

NLWJC - Kagan

DPC - Box 055 - Folder-006

**Race - Race Initiative: Weekly
Report**

Torru/Tulie -

nothing interesting, as far
as I can see.

Elana

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
NOVEMBER 1 - 7

ADVISORY BOARD ACTIVITIES

PBS Interview with Dr. Franklin. Charlie Rose talked with Dr. John Hope Franklin in a two-part interview on The Charlie Rose Show that appeared on PBS on October 31 and November 3. Dr. Franklin talked about his family, his career, and your Initiative. In discussing your Initiative, Dr. Franklin told Mr. Rose that the Advisory Board is committed to having groups across America consider what they can do to improve race relations. He also said that government plays an important role in people's lives, because it can provide the access and opportunity that people of different races need, citing your September 30 announcement to end discrimination in housing. He said that he is "cautiously optimistic" about the future of race relations in America, based on people's reaction to the Advisory Board and himself, and he is excited to see what has happened, as well as what can happen.

Millsaps College, Jackson, Mississippi. Governor William Winter on November 6 addressed students, faculty and staff about the Initiative as part of their "Seeking and Understanding Series," which was designed to explore issues of special concern within the college community in a conversational format.

Kaiser Permanente Diversity Training Conference. On November 4, Angela Oh addressed 300 of Kaiser Permanente's middle managers from across the nation at the opening plenary panel for their Diversity Training Conference. She urged them to consider how race impacts access to health care, access to preventative care, and their

internal management and hiring.

California State College at Dominguez Hill. Angela Oh, on November 6, spoke to an audience of students, faculty, and administrators about the Initiative. She focused on the importance of youth involvement in all aspects of the Initiative and urged the audience to become participants in promoting the goals of the Initiative.

Asian Pacific American Democratic Club of Los Angeles. On November 7, Angela Oh addressed the Asian Pacific American Democratic Club of Los Angeles about the Initiative and the importance of political participation by Asian Pacific Americans.

White House Hate Crimes Conference. Governor William Winter and Angela Oh will participate in your Hate Crimes Conference on November 10 via two of the satellite sites around the country. Governor Winter will be in Atlanta; and Angela Oh will be in Los Angeles. They will be giving opening remarks at these locations.

OFFICE OF THE EXECUTIVE DIRECTOR

Hate Crimes Conference. I will be co-chairing a break-out group, "Hate Crimes in Higher Education." My co-chair is the Assistant Secretary for Postsecondary Education. The break-out group will be lead by Franklin Raines.

OUTREACH

San Francisco Human Rights Commission. On October 31, I met with several San Francisco Human Rights Commissioners, the Executive Director, and representatives from organizations with which the Commission works. We discussed the local successes of several local promising practices and talked about the Initiative's work to identify and disseminate similar information. The meeting concluded with the Chair of the Commission presenting the Initiative with a resolution of support and commitment by the Commission to promote the Initiative's goals. (Attached is a copy of the resolution.)

National Bar Association Conference. On November 1, I spoke to 100 African American attorneys at the Wiley A. Branton Symposium sponsored by the National Bar Association. I urged them to build coalitions and join with other bar associations to work toward solutions to bridge racial divides.

Local and State Government Associations. We met with representatives from the U.S. Conference of Mayors, National Association of Counties, Council of State Governments, National Conference of State Legislatures, National Governors' Association, National League of Cities, and the International City/County Management Association. Mickey Ibarra participated in the meeting and suggested that the associations hold a model dialogue on race at their national meetings and regularly discuss the Initiative in their

newsletters. The associations agreed to meet again individually with Initiative staff and to identify and share "promising practices," recruit leaders, help arrange events for Board members as they visit various areas, and promote on-going interracial dialogues in their communities.

Presidential Management Council (PMC). We met with 25 members of the PMC and discussed the issues of race and federal government management. The members agreed to convene a small work group to identify and implement a management initiative or issue that will contribute to the work of the Initiative.

Public Leadership Education Network's Women, Law and Public Policy Conference. On October 31, we hosted a briefing for the Public Leadership Education Network's (PLEN) Women, Law and Public Policy Conference attendees. Fifty college women participated in the briefing. We provided them with information on Initiative goals and urged them to become engaged personally in the Initiative.

RESEARCH AND POLICY PLANNING

Condensed Fact Book. The condensed fact book is being reviewed by White House staff and staff of other agencies.

American Sociological Association. We met staff from the American Sociological Association and the White House Office of Science and Technology Policy to discuss the timing of their upcoming summary of all major social science research on race and race relations. They plan to issue this summary in the spring. The Ford Foundation is helping to fund the American Sociological Association's preparation and publication of this research.

COMMUNICATION

Initiative Brochure. We will send the final draft of the Initiative brochure to the printer next week. We are arranging for the brochures to be translated into Spanish and will explore the possibility of translating the brochures into other languages.

WORK TEAMS

CABINET AFFAIRS / FEDERAL AGENCY

One America Talks. The work team plans to send out Administration political appointees to conduct small roundtable discussions on the issue of race. The first discussions would take place during the week of Thanksgiving. Modeled on the "At the Table" effort of the White House Women's Office, the purpose of these dialogues will be to hear what issues are important to the American people and to bring back information to

you about the direction they would like to see your Initiative take. We hope to engage several hundred Administration appointees in this effort over the course of the Initiative. A press announcement will be made in mid-November about this effort.

COMMUNICATIONS/PRESS

Website Launch. On November 6, at noon, we launched an expanded Initiative Website. The new features are: Welcome from the President; One America on the Move; Promising Practices; On-line Resources; and The Face of America. Our team also updated existing features such as: The Advisory Board; Initiative-Related events and What You Can Do. The expanded website was visited 2,753 times on its first day, more than five times the previous daily average. (Attached is a binder of all the website features.)

Public Service Announcements. On November 5, the work team met with representatives from the Leadership Conference Educational Fund (LCEF) and the Ad Council to discuss the production of public service announcements about race focused on youth. The LCEF and the Ad Council agreed to develop a creative strategy to present to the work team next week. The Ad Council will conduct focus groups on what messages appeal to both young people and a broader audience and include that information in the strategy it presents to the work team. The PSA is expected to be released around the December 3, Presidential Town Hall meeting.

One America on the Move. The work team created the first *One America on the Move* broadcast fax which highlights some of the Initiative activities and will be produced biweekly for distribution to constituency lists of several White House Offices: Intergovernmental Affairs, Political Affairs, Cabinet Affairs, Public Liaison, and Legislative Affairs.

PROMISING PRACTICES

Highlights. The expanded website included descriptions of 14 promising practices. We will continue to identify additional community efforts around the country that are successfully addressing race related issues and will add them to the website.

RECRUITING LEADERS/OUTREACH

Corporate leaders. The first regional forum of corporate leaders is tentatively scheduled for December 1 in either California or New York, depending on the availability of a Cabinet Secretary. Bob Thomas will participate from the Advisory Board.

Religious leaders. On November 20, we will kick-off our outreach to the faith community. Following your Prayer Breakfast, which Reverend Suzan Johnson Cook will

attend, we will convene about 20 religious leaders to commit to specific outreach activities.

DIALOGUE IN COMMUNITIES

December 3 Town Hall Meeting. On behalf of the work team Ann Lewis sent a memorandum to you yesterday, describing two options for the Town Hall meeting. We have begun to identify youth with compelling stories for a possible roundtable discussion with you.

ADVISORY BOARD

November Advisory Board Meeting. The Advisory Board's next meeting is November 19 at the University of Maryland at College Park. The meeting will focus on the value of diversity in higher education and will include participation from college/university presidents, business leaders, faculty, students, and staff. The meeting will address all three of the Board's focus areas of education, youth, and economic opportunity. We have contacted numerous organizations to identify possible experts for the meeting.

Planning for Advisory Board Activities. We have developed a schedule and tentative locations for Advisory Board meetings through June 1998, as well as a schedule and locations for four Advisory Board town hall meetings. We have also compiled a list of more than 50 communities to visit and are asking each Board member to commit to visit 6-8 of these communities during the next eight months to call attention to the Initiative in these communities, identify and spotlight "promising practices," recruit leaders, and build a foundation for on-going dialogues.

FEDERAL AGENCY ACTIVITIES

Department of Justice

Hate Crimes Conference. The Attorney General and the Deputy Attorney General will attend the White House Conference on Hate Crimes on November 10. The Attorney General will preside for most of the conference. She will lead a break-out group on "Law Enforcement Response to Hate Crimes" and a plenary session with other Cabinet Members. Deputy Attorney General Holder will lead a break out group on "Understanding the Problem: Improving Hate Crimes Statistics." The Attorney General will close the conference at an evening reception at the Holocaust Museum.

Department of Interior

Gettysburg National Cemetery. On November 19, Secretary Babbitt will deliver the Clinton Administration's message on the Race Initiative at the annual Gettysburg

Address Commemoration at Gettysburg National Cemetery in Pennsylvania.

United States Department of Agriculture

New Investigators. USDA has four temporary investigators in the Office of Civil Rights, and is hiring another 11. In addition, five contractors have been assigned cases for investigation, and another five contractors are expected to be approved soon by the Small Business Administration.

Howard Law School. USDA reached an agreement with Howard University Law School to allow 11 third-year students to begin working 20 hours a week with the Office of Civil Rights. Another three students from local law schools are expected.

Grant Awards. On October 28, Secretary Glickman announced nearly \$2 million in grant awards to 29 tribal colleges under USDA's new Tribal Colleges Extension Program.

Hispanic Advisory Council. On October 30, the Secretary announced the establishment of an Hispanic Advisory Council at USDA to provide leadership on Hispanic issues at the Department. The Secretary appointed its first 13 members.

Nutrition Outreach. USDA continues outreach efforts to minorities and hard-to-reach populations. On November 4, the Under Secretary for Food, Nutrition, and Consumer Services was interviewed by *The Chicago Defender*, Chicago's largest African American newspaper. On November 5, she held an Hispanic outreach roundtable to discuss nutrition programs, improving outreach to the Hispanic community, and educating the Hispanic community on available nutritional resources.

Hate Crimes Conference. Secretary Glickman will lead a breakout session on "Preventing Hate Crimes" at the White House Conference on Hate Crimes.

Department of Labor

Morgan State Address. On November 6, Secretary Herman delivered the Founder's Day convocation to 1,500 students and alumni at Morgan State University in Baltimore, MD. Secretary Herman's address focused on the importance of Historically Black Colleges in preparing young people in the fields of science, education, engineering, and math. The Secretary encouraged young people to maximize the opportunity of higher education to create better lives for themselves, families, and communities.

Department of Housing and Urban Development

Housing Discrimination Grants. On October 30, Secretary Cuomo awarded \$11.5

million to state and local government agencies in 32 states, part of a continuing crackdown on housing discrimination that you ordered. The agencies work in partnership with HUD to investigate discrimination complaints. Additionally, the Secretary announced civil charges against a Davenport, IA landlord who refused to rent to two African-Americans because of their race. He said that he has not rented to African Americans in about 25 years. At the your direction, HUD will double the number of fair housing enforcement actions it takes during your second term.

Hate Crimes Conference. Secretary Cuomo will lead a break out session on “Hate Crimes in Public and Private Housing” at the White House Conference on Hate Crimes.

Department of Transportation

Hate Crimes Conference. Secretary Slater will lead a break out session on “Counteracting Organized Hate” at the White House Conference on Hate Crimes.

Race Initiative Meeting. On November 4, the Department held its bi-weekly Interdepartmental Race Relations Committee Working Group meeting. Brenda Toineeta, Associate staff for the Outreach and Program Development Group of the President's Race Initiative Advisory Board gave an overview of the President's Initiative on Race and the Board's progress and plans to date. This meeting also included discussions defining the Department's role in achieving the goals of the President's Race Initiative.

Department of Energy

OMB Clearance on Diversity Contract Clause. The clause would require DOE contractors to insure balanced opportunities for workforce development, educational opportunities, community involvement, small business development, and economic development/technology transfer. This is the first comprehensive agency effort aimed at federal government contractors. We are currently developing a media strategy for rolling out this initiative, which will most likely take place in November.

Department of Education

Hate Crimes Conference. Secretary Riley will attend the White House Conference on Hate Crimes. The Secretary will lead a break out session on “Hate Crimes in Schools (K-12): Prevention and Response.” Assistant Secretary for Postsecondary Education David Longanecker will co-chair a session on “Hate Crimes in Higher Education.”

Race Initiative - weekly report

Bruce -

Did you get this? A lot of
plan development going on.

Elena

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATTHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
OCTOBER 11 - 17

ADVISORY BOARD ACTIVITIES

American Council on Education Conference, Miami, FL. The Reverend Johnson Cook and Governor Winter spoke to 1500 college and university presidents, faculty members, administrators and students about the Initiative at the American Council on Education's "*Educating One-Third of A Nation Conference*". Governor Winter discussed the importance of diversity and inclusiveness in all aspects of higher education and the important role that colleges and universities play as models for society at large. The Reverend Johnson Cook discussed the importance of partnering with all communities in fostering positive interracial experiences on college and university campuses. She pointed out that the education community needs to recognize that other communities, such as the community of faith, already play an important role on college and university campuses and that all of these communities must work together if we are to achieve One America.

While at the Conference, Dr. Franklin and Governor Winter also addressed a group of college and university presidents. They urged them to commit to becoming partners in promoting the goals of the Initiative, holding dialogues, providing information on promising practices and increasing efforts to achieve more diversity on their campuses. The meeting was followed by a press conference. During the Conference, the ACE and the Association of American Colleges and Universities announced a year-long effort to encourage every college and university to conduct special programs focusing on race and other dimensions of diversity in American society.

Carnegie Corporation Meeting, New York, NY. Governor Kean chaired a meeting of researchers at the Carnegie Corporation. Much of the research they are undertaking will form the basis for a number of promising practices we will disseminate.

Meeting with Hispanic and Asian American leaders. Linda Chavez-Thompson and Initiative staff met with leaders from the Hispanic and Asian American communities. The discussion focused on the progress of the Initiative. Additionally, these leaders have agreed to on-going dialogue about our activities and their involvement.

OFFICE OF THE EXECUTIVE DIRECTOR

OUTREACH

American Council on Education. Along with Reverend Johnson Cook and Governor Winter, I addressed the ACE's Conference on October 16. I was also the Keynote Speaker at the Opening Plenary Session and participated in the meeting with Dr. Franklin and Governor Winter and various college and university presidents. I discussed the goals, strategies, and challenges of the Initiative. Conference participants were asked to develop ideas for assisting the Initiative and to commit to implementing practical solutions for solving issues surrounding race at their schools.

Council of the Great City Schools, Detroit, MI. On October 17, Mike Wenger, Deputy Director for Outreach, participated in the Council of Great City Schools meeting which included a town hall meeting to discuss race and urban education. He elaborated on the goals of the Initiative and stressed the importance of our public schools in bridging our racial divisions. He encouraged the superintendents of public schools to become engaged in the Initiative and discussed ideas for how we can work as partners in carrying out Initiative activities and achieving Initiative goals.

Carnegie Foundation Meeting. On October 15, I spoke to a group of approximately 35 people, including Advisory Board member Governor Kean, who have been provided funding from the Carnegie Corporation to implement studies and programs which explore interracial and interethnic youth relations. I briefed them about the goals and progress of the Initiative and asked them to author papers based on their findings for use in our research.

Associated Press Managing Editors Association Conference. I was the keynote speakers at the ACME luncheon on Thursday. Approximately 275 members of the media were in attendance. I spoke at length about the role of the media in not only the Initiative but also in fostering and promoting racial harmony. I shared examples of newspapers from around the country that published articles focusing on the state of race relations in their communities and challenged those newspapers that have not yet

developed articles on race relations to do so. I also cited information from a survey which shows that many newsrooms reflect the racial schism which plague America and urged them to find ways to close the divide within their own work environment.

U.S. Hispanic Leadership Conference, Chicago, IL. On October 11, I participated on a panel on race relations in America. I spoke to approximately 700 current and future leaders from the Hispanic community. I shared key demographic data about the nation's growing diversity and the implications of the data for our country if we do not bridge our racial divide. I suggested specific ways for the Hispanic community to take part in the Initiative and the dialogue on race and encouraged them to reach out to other communities as well as in their own communities where racial stereotypes and myths also reside.

PROMISING PRACTICES

Fairfax School District. In following up on your suggestion that we examine the Fairfax School District as a possible model, we contacted the Department of Education and obtained their commitment to assist in undertaking a case study of the district as a laboratory for One America in the 21st Century. The Census Bureau also will be assisting us by compiling general demographic information on the whole County of Fairfax. Linda Chavez Thompson has agreed to monitor this project on behalf of the Advisory Board and to report on the findings.

Hope in Cities. At Chris Edley's suggestion, we met with a representative of the Hope in Cities Program based in Richmond, Virginia. We discussed their dialogue program and are researching whether it is a promising practice that the Initiative should highlight.

RESEARCH AND POLICY PLANNING

Condensed Fact Book. We are continuing to meet with the heads of various statistical agencies to develop a condensed fact book that would include economic and social indicators and measures of success and will be broken down by race. We are in the process of determining which are the best indicators and measures to be included in the condensed fact book.

COMMUNICATION

On Wednesday, October 15 Linda Chavez-Thompson and Claire Gonzales met with staffers for members of the Congressional Hispanic Caucus (CHC). The meeting was coordinated by Esther Aguilera, Executive Director of the CHC. During the meeting, Ms. Chavez-Thompson expressed her desire to develop a regular meeting time to

ensure that the CHC voice was heard throughout the Initiative. Our division met with Kevin Moran to further discuss the PIR's web site. In coordination with Kevin, we developed a products list for the web site.

Two articles were published this week on the Initiative: Oct. 12 by Stephen Holmes of The New York Times; and Sept. 29 "Indian Leaders Object to Exclusion," Indian Country Today. In the Oct. 9 edition, Mike Wenger was featured in the article "Race effort is about walking 'in someone else's shoes'," St. Louis Post-Dispatch.

WORK TEAMS

Members of the Initiative and the White House staff have been working together in joint working groups. The teams met this week to refine further their workplans for the year and to develop a more specific timeline for initiating and completing activities. The following is a summary of their other activities for the week.

YOUTH OUTREACH.

This team will ensure that all activities have a youth outreach component. They will work to engage youths ages 13-25 in the Initiative and in working for racial reconciliation and racial justice.

The Youth Outreach Taskforce has scheduled the first Federal Agency Youth Task Force meeting Monday, October 20. It is in the process of preparing a draft of the President's "Call Young America To Action" letter which is due for review by October 20. They have also targeted November 14 as the date for a White House briefing for members of the media who specifically target Young America.

PROMISING PRACTICES.

This team will identify, verify, and highlight promising practices of racial inclusion and reconciliation currently used in communities around the country, and disseminate as many promising practices as possible through various channels to spur dialogue and action. A short term goal is to disseminate through the Internet promising efforts and initiatives in racial inclusion and reconciliation that have been initiated or reinvigorated because of your Initiative. A long term project is to publish a compendium or list of promising practices, and thereby promote the use of these practices across the nation as part of the on-going dialogue.

CABINET AFFAIRS.

The goal of this work team is to coordinate initiative activities with the Federal

agencies in five areas: outreach, policy, data collection, promising practices, and management practices. The team will also encourage and track each agency's efforts on the Initiative, and identify strategic opportunities for the Cabinet and Sub-Cabinet to amplify the key messages of the Initiative.

COMMUNICATIONS/PRESS.

The Communications work team will work to ensure the Initiative's success by coordinating media involvement and attention to the Initiative in all areas of activity. They will monitor and enforce consistency of message and accuracy of information. The content of communications products will be developed directly from information generated by the other work teams. It will work to convey your message to the American public on the progress of the Initiative and to provide information that encourages a national dialogue on race by implementing creative communication activities that attract the national media and use various press tactics to reach members of the public who might not otherwise be interested.

The team has developed a list of proposed short term, mid-term, and long term products for the Initiative. It also developed a plan for modifying the web site to better engage the public by making the site more interactive and dynamic.

POLICY.

This work team will develop and announce concrete policies and actions related to the Initiative, focusing on education and economic opportunity, but also including crime, health care, and civil rights enforcement.

This week the work team refined its proposed work plan for the year. They determined processes for proceeding as a group, flushed out policy proposals, and set a time line for accomplishments.

RECRUITING LEADERS/OUTREACH.

The goal of this work team is to recruit and nurture leaders who will sustain and expand the process of racial reconciliation begun by your Initiative.

It set goals and time lines for developing a set of proposed criteria for designating leaders, a process for vetting potential leaders, and a list of activities in which to encourage leaders to engage.

DIALOGUE IN COMMUNITIES.

This work team will focus on planning and executing town hall meetings, advisory

board meetings, and other events that will create national dialogues on race. The team will work with other teams, such as Cabinet Affairs, to coordinate strategies for dialogue by Cabinet and Sub-Cabinet level personnel.

The team is planning the first Presidential Town Hall meeting. It is undertaking research on potential themes, sites, and participants. Also, the team is developing a set of proposed activities for the remainder of the Initiative year and establishing time lines for completing these activities.

ADVISORY BOARD.

This work team will plan and coordinate advisory board activities. It will work to engage the Advisory Board more fully in Initiative activities.

It is conducting research to identify sites for future Advisory Board meetings and developing a schedule for the remaining meetings.

TOUGH MESSAGES.

This work team is identifying the tough issues and hard questions that you and the Advisory Board will raise and address and the messages that should result from raising those tough issues.

LIVING REPORT.

This work team is responsible for developing an outline and subsequent drafts of your report to the American people at the end of the Initiative year. This team will also ensure that you are receiving appropriate updates about the activities of the Advisory Board members, Initiative staff, and other working and contributing to the goals of the Initiative.

FEDERAL AGENCY ACTIVITIES

DEPARTMENT OF DEFENSE

Equal Employment Opportunity Research Symposium: DoD will hold the second biannual Equal Opportunity/Equal Employment Opportunity (EO/EEO) Research Symposium from December 2-4 in Cocoa Beach, FL. The symposium includes researchers and EO/EEO professionals in and outside of DoD and will focus on race/ethnic issues. The symposium's objective is to build a network of social science professionals with interest in EO/EEO issues, share research results, and map strategic directions for future research in this area.

Celebrating Diversity in the Armed Forces: DoD will also sponsor a World-Wide Equal Opportunity Conference July 26-29, 1998, in Birmingham, AL. This conference celebrates the 50th Anniversary of Executive Order 9981, which directed racial integration of the armed forces. It will address the historical and future development of military race initiatives, race issues in the military and broader society, and the President's Initiative on Race.

DEPARTMENT OF ENERGY

Secretary Pena gave the closing address at the American Council of Education Conference on October 18. In that address he stressed the importance of diversity in education and the need for participants to work toward racial reconciliation and racial equality.

DEPARTMENT OF JUSTICE

The Attorney General will address the North Carolina Racial Reconciliation Conference: Charlotte, NC on October 27.

DEPARTMENT OF COMMERCE

Census Bureau Awards Census 2000 Ad Contract: The Census Bureau announced the award of its paid advertising contract for Census 2000. The contract went to Young and Rubicam (Y&R) and a consortium of four partner agencies: The Bravo Group, a Y&R firm specializing in Hispanic outreach; Mosaica, a Y&R company expert in advertising to Asian audiences; J.Curtis & Company, a firm that targets African American audiences; and Gray and Gray, a Native American company.

DEPARTMENT OF LABOR

Race Reconciliation Initiative: One of Secretary Herman's major goals is to provide and promote equal opportunity workplaces. To ensure that the Department of Labor has a diverse workforce in which all employees feel that they have an opportunity to succeed, the Secretary has established a Diversity Task Force comprised of senior-level officials whose task will be to: (1) assess the status of the Department's efforts in achieving a diverse workforce; (2) identify issues/challenges that may arise in achieving the Department's goals; and (3) present recommendations to the Secretary on how and what improvements are needed to achieve greater diversity and equal employment opportunity to the Department of Labor. The Diversity Task Force held its first meeting on October 9.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

HUD Supports President's *One America* by Continuing Crack Down on Housing Discrimination On October 13th, HUD announced the successful resolution of four Fair Housing complaints in Alabama, Pennsylvania, Arizona, and California. At the President's direction, HUD has pledged to double the number of enforcement actions from 1,085 to 2,170 during the President's second term.

The following enforcement agreements were obtained by HUD after individuals filed complaints alleging violations of the Fair Housing Act: A Realtor in Maplesville, AL agreed to pay \$5000 to Patricia Wilson. Wilson filed a complaint after a real estate agent asked her race when Wilson called to inquire about buying a home. A bank in Roslyn, PA agreed to pay Reed and Cora Brown \$10,000. The couple -- who had a good credit record -- filed a complaint when bank refused to allow them to submit a mortgage application and referred them to another lender that specializes in offering costly loans to homeowners with bad credit. A loan company in Phoenix, AZ agreed to pay Consuelo Salas \$4,000. Salas filed a complaint accusing the lender of charging her additional fees for her mortgage because she is Hispanic. Finally, a lender in Los Angeles, CA agreed to pay Johnnie Meadows \$3,000. Meadows filed a complaint accusing the lender of charging him an excessively high interest rate on a loan to repair earthquake damage to his home, because his home is located in a mostly black neighborhood.

DEPARTMENT OF TRANSPORTATION

African Aviation Initiative: On October 8, Secretary Slater announced an African aviation initiative at a round table meeting in Washington DC. At the round table, the Secretary amplified the messages related to the President's African Initiative. The Secretary was interviewed by USIA's Voice of America and its African wire service, the first of several planned to help promote DOT's African trade mission scheduled for December. *Jet* magazine, a leading African American monthly, also covered the day's events.

Update on Coast Guard Efforts: The Coast Guard has identified 40 interventions in support of its Work Force Cultural Audit that will help eliminate barriers and perceived inequities. Many of these interventions are already in progress, including diversity awareness training for the Coast Guard Auxiliary, enhanced leadership development programs, and civilian performance management assessments.

\$2 Million Partnership between Texaco, Inc., and Minority Natural Gas Business: On October 19, 1997, Texaco's CEO, Peter Bijur, will sign a partnership agreement with Helen Crawley, CEO of C&L Petroleum, a natural gas company, and founding member of DOE's Minority Oil and Gas Outreach Program. Under the terms of the partnership

agreement, Texaco has committed to providing the minority business with \$2 million in capital, developmental assistance, and other necessary support. Within the next few weeks, Secretary Peña will host a meeting with Mr. Bijur and Ms. Crawley to acknowledge this important new partnership.

DEPARTMENT OF EDUCATION

DC Limited-English-Proficient Plan: On October 8, DOEd executed an agreement with DC Public Schools (DCPS) under which DCPS agreed to overhaul its programs for limited-English-proficient students.

VETERANS AFFAIRS

President's Initiative on Race: The Department of Veterans Affairs (VA) was represented by the Director, Affirmative Employment Service, at the Federal Agency Liaisons meeting held on October 7, 1997. VA is currently developing a plan which will involve all VA organizational elements in this initiative. VA has also appointed a representative for the Federal Agency Youth Task Force. The charge of this task force is to identify ideas and initiatives for young people that can be addressed by the President's Initiative on Race.

On October 15, Kathy Jurado, Assistant Secretary for Public and Intergovernmental Affairs, attended the U.S. Department of Interior, National Park Service Salute to Hispanics in the Military in Washington, DC. She discussed the President's Initiative on Race and the Administration's efforts to increase Hispanic employment in the Federal government.

SMALL BUSINESS ADMINISTRATION

Lending Initiatives. SBA has an annual process for setting loan production goals for each of our 69 field offices. This year, with the advent of the Government Performance Results Act strategic plans, federal agencies are focusing on longer term goals. Administrator Alvarez has decided to set very aggressive goals – not only for are lending programs, but also for our procurement programs, our counseling and training programs, and for our welfare to work initiative. SBA will seek to increase opportunities for all small businesses, but it will also set aggressive sub-goals for business communities who are under served by the private markets or by SBA programs. Last month, SBA announced a marketing campaign aimed at increasing the participation of Hispanic Americans in our programs at a meeting of the U.S. Hispanic Chamber of Commerce in Houston. The campaign included partnerships with major Hispanic business and civic groups and marketing materials in Spanish. We plan to roll out similar marketing and outreach initiatives for African American businesses, women-owned businesses, and Native American-owned businesses over the next two

months. SBA would plan second event to highlight the Hispanic American Initiative.

Minority Enterprise Development Week. SBA's Office of Minority Enterprise Development and the Commerce Department's Minority Business Development Agency will cosponsor a conference November 20, 21, and 22 on minority enterprise development as part of the celebration of minority enterprise development week. We have put in a scheduling request to the President for this event.

OFFICE OF PERSONNEL MANAGEMENT

The President's Initiative on Race: On October 26, Acting Director LaChance will outline the Administration's actions on behalf of Hispanic-Americans at a conference of the Hispanic Association of Colleges and Universities in San Antonio. She will talk in particular about efforts to bring greater Hispanic representation to the federal workforce.

GENERAL SERVICES ADMINISTRATION

GSA to Celebrate Hispanic Heritage Month: On Oct. 14, GSA celebrated Hispanic Heritage Month. The theme this year is Excellence in Education: Opportunities for Our Youth. Keynote speakers will be Nelson Alcalde, RA, National Capital Region, and Raphael Borrás, RA, Region 3.

Region 2 Sponsors Pre-Proposal Conference for African Burial Ground Design Competition - On October 6, Region 2 sponsored a pre-proposal conference for the design competition for the African Burial Ground Interpretive Center. Over 30 individuals from across the nation participated. Prospective entrants were also invited to a symposium at the Cooper-Hewitt Design Museum in NY City co-hosted by the NY Coalition of Black Architects and the American Institute of Architects, Minority Resources Committee.