

NLWJC - Kagan

DPC - Box 040 - Folder 013

**Race-Race Initiative - Advisory
Board Meetings [3]**



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

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

MAR 12 1998

President William J. Clinton
The White House
Washington, DC 20503

Dear Mr. President:

I am pleased to be able to provide you with an overview of the key issues and recommendations which emerged from your Advisory Board's two days of meetings in Phoenix, Arizona on January 13th and 14th, 1998. I will briefly highlight the key findings and reactions which I and other Board members had as well as our recommendations.

The subject of the two days of meetings was Race in the Workplace. We used the opportunity to visit several promising practices in the local area as well as to convene a major panel discussion with experts on the subject of disparities and opportunities in employment. We also convened, for the first time, a Community Forum which permitted residents from the Phoenix community to share their race-related concerns and recommendations with the Board. Each of the meetings and activities we engaged in were successful in pointing towards improved approaches to and strategies for equal opportunity and racial reconciliation.

Central to our findings and appreciation of race in America are the major ways in which all racial minorities experience some basic and comparable racial disadvantages, such as discrimination in employment, and the concomitantly strong commitments all persons of color have to achieve and succeed. There is firm and lasting commitment to the ideals of equal opportunity even amongst those long deprived of its full realization and a powerful commitment to the goals of civil rights for all.

We were, once again, struck by the incredible commitment, pride, and energy which the young people of America, including representatives of all minority groups, make to the issue of racial progress and achievement. For example, at the Opportunities Industrialization Center in Phoenix we met individuals from the Latino, American Indian, and African American communities who have made effective use of job training programs to make significant economic progress in their lives.

Virtually all of the people with whom we met stressed that truly effective job and career training requires counseling efforts aimed at addressing the professional needs and deficits of each client. Employment training and counseling appears to be most effective when the total circumstances and needs of the individual and their family are considered and addressed. In addition, it is critical that the design of such programs be sensitive to the different strengths and needs which different racial and ethnic communities can bring to such programs. While there are, of course, substantial commonalities among all racial and ethnic groups, there are some notable differences in the ways in which neighborhood associations, churches, and other non-profit groups work to assist local clients in their search for improved employment training and opportunities. Given the critical importance of welfare-to-work training programs, I am sure that agencies such as the Department of Health and Human Services and the Department of Labor are planning evaluations of the relative effectiveness of various employment training programs for different minority and immigrant communities that will highlight the commonalities and, where they exist, the differences in their training needs.

We were also impressed by the powerful role which television and the media, in general, play in creating perceptions and biases about race which affect workplace opportunities. A black fireman in Phoenix, for example, told us that when he joined the Department, 26 years ago, he was the first minority person his co-workers had ever met and that the only images they had of blacks were previously gained through movies, television, and rumors. Programs that were established to help integrate employment settings in Phoenix have served to dispel some of the misperceptions and myths carried through the media about people of color. The steady progress which the Phoenix black firefighters union has made in advancing an affirmative employment position in Phoenix is a credit to the city.

The meeting we held with tribal government officials from the Southwest region highlighted for us the powerfully important difference which tribe's unique sovereign status plays in thinking about economic development options. There is a clear feeling that the major form of racial disadvantage that Native Americans experience is a result of the lack of respect, by both the public and private sector, for tribes as governmental entities. Of particular concern to us at the Advisory Board meeting in Phoenix was the effect which this form of racial disadvantage has on economic development options, including its negative impact on accessing private investment and credit due to confusion and misconceptions about conducting business on Indian trust lands, especially jurisdictional conditions covering the adjudication of foreclosure procedures.

It is in our judgement imperative for the Federal government to make every effort to address this issue by facilitating meetings between tribal government representatives and major lenders and investors, including secondary market actors such as Fannie Mae and Freddie Mac, to systematically address misconceptions and other barriers to investment. Executive branch agencies with responsibility for Indian Affairs can contribute in major ways to the long-term process of building programs to inform and educate investors and lenders about the range of realistic, culturally sensitive lending and investment opportunities available in Indian Country.

The Advisory Board is also concerned by the closely related complexity and persistence of disadvantages among tribes and Alaskan Native Villages. We ask that you recommend that a major, independent assessment be funded of the fairness and effectiveness of all federal program resources intended to assist tribes and Alaska Native Villages with their economic future. Until such an assessment is completed, joint planning for a significantly improved economic future is notably handicapped. This assessment should help to determine which Federal agencies have effectively implemented a policy of just and responsible treatment of tribal leaders and governments - as governments.

We began our meetings on January 14th with very useful information on race and the labor market presented to us by Dr. Janet Yellen. Dr. Yellen provided us a compelling portrait of both improvements and continuing disparities affecting most minority groups. One clear shortcoming of the data presented was the lack of systematic information on many key measures for Asian Americans and American Indians. The information Dr. Yellen was able to make use of, from the U.S. Census and other Federal surveys, is based heavily on data from African-Americans and Hispanics, but lacks systematic information on many key measures of the labor market, income, and other socio-economic characteristics for Asians and American Indians. We therefore recommend that all Federal statistical data gathering agencies make every effort to create large enough periodic samples of all minority groups so that post censal information on race is systematically available for all groups. This could be achieved by over-sampling Asians and American Indians as part of such key annual data series as the Current Population Surveys.

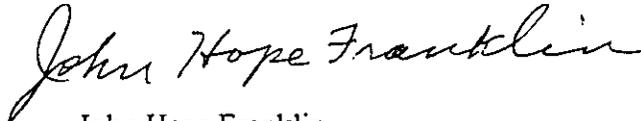
Following Dr. Yellen's presentation, we held a spirited, analytic discussion of Race in the Workplace involving such experts as Glenn Loury, Harry Holzer, Paul Ong, Jose Juarez, and James Smith, as well as program directors such as Claudia Withers, from the Washington Fair Employment Council, and Ms. Lorenda Sanchez, of the California Indian Manpower Coalition. All of the speakers agreed that racial and ethnic discrimination continues to play a role in limiting people's ability to obtain employment. They also agreed that this fact points to the need for increased or strengthened enforcement by such agencies as the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs at the Department of Labor. We commend you for your recently announced increase in funding for these two agencies and their testing programs. We also commend and support the principles and objectives of the conference on racial discrimination and testing in the areas of employment, housing, credit and other areas of social life convened on March 6, 1998 by the Urban Institute, with funding and support from HUD.

Page 4 - President William J. Clinton

We ended our two days of meetings with a very useful forum which permitted local residents to express their fears, anger and concerns about a variety of race related issues of local concern. We in particular learned of an on-going investigation of allegations of mistreatment of American citizens of Hispanic descent by the Immigration and Naturalization Service and local police in Chandler, Arizona. This investigation is, I understand, still several weeks away from completing its initial report, but we are certain the Justice Department will carefully and fully investigate this case and will make general policy recommendations that will help avoid the actual or perceived misuse of police and Border Patrol authority in the future.

My best wishes.

Yours truly,

A handwritten signature in cursive script that reads "John Hope Franklin".

John Hope Franklin
Chair

DRAFT (as of January 29, 1998, 12:14pm)

Agenda

President's Advisory Board On Race Northern California, February 10-11, 1998

Theme: *Race and Poverty in America*

The purpose of this meeting is to examine the relationship between race, poverty, and public policy in both urban and rural America. While whites are over 45% of the poverty population in the United States, larger percentages of the minority population are poor. We will examine the racial characteristics of the poor, the persistence of poverty, its causes including the role of discrimination, and we will assess the nature of concentrated poverty in "ghettos" or "barrios."

Further, we will examine the need for and effectiveness of public and private sector responses to the persistence and concentration of race-based poverty, including breaking the well-documented cycle of poverty. Recommendations made thirty years ago by the Kerner Commission in addressing race will be reviewed for their relevance. We will identify some promising practices aimed at reducing poverty in minority communities including SBA, housing and community development projects.

Key Questions:

- To what extent are poverty and race related? Is there a link between race and concentrated poverty?
- What are the main causes of continuing and concentrated poverty among whites and minorities? Does discrimination continue to affect opportunities for minorities to move out of poor, segregated neighborhoods? What are the connections between racial isolation and poverty and how can we alter the negative aspects of these connections?
- What governmental and non-governmental programs and policies are most effective in addressing minority group poverty and racial segregation? Should such policies and programs differ in order to address the distinctive position and needs of different racial/ethnic groups? How should they do this?

Day 1 (San Francisco/Oakland/East Palo Alto):

The day will be devoted to having Board members visit Promising Practices sites in the San Francisco, Oakland, and East Palo Alto communities. The day will end with a community forum held in San Jose.

HUD Secretary Andrew Cuomo has been invited to attend.

San Francisco:

10:30 am - 12:30 pm: Board members visit local Promising Practices. Secretary Andrew Cuomo will be invited to attend.

Oakland:

10:30 am - 12:30 pm: Board members visit local Promising Practices.

East Palo Alto:

10:30 am - 12:30 pm: Board members visit local Promising Practices.

San Jose:

Community Forum: 6:00-7:30 pm

The day will conclude with a community forum in which Board members listen and learn about issues related to race in the San Jose area.

Possible Welcoming Speakers: Mike Honda, State Assemblyman

Possible Moderators: Local San Jose Moderator.

Day 2 San Jose

9:00 am - 9:10 am Welcome and review of agenda by Chairman Franklin.

9:10 am - 9:15 am Welcoming remarks from local official.

Possible speaker: San Jose Mayor Hammer

9:15 am - 9:35 am Keynote/Opening Address [HUD Secretary Andrew Cuomo -- invited] and possible Overview on Poverty and Race in America

9:35 am - 11:45 am: **Poverty and Race: Facts, Causes, and National Issues**

HUD Secretary Andrew Cuomo has been invited to participate in the morning panel with the Advisory Board. This round table discussion will bring together national experts to discuss if there is a link between race and poverty, as well as the status and causes of continuous and concentrated poverty in urban and rural communities. Economic inequality and race will be assessed as will the role of housing discrimination and how it limits opportunities to move out of "ghetto" neighborhoods. The key controversies have been the extent to which the causes are racial or non-racial and the extent to which the poor themselves bear responsibility for the continued impoverishment. The focus will be on national policies, programs, and legislative issues.

Possible panelists:

Professor William Julius Wilson, Harvard [available]; author of *The Declining Significance of Race*, and *When Work Disappears* and a nationally recognized expert on race and the urban “underclass.”

Professor Douglas Massey, University of Pennsylvania [available]; Author of the book *American Apartheid: Segregation and the Making of the Underclass*, and a long-term analyst of differences between whites, blacks, Hispanics and Asians in their spatial and economic progress and isolation. He is also a major analyst of immigration and race issues.

Professor Matthew Snipp, Stanford University [available]; A nationally known Native American demographic expert on the socio-economic condition of American Indians, including analyses of their poverty, housing conditions, and cultural situation. He is author of a forthcoming book, *American Indians and Economic Dependency*, and author of the 1989 book, *American Indians: The First of the Land*.

Jack Kemp, Empower America [invited]. Former HUD Secretary and co-director of Empower America.

Professor Min Zhou, Department of Sociology and Asian American Studies, UCLA. She is the author of a forthcoming Russell Sage Foundation book on Vietnamese poverty, *Growing Up American*. Her research focuses on how the “social capital” these groups bring to their lives helps overcome the problems of poverty and ghettoization.

Professor Tarry Hum, New York University. She conducted recent research on Asian poverty and community economic development, as well as research on immigration, economic development and residential segregation. She has argued that ethnic niche economies serve to “protect” Asians against discrimination and economic instability. Prior to receiving her doctorate in urban planning, she was the executive director of the Asian Community Development Corporation as well as the Chinatown-South Cove neighborhood Council in Boston, Ma.

Professor Vilma Ortiz, UCLA, Department of Sociology. She has written extensively on Latino poverty issues.

Professor Raquel Rivera Pinder-Hughes, Urban Studies Program, SF. State University. Expert on Latino poverty issues in California and nationally. Has used census data to compare white, Black, Asian, and Latino poverty from 1970 to the present.

This session would conclude with 45 minutes of Q&A.

Moderator possibilities: Professor Manuel Pastor, Director of Latin American Studies, University of California at Santa Cruz; Dr. Laura Tyson, University of California at Berkeley.

11:45 am - 12:45 pm Lunch Break

1:00 pm - 3:00 pm **Poverty and Race: Local Policy Issues and Solutions**

This panel discussion will focus on the main State and local options for addressing the causes of poverty and possible programs and policies to address race-based poverty. The panel will consist largely of local state and area program experts. The discussion will likely include a focus on welfare-to-work as well as community and housing deconcentration and "integration" efforts from HUD, including Enterprise Zones/Community Development banks as they are being implemented at the local level. The panel could include:

Denise Fairchild, Community Development Technologies Center in LA; suggested by Angela Oh; worked extensively with the Rebuild LA Project; currently heading up an anti-poverty organization in Los Angeles; can speak to solutions for California

Gordon Chin, Executive Director of the Chinatown Community Development Center; the organization has been in existence for 20 years and mainly dealt with the Asian American community; the organization is now being faced with not only serving that community but the growing Russian immigrant and African-American communities; one of the largest affordable housing developers and is now moving into larger economic development issues; San Francisco

Jose Padilla, California Rural Legal Services; Los Angeles; an advocate for rural and farm worker issues;

Angelo Ancheta, the Asian Law Caucus; challenges racial discrimination in employment, housing and public institutions; organization has begun confronting the challenges associated with the new welfare-to-work program

Robert Woodson, Neighborhood Development; proponent of African Americans developing their own communities; critic of welfare programs.

Amy Dean, CEO of the South Bay AFL-CIO Labor Council which represents workers in the area; linked to the non-profit organization, Working Partnerships USA which is working on regional economic development and minority group issues in the San Jose area.

Rose Amador is President of the Center for Training and Careers in San Jose. The center works heavily with families on AFDC/welfare and is beginning a welfare to work program.

This session would conclude with 45 minutes of Q&A from the audience.

Moderator possibilities:

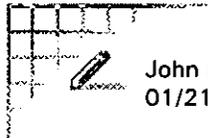
Eva Patterson, Executive Director for the Lawyer's Committee on Civil Rights in San Francisco

Richard Socarides 01/22/98 01:59:31 PM

Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: PIR Agenda and Role for Secretary Cuomo on 2/11/98

----- Forwarded by Richard Socarides/WHO/EOP on 01/22/98 01:56 PM -----



John M. Goering
01/21/98 06:43:38 PM

Record Type: Record

To: Jon P. Jennings/WHO/EOP
cc: See the distribution list at the bottom of this message
Subject: PIR Agenda and Role for Secretary Cuomo on 2/11/98



AGENDA.

We attach a copy of the agenda for the President's Advisory Board meeting on race and poverty in the San Francisco Bay area. With Judy's approval, we have indicated the roles which we hope that Secretary Cuomo will contribute to at the meeting on February 11th. He is of course most welcome to join any of the activities planned for the two days.

His role includes offering a major, keynote address on the morning of February 11th and then joining the Advisory Board the same morning to listen to, and ask questions of, a panel of experts on the issues of race and poverty. Please note that Former HUD Secretary Jack Kemp will be invited to be a panelist for the discussion for which Secretary Cuomo would be in attendance .

We very much hope that you can encourage the Secretary's staff to include this meeting on his agenda . We look forward to hearing back from you soon. John Goering

Message Copied To:

Judith A. Winston/PIR/EOP
Richard Socarides/WHO/EOP
Julie A. Fernandes/OPD/EOP
Jacinta Ma/PIR/EOP
Lin Liu/PIR/EOP

DRAFT (as of January 22, 1998, 5:23pm)
Agenda
President's Advisory Board On Race
Northern California, February 10-11, 1998

Theme: *Race and Poverty in America*

The purpose of this meeting is to examine the relationship between race, poverty, and public policy in both urban and rural America. We will explore why, despite important improvements, minorities remain most impacted by poverty, examining the link between race and poverty. The poverty rate for Hispanics and Asian Pacific Americans in 1990 was, for example, higher than it was in 1969. Typically the highest rates of poverty are experienced by American Indians. At the same time, from 1960 through 1990, the poverty rate for African-Americans has been significantly higher than for almost any other racial group.

Further, we will examine the need for and effectiveness of public and private sector responses to the persistence and concentration of race-based poverty, including breaking the well-documented cycle of poverty. Recommendations made thirty years ago by the Kerner Commission in addressing race will be reviewed for their relevance. We will identify some promising practices aimed at reducing poverty in minority communities including SBA, housing and community development projects.

Key Questions:

- To what extent are poverty and race related? Is there a link between race and concentrated poverty?
- What are the main causes of continuing and concentrated poverty among whites and minorities? Does discrimination continue to effect opportunities for minorities to move out of poor, segregated neighborhoods? What are the connections between racial isolation and poverty and how can we alter the negative aspects of these connections?
- What governmental and non-governmental programs and policies are most effective in addressing minority group poverty and racial segregation? Should such policies and programs differ in order to address the distinctive position and needs of different racial/ethnic groups? How should they do this?

Day 1 (San Francisco/Oakland/East Palo Alto):

The day will be devoted to having Board members visit Promising Practices sites in the San Francisco, Oakland, and East Palo Alto communities. The day will end with a community forum held in San Jose.

HUD Secretary Andrew Cuomo and SBA Administrator Aida Alvarez will be invited to attend.

San Francisco:

10:30 am - 12:30 pm: Board members visit local Promising Practices. Secretary Andrew Cuomo will be invited to attend.

Oakland:

10:30 am - 12:30 pm: Board members visit local Promising Practices.

East Palo Alto:

10:30 am - 12:30 pm: Board members visit local Promising Practices.

San Jose:**Community Forum: 6:00-7:30 pm**

The day will conclude with a community forum in which Board members listen and learn about issues related to race in the San Jose area.

Possible Moderators: Local San Jose Moderator; Emerald Yeh, KRON; Wendy Tokuda, anchor; Thuy Vu, KPIX; Michael Krasny, KOED (NPR); Dennis Richmond, KPPU.

Day 2 (in San Jose):

9:00 am - 9:10 am

Welcome and review of agenda by Chairman Franklin.

9:10 am - 9:15 am

Welcoming remarks from local official.

9:15 - 9:25 am

Keynote/Opening Address by HUD Secretary Andrew Cuomo

9:25 am - 9:40 am: Overview of the Poverty Status of Minorities

Current statistics regarding race/poverty for the US and the San Jose metropolitan area (CMSA). The presenter will describe who is poor in America, trends in poverty and race, and how racial groups differ from each other. Possible presenters: Dr. Laura Tyson, University of California at Berkeley or local area expert.

9:40 am - 11:45 am: Poverty and Race: Facts, Causes, and National Issues

HUD Secretary Andrew Cuomo will be invited to participate in the morning panel with the Advisory Board. This round table discussion will bring together national experts to discuss if there is a link between race and poverty, as well as the status and causes of continuous and concentrated poverty in urban and rural communities. Economic inequality and race will be assessed as will the role of housing discrimination and how it limits opportunities to move out of "ghetto" neighborhoods. The key controversies have been the extent to which the causes are racial or non-racial and the extent to which the poor themselves bear responsibility for the continued impoverishment. The focus will be on national policies, programs, and legislative issues.

Possible who are suggested for possible inclusion include:

Professor William Julius Wilson, Harvard;
Professor Douglas Massey, University of Pennsylvania;
Professor Frances Fox Piven, Columbia;
Professor Manuel Pastor, Chair of the Department of Latin American and Latino Studies, University of California at Santa Cruz;
Professor Matthew Snipp, Stanford University;
Former HUD-Secretary Jack Kemp, Empower America;
Professor Shelby Steele;
other local Hispanic, Asian American (Robert Jibou; Min Zhou; Ailee Moon; Wei-Yin Hu; Eric Fong).

This session would conclude with 45 minutes of q&a.

Moderator: TBD

11:45 - 1:30 pm

Lunch

1:30 pm - 3:30 pm: Poverty and Race: Local Policy Issues and Solutions

This panel discussion will focus on the main State and local options for addressing the causes of poverty and possible programs and policies to address

race-based poverty. The panel will consist largely of local state and area program experts. The discussion will likely include a focus on welfare-to-work as well as community and housing deconcentration and "integration" efforts from HUD, including Enterprise Zones/Community Development banks as they are being implemented at the local level. The panel could include:

Denise Fairchild, Community Development Technologies Center in LA;

Jose Padilla, California Rural Legal Services;

Representative from The Asian Law Caucus;

Robert Woodson, Neighborhood Development;

Asian American experts (Robert Jibou; Brian Cheu);

Latino and American Indian practitioners.

This session would conclude with 45 minutes of q&a from the audience.

Moderator: TBD

ELENA

COULD YOU PLEASE COME AS TALK &
CALL MR. -

BENJAMIN LUC

6-1611

Phoenix January 14th AM Meeting:

Panelist Acceptances:

- Pres. C 1. Professor. Harry Holzer, Michigan State University; expert of race and labor markets; author of recent book, *What Employers want* (1996) and the forthcoming book, *Detroit Divided: Racial Inequality in Housing and Labor Markets*. Recommended by Labor and CEA staff;
- Conserv. C 2. Dr. James Smith, Rand Corporation; recommended by Department of Labor as qualified expert; he served as chair of the 1997 National Academy of Sciences report, *The New Americans: Economic, Demographic, and Fiscal Effects of Immigration*, on immigration and its benefits; conservative;
- Pres. b 3. Ms. Claudia Withers, Fair Employment Council of Greater Washington; advocacy organization with expertise in employment testing and litigation;
- Conserv. b 4. Prof. Glen Loury, Boston University; black conservative voice;
- A 5. Professor Paul Ong: Asian Studies Program, UCLA - ?

CO-ARRANGE w/ JURY

HUGH PRICE - NO

Contacted but Did not Accept or Not Confirmed:

- 6. Professor William Julius Wilson, Harvard University; author of *When Work Disappears* and major analyst of race and public policy issues (Called on 12/31/97: 'on vacation and unable to attend'. C. Edley pursuing);
- 6. Charles Kamasaki, La Raza; major national interest group with expertise on Hispanic economic issues.

ANTHONY HER NARRATOR

Not Contacted:

~~8. American Indian representative would be eighth panelist?~~

7 Moderator

→ CHARLES HANCOCK GARD → PHILIP MARTIN -

SEA

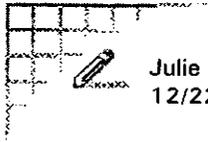
7

6+1

PHILIP GARDNER
PH. CARRY CARRON
STEVEN HIR
ANNOUNCEMENT

14

Rau initiative - advisory board



Julie A. Fernandes
12/22/97 09:09:59 AM

Record Type: Record

To: Elena Kagan/OPD/EOP
cc: Laura Emmett/WHO/EOP
Subject: Phoenix Advisory Board Meeting

Elena,

Attached are three proposals for the agenda for the January 13th/14th Board meeting in Phoenix on employment. We are meeting this afternoon to discuss these options to try to come to some conclusion. Because of the holidays, etc. they would like some closure asap. If you have thoughts/input just let me know. Thanks.

Julie



PROP1.W



PROP2.W



PROP3.W

**January 13th and 14th
Phoenix, Arizona**

Statement of why we are in Phoenix. Local politician?? Address the negative history and the future potential of this very high growth state.

Day 1

AM

What: Outreach meeting
Who: Corporate; labor; employee
Why: Discuss concerns/questions/input re: race and diversity in the workplace

PM

What: Native American outreach
Who: Tribal leaders
Why: To familiarize the Board with issues in Indian country, with a focus on employment and educational concerns.

Day 2

Both panels would be moderated with Q&A following the second panel. I'm not sure that either should have a Phoenix focus, given that all indications are that there is not much to focus on re: this issue.

AM

What: Panel 1: Is there equal opportunity in employment?
Who: Someone who says **yes**; someone who says **no**; someone who says **depends**.
Could include folks from EEOC and OFCCP who could discuss recent cases, have charts and graphs, etc. (wage gap; income issues; glass ceiling)
Why: To discuss the issue of whether discrimination continues to be a problem.

PM

What: Panel 2: Is affirmative action the answer?
Who: Someone who says **yes**; someone who says **no**; someone who says **depends**.
This panel of labor market experts (economists?) could address questions of White backlash; controlling employer preferences that may be racially motivated; need to overcome old boy network, etc.
Why: To discuss solutions employed to overcome discrimination, and whether they help or hurt racial reconciliation and equal opportunity.

Agenda Proposal #2
President's Advisory Board on Race
Phoenix, January 13-14, 1998

Theme: Race in the Workplace -- despite gains, significant disparities still exist between minorities and whites, and there is still clear evidence of employment discrimination. There is, therefore, a need for carefully-designed responses to address these issues, and we know of a number of promising practices.

Day 1

The primary purpose of the first day is to acquaint Board members with local businesses which exhibit promising practices.

10am - 4pm, ongoing throughout day

Board members arrive and visit different promising practice sites around the area, especially business sites.

5pm - 7pm

Evening forum with tribal leaders (open to the public)-- this forum is part of the outreach that will take place with each board meeting to hear concerns and issues from local people.

Day 2

Instead of going from a local to a national perspective as we did in Fairfax, we could go from a national perspective and then conclude with local leaders (in the corporate forum) signing on to play a leadership role in their communities to address many of the issues raised in the morning session.

9:30am - 9:45am

Statistical overview (Janet Yellen?) showing progress of minorities but continued existence of disparities.

9:45am - 11:45am

Engaging roundtable discussion on key economic opportunity issues, from a national perspective. Experts address key questions, including: why do disparities persist and what can we do about them? Should affirmative action programs continue? Is there reverse discrimination and what can be done about it?

1pm - 3pm

Corporate/Employee Forum -- Secretary Herman would host this group of regional corporate and labor leaders as well as non-union employees. They would discuss what they learned from the morning session and how they might address the issues raised. The objective is to enlist their support to play leadership roles in supporting the President's Initiative on Race.

5pm - 7pm

Community forum for the Board to hear race concerns of local community. Open to public.

Agenda Proposal #1
President's Advisory Board On Race
Phoenix, January 13-14, 1998

The meeting on *Race in the Workplace* will focus on three key questions:

How much diversity is there in employment in America and how much has it changed?

Are there continuing disparities in employment? What are the main causes of these disparities? Does discrimination continue to effect employment opportunities for minorities?

What governmental and non-governmental programs and policies are most effective in addressing the causes of labor market disparities? How much more needs to be done to reduce and eliminate disparities and how long should such programs continue?

Day 1:

- 10:00am - 1:00: The day begins with a meeting of regional corporate leaders, labor union representatives, and employees with Labor Secretary Herman moderating the discussion. The meeting will focus on means by which these entities will increase their involvement in promoting racial diversity in the workplace;
- 2:00 - 4:00p.m: Board members will next visit several local Promising Practices;
- 5:00 - 7:00pm: There will be a meeting with regional leaders of American Indian tribes to hear their concerns.

Day 2: There will be in-depth discussions of the facts and concerns about employment discrimination and disparities followed by an afternoon discussion of methods to redress these problems including a forum discussing the merits of affirmative action and other tools.

- 9:30am-11:30am: The first round table discussion will focus of continuing racial disparities and discrimination in labor markets. This would include a discussion of in employment discrimination making use of the testimony of testers and some current cases.
- 1:30 - 3:30pm: The second round table would focus on potentially useful policies to promote employment diversity including affirmative action. This would include a discussion of whites fears about the employment advancement of minorities; the "perception of loss" and an assessment of "reverse discrimination."
- 5:00 - 7:00pm: The day will conclude with a community forum in which Board members learn of the race concerns in the Phoenix area.

Panel Members: January 14, 1998 AM Panel: Disparities and Equal Employment Opportunity.

Experts:

- 1. Claudia Withers, Executive Director of the Fair Employment Council of Washington: will discuss testing evidence; attorney;
- 2. Dr. Harry Holzer, Michigan State, economist who has done recent major surveys of employers;
- 3. Ms. Lorenda Sanchez, California Indian Manpower Coalition; American Indian program administrator and expert on Native American employment and unemployment issues (not yet accepted);
- 4. Dean Jose Roberto Juarez, Professor of Law, St. Mary's Law School, San Antonio; (accepted);
- 5. Professor Paul Ong: Urban Planner at UCLA; analyst of affirmative action and employment issues among Asians;
- 6. Dr. James Smith, Rand, economist and analyst of employment and race issues;
- 7. Dr. Glenn Loury, Boston University; economist
- 8. Moderator: either Michael Grant or Jose Cardenas (not yet invited)

Advisory Board/PIR members:

9. Dr. J. Hope Franklin, Chair
10. Ms. Linda Chavez-Thompson
11. Rev. Suzan Johnson Cook
12. Ms. Angela Oh
13. Mr. Robert Thomas
14. Governor William Winter
15. Ms. Judith Winston, Executive Director, PIR
16. Secretary of Labor Alexis Herman

DRAFT (as of January 8, 1998, 8:38am)

Agenda
President's Advisory Board On Race
Phoenix, January 13-14, 1998

Theme: Race in the Workplace

The purpose of this meeting is to examine whether there is economic opportunity for all Americans. We will explore why, despite gains, significant disparities still exist among races and the extent to which these disparities are due to racial discrimination or other factors. Further, we will examine whether there is a need for continued responses to address these issues and identify some promising practices to reduce disparities.

Key Questions:

- Is there economic opportunity for all Americans and has this situation changed?
- Are there continuing disparities in employment opportunities? What are the main causes of these disparities? Does discrimination continue to effect employment opportunities for minorities?
- What governmental and non-governmental programs and policies are most effective in addressing the causes of labor market disparities? How much more needs to be done to reduce and eliminate disparities?

Day 1:

11am - 4:00pm

As board members arrive, they visit local, workplace Promising Practices.

5:00pm - 7:00pm

There will be a meeting with regional leaders of American Indian tribes to hear their concerns.

Day 2:

9am - 9:05am

Welcome and review of agenda by Chairman Franklin.

9:05am - 9:10am

Welcoming remarks from local officials; Mayor.

9:10-9:20am. Secretary of Labor Alexis Herman: Overview: introduces and sets tone for the day.

9:20am - 9:45am

Dr. Janet Yellen (Chair of the Council of Economic Advisors) Provides overview of labor market issues and race

9:45am-11:45am

This round table discussion will bring together national experts to discuss whether there is

equal economic opportunity for all Americans, the existence of discrimination and how it manifests itself, the challenges of building and maintaining a diverse work force, the causes of continued disparities, and possible programs and policies to address them. It could include a discussion of fears of "reverse discrimination" and whether programs designed to eliminate disparities should continue. (Panelists include: Professor Paul Ong, UCLA; Ms. Claudia Withers, Fair Employment Council of DC; Professor Glen Loury, Boston University; Professor Harry Holzer, Michigan State University; Dr. James Smith, Rand Corporation; and Dean Jose Roberto Juarez, St. Mary's Law School, San Antonio. This session will conclude with 45 minutes of q&a.

Moderator: TBD

12pm - 12:30pm: Initial Press Availability

12:30-1:30pm: Lunch

1:30pm - 3:30pm

Corporate and Labor Forum

The afternoon round table discussion will involve corporate and labor leaders and will be moderated by U.S. Labor Secretary, Alexis Herman. The discussion will focus on the benefits of racial diversity in the workplace, ways in which to successfully achieve such diversity, and the challenges faced in doing so. A key objective of this session is to engage business and employee leaders in adapting successful efforts to their own particular situations. (In addition to invited corporate leaders, possible panelists include: an employee and management representative from the private sector, and a representative from the Chamber of Commerce.) This session will conclude with 45 minutes of q&a from the audience.

3:30 - 4pm

Possible press availability

4:15 - 5:30pm

The day will conclude with a community forum in which Board members listen and learn of the race concerns in the Phoenix area.

Race Initiative -
Advisory Board

THE PRESIDENT'S INITIATIVE
12-9-97



ONE AMERICA IN THE 21ST CENTURY

'97 DEC 8 PM 3:5

The President's Initiative on 12-9-97

To Burkhardt for reply
after you have seen?
Yes No

The New Exec
Washington, DC
202/395-1010

November 30, 1997

President William J. Clinton
The White House
Washington, DC 20503

Dear Mr. President:

12/10/97
Elena
FBI
see POTUS
note

cc: Matthews Gove
Winston
COS
Frank Raines
Chuck Park

Since our appointments, your Advisory Board members have received many reports containing information about discrimination and racial disparities in several key areas including education, housing, employment, health and in the administration of justice. You may recall that on September 30, 1997, the Advisory Board discussed and reviewed research about the nature, extent and manifestation of contemporary racism. On November 10th, a number of Advisory Board members participated in the White House Hate Crimes Conference and discussed major shortcomings in hate crimes data collection and enforcement of civil rights laws related to hate crimes prosecution.

More recently, the Initiative staff provided, at my request, a summary of key racial discrimination and civil rights enforcement research material. This material formed part of the Advisory Board meeting held on November 19, 1997 at the University of Maryland. While there is much more that we need to know and discuss about race and national origin discrimination, there are several areas upon which the Board would like to provide recommendations to you.

The data we have received and reviewed indicate that actionable illegal discrimination on the basis of race and national origin is still active and the source of harmful consequences to men, women, and children who are the targets of this discrimination. Such discrimination in education, housing, and employment contribute to growing isolation and feelings of alienation. They further impede our ability to live, work, and grow together as One America, free from prejudicial, stereotypical thinking and discriminatory behavior.

Information we have received also make clear that for the last two decades, civil rights enforcement agencies have had their budgets and staffing reduced while many of their responsibilities have been increased. While there have been some increases in funding in recent years, often the funding level has not kept pace with the increasing volume of cases or the need for careful compliance investigations.

The increasing demands on civil rights enforcement agencies make it particularly difficult, in the view of the Advisory Board, for these agencies to devote sufficient time and attention to training staff and providing technical assistance to recipients of Federal funds to recognize and act to prevent discrimination. This is especially true for the increasingly subtle and complex forms of contemporary discrimination which have largely supplanted more blatant forms of discrimination typically found in earlier decades.

November 30, 1997

On behalf of the entire Board, I recommend the following actions to you for further attention:

- Strengthening civil rights enforcement throughout the United States: in the FY 1999 budgets, help create partnerships with States and localities that enforce comparable laws to those that operate at the Federal level, with the goal of strengthening all of the agencies' capacity to effectively enforce the civil rights laws they administer;
- Expanding and strengthening the Federal government's ability to collect, analyze, and disseminate reliable data on the nature and extent of discrimination based upon race and national origin, not of course to the exclusion of data collection on other protected classes. A well-designed and coordinated process of generating relevant indicators would then become part of an annual report covering such areas as education, health, employment, housing, and the administration of justice. Such a report would not only assist policy makers but help to increase cooperation among the various Federal agencies involved in civil rights enforcement and education. The information will also aid the public by identifying trends, and these reports and indicators can be replicated with data for local areas. Central to our concerns is the need to significantly improve the level of information about *all* minority groups.
- Implementing fully the series of bold new initiatives announced at the White House Hate Crimes Conference aimed at better data collection, enforcement, and prevention. Improved hate crimes prosecutions along with HUD's initiative to assist victims of hate crimes obtain money damages from their attackers are necessary complements to an improved capacity at the FBI to identify and track trends in hate violence.

I expect that the Board will address these issues again in subsequent meetings, and I look forward to reporting back to you on our findings and further recommendations. I would, of course, be pleased to discuss these recommendations with you.

My best wishes.

Yours truly,

A handwritten signature in cursive script that reads "John Hope Franklin". The signature is written in dark ink and is positioned above the printed name.

John Hope Franklin



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

'97 DEC 8 PM3:5

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

To: Sylvia Mathews
Deputy Chief of Staff

From: Judith A. Winston *JAW*
Executive Director

Subject: Dr. Franklin's Letter to the President

As you know, the Advisory Board discussed discrimination and civil rights enforcement issues during its November 19 meeting at the University of Maryland. Attached is a letter from Dr. John Hope Franklin to the President which follows up on that discussion and contains several recommendations from the Advisory Board members.

I hope that you can help forward this letter to the President as soon as possible for his consideration. Thank you.

Sylvia,

This letter merely memorializes the advice given to the President -- advice that he and we have already referred to in several meetings

JAW

- JAW

please copy for me.

cc: Bruce Reed and Chuck Rutt

FUL

- Phil Caplan -

will you get the attached letter to the President

TY

Smart

2000

THE PRESIDENT HAS SEEN
THE WHITE HOUSE 12-9-97
WASHINGTON

December 9, 1997

Mr. President:

Sylvia and Judy Winston wanted
you to see the attached letter.
We have sent copies to Erskine,
Gene, Frank Raines and Chuck Ruff.

Phil Caplan

*Will reply
will cover up w/ a
memo from the
then with —
RC*

DRAFT
Agenda Proposal #1
President's Advisory Board On Race
Phoenix, January 13-14, 1998

Theme: Race in the Workplace

The purpose of this meeting is to examine whether there is economic opportunity for all Americans. We will explore why, despite gains, significant disparities still exist between minorities and whites and the extent to which employment discrimination is due to race or other factors. Further, we will examine whether there is a need for continued responses to address these issues and identify some promising practices to reduce disparities.

Key Questions:

- Is there economic opportunity for all Americans and has this situation changed?
- Are there continuing disparities in employment? What are the main causes of these disparities? Does discrimination continue to effect employment opportunities for minorities?
- What governmental and non-governmental programs and policies are most effective in addressing the causes of labor market disparities? How much more needs to be done to reduce and eliminate disparities and how long should such programs continue?

Day 1:

10:00am - 1:00pm

The day begins with a meeting of corporate and labor leaders as well as other employee representatives with Labor Secretary Herman moderating the discussion. (This is one in a series of regional meetings.) The meeting will focus on means by which these entities will increase their involvement in promoting racial diversity in the workplace and supporting the Race Initiative.

2:00 - 4:00pm

Board members will next visit local, workplace Promising Practices.

5:00 - 7:00pm

There will be a meeting with regional leaders of American Indian tribes to hear their concerns.

Day 2:

The second day will begin the full Board meeting. The morning will focus on race and workplace issues among local Phoenix citizens. It will be followed by an afternoon session which will move from the local to the national perspective and address the causes of continued disparities, the methods to redress these problems, and the success or failure of these methods.

9:30am-11:30am

The first round table discussion will bring together local citizens to discuss the issue of whether economic opportunity is open to all Americans. The key exchange would be among those who say that there is economic opportunity in Phoenix for anyone who wants it (Arizona has the second highest growth rate in the U.S.) and those who can share stories about well-trained, experienced minorities who still can't get good jobs. It would include employee and management representatives from a large corporation and a small business, a representative from the Chamber of Commerce, and a representative from the Urban League.

1:00 - 1:30pm

Overview of the economic status of minorities

1:30 - 3:30pm

This round table would move from the local to the national perspective and begin by addressing the question of whether there is economic opportunity for all Americans. The round table will focus on the causes of continued disparities and possible programs and policies to address them. It could include a discussion of fears of "reverse discrimination" and whether programs designed to eliminate disparities should continue. (Possible panelists include: Leonard Valverde, ASU; Lorenda Sanchez, California Indian Manpower Coalition; Paul Ong, UCLA, Claudia Withers, Fair Employment Council of DC; Lawyers from Adarand case; Jerry Coangelo, corporate leader; William Julius Wilson, Harvard; Alejandro Portes, Princeton; Glen Loury, Boston University; Thomas Sowell, Stanford; Antonio Hernandez, MALDEF; Tony Carnevale)

4:30 - 6:00pm

The day will conclude with a community forum in which Board members learn of the race concerns in the Phoenix area.

Possible Cabinet participation:

Secretary Herman, Janet Yellen, Aida Alvarez, Secretary Daly

DRAFT
Agenda Proposal #1
President's Advisory Board On Race
Phoenix, January 13-14, 1998

Theme: Race in the Workplace

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Key Questions:

- Is there economic opportunity for all Americans and has this situation changed?
- Are there continuing disparities in employment? What are the main causes of these disparities? Does discrimination continue to effect employment opportunities for minorities?
- What governmental and non-governmental programs and policies are most effective in addressing the causes of labor market disparities? How much more needs to be done to reduce and eliminate disparities and how long should such programs continue?

Day 1:

10:00am - 12:30pm

The day begins with a meeting of corporate and labor leaders as well as other employee representatives with Labor Secretary Herman moderating the discussion. (This is one in a series of regional meetings.) The meeting will focus on means by which these entities will increase their involvement in promoting racial diversity in the workplace and supporting the Race Initiative.

12:30 - 2pm

Lunch

2:00 - 4:00pm

Board members will next visit local, workplace Promising Practices.

5:00 - 7:00pm

There will be a meeting with regional leaders of American Indian tribes to hear their concerns.

Day 2:

The second day will begin the full Board meeting. The morning will focus on race and workplace issues among local Phoenix citizens. It will be followed by an afternoon session which will move from the local to the national perspective and address the causes of continued disparities, the methods to redress these problems, and the success or failure of these methods.

9:15am - 9:30am

Secretary Herman introduces and sets tone for the day, reports on corporate forum.

9:45am-11:00am

The first round table discussion will bring together local citizens to discuss the issue of whether economic opportunity is open to all Americans, the existence of discrimination and how it manifests itself, and the challenges of building and maintaining a diverse work force. The key exchange would be among those who say that there is economic opportunity in Phoenix for anyone who wants it (Arizona has the second highest growth rate in the U.S.) and those who can share stories about well-trained, experienced minorities who still can't get good jobs. (Possible panelists include: an employee and management representative from the private sector, local social scientist who has done ^{employment testing} a representative from the Chamber of Commerce, a community college guidance counselor, a representative from the Urban League, a social science professor from a local University, a diversity consultant.) This session would conclude with 30 minutes of q&a from the audience.
Moderator: race or economic reporter from local network affiliate

11:30am- 12:45pm

Lunch

1:00 - 1:30pm

Overview of the economic status of minorities. Janet Yellen introduces and follows up with comments.

1:30 - 3:30pm

This round table would move from the local to the national perspective and begin by addressing the question of whether there is economic opportunity for all Americans. The round table will focus on the causes of continued disparities and possible programs and policies to address them. It could include a discussion of fears of "reverse discrimination" and whether programs designed to eliminate disparities should continue. (Possible panelists include: Lorenda Sanchez, California Indian Manpower Coalition; Paul Ong, UCLA, Claudia Withers, Fair Employment Council of DC; Lawyers from Adarand case; Jerry Coangelo, corporate leader; William Julius Wilson, Harvard; Leonard Valverde, ASU; Alejandro Portes, Princeton; Edward J. Gorman, America Works Partnership; Hugh Price, Urban League; Glen Loury, Boston University; Thomas Sowell, Stanford; Richard Freeman, Harvard; Charles Kamasaki, National Council of LaRaza; Antonio Hernandez, MALDEF; Tony Carnevale.) This session would conclude with 45 minutes of q&a.
Moderator:

4:00 - 5:30pm

The day will conclude with a community forum in which Board members learn of the race concerns in the Phoenix area.

Possible Cabinet participation:

Secretary Herman, Janet Yellen, Aida Alvarez, Secretary Daley



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

The New Executive Office Building

Washington, DC 20503

202/395-1010

THE PRESIDENT'S INITIATIVE ON RACE ADVISORY BOARD MEETING

**ANNANDALE HIGH SCHOOL
FAIRFAX COUNTY, VIRGINIA**

**December 17, 1997
9:00 a.m. to 3:45 p.m.**

AGENDA

- I. Introduction/Review of the Agenda John Hope Franklin
9:00 a.m. - 9:05 a.m.

- II. Welcoming Remarks Richard W. Riley, Secretary
U.S. Department of Education
9:05 a.m. - 9:15 a.m.

- III. Welcoming Remarks Donald L. Clausen, Principal
Annandale High School
9:15 a.m. - 9:25 a.m.

- IV. Introduction of Roundtable Topic for the Day: John Hope Franklin
**Bridging Racial Divides in Primary and Secondary Education:
How can we promote equity and excellence in education for all Americans?**
9:25 a.m. - 9:30 a.m.
 - A. Roundtable Discussion I: Fairfax, A Microcosm of Change:
What can we learn from the growing diversity in Fairfax County Public Schools?
Moderator: Kathleen Matthews, WJLA TV
9:30 a.m. - 11:00 a.m.
 - Sharifa Alkhateeb, Parent, Herndon High School
 - Carol Franz, Principal, Bailey's Elementary School
 - Cindy Hook, Teacher, Annandale High School
 - Fatema Kohistani, Senior, Annandale High School
 - Alex Kugler, Sophomore, Annandale High School
 - Rodney Williams, Parent, Thomas Jefferson High School
 - Chris Yi, Teacher, Holmes Middle School

B. Overview: The Changing Face of Education in America

11:00 a.m. - 11:20 a.m.

- Harold Hodgkinson, Director, Center for Demographic Policy, Institute for Educational Leadership

**** LUNCH ROUNDTABLE DISCUSSIONS ****

Advisory Board members meet with Annandale High School students, parents, and teachers

11:30 a.m. - 12:45 p.m.

C. Roundtable Discussion II: Issues of Race in Primary and Secondary Education: What are the challenges associated with racial disparities in education and the growing student diversity? What strategies can help overcome racial disparities and make diversity an asset in education?

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

1:00 p.m. - 3:00 p.m.

- William J. Bennett, Director, Empower America, and Former Secretary, U.S. Department of Education
- James Comer, Professor of Child Psychiatry, Yale University
- Lisa Graham Keegan, Superintendent, Arizona Public Schools
- Diana Lam, Superintendent, San Antonio Public Schools
- Deborah Meier, Principal, Mission Hill Charter School
- Gary Orfield, Professor of Education, Harvard University
- Waldemar ("Bill") Rojas, Superintendent, San Francisco Public Schools, and Chair, Council of Great City Schools

****15-MINUTE BREAK****

3:00 p.m. - 3:15 p.m.

V. Advisory Board Reports/Next Steps/Adjournment
3:15 p.m. - 3:45 p.m.

John Hope Franklin

VI. Press Availability
3:45 p.m. - 4:15 p.m.

Advisory Board

DRAFT

THE PRESIDENT'S INITIATIVE ON RACE
ADVISORY BOARD MEETING

ANNANDALE HIGH SCHOOL
FAIRFAX COUNTY, VIRGINIA

December 17, 1997
9:00 a.m. to 3:45 p.m.

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 - Rodney Williams, Parent, Thomas Jefferson High School
 - Chris Yi, Teacher, Holmes Middle School
 - Carol Franz, Principal, Bailey's Elementary School
 - Cindy Hook, Teacher, Annandale High School
 - Yolma Torres, Counselor, Holmes Middle School

B. Overview: The Varying Experiences of Education in America

11:00 a.m. - 11:15 a.m.

- Harold Hodgkinson, Director, Center for Demographic Policy, Institute for Educational Leadership

C. Film: Children In America's Schools

11:15 a.m. - 11:30 a.m.

**** LUNCH ROUNDTABLE DISCUSSIONS ****

Advisory Board members meet with Annandale High School students, parents, and teachers

11:45 a.m. - 12:45 p.m.

D. Roundtable Discussion II: Issues of Race in Primary and Secondary Education: What are the challenges associated with racial disparities in education and the growing student diversity? What strategies can help overcome racial disparities and make diversity an asset in education?

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

1:00 p.m. - 3:00 p.m.

- William J. Bennett, Director, Empower America, and Former Secretary, U.S. Department of Education
- James Comer, Professor of Child Psychiatry, Yale University
- Lisa Graham Keegan, Superintendent, Arizona Public Schools
- Jonathan Kozol, Author, *Savage Inequalities*
- Diana Lam, Superintendent, San Antonio Public Schools
- Deborah Meier, Principal, Mission Hill Charter School
- Gary Orfield, Professor of Education, Harvard University
- Waldemar ("Bill") Rojas, Superintendent, San Francisco Public Schools, and Chair, Council of Great City Schools

****15-MINUTE BREAK****

3:00 p.m. - 3:15 p.m.

V. Advisory Board Reports/Next Steps/Adjournment

3:15 p.m. - 3:45 p.m.

John Hope Franklin

VI. Press Availability

3:45 p.m. - 4:15 p.m.

Advisory Board



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

Race Initiative -
Advisory Board

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

November 30, 1997

President William J. Clinton
The White House
Washington, DC 20503

Dear Mr. President:

Since our appointments, your Advisory Board members have received many reports containing information about discrimination and racial disparities in several key areas including education, housing, employment, health and in the administration of justice. You may recall that on September 30, 1997, the Advisory Board discussed and reviewed research about the nature, extent and manifestation of contemporary racism. On November 10th, a number of Advisory Board members participated in the White House Hate Crimes Conference and discussed major shortcomings in hate crimes data collection and enforcement of civil rights laws related to hate crimes prosecution.

More recently, the Initiative staff provided, at my request, a summary of key racial discrimination and civil rights enforcement research material. This material formed part of the Advisory Board meeting held on November 19, 1997 at the University of Maryland. While there is much more that we need to know and discuss about race and national origin discrimination, there are several areas upon which the Board would like to provide recommendations to you.

The data we have received and reviewed indicate that actionable illegal discrimination on the basis of race and national origin is still active and the source of harmful consequences to men, women, and children who are the targets of this discrimination. Such discrimination in education, housing, and employment contribute to growing isolation and feelings of alienation. They further impede our ability to live, work, and grow together as One America, free from prejudicial, stereotypical thinking and discriminatory behavior.

Information we have received also make clear that for the last two decades, civil rights enforcement agencies have had their budgets and staffing reduced while many of their responsibilities have been increased. While there have been some increases in funding in recent years, often the funding level has not kept pace with the increasing volume of cases or the need for careful compliance investigations.

The increasing demands on civil rights enforcement agencies make it particularly difficult, in the view of the Advisory Board, for these agencies to devote sufficient time and attention to training staff and providing technical assistance to recipients of Federal funds to recognize and act to prevent discrimination. This is especially true for the increasingly subtle and complex forms of contemporary discrimination which have largely supplanted more blatant forms of discrimination typically found in earlier decades.

Page 2 - President William J. Clinton

November 30, 1997

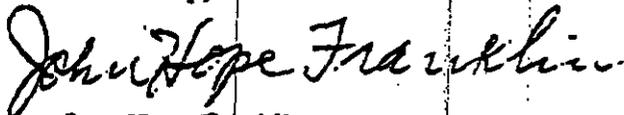
On behalf of the entire Board, I recommend the following actions to you for further attention:

- Strengthening civil rights enforcement throughout the United States: in the FY 1999 budgets, help create partnerships with States and localities that enforce comparable laws to those that operate at the Federal level, with the goal of strengthening all of the agencies' capacity to effectively enforce the civil rights laws they administer;
- Expanding and strengthening the Federal government's ability to collect, analyze, and disseminate reliable data on the nature and extent of discrimination based upon race and national origin, not of course to the exclusion of data collection on other protected classes. A well-designed and coordinated process of generating relevant indicators would then become part of an annual report covering such areas as education, health, employment, housing, and the administration of justice. Such a report would not only assist policy makers but help to increase cooperation among the various Federal agencies involved in civil rights enforcement and education. The information will also aid the public by identifying trends, and these reports and indicators can be replicated with data for local areas. Central to our concerns is the need to significantly improve the level of information about all minority groups.
- Implementing fully the series of bold new initiatives announced at the White House Hate Crimes Conference aimed at better data collection, enforcement, and prevention. Improved hate crimes prosecutions along with HUD's initiative to assist victims of hate crimes obtain money damages from their attackers are necessary complements to an improved capacity at the FBI to identify and track trends in hate violence.

I expect that the Board will address these issues again in subsequent meetings, and I look forward to reporting back to you on our findings and further recommendations. I would, of course, be pleased to discuss these recommendations with you.

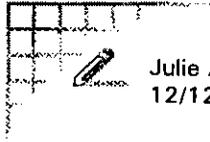
My best wishes.

Yours truly,



John Hope Franklin

Race initiative - advisory board committee



Julie A. Fernandes
12/12/97 01:25:11 PM

Record Type: Record

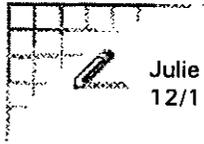
To: Elena Kagan/OPD/EOP
cc: Laura Emmett/WHO/EOP
Subject: dec. 17th board mtg.

The initiative has decided to do one afternoon panel, with eight panelists + the board members that attend (5 or 6). The following is the list of panelists:

1. William Bennett
2. E.D. Hirsch (this is the "traditionalist" school reformer that Mike recommended; not yet confirmed; Mike is calling today)
3. Gary Orfield (Harvard professor; has done a lot with deseg. and racial isolation issues)
4. Diana Lam (Superintendent of the San Antonio public schools; system is overwhelmingly Latino)
5. Deborah Meier (heads up the Mission Hill Charter School in Roxbury, MA)
6. James Comer (Yale University professor of psychiatry; well known expert of school reform within education circles; African-American)
7. Jonathan Kozol (author of Savage Inequalities)
8. Waldemar ("Bill") Rojas (superintendent of San Francisco public schools; very diverse system)

Mike, Tanya, Bill and I are reviewing the proposed questions (a copy of which you received yesterday) and I am going to view the proposed 10 minute film -- hopefully today.

Race Initiative -
advisory board



Julie A. Fernandes
12/11/97 01:34:26 PM

Record Type: Record

To: Michael Cohen/OPD/EOP, Tanya E. Martin/OPD/EOP, William R. Kincaid/OPD/EOP, Robert M. Shireman/OPD/EOP

cc: Elena Kagan/OPD/EOP, Laura Emmett/WHO/EOP

Subject: dec. 17th policy update

We have decided not to do anything with Hispanic Education for the 17th. Also, we have picked up Mike's idea of announcing that the PIR, with the help of the Dept. of Ed., is going to identify and study schools or school systems around the country that are having success educating students in diverse or racially isolated schools (under the rubric of promising practices). If there is a problem with the latter, let me know.

Also, I am giving you copies of the proposed questions for the panelists in the afternoon sessions. One change -- they are asking Riley to moderate the final panel (on solutions).

julie

Race initiative - advisory board

**THE PRESIDENT'S INITIATIVE ON RACE
ADVISORY BOARD MEETING**

**UNIVERSITY OF MARYLAND
COLLEGE PARK, MD
Stamp Student Union
Grand Ballroom**

**NOVEMBER 19, 1997
9:00 a.m. to 3:30 p.m.**

AGENDA

- | | |
|--|----------------------------------|
| <p>I. Introduction/Review of the Agenda
Hope Franklin
9:00 a.m. - 9:05 a.m.</p> | <p>John</p> |
| <p>II. Welcoming Remarks
Kirwan 9:05 a.m. - 9:10 a.m.
University of Maryland</p> | <p>William E.
President,</p> |
| <p>III. Report from the Advisory Board Chairman
Hope Franklin
9:10 a.m. - 9:45 a.m.
Advisory Board</p> | <p>John</p> |
| <p>IV. Report from the Executive Director
A. Winston
9:45 a.m. - 9:55 a.m.</p> | <p>Judith</p> |
| <p>V. Introduction of Roundtable Topic for the Day
Hope Franklin
9:55 a.m. - 10:00 a.m.</p> | <p>John</p> |

**Roundtable Topic:
The Value of Diversity in Higher Education**

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century and to creating a stronger, more just, and more united American community. Minority participation in higher education has increased dramatically in the last several decades, though disparities still remain. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about how to live and work together, and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also

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

A. Panel 1: Perspectives on the Value of Diversity in Higher Education
10:00 a.m. - 10:55 a.m.

1. Nannerl Keohane, President, Duke University
2. Ted Childs, Vice President for Global Workforce Diversity, IBM Corp. (Tentative)
3. Jennifer Walper, undergraduate student and Student Government Association Vice President of Human Relations, University of Maryland

**** 10-MINUTE BREAK ****
10:55 a.m. - 11:05 a.m.

B. Panel 2: Research on What Works on Campus
11:05 a.m. - 12:00 p.m.

1. Daryl Smith, Professor of Education and Psychology, Claremont Graduate University
2. Norman Francis, President, Xavier University of Louisiana
3. Jesus Trevino, Director, Intergroup Relations Center, Arizona State University

**** PRESS AVAILABILITY ****
12:00 p.m. - 12:30 p.m.

**** LUNCH BREAK ****
12:30 p.m. - 1:45 p.m.

C. Reports from Lunch Discussions Advisory
Board
1:45 p.m. - 2:00 p.m.

D. Panel 3: Methods for Promoting Diversity in Higher Education
2:00 p.m. - 3:00 p.m.

1. Mari Matsuda, Professor of Law, Georgetown University Law Center
2. Arnold Mitchem, Executive Director, National Council of Educational Opportunity Associations
3. Joe McDonald, President, Salish Kootenai College (Tentative)

**VI. Discussion Topic: The Current State of Discrimination and
Advisory Board
the Importance of Civil Rights Data Collection and Enforcement
3:00 p.m. - 3:20 p.m.**

**VII. Next Steps/Adjournment
Franklin
3:20 p.m. - 3:30 p.m.**

John Hope

ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

DRAFT (11/7/97)

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

MEMORANDUM

TO: Judith A. Winston
Lin Liu
Education Team

FROM: Scott R. Palmer

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

DATE: November 7, 1997

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

I. Messages to Emerge From Advisory Board Meeting

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

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

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

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

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

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

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

8:00 am Doors open

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

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

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

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

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

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

Options include:

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

- Panelist #2: Business Leader (“The business community demands college graduates who understand the value of diverse perspectives and who have learned how to function in diverse environments...”). Options include, but are not limited to:
 1. Lou Gerstner, CEO, IBM*
 2. Phil Condit, CEO, Boeing
 3. Jack Krol, CEO, DuPont
 4. Christina Gold, Avon (international business head)
 5. Bob Haas, CEO Levi Strauss
 6. Norm Augustine, Former CEO Lockheed Martin/Princeton Univ. (or present CEO)

- Panelist #3: Student Leader or Faculty Member (“Let me tell you why I (have learned a lot from/can teach more effectively in) a diverse environment...”). Options are being developed.
 - 1.
 - 2.
 - 3.

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

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

- Panelist #1: Researcher/Faculty From Racially Diverse Institution (“Evidence shows that racial diversity can yield positive educational outcomes, especially for white students, but only where the campus works to create a supportive environment and opportunities for positive cross-racial interactions ...”). Options include, but are not limited to:
 1. *Troy Duster (U. of Cal. at Berkeley) **
 2. *Sylvia Hurtado (U. of Michigan) **
 3. *Daryl Smith (Claremont Graduate School/AAC&U)*
 4. *Mitchell Chang (Stanford/U. Mass, Boston)*
 5. *Russ Ellis (U. of Cal. at Berkeley)*

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

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

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

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

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

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

- 2:00 pm - 2:30 pm **Panel #3: “Methods for Promoting Inclusion/Diversity in Higher Education” [2 or 3 panelists]**
- **Panelist #1: Prominent Higher Education Leader Discussing “The Tool of Affirmative Action”** (“We have heard powerful evidence today about the value of diversity in higher education. Let me explain why one, though only one, important tool to promote that diversity must be so-called affirmative action...”). Options include, but are not limited to:
 1. *Neil Rudenstine (Harvard)**
 - 2.
 - 3.
 - **Presenter(s) #2 (and #3): Higher Education Leader(s) Discussing Other Tools to Promote Inclusion** (including so-called pipeline programs) (“Affirmative action is an important tool to promote diversity, but it is only one such tool. Let me tell you what else we are doing to promote inclusion...”). Options include, but are not limited to:
 1. Dennis Galtagni (U. of Cal. System)
 2. Francisco Lara (U. of Cal., Irvine)
 3. Mildred Garcia (Arizona St. Univ.)
 4. Hector Garza (ACE)
- 2:30 pm - 3:00 pm Board discussion with Panel #3
- 3:00 pm - 3:30 pm Advisory Board action statement(s) concerning value of diversity and importance of strategies to promote diversity.
- Board discussion of Secondary Agenda Item: “Continuing Discrimination and Civil Rights Enforcement;” Board recommends increased support for enforcement.
- Board wrap up, including statement of December meeting topic on primary/secondary education and the importance of so-called pipeline programs to promote diversity in higher education.
- 3:30 pm - 4:00 pm Press availability

III. Details of Other Ideas

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

SRP