

cc: Cohen
Prince

Hugh B. Price
President
National Urban League
December 10, 1996

BBB 212-310-
9000

CONGRESS OF NATIONAL BLACK CHURCHES

It's a **thrill** to be with you this afternoon and to have a chance to share some reflections on where we as a people find ourselves and what our challenges are going forward.

I've been eager to **break bread** with the leadership of the Congress of National Black Churches ever since I assumed the presidency of the National Urban League.

The **black church** and the **Urban League** have so **much in common** and so much to contribute together that it's essential we form a tight bond to prepare our people for the new millennium.

Parent involvement
Peer pressure
After school progs.

- Equity 2000

So many **leaders** of CNBC have played major roles in my life. I count Bishop **John Hurst Adams** among my mentors and **Calvin Pressly** among my best friends. The sermons of **James Forbes** have shaped my own thinking and **Franklyn Richardson** provides guidance and support as a distinguished and active trustee of the National Urban League. **Karen Hastie Williams** and her husband Wesley are old family friends. **Michael Lemmons** has been a good friend of our movement as well.

In the midst of all those nightmarish church burnings earlier this year, I called the black church the very **womb** of our community.

I was reminded of exactly what I meant when I joined John Hurst Adams for a black leadership meeting just last week in **Andrew Rankin Chapel** at Howard University.

I remembered as I sat in the pews how my parents had taken me -- yes, sometimes dragged -- as a child to the annual **Christmas concert** featuring the great Howard University Choir, directed by Warner Lawson. Each year I protested that I didn't want to have to sit through the concert, greet all those old people who

were my parents dearest friends.

It'll come as no surprise that I cherish those memories now. Memories of the choir, which when it sang the **Hallelujah Chorus**, seemed to blow the roof off. I have a CD of that concert now that I play for my children every year.

Memories of all those steadfast family friends who were part of what my good friend James Comer calls the **conspiracy of adults** who were determined that I would succeed. Memories of those friends, somewhat older in 1973, who attended the funeral services for my father in Rankin Chapel.

Memories of the now edlerly survivors who I saw just a few weeks ago at the **funeral** of my aunt. And who called my mother on Cape Cod right afterward to report in on how I was doing. The conspirators are still on the case. And the black church, in this case Rankin Chapel, was the meeting ground.

The black church has never been more important because, in addition to the family, the church is the **stable and inspirational core of our existence**. That role has never been more important because of

all the instability and change around us.

The **world is on the march economically** and we'd better be aware of where it is headed. The bottom line is that **education, preparation and entrepreneurship will rule the day**. Like it or not, those who aren't equipped will have a tough time of it, especially now that the welfare safety net has been shredded. We owe it to our children -- and thus to our people -- to see clearly where the world is headed and to equip them to compete.

I was blessed in October a year ago to be able to participate in something called the **Time Newstour**. We actually went around the world in 8 ½ days. We left Washington DC on October 6th and flew to **Havana**. We spent about five hours with Fidel Castro, including a three hour Q and A session. He is exactly as advertised. There were three questions and three hours worth of answers.

We then went from Havana to **Moscow**. We visited Red Square, which is now being transformed into a tourist attraction. We visited the Gumb department store, where we visited shops opened by Botany 500 and Samsonite.

As you can see, the world is changing. We then went from Moscow to **Bangalore**, India. It's is the capital of software development in India. There are more computer software programmers in Bangalore than there are in Silicon Valley. And those folk are bidding on the overnight word processing work of law firms in New York City. The world is changing.

Next, we flew from Bangalore to **Hanoi**, which is a remarkable and lovely city. They have a deep, robust commitment to entrepreneurship. That's so even though when you meet, as we did, with the head of the Communist Party in Vietnam, he'll tell you that they remain very committed to communism. But when you travel the streets you see the tremendous entrepreneurial energy.

The last stop was **Hong Kong**, which of course is one of the most robust centers of capitalism in the world. We touched back down in Westchester County on the 14th of October. So in eight days we saw **capitalism and market economies on the march** in all sorts of different contexts. It was absolutely fascinating. This is the world that we have to prepare ourselves and our children to navigate.

Last March, nearly a hundred governors and corporate executives convened for a **National Education Summit**. They met to rev up the movement to make certain that America's children meet world class academic standards.

Just last week, New York City Schools Chancellor, **Rudy Crew**, announced that all children in the system will be expected to meet national education standards. This means, for instance, that **8th graders** will be required to read **25 books a year** and keep track of them in a logbook. It means that **10th grade math students** will be required to answer questions like this one:

“Compare a frequency distribution of salaries of women in a company with a frequency distribution of salaries of men. Describe and quantify similarities and differences in the distributions and compare them.”

School systems aren't the only ones that will be using these tougher standards. Employers intend to as well. Over the summer, I read an article in *The New York Times* about the hiring practices in the **American automobile industry**.

The Big Three expect to hire **173,000 new auto workers** over the next seven years. Those jobs will pay up to **\$70,000** with overtime. In other words these are "good jobs". But to get one of those jobs as an auto worker, you have to pass a **reading test, a math test, a spatial relations test and, yes, a drug test.**

That then qualifies you for the second stage of the application **assigned to a team** with selection process. At this point you are several other job applicants. The team is given a description of a part of the assembly line process in that factory, along with the job descriptions of the people who work on that assembly line.

The team is given three hours to come up with ways of improving the productivity of that manufacturing process. If that team can't come up with good recommendations, nobody gets a job.

Now that's what you need to know and be able to do in order to get a job as an auto worker. So we've got to be real clear that this is where the bar has been set and that our kids must be able to clear that bar.

As you can tell by now, this is a far cry from hoisting bumpers and bolting on fenders. Whether you are an auto worker or auto executive, an auto salesman or an auto dealer, the skills needed to succeed and to earn a decent living are more complex and demanding than ever. These are the new rules for surviving and thriving.

Our children must be prepared to **play by these rules**. We cannot and must not allow our youngsters to become a **drag on the economy** and a **drain on society**. If we allow that to happen, then we as a people will become drags and drains as well. That's the bottom line of why **Our Children = Our Destiny**.

It is time that we as parents and as a people **stop accepting excuses from educators and elected officials** about why our children don't achieve. Research and experience tell us they can.

We've got to make certain, therefore, that the schools our children attend are **genuinely committed to educating all** of them to world class standards and that they don't simply educate some who get there first and leave all the others aside.

We've learned a lot about how to get our kids up to world class standards, about how to "operationalize" the principle that all children can learn. One concrete example is **Equity 2000**. It's an initiative of the College Board, which is headed by our good brother Don Stewart, the former president of Spelman College.

The College Board persuaded six urban school districts to agree that all of their middle school students -- mind you, these are urban districts -- will take **algebra**. None of the children will take "dummy-down" math courses.

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In the process of implementing this project, they have discovered how you should go about organizing the operations of the school district to deliver on that promise. Some youngsters get algebra pretty quickly. Others may need an extra boost by participating in after-school and summer enhancement programs.

The idea is to do whatever is necessary to get as many kids as possible over the bar and not be satisfied to allow some to fail.

The College Board has found that **vastly more of our children are capable of mastering algebra**. Our children can achieve if only given the chance -- namely the courses -- and the support they need to be given every shot at succeeding.

The challenge then for us is this: Are we as a people prepared to insist that our schools deliver for our children. To make that happen, one of the things we've got to be clear about and put behind us is any **tolerance for unqualified teachers**, whatever their complexion. ✓

This fall there was another major report that we must pay careful attention to. It's the report of the **National Commission on Teaching and America's Future**. The Commission is directed by a distinguished sister by the name of Linda Darling-Hammond, who is at Columbia Teachers College.

One of the major findings in this report is that **urban teachers are far less prepared** than their suburban counterparts to teach their subjects. **Half of all math teachers**, for instance, haven't even majored or minored in math. ✓

If your child is being taught algebra by an unqualified teacher, your child's chances of learning much math are not good. I know from personal experience, because my youngest daughter wasted a year trying to learn physics from a teacher who couldn't teach it.

We've got to confront this issue for the sake of our children, no matter how uncomfortable we are with the fact that it may place African-American teachers at risk. We must **force school boards, state education agencies and governors**, who ultimately are responsible, to **make certain that every single teacher who teaches our children is fully qualified.**

We must insist that there are **safe and supportive havens** for our youngsters after school and over the summer while we're off working to earn a living. We know that when our youngsters are involved in constructive after-school programs, this helps boost their academic achievement and keeps them off the streets and out of harms way.

We have data now which shows that the hours of the day from **3 to 6 o'clock** are prime time for violent teenage crime and prime time for teen sex. But we

also know that the very programs that operate during those hours -- in your churches, Urban Leagues, schools and Boys and Girls Clubs -- help to get the kinds of impacts and outcomes that we want.

For the sake of our children, we as parents, community leaders and taxpayers must **stop accepting excuses** from educators and elected officials about the failure of our children to achieve. It's high time we **insist that:**

- **Our children are taught by fully competent and caring teachers. No more second class instructors or instruction for our kids.**
- **Our children be given every chance to take challenging academic courses that match the national standards**
- **Our children attend schools that are orderly, safe, well-run and child-centered**
- **Our children be taught in schools that are properly furnished with computers, books and supplies and that are kept in good**

repair

- **Our children participate in constructive after-school and summer programs while we're off working to earn a living**

These are our children's rights and our rights as parents and taxpayers. If the schools fall short, **we must participate and protest, lobby and, if necessary, litigate. We must demand that the educators deliver and, if they fail, that they be replaced with those who will. Or else we must resort to alternatives to the public schools as we know them.**

But refusing to accept excuses isn't all we must stop doing if our children are to succeed.

We must **also stop making excuses** ourselves for the failure of our children to achieve. If educators and elected officials are to be held accountable, it's only fair that we uphold our end of the bargain. ✓

Social progress is the product of a compact between society and its citizens. This compact lays out mutual expectations and obligations. **Education**

cannot and should not be left solely to educators.

I've just finished reading a book, entitled ***Beyond the Classroom***, which explains how essential parents and community are to the educational process.

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The basic message of the book is that for all the changes needed in schools and in instruction, **our children haven't much of a chance if parents and communities fall down on the job.**

Research shows that parents have a crucial role to play. Not everyone is equipped or has the time to help their children with **homework**.

I was a math wizard in high school back in the '50s. But by the time my own children were school age, there was something called the "new math." It was too new for me. Had I tried to explain it to my kids or help them with their homework problems, I would only have compounded their confusion.

But *Beyond the Classroom* tells us that this **isn't the most important role** for parents to play anyway. Instead, the authors say that:

“(T)he type of involvement that makes a real difference is the type that actually draws the parent into the school physically -- attending school programs, extracurricular activities, teacher conferences, and “back to school” nights.”

Why does this kind of participation matter so much? It sends a **clear message to the teachers and to the children that achievement matters to that parent.**

As the authors noted, showing up at school takes more effort than supervising homework or shutting off the television at home. Showing up at school lets everyone know that the parent is on the case.

It signals to the child that the teacher and the parent are locked in the conspiracy that Jim Comer talks about to make certain the children succeed.

It signals to the teacher that the parent is keeping an eye on how well the school is doing by his or her child and that they'll likely intervene -- with the teacher or, if need be, with the principal --

if all isn't going well.

Unfortunately, **too few of our parents** regularly participate in school functions. And the level of participation, such as it is, tapers off even more after the elementary school years, which couldn't be a worse time to lose interest.

We don't participate because we're working, we're tired, we're indisposed, we've got other fish to fry, or we're just not interested.

Well, we'd better get with it. The message from *Beyond the Classroom* is clear as a bell. **The children of engaged parents fare far better in school than youngsters whose parents aren't involved.**

But *Beyond the Classroom* has **another tough message** that we ignore at our children's -- and our people's -- peril. **Peer pressure not to achieve can totally undermine the best of intentions of teachers and parents.**

This is an especially severe problem for our children. And it threatens all of our children, no matter how much their parents make.

For some reason, our children, more so than Asians and whites are especially susceptible to the pernicious and destructive message that achievement is tantamount to acting "white."

This vulnerability to peer pressure peaks around the 8th grade, when our children are both most impressionable and when, as adolescents, they've begun to search for their own identity. Sadly, that's about the very same time that parental involvement has begun to evaporate.

The negative pressures sometimes reach the point that youngsters try to mask their intelligence. At **Ballou High School** in Washington, DC, it got so bad that students who'd won academic awards were afraid to show up for the assembly ceremony to receive the recognition. ✓

This is precisely why, last September 21st, our Urban Leagues all across the country celebrated children who "**Do the Right Thing.**" Working with PTAs, churches, fraternities and the Eastern Star, we staged block parties, assemblies and even parades right through downtown.

These events transmitted a loud and clear message to our children who "Do the Right Thing" that we love and support you.

Thanks to all the media coverage these events had. In addition, through these **high profile events** which the media hopefully will cover, we must let the rest of the world know that our children are an asset to society, not a liability.

At the same time, the researchers say, many of our children operate under the **delusion that they'll be able to get ahead even if they haven't done well in school.**

With technology replacing marginally skilled workers with laptops and robots and with affirmative action under all-out assault, this delusion is a surefire recipe for economic disaster for the children and for our people.

Lastly, let me say that given the changing economy, we must **make certain that our children emerge from school with the understanding of what entrepreneurship is all about.**

The days of people working for a single employer for 30 or 40 years are gone. Whether it's our choice or it's foisted on us, there may be employment gaps in our lives when we have to fend for ourselves.

So we've got to make sure that just as our children come out of school understanding reading, writing and arithmetic, they also emerge with an appreciation of entrepreneurship. That they understand what Bob Johnson and Magic Johnson and John Johnson have accomplished.

Besides learning about those business superstars, our youngsters should also be taught that you can make a good living by painting homes and refinishing floors.

A few years ago, I paid a fellow \$2000 for five days work **refinishing our floors**. We got to talking about the Caribbean Islands. It turns out he'd been to more islands than I'll ever see in my lifetime. He and his son own a \$50,000 racing car. Keep in mind that all the capital investment he needed was a banged-up station wagon and some sanding machines.

So we've got to make sure that our young people understand that there are lots of lawful ways you can make a decent living from your own wits and your own skill. They've got to understand what reliability means. When you tell somebody that you'll do a job, you've got to show up when you say will and finish when you promised to.

Four years ago we were going to have our **house painted**. It's a nice big white frame house. So it was going to cost us a lot of money to paint it, probably about \$7000. We live in Westchester County and I wanted very badly to use an African American painter. One Sunday morning, a young brother named Rodney, who's about 24 years old and from Barbados, came by the house unannounced and said "It looks like your house needs painting, I paint and here are my references."

I called his references, who vouched for him. We hired **Rodney**. He started when he said he would and finished about when he promised. He comes back every year to check on how his paint job and to touch it up. He tells me that our house is one of his biggest advertisements to prospective clients.

Since Rodney delivered the goods, I've reciprocated to help him out. I belong to the Boule and to another men's club. I sent Rodney's business card out to everybody I know who owns a house. He probably picked up at least \$30,000 worth of painting contracts as a result of his being such a together entrepreneur. Keep in mind that he's only about 24.

Our kids need to know Bob Johnson's story and Rodney's story. They need to know there are many legitimate ways they can make a good living. So that's another critical piece of what we have to do to prepare our young people for the future.

I believe that preparing our children to compete in the future and to carry forward the hopes and dreams of our people is the biggest challenge facing every African-American institution today.

In the **agrarian age**, a nation's principal assets were its natural resources and dirt cheap, even slave labor. During the industrial age, America's key assets were its manufacturing prowess and people who functioned like machines.

Now that we've entered the **information age**, our country's key asset is the **quality of our minds**, our young minds. If you've ever tried to figure out a VCR or access the Internet, you know that it takes **young minds** to navigate this new world.

Youngsters who can **compete** in this new world will succeed, and will carry their people with them. Youngsters who cannot face futures of poverty or prison, with only a shredded safety net to cling to. Sad as it is to say, they'll become the **disposable** people in our society.

We must become obsessed with equipping our children to survive and to thrive, so that black folk don't become the **disposable** flotsam and jetsam of American society.

There's another reason this is so important. We're on an irreversible course to become the **third largest population group** in this country.

Shortly after the turn of the next century, the Latino population will catch us and surpass us. Latino births now exceed ours for the first time in history. The Latino population will be roughly 25% of the

American population. We will be about 12%.

This new reality must trigger a **dramatic transformation** in the way we think about ourselves and our position in this society. We've got to look at how other population groups and, particularly, persecuted ethnic groups have gone about asserting their interests, protecting themselves and becoming powerful and respected players in a society.

A year ago I read a thought-provoking book called ***Tribes***. It's about how groups like Jews, Palestinians, the Brits, East Indians and others have progressed in a hostile world even when they're vastly out numbered.

They've navigated that world through a **fierce commitment to education, entrepreneurship, wealth creation, competitiveness, solidarity and flexibility**. Through a **willingness to go wherever the economic action is**.

In the process of forging this commitment, they have thrust themselves forward to be **players at the table whether they're invited or not**. They participate in the mainstream from a position of

strength, because they've simply got too much to put on the table to be kept away.

In other words, we've got to be prepared to play on the field whether its level or not. Because in the process of playing hard on the field, we will level it ourselves. Just as Jackie Robinson did 50 years ago.

The choice of whether we become an empowered people or lapse into becoming an impotent people in the millennium ahead is ours. To become empowered, we must **move from a deficit mindset to an asset mindset.**

We must see ourselves as **strivers and players.** We must shed the distorted and undeserved image of our people as a race full of mostly **moaners, malingers and criminals.**

We **cannot wallow in "woe is me thinking"** because that will get us absolutely nowhere in the millennium ahead.

This is why the black church and the Urban League must link arms. We're on the same wavelength about what it takes for our people to

survive and to thrive.

Let us **build our strategies from a basis of strength**. From the tradition of achievement at our fine colleges and universities like Dillard, Howard and Tougaloo. Let us build from the effective job training and after-school programs of the Urban League and the great community service tradition of our churches.

From our robust businesses on the Black Enterprise 100 list, and all those energetic small entrepreneurs in our communities. From the mentoring programs of the Eastern Star and 100 Black Men. From the heroic efforts of motivated teachers and principals, and from noted national school reform initiatives like Jim Comer's School Development Program and Don Stewart's Equity 2000.

In other words, we should **build our game plan based on what we know works, not what doesn't**.

Let us learn from other persecuted minorities that the majority delights oppressing. Though they are forever vulnerable, they've minimized their vulnerability by becoming obsessed with their own development.

Their steadfast commitment to education, entrepreneurship, competitiveness, wealth creation and solidarity has equipped them to thrive world-wide, and to fend off threats to their survival.

Millions of our people have **journeyed from segregation and poverty into the mainstream**. Millions more of our young people are well en route even as we meet. They arrive in record numbers each fall on college campuses all across the country.

More of our youngsters are **finishing high school** than ever before. A mere twenty years ago, there were five black high school dropouts in the work force for every black college grad. Today the ratio is almost one for one.

Our Children = Our Destiny. We of the Urban League are ready and eager to collaborate with the African-American churches throughout this land to mount a **crusade to prepare our children for the new millennium**.

To **equip our parents to become involved**. To **create a peer culture** that celebrates, instead of denigrating, achievement. And to **hold the educators**

and elected officials who preside over the schools **accountable** for their performance.

Let us pledge today that by the time the ball drops marking the New Year, The National Congress of Black Churches and the National Urban League will have begun mapping our game plan to make this happen -- for our children and for our people.

Above all, let us renew our vows to one another that together we'll make certain that our children, in the words of the great historian Dr. Charles Wesley, can "March Onward and Upward Toward the Light."

THE WHITE HOUSE
WASHINGTON

December 14, 1993

cc: Bruce Reed ✓
Jose Cerda > fiji
and
any
advice

File:

Churches

MEMORANDUM FOR MACK McLARTY
CAROL RASCO
GEORGE STEPHANOPOULOS
DAVID GERGEN
MARK GEARAN
RICKI SEIDMAN
RAHM EMANUEL
MELANNE VERVEER

FROM: JOHN PODESTA *JOP*

SUBJECT: RELIGIOUS COMMUNITY'S RESPONSE TO THE PRESIDENT'S
CALL FOR ACTION ON VIOLENCE

The U.S. Catholic Bishops' Conference, the National Council of Churches, the Baptist Joint Committee, the Congress of National Black Churches, the Synagogue Council of America and other religious groups have organized a response to the President's call for action on violence. A letter drafted by David Saperstein is being circulated for signature. The letter will be ready for delivery tomorrow with over 60 organizations signing on. The letter suggests a meeting with the President. We should obviously make their letter public and be prepared to respond to the invitation for a meeting.

Attachment

RELIGIOUS ACTION CENTER OF REFORM JUDAISM

93 DEC 13 P6:16

TO: John Podesta

FROM: Rabbi David Saperstein

DATE: 12/13/93

PHONE NUMBER: (202) 387-2800 (phone)
(202) 667-9070 (fax)

NUMBER OF PAGES (INCLUDING COVER SHEET):

(202) 363-4375 (home phone)
(202) 966-7792 (home fax)

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pursues social justice and
religious liberty by
mobilizing the American
Jewish community and
serving as its voice
in the nation's capital*

2027 Massachusetts Ave., NW
Washington, DC 20036
(202) 387-2800
fax (202) 667-9070

Rabbi David Saperstein
Director and Counsel

Rabbi Lynn Lurieberg
Associate Director

Evvy Lauer Shwartz,
Chairperson
Commission on Social Action
of Reform Judaism

Rabbi Eric Yoffie
Director
Commission on Social Action
of Reform Judaism

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Temple Brotherhoods,
National Federation of
Temple Sisterhoods
North East Avenue, N.E.
Washington, D.C. 20002*

456-2215

RELIGIOUS ACTION CENTER OF REFORM JUDAISM

TO: REV. JOAN BROWN CAMPBELL, NANCY WISDO, REV. H. MICHAEL LEMMONS,
REV. JAMES DUNN, REV. CHARLES LEE

FROM: DAVID SAPERSTEIN

DATE: DECEMBER 10, 1993

RE: FINAL VERSION OF VIOLENCE STATEMENT

Enclosed is the final version of the statement on violence. Can you please fax it out to the heads of denominations as soon as possible? I leave it to your judgement whether to go for professional or non-professional heads, or both. I assume most will go to the non-professional heads. Please leave the existing signatures on the letter if you feel it will be helpful to signify the breadth of initial support or drop them if that is preferable.

We need to hear back from signatories by the end of the day on Tuesday, Dec. 14.

Finally, please call if there are any questions or if there is anything that my office can do to be of assistance.

I am enclosing the cover letter that I am sending to the heads of the various Jewish religious groups for your information.

*The Religious Action Center
promotes social justice and
religious unity by
publishing the American
Jewish community and
moving us to address
its needs.*

2027 Massachusetts Ave., NW
Washington, DC 20036
(202) 387-2300
Fax (202) 642-9830

*Rebbe David Saperstein,
Director and Counselor*

*Rebbe Lynn Leshem,
Associate Director*

*Evry Lamm Silver,
Chairperson
Commission on Social Action
of Reform Judaism*

*Rebbe Eric Yaffe,
Director
Commission on Social Action
of Reform Judaism*

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RELIGIOUS ACTION CENTER OF REFORM JUDAISM

September 10, 1993

The Honorable William Jefferson Clinton
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Clinton:

As national religious leaders profoundly troubled by the swelling tide of violence sweeping America, we thank and commend you for using the moral power of the Presidency to call for action on this important issue. The eloquence of your speech in Memphis at Mason Temple Church of God in Christ and your call to the religious community to play a central role in ameliorating this crisis deeply moved and challenged us all. We are particularly encouraged by your conviction, that we have long shared, that while we must address this crisis through changes from the "outside" -- including policies implemented by the President and Congress -- there are changes we also must make from the inside, or the others won't work. Accordingly, we welcome your emphasis on "the values and the stirrings and the voices that speak to us from within." We want to convey to you our own commitment to continue to mobilize our respective religious communities to combat the violence and moral decline you spoke of in your address.

Indeed, Mr. President, throughout America, the religious community has been struggling with this most pressing of problems. At its national meeting last week, the Congress of National Black Churches devoted its primary agenda to formulating effective responses to the violence in our communities. The National Council of Churches recently issued a strong statement condemning graphic media violence. The Catholic Bishops' Campaign for Children and Families focuses on the values and policies which can help the nation protect the lives and dignity of all of God's children. A number of national Jewish groups have set up programs to address the urban crisis. Locally, churches, synagogues, and mosques are engaged in working to combat the violence increasingly permeating our nation.

Religious community anti-violence initiatives revolve around several consistent themes:

1. Continuing to proclaim, teach, and call our people to practice the ethical values and virtues which provide the basis for real community and a morally fulfilling life. The battle against violence begins in each of our hearts and lives.

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2027 Massachusetts Ave., NW
Washington, DC 20036
(202) 387-2800
Fax (202) 687-2070

Rebbitz David Saperstein
Director and Counselor

Rebbitz Lynn Landberg
Associate Director

Emily Lauer Strassler
Chairperson
Commission on Social Action
of Reform Judaism

Rebbitz Eric Yoels
Chairman
Commission on Social Action
of Reform Judaism

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National Association of
Temple Administrators,
National Association of
Temple Educators,
National Federation of
Temple Brotherhoods,
National Federation of
Temple Sisterhoods,
North American Federation
of Temple Youth*



Religious faith offers vital moral resources for replacing fear and violence with hope and reconciliation in our homes, communities, and nation.

2. Halting gun proliferation in our streets, schools and homes.
3. Countering the "culture of violence" that pervades our national culture and our media, that legitimizes -- even celebrates -- violence as a means of dispute resolution.
4. Building, in neighborhoods and communities across America, strong anti-violence coalitions, in which churches, synagogues, and mosques play a key role, that denounce violence and provide means of addressing these communities' problems.
5. Protecting America's children from the epidemic of violence by effective, responsive, equitable law enforcement, and by providing our young people with options for healthy development through private action and public policies that promote ample education, strong social programs, and real job opportunities.

If you would find it helpful, we would be delighted to meet with you to discuss ways to implement these goals together. In any case, we will do all we can to engage with you in this urgent task, using the moral suasion at our command and encouraging America's 350,000 churches, synagogues, and mosques to apply their organizational resources to this vital national challenge.

Sincerely,

Bishop John H. Ricard, S.S.J.
Chair, Domestic Policy Committee*
U.S. Catholic Bishops' Conference

Reverend Joan Brown Campbell
General Secretary
National Council of Churches

Reverend James Dunn
Executive Director
Baptist Joint Committee

Reverend H. Michael Lemmons
Executive Director
Congress of National Black Churches

Rabbi Haskel Lockstein
President
Synagogue Council of America

Reverend Charles Lee
Research Director
United Church of Christ
Commission for Racial Justice

Rabbi David Saperstein
Director
Religious Action Center of Reform Judaism

*Titles for identification purposes only