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Title 3—

Executive Order 13050 of June 13, 1997

The President

President's Advisory Board on Race

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Federal Advisory Committee Act, as amended (5 U.S.C. App.), and in order to establish a President's Advisory Board on Race, it is hereby ordered as follows:

Section 1. Establishment. (a) There is established the President's Advisory Board on Race. The Advisory Board shall comprise 7 members from outside the Federal Government to be appointed by the President. Members shall each have substantial experience and expertise in the areas to be considered by the Advisory Board. Members shall be representative of the diverse perspectives in the areas to be considered by the Advisory Board.

(b) The President shall designate a Chairperson from among the members of the Advisory Board.

Sec. 2. Functions. (a) The Advisory Board shall advise the President on matters involving race and racial reconciliation, including ways in which the President can:

(1) Promote a constructive national dialogue to confront and work through challenging issues that surround race;

(2) Increase the Nation's understanding of our recent history of race relations and the course our Nation is charting on issues of race relations and racial diversity;

(3) Bridge racial divides by encouraging leaders in communities throughout the Nation to develop and implement innovative approaches to calming racial tensions;

(4) Identify, develop, and implement solutions to problems in areas in which race has a substantial impact, such as education, economic opportunity, housing, health care, and the administration of justice.

(b) The Advisory Board also shall advise on such other matters as from time to time the President may refer to the Board.

(c) In carrying out its functions, the Advisory Board shall coordinate with the staff of the President's Initiative on Race.

Sec. 3. Administration. (a) To the extent permitted by law and subject to the availability of appropriations, the Department of Justice shall provide the financial and administrative support for the Advisory Board.

(b) The heads of executive agencies shall, to the extent permitted by law, provide to the Advisory Board such information as it may require for the purpose of carrying out its functions.

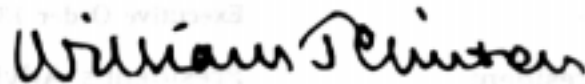
(c) The Chairperson may, from time to time, invite experts to submit information to the Advisory Board and may form subcommittees or working groups within the Advisory Board to review specific matters.

(d) Members of the Advisory Board shall serve without compensation but shall be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in the Government service (5 U.S.C. 5701-5707).

Sec. 4. General. (a) Notwithstanding any other Executive order, the functions of the President under the Federal Advisory Committee Act, as amended, except that of reporting to the Congress, that are applicable to the Advisory Board shall be performed by the Attorney General, or his or her designee,

in accordance with guidelines that have been issued by the Administrator of General Services.

(b) The Advisory Board shall terminate on September 30, 1998, unless extended by the President prior to such date.

A handwritten signature in black ink, reading "William D. Clinton". The signature is written in a cursive style with a large, prominent "W" and "C".

THE WHITE HOUSE,
June 13, 1997.

[FR Doc. 97-16080

Filed 6-16-97; 12:17 pm]

Billing code 3195-01-P

Appendix B

The Advisory Board to The President's Initiative on Race

JOHN HOPE FRANKLIN, of Durham, North Carolina, Chair of the Advisory Board, is the James B. Duke Professor of History Emeritus at Duke University. President Clinton awarded Dr. Franklin the Presidential Medal of Freedom in 1995. Dr. Franklin's scholarly work has focused on the Civil War and Reconstruction era and includes the 1946 landmark study *From Slavery to Freedom*. Dr. Franklin received his A.B. degree from Fisk University in 1935, an M.A. from Harvard University in 1936, and a Ph.D. from Harvard University in 1941.

LINDA CHAVEZ-THOMPSON, of Washington, D.C., is Executive Vice President of the AFL-CIO. Ms. Chavez-Thompson has 29 years of experience in the labor movement. She joined the American Federation of State, County and Municipal Employees in 1971 and became the first person of color to be elected to one of the top officer positions at the AFL-CIO.

SUZAN D. JOHNSON COOK, of Bronx, New York, is Senior Pastor of the Bronx Christian Fellowship. She was also the first female chaplain of the New York City Police Department. In 1983, the Reverend Cook became the first African-American woman to serve as Senior Pastor at Mariner's Temple Baptist Church, the oldest American Baptist Church in New York City. From 1993 to 1994, Dr. Cook was a White House Fellow, working for the White House Domestic Policy Council. Dr. Cook received a B.S. from Emerson College in 1976, an M.A. from Columbia University Teachers College in 1978, an M.Div. from Union Theological Seminary in 1983, and a D.Min. from Union Theological Seminary in 1990.

THOMAS H. KEAN, of Madison, New Jersey, is the former Republican Governor of New Jersey. Governor Kean currently serves as President of Drew University in Madison, New Jersey. He is Chairman of President Clinton's Campaign to Reduce Teenage Pregnancy. He also served on the U.S. Delegation to the Women's Rights Conference in Beijing in 1995. Governor Kean received a B.A. from Princeton University and an M.A. from Columbia University Teachers College.

ANGELA E. OH, of Los Angeles, California, is formerly a partner in the Los Angeles law firm of Beck, De Corso, Daly, Barrera and Oh, and specialized in State and Federal criminal defense. Following the riots in Los Angeles, she served as Special Counsel to the Assembly Special Committee on the Los Angeles Crisis. She currently travels the country speaking on race and will soon be a lecturer at the University of California, Los Angeles. Ms. Oh received a B.A. and an M.P.H. in 1981 from the University of California and a J.D. in 1986 from the University of California.

BOB THOMAS, of Fort Lauderdale, Florida, is Executive Vice President for Marketing for Republic Industries. He is the former President and CEO of Nissan Motor Corporation, U.S.A. In that capacity, Mr. Thomas created a partnership with the Los Angeles Urban League to increase opportunities for women and minorities in automobile manufacturing. Also in that capacity, Mr. Thomas was former director of the Nissan Foundation, which issued grants to support communities in South Central Los Angeles. Mr. Thomas holds a B.S. in Engineering Management from the U.S. Air Force Academy.

WILLIAM F. WINTER, of Jackson, Mississippi, is the former Democratic Governor of Mississippi and is currently in private law practice with the law firm of Watkins, Ludlam & Stennis. Governor Winter serves as chairman of the National Commission on State and Local Public Service and the National Issue Forum Institute. While governor, he fought for education reform, equal opportunity for all citizens, and better relations between the races. He received a B.A. in 1943 and an LL.B. in 1949 from the University of Mississippi.

EXECUTIVE DIRECTOR:

JUDITH A. WINSTON of Washington, D.C., is the Executive Director of the President's Initiative on Race. Ms. Winston has worked for equal opportunity and civil rights under the law for more than two decades. She has served as the General Counsel and Acting Under Secretary of the U.S. Department of Education, an Associate Professor of Law at American University, Deputy Director for Public Policy of the Women's Legal Defense Fund, and Deputy Director for the Lawyers Committee for Civil Rights Under the Law. Ms. Winston received a B.A. from Howard University and J.D. from Georgetown University Law Center.

Appendix C1

Advisory Board Meetings

Racial Demographics, Surveys, and Attitudes on Race—September 30, 1997

Mayflower Hotel, Washington, D.C.

Panelists and Presenters:

Lawrence Bobo, Harvard University
Jack Dovidio, Colgate University
Reynolds Farley, Russell Sage Foundation
James Jones, University of Delaware
Derald Wing Sue, California State University

Race and Higher Education—November 19, 1997

University of Maryland, College Park, Maryland

Panelists and Presenters:

Ted Childs, IBM Corporation
Norman Francis, Xavier University
Nannerl Keohane, Duke University
Mari Matsuda, Georgetown University Law Center
Joseph McDonald, Salish Kootenai College
Arnold Mitchem, National Council of Educational Opportunity Associations
Daryl Smith, Claremont Graduate University
Jesús Treviño, Arizona State University
Jennifer Walper, University of Maryland

Race and K-12 Education—December 17, 1997

Annandale High School, Fairfax County, Virginia

Moderator:

Kathleen Matthews, WJLA-TV

Panelists and Presenters:

Sharifa Alkhateeb, Herndon High School
William Bennett, Empower America
Donald Clausen, Annandale High School
James Comer, Yale University
Carol Franz, Bailey's Elementary School
Harold Hodgkinson, Institute for Educational Leadership
Cindy Hook, Annandale High School
Lisa Graham Keegan, Arizona Public Schools
Fatema Kohistani, Annandale High School
Alex Kugler, Annandale High School
Diana Lam, San Antonio Public Schools
Deborah Meier, Mission Hill Charter School
Gary Orfield, Harvard University

Richard Riley, U.S. Secretary of Education
Rodney Williams, Thomas Jefferson High School
Chris Yi, Holmes Middle School

Race in the Workplace—January 14, 1998

Phoenix Preparatory Academy, Phoenix, Arizona

Moderator:

Jose Cardenas, Law Firm of Lewis & Roca

Panelists and Presenters:

Alexis Herman, U.S. Secretary of Labor

Harry Holzer, Michigan State University

Jose Roberto Juarez, St. Mary's Law School

Glenn Loury, Boston University

Paul Ong, University of California at Los Angeles

Skip Rimsza, Mayor of Phoenix

Lorenda Sanchez, California Manpower Training

James Smith, Rand Corporation

Claudia Withers, Fair Employment Council of Washington, D.C.

Janet Yellen, Chair of the White House Council of Economic Advisors

Race in the Workplace Community Forum—January 14, 1998

Phoenix Preparatory Academy, Phoenix, Arizona

Moderator:

Frank Camacho, KTVK-TV

Panelists and Presenters:

Grant Woods, Arizona Attorney General

Mary Rose Wilcox, Maricopa County Supervisor

Race And Poverty Community Forum—February 10, 1998

Independence High School, San Jose, California

Moderator:

Barbara Rogers, KPIX-TV

Panelists and Presenters:

Mike Honda, California State Assemblyman

John Vasconcellos, California State Senator

Race and Poverty—February 11, 1998

Independence High School, San Jose, California

Moderators:

Lorna Ho, KNTV-TV

Manuel Pastor, Santa Clara University

Panelists and Presenters:

Blanca Alvarado, Santa Clara County Supervisor
Aida Alvarez, U.S. Small Business Administrator
Rose A. Amador, Center for Training and Careers, Inc.
Gordon Chin, Chinatown Community Development Center
Amy B. Dean, South Bay AFL–CIO Labor Council
Denise Fairchild, Community Development Technologies Center
Susan Hammer, Mayor of San Jose
Tarry Hum, New York University
Douglas Massey, University of Pennsylvania
Jose R. Padilla, California Rural Legal Assistance, Inc.
Raquel Rivera Pinderhughes, San Francisco State University
Matthew Snipp, Stanford University
Dennis Turner, Southern California Tribal Chairmen’s Association
William Julius Wilson, Harvard University
Robert L. Woodson, Sr., National Center for Neighborhood Enterprise

Race and Stereotypes Community Forum—March 23, 1998

University of Colorado, Denver, Colorado

Moderators:

Ernest Gurulé, KWGN–TV
Nadia Younes, Norwest Bank

Panelists and Presenters:

Federico Peña, U.S. Secretary of Energy
Wellington Webb, Mayor of Denver
Edward James Olmos, Actor

Race and Stereotypes—March 24, 1998

University of Colorado, Denver, Colorado

Moderator:

Phyllis Katz, University of Colorado, Boulder

Panelists and Presenters:

Richard Estrada, Dallas Morning News
Joe Feagin, University of Florida
Susan Fiske, University of Massachusetts
William Gollnick, Oneida Tribe of Indians of Wisconsin
Shanto Iyengar, University of California-Los Angeles
Lillian Kimura, formerly with the YWCA and the Japanese American Citizens League
Federico Peña, U.S. Secretary of Energy
Helen Hatab Samhan, Arab American Institute
Claude Steele, Stanford University
Roy Romer, Governor of Colorado
Wellington Webb, Mayor of Denver

Race and Housing—April 23, 1998

Rutgers University School of Law

Moderator:

Marcia Brown, Rutgers School of Law

Panelists and Presenters:

Hilda Cree Garcia, American Indian Housing Authority

Sharpe James, Mayor of Newark

Chris Kui, Asian Americans for Equality

David Listokin, Rutgers University

Joan A. Magagna, U.S. Department of Justice

Raymond O’Cassio, La Casa de Don Pedro

Eva Plaza, U.S. Department of Housing and Urban Development

Phylis Peterman, Maplewood-South Orange Racial Balance Task Force

Lee Porter, Fair Housing Council of Northern New Jersey

Fred Profeta, Maplewood-South Orange Racial Balance Task Force

Race, Crime, and Administration of Justice—May 19, 1998

George Washington University, Washington, D.C.

Moderator:

Charles Ogletree, Harvard University

Panelists and Presenters:

William J. Bratton, CARCO Group, Inc.

Zachary W. Carter, United States Attorney, Eastern District of New York

Maria de Los Angeles Jimenez, American Friends Service Committee

Randall Kennedy, Harvard Law School

Deborah A. Ramirez, Northeastern Law School

Charles Ramsey, Washington, D.C., Metropolitan Police Department

Janet Reno, U.S. Attorney General

Christopher E. Stone, Vera Institute of Justice, Inc.

Kim Taylor-Thompson, New York University School of Law

William L. Wilbanks, Florida International University

Michael F. Yamamoto, Horikawa, Ono & Yamamoto

Robert Yazzie, Chief Justice of the Navajo Nation

Discussion and Assessment of Recommendations and Report—June 18, 1998

White House Conference Center, Washington, D.C.

Board discussion without panelists and presenters

Race and Quality Health Care—July 10, 1998

Faneuil Hall, Boston, Massachusetts

Moderators:

Hortensia Amaro, Boston University

Joan Reede, Harvard Medical School

Panelists and Presenters:

Wilson Augustave, National Advisory Council on Migrant Health
Craig Cobb, Dimock Community Health Center
Zoila Torres Feldman, Great Brook Valley Health Center
Claude Earl Fox, III, Health Resources and Services Administration
Elmer Freeman, Center for Community Health Education
Marianela Garcia, Worcester Housing Authority and Economic Development and Supportive Services
Dennis Hayashi, Counselor to the Deputy Secretary, U.S. Department of Health and Human Services
Vanna Lee, Family Health and Social Service Center
Peggy Leong, South Cove Community Health Center
Thomas Menino, Mayor of Boston
Barbara Namias, Northern American Center of Boston, Inc.
David Satcher, U.S. Surgeon General and Assistant Secretary, U.S. Department of Health and Human Services
Beverly Wright, Wampanoag Tribe of Gay-Head/Aquinnah

Race and Immigrants—July 13, 1998

Georgetown University Law Center, Washington, D.C.

Moderators:

Bill Ong Hing, University of California at Davis
Cecilia Muñoz, National Council of La Raza
Roberto Suro, *Washington Post*
T. Alex Aleinikoff, Carnegie Endowment for International Peace
Demetrios Papademetriou, Carnegie Endowment for International Peace

Panelists and Presenters:

Robert L. Bach, U.S. Immigration and Naturalization Service
Guarione M. Diaz, Cuban-American National Council
Richard M. Estrada, *Dallas Morning News*
Nathan Glazer, Harvard University
Yvonne Y. Haddad, Georgetown University
Wade Henderson, Leadership Conference on Civil Rights
Joe R. Hicks, Los Angeles Human Relations Commission and Los Angeles Multicultural Collaborative
Gerald D. Jaynes, Yale University
Glenda Joe, Great Wall Enterprises and Council of Asian-American Organizations
Charles Kamasaki, National Council of La Raza
Clara Sue Kidwell, University of Oklahoma
Douglass S. Massey, University of Pennsylvania
Jessica Tuchman Mathews, Carnegie Endowment for International Peace
Sid L. Mohn, Heartland Alliance for Human Needs and Human Rights
Milton D. Morris, MDM Office Systems, Inc.
Karen K. Narasaki, National Asian Pacific American Legal Consortium
Leo J. O'Donovan, S.J., Georgetown University
George J. Sanchez, University of Southern California
Angie O. Tang, New York Mayor's Office of Immigrant Affairs and Language Services
Susan B. Tucker, Victim Services
Mary C. Waters, Harvard University

Appendix C2

Corporate Leader Forums

December 1, 1997

Miami, Florida

Advisory Board Host:

Bob Thomas

Panelists and Presenters:

Rodney Slater, U.S. Secretary of Transportation

David Lawrence, *Miami Herald*

Alfred Schreiber, Graham Gregory Bozell

Roy McAllister, Bell South Cellular

Michael Kelly, First Union National Bank

Terry Fleitas, W.R. Grace Company

Gwen Marlo, CSX Transportation

Peter Dolara, American Airlines

Windell Paige, Florida Regional Minority Purchasing Council

Walden Latham, Shaw, Pittman, Potts and Trowbridge

January 14, 1998

Phoenix, Arizona

Advisory Board Hosts:

John Hope Franklin

Linda Chavez-Thompson

Angela Oh

Bob Thomas

William Winter

Panelists and Presenters:

Alexis Herman, U.S. Secretary of Labor

Skip Rimsza, Mayor of Phoenix

Curtis Artis, Lucent Technologies

Gene Blue, Opportunities Industrialization Center

Peggy Dewey, Communication Workers of America Equity Committee

Sandra Ferniza, Arizona Hispanic Chamber of Commerce

William Lucy, American Federation of State, County and Municipal Employees

Antonia Ozerhoff, U.S. West Communications

John Sena, International Brotherhood of Electrical Workers

George Russell, American Indian Chamber of Commerce

Pat Thomas, AT&T

January 30, 1998

Los Angeles, California

Advisory Board Hosts:

Angela Oh

Bob Thomas

Panelists and Presenters:

William Daley, U.S. Secretary of Commerce

Richard Riordan, Mayor of Los Angeles

Kenneth Lombard, Magic Johnson Theaters

Melvyn Davis, Rockwell International Corporation

Martha Diaz Aszkenazy, Pueblo Contracting Services

Vivian Shimoyama, Breakthru Unlimited

Mary Ann Mitchell, Computer Consulting Operations Specialists

Judy Belk, Levi Strauss

Guy Roundsaville, Wells Fargo Bank

July 23, 1998

St. Louis, Missouri

Advisory Board Host:

Bob Thomas

Panelists and Presenters:

Rodney Slater, U.S. Secretary of Transportation

Clarence Harmon, Mayor of St. Louis

Gary Berman, Market Segment Research & Consulting

Sue Bhatia, Rose International

Harold Law, Decision and Advance Technology Association

Dora Serrano, Missouri Department of Economic Development

Jacquelyn Gates, Bell Atlantic

I. Charles Mathews, Quaker Oats Company

Susan Boyle, Monsanto

Lee Pepion, The Native American Business Alliance

Appendix C3 Religious Leader Forums

Thursday, May 21, 1998

New Orleans, Louisiana

Advisory Board Host:

Reverend Dr. Suzan D. Johnson Cook

Panelists and Presenters:

Edward Cohn, Temple Sinai

Carol Cotton Wynn, District Superintendent, United Methodist Church

George Duerson, United Methodist Church

Maria Echaveste, The White House

James Forbes, Riverside Church, New York City

Roy Kaplan, National Conference of Community and Justice

Barbara Major, Crossroads Ministries

Marc Morial, Mayor of New Orleans

Joel Orona, Native American Baha'i Institute

Kim Tran, Vietnamese Alliance Church

Diane Winston, Princeton University

Marshall Truehill, Jeremiah Group

Lilia Valdez, Day of Healing

Imam Wali Abdel Ra'oof, New Orleans Masjid of Al-Islam

June 1, 1998

Louisville, Kentucky

Advisory Board Host:

Reverend Dr. Suzan D. Johnson Cook

Panelists and Presenters:

Jerry Abramson, Mayor of Louisville

Aminah Assilmi, International Union of Muslim Women

Kunwar Bhatnagar, Hindu Temple of Kentucky

Tony Campolo, Evangelical Association for the Promotion of Education

Inez Torres Davis, Evangelical Lutheran Church in America

Diana Eck, Harvard University

Robert Henderson, National Spiritual Assembly of the Baha'is

Thomas Kelly, Archdiocese of Louisville

Stanley Miles, Temple Shalom

Thomas Oates, Spalding University

Rose Ochi, U.S. Department of Justice

T. Vaughn Walker, First Gethsemane Baptist Church

Beverly Watts, Kentucky Commission on Human Rights

Alfred Yazzie, Navajo Nation

Appendix C4

Meetings With American Indian Tribal Governments

During the Initiative Year, members of the Advisory Board and Initiative staff met with approximately 600 tribal leaders and tribal members around the country to discuss race and tribal sovereignty. This includes special meetings and conferences with the following tribal governments whose official tribal representatives met with Advisory Board members and staff. Listed at the end are the intertribal organizations with whom members and staff met.

Alabama-Coushatta Tribe of Texas
Catawba Indian Nation
Cherokee Nation
Chitimacha Tribe of Louisiana
Coeur d'Alene Tribe
Comanche Indian Tribe
Confed. Tribes of Colville Indians
Coushatta Tribe of Louisiana
Eastern Band of Cherokee Indians
Gila River Indian Community
Hoonah Indian Association
Houlton Band of Maliseet Indians
Hualapai Tribe
Jamestown Klallam
Jena Band of Choctaw Indians
Jicarilla Apache
Lummi Indian Nation
Mashantucket Pequot Tribe
Menominee Tribe
Miccosukee Tribe of Florida
Mississippi Band of Choctaw Indians
Mohegan Tribe of Connecticut
Narragansett Indian Tribe
Navajo Nation
Northern Arapahoe
Oglala Lakota Nation
Oneida Indian Nation (New York)
Oneida Tribe of Indians of Wisconsin
Passamaquoddy-Indian Township
Passamaquoddy-Pleasant Point
Penobscot Indian Nation
Poarch Band of Creek Indians
Pueblo of Acoma

Pueblo of Cochiti
Pueblo of Isleta
Pueblo of Laguna
Pueblo of Picuris
Pueblo of San Ildefonso
Pueblo of Santa Ana
Pueblo of Santa Clara
Pueblo of Tesuque
Puyallup Tribe
Red Lake Band of Chippewa
Robinson Rancheria Band of Pomo Indians
Rosebud Sioux Tribe
Salt River Pima-Maricopa Indian Comm.
Seminole Tribe of Florida
Seneca Nation of Indians
Southern Ute Tribe
Standing Rock Sioux Tribe
St. Regis Band of Mohawk Indians
Three Affiliated Tribes
Tunica-Biloxi Tribe of Louisiana
Upper Sioux Community
Wampanoag Tribe of Gay Head (Aquinnah)
Washoe Tribal Council
Yankton Sioux Tribe
Yavapai Apache Tribe

Intertribal Organizations

All-Indian Pueblo Council
Dakota Territories Tribal Chairmen's
Association
Midwest Alliance of Sovereign Tribes
National Congress of American Indians
United South and Eastern Tribes

Appendix C5

Other Advisory Board Events and Activities

<u>Date</u>	<u>Event</u>	<u>City</u>	<u>State</u>
06/24/97	Southern Growth Policies Roundtable	Nashville	TN
07/14/97	Congressional Black Caucus	Washington	DC
07/22/97	Joint Session of the North Carolina Legislature	Raleigh	NC
07/29/97	HUD Conference	Washington	DC
08/05/97	South Pontotoc High School	Pontotoc	MS
08/06/97	Nissan Corporation of America	Gardena	CA
08/06/97	Raymond High School	Raymond	MS
08/13/97	Los Angeles City Human Relations Commission	Los Angeles	CA
08/16/97	American Psychiatric Association	Chicago	IL
08/21/97	Nissan Corporation Task Force	Torrance	CA
08/28/97	Madison Elementary School	Madison	MS
09/04/97	Senate Policy Caucus	Washington	DC
09/08/97	Meeting with Bishop Desmond Tutu	Washington	DC
09/12/97	Congressional Black Caucus Roundtable Discussion	Washington	DC
09/14/97	St. Richard's Catholic Church	Jackson	MS
09/17/97	Congressional Black Caucus	Washington	DC
09/18/97	Top-ranked Mississippi Schools	Jackson	MS
09/19/97	Rand Corporation	Los Angeles	CA
09/25/97	Howard University	Washington	DC
09/25/97	National Conference of Community and Justice Summit	Little Rock	AR
09/27/97	Race Relations and American Public Education System	Washington	DC
09/27/97	The Arts Council–Oakland School District Educators	Oakland	CA
10/01/97	American Association of Medical Colleges	Raleigh	NC
10/03/97	Operation Breadbasket	Chicago	IL
10/03/97	Asian Pacifics in Philanthropy	Los Angeles	CA
10/07/97	National Council of La Raza	Washington	DC
10/10/97	National Association of Urban Bankers	R.T.P.	NC
10/10/97	Hate Crimes Conference (Satellite Site)	Atlanta	GA
10/11/97	Hispanic/Asian American Leaders Meeting	Washington	DC
10/13/97	Feminist Majority	Los Angeles	CA
10/13/97	Penbrook College	Penbrook	NC
10/15/97	Carnegie Corporation	New York	NY
10/15/97	Congressional Hispanic Caucus	Washington	DC
10/16/97	American Council on Education	Miami	FL
10/20/97	California Professional Firefighters Convention	Palm Springs	CA
10/24/97	Asian Pacific American Women's Leadership Institute	Washington	DC

10/26/97	Mt. Calvary United Church of Christ	Durham	NC
10/27/97	L.A. County Board of Supervisors Meeting	Los Angeles	CA
10/27/97	Conference on Race	Chapel Hill	NC
10/28/97	Governor Hunt's Conference on Reconciliation	Charlotte	NC
10/29/97	Southern California Association of Philanthropists	San Diego	CA
10/29/97	Mars Hill College	Mars Hill	NC
10/30/97	"Let's Talk About Race" Dialogue	Durham	NC
10/30/97	California Association of Black Lawyers Conference	Los Angeles	CA
11/04/97	Mississippi Volunteer Leaders	Jackson	MS
11/04/97	Kaiser Permanente Diversity Training Conference	Los Angeles	CA
11/05/97	Fondren Presbyterian Church	Jackson	MS
11/06/97	California State College	Dominguez Hill	CA
11/06/97	"Seeking Understanding," Millsaps College	Jackson	MS
11/07/97	Asian Pacific American Democratic Club of L.A.	Los Angeles	CA
11/08/97	Reconcilers Fellowship	Jackson	MS
11/10/97	Hate Crimes Conference Satellite Site	Los Angeles	CA
11/11/97	Jackson State University	Jackson	MS
11/12/97	National Archives Event	Washington	DC
11/12/97	Grenada High School	Grenada	MS
11/13/97	Consortium on Financing Higher Education	Washington	DC
11/13/97	Southeastern Council on Foundations	Memphis	TN
11/14/97	Pew Entrepreneurial Initiative	Colorado Springs	CO
11/14/97	California Women's Law Center Annual Luncheon	Los Angeles	CA
11/15/97	University of California at Irvine	Irvine	CA
11/17/97	Church Conference	Pickens	MS
11/18/97	National American Hispanic Federal Executives	Arlington	VA
11/18/97	American University Race Initiative	Washington	DC
11/20/97	Religious Leaders Briefing	Washington	DC
11/20/97	National Congress of American Indians Annual Meeting	Sante Fe	NM
11/20/97	"America's Black Forum" Syndicated TV Program	Washington	DC
11/22/97	National Asian Pacific American Bar Association Conference	San Francisco	CA
11/24/97	Asian Pacific American Heritage Celebration	Providence	RI
12/01/97	CEO Roundtable	Miami	FL
12/08/97	Reconcilers Fellowship Meeting	Jackson	MS
12/09/97	Race Town Meeting, National Council of Negro Women	Washington	DC
12/10/97	Minority Business Opportunity: Steering Committee	Los Angeles	CA
12/10/97	Organization of Chinese Americans	San Francisco	CA
12/10/97	Speech to Congress of National Black Churches	Shreveport	LA
12/12/97	Charter High School	Carboro	NC
12/12/97	Loredo Elementary School	Los Angeles	CA
12/15/97	Bailey's Elementary School	Falls Church	VA
12/16/97	Art, Research and Curriculum Associates	San Francisco	CA
12/31/97	Divinity Episcopal Church	Durham	NC

01/04/98	Latino Leaders Initiative, Hosting Dialogue	Los Angeles	CA
01/07/98	Urban League at Broward	Ft. Lauderdale	FL
01/07/98	Crystal Lake Elementary School	Ft. Lauderdale	FL
01/07/98	League of Women Voters	Pasadena	CA
01/07/98	Webster University	Webster Groves	MO
01/07/98	Florissant Community College	St. Louis	MO
01/08/98	National Urban League	Ft. Lauderdale	FL
01/10/98	Stuwart Leadership Conference	Richmond	VA
01/10/98	Arizona Opportunity Industrialization Center	Phoenix	AZ
01/10/98	Arizona Public Service Academy for the Advancement of Minority and Women-Owned Enterprises	Phoenix	AZ
01/10/98	Chicanos Por La Causa	Phoenix	AZ
01/10/98	Phoenix Indian Center	Phoenix	AZ
01/10/98	Maricopa Health Services	Phoenix	AZ
01/12/98	University of Alabama	Tuscaloosa	AL
01/12/98	White House Leadership Forum	Washington	DC
01/13/98	American Indian Tribal Leaders and Tribal Organizations Meeting	Phoenix	AZ
01/15/98	Association of American Colleges and Universities	Washington	DC
01/15/98	National Student Medical Association	Durham	NC
01/15/98	Madison Chamber of Commerce	Madison	MS
01/17/98	Days of Dialogue	Los Angeles	CA
01/18/98	Martin Luther King, Jr., Prayer March and Breakfast	New York	NY
01/18/98	Atlanta Episcopal Cathedral	Atlanta	GA
01/19/98	Good Hope Community Center	Silver Spring	MD
01/19/98	Itawamba Summit	Fulton	MS
01/19/98	Davis Human Relations Commission Community Forum –MLK	Davis	CA
01/19/98	Amaturo Theater Celebration	Ft. Lauderdale	FL
01/19/98	Martin Luther King, Jr., Memorial	Atlanta	GA
01/20/98	Millsaps College	Jackson	MS
01/23/98	Days of Dialogue	South El Monte	CA
01/23/98	NAACP Legal Defense Fund–New York Chapter	New York	NY
01/26/98	President’s Commission on Science and Technology	Washington	DC
01/27/98	Glasgow Middle School	Alexandria	VA
01/28/98	Children’s Defense Fund	Washington	DC
01/29/98	Maplewood/South Orange Racial Balance Task Force	Maplewood	NJ
01/29/98	U.S. Conference of Mayors	Washington	DC
01/31/98	Asian Pacific Administrators–L.A. Unified School District	Los Angeles	CA
02/04/98	Neighborhood Associates	Jackson	MS
02/04/98	United South and Eastern Tribes Impact Week	Arlington	VA
02/06/98	White House Women’s Office	Washington	DC
02/07/98	Muslim Community Group	Jackson	MS
02/10/98	Asian Neighborhood Design	Oakland	CA

02/10/98	Glide Memorial United Methodist Church	San Francisco	CA
02/10/98	Oakland Citizens Committee for Urban Renewal	Oakland	CA
02/10/98	Start-Up	East Palo Alto	CA
02/14/98	Trailblazers Award Banquet	Greensboro	NC
02/14/98	Hunter College	New York	NY
02/18/98	Eckerd College	St. Petersburg	FL
02/19/98	Equal Employment Advisory Council	Washington	DC
02/20/98	Rotary Club	St. Petersburg	FL
02/22/98	National Organization for Women–Women of Color and Allies Summit	Washington	DC
02/23/98	Eagleton Institute of Politics, Rutgers University	New Brunswick	NJ
02/23/98	John Hope Franklin Symposium	Tallahassee	FL
02/23/98	Eagleton Institute of Politics, Rutgers University	New Brunswick	NJ
02/24/98	Pasadena Senior Center	Pasadena	CA
02/24/98	Community Leaders Forum	Jackson	MS
02/24/98	Public Screening for “Race in America”	Los Angeles	CA
02/24/98	Lawrenceville High School	Lawrenceville	NJ
02/25/98	City of L.A., Arts, Health and Humanities Committee	Los Angeles	CA
02/27/98	Speech to Civic Leaders	Winona	MS
03/01/98	Asian Pacific Americans in Higher Education	Los Angeles	CA
03/02/98	Delta Emerging Leaders Forum	Jackson	MS
03/03/98	U.S. Department of Energy	Washington	DC
03/03/98	Lee County Summit	Tupelo	MS
03/04/98	French-American Foundation	Los Angeles	CA
03/04/98	NALEO–Dialogue on Race	Washington	DC
03/05/98	Tougaloo College Students	Jackson	MS
03/05/98	Council of Social Work Education	Miami	FL
03/11/98	New York Coalition of Black Women	New York	NY
03/12/98	Association of Professional Journalists	Indianapolis	IN
03/12/98	Butler University	Indianapolis	IN
03/13/98	Leadership Conference on Civil Rights	Washington	DC
03/16/98	University of Mississippi Town Hall Meeting	Oxford	MS
03/16/98	Civic Leaders	Clarksdale	MS
03/19/98	Icons of the 20th Century	Lincoln	PA
03/19/98	Foundation for Midsouth	Monroe	LA
03/20/98	Supporters of Public Education	Starkville	MS
03/23/98	Tribal Leaders and Indian Organizations Meeting	Denver	CO
03/26/98	Museum of the New South	Charlotte	NC
03/26/98	Korean Youth and Community Center	Los Angeles	CA
03/26/98	Students Talk About Race	Santa Ana	CA
03/27/98	AFL-CIO	Los Angeles	CA
03/27/98	Saint Elmo Village	Los Angeles	CA
03/28/98	Society of Black Engineers	Los Angeles	CA
03/28/98	Children’s Defense Fund Youth Town Hall Meeting	Los Angeles	CA
03/30/98	Jackson State University	Jackson	MS

04/02/98	Columbia University	New York	NY
04/03/98	Baptist Ministers Conference	New York	NY
04/03/98	American Society of Newspapers	Washington	DC
04/03/98	Campus Week of Dialogue–Stanford University	Palo Alto	CA
04/04/98	Campus Week of Dialogue–U.C. at Irvine	Irvine	CA
04/06/98	Charlotte Area Donor’s Forum	Charlotte	NC
04/06/98	Campus Week of Dialogue–Howard University	Washington	DC
04/06/98	Campus Week of Dialogue–Yale University	New Haven	CT
04/06/98	Pine Bluff Development Council	Pine Bluff	AK
04/07/98	Campus Week of Dialogue–Princeton University	Princeton	NJ
04/08/98	Campus Week of Dialogue–Drew University	Madison	NJ
04/08/98	Campus Week of Dialogue–Mississippi University	Oxford	MS
04/08/98	Campus Week–Town Hall Meeting	Madison	NJ
04/08/98	Campus Week of Dialogue–NCCU	Durham	NC
04/09/98	YMCA Breakfast	Charlotte	NC
04/13/98	Blacks in Government	Seattle	WA
04/14/98	ESPN Meeting on Race and Sports	Houston	TX
04/15/98	Dillard University	New Orleans	LA
04/16/98	National Civic League	Washington	DC
04/19/98	Howard University	Washington	DC
04/20/98	Jackson Lions Club	Jackson	MS
04/20/98	Santa Ana College	Santa Ana	CA
04/22/98	University Medical Center	Jackson	MS
04/23/98	Thirtieth Anniversary of the Fair Housing Act	Newark	NJ
04/26/98	Democratic National Committee Race Relations Symposium	Washington	DC
04/27/98	Volunteer Civic Group	Philadelphia	MS
04/27/98	Council on Foundations	Washington	DC
04/27/98	Neighborhood Community Funders Group	Los Angeles	CA
04/28/98	Northwest Coalition Against Malicious Harassment	Seattle	WA
04/29/98	Statewide Days of Dialogue–YWCA	Annapolis	MD
04/29/98	National Issues Forum Institute	Washington	DC
04/30/98	Statewide Days of Dialogue–Emerson Middle School	Los Angeles	CA
04/30/98	Statewide Days of Dialogue–YWCA	Winston-Salem	NC
04/30/98	Statewide Days of Dialogue–Watts Senior Citizens	Los Angeles	CA
04/30/98	Statewide Days of Dialogue–District Attorney Symposium	Los Angeles	CA
04/30/98	Statewide Days of Dialogue	Winston-Salem	NC
05/01/98	Rockefeller Institute	Albany	NY
05/05/98	Asian American/Pacific Islanders in Philanthropy	Los Angeles	CA
05/07/98	California State University at Long Beach	Long Beach	CA
05/08/98	University of Texas Labor and Employment Law Conference	Houston	TX
05/09/98	Asian Pacific American Institute for Congressional Studies	Washington	DC
05/11/98	California State Board of Education	Los Angeles	CA
05/12/98	Meridian Community College	Meridian	MS
05/12/98	Synod Lutheran Leaders	Philadelphia	PA

05/12/98	Latino/Jewish Business Roundtable	Los Angeles	CA
05/14/98	Asian American Public Employees Council	Los Angeles	CA
05/14/98	Jennings High School	St. Louis	MO
05/14/98	St. Louis School Leaders	St. Louis	MO
05/16/98	Trinity Episcopal Church Prayer Breakfast	Durham	NC
05/16/98	Asian Pacific American California School Board Officials	San Diego	CA
05/18/98	Meridian Community College	Meridian	MS
05/18/98	Ecumenical Group of Clergy for D.C. Area	Washington	DC
05/20/98	Joint Center for Political and Economic Studies	Washington	DC
05/20/98	Navajo Nation	Washington	DC
05/21/98	Mississippi Religious Leadership Conference	Jackson	MS
05/23/98	Amherst College Discussion	Amherst	MA
05/27/98	Jewish Federation Urban Affairs Commission	Los Angeles	CA
05/28/98	L.A. County Asian Pacific American Employees Association	Los Angeles	CA
05/28/98	New Jersey Region Conference	Madison	NJ
05/28/98	The City Club	Los Angeles	CA
05/28/98	Multicultural Institute Forum	Washington	DC
05/30/98	National Conference on Race and Ethnicity	Denver	CO
06/01/98	Jackson Exchange Club	Jackson	MS
06/02/98	La Canada High School	Los Angeles	CA
06/03/98	United South and Eastern Tribes Meeting	Nashville	TN
06/04/98	American Bar Association	Los Angeles	CA
06/05/98	Religious Leaders Conference	Hampton	VA
06/10/98	William Day of USET	Jackson	MS
06/12/98	Tufts University	Boston	MA
06/12/98	EOP and OMB Diversity Panel	Washington	DC
06/12/98	Chinese For Affirmative Action	San Francisco	CA
06/13/98	American-Arab Anti-Discrimination Commission	Crystal City	VA
06/16/98	Southern Growth Policies Board	Louisville	KY
06/19/98	Native American Journalists Association	Tempe	AZ
06/20/98	Community Faith Leadership Program	New York	NY
06/20/98	All-American Cities Awards of the National Civic League	Jackson	MS
06/23/98	Speech to Greater Columbia Community Relations	Columbia	SC
06/23/98	Hubert Humphrey Commemoration	St. Paul	MN
06/24/98	Corporate Executives	Los Angeles	CA
06/25/98	Jackson School Principals	Jackson	MS
06/25/98	Writer's Guild	Los Angeles	CA
06/29/98	Southern Regional Education Board	Chapel Hill	NC
07/03/98	American Friends in London	London	UK
07/07/98	Orange County Woman's Lawyer's Association	Los Angeles	CA
07/08/98	Fisk University Keynote Address	Nashville	TN
07/09/98	California School Administrators	Los Angeles	CA
07/09/98	Speech on Race Relations	Mound Bayou	MS
07/10/98	Council of Environmental Equality	Los Angeles	CA
07/10/98	Santa Barbara Woman's Political Caucus	Santa Barbara	CA

07/14/98	IHRLG Meeting	Washington	DC
07/15/98	National Asian Pacific American Legal Consortium	Washington	DC
07/17/98	University of Massachusetts Summer Institute	Boston	MA
07/18/98	Organization of Chinese Americans	Washington	DC
07/22/98	National Convention of Jack & Jill, Inc.	New York	NY
07/23/98	Racial Justice March and Candlelight Vigil	Pittsburgh	PA
07/24/98	Asian Pacific Women's Leadership Institute	Lincoln	NE
07/28/98	Canada's State Sec. for Multiculturalism	Washington	DC
07/29/98	Enterprise Corporation of the Delta	Pine Bluff	AR
07/29/98	National Association of Black Journalists Convention	Washington	DC
07/31/98	University of Southern California	Los Angeles	CA
08/03/98	National Council on Disability	San Francisco	CA
08/04/98	Asian Pacific American Legal Center	Los Angeles	CA
08/06/98	Asian American Journalists Association Convention	Chicago	IL
08/12/98	Town Hall Meeting With Rep. Dooley	Fresno	CA
08/12/98	Margaret Walker Alexander Recognition Ceremony	Jackson	MS
08/14/98	U.S. Information Agency Diversity Council		Brazil
08/14/98	Native and Resident Hawaiian Community	Honolulu	HI
08/14/98	California Commission on the Status of Women	San Francisco	CA
08/15/98	Jackson 2000 Forum	Jackson	MS
08/23/98	ISIS Women's Leadership Group	Long Island	NY
08/27/98	Colorado College	Colorado Springs	CO
09/04/98	Millsaps College	Jackson	MS
09/09/98	Jackson 2000 Forum	Jackson	MS
09/15/98	Washington and Lee University	Lexington	VA
09/17/98	Congressional Black Caucus Forum on Race	Washington	DC
09/18/98	President's Initiative on Race Culminating Event	Washington	DC
09/22/98	Mississippi School Districts Association	Jackson	MS

Appendix D

One America Conversations

One America Conversations were a grassroots outreach effort to engage Americans in the President's national dialogue on race. Approximately 175 conversations were organized by Federal officials and Advisory Board members. In addition, community leaders and individuals who asked how they could become involved in the President's Initiative hosted over 1,200 conversations. These conversations primarily were small groups of friends, neighbors, and coworkers meeting to talk about race. In total, based on the information reported, more than 18,000 people in 36 States, 113 cities, and the District of Columbia have taken part in almost 1,400 dialogues on race. The States and cities in which conversations took place are listed below.

<u>States</u>	<u>Cities</u>
Alabama	Birmingham
Arizona	Phoenix, Tucson
Arkansas	Little Rock, Mayflower
California	Berkeley, Santa Barbara, Inglewood, Oakland, Los Angeles, Monterey, San Bernardino, Chico, San Diego, Sacramento, San Francisco, Englewood, Oakland, Long Beach
Colorado	Denver
Connecticut	New Haven, Hartford
District of Columbia	Washington
Florida	Cocoa Beach, Tallahassee, Miami, Rockledge, Orlando, Tampa
Georgia	Atlanta, Albany
Hawaii	Kailua-Kona
Illinois	Chicago, LaGrange, Park Forest, Champaign-Urbana
Indiana	Terre Haute
Iowa	Davenport
Kansas	Lawrence, Topeka
Kentucky	Lexington
Maryland	Chevy Chase, Baltimore, Emmitsburg, Hyattsville, Largo, Fulton, Silver Spring
Massachusetts	Boston, Martha's Vineyard, Worcester, Brewster
Michigan	Detroit, Holland
Minnesota	St. Paul, Rochester
Mississippi	Jackson
Nebraska	Chadron, Lincoln
Nevada	Las Vegas
New Jersey	Highland Park, Madison, New Brunswick
New Mexico	Albuquerque
New York	New York, South Nyack, Corning, Elmyra, Jamestown, Rochester
North Carolina	Carboro, Winston-Salem, Charlotte, Greenville, Asheville, Greensboro, Brevard, Wilmington, Durham

Ohio	Akron, Oberlin, Marion, Elyria, Cleveland, Columbus
Oregon	Portland
Pennsylvania	Philadelphia, Allentown, Pittsburgh, Lewisburg
Rhode Island	Providence
South Carolina	Charleston, Columbia
Tennessee	Chattanooga, Memphis, Nashville
Texas	Austin, Arlington, Dallas, Houston, San Antonio, Fort Worth
Utah	Salt Lake City
Virginia	Alexandria, Charlottesville, Arlington, Fredericksburg, Fairfax, Stafford
Washington	Seattle, Vancouver, Chehalis, Longview
Wisconsin	Milwaukee

Appendix E

Campus Week of Dialogue

The Advisory Board of the President’s Initiative on Race worked with numerous higher education and community organizations to encourage college and university presidents, students, faculty, and administrators to actively participate and sponsor race activities on their campuses during the first week of April 1998. Advisory Board members supported this effort by visiting campuses, engaging students in discussions about race, and encouraging them to sustain dialogue on issues related to race. Nearly 600 schools participated, including community colleges, tribal colleges, and minority-serving institutions from every State, the District of Columbia, and Puerto Rico. Students, campus and community leaders, faculty, staff, and others discussed race in town hall meetings, lectures, film showings, and service events. The following colleges and universities reported race activities and supported the Campus Week of Dialogue.

<u>School Name</u>	<u>City</u>	<u>State</u>
Abilene Christian University	Abilene	TX
Academy of Chinese Culture and Health Sciences	Oakland	CA
Agnes Scott College	Decatur	GA
Aims Community College	Greeley	CO
Albertus Magnus College	New Haven	CT
Alderson-Broaddus College	Philippi	WV
Allegheny University of the Health Sciences	Philadelphia	PA
American Academy of Dramatic Arts	Pasadena	CA
American Institute of Business	Des Moines	IA
American International College	Springfield	MA
American University	Washington	DC
Anderson University	Anderson	IN
Anne Arundel Community College	Arnold	MD
Antioch College	Yellow Springs	OH
Antioch University, The McGregor School	Yellow Springs	OH
Appalachian State University	Boone	NC
Arizona State University West	Phoenix	AZ
Arizona State University, Intergroup Relations Center	Tempe	AZ
Armstrong Atlantic State University	Savannah	GA
Assemblies of God Theological Seminary	Springfield	MO
Auburn University	Auburn	AL
Augusta State University	Augusta	GA
Austin Peay State University	Clarksville	TN
Bank Street College of Education	New York	NY
Barnard College	New York	NY
Barry University	Miami Shores	FL
Bates College	Lewiston	ME
Baylor College of Dentistry, Texas A&M University System	Dallas	TX
Beaver College	Glenside	PA
Belhaven College	Jackson	MS
Bellarmino College	Louisville	KY
Belmont University	Nashville	TN
Benedict College	Columbia	SC

Benedictine College	Atchison	KS
Berkshire Community College	Pittsfield	MA
Bethany Lutheran College	Mankato	MN
Bethel College	McKenzie	TN
Bethune-Cookman College	Daytona Beach	FL
Bloomfield College	Bloomfield	NJ
Blue Ridge Community College	Weyers Cave	VA
Bluffton College	Bluffton	OH
Boise Bible College	Boise	ID
Boise State University	Boise	ID
Boston College	Chestnut Hill	MA
Boston University	Boston	MA
Boston University, Goldman School of Dental Medicine	Boston	MA
Bowling Green State University	Bowling Green	OH
Bowling Green State University, Medical College of Ohio	Toledo	OH
Bradford College	Bradford	MA
Bradley University	Peoria	IL
Bramson ORT Technical Institute	Forest Hills	NY
Brandeis University	Waltham	MA
Brenau University	Gainesville	GA
Brookdale Community College	Lincroft	NJ
Brown University	Providence	RI
Brown University, School of Medicine, Office of Minority Medical Affairs	Providence	RI
Bryn Mawr College	Bryn Mawr	PA
Bucknell University	Lewisburg	PA
Buena Vista University	Storm Lake	IA
Bunker Hill Community College	Boston	MA
Cabrini College	Radnor	PA
Caldwell College	Caldwell	NJ
Caldwell Community College and Technical Institute	Hudson	NC
California College of Podiatric Medicine	San Francisco	CA
California State Polytechnic University, Pomona	Pomona	CA
California State University, Dominguez Hills	Carson	CA
California State University, Humboldt	Arcata	CA
California State University, Los Angeles	Los Angeles	CA
California State University, Monterey Bay	Seaside	CA
California State University, Northridge	Northridge	CA
California State University, Sacramento	Sacramento	CA
California State University, San Bernardino	San Bernardino	CA
California State University, San Marcos	San Marcos	CA
California State University, Stanislaus	Turlock	CA
Cambria County Area Community College	Johnstown	PA
Cambridge College	Cambridge	MA
Cameron University	Lawton	OK
Campbell University School of Law	Buies Creek	NC
Campbellsville University	Campbellsville	KY
Cape Cod Community College	West Barnstable	MA
Carl Albert State College	Poteau	OK
Carlow College	Pittsburgh	PA
Carnegie Mellon University	Pittsburgh	PA
Carroll College	Helena	MT

Carson-Newman College	Jefferson City	TN
Castleton State College	Castleton	VT
Cecil Community College	North East	MD
Centenary College of Louisiana	Shreveport	LA
Center for Creative Studies	Detroit	MI
Central College	Pella	IA
Central Connecticut State University	New Britain	CT
Central Florida Community College	Ocala	FL
Central Methodist College	Fayette	MO
Central Missouri State University, Office of Community Awareness	Warrensburg	MO
Central Wyoming College	Riverton	WY
Centre College	Danville	KY
City College of San Francisco	San Francisco	CA
Clark University	Worcester	MA
Clarkson University	Potsdam	NY
Clover Park Technical College	Lakewood	WA
Clovis Community College	Clovis	NM
Coker College	Hartsville	SC
Colby College	Waterville	ME
College of Lake County	Grayslake	IL
College of New Rochelle	New Rochelle	NY
College of Notre Dame	Belmont	CA
College of Notre Dame of Maryland	Baltimore	MD
College of Oceaneering	Wilmington	CA
College of Our Lady of the Elms	Chicopee	MA
College of the Albemarle	Elizabeth City	NC
College of the Holy Cross	Worcester	MA
College of Wooster	Wooster	OH
Colorado State University	Fort Collins	CO
Columbia College	Columbia	SC
Columbia College Chicago	Chicago	IL
Columbia University	New York	NY
Columbus State Community College	Columbus	OH
Community College of Allegheny County	Pittsburgh	PA
Community College of Aurora	Aurora	CO
Community College of Philadelphia	Philadelphia	PA
Community College of Rhode Island	Providence	RI
Community Colleges of Baltimore County	Catonsville	MD
Concord College	Athens	WV
Cornell University	Ithaca	NY
Creighton University	Omaha	NE
Cuesta College	San Luis Obispo	CA
Culinary Institute of America	Hyde Park	NY
CUNY, Borough of Manhattan Community College	New York	NY
CUNY, Brooklyn College	Brooklyn	NY
CUNY, City College of New York	New York	NY
CUNY, College of Staten Island	Staten Island	NY
CUNY, Hunter College	New York	NY
CUNY, John Jay College of Criminal Justice	New York	NY
CUNY, Lehman College	Bronx	NY
CUNY, Queens College	Flushing	NY
Cypress College	Cypress	CA

Dakota State University	Madison	SD
Dakota Wesleyan University	Mitchell	SD
Dallas County Community College, Office of Education Partnership	Dallas	TX
Dartmouth College	Hanover	NH
Deep Springs College	Dyer	NV
Dekalb College	Decatur	GA
Delaware Technical and Community College	Dover	DE
Delgado Community College	New Orleans	LA
DeVry Institute of Technology, Long Beach	Long Beach	CA
DeVry Institute of Technology, Pomona	Pomona	CA
Dickinson College	Carlisle	PA
Dillard University	New Orleans	LA
Divine Word College	Epworth	IA
Donnelly College	Kansas City	KS
Douglas MacArthur State Technical College	Opp	AL
Drake University	Des Moines	IA
Drew University	Madison	NJ
Duke University	Durham	NC
Dundalk Community College	Baltimore	MD
Durham Technical Community College	Durham	NC
Dyersburg State Community College	Dyersburg	TN
East Carolina University School of Medicine	Greenville	NC
East Carolina University, Department of Minority Student Affairs	Greenville	NC
East Central University	Ada	OK
Eastern Washington University	Cheney	WA
Edgewood College	Madison	WI
Edmonds Community College	Seattle	WA
El Centro College	Dallas	TX
Elizabeth City State University	Elizabeth City	NC
Elmhurst College	Elmhurst	IL
Elon College	Elon	NC
Emory University	Atlanta	GA
Emory University School of Medicine	Atlanta	GA
Fairleigh Dickinson University	Madison	NJ
Fairleigh Dickinson University	Teaneck	NJ
Fairmont State College	Fairmont	WV
Fayetteville State University	Fayetteville	NC
Fayetteville Technical Community College	Fayetteville	NC
Fisk University	Nashville	TN
Fitchburg State College	Fitchburg	MA
Flathead Valley Community College	Kalispell	MT
Fort Hays State University	Hays	KS
Fort Lewis College	Durango	CO
Gainesville College	Gainesville	GA
Gallaudet University, Office of Diversity and Community Relations	Washington	DC
Gateway Technical College	Kenosha	WI
George Washington University	Washington	DC
George Washington University School of Medical-Health Sciences	Washington	DC
Georgetown College	Georgetown	KY
Georgetown University	Washington	DC
Georgia Institute of Technology	Atlanta	GA
Georgia State University, Office of Diversity	Atlanta	GA

Georgia State University College of Law	Atlanta	GA
Germanna Community College	Fredericksburg	VA
Glendale Community College	Glendale	AZ
Gogebic Community College	Ironwood	MI
Gonzaga University	Spokane	WA
Gonzaga University School of Law	Spokane	WA
Goshen College	Goshen	IN
Gwynedd-Mercy College	Gwynedd Valley	PA
Hagerstown Junior College/PACT Center	Hagerstown	MD
Hamline University	St. Paul	MN
Hardin Simmons University	Abilene	TX
Hartwick College	Oneonta	NY
Haskell Indian Nations University	Lawrence	KS
Haverford College	Haverford	PA
Henderson State University	Arkadelphia	AR
Highland Community College	Freeport	IL
Hillsborough Community College	Tampa	FL
Hollins College	Roanoke	VA
Holy Cross College	Notre Dame	IN
Holy Family College	Philadelphia	PA
Hood College	Frederick	MD
Hoosatic Community Technical College	Bridgeport	CT
Hopkinsville Community College	Hopkinsville	KY
Hostos Community College, Bilingual College	Bronx	NY
Howard University School of Law	Washington	DC
Hunter College	New York	NY
Idaho State University	Pocatello	ID
Illinois State University	Normal	IL
Independence Community College	Independence	KS
Indiana State University	Terre Haute	IN
Indiana University	Bloomington	IN
Indiana University, Kokomo	Kokomo	IN
Indiana University School of Medicine	Indianapolis	IN
Indiana University School of Nursing	Indianapolis	IN
Indiana University Southeast	New Albany	IN
Interdenominational Theological Center	Atlanta	GA
Iowa State University	Ames	IA
Jackson Community College	Jackson	MI
Jackson State University	Jackson	MS
Jacksonville University	Jacksonville	FL
Jersey City State College	Jersey City	NJ
Johns Hopkins Government School	Washington	DC
Johns Hopkins University	Baltimore	MD
Johns Hopkins University School of Medicine	Baltimore	MD
Johnson and Wales University	Charleston	SC
Kalamazoo Valley Community College	Kalamazoo	MI
Kean University	Union	NJ
Keene State College	Keene	NH
Kellogg Community College	Battle Creek	MI
Kent State University	Kent	OH
Keystone College	LaPlume	PA
Kilian Community College	Sioux Falls	SD

Lackawanna Junior College	Scranton	PA
Lafayette College	Easton	PA
Lake Superior College	Duluth	MN
Lake Washington Technical College	Kirkland	WA
Landmark College	Putney	VT
LeMoyne-Owen College	Memphis	TN
Lesley College	Cambridge	MA
Lexington Community College	Lexington	KY
Lincoln Land Community College	Springfield	IL
Lincoln University, Barrier Breakers	Jefferson City	MO
Linfield College	McMinnville	OR
Little Big Horn College	Crow Agency	MT
Lock Haven University of Pennsylvania	Lock Haven	PA
Loma Linda University, School of Nursing and Graduate School	Loma Linda	CA
Longview Community College	Lee's Summit	MO
Longwood College, Office of Multicultural Affairs	Farmville	VA
Los Angeles City College	Los Angeles	CA
Los Angeles Mission College	Sylmar	CA
Louisiana State University Medical School	New Orleans	LA
Loyola Marymount University	Los Angeles	CA
Loyola University, Chicago	Chicago	IL
Macalester College	St. Paul	MN
Madonna University	Livonia	MI
Manatee Community College	Bradenton	FL
Manchester Community Technical College	Manchester	CT
Mankato State University	Mankato	MN
Marquette University	Milwaukee	WI
Marygrove College	Detroit	MI
Marymount Manhattan College	New York	NY
Marywood University	Scranton	PA
Massachusetts College of Liberal Arts	North Adams	MA
Massachusetts Institute of Technology	Cambridge	MA
McKendree College, Lebanon	Lebanon	IL
Medical University of South Carolina	Charleston	SC
Miami University	Oxford	OH
Miami-Dade Community College, Wolfson Campus	Miami	FL
Michigan State University	East Lansing	MI
Middlesex Community Technical College	Middletown	CT
Midway College	Midway	KY
Millikin University	Decatur	IL
Miramar College	San Diego	CA
Mississippi Valley State University	Itta Bena	MS
Missouri Southern State College	Joplin	MO
Moberly Area Community College	Moberly	MO
Monmouth College	Monmouth	IL
Montana State University, Northern	Havre	MT
Moravian College	Bethlehem	PA
Morehouse College	Atlanta	GA
Morris Brown College	Atlanta	GA
Morris College	Sumter	SC
Morton College	Cicero	IL
Mount Ida College	Newton Centre	MA

Mount Mary College	Milwaukee	WI
Mount Olive College	Mount Olive	NC
Mount St. Mary's College	Emmitsburg	MD
Mount St. Mary's College	Los Angeles	CA
Mount Union College	Alliance	OH
Mount Wachusett Community College	Gardner	MA
Napa Valley College	Napa	CA
Nash Community College	Rocky Mount	NC
National Defense University	Washington	DC
National-Louis University	Atlanta	GA
Nazareth College	Rochester	NY
New Mexico Highlands University	Las Vegas	NM
New York City Technical College	Brooklyn	NY
North Carolina Central University	Durham	NC
North Carolina Central University School of Law	Durham	NC
North Central Missouri College	Trenton	MO
North Hennepin Community College	Brooklyn Park	MN
Northampton Community College	Bethlehem	PA
Northeast Community College	Norfolk	NE
Northeastern Illinois University	Chicago	IL
Northeastern Junior College	Sterling	CO
Northeastern University	Boston	MA
Northeastern University School of Law	Boston	MA
Northern Essex Community College	Haverhill	MA
Northern Kentucky University	Highland Heights	KY
Northern Michigan University	Marquette	MI
Northwestern University	Evanston	IL
Northwestern University, The Graduate School	Evanston	IL
Norwalk Community Technical College	Norwalk	CT
Notre Dame College of Ohio	South Euclid	OH
Nova Southeastern University	Fort Lauderdale	FL
Oberlin College	Oberlin	OH
Occidental College	Los Angeles	CA
Oglethorpe University	Atlanta	GA
Ohio Dominican College	Columbus	OH
Ohio State University	Columbus	OH
Olivet College	Olivet	MI
Ouachita Baptist University	Arleadelphia	AR
Our Lady of the Lake University	San Antonio	TX
Pacific Lutheran University	Tacoma	WA
Pacific Oaks College	Pasadena	CA
Pacific University	Forest Grove	OR
Paducah Community College	Paducah	KY
Pasadena City College	Pasadena	CA
Pasco-Hernando Community College	New Port Fichey	FL
Patricia Stevens College	St. Louis	MO
Paul D. Camp Community College, Oliver K. Hobbs Campus	Suffolk	VA
Payne Theological Seminary	Willberforce	OH
Penn Valley Community College	Kansas City	MO
Pennsylvania State, Lehigh Valley Campus	Fogelsville	PA
Pepperdine University	Malibu	CA
Pfeiffer University	Misenheimer	NC

Philadelphia College of Textiles and Science	Philadelphia	PA
Pitt Community College	Greenville	NC
Pittsburg State University	Pittsburg	KS
Pitzer College	Claremont	CA
Plymouth State College	Plymouth	NH
Portland State University	Portland	OR
Pratt Community College	Pratt	KS
Prestonsburg Community College	Prestonsburg	KY
Princeton University	Princeton	NJ
Quinsigamond Community College	Worcester	MA
Radford University	Radford	VA
Randolph-Macon College	Ashland	VA
Reed College	Portland	OR
Regis College	Weston	MA
Rice University	Houston	TX
Ripon College	Ripon	WI
Riverland Community College	Austin	MN
Roanoke-Chowan Community College	Ahoskie	NC
Rollins College	Winter Park	FL
Rose State College	Midwest City	OK
Rowan University	Glasboro	NJ
Rowan University, Office of Multicultural/International Affairs	Glassboro	NJ
Rust College	Holly Springs	MS
Rutgers Law School, Newark	Newark	NJ
Rutgers University	Newark	NJ
Rutgers University	Camden	NJ
Sacramento City College	Sacramento	CA
Saint Augustine's College	Raleigh	NC
Saint Michael's College	Colchester	VT
Saint Peter's College	Jersey City	NJ
Salisbury State University	Salisbury	MD
Salish Kootenai College	Pablo	MT
San Diego State University	San Diego	CA
San Francisco State University	San Francisco	CA
San Joaquin Delta College	Stockton	CA
San Jose State University	San Jose	CA
Santa Fe Community College	Santa Fe	NM
Sarah Lawrence College	Bronxville	NY
Sauk Valley Community College	Dixon	IL
School for International Training	Brattleboro	VT
Scott Community College, Eastern Iowa Community College District	Bettendorf	IA
Seattle Central Community College	Seattle	WA
Seton Hall University	South Orange	NJ
Seton Hill College	Greensburg	PA
Shaw University	Raleigh	NC
Shippensburg University of Pennsylvania	Shippensburg	PA
Shoreline Community College	Seattle	WA
Sierra Community College	Rocklin	CA
Sisseton Wahpeton Community College	Sisseton	SD
Skagit Valley College	Mount Vernon	WA
Skidmore College	Saratoga Springs	NY
South Carolina State University	Orangeburg	SC

South Seattle Community College	Seattle	WA
Southeast Community College	Lincoln	NE
Southeastern Louisiana University	Hammond	LA
Southeastern University	Washington	DC
Southern Illinois University School of Dental Medicine	Alton	IL
Southern New England School of Law	North Dartmouth	MA
Southern Oregon University	Ashland	OR
Southwest State University	Marshall	MN
Southwest Texas State University	San Marcos	TX
Southwestern University	Georgetown	TX
Spalding University	Louisville	KY
Spelman College	Atlanta	GA
Spring Hill College	Mobile	AL
Springfield Technical Community College	Springfield	MA
St. John's University	Collegeville	MN
St. Joseph's College, New York	Brooklyn	NY
St. Louis Community College at Florissant Valley	St. Louis	MO
Stanford University	Stanford	CA
State University of West Georgia	Carrollton	GA
Stephen F. Austin State University	Nacogdoches	TX
Stonehill College	Easton	MA
Suffolk University	Boston	MA
Sul Ross State University	Alpine	TX
SUNY Albany	Albany	NY
SUNY Binghamton	Binghamton	NY
SUNY Brockport	Brockport	NY
SUNY Buffalo	Buffalo	NY
SUNY Buffalo School of Dental Medicine	Buffalo	NY
SUNY College of Technology at Delhi	Delhi	NY
SUNY Fredonia	Fredonia	NY
SUNY Health Science Center at Syracuse	Syracuse	NY
SUNY New Paltz	New Paltz	NY
SUNY Oswego	Oswego	NY
SUNY Potsdam	Potsdam	NY
Susquehanna University	Selingrove	PA
Sussex County Community College	Newton	NJ
Swarthmore College	Swarthmore	PA
Syracuse University College of Law	Syracuse	NY
Tacoma Community College	Tacoma	WA
Tarrant County Junior College, South Campus	Fort Worth	TX
Temple University	Philadelphia	PA
Texas A&M University	College Station	TX
Texas A&M University, Commerce	Commerce	TX
Texas A&M University Health Science Center College of Medicine	College Station	TX
Texas Wesleyan University	Fort Worth	TX
The College of West Virginia	Beckley	WV
Three Rivers Community-Technical College	Norwich	CT
Tomball College	Tomball	TX
Towson University	Towson	MD
Transylvania University	Lexington	KY
Trinity College	Washington	DC
Trinity College	Hartford	CT

Troy State University	Troy	AL
Truckee Meadows Community College	Reno	NV
Tunxis Community-Technical College	Farmington	CT
Tyler Junior College	Tyler	TX
UMDNJ, New Jersey Medical School	Newark	NJ
UMDNJ, Robert Wood Johnson Medical School	Piscataway	NJ
United States Air Force Academy	Colorado Springs	CO
Universidad Central Del Caribe	Bayamon	PR
Universidad Interamericana de Puerto Rico	Arecibo	PR
Universidad Metropolitana	Rio Piedras	PR
University of Akron	Akron	OH
University of Akron School of Law	Akron	OH
University of Akron, Wayne College	Orrville	OH
University of Alaska, Anchorage	Anchorage	AK
University of Arkansas at Little Rock School of Law	Little Rock	AR
University of Arkansas at Pine Bluff	Pine Bluff	AR
University of Arkansas for Medical Sciences	Little Rock	AR
University of Baltimore	Baltimore	MD
University of California, Berkeley	Berkeley	CA
University of California, Irvine, Cross Cultural Center	Irvine	CA
University of California, Los Angeles, Vice Chancellor's office	Los Angeles	CA
University of California, San Francisco	San Francisco	CA
University of California, Santa Barbara, Associated Students	Santa Barbara	CA
University of California, Santa Cruz	Santa Cruz	CA
University of Cincinnati College of Law	Cincinnati	OH
University of Colorado, Boulder	Boulder	CO
University of Connecticut, African-American Cultural Center	Storrs	CT
University of Connecticut, Asian American Cultural Center	Storrs	CT
University of Evansville	Evansville	IN
University of Florida, College of Medicine	Gainesville	FL
University of Florida, Office for Student Services	Gainesville	FL
University of Hartford	West Hartford	CT
University of Hawaii, Hilo	Hilo	HI
University of Hawaii, John A. Burns School of Medicine	Honolulu	HI
University of Hawaii, Manoa	Honolulu	HI
University of Illinois, Chicago	Chicago	IL
University of Illinois, Urbana-Champaign	Urbana	IL
University of Maryland, Baltimore County	Baltimore	MD
University of Maryland, College Park	College Park	MD
University of Massachusetts, Amherst	Amherst	MA
University of Massachusetts, Boston	Dorchester	MA
University of Massachusetts, Dartmouth	North Dartmouth	MA
University of Massachusetts, Lowell	Lowell	MA
University of Michigan	Ann Arbor	MI
University of Minnesota, Twin Cities	Minneapolis	MN
University of Mississippi	University	MS
University of Mississippi Medical Center	Jackson	MS
University of Missouri, Columbia	Columbia	MO
University of Montana	Missoula	MT
University of Nebraska at Kearney	Kearney	NE
University of Nevada, Las Vegas	Las Vegas	NV
University of Nevada, Reno	Reno	NV

University of Nevada School of Medicine	Reno	NV
University of New Hampshire	Durham	NH
University of New Mexico, Los Alamos	Los Alamos	NM
University of North Alabama	Florence	AL
University of North Michigan	Hancock	MI
University of North Carolina at Chapel Hill	Chapel Hill	NC
University of North Carolina at Greensboro	Greensboro	NC
University of North Dakota, Grand Forks	Grand Forks	ND
University of North Texas Health Science Center, Fort Worth	Fort Worth	TX
University of Northern Colorado	Greeley	CO
University of Oregon	Eugene	OR
University of Oregon, ASUO	Eugene	OR
University of Oregon School of Law	Eugene	OR
University of Pennsylvania	Philadelphia	PA
University of Pittsburgh	Pittsburgh	PA
University of Pittsburgh at Greensburg	Greensburg	PA
University of Rochester School of Medicine and Dentistry	Rochester	NY
University of San Diego	San Diego	CA
University of San Francisco	San Francisco	CA
University of South Alabama	Mobile	AL
University of South Florida, Tampa	Tampa	FL
University of Southern California Law School	Los Angeles	CA
University of Southern California School of Medicine	Los Angeles	CA
University of Southern Mississippi	Hattiesburg	MS
University of Southwestern Louisiana	Lafayette	LA
University of St. Thomas	St. Paul	MN
University of Tennessee at Chattanooga	Chattanooga	TN
University of Tennessee at Knoxville	Knoxville	TN
University of Tennessee at Martin, Department of Psychology and Philosophy	Martin	TN
University of Texas, Pan American	Edinburg	TX
University of Texas at Austin	Austin	TX
University of Texas at El Paso	El Paso	TX
University of Texas at San Antonio	San Antonio	TX
University of Texas Health Science Center	Houston	TX
University of Vermont	Burlington	VT
University of Virginia	Charlottesville	VA
University of Washington, Office of Minority Affairs	Seattle	WA
University of West Florida	Pensacola	FL
University of Wisconsin, La Crosse	La Crosse	WI
University of Wisconsin, Madison	Madison	WI
University of Wisconsin, Milwaukee	Brookfield	WI
University of Wisconsin, Milwaukee	Milwaukee	WI
University of Wisconsin, Platteville	Platteville	WI
University of Wisconsin, River Falls	River Falls	WI
University of Wisconsin, Stevens Point	Stevens Point	WI
University of Wisconsin, Whitewater	Whitewater	WI
Utah Valley State College	Orem	UT
Valdosta State University	Valdosta	GA
Villanova University	Villanova	PA
Virginia Polytechnic University	Blacksburg	VA
Virginia State University	Petersburg	VA

Wake Forest University School of Medicine, Department of Pathology	Winston-Salem	NC
Wallace State Community College, Selma	Selma	AL
Washington and Jefferson College	Washington	PA
Washington College	Chestertown	MD
Washington College of Law/American University	Washington	DC
Washington State University	Pullman	WA
Washington University	St. Louis	MO
Waubonsee Community College	Sugar Grove	IL
Waycross College	Waycross	GA
Wayne County Community College District	Detroit	MI
Wayne State College	Wayne	NE
Wayne State University	Detroit	MI
Wayne State University School of Medicine	Detroit	MI
Wayne State University, Law School, Dean's Office	Detroit	MI
Wesleyan College	Macon	GA
West Chester University	West Chester	PA
West Los Angeles College	Culver City	CA
West Shore Community College	Scottville	MI
West Virginia State College	Institute	WV
West Virginia University	Morgantown	WV
Western New Mexico University	Silver City	NM
Western Wisconsin Technical College	La Crosse	WI
Westmont College	Santa Barbara	CA
Wharton County Junior College	Wharton	TX
Wheaton College	Norton	MA
Wheelock College, Student Government Association	Boston	MA
Whitworth College	Spokane	WA
Widener University	Chester	PA
Widener University School of Law, The Delaware Campus	Wilmington	DE
Wiley College	Marshall	TX
Wilkes University and King's College	Wilkes-Barre	PA
William Mitchell College of Law	St. Paul	MN
William Penn College	Oskaloosa	IA
Winona State University	Winona	MN
Winston-Salem State University	Winston-Salem	NC
Worcester Polytechnic Institute	Worcester	MA
Worcester State College	Worcester	MA
Wright State University	Dayton	OH
Xavier University	Cincinnati	OH
Yale University School of Medicine, Office of Multicultural Affairs	New Haven	CT
York College of Pennsylvania	York	PA

Appendix F

Statewide Days of Dialogue

Statewide Days of Dialogue focused on getting State and community leaders to draw attention to the importance of dialogue about race. It began on April 30, 1998, in conjunction with the YWCA's National Day of Commitment to Eliminate Racism and Erase the Hate. With encouragement and support from the Advisory Board, YWCA affiliates in 110 locations collaborated with local partners to organize discussions on race. In addition, Governors in 39 States and 2 territories and mayors in 25 cities issued proclamations in support of dialogues or participated in race-related events. Listed below are the cities and States that took part in Statewide Days of Dialogue.

Governors Participating in Statewide Days of Dialogue

<u>State</u>	<u>Governor</u>
Arkansas	Huckabee
Alabama	James
California	Wilson
Colorado	Romer
Delaware	Carper
Florida	Chiles
Georgia	Miller
Guam	Gutierrez
Hawaii	Cayetano
Idaho	Batt
Illinois	Edgar
Indiana	O'Bannon
Kentucky	Patton
Louisiana	Foster
Massachusetts	Celluci
Maryland	Glendening
Michigan	Engler
Minnesota	Carlson
Mississippi	Fordice
Missouri	Carnahan
North Carolina	Hunt
Nebraska	Nelson
Nevada	Miller
New Hampshire	Shaheen
New Jersey	Whitman
New Mexico	Johnson
New York	Pataki
Ohio	Voinovich
Oklahoma	Keating
Oregon	Kitzhaber

Pennsylvania	Ridge
Puerto Rico	Rossello
Rhode Island	Almond
South Carolina	Beasley
South Dakota	Janklow
Tennessee	Sundquist
Utah	Leavitt
Vermont	Dean
Washington	Locke
West Virginia	Underwood
Wisconsin	Thompson

Mayors Participating in Statewide Days of Dialogue

<u>State</u>	<u>City</u>	<u>Mayor</u>
Alabama	Birmingham	Arrington, Jr.
Connecticut	New Britain	Pawlak
Delaware	Wilmington	Sills
Georgia	Atlanta	Campbell
Georgia	Macon	Marshall
Illinois	Aurora	Stover
Illinois	Chicago	Daley
Illinois	Sterling	Aggen
Indiana	Anderson	Lawler
Indiana	Elkhart	Perron
Indiana	Fort Wayne	Helmke
Indiana	Muncie	Cannan
Indiana	Richmond	Andrews
Indiana	South Bend	Luecke
Kentucky	Frankfort	May, Jr.
Louisiana	Alexandria	Randolph, Jr.
Maryland	Annapolis	Johnson
New York	Jamestown	Kimball, Jr.
North Carolina	Asheville	Sitnick
Ohio	Canton	Watkins
Pennsylvania	Allentown	Heydt
Pennsylvania	Harrisburg	Reed
Pennsylvania	Lancaster	Smithgall
South Carolina	Columbia	Coble
Utah	Salt Lake City	Corradini

Appendix G

One America Dialogue Guide Excerpts

The Advisory Board supported the creation of a guide to assist those who have not engaged in dialogue about race issues or who need assistance in organizing this type of dialogue. In March 1998, the Initiative and the Community Relations Service of the U.S. Department of Justice collaborated with several nonprofit organizations specializing in race (Hope In The Cities, National Multicultural Institute, YWCA, National Days of Dialogue, Study Circles Resource Center, and the National Conference on Community and Justice) to draft and publish the *One America Dialogue Guide*. The following excerpts from the *Guide* provide useful information about having conversations about race. A complete copy of the *Guide* is available on the World Wide Web on the Internet at the following address:

www.whitehouse.gov/Initiatives/OneAmerica/america.html

Characteristics of Community Dialogues on Race

What do we mean by dialogue?

A dialogue is a forum that draws participants from as many parts of the community as possible to exchange information face-to-face, share personal stories and experiences, honestly express perspectives, clarify viewpoints, and develop solutions to community concerns.

Unlike debate, dialogue emphasizes listening to deepen understanding. Dialogue invites discovery. It develops common values and allows participants to express their own interests. It expects that participants will grow in understanding and may decide to act together with common goals. In dialogue, participants can question and reevaluate their assumptions. Through this process, people are learning to work together to improve race relations.

What makes for successful interracial dialogue?

The nature of the dialogue process can motivate people to work towards change. Effective dialogues do the following:

Move towards solutions rather than continue to express or analyze the problem. An emphasis on personal responsibility moves the discussion away from finger-pointing or naming enemies and toward constructive common action.

Reach beyond the usual boundaries. When fully developed, dialogues can involve the entire community, offering opportunities for new, unexpected partnerships. New partnerships can develop when participants listen carefully and respectfully to each other. A search for solutions focuses on the common good as participants are encouraged to broaden their horizons and build relationships outside their comfort zones.

Unite divided communities through a respectful, informed sharing of local racial history and its consequences for different people in today's society. The experience of "walking through history" together can lead to healing.

Aim for a change of heart, not just a change of mind. Dialogues go beyond sharing and understanding to transforming participants. While the process begins with the individual, it eventually involves groups and institutions. Ultimately, dialogues can affect how policies are made.

Tips for a Dialogue Leader

The following tips describe what a good dialogue leader should strive to do:

Set a relaxed and open tone. Welcome everyone and create a friendly and relaxed atmosphere. Well-placed humor is usually appreciated.

Stay neutral. This may be the most important point to remember as the leader of a dialogue. You should not share your personal views or try to advance your agenda on the issue. You are there to serve the discussion, not to join it.

Stress the importance of confidentiality. Make sure participants understand that what they say during the dialogue session is to be kept completely confidential. Define for them what confidential means. For instance, it is not all right to speak outside of the dialogue about what someone else said or did. It is all right to share one's own personal insights about the issue of race and racism as a result of the process.

Encourage openness about language. Dialogue leaders should encourage participants to offer preferred terms if a biased or offensive word or phrase should come up during the dialogue.

Provide bilingual translation, if necessary. Also, ensure that provided material is translated into the participant's first language, or recruit bilingual discussion leaders.

Keep track of who is contributing and who is not. Always use your "third eye." You are not only helping to keep the group focused on the content of the discussion, but you are monitoring how well participants are communicating with each other— who has spoken, who has not, and whose points have not yet received a fair hearing. A dialogue leader must constantly weigh group needs against the requirements of individual members.

Follow and focus the conversation flow. A dialogue leader who listens carefully will select topics raised in the initial sharing. To help keep the group on the topic, it is helpful to occasionally restate the key question or insight under discussion. It is important to guide gently, yet persistently. You might ask, "How does your point relate to the topic?" Or state, "That's an

interesting point, but let's return to the central issue." Keep careful track of time.

Do not fear silence. It is all right if people are quiet for a while. When deciding when to intervene, err on the side of nonintervention. The group will work its way out of a difficult situation. Sometimes group members only need more time to think through alternatives or to consider what has just been said.

Accept and summarize expressed opinions. "Accepting" shows respect for each participant in the group. It is important for the dialogue leader to make it clear that dialogue discussions involve no right or wrong responses. One way to show acceptance and respect is to briefly summarize what is heard and to convey the feeling with which it was shared. Reflecting both the content and the feeling lets the person know that she or he has been heard. For example, you might say: "*It sounds like you felt hurt when you were slighted by someone of a different race.*" Once in a while, ask participants to sum up the most important points that have come out in the discussion. This gives the group a sense of accomplishment and a point of reference for more sharing.

Anticipate conflict and tend to the ground rules. When conflict arises, explain that disagreement over ideas is to be expected. Remind participants that conflict must stay on the issue. Do not allow it to become personal. Appeal to the group to help resolve the conflict and abide by the ground rules. You may have to stop and reference the ground rules several times throughout the discussion.

Close the dialogue. Give participants a chance to talk about the most important thing they gained from the discussion. You may ask them to share any new ideas or thoughts they've had as a result of the discussion. Ask them to think about what worked and what didn't. You may want to encourage the group to design a closing activity for use at each session. Provide some time for the group to evaluate the process in writing. A brief evaluation allows participants the chance to comment on the process and to give feedback to the dialogue leader. Remember to thank everyone for their participation.

A Sample Small Group Dialogue

The following is an overview of a generic small group dialogue. This format is based on a group of 8 to 15 participants, guided by an impartial leader using discussion materials or questions. As a rule, adults meet for two hours at a time; young people for an hour to an hour and a half.

- 1. Introductions, roles, and intentions of the dialogue.** The session begins with group members briefly introducing themselves after the dialogue leader has welcomed everyone. The dialogue leader explains his or her role as “neutral,” one of guiding the discussion without adding personal opinions. It is important to include an overview of the dialogue effort, the number of meetings planned, the organizers, the goals of the program, and any other relevant information.
- 2. Ground rules.** Central to the opening dialogue is establishing ground rules for the group’s behavior and discussion. Start with a basic list and add any others the group wants to include. The dialogue leader posts the ground rules where everyone can see them and adds more to the list as needed. The group should be sure to discuss how to handle conflict and disagreement, as well as the need for confidentiality.
- 3. Discussion.** The dialogue leader begins by asking participants what attracted them to this dialogue, perhaps asking, “Why are you concerned about issues of race?” or “How have your experiences or concerns influenced your opinions about race?” The heart of the discussion follows. Members can answer a series of questions, use prepared discussion materials with various viewpoints, read newspaper articles or editorials, look at television clips, or review information on the state of race relations in their community. Whatever method is selected, it is important to structure the discussion so that it goes somewhere, is grounded in concrete examples, and offers participants a chance to take action on the issues. Dialogue participants may get frustrated if they feel the conversation is too abstract, too vague, or “going around in circles.”

The dialogue leader keeps track of how the discussion is going. Is it time for a clarifying question or a summary of key points? Are all members fully engaged, or are some people dominating? Is the discussion wandering and calling for a change in direction? The participants can summarize the most important results of their discussion and consider what action they might take individually or together.

- 4. Evaluation and conclusion.** In the final minutes, participants can offer their thoughts on the experience. If meeting again, this is the time to look ahead to the next meeting. If this the last dialogue, the dialogue leaders thanks the participants and ask for any final thoughts for staying involved in the effort. Participant evaluations of the dialogue can be expressed verbally and/or in writing. It may also be helpful for dialogues to be loosely recorded, if possible. Such documentation could help to measure the success of the dialogue and identify any needed improvements.

Suggested Basic Ground Rules for Dialogues

Some basic ground rules for dialogues might include the following:

We will respect confidentiality.

We will share time equitably to ensure the participation of all.

We will listen carefully and not interrupt.

We will keep an open mind and be open to learning.

We will not be disrespectful of the speaker even when we do not respect the views.

Appendix H

Promising Practices

Communities, organizations and individuals are working together to build greater understanding across racial lines and overcome racial disparities by expanding opportunities in critical areas such as health care, education, and community and economic development. Since the beginning of the President's Initiative on Race, hundreds of organizations pursuing these goals have come to the attention of the Advisory Board, but this list of programs is by no means exhaustive.

These programs reflect a wide diversity of types, sizes, regions, and sectors of society. They attempt to make a difference in one or more of the following areas: reasonably reflecting the diversity of the local area; incorporating race consciousness in design and operation; educating about facts relating to race and culture; encouraging reflection and sharing feelings about race; encouraging civic engagement; fostering institutional change; or having a measurable impact on the participants or community. We are not making any judgments about the relative success of these programs. Rather, we hope that listing these promising practices will inspire others to become involved in programs like them and replicate those that are working.

More information about these promising practices is available on the World Wide Web at the following address:

www.whitehouse.gov/Initiatives/OneAmerica/america.html

Appendix H1: Summary Descriptions of Promising Practices

A Better Chance, Inc., in Boston, MA, was founded in 1963 by the heads of 23 northeastern, independent boarding schools. Through its oldest and largest program, The College Preparatory Schools Program, A Better Chance has placed nearly 10,000 middle, junior, and high school students in some of the Nation's finest college preparatory schools. More recently it has developed Pathways to College, an afterschool program with sites in Newark, NJ, and Pine Bluff, AK, which provides high school students with the guidance, resources, and encouragement they need to make informed choices about their college education. More than 99 percent of A Better Chance's graduates immediately go on to college; over 90 percent of them receive college degrees. [Contact: Judith Berry Griffin, President, (212) 456-1925]

Action for a Better Community in Denver, CO, was founded in 1992 to campaign for the improvement of living conditions of minorities in Colorado. The organization hosts monthly meetings for members to share information on community developments, and it organizes speaker forums and entertainment events throughout the year to encourage community-building efforts. [Contact: Gloria Yellow Horse, Staff Community Organizer, (303) 893-9710]

African American Economic Experience in Baton Rouge, LA, began January 1997, at Southern University College of Business. The program curriculum addresses and provides a greater understanding of the importance of economics and entrepreneurship in providing solutions to social and economic problems in the black community. [Contact: Dr. Donald R. Andrews and Dr. Ashare A. Yigletu, (504) 771-2992]

The **African American, Latino, Asian, Native, and American** program (ALANA) in Brattleboro, VT, brings together communities of color and government institutions by addressing various social issues in a culturally sensitive manner. ALANA operates five programs on health, education, economic development, youth empowerment, and families in transition. [Contact: Naima Wade, Director, (802) 254-2972]

The **Alternatives in Medicine: HIGH School Exposure** program (A.I.M. HIGH) in Dallas, TX, at the University of Texas Southwestern Medical School was created to provide underrepresented minority high school students with exposure to minority role models in the health profession's. Applications for the program are distributed throughout the Dallas Independent School District to 9th and 10th grade high school students at 12 local high schools that have a predominantly minority student population. [Contact: M. Renee Valdes or Gussie Robinson, Program Directors, (214) 648-2168]

The **Al Wooten, Jr., Heritage Center** in Los Angeles, CA, provides young people with programs that will enhance their educational and personal lives. A coalition of 15 nonprofit and business organizations work with the center to offer afterschool programs such as guidance counseling, creative and performing arts, and history lessons. [Contact: Linda Broadous Miles, Executive Director, (213) 756-7203]

American Indian Science Technology Education Consortium (AISTEC) in Las Vegas, NM, was established in 1994 to increase American Indian achievement in science, engineering, and mathematics; to create a pipeline for moving American Indian students from elementary school to Ph.D. programs; and to provide educational resources for tribal colleges. [Contact: Mr. Jose C'de Baca, Project Director, (505) 454-3532]

The **American Institute of Managing Diversity** in Atlanta, GA, is a 14-year-old nonprofit public interest organization that seeks to study and influence trends in diversity training. The organization was founded in 1984 by Dr. R. Roosevelt Thomas and deals with the many different approaches to achieving diversity such as affirmative action initiatives and diversity management. [Contact: Sharon Parker, President, (404) 302-9226]

The **Amistad Research Center** in New Orleans, LA, is a research institution that collects information on the history of racial and ethnic groups. The center maintains an archive of manuscripts that document the rich history

and contributions of blacks and other ethnic groups with collections dating from the 1700s to the present. The center also holds letters, journals, books, and photographs. [Contact: Donald E. DeVore, Executive Director, (504) 865-5535]

Anytown is an award-winning summer program created by The National Conference in New York, NY, for youth and emerging leaders to focus on reducing prejudice and increasing understanding among people of different races and ethnicities. High school students who are interested in attending the program must submit applications expressing their desire to learn about other cultures, promote peace, and commit to positively affect the world. [Contact: Programs Department, (212) 206-0006]

Appreciating Differences Among People and Things Project (ADAPT) in St. Cloud, MN, began in 1992 to address the hostility toward persons of color by members of minority communities in Minneapolis and St. Paul. ADAPT provides leadership to individuals, organizations, and agencies that encourages them to implement programs that promote diversity as a shared community value. [Contact: Steven Joul, President, Central Minnesota Community Foundation, (320) 253-4380]

The **Arizona Opportunities Industrialization Center** in Phoenix, AZ, increases the education and economic opportunities of low-income Phoenix area residents by providing various skills training and education programs. Founded in 1967, the Arizona Opportunities Industrialization Center is an affiliate of the Opportunities Industrialization Centers of America and works collaboratively with other community-based organizations to ensure the social and economic viability of disadvantaged individuals in the Phoenix area. [Contact: Gene Blue, President and CEO, (602) 254-5081]

Artists Collective is a Hartford, CT, program that preserves and perpetuates African/West Indian/Latin American cultural traditions and raises public consciousness about the value of this artistic and cultural experience. The collective is an interdisciplinary cultural institution serving the greater Hartford region by providing year-round professional training classes in dance, theater, music, and visual arts for students who are at least 2 years old. [Contact: Dollie McLean, Executive Director, (860) 527-3205]

Asian Counseling & Referral Service in Seattle, WA, was created in 1973. ACRS supports and provides culturally competent bilingual and bicultural human services, which promote racial reconciliation, increase positive dialogues, and reduce disparities. ACRS's main focus is to promote the social, emotional, and economic well being and empowerment of individuals, families, and communities, by providing and advocating for innovative community-based multilingual and multicultural services. Nearly 13,000 people from 13 ethnic groups are served annually by the agency's largely bilingual, bicultural staff. [Contact: Janet Soohoo, Deputy Director, (206) 695-7534]

Asian Neighborhood Design (A.N.D.) in San Francisco, CA, began its work in 1973 by helping to make improvements in low-income Asian neighborhoods in the San Francisco Bay Area. By the late 1980s, A.N.D. decided to partner with other ethnically diverse communities both regionally and nationally. The organization operates programs that focus on business development, employment training, and housing and community development. [Contact: Maurice Lim Miller, Executive Director, (415) 982-2959]

ASPIRA in Washington, DC, began as a project of the Puerto Rican-Hispanic Leadership Forum in 1961, with the goals of motivating Puerto Rican youth to stay in school and inspiring them to pursue higher educational opportunities. The program was also established as a bilingual counseling agency to assist Puerto Rican youth through career guidance. [Contact: Ronald Blackburn Moreno, President, (202) 835-3600]

The **Atlanta Black/Jewish Coalition**, the Atlanta, GA, Chapter of the American Jewish Committee (AJC), initiated the Atlanta Black/Jewish Coalition (ABJC) in 1982 to help build support for the renewal of the Voting Rights Act. The main goal is to strengthen relations between the black and Jewish communities by building knowledge about and support for issues within these communities. Over the years, the coalition has developed

three projects, which join teens and young adults to break down stereotypes and enhance relations. These projects are a teen retreat, a young leader retreat, and the “Dinners of Dialogue.” [Contact: Ms. Sherry Frank, Southeast Area Director, American Jewish Committee, (404) 233-5501]

The **Beaver Race Initiative Development Group Effort** (BRIDGE) in Beaver Falls, PA, was created to bring together people who are interested in the issue of race. Representatives from schools, businesses, churches, and nonprofit organizations participate in the program. Some members of the group are also trained as facilitators of racial dialogues. [Contact: State Rep. Mike Veon, (717) 787-1290 or Zane Phoenix, Office of the State Representative, (724) 847-1352]

Belmont Against Racism (BAR) in Belmont, MA, was created in May of 1992 as a response to the riots in Los Angeles. BAR focuses on reducing racism by fostering awareness of racism through educating the community on race-related issues and working towards ending exclusionary practices. [Contact: Douglas C. Reynolds, President, (617) 489-2353]

Bicultural Training Partnership in Minneapolis-St. Paul, MN, was created December 1991 as a response to the rapid increase of Southeast Asians moving into the community. Bicultural leaders representing Hmong, Vietnamese, Cambodian, and Laotian communities are trained to facilitate organizational and cross-cultural efforts and to serve as a bridge between their communities and the larger Twin Cities community. [Contact: Vijit Ramchandani, Senior Consultant and Program Manager, (612) 642-2067]

Big Brothers Big Sisters of America Diversity Initiatives in Philadelphia, PA, is a special effort to increase diversity of staff and volunteers in the organization that may serve as mentors to minority children. The effort is operated by employee coalitions that include staff members from all levels of the federation and advisory committees and volunteers. [Contact: Viola W. Bostic, Assistant National Executive Director, (215) 567-7000]

Black & White Boston Coming Together, Inc., in Boston, MA, brings people of different races together in both professional and social settings. With participants ranging from high school students to business owners, the program creates dialogue, promotes education, encourages action, and develops employment opportunities in the community. [Contact: Jeff Bellows, Director, (617) 247-9300]

Black History Tours provides tours of black historical sites in Dade County, FL. The Metro-Dade Transit Agency began the Black History Tours program in 1993 as a means to reach out to the community in Dade County during Black History Month. [Contact: Claudette Hinton, Transit Administrative Coordinator, (305) 375-2160]

The **Black/Jewish Forum of Baltimore** (BLEWS) in Baltimore, MD, was founded in 1978 as an effort to overcome estrangement between blacks and Jews. During the first decade of its existence, BLEWS focused on dialogue designed to increase mutual understanding. With a current mailing list of several hundred people, BLEWS is now expanding its membership base and embarking on projects to broaden its sphere of influence and impact. [Contact: Bernard L. Berkowitz, President, (410) 542-9673, or Charles G. Tildon, Jr., Past President, (410) 367-1848]

BRIDGES: A School Inter Ethnic Relations program in Santa Ana, CA, operates in middle and high schools in Orange County and is designed to enhance the understanding of race-related issues throughout the county. BRIDGES works to prevent the escalation of intergroup tension, conflict, and violence that divides communities into factions based on race or other differences. [Contact: Rusty Kennedy, Executive Director, (714) 567-7470]

Bridges Across Racial Polarization in St. Louis, MO, is a voluntary program consisting of groups of 8 to 12 people from a mix of racial and ethnic backgrounds who meet socially every 4 to 8 weeks to discuss issues of concern and general interest. The goal of the program is for members to hear the various perspectives that people

of different races have on certain issues and learn how to respect their viewpoints. [Contact: Cindy Follman, Bridges Program Director, (314) 622-1250]

Since 1994, the **Bridging the Gap** (BTG) Project in Atlanta, GA, offers support to refugees in transition and provides assistance in helping them settle into a stable lifestyle in America. The project is sponsored by the U.S. Department of Health and Human Services Office of Refugee Resettlement, the U.S. Department of Justice Office of Community Oriented Policing Services, the Governor of Georgia's Children and Youth Coordinating Council and other institutions. [Contact: Gail A. Hoffman, Director, (404) 872-9400]

Brooklyn Unity Campaign, Brooklyn, NY, was created in 1988 to unite Brooklyn's diverse ethnic communities in a sustained program of dialogue, action, and change for lasting improvements in intergroup relations. [Contact: Howard Golden, Borough President, (718) 802-3909]

The **Buffalo State College Equity and Campus Diversity Mini-Grant** program in Buffalo, NY, provides grants to activities that heighten awareness of campus issues related to race. The program is operated by the President's Council for Equity and Campus Diversity at Buffalo State College, which includes faculty, staff, students, and administrators. The council addresses discrimination and harassment on campus. [Contact: Dolores Battle, Senior Advisor to the President for Equity and Campus Diversity, (716) 878-6210]

Building Just Communities: Reducing Disparities and Racial Segregation began in 1996 in St. Paul, MN, in an effort to reverse the growing trend of poverty and racial segregation in the Twin Cities area. The program uses a multi-layered approach to increase the economic opportunity and living conditions in impoverished neighborhoods. [Contact: Jay Schmidt, Executive Director, (612) 333-1260]

Building an Intercultural Congregation was established in 1988 in Louisville, KY, to create a multiethnic congregation committed to an urban mission and ministry. The church acts as an agent of racial reconciliation by blending religious teaching with racial and cultural sensitivity among its multiethnic community and congregation. [Contact: Charles W. Brockwell, Jr., Pastor, (502) 426-8898]

Camp Friendship in Memphis, TN, was created in 1997 by Memphis parishes in the Catholic Charities Refugee Services Program to address the recreational and transitional needs of refugee youth. The program provides a bicultural learning experience for American and refugee youth to share and exchange cultural information in hopes of enhancing appreciation for their own culture as well as the culture of others. [Contact: Carolyn Tisdale, Director, Refugee Services, Catholic Charities, (901) 722-4775]

The **Campus Climate Plan** in San Jose, CA, operated by San Jose State University, addresses issues on campus that affect the stability and well-being of the student population. With an emphasis on diversity and multiculturalism, the program has an advisory committee composed of members who represent diverse campus groups and monitor the implementation of recommendations by the Campus Climate Office. [Contact: Dr. Gabriel Reyes, Assistant to the President for Campus Climate, (408) 924-1098]

The **"Can't We All Just Get Along?"** program in Lima, OH, encourages dialogue among individuals so they can explore racism in their daily lives. Participants from predominantly white congregations are paired with people from predominantly black congregations. Program facilitators provide the group with techniques to keep the sessions focused and productive. [Contact: David J. Berger, Mayor, (419) 228-5462]

Career Beginnings in Boston, MA, works with high school students to prepare them for higher education and employment. The program mobilizes businesses, schools, parents, and students to offer young people services such as mentoring, tutoring, and career counseling. [Contact: William Bloomfield, President, (617) 636-9151]

Casa Heiwa, in Los Angeles, CA, opened in October 1996 as a 100-unit affordable housing project for low-income residents. Casa Heiwa, which means House of Harmony, is the first low-income housing center built in

Little Tokyo since World War II. The Tenant Council operates on-site programs encouraging intercultural understanding, civic engagement, and vocational skills. [Contact: Tom Sogi, Tenant Services Coordinator, LTSC Community Development Corporation, (213) 473-1692]

The **Center for Educational Equity** (CEE) in Oakland, CA, is one of 10 regional desegregation assistance centers funded by the U. S. Department of Education, Division of Elementary and Secondary Education, Civil Rights Technical Assistance Program. CEE assists public boards of education, schools, and school districts with the preparation, adoption and implementation of plans that promote educational equity in the areas of race, national origin, and gender. CEE collects and disseminates information on issues and problems surrounding school desegregation, provides assistance on racial conflicts in schools, devises and promotes ways to increase parent involvement and empowerment, and assists in planning youth conferences. [Contact: Alan Hopewell, Director, (510) 834-9504]

The **Center for Living Democracy** in Brattleboro, VT, published “Bridging the Racial Divide: A Report on Interracial Dialogue in America,” based on a year-long survey of interracial dialogue groups in over 30 States. The report offers practical lessons and success stories of citizens engaged in dialogues that lead to crosscultural collaboration in solving community problems. [Contact: (802) 254-1234]

The **Center for Prejudice Reduction** in Great Neck, NY, was founded in 1991 by the American Jewish Congress as a clearinghouse for information on combating bigotry and discrimination. The center provides schools, government agencies, religious and community groups, and corporations throughout Long Island with training on how to reduce incidences of prejudice. [Contact: Amy Levine, Executive Director, (516) 466-4650]

The **Center for Research on Education, Diversity and Excellence** (CREDE) in Santa Cruz, CA, is a 5-year program funded by the U.S. Department of Education implemented by the University of California, Santa Cruz. The project began in 1996 and impacts policies and practices in education for the benefit of all children. CREDE’s research and training focuses on critical issues relating to the education of minority students and students deemed at-risk by factors of race, poverty, and geographic location. [Contact: Roland Tharp, Director, (408) 459-3500]

The **Central and South Florida Higher Education Diversity Coalition** is a coalition of 11 colleges and universities in Florida committed to incorporating diversity programs throughout their campus activities. The group was initiated by Barry University in Miami, Florida. [Contact: Fran Freeman, Project Director, Miami office, (305) 899-3649]

Chicanos Por La Causa in Phoenix, AZ, is a community development corporation formed in 1969 by concerned Hispanic citizens to address social issues in their community. Chicanos Por La Causa works collaboratively with other area organizations to increase the employability of disadvantaged community members. [Contact: Eloise Enriquez, Executive Director, (602) 269-6485]

Children of the Dream brings Ethiopian Jews living in Israel to Los Angeles, CA, high schools to build bridges of understanding. Black students connect with Ethiopian Jews, as do Hispanics and Asians who are also refugees from war-torn nations. [Contact: Bette Weinberg, Assistant Director of Educational Policy and Program, (310) 470-8712]

Children’s Express was founded in 1975 in Washington, DC, as an organization that reaches out to youth across economic, academic, racial, and cultural lines and assists them in producing a monthly news service through which they can share their opinions. Children’s Express was nominated for a Pulitzer Prize in 1982 and received George Foster Peabody and Emmy Awards for coverage of the 1988 presidential campaign. In 1994, Children’s Express was awarded the Casey Medal for Meritorious Journalism for “Homeless Teens Discuss Life on the Streets,” broadcast on National Public Radio. Children’s Express has published five books, including *Voices from the Future: Children Speak Out about Violence in America*. [Contact: Monette Austin, Editor in Chief, (202) 737-7377]

The **Children's Outreach Center** in East Palo Alto, CA, takes children on field trips to museums, nature and science hikes, and music lessons to expose them to different cultures. The children also attend classes on character building. The center is open to children of all races. [Contact: Karen Sue Kepney, Director, (650) 325-1873]

Choose One in Lakewood, CO, reduces bias and stereotyping in Colorado with projects and events that allow people to interact with each other and break through cultural barriers. [Contact: Caryl Luke Cram, Executive Director, (303) 914-6213]

The **Citizens Project** in Colorado Springs, CO, sponsors programs, events, and discussions to engage people in dialogues on diversity and tolerance. The organization's goal is to facilitate the development of a community committed to working beyond ignorance, prejudice, and fear. [Contact: Megan Day, Director, (719) 520-9899]

Citizens Upholding Racial Equality (C.U.R.E.) was created in October 1996 by the First Presbyterian Church of Fremont, OH, to discuss racial issues in the city. C.U.R.E. sponsors weekly informal community dialogues on race relations. It also initiated the Minority Recruitment Program that promotes racial and cultural diversity within the city's school system. [Contact: James B. Fails, (419) 334-3309]

City at Peace-Charlotte began in 1998 in Charlotte, NC, to engage a diverse group of teenagers in sharing their stories of the conflicts and pressures they face and to pursue peaceful, creative solutions to these issues through awareness, arts, and action. [Contact: Nikkeia Kerr, Executive/Program Director, (704) 535-0655]

City at Peace in Washington, DC, gives its participants, a diverse group of young people, the tools and the opportunity to navigate the conflicts in their lives, break down the barriers that exist among them, and build understanding and community. The process culminates in a musical theater production written and performed by the young people, in which they share their life stories and their vision for the future. A production team of young people is responsible for driving the project. [Contact: Paul Griffin, Artistic Director, (202) 529-2828]

As part of the AmeriCorps program, **City Year**, based in Boston, MA, began in 1988 to generate community service projects that break down social barriers, inspire citizens to civic action, develop new leaders for the common good, and improve and promote the concept of voluntary national service. [Contact: Alan Khazei or Michael Brown, Co-founders, (617) 927-2500]

The **Cleveland Residential Housing and Mortgage Credit** project in Cleveland, OH, includes bankers, realtors, appraisers, insurers, and others involved in the local home mortgage market who agreed to attempt to eliminate barriers and improve race relations by identifying and addressing discrimination in home buying. [Contact: Dr. Barbara Grothe, Program Manager, Greater Cleveland Roundtable, (216) 579-9980]

Coalition for Asian Pacific American Youth (CAPAY) in Boston, MA, was initiated in May of 1994 by the Institute for Asian American Studies as a result of challenges Asian Pacific American youth faced due to discrimination in their high schools and communities. CAPAY is a youth-led organization to improve race relations with projects and activities designed to create a forum for free dialogue and abolish stereotypes about Asian Pacific Americans. [Contact: Trinh Nguyen, Coordinator, (617) 287-5658]

The **Coalition for Mutual Respect** in New Rochelle, NY, brings together blacks and Jews in the area, sponsoring picnics, theater parties, pulpit exchanges, and interfaith services. Programs focus on building closer relationships among a diverse group of people. The coalition also organizes trips to Israel, incorporating visits to both Christian and Jewish sites. [Contact: Rabbi Amiel Wohl, Co-Chairman, (914) 235-1800]

The **Color Me Human** Program in Hixson, TN, is a unique program that encourages organizations to use the Color Me Human logo and products as a symbol that the organization is supportive of diversity issues. The logo, which emphasizes a celebration of diversity, can only be associated with work related to promoting diversity.

Some of the Color Me Human products include T-shirts, posters, cups, mouse pads, and bumper stickers. [Contact: Nancy Williams, General Manager, (423) 870-4525]

The **Coming Together** project in Akron, OH, promotes racial harmony by fostering dialogue, presenting educational programs, and encouraging cultural awareness and appreciation through the arts. The project was created following a 1993 year-long series in the *Akron Beacon Journal* called "A Question of Color." [Contact: Dr. Fannie Brown, Executive Director, (330) 379-3832]

The **Common Destiny Alliance** was founded in 1991 at the University of Maryland's College of Education to bring research to bear on the improvement of race relations in America. A consortium of 30 national organizations and numerous scholars committed to improving race relations and educational equity, the alliance believes that the use of research to identify effective educational practices facilitates individual and organizational change. [Contact: Willis D. Hawley, Organizer, (301) 405-2341]

Common Ground established in 1986 and located in Hartford, CT, is a service project of Leadership Greater Hartford, the American Leadership Forum and the Justice Education Center. In 1988 a new phase of Common Ground was created to teach multicultural appreciation to children of various cultural backgrounds, as well as develop leadership skills. [Contact: Ellen Smith-Bigelow, Director, (860) 241-6161, ext. 215]

The **Common Ground** program in New Orleans, LA, provides the catalyst for discussion on racial and religious divisions in Louisiana. Organized in 1993, the program develops forums through which Louisiana residents can discuss race relations. In addition, the program trains participants to become moderators for discussions on race. [Contact: Lance Hill, Director, (504) 865-6100]

Community Action Project (CAP), Brooklyn, NY, is a faith-based organization founded in 1992 by clergy and lay leaders to bring various ethnic and racial groups together to address social and economic issues. CAP actively organizes residents of the community through leadership development workshops focused on direct action. [Contact: Francois Pierre-Louis, Director, (718) 287-4334]

Community Connection in Harrisburg, PA, was created in 1995 by the Pennsylvania League of Women Voters Citizens Education Fund to promote healthy civic relationships between diverse peoples, organizations, and leaders. Community Connection works toward improving relationships and building collaborative coalitions among diverse sectors of the community that may otherwise compete for services. [Contact: Susan Warner-Mills, Project Director, (717) 523-8511]

In 1995, the **CommUNITY: Different People . . . Common Ground** Project in Cincinnati, OH, was established as a result of a 2-year summit on race (convened by Bishop Herbert Thompson of the Episcopal Diocese), which found widespread racism in the community. To address these issues, CommUNITY, a broad-based goodwill initiative, provides opportunities for residents to come together to discover their common values, aspirations, and challenges, and to unite in cooperative action. [Contact: Shauna Sanders, Director, (513) 287-1216]

The **Community Building Task Force** in Charlotte, NC, was supported by public and private resources, including the local government, foundations, and businesses. The task force was created to involve key community institutions and grassroots leaders in constructive interracial dialogue. In an effort to improve race relations in the community, it gathered information on demographics and existing multicultural organizations, held a series of focus groups, and prepared recommendations to continue the process of reconciliation beyond the life of the task force. [Contact: Dianne English, Director, (704) 333-2595]

Community Change, Inc. addresses issues of institutional racism in Boston, MA, and its underlying causes and consequences. The organization focuses on grassroots organizing and training for local community activists. It operates a library, workshops on racism, and the Drylongso Awards, a ceremony that honors people who are doing

extraordinary work in the anti-racism effort in Greater Boston. [Contact: Louie A. Enriquez, Esq., Executive Director, or Paul Marcus, Special Projects Coordinator, (617) 523-0555]

Community Cousins in Encinitas, CA, is designed to affect people's attitudes and behaviors toward those they stereotype. The program brings together two families of different races in a setting conducive to dialogue. Families are matched with at least two Community Cousins families according to similarities in geographic location, family composition, interests, and hobbies. [Contact: Diane Bock, (760) 944-2899]

Community Diversity Appreciation Teams (CDAT) was founded in 1994 in Columbia, IA, by the Iowa Civil Rights Commission (ICRC) to develop communitywide plans to fight discrimination and teach the value of diversity. CDAT's objectives include conducting anti-discrimination and diversity workshops and promoting study circles on racism and race relations. [Contact: Don Grove, Executive Director, (515) 281-8084]

The **Community Enhancement** program in Flint, MI, was created following a 1996 Cultural Relations Conference sponsored by the city of Flint and The Community Coalition. This conference served as a basis for developing a strategic plan to improve race, ethnic, and gender relations in the county. Through forums, the Community Enhancement Program brings the community into conversations on race and prejudice. [Contact: Margaret Williamson, President, (810) 767-1040, or Tom Lindley, Chairperson, (810) 766-6227]

Community in Contact in Bridgeport, CT, engages individuals, churches, and the community in dialogues on race. Managed by the Council of Churches for Greater Bridgeport since November 1995, the program provides a means for building trust that crosses racial, religious, and municipal barriers. [Contact: Ernest H. Jones, Director, (203) 334-1121]

Community Outreach in Washington, DC, encourages citizens to participate in government and attempts to increase the public's understanding of major public policy issues. Managed by the League of Women Voters Education Fund, Community Outreach works with underrepresented populations, particularly focusing on youth, Native Americans, and other people of color. [Contact: Kristen Nokes, Project Manager, (202) 429-1965]

CommUNITY Pride in East Jackson, OH, was formed by local citizens in 1994 to recognize and strengthen the abilities of the citizens of the Appalachian Ohio communities. Members of CommUNITY Pride have established library and clothing distribution drives and sponsored training sessions on CPR, first aid, and conflict resolution. The organization works with county officials, the sheriff's department, and the county health department to provide information and resources that will improve people's lives. [Contact: Clarice Shreck, President, (614) 947-5304, or Marilyn Knisley, Community Organizer, Rural Action, (614) 947-1577]

The **Community-Based Fire Protection** program of the Los Angeles Fire Department strives to make fire departments in Los Angeles become more sensitive to the social and ethnic diversity of their communities. The program consists of three stages: research, member training and education, as well as definition and implementation of projects. [Contact: Kwame Cooper, Captain, LAFD Station No. 68, (213) 485-5954]

CommUnity-St. Louis is a project of the National Conference for Community and Justice, an organization with more than 60 years of experience in intergroup relations in the St. Louis, MO, region. Initiated in the religious community to create and strengthen long-term, intentional anti-racism processes within faith organizations, the program has expanded to include major political, media, business, education, nonprofit, and civic organizations. [Contact: Maggie Potapchuk, Project Director, (314) 241-5103]

The **Conference on Racism: Yours, Mine, and Ours** was created in 1996 as a project of the Community Planning & Advocacy Council (CPAC), a human services planning agency in Camden County, NJ. CPAC is a nonprofit organization that plans, advocates, and coordinates human service programs. Its mission is to serve as a catalyst for community efforts to strengthen and enhance the dignity and well-being of community members. CPAC has long recognized the importance of issues of race to its community, and its conference on racism is the

first step in its effort to launch a campaign to end discrimination. [Contact: Keara R. Giannotti, Human Services Planner, (609) 663-3998]

Congress of National Black Churches (CNBC) in Washington, DC, was founded in 1978, as an ecumenical coalition of eight major historically black denominations representing 65,000 churches with more than 20 million members. CNBC empowers communities by fostering unity, charity, and fellowship while establishing dialogues across denominational lines. [Contact: Ms. Sullivan Robinson, Executive Director, (202) 371-1091]

Contra Costa Interfaith Sponsoring Committee (CCISCO), founded in 1994 in Richmond, CA, follows the Pacific Institute for Community Organization model. The program's goal is to empower, unite, and give voice to poor and low-income families. CCISCO focuses on developing effective community leaders to improve the quality of life throughout the county. [Contact: Rev. Don Stalhut, Director, (510) 232-9783]

Conversations on Race in South Bend, IN, was created by the Office of Campus Diversity at Indiana University South Bend (IUSB) to support underrepresented students, faculty, and staff. The office facilitates workshops, brings in speakers, and organizes development opportunities to create and encourage a hospitable climate for all who learn and work at IUSB. [Contact: Charlotte D. Pfeiffer, Director, Office of Campus Diversity, (219) 237-6536]

The **Coral Springs Multicultural Advisory Committee** in Coral Springs, FL, was formed in February 1995 to address the needs of an increasingly diverse community. The Coral Springs City Commission developed a strategic plan incorporating six priorities to guide the committee. As part of this strategic plan, 24 residents and 3 high school students served as volunteers on the new Multicultural Advisory Committee. The primary activity of the committee was to develop a directory of the city's ethnic groups, with a special focus on education and culture. [Contact: Joyce Campos, Community Relations Manager, (954) 344-1005]

The **Cradleboard Teaching Project** in Kapaa, HI, nurtures the self-esteem of Indian and non-Indian children by improving cultural awareness and relations. The project encourages schools to implement a curriculum designed to provide a Native American perspective, while supplementing national standards in geography, social studies, history, science, and music. The project also asks students to exchange videos and materials designed to communicate their sense of cultural identity. [Contact: Buffy Sainte-Marie, Founder, (808) 822-3111]

Cultural Diversity in Education Program in Champaign, IL was initiated in 1992 as a cooperative project of the Illinois Board of Higher Education, the Prairie Higher Education Consortium, and Parkland College. The focus of the program is assessment, evaluation, and transformation of the total educational environment of elementary schools and colleges. The program focuses on increasing the successes and achievements of culturally diverse students. [Contact: Pauline Kayes, Director, (217) 351-2541]

The **Cultural Diversity Fieldbook Network Project**, an Amherst, MA, project, produces publications that feature essays on racial diversity. The project brings together leading thinkers and practitioners in the field of diversity from both liberal and conservative backgrounds. [Contact: Bob Abramms, Editor, (800) 736-1293]

The **Cultural Diversity Reading** program in Columbus, OH, was created by school administrators in 1992 to educate students about the experiences of America's ethnic minorities. In early spring, a suggested reading list of novels written by black, Hispanic, American Indian, and Asian Pacific American authors is gathered from students, faculty, staff, and alumni. The books on this list are read over the summer, and one book written by a minority author is identified that will provoke thought and invite conversation within the college community. The chosen text is then studied in a variety of courses on campus and in workshops held for faculty and staff throughout the year. [Contact: Dr. Joanne Vickers, Campus Diversity Coordinator, (614) 251-4632]

The **Cultural Sensitivity: Orientation for the New Juvenile Justice Professional** in Harrisburg, PA, was created in 1980 to increase and encourage the cultural awareness and sensitivity of juvenile justice officers and enable

them to make culturally competent decisions in relation to their clients. The juvenile court of Pennsylvania requires a cultural sensitivity training orientation for all of its juvenile probation officers. [Contact: Arlene L. Prentice, Juvenile Court Consultant, (717) 783-7836]

The **Culturally Competent Health & Human Services** in St. Paul, MN, was created in 1991 to provide mental health, social, educational, and skills-learning programs to a diverse community. In the last 20 years, the multicultural composition of the St. Paul community has grown dramatically. Although Minnesota is predominantly white, there is a rapidly growing population of Southeast Asians. This diversity challenges the Wilder Foundation and the community to provide accessible and effective human services, which address the cultural needs of those who do not fit into the system. [Contact Name: Claudia Dengler, Director of Services to Children & Families, (612) 642-4046]

Days of Dialogue in Los Angeles, CA, is a nonpartisan organization designed to foster discussion among different ethnic cultures regarding issues such as race, crime, and poverty. Participants of various ages from diverse racial, ethnic, and socioeconomic backgrounds engage in small group discussions held in numerous community sites, including churches, schools, government agencies, and offices. Participants are given a set of ground rules and discussion is guided by a series of questions and exercises. [Contact: Catherine Pedrosa, Special Assistant for Human Development, (213) 473-2373]

Delhi Community Center in Santa Ana, CA, was founded in 1969 through the efforts of local residents, church members, the Junior League of Newport Beach, and the National Guard. The Delhi Center is a community effort, which addresses social, economic, and immigration issues. Delhi offers HIV prevention and health services, teenage pregnancy counseling, parenting skills classes, and youth development programming. More recently, Delhi, through Santa Ana College, received a 3-year Federal grant to implement a neighborhood economic and community building development model. The Delhi Community Center offers its services from two facilities: Delhi Center and Delhi Casa. The Delhi Community Center promotes community solidarity, collaboration, and participation through culturally relevant interventions, which strengthen leadership and build capacity for self-help. [Contact: Irene Martinez, Executive Director or Margarita Chavez, Assistant Director, (714) 549-1317]

The **Democracy Resource Center** of Lexington, KY, began in 1990 under the auspices of the Kentucky Local Governance Project. The center's primary goal is to encourage residents to take a greater interest and involvement in local government. Over the years, the center has placed greater emphasis on working with communities of color to ensure their civic participation in electoral politics as well as to enhance the living conditions of these communities. [Contact: Liz Natter, Director, (606) 278-8644]

The **Department of Defense (DoD) Pilot Mentor-Protege** program was enacted in 1991 to create an incentive for major DoD contractors to mentor or develop the capabilities of small, disadvantaged businesses (SDBs) or qualified organizations that employ the severely disabled. The program was created as a result of a concern raised by major DoD prime contractors that SDBs did not possess the capabilities to perform on subcontract requirements, making it difficult for these prime contractors to achieve their SDB subcontracting goals. [Contact: Janet Koch, Program Manager, (703) 697-9383]

DIALOGO: An Education Program to Improve Human Relations in Raleigh, NC, uses art to educate people about racial stereotypes. The program offers teachers diversity training workshops, a multi-disciplinary curricular unit, a traveling art exhibit, and a cultural artistic performance. While encouraging dialogue among people from different races, the program also fosters learning about Latin American cultures and the United States. [Contact: Aura Camacho Maas, Executive Director, (919) 870-5272]

Dialogue: Racism in Houston, TX, is operated by the Center for the Healing of Racism. It is a 9-week program held 3 times a year to define and discuss prejudice, racism, stereotypes, and their perpetuation. The program also offers a 4-week film series each summer in different locations throughout the city of Houston and provides

educational speakers free of charge to the Houston community. [Contact: Nancy Linden or Cherry Steinwender, Co-Executive Directors, (713) 520-3037]

Diocesan Multicultural Network in Dallas, TX, was formed in 1996 by the Office of Pastoral Planning in the Dioceses of Dallas to encourage unity among the many cultures found in the diocese. The multicultural network—consisting of diocesan agencies, departments, and services—is designed to improve communication and cultural diversity and share resources. [Contact: Lynn Rossol, Network Coordinator, (214) 528-2240]

The development of **Discovery: A Leadership Program for Girls and Women** in New York, NY, began when the Lilly Endowment, Inc., facilitated conversations between staff at the Minneapolis YWCA and national staff at Girls Incorporated, two organizations that focus on girls, women, and leadership. Discovery was designed to create opportunities for girls and women of diverse ethnic backgrounds to reclaim their heritage as leaders and to learn about leadership through community action. [Contact: Nettie Wolfe, Program Coordinator, (212) 509-2000]

Diversity & Unlearning Prejudice program in Los Angeles, CA, trains county employees to recognize the value of diversity in the workforce. The program has three objectives: to mitigate diversity conflicts in the workplace, to provide employees with diversity training sessions, and to convene small focus group discussions to address any conflicts among the staff. [Contact: John Hill, Affirmative Action Compliance Officer, (213) 974-1080]

Diversity/Harmony Mural Project in Van Nuys, CA, was created in 1997 in response to a need for diversity and harmony awareness in the community. The project is part of the school's 21st Century Skills Program, which was initiated in 1994 to assist students transitioning into an English-language learning environment and to help students understand the diverse cultures that make up the United States. [Contact: Alfredo Tarin, Principal, (818) 345-5446]

The **Diversity Initiative** program at Florida International University in Miami, FL, implements efforts to promote diversity on the university's campus. The program has several objectives: to introduce programs that continue to promote understanding and acceptance across racial groups; to create a model diverse community on campus; and to guarantee that the student body, staff, administration, and faculty reflect the composition of the community. [Contact: Cynthia Curry, Vice President, (305) 348-2101]

Diversity Roundtables in Pittsburgh, PA, began in 1996 to provide a forum for college students at Carnegie Mellon University to openly discuss and debate selected diversity issues in an informal and personal setting. It was started by a staff member in the school's Division of Students Affairs to allow people from different backgrounds to come together and discuss life on campus and in the community. [Contact: Catherine McGraw, Coordinator of Student Development, (412) 268-8553]

Double Discovery Center began as "Project Double Discovery" in 1965 in New York, NY. Located on the Columbia University campus, Double Discovery Center houses two youth education programs, Talent Search and Upward Bound. These programs build students' academic skills, help students envision college as part of their future, and help students complete high school and attend the best colleges. The Center presently serves over 1,000 New York City youth every year through its Upward Bound and Talent Search programs. [Contact: Olger C. Twyner, III, Director, (212) 854-3897]

DreamYard Drama Project in New York, NY, places professional artists in inner-city classrooms in New York City and Los Angeles to help children learn the skills to express, write, and perform their own stories. DreamYard artists, professionals from all racial/ethnic backgrounds, work closely with teachers in year-long residencies to ensure that thoughtful reflection and creativity are essential parts of the students' curriculum. [Contact: Tim Lord, Director, (212) 828-9512]

The **Dudley Street Neighborhood Initiative** in Roxbury, MA, is a resident-led, collaborative effort toward community-controlled, comprehensive revitalization. Residents developed a plan on how to change their

neighborhood from a trash-ridden, unsafe community into a cleaner, more attractive place to live. The initiative brings together black, Hispanic, Cape Verdean, and white residents in the neighborhood to discuss what changes they would like to see in the neighborhood. [Contact: Greg Watson, Executive Director, (617) 442-9670]

The **DuPage Media and Community Network** in Wheaton, IL, works to improve the coverage of people of color in newspapers, television, and radio. Local religious and media leaders met to explore how different racial groups can have radically divergent perceptions on the same social issue. [Contact: Reverend Andre Allen, (630) 260-0190]

The **Education Alliance for Equity and Excellence in the Nation's Schools** in Providence, RI, is a coalition of people committed to supporting and strengthening racially integrated educational settings. The program provides professional development, resources, advocacy, and support to educators and parents on ways to improve student achievement. [Contact: Dr. Adeline Becker, Executive Director, (401) 351-7577 or Maria Pacheco, Director of Equity and Diversity Projects, (401) 351-7577]

E Pluribus Unum: Multicultural Institute for Teachers in Downey, CA, trains teachers to examine their values and beliefs, develop curriculum, and identify strategies to include all students in their instructional programs. Training has focused on such subjects as the different stages of cultural identity development, demographics, and defining multicultural education. Participants acquire skills in cross-cultural communication, problem solving, decision making, and conflict resolution. [Contact: Stephanie Graham, Consultant, (562) 922-6410]

Eracism is the slogan of the New Orleans, LA, based organization, **ERACE**, which sponsors forums to increase racial tolerance and dialogue. Eracism bumper stickers are highly visible symbols that read: "Eracism . . . all colors with love and respect." [Contact: Rhoda Faust, Chair, (504) 866-7059]

Exemplary Multicultural Practices in Rural Education (EMPIRE) in Toppenish, WA, is a consortium of elementary and secondary schools that educates staff and students about living in a diverse society. It promotes positive race relations, an appreciation for ethnic and cultural differences, and learning environments where children of all backgrounds can be successful. [Contact: Dr. Randie Gottlieb, Project Coordinator, (509) 454-3662]

Facing History and Ourselves in Brookline, MA, is a nonprofit foundation devoted to teaching about the dangers of indifference and the values of civility. The program helps middle and high school students confront the complexities of history in ways that promote critical and creative thinking about the challenges to be faced and the opportunities for positive change. The foundation provides teachers with developmental opportunities in the form of workshops, institutes, and seminars. [Contact: Margot Sternstrom, Executive Director, (617) 232-1595]

The **Faculty Development Institute on Curriculum Infusion** in Baltimore, MD, provides faculty with the knowledge, resources, and skills needed to transform their courses and teaching methods to fully meet the college's goal of preparing students to lead and serve in a diverse and changing world. Since 1993, the Institute typically runs for 3 to 4 weeks and is made up of nine seminars, each on a different issue and conducted by a nationally recognized expert. The Institute is modeled after the Association of American Colleges and Universities faculty development curriculum transformation institutes, entitled "Boundaries and Borderlands: A Search for Recognition and Community in America." [Contact: Dr. Pamela Paul, Director of Multicultural Affairs, (410) 617-5183]

The **FAITHS Initiative** in San Francisco, CA, involves faith-based groups organizing programs that encourage social interaction among different races. Developed by the San Francisco Foundation, the initiative includes more than 345 congregations, religious organizations, and nonprofit groups. Primary activities of the initiative are the community forums and its work with the media to increase coverage of race issues. [Contact: Dwayne S. Marsh, Program Director, (415) 733-8500]

First Gethsemane/Crescent Hill Reconciliation Project in Louisville, KY, was formed 1997 by two churches in the Louisville area. First Gethsemane and Crescent Hill churches wanted to plan long-range activities to bridge the two Christian congregations, one primarily black and the other primarily white. The primary goals of the Reconciliation Project are racial reconciliation and an appreciation, sensitivity, and education of racial and cultural differences. [Dr. T. Vaughn Walker and Dr. Ronald Sisk, Directors, (502) 635-7906]

Flames in Brooklyn, NY, is a program designed to bring young people of different racial backgrounds together to build long-lasting relationships. The program operates a basketball league with white and black youth from the area serving as players, coaches and referees. It is the largest interracial youth program of its kind in Brooklyn. [Contact: Gerard J. Papa, Founder, (718) 236-6100]

Created by the Massachusetts Audubon Society in 1991, the **Food Project** in Lincoln, MA, is a summer program that brings together diverse youth from the city and suburbs to participate in hands-on preparation of food, from growth to packaging. The project chooses 66 teens—50 during the summer and 16 during the academic year—to receive a stipend and lead their fellow volunteers. [Contact: Pat Grey, Co-Director, (781) 259-8621]

The **Forum on Race** in Seattle, WA, was created in early 1996 under the leadership of the Greater Seattle Chamber of Commerce to engage the general public in conversations on race. The forum launched two activities: It's Time to Talk, an initiative that brings national caliber speakers to Seattle for public presentations on race, and involving large numbers of Seattle area residents in conversations about race. [Contact: Herman L. McKinney, Vice President for Urban Affairs, Greater Seattle Chamber of Commerce, (206) 389-7231]

The **Fulfillment Fund** in Los Angeles, CA, assists disadvantaged students in completing high school and advancing their education. Created in 1977, the fund works with both disabled and able-bodied young people to provide comprehensive, structured mentoring approaches. [Contacts: Andrea Cockrum, Executive Director, or David Roth, Director of Educational and Government Affairs, (310) 788-9700]

Gallery 37 was founded in 1991 in Chicago, IL. Gallery 37 was formed in response to concerns regarding the declining academic success for young people ages 14 to 21, as well as a decline in funding for the arts. Gallery 37 attempts to address concerns within the local community and national industry regarding the job skills of youth entering the workplace and defacto segregation in the public school systems, which limit racial and socioeconomic diversity within the city's elementary and secondary schools. Gallery 37 offers an opportunity for thousands of young people each year to become apprentice artists who receive paid arts training and create artwork in a diverse environment. [Contact: Cheryl Hughes, Director, (312) 744-7131]

Glide Memorial United Methodist Church is a San Francisco, CA, church that operates social service programs for people in the neighborhood. Glide also manages a free meals program that provides three meals a day, 365 days of the year. The church serves an average of 3,000 meals per day. [Contact: Janice Mirikitani, Executive Director of Programs, (415) 771-6300]

Global Kids in New York, NY, teaches young people about global issues. The program prepares young people to become community leaders through intensive training sessions, educational programs, and mentoring relationships with adults who can educate and support them. Activities include classroom-based workshops linking required curriculum with global issues, intensive after-school leadership training sessions, and youth-designed social action projects. [Contact: Carol Nichols, Executive Director, (212) 226-0130]

Great Leap, Inc. in Santa Monica, CA, was founded by Artistic Director Nobuko Miyamoto in 1978. The mission of Great Leap is to create and present works that give expression to the Asian American and multicultural experience through music, theater, dance, and workshops. Great Leap produces works that tell the stories of the contemporary Asian American experience. These works focus on breaking down stereotypes of Asian Americans and increasing awareness of Asian American culture. [Contact: Jennifer Kuida, Arts Administrator, (310) 264-6696]

Greater Boston Catholic Charities in Boston, MA, offers 128 social service programs at 52 service sites throughout the Archdiocese of Boston. This social service agency of the Archdiocese of Boston is dedicated to improving the lives of the poor in Eastern Massachusetts. Founded in 1903 as a child welfare agency, Catholic Charities has adapted its services to meet the ever-changing needs of impoverished children, teens, working families, and senior citizens. The immigration and refugee department of the Greater Boston Catholic Charities teamed with AmeriCorps to create the Refugee Awareness Building Project to work on various refugee resettlement projects. [Contact: Claire A. Carroll, Director, (617) 625-1920]

The **Greater Philadelphia High School Partnership: Students United in Service** program in Philadelphia, PA, encourages students to participate in academic and community service programs. In conjunction with area educators, administrators, and students, the partnership's efforts bring together teams consisting of students from high schools in the city and the suburbs to work on service-learning projects that benefit the region. The curriculum-based service-learning efforts provide an academic context in which students learn how to overcome stereotypes and develop positive relationships. [Contact: Jon Amsterdam, Program Manager, (215) 898-8713]

The **Green Circle Program**, based in Philadelphia, PA, is a human relations education program designed to promote positive intergroup relationships. The program focuses on helping people develop an appreciation and understanding of diversity while developing self-worth. There are three components: Green Circle I, the core program, focuses on children, kindergarten through the sixth grade. Green Circle II is designed for middle and high school students. Green Circle III works with public school faculty and administrators, as well as adults in corporations, community organizations, and human relation commissions across the country. [Contact: Niyonu Spann, Executive Director, (215) 893-8400]

The **Grow Your Own** program in Ashland, OH, is a consortium of eight Ohio public school districts and Ashland University that addresses the issues of Ohio's decreasing diversity in the teaching force and increasing diversity in the student population. The program's goal is to expand the pool of minority and underrepresented teacher applicants and the hiring of the applicants for teaching positions in consortium districts. [Contact: Lowell Smith, Director, (419) 289-5298]

Haitian Citizens Police Academy/Haitian Roving Patrol in Delray Beach, FL, began in 1995. It emphasizes a positive citizen/police alliance built on a sense of trust, respect, and partnership with newly arrived Haitians. The main focus of the program is to open the lines of communication between ethnic groups, integrate Haitians into the community, and improve the quality of life for all residents. The Haitian Citizens Policy Academy brought Haitian community activists and residents together in a 10-week program of instruction on local government and law enforcement issues. While schools were reaching the younger generation, this program created a way to reach their parents. [Contact: Officer Skip Brown, Delray Beach Police Department, (561) 243-7873]

Hands Across Cultures Corporation in Espanola, NM, uses intercultural programming targeted for youth to develop healthy, racially stable communities. To overcome the historical effects of exclusion and racism on Hispanic and American Indian peoples in Rio Arriba County, Northern Santa Fe County, and the surrounding pueblos in New Mexico, a local coalition of businesses, schools, and community members joined together to form Hands Across Cultures. [Contact: Harry Montoya, President, (505) 747-1889]

Harry T. and Harriette V. Moore Multicultural Center in Cocoa, FL, organizes forums that focus on the value of racial and cultural diversity in Brevard County and the State of Florida. The center commemorates the work of the Moores, Florida activists who were killed in 1951. [Contact: Dr. William T. Yates II, Executive Director, (407) 632-1111, ext. 63271]

Hartford Areas Rally Together (HART) in Hartford, CT, was launched in 1975 as a grassroots community organizing project. Over the past 22 years, HART has evolved into a widely respected community development organization with a broad agenda of programs and initiatives to revitalize the six Hartford neighborhoods. HART

operates in four program areas: community mobilization and revitalization, housing, employment, and youth development. [Contact: James A. Boucher, Executive Director, (860) 525-3449]

The **H.D. Woodson HOOP DREAMS Scholarship Fund** in Washington, DC, is a citywide, volunteer, community-based nonprofit organization that works to bring together the professional community and public high school students in Washington, DC. HOOP DREAMS raises scholarships for outstanding college-bound seniors in need of financial assistance. [Contact: Susie Kay, Founder and Director, (202) 543-2128]

The **Healing Racism Institute** in Little Rock, AR, is one of the primary education efforts of the Racial and Cultural Diversity Commission, a local organization formed in 1994 to improve race relations in Little Rock. The institute examines in-depth the complexity and pervasiveness of racism and prejudice. Participants study the issue of racism, which helps them make changes in their lives. [Contact: Cathy Collins, Director, (501) 244-5464]

The **Help Increase the Peace (HIP)** project in Kansas City, MO, was developed in 1990 by the American Friends Service Committee staff in Syracuse, NY, to address violence in schools. It is based on the conviction that conflict-resolution techniques can improve the lives of all individuals. [Contact: Ira Harritt, Program Coordinator, American Friends Service Committee, (816) 931-5256]

Higher Ground in Boston, MA, works with colleges and universities to increase the number of minority and low-income college students who graduate. By implementing special services such as pre-freshmen year courses, academic enrichment programs, and career counseling, the program improves services offered by 2- and 4-year institutions to support students who may be struggling to enter or remain in college. [Contact: William Bloomfield, President, (617) 636-9151]

Hoop of Learning Partnership was developed in 1994 and implemented in the summer of 1995 to meet the academic needs of American Indian students from the junior high school through the university levels in Phoenix, AZ. The Hoop of Learning Program provides a safety net to retain students and a network to give them a positive educational experience through the college level. Its goal is to increase the number of American Indian students who attend college after successfully completing high school by helping students discover that they can be successful in college before they graduate from high school. [Contact: Patricia E. McIntyre, Counselor, (602) 285-7392]

Hope in the Cities is an interracial, multifaith network in Richmond, VA, that bridges racial divides by hosting a series of constructive dialogues on race and ensuring the participation of government and non-government personnel in the dialogue. The organization operates several public education programs to increase awareness of racism, and it highlights models of hope that demonstrate effective partnerships to address racism. [Contact: Robert Corcoran, National Coordinator, (804) 358-1764]

The **Human Efforts at Relating Together (HEART)** program in Los Angeles, CA, was created in 1991 to encourage and train youth as conflict-resolution facilitators in on-campus disputes. The program takes at-risk youth who have leadership potential and provides avenues for all students to invest their energy positively into their schools. [Contact: Joell Juntilla, Youth Relations Unit, Los Angeles Unified School District, (213) 625-6440]

The **Human Relations Council (HRC)** of McHenry County, IL, began in October 1995 in response to the increasing racial diversity in the county's population. Originally a rural white community, the area has witnessed a transformation from an agricultural economy to an increasingly urban one, with a growing Hispanic community. [Contact: Dianne Klemm, Chair, McHenry County Board of Commissioners, and Joel Blanco, President, (815) 334-4221]

In 1990, the **Human Relations Foundation of Chicago** was created in response to a publication called *Report on Race, Ethnic and Religious Tensions in Chicago*, released by the Chicago Community Trust Human Relations

Task Force. The task force released recommendations for the creation of a foundation to energize efforts to combat racism. The foundation operates in six areas: grant-making, research, dialogue, advocacy, consultation/training, and participation. [Contact: Clarence N. Wood, President, (312) 456-7745]

Human Relations in New Orleans: A Day of Healing is an annual 1-day event in New Orleans, LA, that encourages people to discuss race-related issues by featuring a series of forums that teach people how to have constructive dialogues. The goal is to develop concrete solutions to race problems within the community. [Contact: Dorinda Mack, Executive Assistant, (504) 827-3395]

The **I Have a Dream** program in Washington, DC, provides academic support to students so they will attend college. Founded in 1991, the program is a tuition-guarantee program based on the belief that the cost of college tuition is a severe barrier to educational attainment for disadvantaged youth. [Contact: Chris White, Chairman, (202) 775-5800]

The **Illinois Ethnic Coalition** was created in 1971 in Chicago, IL, to bring together Chicago's white, black, Asian and Hispanic communities to work together on projects of common concern. The coalition has worked on a variety of issues, including multicultural education, hate crimes, and immigration. [Contact: Jeryl Levin, Executive Director, (312) 368-1155]

Imagine South Carolina in Charleston, SC, is a 6-year statewide effort created in 1996 in response to the growing number of hate crimes in South Carolina. The goal of the program is to increase public dialogue on the issue of race. [Contact: Steve Skardon, Lead Agent, (803) 577-4122]

The **Indian Education Office-Minnesota Department of Children, Families and Learning** in St. Paul, MN, developed two new initiatives to provide all Minnesota citizens with accurate information about tribes in the State: the American Indian Curricular Frameworks and a new licensing procedure for teachers in the State. In the frameworks program, students must demonstrate that they are able to analyze the effect that past and current treaties, agreements, and congressional acts have had on Minnesota-based American Indians. In the second initiative, teacher licensure legislation required beginning elementary and social science teachers to have knowledge of Minnesota Tribal government, history, and culture. [Contact: Yvonne Novack, Manager, (612) 296-9756]

Indians Into Medicine was established in 1973 at the University of North Dakota School of Medicine at Grand Forks, ND, with a grant from the Indian Health Service. The program promotes interest, enrichment, and exposure to careers in medicine. Each summer over 100 students at the junior high, high school, and medical preparatory levels attend classes in the sciences at the University of North Dakota and interact with students, mentors, and American Indian health professionals. The summer programs bolster participants' math and science abilities, introduce them to health care careers, and provide the medical school with a larger pool of applicants. The program has graduated 110 medical doctors, or about 20 percent of the country's American Indian physicians; additionally, 90 program participants have graduated from clinical psychology, nursing, and other specialty programs. [Contact: Eugene Delorme, Executive Director, (701)777-3037]

Inner Strength in Atlanta, GA, is an anti-gang program that offers tutoring and mentoring to young men. The program is a volunteer-based organization that works with high-risk and academically challenged urban youth. Volunteers from surrounding colleges and universities provide tutoring, SAT and GED preparation, and mentoring. [Contact: Valdimir Joseph, Executive Director, (404) 335-0461]

Created in 1993, the **Institute for the Study of Academic Racism (ISAR)** in Big Rapids, MI, is a resource center for tracking the intellectual and ideological foundations of modern racism and the academic networks of racist scholars. ISAR promotes research in academic racism by posting extensive bibliographies and maintaining an on-line archive of primary and secondary research sources. The institute encourages people around the world to take

an activist approach to fighting racism by countering racism's intellectual, ideological, and institutional links to mainstream society. [Contact: Barry Mehler, Director, (616) 592-3612]

Interfaith Action in Rochester, NY, was founded in 1994. The goal of the program is to work with congregations to identify, train, and mobilize diverse grassroots leaders and their constituencies to improve the quality of life for residents. Interfaith Action is an affiliate of the Pacific Institute for Community Organization (PICO), a national organizing network with 29 organizations in 65 cities. [Contact: Brian A. Kane, Director, (716) 235-2590]

Interfaith Action for Racial Justice, Inc., in Baltimore, MD, is a local nonprofit organization that promotes understanding and tolerance among people of diverse racial backgrounds and religious traditions. [Contact: John C. Springer, Executive Director, (410) 889-8333]

Interfaith Bridge Builders Coalition in Utica, NY, celebrates and upholds the cultural and ethnic diversity in the community and promotes racial reconciliation. The coalition advocates for racial peace and justice and ensures fair and equal treatment for everyone. It sponsors racial dialogues and also organizes responses to incidents of racism and violence, including arson. [Contact: Rev. John E. Holt, (315) 733-4227]

The **Interior Alaska Center for the Healing of Racism** in Fairbanks, AK, was formed on the premise that all people are affected by racism as a result of growing up in a racial society; and that understanding this is the only way to escape the cycle of racial conditioning. The Center's mission is to educate people to recognize and internalize the reality of the oneness of humanity. Through its courses, conferences, and community outreach projects, the Interior Alaska Center for Racial Healing has directly impacted over 1,100 residents in the Fairbanks community. [Contact: Kandie Christian, Co-Chair, (907) 455-7046]

The **Interracial Sisterhood Project** in Hayward and Los Angeles, CA, bridges the gap between races by initiating and supporting personal friendships among women of all ethnic backgrounds. Through workshops, seminars, speakers, and publications, the project acts as an educational resource for racial harmony. Women also participate in a variety of projects together, from welfare reform fundraising to breast cancer research. [Contact: Christine Froelich, Northern California Chairwoman, (510) 782-1770, or Sheri Rueter, Southern California Chairwoman, (626) 395-7491]

Irish Immigration Center in Boston, MA, was formed by IIC Executive Director, Leena Deevy in 1994. The center offers cross-cultural programs that counter racism, advocate for immigrant rights, and combat discrimination of all types. [Contact: Cora Flood, Outreach Organizer, (617) 783-9122]

The **-ISM (N.) National Diversity Project** in Durham, NC, has three components: a television program that chronicles the lives of seven college students across the country, a program that works with colleges and universities to develop courses that integrate video production with experiential learning, and an event that involved 4 weeks of campus activities addressing diversity issues and culminated in a live town-hall style video conference. [Contact: Tony Deifell, Executive Director, (919) 688-0332]

In November 1995, Time Warner, Inc., in New York, NY, launched **It's US: A Celebration of Who We Are in America Today**, a photographic exhibition that poses four questions: What does it mean to be and become an American? What traditions and dreams do we share? What challenges prevent us from living in harmony? How can we meet these challenges? [Contact: Toni Fay, Vice President, Community Relations, Time Warner, Inc., (212) 484-6401]

The **Joplin Globe Diversity Committee** in Joplin, MO, monitors the handling of diversity-related issues in the local newspaper and in the community at large. The committee is composed of staff members at the *Joplin Globe* who are dedicated to improving race relations. The committee meets bimonthly to discuss matters of diversity relevant to their community. [Contact: Daniel P. Chiodo, President and Publisher, (417) 623-3480]

Just Solutions Community Mediation Service in Louisville, KY, was founded in 1991 by the Council on Peacemaking, a local nonprofit corporation, to make mediation and conflict management available to all citizens of Louisville and the surrounding area. Just Solutions is a full-service community mediation program, providing mediators who can work with disputes, including divorce and custody, neighborhood, workplace, civil, commercial, and public policy issues. [Contact: Claudia K. Grenough, Executive Director, (502) 581-1961]

Kansas City Church Community Organization in Kansas City, MO, was formed in 1978. The Kansas City Church Community Organization (CCO) is an interfaith federation of congregations organized to improve quality of life in communities. CCO works with individual congregations to develop their ability to solve problems in their communities. At the local level, CCO trains members to negotiate with decision makers on targeted issues of importance to the community. [Contact: Warren Adams-Leavitt, Executive Director, (816) 444-5585]

The **Kentucky Commission on Human Rights (KCHR)** in Louisville, KY, enforces the Kentucky Civil Rights Act and provides education and outreach on civil rights matters throughout the State. In response to the rising concern about the level of racial incivility, the KCHR, in partnership with Kentucky Educational Television (KET), conducted a statewide live broadcast of conversations on race relations. [Contact: Beverly L. Watts, Executive Director, KCHR, (502) 595-4024]

Kids' World, The Children's International Festival, in Tulsa, OK, is a biennial event that teaches children about different cultures. The festival features exhibits by diverse ethnic groups who use food, entertainment, puppet shows, storytelling, and games to encourage families to explore their own culture, ancestry and identity. Through interactive hands-on learning, children are empowered to participate in activities that promote racial and cultural tolerance. [Contact: Christina Smith Williams, (918) 596-7839]

La Casa de Don Pedro, Inc., in Newark, NJ, is a nonprofit, community-based organization, founded in 1972 by 10 concerned transplanted Puerto Rican parents who sought to find hope for their children and community in the aftermath of the 1968 Newark riot. It offers more than 20 programs, which include counseling, childcare, education, mentoring, job training and placement, homelessness prevention, energy conservation, leadership development, community economic development, and help with housing issues. La Casa's staff of more than 100 full-time employees strives to help create an atmosphere of hope and optimism within a framework of community building. La Casa is supported by a combination of city, State, county, private, and Federal funding. [Contact: Raymond Ocasio, Executive Director, (973) 484-8312]

L.A. CITY KIDZ was formed in 1992 in the aftermath of the Los Angeles, CA, riots. L.A. CITY KIDZ consists of 20 to 100 students from 30 different L.A. County schools who participate in a community choir that provides entertainment and community service. The program uses artistic avenues to bridge cultural and racial gaps. [Contact: Remedés Kelly-Weekes, President, (213) 295-4212]

Latino-Jewish Leadership Series in Los Angeles, CA, is joint effort between the National Association of Latino Elected and Appointed Officials Educational Fund (NALEO) and the American Jewish Committee (AJC). The "Leadership Series" was established to foster candid discussion and to build coalitions. The series, with over six different sessions and with more than 300 participants, explored opportunities to enhance relationships and to work together on issues of common concern. [Contact: Arturo Vargas, Executive Director, (323) 332-1932]

Leader Support Groups in St. Louis, MO, began in 1993. The Leader Support Groups are designed to bring together leaders, from all walks of life, across racial lines to learn from each other. The support groups are assembled and facilitated by the program director. Each group consists of 10 members, all recommended by others as being active in the community, and each committed to meet monthly, 2 hours at a time, for 1 year. Members' comments and further information can be found on the organizations Web site, <http://www.Geocities.com/Heartland/Ranch/5600>. [Contact: Kevin L. Chestnut, Director, (314) 772-8350]

The **Leadership Conference Education Fund (LCEF)** in Washington, DC, was established in 1969 to support educational activities relevant to civil rights issues. Specifically, LCEF serves as an information clearinghouse on civil rights issues, produces reports, sponsors conferences and symposia, and through its civil rights education campaign, seeks to build a national consensus to combat bigotry of all kinds. [Contact: Karen McGill Lawson, Executive Director, (202) 466-3434]

The **Leadership Development in Interethnic Relations** program (LDIR) of Los Angeles, CA, was created in 1991 by the Asian Pacific American Legal Center (APALC) to address the many calls for crisis intervention, mediation, and other race-related conflicts. Since the program's inception, civil and human rights organizations have joined APALC to aid planning, set policy, and review program operations for LDIR. [Contact: Jan Armstrong, Program Director, (213) 748-2022]

The **Leadership for Equity, Antiracism, Diversity, and Educational Reform** program in Los Angeles, CA, was developed in 1996 by the Los Angeles County Office of Education to support teachers in their efforts to reform classrooms. The program helps teachers and the rest of the educational community in their efforts to make the needed changes to curriculum and instruction of students that encourage their empowerment. [Contact: Stephanie Graham, Consultant, (562) 922-6410]

Lee County Pulling Together (LCPT) in Fort Myers, FL, works to eliminate local segregation and racism while promoting racial justice through community dialogue. The program sponsors racial dialogues and social events to encourage people of different racial and ethnic backgrounds to interact. Eight action councils—on government, media, education, economics, research, special events, community awareness, and the strengthening of LCPT—have been formed to develop additional opportunities for creating productive interracial and inclusive efforts to improve race relations in the greater Fort Myers area. [Contact: Ann T. Estlund, Coordinator, (941) 335-2981]

Leon County's Quality/Diversity Initiative in Tallahassee, FL, teaches county employees effective management skills for working in an increasingly diversified workforce. The initiative increases employees' awareness about their racial biases and the barriers they create in the workplace. The program uses constructive dialogue and workshops to provide staff with the necessary skills. [Contact: Wanda Hunter, Employee Relations Coordinator, (850) 488-3203]

Loyola Marymount University CommUNITY Quilt is an effort by the Los Angeles, CA-based university that encourages different student organizations on campus to interact through racial dialogues and the production of a quilt. More than 100 campus organization have contributed 120 panels to the quilt. Each panel reflects the diversity of the campus. [Contact: James Raycraft, Department of Student Life, (310) 338-2877]

The **Lt. Governor's Committee on Diversity** in Dubuque, IA, provides information, resources, and support to communities throughout Iowa so they can combat prejudice and racism. The committee recognizes groups and individuals whose efforts promote the value of diversity. The committee also sponsors an annual conference that provides dialogue and leadership skills focused on diversity training. [Contact: Carol Zeigler, Coordinator, (515) 281-3421]

Many Faces of Lynn: City of Immigrants in Salem, MA, is a partnership between the Jewish Family Service New American Center, Operation Bootstrap, and the Lynn Community Cultural Center. The program includes a series of six 2-hour meetings held at alternating sites around the city. The program involved 47 students of all ages from Cuba, Bosnia, Guatemala, Russia, Ukraine, Belarus, Kazakhstan, Uzbekistan, Moldova, Croatia, Mexico, the Dominican Republic, Puerto Rico, Somalia, and the United States. Trained facilitators led the meetings and assisted the participants in breaking down the barriers that existed between them. Throughout the course of the Many Faces of Lynn Program, students realized that despite cultural differences as immigrants, they shared many of the same experiences and faced many of the same challenges. [Contact: Barbara Kramer, ESL Director, (781) 593-0100]

The **Marathon County Diversity Management Education** program in Wausau, WI, educates county government employees on the value of diversity. The goals of the program include enhancing the understanding and appreciation of the Southeast Asian culture, developing leadership skills to overcome barriers to diversity, and enhancing the understanding of the value of a diverse population and workforce. [Contact: Brad Karger, Director of Personnel, Marathon County, (715) 847-5451]

The Customer Service and Cultural Diversity Program was created in 1994 by the Community Relations Department of the **Maricopa Integrated Health System** (MIHS) in Phoenix, AZ, in response to growing concerns about the lack of cultural understanding shown towards patients. MIHS is a service of the Maricopa County government and is the primary source for low-income health care in the Phoenix region. [Contact: Sharon Fabian, Community Relations Director, Maricopa Integrated Health System, (602) 267-5712]

The **Mega Project Initiative (MPI), U.S. Department of Labor** in Washington, DC, was developed by the Office of Federal Contract Compliance (OFCCP) at the Department of Labor to increase the representation of minorities and women in skilled trades by building partnerships between private industry, community organizations, labor groups, and government. OFCCP found that when the responsibilities and obligations of Equal Employment Opportunity (EEO), equity, and affirmative action are enforced by the contractors and supported by the community, implementation of appropriate programs become more simple and fair. [Contact: Shirley Wilcher, Deputy Assistant Secretary, (202) 219-9475]

The **Memphis Race Relations and Diversity Institute** (MRRDI) in Memphis, TN, is a nonprofit organization that provides diversity-awareness training to organizations and businesses located within the Memphis area. [Contact: Leslie Saunders, President and CEO, (901) 578-2504]

Men Against Destruction—Defending Against Drugs and Social Disorder (MAD DADS) in Omaha, NE, was founded in 1989 to increase opportunities for youth of all races by providing mentoring, intergroup dialogues and cooperative community-service projects. The MAD DADS signature program is Street Patrol in which men and women patrol the streets of various neighborhoods to seek out unsupervised youth of all races. MAD DADS believes that the problem of at-risk youth is not just the concern of one racial or ethnic group but is the concern of all racial and ethnic groups. [Contact: Eddie Staton, National President, (402) 451-3500]

The **Metropolitan Human Rights Center** (MHRC) in Portland, OR, was started in the 1970s to address concerns about the racial integration of blacks and whites in Portland's schools and housing complexes. As the city's ethnic and racial population has grown to include people of Hispanic, Southeast Asian, Russian, and Romanian descent, the mission of MHRC has expanded to ensure that all ethnic groups are valued members of the metropolitan community. [Contact: Linda Hunter, Coordinator, (503) 823-5136]

The **Mickey Leland Kibbutzim Internship Foundation** in Houston, TX, each year sends 10 inner-city high school juniors to Israel for a 6-week work and travel experience. The interns are Asian Pacific American, black, and Hispanic and must meet criteria that include strong academics, leadership skills, and outside recommendations. Prior to departure, students must attend a four-part seminar on Israel and the Middle East. Activities include interacting with Israeli Arabs and Jews, working on archeological digs, touring the holy sites of Judaism, Christianity, and Islam, visiting a youth village and spending 1 week in the home of an Israeli family. [Contact: Randy Czarlinsky, Executive Director, Community Relations Committee of the Jewish Federation of Greater Houston, (713) 729-7000]

Middle School Institute for the Study of World Peace was created in 1993 by Dr. Ronald Klemp in Northridge, CA, to engage middle school students in a year-long study of requisite conditions for peace and to extend the message of peace to schools and communities through social action, intellectual study, and the visual and performing arts. The Institute maintains that one answer to solving the world's problems is communication, based on the appreciation of diversity. The Institute has since expanded, and now has programs in 12 schools in Los Angeles and one school in Mississippi. [Contact: Ronald Klemp, Ed.D., Peace Institute Advisor, (818) 885-8253]

Milestone Adventures is an East Montpelier, VT, nonprofit organization that organizes activities for white residents in Vermont to interact with blacks in New York and New Jersey. It also operates a program that works with children to study the work of Dr. Martin Luther King, Jr. More than 250 volunteers work on the Milestone Adventures Program. [Contact: Paul Erlbaum, Co-Director, (802) 223-5782]

Millennium Service Project in St. Paul, MN, was formed in 1990 by the USA program of Global Volunteers, a private, nonprofit international development organization that works through volunteers to eradicate poverty, crime, poor health care, and racial discrimination. The Millennium project brings people of different cultures and ethnic background together in an act of service with a focus on promoting interracial understanding. [Contact: Ms. Maren Fustgaard, Special Assistant to the President, (612) 482-0295]

The **Minnesota Churches Anti-Racism Initiative** (MCARI) was sparked by the 1992 Rodney King verdict and the subsequent disturbances in South Central Los Angeles. The initiative engages the Minnesota religious community in efforts to combat individual and institutional racism. [Contact: Nadine or James Addington, Co-Directors, (612) 871-0229]

Minnesota Independent School Forum Diversity Project in St. Paul, MN, was founded in 1991 to increase the number of students, faculty, and administrators of color in the schools to increase cultural sensitivity among all students and staff and to require schools to write a school-board approved diversity project. The program is working to provide faculty training and curricula development that are culturally sensitive. [Contact: James B. Field, President, (612) 297-6716]

Minority Pathways to the Health Professions in Fort Worth, TX, was established in 1982 by the Health Science Center (HSC), at the University of North Texas to stimulate interest among minorities in pursuing careers in medicine and the health professions. Since 1982, under the Adopt-A-School Program, MPHP has provided mentorships and preceptorship experiences to high school students through 6-week rotations during the school year and through 8-week sessions during the summer. The program, which includes a total of seven schools, provides mentoring by HSC students and faculty, an introduction to careers in the biomedical and health sciences, visits to the HSC campus, presentations by graduate and medical students, participation in CPR training, access to science and health fairs, and “real time” experience in HSC clinics and laboratories. [Contact: Robert L. Kaman, Director of Special School Programs, Office of Multicultural Affairs, (817) 735-2670]

Minority Round Table in Virginia Beach, VA, is a community program that explores race-related issues in public schools. More than 10 ethnic groups develop monthly forums and meetings to discuss issues of concern. [Contact: Oneida R. Lacey, Vice-Chairman, (757) 467-2927]

Minority Training for Career Ladder in Child Care in Lawrence, MA, was created by Community Day Care in 1996 to provide bilingual training and employment opportunities in child care to Hispanic women in the community. The program began in response to a need for child care providers whose language and cultural background reflected the changing demographics in the city. The dual goals of the program are to present child care as a positive career goal and to provide bilingual training, field placement, and career support. [Contact: Marlies Zanamuto, Deputy Executive Director for Education and Program Development, (978) 687-1157]

Mission Mississippi in Jackson, MS, was founded 1993. The organization started with over 100 church pastors and civic leaders gathering to discuss how racial issues were negatively affecting the Christian community and the general population of Mississippi. The group, representing black and white churches from almost every denomination, met to create a statewide effort to bring about racial reconciliation. The main purpose is to encourage and actively express unity across racial and denominational lines improving relations in the Christian community and throughout all of Mississippi. [Contact: Dr. Dolphus Weary, Executive Director, (601) 353-6477]

The **Montana Human Rights Network** (MHRN) in Billings, MT, was formed by local human rights groups in 1990 in response to the increased membership and recruiting efforts of white supremacist groups in Montana. Its

mission is to oppose these groups by using three types of strategies: research and exposure, community organizing, and public policy initiatives. [Contact: Ken Toole, Director, or Christine Kaufman, Director of Research, (406) 442-5506]

The **Moore's Ford Memorial Committee** in Bishop, GA, is a nonprofit organization formed to commemorate the lives of people who were lynched in Oconee and Walton counties. The committee promotes justice and racial reconciliation by restoring the grave sites of the victims, as well as sponsoring social and religious programs to bring races together. [Contact: Rich Rusk, Secretary, (706) 769-0988]

Formed in 1993, the **Mosaic Harmony** choir in metropolitan Washington, DC, believes that the rich and inspiring tones of gospel music can bridge racial and ethnic barriers. The music serves as a link between different cultures. The mission of the group is to bring a message of unity and diversity to the community. [Contact: Terry Thielen, Advisory Board President, (703) 591-9463]

The **Mosaic Initiative** in W. Hartford, CT, reduces isolation at the University of Hartford among campus groups by sponsoring events that bring people together. The initiative subsidizes the creation of informal social events that are co-sponsored by student groups that may not typically interact. Through the allocation of small grants, qualifying groups work together to create unique events that foster racial interaction. [Contact: Lon Seiman, Student Body President, (860) 768-4775]

The **M.O.S.A.I.C. Leadership Class** in Sunnyvale, CA, includes a group of diverse students who have a strong ability to persuade others. The first part of the course is spent creating a safe and open space for dialogue and allowing students to become comfortable with each other through ice-breaking sessions. The second portion of the class is designed to educate students and allow them to explore issues of ethnicity, culture, race, gender, faith, family, and sexual orientation. [Contact: Sofi Frankowski, Director, (408) 522-2400 and Bob Grover, Assistant Principal, (408) 522-2418]

The **Multicultural Advisory Committee on the Media** in Chicago, IL, serves as a resource for all of the Chicago metropolitan area's print and electronic media on issues of race, ethnicity, and religion. The committee helps citizens monitor the media to ensure fair and accurate coverage of the Chicago area's minority communities. [Contact: Cheryl Zaleski, Project Manager, (312) 456-7745]

The **Multicultural Center of Northwest Arkansas** was created in 1995 by community leaders in government, business, and social services to address the needs of the growing immigrant population in Springdale, AK. The Multicultural Center's goals are to stabilize the workforce, solve social problems, develop financial and civic responsibility, develop cultural understanding, and promote home ownership. The Center encourages multicultural cooperation in the community by offering diversity training to schools and community groups. Overall, the Center serves as a communication bridge between local businesses, governments and the community. [Contact: Rey Hernandez, Operations Manager, (501) 927-1111]

The **Multicultural Collaborative** in Los Angeles, CA, provides community-based services to different racial and ethnic groups in the city. The collaborative examines school reform issues and operates an initiative that provides research, public policy advocacy and constituency building. [Contact: Gary Phillips, Organizer, (213) 748-2105]

The **Multicultural Music Group** (MMG) in Yonkers, NY, is a nonprofit organization created in 1996 to incorporate multicultural instruction in classrooms. The program promotes multicultural arts instruction as a tool to achieve global understanding, cultural awareness, and academic improvement. In response to the absence of multicultural topics in the teachers' training curricula for arts education, MMG has been adopted by several schools and community school districts in New York City. [Contact: Luis Mojica, Executive Director, (914) 375-4096]

The **MultiCultural Resource Center** is a Portland, OR, center that has developed educational programs for schools to use to promote racial and cultural understanding. The center has created an extensive library of multicultural curricula and resource guides, an international speakers program, and school-wide multicultural immersion programs on African, Asian, Pacific Island, Native American, and Latin American culture. [Contact: Karen Ettinger, Director, (503) 725-8191 or (503) 635-3882]

The **Multicultural Services Program—Catholic Social Services** is a private, nonprofit human service agency created by the Roman Catholic Church in Atlanta, GA, in 1975. The Multicultural Services Program (MSP), an arm of Catholic Social Services, is the oldest resettlement agency in Georgia. MSP provides services to clients from four community centers located in the heart of immigrant neighborhoods in South Fulton, Marietta, and Doraville. These centers, all facilitated by MSP interpreters, offer a variety of collaborative programs to clients such as social activities, orientation sessions, English classes, basic health care, and contact with mainstream service providers. The centers are open to all members of the community, including native-born Americans. Thus, clients from different cultures interact and learn about one another. MSP is one of the most successful Catholic refugee resettlement agencies in the country, resettling an average of 800 refugees every year. [Contact: Bui Van Tam, Director, (404) 885-7465]

The **Multicultural Task Force** in St. Cloud, MN, is a group of citizens who are working to ensure that the needs of every member of the community are heard. The task force meets monthly, develops partnerships, shares information and resources, and addresses the concerns of members in the community. The membership represents many ethnic backgrounds as well as the three county social service and health departments, educators, and police officers. [Contact: Cheryl Running, Facilitator, (320) 253-5828]

The **Multicultural Youth Project** in Chicago, IL, was founded in 1995 by the Chinese Mutual Aid Association (CMAA). CMAA saw the need for a coordinated effort to address the rising tensions between ethnic groups, especially among youth. The Multicultural Youth Project is a coalition of groups representing Chinese, Vietnamese, Cambodians, Laotians, Ethiopians, and Bosnians. The Multicultural Youth Project coordinates five agencies to plan monthly collaborative activities such as dances, field trips, outings, sports tournaments, and community service projects. The Project bridges the divides between these groups and provides youth with an alternative to violence. [Contact: Grace Hou, Executive Director, Chinese Mutual Aid Association, (773) 784-2900]

The **National Catholic Conference for Interracial Justice** (NCCIJ) in Washington, DC, was established in 1960 as a civil rights advocacy arm of the Roman Catholic Church. NCCIJ is involved in encouraging interracial dialogue in the areas of social and economic justice. [Contact: Rev. Joseph M. Conrad, Executive Director, (202) 529-6480]

The **National Center on Black-Jewish Relations** in New Orleans, LA, engages students and community leaders in discussions on how to improve race relations. The center asks blacks and Jewish Americans what insights they can bring from their respective social experiences and intellectual traditions that can contribute to solving problems related to race and ethnicity. [Contact: Mildred Robertson, Office of Communications, Dillard University, (504) 286-4711]

The **National Coalition Building Institute** (NCBI) in Washington, DC, is a nonprofit leadership-training organization based in Washington, DC. Founded in 1984, NCBI has been working to eliminate prejudice and intergroup conflict in communities around the country. [Contact: Cherie Brown, Executive Director, (202) 785-9400]

The **National Conference** in New York, NY, founded in 1927 as the National Conference of Christians and Jews (NCCJ), is a human relations organization dedicated to fighting bias, bigotry, and racism in America. NCCJ

promotes understanding and respect among all races, religions, and cultures through advocacy, conflict resolution, and education. [Contact, (212) 206-0006]

The **National Conference on Race & Ethnicity in American Higher Education** (NCORE) was first held in 1988 in Oklahoma City, OK. Founded and implemented by the Southwest Center for Human Relations Studies, NCORE promotes inclusion of traditionally underrepresented groups in higher education. NCORE provides 5 days of education and training for higher education administrators, faculty, professional staff, and student leaders during its annual conference. Training topics include campus inclusion, climate and racial relations, and the issues and practices affecting educational access and success by members of culturally diverse, and traditionally underrepresented populations. [Contact: Dr. Maggie Abudu, Executive Director, Southwest Center for Human Relations Studies, (405) 325-3936]

National Conversation on Race, Ethnicity and Culture in Hartford, CT, was established in 1995 through a partnership between Aetna Corporation, the National Conference, the Connecticut Commission on Human Rights and Opportunities, and WFSB-TV3. The program was created to encourage and broaden dialogue among people who have limited interaction with those of different backgrounds and to create more welcome environments in the workplace and society at large. [Contact: Diane Jackson, Aetna Corporation Communications, (860) 273-3483]

National Italian American Foundation Inter-Ethnic Affairs Institute (NIAF) in Washington, DC, was created in 1996 as a means for the NIAF to broaden its scope and increase communication and cooperation with other ethnic groups. The institute's primary focus is the collection and dissemination of information regarding ethnic groups and organizations that promote inter-ethnic harmony. [Contact: Elizabeth O'Connell, Director, (202) 387-0600]

National Migration Week sponsored by the National Conference of Catholic Bishops in Washington, DC, was founded in 1980 to educate the native-born U.S. population about the similarities between them, immigrants in their community, and refugees around the world. The program provides an opportunity for participants to reflect on the positive aspects and contributions of immigrants and refugees to this country. [Contact: C. Maureen Gross, Special Project Coordinator, (202) 541-3385]

The **National Multicultural Institute** in Washington, DC, is a private, nonprofit organization that works on multicultural issues such as diversity in the workplace, multicultural education, cross-cultural conflict resolution, and diversity training. The institute holds diversity conferences, conducts training, develops educational resource materials, and initiates special projects of interest to the field of diversity training. [Contact: Elizabeth Salett, President, (202) 483-0700]

The **National Youth Leadership Mission to the U.S. Holocaust Memorial Museum**, in Chicago, IL, offers to students from diverse backgrounds substantive and effective tools with which to apply lessons of the Holocaust to modern-day issues of bigotry and racism. The program involves 100 racially, ethnically, and religiously diverse high school students and teachers from six cities—San Francisco, New Orleans, St. Louis, New York, Denver, and Chicago. [Contact: Richard S. Hirschhaut, Greater Chicago/Upper Midwest Regional Director for the Anti-Defamation League, or Julie Flapan, A WORLD OF DIFFERENCE Project Director, (312) 782-5080]

The **National Youth Sports Program** (NYSP) was founded in 1968 in Overland Park, KS, to provide positive outlets for young people following the massive urban riots. NYSP is a partnership between the National Collegiate Athletic Association, the United States Department of Health and Human Services, the Office of Community Services, and other sponsoring institutions. NYSP participants attend a 5-week summer program at one of more than 170 colleges and universities. NYSP's programs combine sports instruction with the teaching of vital life skills, such as personal health, job responsibilities, nutrition, alcohol, and other-drug prevention activities. [Contact: Edward A. Thiebe, Director of Youth Programs, (913) 339-1906]

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Native American Day in Fallon, NV, is an annual 1-day event that teaches elementary children about Native American culture. The program, which takes place in a local park, is organized by the Fallon Paiute Shoshone Tribe in cooperation with the county school district. Exhibit booths with art, pottery, clothing, and literature are featured and traditional dances are performed. [Contact: Dr. Robert S. Lindenman, Federal Programs Facilitator, (702) 423-6955]

Native American Intertribal Council at the Kennedy Space Center in Orlando, FL, was created to promote the value of diversity and share the cultural activities of the various Native American tribes. The council meets once a month for an informal brown bag where they share their heritage and make connections with other Native Americans working at the Kennedy Space Center. The organization also sponsors a yearly pow wow to celebrate the cultural diversity of Native Americans and share with others their perspectives. [Contact: Kenny Aguilar, Director: Kennedy Space Center Equal Opportunity Program Office, (407) 867-2307]

Native American Student Services, Phoenix College is a division of the Phoenix College counseling department in Phoenix, AZ, for more than 20 years. An American Indian counselor from the center works with all tribal government offices in the United States, especially with the Arizona tribes. The counselor assists with personal needs, tribal scholarships, tribal student requirements, personal development courses, and development of course work specific to American Indian topics and issues. Through NASS, American Indian students receive academic support, social services, emergency food and transportation, mental health counseling, and scholarship and communication assistance. [Contact: Patricia E. McIntyre, Counselor, (602) 285-7392]

Neighborhood Development Center (NDC) in St. Paul, MN, was created in 1993 by the Western Initiatives for Neighborhood Development (WIND). NDC programs harness the potential of local residents to develop successful businesses. The idea is to increase the flow of capital into neighborhoods and the asset holdings of residents and to improve the standard of living in neighborhoods. [Contact: Mihailo Temali, Executive Director, (612) 291-2480]

The **Network to Freedom Interpretive Studies** program in Goldboro, NC, teaches young people about race-related events in American and South African history. In partnership with several organizations, the program teaches young people, ages 11 to 17, about the Underground Railroad and the Civil Rights Movement so they can understand the history of race relations in America, learn positive values, and recognize the importance of working together as a team. The program is offered over 10 weeks in three phases. [Contact: Addie L. Richburg, National Director, (919) 778-4851]

The **New Majority Joint Venture Initiative** in New York, NY, brings together business owners from minority communities to promote sustainable business relations. The initiative has three objectives: to identify the businesses that are interested in entering into joint ventures for the development of new markets; to pair business owners from diverse ethnic groups to form joint ventures; and to provide participating businesses with technical assistance in financing, marketing, and business development. [Contact: John Wang, Project Chief, (212) 483-8898]

The **News Watch Project** in San Francisco, CA, was conceived in 1994 to promote the goals of Unity '94, the historic gathering of the nation's largest professional organizations representing journalists of color—Asian-American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, and the Native American Journalists Association. The project monitors media coverage of communities of color as well as gays and lesbians and advocates for fair and accurate coverage of those communities. [Contact: Fernando Quintero, Director, (415) 398-8224]

The **North Carolina Students Teach and Reach** program (NC STAR) of Raleigh, NC, was founded in 1989 by the People for the American Way in North Carolina. It began in 1990 to commemorate the 30th anniversary of the Greensboro sit-in protests. College volunteers are trained to lead discussions in North Carolina's secondary schools on issues such as liberty, citizenship, and race. [Contact: John Seay, Director, (919) 832-2700]

Northeastern University's Center for the Study of Sport in Society, located in Boston, MA, examines how sports relate to various social issues, including race. The center has a number of programs that work with young people to provide them with conflict-resolution skills, diversity training, and mentoring. [Contact: Richard E. Lapchick, Director, (617) 373-4025]

The **Northwest Coalition Against Malicious Harassment** in Seattle, WA, is a nonprofit organization devoted to eradicating discriminatory violence by working in cooperation with human rights organizations, places of worship, law enforcement, grassroots community groups, and organized labor. The coalition works with constituents in six states—Colorado, Idaho, Montana, Oregon, Washington, and Wyoming. [Contact: Bill Wassmuth, Executive Director, (206) 233-9136]

The **Not in Our Town Campaign** of Oakland, CA, initiates discussion on how individuals, schools, workplaces, and communities can stop hate, violence, and intolerance. Groups are encouraged to watch two videos—“Not in Our Town” and “Not in Our Town II”—that show how individuals can confront hate crimes and relate these videos to situations they may face locally. [Contact: Debra Chaplan, (510) 268-9675]

The **Oakland Citizens Committee for Urban Renewal (OCCUR)** in Oakland, CA, was founded in 1954 to address Oakland's transition to an ethnically and economically diverse community. The organization's initial focus was the redevelopment of inner-city neighborhoods through the use of federal funds. [Contact: David Glover, Executive Director, (510) 839-2440]

Of Many Colors: Portraits of Multiracial Families, located in Kingston, PA, is a traveling photographic exhibit that celebrates racial diversity in families. The exhibit tells the stories of 20 families who have bridged the racial divide through relationships or adoption. There are two versions of the exhibit, one for K-6 level children and another for adolescents and adults. [Contact: Christopher Miller, ChrisComm Management, (717) 331-3336]

The **Oktibbeha County Race Relations Team** in Starkville, MS, was created in 1993 as part of the Tennessee Valley Authority's Quality Community Initiative, an initiative to apply the principles of total quality management to community development. The group of 15 to 20 black and white citizens of Oktibbeha County supports the idea that attracting economic development, improving educational opportunities, reducing crime, and reforming government depends directly on good race relations. [Contact: William “Brother” Rogers, Assistant Director, (601) 325-8409]

Operation Understanding DC is a nonprofit organization based in Washington, DC, that develops leadership, dispels stereotypes, and promotes mutual respect, understanding, cooperation, and dialogue between black and Jewish youth. The program allows participants to develop their personal strengths, enhance their leadership abilities, and build a positive coalition based on common bonds. [Contact: Karen Kalish, Founder and Executive Director, or Christian Dorsey, Program Director, (202) 234-6832]

OpNet: The Multimedia Opportunities Program in San Francisco, CA, assists economically disadvantaged young people of color in gaining employment in the multimedia industry. OpNet is a project of the Local Economic Assistance Program, the nonprofit affiliate of a community development bank located in Oakland. [Contact: Dan Geiger, Program Director, (415) 648-9491]

The **Palms Council Project** in Los Angeles, CA, works with young people to promote multiculturalism and the value of diversity. Sixth- and eighth-grade students participate in activities directly linked to curriculum standards involving speaking, listening, and appreciating multicultural and diverse viewpoints in literature and social studies. Classes are facilitated by an English teacher and one or two outside facilitators. [Contact: Joe Provisor, Project Coordinator, (310) 837-5236]

Partners in Peer Meditation: A Collaborative for Safe Schools introduces conflict-resolution skills and peer mediation to 720 public schools in Harris County, Texas. The program allows teachers, staff, and students to play

an active role in creating non-violent and safe environments in schools. [Contact: Dr. Ellen Harrison, Director of Staff Development, (713) 694-6300]

Pathways to Teaching Careers Program in New York, NY, was formed in 1989 in response to the growing concern about the shortage of teachers of color. The program seeks to develop and test new models designed to increase and diversify the supply of well-trained public school teachers. The Pathways program is currently operating in 41 colleges and universities nationwide. [Contact: Samuel Cargile, Program Officer, (212) 251-0710]

Peace Games in Somerville, MA, is a program that teaches young children and their families the value of respecting different racial and ethnic backgrounds. Recognizing that violence and bigotry are learned behaviors, Peace Games begins educating children in kindergarten. The program also has partnerships with nine Boston area elementary and middle schools. [Contact: Eric Dawson, Executive Director, (617) 628-5555]

People and Congregations Together (PACT) in Stockton, CA, was founded in 1996 to empower families to create positive change. The organization seeks to change the attitudes and behaviors of families, to reduce isolation, to increase civic participation, and to mobilize families around common issues. PACT stresses the importance of creating alliances among people of different racial backgrounds as a way to increase communication among people. [Contact: Tom Amato, Executive Director, (209) 472-2179]

The **People Respecting Other Peoples (P.R.O.P.S.)** program in San Francisco, CA, was created in 1996 to assess and improve intergroup interaction at Mission High School in San Francisco. Students chose the name as a symbol to promote ethnic and racial tolerance, harmony and respect. P.R.O.P.S. is an intervention program designed to increase the school population's awareness of ethnic and racial attitudes, as well as provide programs that facilitate positive relations among youth from diverse ethnic and racial backgrounds. [Contact: Dr. Howard Pinderhughes, Director, (415) 502-5074]

Established in 1947, the **Phoenix Indian Center** is a multifaceted social service organization in the greater Phoenix and Maricopa County area. The center provides employment training, education, and support services to a predominantly American Indian population. Traditional classroom training, work experience, and community-service projects are part of the course curriculum. [Contact: Karen Thorne, Job Training Partnership Act Coordinator, (602) 263-1017]

The **Plan to Foster Minority Representation and Participation in Physical Therapy** in Alexandria, VA, is an organization that sponsors workshops, mentoring programs, and an awards ceremony to promote cultural understanding among physical therapists. The American Physical Therapy Association (APTA) sponsors workshops on cultural diversity presented by APTA members and staff at national and local chapter meetings around the country. [Contact: Johnette L. Meadows, Director, Department of Minority/International Affairs, (703) 706-3143]

The **Power Represented by Individuals who value Diversity and Equality (PRIDE)** program in the Abington Friends School of Philadelphia, PA, sponsors discussions on race and conflict resolution and celebrates the variety of cultural traditions students bring to the community. More than one-third of the student body participate in the planning and implementation of activities sponsored by PRIDE. [Contact: Jerry Clark, (215) 886-4350]

The **"Prejudice Across America" College Tour** in Spokane, WA, examines expressions of prejudice in America and exposes participants to first-hand accounts of minority experiences. The 20 students participating in the tour take a prerequisite course, which includes extensive reading, lectures, class discussions, and two examinations, before they can travel on the tour. After they complete the course, students embark on a month-long journey by train with arranged visits to national museums, exhibitions, relevant historical sights, and special lectures. [Contact: Dr. James Waller, Chair-Whitworth College Department of Psychology, (509) 777-4424]

The **Prejudice Awareness Summit** in Washington, DC, is a forum for middle school students to speak openly and safely about prejudging others. At the summit, students are brought together from area schools to initiate a dialogue and create an understanding of the dangers of hatred and prejudice. Students are typically eighth-graders, who are brought together for a 1-day workshop. [Contact: Nell Sutton, Communication Manager, (202) 857-1300]

Pro-integrative Consultation in Philadelphia, PA, provides guidance to local communities that want to sustain racial integration in their cities. Established by the Fund for an OPEN Society, a nonprofit corporation that promotes racial integration in housing, Pro-integrative Consultation has increased the home-purchasing power of minority groups and helped to stabilize minority-owned property values. [Contact: Don DeMarco, Executive Director, Fund for an OPEN Society, (215) 735-6915]

In 1991, the Levi Strauss Foundation in San Francisco, CA, created **Project Change** to address racial prejudice and institutional racism in communities where Levi Strauss & Co. has facilities. Each site has a multiracial task force composed of 12-15 volunteers from a cross section of business, law enforcement, religious, government, neighborhood association, nonprofit, and community institutions. [Contact: Shirley Strong, Director, (415) 561-4880]

Project Respect in White Bear Lake, MN, was created in 1998 as a forum for discussion and community action directed toward improving relations and understanding the changing demographics of the community. The effort is to improve the channels of communication among people of diverse backgrounds. The project functions as a coalition of organizations and concerned members of the community who have made a public commitment to improve relations among people of different races, religions, sexual orientation and economic status. [Contact: Trisha Cummins Kauffman, Executive Director, (612) 773-8401]

Project Common Ground in St. Paul and Stillwater, MN, was founded in 1994 to promote understanding and interaction among students of diverse backgrounds and to increase their academic performance. Students and teachers work in multiethnic cross-district teams to learn about each other's histories, cultures, and strengths. The program also provides students with instruction on leadership-building techniques and problem-solving skills. [Contact: Anne Anderson: Director, (612) 351-8086]

Project Harmony in Volusia County, FL, is a program intended to cultivate student leaders in middle school and promote ethnic harmony. In 1994, increased racial tensions at the Deland Middle School forced school officials to explore ways of averting a serious incident. They sought assistance from the Volusia County Sheriff's Office, which developed Project Harmony. [Contact: Bobby Lambert, Coordinator, (904) 736-5995]

Public Allies is a Washington, DC-based program that encourages young people to become involved in community service projects. The program recruits a multiracial group of young adults, ages 18-30, to serve in full-time professional apprenticeships over a 10-month period in nonprofit agencies. Once a week, the group gathers for a workshop on leadership training. They also participate in a Team Service Project, where they examine the barriers and differences of ethnicity, gender, and race. [Contact: Chuck J. Supple, President and CEO, (202) 822-1180]

The **Public Conversation Project** in Watertown, MA, emerged in 1989 to develop conflict resolution skills aimed at improving public discourse related to diversity in America. The project collaborates with participants to create dialogue sessions to discuss popular misconceptions and stereotypes, the importance of diversity, and how to promote better relationships among people. [Contact: Laura Chasin, Director, (617) 923-1216]

Publicolor in New York, NY, is a nonprofit organization that works with young people via the art painting to increase their self-esteem and build camaraderie. The program organizes volunteers painter who use art to transform public spaces, particularly in impoverished neighborhoods. In July 1997, Publicolor won a contract with the New York City Board of Education to transform up to 15 schools in the city for \$15,000 per school. [Contact: Ruth Lande Shuman, President and Founder, (212) 722-2448]

Putting Race Unity into Practice in Evanston, IL, sponsors forums where Chicago and suburban high school students, teachers, and administrators discuss their unifying practices in school and community. The forums acknowledge students as models of effective race-unity leadership, provide a platform for sharing successful efforts, and explore solutions for specific concerns. [Contact: Lorelei McClure, Public Information Officer, (847) 733-3469]

QUEST 21 in Southfield, MI, will be the Nation's first group-centered mentoring program for young black professionals. (It will be launched in November 1998.) Managed by Inclusion Systems, Inc. (ISI), the sister company of the MENTTIUM Corporation, a leader in the design and implementation of mentoring systems, Quest 21 will be the only mentoring program to give multiethnic professionals concrete tools for success, while motivating senior executives toward more inclusive behavior. [Contact: Letty Hardy, President & COO, Inclusions Systems Inc., (248) 827-2121]

The **Race Relations Institute** of Fisk University is a Nashville, TN, institute committed to sponsoring forums on race relations. Each year the Race Relations Institute holds a 1-week seminar on race, convening national and international participants from various areas, including education, economics, media, law, religion, and health. The institute also operates the HOLDINGS Project to preserve the history of African people, the Dubois/Nash Lecture Series, and corporate-sponsored executive policy seminars. [Contact: Dr. Raymond A. Winbush, Executive Director, (615) 329-8575]

Race, Relationships, and Reality: A Performance About the Real-Life Experiences of Villanova University Community Members in Villanova, PA, is a series of 15-minute personal narratives and dialogues relating to experiences and attitudes of race and racism at Villanova University. The performances of 10 undergraduate male and female students representing diverse racial, ethnic, and religious backgrounds focus on racial conflicts and how to use dialogue in resolving these conflicts. [Contact: Dr. Heidi Rose, (610) 519-6939]

Race Relations Dialogue Month in Bridgewater, NJ, is a joint effort by a local coalition and Somerset County to facilitate county-wide forums at the local level that focus on commonalities. Program participants organize forums to discuss race issues of interest to their organization's respective membership. The dialogues take place in homes, workplaces, schools, places of worship, libraries, and a variety of other organizations. [Contact: Sue Pay Yang, Chairperson, (908) 707-0022]

The **Racism Awareness Program** (RAP) in Akron, PA, was created in 1993 to create a network of Mennonite and Brethren individuals in churches around the country committed to ending racism in their communities. RAP has since expanded its mandate to provide anti-racism training, education, resource development and consultation to the Mennonite and Brethren churches around the country. [Contact: Tobin Miller Shearer, Director, (717) 859-3889]

Radio Bilingüe, Inc. is a nonprofit organization founded by six young Mexican-American activists from the agricultural fields and urban barrios of the Central Valley of California. Radio Bilingüe first aired on July 4, 1980. A large volunteer body of Mexican American farm workers and young students helped the grassroots station grow from its humble beginnings to become a network of five stations in rural California: KSJV in Fresno, KTQX in Bakersfield, KMPO in Modesto, KHDC in Salinas, and KUBO in El Centro. [Contact: Mr. Hugo Morales, Executive Director, (209) 455-5757]

Reaching Out is a unique participatory TV program that was produced following 10 weekly town-hall meetings held in Oakland, CA, in 1991. A sequence of seven 30-minute video segments, the *Reaching Out* television series weaves highlights from the Oakland town-hall meetings with remarks made by focus groups members. [Contact: Joseph Tieger, Executive Director, (510) 832-0444]

Reading on Wheels began during the 1997-98 school year to provide educational support and mentorship to high-risk elementary school students in Monticello, AR. Reading on Wheels began with six tutors, two teachers and 80

students. The local school district provided a small, 22-passenger bus to transfer tutors to the service sites. Housing projects and trailer parks in high-poverty locations are the areas chosen for the program. Tutoring sessions are held on the bus Tuesday evenings after school, for approximately 90 minutes. Texts and other materials used to tutor the students include characters of various ethnic and racial backgrounds. [Contact: Sara Jordan, Advisor, (870) 367-3479]

Rebuilding Community Campaign, in Denver, CO, was founded in 1997 to build strong and effective community organizations capable of responding to community needs. Developed by the Metropolitan Organizations for People, the Rebuilding Community Campaign bridges the social-economic diversity of Denver, while building new leadership and surfacing new issues in low-economic communities throughout the Denver metro area. [Contact: John Gaudette, Director, (303) 433-6859]

Reconcilers Fellowship in Philadelphia, PA, is a program created by a local church that encourages people to discuss racism. The program also hosts a monthly Breakfast and Multiethnic Dialogue where people with African, Latin, Asian, and Jewish ancestry have helped Anglos and Europeans understand the detrimental effects of racism, such as stereotypes, false perceptions, and harmful behaviors. [Contact: David S. Apple, Pastoral Assistant, (215) 735-7688]

The **Resource Apprenticeship Program for Students** in Anchorage, AK, was founded in 1987 to reach out to Native Alaska youth. This program encourages students with high potential but limited opportunities to pursue higher education, while providing them with information about employment opportunities with natural resource agencies. [Contact: Tom Allen, Alaska State Director, (907) 271-5078]

The **Rio Hondo Project** in Pasadena, CA, eliminates barriers and hurdles that hamper the participation of underserved minority youth in the Boy Scouts of America (BSA). The San Gabriel Valley Council BSA identified low participation by minority youth in scouting as an issue of concern. The Rio Hondo Project focuses on developing a clear understanding of the underserved minority community and its special circumstances and unique characteristics. The identified obstacles to participation are individually addressed. [Contact: Ron Schoenmehl, Finance Director, (626) 351-5049]

Saginaw Kids All-City Choir in Saginaw, MI was founded in 1992 to build bridges between people of different cultural, racial, and socioeconomic backgrounds, while empowering young people to become leaders for social change. The Saginaw Kids All-City Choir is an outgrowth of an all-city choir created in 1992 to complement the city's Drug Abuse Resistance Education (D.A.R.E.) Program. [Contact: Michael Brush, Director, (517) 695-2663]

In 1996, administrators of the **Samuel S. Fels Cluster** of the Philadelphia School District initiated an extensive diversity program to ensure that students are prepared to live in a multicultural world. The cluster serves eight schools with more than 9,000 students from 40 ethnic groups. [Contact: Jan Gillespie, Fels Cluster Leader, (215) 335-5037]

The **San Francisco Organizing Project** (SFOP) in San Francisco, CA, is a coalition of labor groups, neighborhood groups, and low-income housing organizations, which works to empower local residents to create safer, cleaner, prosperous communities and to bridge cultural, ethnic, and racial differences. It is affiliated with the Pacific Institute for Community Organization (PICO). The organizers working for SFOP have been trained by PICO to empower local residents to take action. SFOP focuses on bridging cultural, ethnic, and racial differences by having people build multiracial organizing coalitions. By working collectively, SFOP organizers believe that people will learn to appreciate the richness of each other's cultural heritage. [Contact: Denise Collazo, Executive Director, (415) 995-9898]

The **Santos Rodriguez Project** in Seattle, WA, studies Chicano/Hispanic/Mexicano history and the life and work of Dr. Martin Luther King, Jr. Both classes offer community residents an opportunity to learn about cultural and social movements in the United States, such as the Civil Rights Movement. The classes also allow people to

exchange ideas on race in America that are not covered by mainstream media and the educational system at large. [Contact: Roberto Maestas, Executive Director, (206) 329-9442]

The **Scarritt-Bennett Center** in Nashville, TN, is a nonprofit conference, education, and retreat center committed to promoting cross-cultural understanding, education, and artistic creativity. The Center's main purpose is to enhance the awareness and understanding of the growing cultural diversity of mid Tennessee, by providing an opportunity for the multiethnic and multiracial communities to interact. The Scarritt-Bennett Center cohosts area "Study Circles" with the Nashville Coalition Against Racism (NCAR). Study Circles are community dialogue groups that discuss racism and race relations. Discussion topics include racism, youth, crime, and violence. [Contact: Dr. Carolyn Oehler, Executive Director, (615) 340-7500]

Seeking Common Ground in Denver, CO, brings people from various racial, cultural, religious, and political backgrounds together to increase their understanding of and respect for each other. With an emphasis on fostering dialogue among people, the program sponsors workshops, a 20-day residential program, and a year-long youth leadership program. [Contact: Melodye Feldman, Executive Director, (303) 388-4013]

"**Shades of L.A.**" is a radio program produced in Pasadena, CA, that encourages listeners to discuss race-related issues. Broadcast for the first time in October 1995, the program is funded by a grant from the National Endowment for the Humanities. [Contact: Ilsa Setziol, Producer, KPCC-FM, (626) 585-7564]

Shared Mission Focus on Young People (SMFYP) in Dayton, OH, is a global initiative in the United Methodist Church (UMC) that began in January 1997. The project is a 4-year effort to reorder the priorities of the denomination to better respond to the needs of young people between ages 12-30. The SMFYP effort is urging all segments of the denomination to "move beyond their comfort zones" and create new cutting-edge ministries with young people to decrease youth unemployment, challenge racism by strengthening multicultural relationships, prevent violence, nurture spiritual growth, and provide opportunities for youth to communicate with each other in creative ways. [Contact: Linda Bales, Director, (937) 227-9400]

SHINE (Seeking Harmony In Neighborhoods Everyday) in Princeton, NJ, reaches out to school-aged children throughout the United States to encourage them to participate in workshops on three critical subjects: tolerance, nonviolence, and self-esteem. Upon completing these courses, children sign the SHINE Unity Pledge that confirms their understanding of everything they have learned and commits them to act positively and responsibly concerning issues of diversity, racial unity, nonviolence, and tolerance. [Contact: Alan Rambam, Founder, (215) 295-1292]

Skin Deep is a documentary made by Iris Films in Berkeley, CA, in 1995 in response to increasing racial tensions and incidents of racial violence on college campuses. The filmmaker visited colleges around the country and interviewed more than 200 students before selecting a group to participate in a facilitated weekend workshop of interracial dialogue. [Contact: Frances Reid, Director, (510) 845-5415]

South Carolina Links, founded in 1995 in Columbia, SC, is a coalition of four organizations that united to seek redress for crimes committed against racial and ethnic residents in South Carolina. These four organizations are the South Carolina Christian Action Council (a statewide ecumenical organization), the South Carolina Human Affairs Commission, the Palmetto Project (a statewide not-for-profit organization) and the Greater Columbia Community Relations Council (an organization encompassing several counties in the midlands of South Carolina.) [Contact: Julia W. Sibley, Director, (803) 786-7115]

Southern Indiana Study Circles on Race Relations in Jeffersonville, IN, was created to bring together people of all racial, ethnic, and religious backgrounds to build understanding through dialogue and cooperative effort. In 1996, Concerned Citizens for Racial Harmony, an independent nonprofit organization, initiated Study Circles on Race Relations as a pilot program to begin a discussion on race. [Contacts: Joseph Easley, President, (812) 282-9868 or Ted Steward, Coordinator, (812) 945-0868]

The **Sponsor-A-Scholar** program in Philadelphia, PA, matches at-risk youth with mentors to provide them with academic guidance. Starting in ninth grade, students meet with their mentors monthly for 5 years and receive tutoring, and help with financial aid and the college application process. Each student who completes the program requirements and is enrolled in college has access to a \$6,000 fund for college-related expenses. [Contact: Debra Kahn, Executive Director, (215) 790-1666]

Springfield Vietnamese-American Civil Association in Springfield, MA, was created in 1992 to empower Vietnamese immigrants and refugees to become self-sufficient and help them adjust to American society. The Springfield Vietnamese-American Civic Association works to empower Southeast Asian immigrant and refugee communities, address their social needs, improve communication, and increase cultural sharing among different segments of the Springfield community. [Contact: Juliette Nguyen, Executive Director, (413) 733-9373]

The **St. HOPE Academy** is a youth development organization in the Oak Park neighborhood of Sacramento, CA. The Academy was designed to supplement Sacramento's public education system and offer a structured, positive environment for educational opportunities, leadership training, character development, spiritual growth, and physical well-being. In January 1992, public school officials, college, and university officials, local business leaders, foundations, corporations, law enforcement agencies, and private citizens collaborated to construct a 7,000 square foot youth development facility composed of classrooms, a library, a small computer lab, recreation room, counseling room, chapel, study hall, dining area, and administrative offices. Within this facility, the Academy imparts self-confidence, self-reliance, responsibility, and leadership to disadvantaged, minority, and low-income youth. [Contact: Kevin L. Brown, Headmaster, (916) 451-4673]

The **St. Paul's Multiethnic Center** in Woodside, NY, reaches out to immigrants and helps them integrate into the community. The center offers several cultural programs that introduce various ethnic groups to each other through social activities. [Contact: Dr. Louis S. Simon, Director, (516) 876-0306 or (718) 205-7570]

The **Start Up** program in East Palo Alto, CA, promotes economic development in and around the city by providing training, capital, and other assistance to foster the establishment and growth of locally owned-and-operated small businesses. The program was founded in December 1993 as a collaborative effort between students at Stanford University's Graduate School of Business and community members. [Contact: Deborah Wijenje, Executive Director, (650) 321-2193]

"Street Science With Dominique DiPrima" in Los Angeles, CA, is a live radio-talk program that enables listeners to interact with a panel of celebrities, experts, politicians, and community leaders. In order to reach young people, the program addresses serious issues in an entertaining way that is relevant to young people's lives. One of the show's main projects are town hall meetings that are broadcast from college campuses, community centers, and cultural events, bringing the issues to where people live. [Contact: Dominique DiPrima, Community Action Director, (213) 634-1800]

The **Students Against Racism Organization** in Great Neck, NY, encourages school seniors to deliver presentations and lead discussions in high school classes about racism and how to take an active role against racism. Along with weekly meetings after school, seniors in the program conduct workshops and seminars throughout the week for groups of about 30 students at a time. [Contact: Alexander Crisses, Director, (516) 487-9783]

Students Talk About Race (STAR) in Los Angeles, CA, works with college, middle school, and high school students on how to discuss the issue of race. STAR teaches college students how to facilitate discussions on race with middle and high school students. Upon completing their training, college facilitators pair up to visit either middle or high schools that neighbor their own college campuses. [Contact: Joseph H. McKenna, Ph.D., Senior Program Manager, (310) 478-9547]

The **Student Unity Task Force** of Columbia, SC, was created by the Greater Columbia Community Relations Council in 1996 to build interpersonal relationships and support the development of cross-cultural communication and leadership skills. The task force sponsors training sessions for students, faculty, and administrators in every public high school in Richland County. Two private high schools were also included. [Contact: Jesse Washington, Executive Director, Greater Columbia Community Relations Council, (803) 733-1130]

The **Study Circles Resource Center** (SCRC) in Pomfret, CT, is a project of the Topsfield Foundation, Inc., a nonprofit, nonpartisan foundation dedicated to advancing deliberative democracy and improving the quality of public life in the United States. The center carries out its mission by helping communities use study circles—small-group, democratic, highly participatory discussions—to involve large numbers of citizens in public dialogue and to problem solve on critical issues such as race, education, crime, and youth. [Contact, (860) 928-2616]

The **Summer of Unity and Liberation** (SOUL) in San Francisco-Bay Area, CA, grew out of the 1995 student movement at the University of California-Berkeley to support affirmative action. SOUL was founded by four women who agreed there was a need to create a program that would address the challenges in multiracial coalitions as well as develop links between college campuses and community organizing. [Contact: Harmony Goldberg, Education Coordinator, (510) 540-5764; Rona Fernandez, (510) 288-6496]

Support Training Results in Valuable Employment (STRIVE) in New York, NY, provides young adults who have experienced difficulty in securing and maintaining employment with the tools to successfully enter the job market. With its central office located in East Harlem, STRIVE also operates in Boston, Chicago, Pittsburgh, and Fort Lauderdale. [Contact: Rob Carmona, Executive Director, (212) 360-1100]

The **Task Force on Police and Urban Youth** began in Boston, MA, in December 1993 when the U.S. Justice Department's Community Relations Service convened a meeting of police officers, youth advocacy agencies, and academicians to address the considerable tension between police and minority youth throughout the State. [Contact: Marty Walsh, Regional Director, (617) 424-5715]

The **Task Force on Racism** in Chicago, IL, conducts long- and short-term projects addressing the issue of racism within the Archdiocese of Chicago. It also provides parishes and schools with the means to initiate or enhance efforts to combat racism. [Contact: James R. Lund and Sherwen Moor, (312) 751-8390]

Teaching for a Bias-Free World in Edison, NJ, was developed in 1997 to instruct educators about their role in eliminating bias, to assist them in creating lesson plans that address bias, and to provide a library of these resources. This 10-hour course for teachers examines the historical and psychological traits that contribute to prejudice and bias. [Contact: Elaine Koplow, Instructor, (732) 549-5543]

The **Teaching Tolerance Project** in Montgomery, AL, was created by the Southern Poverty Law Center to offer free, high-quality educational materials to help teachers promote interracial and intercultural harmony in the classroom and beyond. The program produces teaching kits containing a video, a text, and a teacher's guide for grades K through 12. [Contact: (334) 264-3121 fax]

Team Harmony of Boston, MA, promotes understanding and respect for differences among young people through participation in interracial projects. Based on the philosophy of having a team effort to overcome bigotry in communities, all Team Harmony events combine entertainment, education, and inspiration with the belief that young people must be given a chance to make a difference. [Contact: Beth White, Event Coordinator, (617) 536-6033]

Teen Opportunity Program (TOP) in New York, NY, and West Milford, NJ, empowers at-risk youngsters and teaches them the skills they need to make positive life choices. TOP was designed to effectively integrate an attendance improvement, dropout prevention initiative in two inner-city schools. The program offers a weekend

camp learning program that improves self-esteem, communication and listening skills. TOP was also designed to help youngsters from various racial and ethnic backgrounds see that they are more alike than different. [Contact: Michael H. Friedman, Executive Director, (212) 594-2656]

The Club was founded in the fall of 1995 in Kosciusko, MS, to provide a forum for black and white individuals living in the community to get to know each other and get involved in community-building projects and activities. Through partnerships, the Club seeks to address the needs of the community. [Contact: Preston Hughes, Coordinator, (601)289-3999]

The **Three Valleys Project** (3VP) in Portland, OR, is a 2-year project funded by the Rockefeller Foundation that builds bridges of understanding, community and civic engagement among people of different cultures. The project's primary objective is to help small towns ease racial tension by facilitating roundtable discussions among various racial and ethnic groups. [Contact: Sharif Abdullah, Site Director, (503) 281-1667]

In 1994, the Biet Hashoah Museum of Tolerance in Los Angeles, CA, established the **Tools for Tolerance for Professionals** training course as a 2-year pilot program under a grant from the James Irvine Foundation. The goals of the program are to raise the awareness of intolerance using the museum's resources and to help professionals become more sensitive to their clients' needs. [Contact: Liebe Geft, Director, (310) 843-0017]

The **Tribes Learning Community** began in 1978 as a partnership among schools, youth agencies, and health services in the area surrounding San Francisco, CA. Tribes is designed to increase respect and build positive relationships among racially and ethnically diverse populations. The program engages everyone in the school system including students, teachers, administrators, and parents. Multicultural and multilingual trainers within schools and communities conduct sessions on how to achieve respect for racial, gender, and other cultural differences. [Contact: Judith Hamilton Johnson, CEO, Center Source Systems, (415) 289-1700]

Two Towns: One Community is an organization that develops strategies to promote racial diversity in the towns of Maplewood and South Orange, NJ. The task force fosters a brokers program in which local real estate agents support showing homes of underrepresented races. It also tests local real estate practices to ensure that there is no racial steering. [Contact: Barbara Heisler Williams, Executive Director, (973) 761-8410]

Underground Railroad Education and Preservation Initiative in Washington, DC, was created to coordinate nationwide education and preservation efforts relating to the Underground Railroad. This initiative fosters an appreciation for the efforts of black and white abolitionists, enslaved blacks, Native Americans, and religious group members who worked to destroy slavery in the United States before the Civil War. [Contact: Nat Wood, Special Assistant to the Director, National Park Service, (202) 208-3080]

United National Indian Tribal Youth, Inc. (UNITY) in Oklahoma City, OK, was formed in 1976 to promote unity within individual families and tribes, and also among American Indian tribes and other peoples. In addition, UNITY provides a positive environment for young people to share their own tribal histories and cultures with other tribal youth to assist in the acceptance of the differences among tribes and other peoples. [Contact: J.R. Cook, Executive Director, (405) 424-3010]

The **United We Learn Social Action Theater** began in 1994 with a grant that provided 22 members of the University of Wisconsin, La Crosse, WI, community with the opportunity to attend a 2-day "train-the-trainer" session on campus. By the end of the training, the participants committed to create a social action theater. Overall, the program focus is to provide a dynamic learning experience for actors and audiences that fosters open and honest dialogue about issues of race and ethnicity. [Contact: Dr. Jennifer B. Wilson, Executive Director for Human Resources, (608) 785-8013]

Uniting Neighbors in Truth and Equality (UNITE) in Huntington, WV, promotes unity and racial reconciliation in the community. The organization consists of community activists from faith, youth, and civic groups, as well as

representatives from state and local government, educational institutions, and businesses. [Contact: Sally Lind, Co-Coordinator, (304) 696-5592 and Michael Thomas, Co-Coordinator, (304) 696-4461]

UNITY in Edison, NJ, is a school club that meets to discuss issues dealing with race relations. UNITY is run by a group of 30-35 trained student leaders and offers weekly workshops for students during study hall periods. The program encourages students to discuss bias-related issues openly with each other, break down stereotypes, and create an open and harmonious school atmosphere. [Contact: Elaine J. Koplow, Advisor, (732) 549-5543]

UNITY: Journalists of Color, Inc., in Arlington, VA, is a strategic alliance of journalists of color acting as a force for positive change to advance their presence, growth, and leadership in the fast-changing global news industry. This alliance includes the National Association of Black Journalists, the Native American Journalists Association, the Asian-American Journalists Association, and the National Association of Hispanic Journalists. [Contact: Walt Swanston, Executive Director, (703) 841-9099]

Unity in the Community in Manassas, VA, sponsors programs to educate the public about racial and religious tolerance. With a membership consisting of community groups, religious leaders, families, and individuals, the program works with the school system and law enforcement officials to elevate the public's consciousness. [Contact: [Redacted for personal privacy, 5 U.S.C. 552(b)(6)]]

Unity Week: Seven Days of Harmony in Tulsa, OK, was sponsored in 1995 over a 1-week period and featured events that raised the racial consciousness of the city. A steering committee was formed to oversee the week's activities. Each day a different sector of the community (media, government, education, etc.) took the lead in organizing specific public forums. [Contact: Sister Sylvia Schmidt, Executive Director, (918) 582-3147]

The University of Kansas Medical Center: A Comprehensive Diversity Initiative in Kansas City, KS, is an interactive approach to addressing individual prejudices, while moving towards changing systems and practices. The initiative addresses diversity issues from a personal, professional, and organizational perspective. [Contact: Alisa Lange, Diversity Coordinator, (913) 588-5080]

The University of Maryland's Diversity at UMCP: Moving Toward Community Program in College Park, MD, promotes coordination, visibility, and institutional support for diversity programs throughout the campus community. The goal of the initiative is to make diversity a more pervasive part of the campus community by coordinating activities into a single, united effort. [Contact: Gloria J. Bouis, Associate Director, Office of Human Relations Programs, (301) 405-2842]

The University of Michigan's Program on Intergroup Relations, Conflict, and Community (IGRCC) in Ann Arbor, MI, improves students' understanding and respect for diversity while increasing their ability to respond to intergroup conflicts. Founded in 1988 during a period of heightened racial and ethnic tensions on campus, IGRCC promotes constructive cross-racial and cross-cultural interactions among the university's diverse students. [Contact: David Schoem, Assistant Dean for Undergraduate Education, (313) 763-7139]

Up With People in Broomfield, CO, fosters leadership, global awareness and commitment to service among young people. The program teaches young people to become active leaders and contributors in their countries, communities, companies, and families. It also builds understanding among people from different countries through an educational program that provides students with a unique global learning experience. [Contact: Carol Bowar, Assistant Director of Education and Community Service Programs, (303) 460-7100]

The Urban Coalition, Community Information Clearinghouse in St. Paul, MN, provides people with data and research about their communities, including census analysis and information on housing and immigration issues. In the past 6 years, the clearinghouse has provided information to more than 300 organizations throughout Minnesota. [Contact: Yusef Mgeni, President, or Susan Zoff, Communications Officer, (612) 348-8550]

US & THEM: The Challenge of Diversity in Detroit, MI, promotes understanding and reconciliation among diverse groups through education about the psychological dynamics common to prejudice and intergroup conflict. The program provides resources on leadership skills for psychologists, teachers, and other professionals. [Contact: Dr. Steve Fabick, Project Coordinator, (248) 258-9288 or, Anne Anderson, Coordinator, Psychologists for Social Responsibility, (202) 745-7084]

VA Minority Forum, U.S. Department of Veterans Affairs in Washington, DC, began in 1993 when representatives of VA offices and volunteer groups, such as the Asian Pacific American Heritage Council, Blacks in Government, Black History Month, VA Hispanic Association, VA Native American Committee, VA's National Committee on the Employment of Disabled Veterans and People With Disabilities, and the Federal Women's Program came together. The Forum provides an opportunity for employees to share work-related issues and concerns and work together to identify and implement solutions. The Forum inspired development of the One-VA Employee One-Stop Web site, www.va.gov/1vaemployee/, which is a constant source of employment-related information and represents a collaboration of diversity leaders within and outside VA. [Contact: Michael A. Moore, Chair, (202) 273-5083]

Voices United, formerly Peace Child Miami, was created in 1989 to give the young people in Miami, FL, a voice. Voices United, a nonprofit organization, empowers young people to cultivate solutions to community problems and to promote intercultural appreciation and understanding. Voices United also creates a forum in which young people can share their visions and concerns and use conflict resolution principles in their lives. [Contact: Katie Christie, Director, (305) 274-1851]

The **Walk In My Shoes Student Symposium** in Santa Ana, CA, teaches young people how to talk about the issue of race and build understanding and tolerance. The symposium consists of student panelists, workshops, and motivational speakers that build inter-ethnic understanding in school settings. [Contact: Rusty Kennedy, Executive Director, (714)567-7470]

Washington Interns for Native Students in Washington, DC, was founded in 1993 to provide an opportunity for Native American students to learn skills and gain practical experiences that will benefit them in their personal, educational, and career development. Implemented through American University, this program offers work site experience along with a six-credit course taught at American University. [Contact: Dr. Cary Ballou, Director, (202) 885-2033]

We the People @ IBM in North Tarrytown, NY, has long regarded diversity in the workplace as an important element in a changing business environment. In addition to promoting and sponsoring educational programs, which contribute to diversity and minority opportunity, IBM recognizes the buying power of its diverse constituencies and seeks to strengthen and benefit from corporate diversity. To address the complex issues associated with diversity in the workplace and marketplace, IBM relies on its diverse, successful employees to advise the company on perceived barriers to advancement and provide their views of how to best serve their respective constituency. These programs, along with 26 worldwide diversity councils within the IBM structure, first established in 1992, help all employees realize their potential and contribute substantially to corporate success. [Contact: J.T. Childs, Jr., Vice President, Global Workforce Diversity, International Business Machines, (904) 332-2280]

We're All on The Same Team Cultural Diversity Education Program in Phoenix, AZ, was created in 1997 to promote the value of cultural diversity and to create opportunities for positive exchange among diverse groups of people. This program was formed by the Phoenix Commission on Human Relations to work with the city's growing diversity and encourage residents to come together as one team. [Contact: Dee Hansberry, Staff Liaison, (602) 261-8938]

The **Wind River Initiative (WRI)** in Laramie, WY, was created in 1994 to establish a formal link between the University of Wyoming and the Wind River Indian Reservation. Composed of representatives from various

programs and departments within the university, the initiative coordinates all university activities and services that are provided to the residents of the Wind River Indian Reservation. [Contact: Judith Antell, Chairperson, (307) 766-6521]

The **World Communities of Louisville, Inc.** in Louisville, KY, began in 1992 as an effort to gain information for city government about the needs of immigrants and refugees in the Louisville area. World Communities meets monthly to discuss issues and concerns and publishes a monthly newsletter that is sent to more than 200 groups and individuals in Louisville. The newsletter includes a calendar of events for different ethnic organizations, program features, and a different immigrant success story each issue. [Contact: Dr. Dale Tucker, Director of Human Services, (502) 574-3069]

A **WORLD OF DIFFERENCE Institute** in New York, NY, was initiated in 1985 as a campaign by the Anti-Defamation League and WCVB-TV in Boston to combat prejudice, promote democratic ideals and strengthen pluralism. The campaign evolved into an international institute with diversity education programs utilized by schools, universities, corporations, community organizations, and law enforcement agencies throughout the United States and abroad. [Contact, (212) 885-7800]

The **Young Heroes Program** was created in Boston, MA, in 1995 to unite sixth-, seventh-, and eighth-grade students from all racial and socioeconomic backgrounds to perform community service. The program, affiliated with City Year, is located in several sites around the country, including Boston, MA; Chicago, IL; Cleveland, OH; Columbia SC; Columbus, OH; Philadelphia, PA; Providence, RI; San Antonio, TX; and Santa Clara County, CA. [Contact: Nicole Sanchez, National Director, (617) 927-2397]

YouthBuild U.S.A. in Somerville, MA, encourages young adults to take part in community service projects in their neighborhoods. With 108 chapters nationwide, the program offers job training, education courses, and leadership development opportunities to unemployed and out-of-school young adults, ages 16-24 over a 12-month period. Central to the program's operation is that young people help to construct and rehabilitate affordable housing in their own communities. [Contact: Dorothy Stoneman, President, (617) 623-9900]

The Youth Together Project was created on October 1996 in response to rising racial conflicts in California's San Francisco Bay area schools. The project is a consortium of multiracial agencies: ARC Associates, East Bay Asian Youth Center, International Institute, West Oakland Health Council, and Xicana Moratorium Coalition. These groups believe that in order to achieve long-term resolutions to racial conflicts in the schools, the students must be involved in creating the solutions. [Contact: Margaretta Lin, Project Director, (510) 834-9455]

Appendix H2: Index of Promising Practices by Sector

Arts, Multimedia, and Sports

Artist Collective, Inc.	Hartford	CT
Children's Express	Washington	DC
City at Peace	Washington	DC
City at Peace-Charlotte	Charlotte	NC
Color Me Human	Hixson	TN
Community Enhancement Program	Flint	MI
Diversity/Harmony Mural, Mulholland Middle School	Van Nuys	CA
Dream Yard Drama Project	New York	NY
DuPage Media and Community Network	Wheaton	IL
Flames Neighborhood Youth Association	Brooklyn	NY
Gallery 37, Chicago Cultural Center	Chicago	IL
Great Leap, Inc.	Santa Monica	CA
Hands Across Cultures, Corporation	Espaniola	NM
It's US: A Celebration of Who We Are in America Today	New York	NY
<i>Joplin Globe</i> Diversity Committee	Joplin	MO
Kentucky Commission on Human Rights	Louisville	KY
LA City Kidz	Los Angeles	CA
Mosaic Harmony	Oakton	VA
Multicultural Music Group, Inc.	Yonkers	NY
Multicultural Advisory Committee on the Media	Chicago	IL
National Youth Sports Program - NCAA	Overland Park	KS
News Watch Project	San Francisco	CA
Of Many Colors: Portraits of Multiracial Families	Kingston	PA
Race, Relationships, and Reality	Villanova	PA
Radio Bilingüe	Fresno	CA
Reaching Out	Oakland	CA
Saginaw Kids All-City Choir, Saginaw School District	Saginaw	MI
"Street Science With Dominique DiPrima"	Los Angeles	CA
Three Valleys Project (3VP)	Portland	OR
United We Learn Social Action Theater, University of Wisconsin-La Crosse	La Crosse	WI
UNITY: Journalists of Color, Inc.	Arlington	VA
Urban Coalition, Community Information Clearinghouse	St. Paul	MN
Voices United	Miami	FL

Business

Department of Defense Mentor-Protege Program	Washington	DC
Forum on Race	Seattle	WA
Memphis Race Relations and Diversity Institute	Memphis	TN
Quest 21	Southfield	MI
Tools for Tolerance for Professionals	Los Angeles	CA
We The People @ IBM	North Tarrytown	NY
Wind River Initiative (WRI)	Laramie	WY

Community and Economic Development

Arizona Opportunities Industrialization Center	Phoenix	AZ
Asian Neighborhood Design	San Francisco	CA
Chicanos Por La Causa	Phoenix	AZ
Cleveland Residential Housing and Mortgage Credit	Cleveland	OH

Diversity Initiative Program	Miami	FL
Glide Memorial United Methodist Church	San Francisco	CA
Hartford Areas Rally Together	Hartford	CT
La Casa de don Pedro, Inc.	Ridgewood	NJ
Mega Project Initiative	Washington	DC
Millennium Service Project, Global Volunteers	St. Paul	MN
Minority Training for Career Ladder in Child Care	Lawrence	MA
Multicultural Collaborative	Los Angeles	CA
Neighborhood Entrepreneur Training Program	St. Paul	MN
New Majority Joint Venture Initiative	New York	NY
Oakland Citizens Committee for Urban Renewal (OCCUR)	Oakland	CA
Phoenix Indian Center	Phoenix	AZ
Pro-Integrative Consultation	Philadelphia	PA
Start Up	East Palo Alto	CA
YouthBuild U.S.A.	Somerville	MA

Community Building

Action for a Better Community	Denver	CO
ADAPT, Central Minnesota Community Foundation	St. Cloud	MN
ALANA	Brattleboro	VT
Belmont Against Racism, Inc.	Belmont	MA
Bicultural Training Partnership, Wilder Foundation	St. Paul	MN
Bridges Across Racial Polarization	St. Louis	MO
Brooklyn Unity Campaign	Brooklyn	NY
Building Just Communities, Interfaith Action	Minneapolis	MN
Can't We All Just Get Along?	Lima	OH
Casa Heiwa Tenant Council, Little Tokyo Service Center	Los Angeles	CA
Center for Living Democracy	Brattleboro	VT
Citizens Upholding Racial Equality (CURE)	Fremont	OH
Coalition for Asian Pacific American Youth, UMASS Boston	Boston	MA
Coalition for Mutual Respect	New Rochelle	NY
Coming Together Project	Akron	OH
Common Destiny Alliance	College Park	MD
Common Ground	Hartford	CT
Community Diversity Appreciation Teams	Des Moines	IA
Community Change, Inc.	Boston	MA
Community Connection, League of Women Voters	Harrisburg	PA
Community Action Project	Brooklyn	NY
Community Cousins	Encinitas	CA
Community Building Task Force	Charlotte	NC
CommUNITY: Different People . . . Common Ground	Cincinnati	OH
CommUNITY Pride, Rural Action Sustainable Communities Initiative	Waverly	OH
CommUnity- St. Louis	St. Louis	MO
Contra Costa Interfaith Sponsoring Committee	Richmond	CA
Conversations on Race, IUSB, Office of Campus Diversity	South Bend	IN
Days of Dialogue	Los Angeles	CA
Diversity & Unlearning Prejudice	Los Angeles	CA
Dudley Street Neighborhood Initiative	Roxbury	MA
Haitian Citizens Police Academy/Haitian Roving Patrol	Delray Beach	FL
Healing Racism Institute	Little Rock	AR
Help Increase the Peace (HIP) Project	Kansas City	MO
Human Relations Council	Cary	IL

Human Relations in New Orleans: A Day of Healing	New Orleans	LA
Illinois Ethnic Coalition	Chicago	IL
Interfaith Action Racial Justice, Inc.	Baltimore	MD
Interfaith Action	Rochester	NY
Interior Alaska Center for the Healing of Racism	Fairbanks	AK
Interracial Sisterhood Project	Hayward	CA
Irish Immigration Center	Boston	MA
Just Solutions	Louisville	KY
Kansas City Church Community Organization	Kansas City	MO
Latino-Jewish Leadership Series	Los Angeles	CA
Leader Support Groups	St. Louis	MO
Lee County Pulling Together	Fort Myers	FL
Many Faces of Lynn: City of Immigrants	Salem	MA
Metropolitan Human Rights Center	Portland	OR
Moore's Ford Memorial Committee	Bishop	GA
Multicultural Center of Northwest Arkansas	Springdale	AR
Multicultural Task Force	St. Cloud	MN
Multicultural Youth Project	Chicago	IL
National Center for Black-Jewish Relations	New Orleans	LA
National Conference	New York	NY
National Coalition Building Institute (NCBI)	Washington	DC
National Conversation on Race, Ethnicity and Culture--Aetna, Inc.	Hartford	CT
National Italian American Foundation Interethnic Affairs Institute	Washington	DC
National Multicultural Institute	Washington	DC
People and Congregations Together (PACT)	Stockton	CA
Project Change	San Francisco	CA
Project Respect, East Metro Women's Council	White Bear Lk	MN
Public Allies	Washington	DC
Race Relation Dialogue Month	Bridgewater	NJ
Racism Awareness Program (RAP)	Akron	PA
Scarritt-Bennett Center	Nashville	TN
Seeking Common Ground	Denver	CO
Shades of L.A.	Pasadena	CA
Shared Mission Focus on Young People	Dayton	OH
Southern Indiana Study Circles on Race Relations	Jeffersonville	IN
Springfield Vietnamese-American Civil Association	Springfield	MA
St. Paul's Multiethnic Center	Woodside	NY
Study Circles Resource Center	Pomfret	CT
The Club	Kosciusko	MS
Tribes Learning Community	Sausalito	CA
Two Towns: One Community	Maplewood	NJ
Uniting Neighbors in Truth and Equality (UNITE)	Huntington	WV
Unity in the Community	Manassas	VA
Unity Week: Seven Days of Harmony	Tulsa	OK
We're All on the Same Team Cultural Diversity Program	Phoenix	AZ
World Communities of Louisville, Inc.	Louisville	KY
WORLD OF DIFFERENCE Institute	New York	NY
Young Heroes Program	Boston	MA

Education

African American Economic Experience, Southern University	Baton Rouge	LA
American Indian Science Technology Education	Las Vegas	NM

Amistad Research Center	New Orleans	LA
Buffalo State College Equity and Campus Diversity	Buffalo	NY
Campus Climate Plan	San Jose	CA
Center for Education Equity	Oakland	CA
Center for Prejudice Reduction	Great Neck	NY
Center for Research on Education, Diversity & Excellence	Santa Cruz	CA
Central and South Florida Higher Education Diversity Coalition	Miami	FL
Choose One, Colorado Inst. for Gender Equity and Vocational Education	Lakewood	CO
Common Ground	New Orleans	LA
Cultural Diversity in Education, Parkland College	Champaign	IL
Cultural Diversity Reading Program	Columbus	OH
Diversity Roundtables	Pittsburgh	PA
E Pluribus Unum: Multicultural Institute for Teachers	Downey	CA
Education Alliance for Equity and Excellence in the Nation's Schools	Providence	RI
Faculty Development Institute on Curriculum Infusion	Baltimore	MD
Fulfillment Fund	Los Angeles	CA
H.D. Woodson Hoop Dreams Scholarship Fund	Washington	DC
Harry T. and Harriette V. Moore Multicultural Center	Cocoa	FL
Hoop of Learning Partnership	Phoenix	AZ
Human Effort at Relating Together (HEART)	Los Angeles	CA
I Have A Dream	Washington	DC
Imagine South Carolina	Charleston	SC
Indian Education Office: Minnesota Dept. of Children, Families, and Learning	St. Paul	MN
-ISM (N.) National Diversity Project	Durham	NC
Leadership Development In Interethnic Relations (LDIR)	Los Angeles	CA
Leadership for Equity, Anti-racism, Diversity and Educational Reform	Downey	CA
Loyola Marymount University CommUNITY Quilt	Los Angeles	CA
Mickey Leland Kibbutzim Internship Program	Houston	TX
Middle School Institute for the Study of World Peace	Northridge	CA
Minnesota Independent School Forum Diversity Project	St. Paul	MN
Minority Pathways to the Health Professions, University of North Texas	Fort Worth	TX
Minority Round Table	Virginia Beach	VA
Mosaic Initiative	West Hartford	CT
Multicultural Resource Center	Portland	OR
National Conference on Race & Ethnicity, University of Oklahoma	Norman	OK
Not in Our Town Campaign	Oakland	CA
Partners in Peer Mediation	Houston	TX
Pathways to Teaching Careers Program	New York	NY
Peace Games	Somerville	MA
People Respecting Other Peoples	San Francisco	CA
Prejudice Awareness Summit	Washington	DC
Prejudices Across America: College Tour	Spokane	WA
Project Common Ground, Stillwater Schools	Stillwater	MN
Putting Race Unity into Practice	Evanston	IL
Reading on Wheels	Monticello	AR
Samuel S. Fels Cluster, School District of Philadelphia	Philadelphia	PA
Santos Rodriguez Project	Seattle	WA
St. HOPE Academy	Sacramento	CA
Students Talk About Race	Los Angeles	CA
Summer Of Unity and Liberation (SOUL)	Berkeley	CA
Teaching for a Bias-Free World, Edison Board of Education	Edison	NJ
UNITY: Stevens High School	Edison	NJ

University of Michigan's Program on Intergroup Relations, Conflict, and Community	Ann Arbor	MI
University of Maryland's Diversity at UMCP	College Park	MD
Up With People	Broomfield	CO
US & THEM: The Challenge of Diversity	Birmingham	MI
Washington Interns for Native Students, American University	Washington	DC

Government

Beaver Race Initiative Development Group Effort (BRIDGE)	Beaver Falls	PA
Black History Tours	Miami	FL
Bridging the Gap Project	Atlanta	GA
Citizens Project	Colo. Springs	CO
Community-Based Fire Protection Program	Los Angeles	CA
Democracy Resource Center	Lexington	KY
Leon County's Quality/Diversity Initiative	Tallahassee	FL
Lt. Governor's Committee on Diversity	Des Moines	IA
Montana Human Rights Network	Helena	MT
Native American Intertribal Council, KSC EO Program Office	Orlando	FL
Northwest Coalition Against Malicious Harassment	Seattle	WA
Oktibbeha County Race Relations Team	Starkville	MS
South Carolina Links	Columbia	SC
Underground Railroad Education and Preservation Initiative	Washington	DC
VA Minority Forum	Washington	DC

Health and Human Services

Asian Counseling & Referral Service	Seattle	WA
Conference on Racism: Yours, Mine, and Ours	Pennsauken	NJ
Culturally Competent Health & Human Services	St. Paul	MN
Delhi Community Center	Santa Ana	CA
Food Project	Lincoln	MA
Green Circle Program, Inc.	Philadelphia	PA
Grow Your Own	Ashland	OH
Indians into Medicine, University of North Dakota School of Medicine	Grand Forks	ND
Marathon County Diversity Management Education Program	Wausau	WI
Maricopa Integrated Health System (MIHS)	Phoenix	AZ
Multicultural Services Program	Atlanta	GA
Native American Student Services, Phoenix College	Phoenix	AZ
Plan to Foster Minority Representation and Participation in Physical Therapy	Alexandria	VA
Public Conversation Project	Watertown	MA
University of Kansas Medical Center: Comprehensive Diversity Initiative	Kansas City	KS

National Resources

American Institute for Managing Diversity	Atlanta	GA
Anytown	New York	NY
City Year	Boston	MA
Community Outreach	Washington	DC
Cultural Diversity Fieldbook Network Project	Amherst	MA
Institute for the Study of Academic Racism	Big Rapids	MI
Leadership Conference Education Fund (LCEF)	Washington	DC
Race Relations Institute	Nashville	TN
<i>Skin Deep</i>	Berkeley	CA
United National Indian Tribal Youth, Inc. (UNITY)	Oklahoma City	OK

Religious

Atlanta Black/Jewish Coalition	Atlanta	GA
Building an Intercultural Church, Fourth Avenue United Methodist Church	Louisville	KY
Community in Contact	Bridgeport	CT
Congress of National Black Churches	Washington	DC
Diocesan Multicultural Network	Dallas	TX
FAITHS Initiative	San Francisco	CA
First Gethsemane/Crescent Hill Reconciliation Project	Louisville	KY
Greater Boston Catholic Charities	Somerville	MA
Higher Ground	Boston	MA
Hope in the Cities	Richmond	VA
Human Relations Foundation of Chicago	Chicago	IL
Interfaith Bridge Builders Coalition	New Hartford	NY
Milestone Adventures	Barre	VT
Minnesota Churches Anti-Racism Initiative (MCARI)	Minneapolis	MN
Mission Mississippi	Jackson	MS
National Catholic Conference for Interracial Justice	Washington	DC
National Migration Week, National Conference of Catholic Bishops	Washington	DC
Rebuilding Community Campaign, Metropolitan Organizations for People	Denver	CO
Reconcilers Fellowship	Philadelphia	PA
San Francisco Organizing Project	San Francisco	CA
Task Force on Racism, Archdiocese Chicago	Chicago	IL

Youth

A Better Chance	Boston	MA
Al Wooten, Jr., Heritage Center	Los Angeles	CA
Alternatives in Medicine: HIGH School Exposure Program (A.I.M. High)	Dallas	TX
ASPIRA	Washington	DC
Big Brothers and Sisters of America Diversity Initiatives	Philadelphia	PA
Black/Jewish Forum of Baltimore, Inc.	Baltimore	MD
Black & White Boston Coming Together, Inc.	Boston	MA
BRIDGES: A School Inter Ethnic Relations Program	Santa Ana	CA
Camp Friendship, Catholic Charities	Memphis	TN
Career Beginnings	Boston	MA
Children of the Dream	Los Angeles	CA
Children's Outreach Center	East Palo Alto	CA
Coral Springs Multicultural Advisory Committee	Coral Springs	FL
Cradleboard Teaching Project	Kapaa	HI
Cultural Sensitivity: Orientation for the New Juvenile Justice Professional	Harrisburg	PA
DIALOGO: An Education Program to Improve Human Relations	Raleigh	NC
Dialogue: Racism	Houston	TX
Discovery: A Leadership Program for Girls and Women	New York	NY
Double Discovery Center, Columbia University	New York	NY
ERACE	New Orleans	LA
Exemplary Multicultural Practices in Rural Education (EMPIRE)	Toppenish	WA
Facing History and Ourselves	Brookline	MA
Global Kids, Inc.	New York	NY
Greater Philadelphia High School Partnership: Students United in Service	Philadelphia	PA
Inner Strength	Atlanta	GA
Kids' World, The Children's International Festival	Tulsa	OK
M.O.S.A.I.C. Leadership Class	Sunnyvale	CA
Men Against Destruction - Defending Against Drugs and Social Disorder	Omaha	NE

National Youth Leadership Mission to the U.S. Holocaust Memorial Museum	Chicago	IL
Native American Day	Fallon	NV
Network to Freedom Interpretive Studies Program	Goldsboro	NC
North Carolina Students Teach and Reach Program (NC STAR)	Raleigh	NC
Northeastern University's Center for the Study of Sport in Society	Boston	MA
Operation Understanding DC	Washington	DC
OpNet: The Multimedia Opportunities Program	San Francisco	CA
Palms Council Project	Los Angeles	CA
Power Represented by Individuals Who Value Diversity and Equality (PRIDE)	Jenkintown	PA
Project Harmony	DeLand	FL
Publicolor	New York	NY
Resource Apprenticeship Program for Students	Anchorage	AK
Rio Hondo Project - San Gabriel Valley Council, Boy Scouts of America	Pasadena	CA
Seeking Harmony In Neighborhoods Everyday (SHINE)	Trenton	NJ
Sponsor-A-Scholar	Philadelphia	PA
Student Unity Task Force	Columbia	SC
Students Against Racism Organization	Kings Point	NY
Support Training Results in Valuable Employment (STRIVE)	New York	NY
Task Force on Police and Urban Youth	Boston	MA
Teaching Tolerance Project, Southern Poverty Law Center	Montgomery	AL
Team Harmony	Boston	MA
Teen Opportunity Program (TOP)	New York City	NY
Walk in My Shoes Student Symposium	Santa Ana	CA
Youth Together Project, ARC Associates	Oakland	CA

Appendix H3: Index of Promising Practices by Region

Midwest

ADAPT, Central Minnesota Community Foundation	St. Cloud	MN
American Indian Science Technology Education	Las Vegas	NM
Bicultural Training Partnership, Wilder Foundation	St. Paul	MN
Bridges Across Racial Polarization	St. Louis	MO
Building Just Communities, Interfaith Action	Minneapolis	MN
Can't We All Just Get Along?	Lima	OH
Citizens Upholding Racial Equality (CURE)	Fremont	OH
Cleveland Residential Housing and Mortgage Credit	Cleveland	OH
Coming Together Project	Akron	OH
Community Diversity Appreciation Teams	Des Moines	IA
Community Enhancement Program	Flint	MI
CommUNITY: Different People . . . Common Ground	Cincinnati	OH
CommUNITY Pride, Rural Action Sustainable Communities Initiative	Waverly	OH
CommUnity - St. Louis	St. Louis	MO
Conversations on Race, IUSB, Office of Campus Diversity	South Bend	IN
Cultural Diversity Reading Program	Columbus	OH
Cultural Diversity in Education, Parkland College	Champaign	IL
Culturally Competent Health & Human Services	St. Paul	MN
DuPage Media and Community Network	Wheaton	IL
Gallery 37, Chicago Cultural Center	Chicago	IL
Grow Your Own	Ashland	OH
Help Increase the Peace (HIP) Project	Kansas City	MO
Human Relations Council	Cary	IL
Human Relations Foundation of Chicago	Chicago	IL
Illinois Ethnic Coalition	Chicago	IL
Indian Education Office: Minnesota Department of Children, Families, and Learning	St. Paul	MN
Indians into Medicine, University of North Dakota	Grand Forks	ND
Institute for the Study of Academic Racism	Big Rapids	MI
<i>Joplin Globe</i> Diversity Committee	Joplin	MO
Kansas City Church Community Organization	Kansas City	MO
Kids' World, The Children's International Festival	Tulsa	OK
Leader Support Groups	St. Louis	MO
Lt. Governor's Committee on Diversity	Des Moines	IA
Marathon County Diversity Management Education Program	Wausau	WI
Men Against Destruction—Defending Against Drugs and Social Disorder	Omaha	NE
Millennium Service Project, Global Volunteers	St. Paul	MN
Minnesota Churches Anti-Racism Initiative (MCARI)	Minneapolis	MN
Minnesota Independent School Forum Diversity Project	St. Paul	MN
Multicultural Task Force	St. Cloud	MN
Multicultural Advisory Committee on the Media	Chicago	IL
Multicultural Youth Project	Chicago	IL
National Youth Leadership Mission to the U.S. Holocaust Memorial Museum	Chicago	IL
National Youth Sports Program - NCAA	Overland Park	KS
Neighborhood Entrepreneur Training Program	St. Paul	MN
Project Common Ground, Stillwater Schools	Stillwater	MN
Project Respect, East Metro Women's Council	White Bear Lake	MN
Putting Race Unity into Practice	Evanston	IL

Quest 21	Southfield	MI
Saginaw Kids All-City Choir, Saginaw School District	Saginaw	MI
Shared Mission Focus on Young People	Dayton	OH
Southern Indiana Study Circles on Race Relations	Jeffersonville	IN
Task Force on Racism, Archdiocese Chicago	Chicago	IL
United National Indian Tribal Youth, Inc. (UNITY)	Oklahoma City	OK
United We Learn Social Action Theater, University of Wisconsin-La Crosse	La Crosse	WI
Unity Week: Seven Days of Harmony	Tulsa	OK
University of Kansas Medical Center: A Comprehensive Diversity Initiative	Kansas City	KS
University of Michigan's Program on Intergroup Relations, Conflict, and Community	Ann Arbor	MI
Urban Coalition, Community Information Clearinghouse	St. Paul	MN
US & THEM: The Challenge of Diversity	Birmingham	MI

Northeast

A Better Chance	Boston	MA
ALANA	Brattleboro	VT
Anytown	New York	NY
Artist Collective, Inc.	Hartford	CT
Beaver Race Initiative Development Group Effort (BRIDGE)	Beaver Falls	PA
Belmont Against Racism, Inc.	Belmont	MA
Big Brothers and Sisters of America Diversity Initiatives	Philadelphia	PA
Black & White Boston Coming Together, Inc.	Boston	MA
Brooklyn Unity Campaign	Brooklyn	NY
Buffalo State College Equity and Campus Diversity Mini-Grant Program	Buffalo	NY
Career Beginnings	Boston	MA
Center for Living Democracy	Brattleboro	VT
Center for Prejudice Reduction	Great Neck	NY
City Year	Boston	MA
Coalition for Asian Pacific American Youth, UMASS Boston	Boston	MA
Coalition for Mutual Respect	New Rochelle	NY
Common Ground	Hartford	CT
Community Action Project	Brooklyn	NY
Community Change, Inc.	Boston	MA
Community Connection, League of Women Voters	Harrisburg	PA
Community in Contact	Bridgeport	CT
Conference on Racism: Yours, Mine, and Ours	Pennsauken	NJ
Cultural Diversity Fieldbook Network Project	Amherst	MA
Cultural Sensitivity: Orientation for the New Juvenile Justice Professional	Harrisburg	PA
Discovery: A Leadership Program for Girls and Women	New York	NY
Diversity Roundtables	Pittsburgh	PA
Double Discovery Center, Columbia University	New York	NY
Dream Yard Drama Project	New York City	NY
Dudley Street Neighborhood Initiative	Roxbury	MA
Education Alliance for Equity and Excellence in the Nation's School	Providence	RI
Facing History and Ourselves	Brookline	MA
Flames Neighborhood Youth Association	Brooklyn	NY
Food Project	Lincoln	MA
Global Kids, Inc.	New York	NY
Greater Boston Catholic Charities	Somerville	MA
Greater Philadelphia High School Partnership: Students United in Service	Philadelphia	PA

Green Circle Program, Inc.	Philadelphia	PA
Hartford Areas Rally Together	Hartford	CT
Higher Ground	Boston	MA
Interfaith Action	Rochester	NY
Interfaith Bridge Builders Coalition	New Hartford	NY
Irish Immigration Center	Boston	MA
It's US: A Celebration of Who We Are in America Today	New York	NY
La Casa de don Pedro, Inc.	Ridgewood	NJ
Many Faces of Lynn: City of Immigrants	Salem	MA
Milestone Adventures	Barre	VT
Minority Training for Career Ladder in Child Care	Lawrence	MA
Mosaic Initiative	West Hartford	CT
Multicultural Music Group, Inc.	Yonkers	NY
National Conference	New York	NY
National Conversation on Race, Ethnicity and Culture Program, Aetna, Inc.	Hartford	CT
New Majority Joint Venture Initiative	New York	NY
Northeastern University's Center for the Study of Sport in Society	Boston	MA
Of Many Colors: Portraits of Multiracial Families	Kingston	PA
Pathways to Teaching Careers Program, DeWitt-Wallace Reader's Digest Fund	New York	NY
Peace Games	Somerville	MA
Power Represented by Individuals Who Value Diversity and Equality (PRIDE)	Jenkintown	PA
Pro-Integrative Consultation	Philadelphia	PA
Public Conversation Project	Watertown	MA
Publicolor	New York	NY
Race, Relationships, and Reality	Villanova	PA
Race Relations Dialogue Month	Bridgewater	NJ
Racism Awareness Program (RAP)	Akron	PA
Reconcilers Fellowship	Philadelphia	PA
Samuel S. Fels Cluster, School District of Philadelphia	Philadelphia	PA
Seeking Harmony In Neighborhoods Everyday (SHINE)	Trenton	NJ
Sponsor-A-Scholar	Philadelphia	PA
Springfield Vietnamese-American Civil Association	Springfield	MA
St. Paul's Multiethnic Center	Woodside	NY
Students Against Racism Organization	Kings Point	NY
Study Circles Resource Center	Pomfret	CT
Support Training Results in Valuable Employment (STRIVE)	New York	NY
Task Force on Police and Urban Youth	Boston	MA
Teaching for a Bias-Free World, Edison Township Board of Education	Edison	NJ
Team Harmony	Boston	MA
Teen Opportunity Program (TOP)	New York City	NY
Two Towns: One Community	Maplewood	NJ
Uniting Neighbors in Truth and Equality (UNITE)	Huntington	WV
UNITY: Stevens High School	Edison	NJ
We The People @ IBM	North Tarrytown	NY
World of Difference Institute	New York	NY
Young Heroes Program	Boston	MA
YouthBuild U.S.A.	Somerville	MA

South

African American Economic Experience, Southern University	Baton Rouge	LA
Alternatives in Medicine: HIGH School Exposure Program (A.I.M. High)	Dallas	TX

American Institute for Managing Diversity	Atlanta	GA
Amistad Research Center	New Orleans	LA
ASPIRA	Washington	DC
Black/Jewish Forum of Baltimore, Inc.	Baltimore	MD
Black History Tours	Miami	FL
Bridging the Gap Project	Atlanta	GA
Building an Intercultural Church, Fourth Avenue United Methodist Church	Louisville	KY
Camp Friendship, Catholic Charities	Memphis	TN
Central and South Florida Higher Education Diversity Coalition	Miami	FL
Children's Express	Washington	DC
City at Peace	Washington	DC
City at Peace-Charlotte	Charlotte	NC
Color Me Human	Hixson	TN
Common Destiny Alliance	College Park	MD
Common Ground	New Orleans	LA
Community Building Task Force	Charlotte	NC
Community Outreach	Washington	DC
Congress of National Black Churches	Washington	DC
Coral Springs Multicultural Advisory Committee	Coral Springs	FL
Democracy Resource Center	Lexington	KY
Department of Defense Mentor-Protege Program	Washington	DC
DIALOGO: An Education Program to Improve Human Relations	Raleigh	NC
Dialogue: Racism	Houston	TX
Diocesan Multicultural Network	Dallas	TX
Diversity Initiative Program	Miami	FL
ERACE	New Orleans	LA
Faculty Development Institute on Curriculum Infusion	Baltimore	MD
First Gethsemane/Crescent Hill Reconciliation Project	Louisville	KY
Haitian Citizens Police Academy/Haitian Roving Patrol	Delray Beach	FL
Harry T. and Harriette V. Moore Multicultural Center	Cocoa	FL
H.D. Woodson Hoop Dreams Scholarship Fund	Washington	DC
Healing Racism Institute	Little Rock	AR
Hope in the Cities	Richmond	VA
Human Relations in New Orleans: A Day of Healing	New Orleans	LA
I Have A Dream	Washington	DC
Imagine South Carolina	Charleston	SC
Inner Strength	Atlanta	GA
Interfaith Action Racial Justice, Inc.	Baltimore	MD
-ISM (N.) National Diversity Project	Durham	NC
Just Solutions	Louisville	KY
Kentucky Commission on Human Rights	Louisville	KY
Leadership Conference Education Fund (LCEF)	Washington	DC
Lee County Pulling Together	Fort Myers	FL
Leon County's Quality/Diversity Initiative	Tallahassee	FL
Mega Project Initiative	Washington	DC
Memphis Race Relations and Diversity Institute	Memphis	TN
Mickey Leland Kibbutzim Internship Program	Houston	TX
Minority Round Table	Virginia Beach	VA
Minority Pathways to the Health Professions, University of North Texas	Fort Worth	TX
Mission Mississippi	Jackson	MS
Moore's Ford Memorial Committee	Bishop	GA
Mosaic Harmony	Oakton	VA

Multicultural Center of Northwest Arkansas	Springdale	AR
Multicultural Services Program	Atlanta	GA
National Catholic Conferences for Interracial Justice	Washington	DC
National Center for Black-Jewish Relations	New Orleans	LA
National Coalition Building Institute (NCBI)	Washington	DC
National Conference on Race & Ethnicity, University of Oklahoma	Norman	OK
National Italian American Foundation Interethnic Affairs Institute	Washington	DC
National Migration Week, National Conference of Catholic Bishops	Washington	DC
National Multicultural Institute	Washington	DC
Native American Intertribal Council, KSC EO Program Office	Orlando	FL
Network to Freedom Interpretive Studies Program	Goldsboro	NC
North Carolina Students Teach and Reach Program (NC STAR)	Raleigh	NC
Oktibbeha County Race Relations Team	Starkville	MS
Operation Understanding DC	Washington	DC
Partners In Peer Mediation	Houston	TX
Plan to Foster Minority Representation and Participation in Physical Therapy, APTA	Alexandria	VA
Prejudice Awareness Summit	Washington	DC
Project Harmony	DeLand	FL
Public Allies	Washington	DC
Race Relations Institute	Nashville	TN
Reading on Wheels	Monticello	AR
Scarritt-Bennett Center	Nashville	TN
South Carolina Links	Columbia	SC
Student Unity Task Force	Columbia	SC
Teaching Tolerance Project, Southern Poverty Law Center	Montgomery	AL
The Club	Kosciusko	MS
Underground Railroad Education and Preservation Initiative	Washington	DC
UNITY: Journalists of Color, Inc.	Arlington	VA
Unity in the Community	Manassas	VA
University of Maryland's Diversity at UMCP	College Park	MD
VA Minority Forum	Washington	DC
Voices United	Miami	FL
Washington Interns for Native Students, American University	Washington	DC
World Communities of Louisville, Inc.	Louisville	KY

West

Action for a Better Community	Denver	CO
Al Wooten, Jr., Heritage Center	Los Angeles	CA
Arizona Opportunities Industrialization Center	Phoenix	AZ
Asian Counseling & Referral Service	Seattle	WA
Asian Neighborhood Design	San Francisco	CA
Atlanta Black/Jewish Coalition	Atlanta	GA
BRIDGES: A School Inter Ethnic Relations Program	Santa Ana	CA
Campus Climate Plan	San Jose	CA
Casa Heiwa Tenant Council, Little Tokyo Service Center	Los Angeles	CA
Center for Education Equity	Oakland	CA
Center for Research on Education, Diversity & Excellence	Santa Cruz	CA
Children of the Dream	Los Angeles	CA
Children's Outreach Center	East Palo Alto	CA
Chicanos Por La Causa	Phoenix	AZ

Choose One, Colorado Institute for Gender Equity and Vocational Education	Lakewood	CO
Citizens Project	Colo. Springs	CO
Community-Based Fire Protection Program	Los Angeles	CA
Community Cousins	Encinitas	CA
Contra Costa Interfaith Sponsoring Committee	Richmond	CA
Cradleboard Teaching Project	Kapaa	HI
Days of Dialogue	Los Angeles	CA
Delhi Community Center	Santa Ana	CA
Diversity/Harmony Mural, Mulholland Middle School	Van Nuys	CA
Diversity & Unlearning Prejudice	Los Angeles	CA
E Pluribus Unum: Multicultural Institute for Teachers	Downey	CA
Exemplary Multicultural Practices in Rural Education (EMPIRE)	Toppenish	WA
FAITHS Initiative	San Francisco	CA
Forum on Race	Seattle	WA
Fulfillment Fund	Los Angeles	CA
Glide Memorial United Methodist Church	San Francisco	CA
Great Leap, Inc.	Santa Monica	CA
Hands Across Cultures Corporation	Espaniola	NM
Hoop of Learning Partnership	Phoenix	AZ
Human Effort at Relating Together (HEART)	Los Angeles	CA
Interior Alaska Center for the Healing of Racism	Fairbanks	AK
Interracial Sisterhood Project	Hayward	CA
LA City Kidz	Los Angeles	CA
Latino-Jewish Leadership Series	Los Angeles	CA
Leadership Development In Interethnic Relations (LDIR)	Los Angeles	CA
Leadership for Equity, Anti-racism, Diversity, and Educational Reform	Downey	CA
Loyola Marymount University COMMUNITY Quilt	Los Angeles	CA
Maricopa Integrated Health System (MIHS)	Phoenix	AZ
Metropolitan Human Rights Center	Portland	OR
Middle School Institute for the Study of World Peace	Northridge	CA
Montana Human Rights Network	Helena	MT
M.O.S.A.I.C. Leadership Class	Sunnyvale	CA
Multicultural Collaborative	Los Angeles	CA
Multicultural Resource Center	Portland	OR
Native American Day	Fallon	NV
Native American Student Services, Phoenix College	Phoenix	AZ
News Watch Project	San Francisco	CA
Northwest Coalition Against Malicious Harassment	Seattle	WA
Not in Our Town Campaign	Oakland	CA
Oakland Citizens Committee for Urban Renewal (OCCUR)	Oakland	CA
OpNet: The Multimedia Opportunities Program	San Francisco	CA
Palms Council Project	Los Angeles	CA
People and Congregations Together (PACT)	Stockton	CA
People Respecting Other Peoples	San Francisco	CA
Phoenix Indian Center	Phoenix	AZ
Prejudices Across America: College Tour	Spokane	WA
Project Change	San Francisco	CA
Radio Bilingüe	Fresno	CA
Reaching Out	Oakland	CA
Rebuilding Community Campaign, Metropolitan Organizations for People	Denver	CO
Resource Apprenticeship Program for Students	Anchorage	AK
Rio Hondo Project - San Gabriel Valley Council, BSA	Pasadena	CA

San Francisco Organizing Project	San Francisco	CA
Santos Rodriguez Project	Seattle	WA
Seeking Common Ground	Denver	CO
“Shades of L.A.”	Pasadena	CA
<i>Skin Deep</i>	Berkeley	CA
Start Up	East Palo Alto	CA
St. HOPE Academy	Sacramento	CA
“Street Science With Dominique DiPrima”	Los Angeles	CA
Students Talk About Race	Los Angeles	CA
Summer Of Unity and Liberation (SOUL)	Berkeley	CA
Three Valleys Project (3VP)	Portland	OR
Tools for Tolerance for Professionals	Los Angeles	CA
Tribes Learning Community	Sausalito	CA
Up With People	Broomfield	CO
Walk in My Shoes Student Symposium	Santa Ana	CA
We’re All on the Same Team Cultural Diversity Program	Phoenix	AZ
Wind River Initiative (WRI)	Laramie	WY
Youth Together Project, ARC Associates	Oakland	CA