and Position:

Professor of Psychology, California School of Professional Psychology - Alameda
Professor of Psychology, California State University, Hayward

Background:

Education: 1965 B.S., Oregon State University
 1967 M.S., University of Oregon
 1969 Ph.D., University of Oregon

Selected Professional Positions Held:

Professor, California School of Professional Psychology, Alameda, CA, 1994-present
Training Faculty Member, Institute for Management Studies, San Francisco, CA, 1993-present
Consulting Psychologist, Assessment, Consultation and Training with Social Service Agencies, Government, Education, Business and Industry, 1980-present
Professor, California State University, Hayward, CA, 1973-present

Selected Professional Activities:

President-Elect, Society for the Psychological Study of Ethnic Minority Issues (Division 45 of the American Psychological Association), 1997-present.

Editorial Board, *Journal for Multicultural Counseling and Development*, 1997-present.

Member, Division of Counseling Psychology Special Task Group on Multicultural Counseling Competencies, 1997-present.

Editorial Board Member, Sage Publication Series on Multicultural Aspects of Counseling, 1990-present.

Selected Publications:

Atkinson, D. A., Morten, G., & Sue, D.W. (Ed.). Counseling American Minorities: A Cross Cultural Perspective. New York: McGraw Hill Publishers (6th ed.).

Sue, D. W., Ivey, A. E., & Pedersen, P. D. (1996). A theory of multicultural counseling and therapy. Thousand Oaks, CA: Brooks/Cole.

Sue, D. W., Carter, R. T., Casas, J. M., Fouad, N. A., Ivey, A. E., Jensen, M., LaFromboise, T., Manese, J. E., Ponterotto, J. G., & Vazquez-Nuttall, E. (Publication Date: March 1998). Multicultural Counseling Competencies: Individual, Professional and Organizational Development. Thousand Oaks, CA: Sage Publications.

Presentation Highlights:

“Creating Conditions for A Constructive Dialogue on ‘Race’: Toward Equal Access and Opportunities”

President Clinton’s call for a constructive dialogue on “race” will succeed only if we are able to put aside our biases and differences, to be open and honest with one another, to hear the hopes, fears, and concerns of each other, to recognize how prejudice and discrimination hurts everyone, and to seek common solutions that allow for equal access and opportunity.

THEMES IN THE PRESENTATION

1. The goals and objectives for combating social injustice are fourfold: (a) having people become culturally aware of their own values, biases, stereotypes, and assumptions about human behavior; (b) having people acquire knowledge and understanding of the world view of different groups in our society; (c) having people begin to understand different communication styles and how they affect interpersonal interactions (misunderstandings); and (d) understanding how organizational and institutional forces may either enhance or deny equal access and opportunities.
2. Personal, professional and organizational examples will be used to illustrate these four objectives. The psychological and social consequences of failure to achieve these goals causes great pain to those who are oppressed and may result in inequities which are harmful to a large segment of our minority population.
3. A successful solution can only occur when we recognize that race, culture, ethnicity is a function of each and everyone of us. It is not just a “minority thing,” a “Black thing” or an “Asian thing.” While White Americans need to understand the life experiences and social reality of racial minorities, Persons of Color also need to realize that many of our White brothers and sisters are equally committed to combating the forces of oppression. Furthermore, Persons of Color must begin to work on their “interethnic rivalries and misunderstandings,” to value and understand the racial experiences of one another, and to

form true multicultural alliances.

4. The concept of "ONE AMERICA" will most readily come about when we recognize that our society is a "CULTURAL MOSAIC" in which we can see the individual parts quite distinctly, but at the same time see the holistic picture produced by the individual parts. Each mosaic contributes to the whole. From a psychological point of view, this perspective recognizes that certain changes must occur at the individual, institutional and societal levels.
5. Becoming a just and equitable society is a long-term, on-going commitment on the part of individuals, institutions and the broader society. There are no "quick fixes," "magic wands," or simple solutions. Success is directly proportional to the investment of time, energy, and financial resources. The prerequisites or facilitative conditions for movement will be discussed at all three levels.

Potential Questions for Board Members:

1. How do you propose that Americans become aware of their unconscious biases or prejudices?
2. How does institutional racism affect minorities differently than the overt forms of racism that existed 30 to 40 years ago?
3. Do whites generally think of themselves in terms of "race?" Do minorities think of whites as belonging to a race -- how do you explain these differences in perception?
4. What is the role, if any, that gender plays in how an individual thinks of him or herself in the context of race?

DRAFT

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DRAFT WORK PLAN: First Quarter Activities

Mission:

- To change the climate in our nation regarding race relations
- To build one American community which celebrates our differences yet is united by our shared values

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff in Support of Advisory Board |
|--------------------------------------|---|---|---|
| 1. Public Outreach and Communication | | | |
| | Identify topics and goals for Board meetings <ul style="list-style-type: none">• develop education and economic opportunity focus• methodology: identify key issues → develop facts about the issues → identify options | Board members, with staff support, will set up, lead and participate in town hall meetings or public meetings on race | Plan town meetings and public hearings; develop a special initiative to highlight or create exemplary programs in a few cities |
| | Meet with the President to share ideas and lessons from the field | While traveling the country, Advisory Board members will meet with editorial boards and participate in other press events | Develop "how-to" kits for people who want to host town meetings or conversations on race |
| | Meet monthly to: <ul style="list-style-type: none">• engage in discussion on key issues• discuss recommendations for events, town meetings and other dialogues• identify ways to engage the nation• share ideas from the field for the President's report• review promising practices• discuss policy/research | Each member, with staff support, will design an outreach plan and carry it out for reaching at least one sector to get them involved in the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) <ul style="list-style-type: none">• for each sector: identify key issues → develop facts about the issues → identify options | Develop a communication's plan <ul style="list-style-type: none">• Identify key speaking opportunities for President, Board members, Cabinet Secretaries and others• Create and maintain world class website |
| | | | Identify and create a database of people and organizations which have offered assistance and develop a strategy for their involvement |
| | | | |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|---|---|
| 2. Engage Leadership and Sustain Change | | | |
| | Identify leadership and partnership opportunities for various sectors | Identify and enlist support of leadership of various sectors to serve as Ambassadors for the Race Initiative (business, religious, youth, civic, universities, non-profit, government, labor, media, elected officials, various ethnic communities, etc.) | Identify leaders and partnership opportunities in all sectors |
| | | <p>Where appropriate, encourage leadership to:</p> <ul style="list-style-type: none"> • designate contact person from their organization to work with the Board and staff • establish a standing committee on racial reconciliation • convene groups of other leaders to establish objectives, provide training and materials, etc. • find ways to recognize or award good practices in racial reconciliation | <p>Engage federal sector to play leadership role, e.g. identifying and implementing promising practices</p> <ul style="list-style-type: none"> • encourage federal agencies to reach out to existing and new constituencies to address race issues |

| Goal | Activities of Board as a Whole, including Board and Subcommittee Meetings | Activities of Individual Board Members | Activities of Initiative Staff |
|---|---|--|---|
| 3. Identify Policy Recommendations, Disseminate Promising Practices | | | |
| | Review criteria for selecting promising practices | As Board members learn of promising practices and policies, they will share them with staff, leaders and other communities | Establish work group on criteria for evaluating "promising practices;" develop process for incorporating promising practices from Board and others into clearinghouse of promising practices |
| | Make policy recommendations | | Reach out to experts and federal agencies to manage assembly of fact book and other data compilations on race <ul style="list-style-type: none"> • provide background on demographics, attitudes, discrimination, social and economic indicators for Board |
| | | | Solicit analyses of selected topics and responses to hard questions from experts |
| | | | Make and evaluate policy and budget recommendations; incorporate Board's recommendations into policy process |
| | | | Recommend ways to reward and recognize achievement in improving race relations |

Talking Points /

Accomplishments

MATERIALS FOR ADVISORY BOARD

1. Itinerary/Agenda

2. Press Release

3. Memo Concerning President and Vice President

4. Examples of Possible Responses to Questions from President and Vice President

5. Biographies, Presentation Outline, Potential Questions for Presenters

-Dr. Reynolds Farley

-Dr. Lawrence Bobo

-Dr. James Jones

-Dr. Jack Dovidio

-Dr. Derald Wing Sue

6. Draft Advisory Board Work Plan

7. Recent Polls and Surveys

-Joint Center for Political and Economic Studies 1997 National Opinion Poll on Race Relations

-The Gallup Poll Social Audit on Black/White Relations in the United States-June 10, 1997

-Taking America's Pulse--A Summary Report of The National Conference Survey on Inter-Group Relations, 1996 (Conducted by Louis Harris)

8. Talking Points/Accomplishments for President's Initiative on Race

ITINERARY/AGENDA
THE PRESIDENT'S ADVISORY BOARD ON RACE
SEPTEMBER 30, 1997--9:30 a.m. to 4 p.m. (Tentative End Time)
MAYFLOWER HOTEL, WASHINGTON, D.C.

7:45 a.m.--Convene in South Carolina Room on second floor of Mayflower Hotel for transport to White House for official photograph. Photograph is scheduled for 8 a.m., after which Board members will be transported back to Mayflower Hotel.

9 a.m.--Convene in East Room on main floor of Mayflower Hotel for informal discussion with key audience members prior to Advisory Board meeting.

9:25 a.m.--Proceed to front of East Room for beginning of Advisory Board meeting.

I. Introductions/Review of Agenda--Dr. John Hope Franklin--5 minutes (9:30 a.m.-9:35 a.m.)

II. Report from Advisory Board Chairman--Dr. John Hope Franklin--20 minutes (9:35 a.m.-9:55 a.m.)

III. Report from Executive Director--Ms. Judith A. Winston--20 minutes (9:55 a.m.-10:15 a.m.)

IV. **Discussion with President Clinton and Vice President Gore**--Advisory Board--60 minutes (10:15 a.m.-11:15 a.m.)

V. Introduction of Roundtable Topic for Day--**"Who we are, what do we think, how do we act?"**--Dr. John Hope Franklin--3 hours (11:15 a.m.-3:30 p.m. with 1 1/4 hour lunch break)

A. Demographic Projections Concerning the Population of the United States--Dr. Reynolds Farley and Advisory Board--30 minutes (11:15 a.m.-11:45 a.m.)

B. Polling Data Concerning our Attitudes and Actions Based on Race--Dr. Lawrence Bobo and Advisory Board--30 minutes (11:45 a.m.-12:15 p.m.)

-15 minute press availability in Senate Room (to right rear of East Room)-
-Lunch with Cabinet Secretaries-One Hour-South Carolina Room-

C. How to Talk about our Attitudes and Confront our Prejudices--Dr. James Jones, Dr. Jack Dovidio, Dr. Derald Wing Sue and Advisory Board--2 hours (1:30 p.m.-3:30 p.m.)

VI. Presentation of Advisory Board Work Plan--Dr. John Hope Franklin and Advisory Board--30 minutes (3:30 p.m.-4 p.m.)

VII. Other Business/Adjournment

Draft

AGENDA--PRESIDENT'S ADVISORY BOARD ON RACE--SEPTEMBER 30, 1997

Conference Room, Mayflower Hotel, 9:30 a.m. (9 a.m.--Board members photo session)

10:15
11:15
J.R.

I. Introductions/Review of Agenda--5 minutes (9:30 a.m.-9:35 a.m.)

II. Report from Advisory Board Chairman--20 minutes (9:35 a.m.-9:55 a.m.)

A. Board Activities--(Goals, Subcommittee meetings, individual activities)

B. Little Rock Events

III. Report from Executive Director--20 minutes (9:55 a.m.-10:15 a.m.)

10:15 a.m.--President Clinton Arrives

IV. Discussion of Issues Raised by President--60 minutes (10:15 a.m.-11:15 a.m.)

A. We are linked by a common set of ideals and values. What, in your view, are those common ideals/values that best express what it means to be an American? To what degree does our nation currently reflect those values?

B. Our nation's unique diversity is an enormous blessing. How can our diversity strengthen and empower us, particularly in different contexts, such as education, law enforcement, productivity, and employment?

C. How can Board members help to achieve the goal of recruiting and encouraging leadership and community involvement at all levels (action), and in all sectors, to help bridge racial divides?

11:15 a.m.--President Clinton Departs Break--15 minutes

V. Introduction of Roundtable Topic for Day--"**Who we are, what do we think, how do we act?**"--3 hours SOCIAL SCIENTIST

A. Presentation of demographic data and Q&A by Board members--30 minutes--Dr. Reynolds Farley (11:30 a.m.-12:00 noon)

B. Presentation on polling data concerning our attitudes and actions based on race and Q&A by Board members--30 minutes--Dr. Lawrence Bobo (12 noon-12:30 p.m.)

-LUNCH-1 hour

C. Panel--How to talk about our attitudes and confront our prejudices and Q&A by Board members--2 hours (1:30 p.m.-3:30 p.m.)

--Dr. James Jones

--Dr. Jack Dovidio

--Dr. Derald Wing Sue

VI. Presentation/Discussion of Advisory Board Work Plan--30 minutes (3:30 p.m.-4 p.m.)

VII. Other Business/Adjournment

FD other communities 11

The first "mail" article.

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BB

9/30

FOCUS - 1 OF 1 STORY

Copyright 1997 The Dallas Morning News
THE DALLAS MORNING NEWS

September 17, 1997, Wednesday, HOME FINAL EDITION

SECTION: NEWS; Pg. 1A

LENGTH: 921 words

HEADLINE: **Race panel** already hearing from public Expressions of hope, doubt pour in before 1st town hall-style meeting

BYLINE: Susan Feeney, Washington Bureau of The Dallas Morning News

DATELINE: WASHINGTON

BODY:

WASHINGTON - President Clinton and his advisers on race relations plan to hold public hearings this year, but many Americans can't wait.

They have deluged the White House and members of the president's advisory panel on race with an unexpected volume of letters, telephone calls, e-mail, books, research papers, briefing binders, videos - even artwork.

The scramble is on to weigh in early on the planned yearlong national dialogue.

Farmers, students, professors, mediators, doctors, performers, political and ethnic organizations and others "want to be on our radar screen," said Angela Oh, a panel member and Los Angeles lawyer.

"We had to buy a new filing cabinet," said Linda Chavez-Thompson, another panelist and a San Antonio native who is executive vice president of the AFL-CIO in Washington.

For race panel members, the volume and diversity of comment underscore the complicated and potentially controversial task ahead. The president's first town hall-style meeting on race could come in early December.

For now, about 90 percent of the letters are positive and productive, officials said, reflecting sincere pleas that specific topics - ranging from multicultural education and racial mediation to housing and reparations for slavery - be considered.

The remaining 10 percent is tantamount to "hate mail," said Judith Winston, executive director of the president's race initiative. But that's helpful, too, in its way, she said, because it shows "the kinds of things that we face."

Some of the outpouring is highly personal, offering painful stories of discrimination and humiliation. Some submissions reflect skepticism that the president can improve the nation's race relations.



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A portion of the offerings can only be called bizarre. Bits are downright hostile.

"I've gotten some negative pieces from people who think I'm trying to underplay black-white issues" in favor of a multiethnic approach, Ms. Oh said.

"I know there have been Internet discussions accusing me of being racist," she said. "Some letters say I don't know what I'm talking about."

A Mohawk tribe member said he was "deeply offended" that no American Indian sits on the seven-member advisory panel, which Mr. Clinton named in August.

"Is not the history of my people, including being in slavery with our African American brothers, important to America?" the Maryland resident wrote to the president.

The White House and members of the Advisory Board to the President's Initiative on Race provided copies of correspondence or described it on the condition that the authors not be identified without their permission.

Ossie Weinert, a history student at Northern Michigan University, urged the panel to push for the more accurate teaching of history where racial matters are concerned.

"I do hope my voice matters," Mr. Weinert said in an interview.

Hispanic federal workers complained that they are underrepresented. Black farmers in Texas contended that they are discriminated against.

A Russian-American advocacy group wants help ending "major injustices perpetrated against American citizens of Russian descent." One example is the media use of the term "Russian mafia" to describe criminals from the former Soviet Union, when such lawless individuals "belong to many ethnic groups."

An Ohio physician and college professor pushed his theory of "human animal territorialism" as the prime underpinning of racism.

"Racism and acts of aggression are based more on humans' genetic programming to defend and preserve territory rather than deeply felt hatred," the doctor wrote.

An e-mail to the White House suggested "National Dinner with a Difference Night," though the rationale was a little fuzzy. Under the plan, once a year people of different races would invite America's corporate chieftains to dinner.

"I would suggest that dinnertime has sadly become one of the most segregated hours in America," the writer said.

A performing arts troupe sent Ms. Oh a videotape of its work, which featured many different cultural customs. Panel members also received copies of original artwork for a proposed U.S. postage stamp to commemorate reconciliation.

A Philippine-American family recounted for Ms. Chavez-Thompson its recent visit to a neighborhood outlet of a national family restaurant chain.



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"They were there for an hour without being served," she said.

"This stuff is happening in America."

Even the Justice Department is trying to get in on the ground floor.

A regional official with the Community Relations Service, which at times has been targeted for cuts by congressional critics, submitted background material about its mission.

The agency, established under the Civil Rights Act of 1964, helps to mediate local racial disputes.

Even some letters that expressed enthusiasm for the president's second-term race initiative were tempered by concern that it's an uphill battle.

"There's a little bit of doubt in them, perhaps rightfully so," said Ms. Chavez-Thompson.

A woman in Cannon Beach, Ore., wrote, "You have an unbelievable job ahead of you."

All of the input is reviewed and cataloged by panel members or their newly hired staff. Not all of the suggested avenues can be explored, officials said. The terrain is too broad and time too short.

Nor can the panel accommodate all of the people who want to address it in person.

Still, "all of this is input into our synthesis," Ms. Oh said.

"What we're basically assigned to do is to be the eyes and ears of the president."

GRAPHIC: CHART(S): (DMN) Public Thoughts.

LANGUAGE: ENGLISH

LOAD-DATE: September 18, 1997



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9/17/97

DRAFT OF PROPOSED AGENDA
MEETING OF PRESIDENT'S ADVISORY BOARD ON RACE--SEPTEMBER 30, 1997

I. President Clinton--Greetings, Brief Remarks--10-15 minutes

II. Dr. Franklin--Report on Board Activities--10-15 minutes

III. (Optional) Report by Advisory Board members to President regarding Little Rock--15 minutes

--What was accomplished

--What was learned

IV. (Optional) President Clinton--Brief response to Dr. Franklin's report and/or Little Rock remarks--10 minutes

President Departs

V. Report from Executive Director--10 minutes

VI. Introduction of Roundtable Topic for Day--**"Who we are, what do we think, how do we act?"**--3 hours

A. Presentation on polling data concerning our attitudes and actions based on race

--Q&A by Board members

B. Presentation of demographic data--Reynolds Farley

--Q&A by Board members

C. Panel--How to talk about our attitudes and confront our prejudices

--Dr. James Jones

--Theory of Aversive Racism

--How to effectively "dialogue"

--Q&A by Board members

VII. Discussion of Advisory Board Work Plan--30 minutes (MOVE to FRONT)

VIII. Other Business/Announcements

A. Follow-Up Actions for Board

B. Next Meeting of Advisory Board

IX. Adjournment

- Portus wanted suggestions
- ① Leadership recruitment
community

What's the message of Day - or what we're
① trying to create...

- ② Someone sets tone
- ③ Diversity as a strength
- ④ What do you think makes you
an American? (One Americas)
- ⑤ CEO / business