

Supplement to Appendix H: Promising Practices

September 30, 1998

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

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

More information about these Promising Practices is available on the worldwide web at the following address:

www.whitehouse.gov/Initiatives/OneAmerica/america

***** These are the final Promising Practices selected by the Initiative. They were selected after the publishing deadline of the Board's report and are not included there.**

Appendix H1: Summary Descriptions of Promising Practices

Bridging Difference, in Wausau, WI, is coordinated by the YWCA of Wausau and focuses on increasing awareness and understanding between different cultural and ethnic groups through education, community dialogue, workshops, public forums and art. [Contact: Janet Newman, Executive Director: (715) 842-3381]

Building Bridges, in Vermillion, SD, works to enhance the education of Native American students by integrating cultural values into the academic environment and facilitate networking between public, private and tribal colleges. [Barbara A. Yutzenka, Ph.D., Director, Clinical Psychology Training Program: (605) 677-5353]

Center for Applied Linguistics: Program in Language and Public Policy in Washington, DC, conducts research and addresses the public on contemporary educational, cultural and social concerns. [Contact: Dr. Donna Christian, President: (202) 429-9292]

Center for Racial Justice in Tulsa, OK, was formed in 1993 by members of the Unitarian Universalist Church of the Restoration in Tulsa, Oklahoma. The Center for Racial Justice is a faith-based approach to addressing racism and classism. This project works to improve the quality of life for the people of Tulsa by influencing the religious, political and business community through education, partnership and dialogue. [Contact: Dorothy Moses DeWitty, Chair: (918) 425-8549]

Common Bonds Diversity Training in Austin, TX, is a district wide training program for all educators. The program includes three diversity teaching modules: Personal Awareness; Valuing Ethnic Diversity; and Communications. The modules increase awareness about diversity issues, build personal involvement with the problem of stereotyping and prejudice, and develop personal and professional goals by modeling awareness, sensitivity and appreciation. [Contact: Elena Vela, Administrative Supervisor: (512) 414-1561]

Community Circles on Schools, Housing and Race in Minneapolis-St. Paul, MN, is a project which advances the public understanding and awareness of the growing economic and racial segregation and disparity in the Twin Cities metropolitan area. The project develops constructive community responses to these challenges, increases awareness about the relationship between housing and educational segregation and educational achievement, and formulates a response that will create equal opportunity for the success of all Twin Cities children. [Contact: Dick Little, Coordinator: (612) 729-3220]

Community Minority and Cultural Center, CASE Program in Lynn, MA, holds the mission to serve the City of Lynn's immigrant population. The Community Minority and Cultural Center partnered with the Lynn Police Department and created the CASE program. This after school education program, for fifth to eighth graders, responds to the presence of gang activity among the city's youth. The CASE program provides youth and police officers the opportunity to develop positive relationships together. [Contact: Calvin F. Young, Executive Director: (781) 477-7090]

The **Cultural Diversity Program** of the American Lung Association in Washington, DC, was established to reduce the high prevalence of lung disease in minority communities and economically disadvantaged communities through culturally appropriate health education/prevention programs, community partnerships, and volunteer/staff enrichment [Contact: Sherri Watson Hyde, Director, ALA Cultural Diversity Programs: (202) 785-3355]

Cultural Diversity Resources in Fargo, ND, and Moorhead, MN, metro areas focuses on promoting and utilizing programs that improve racial understanding between both "new" and "old" Minnesota and North Dakota immigrants. This program works towards removing barriers which divide a community and strengthens the common bonds between members of diverse backgrounds. [Contact: Ms. Yoke-Sim Gunaratne, Executive Director: (218) 236-7277]

Diversity - A Passage to the Future at Xerox in Stamford, CT, views achieving diversity in its workforce as a tool which increases its competitive advantage. To promote cultural and racial understanding and achieve diversity at all levels of the company, Xerox has implemented a number of programs: Balanced Workforce Strategy, Corporate Champions, Caucus Groups, Training and Development, CEO Roundtables and Work Life. [Contact: Ms. Sonya Allen, Manager Diversity Strategy & Programs: (203) 968-3875]

Diversity and Racial Equity Summit Meetings and Roundtables in Davenport, IA, joins civic, religious, and business leaders from Eastern Iowa and Western Illinois with a broad cross-section of “Quad Citizens,” who embrace a united commitment to racial equity and to the value of their community's rich cultural diversity. The Quad Cities Mayors jointly hosted two Diversity and Racial Equity Summits in 1993 and 1995. [Contact: Ms. Brenda Drew-Peeples, Executive Director: (319) 326-0717]

Diversity Consortium Resource Groups, Bell Atlantic in New York, NY, are voluntary organizations which represent diverse employee groups created to improve professional development, growth/networking opportunities, recruitment and retention. Bell Atlantic employee resource groups have made significant contributions both in the workforce and in the marketplace. [Contact: Jacquelyn B. Gates, Vice President, Ethics, Compliance, Diversity and Organization Development, Bell Atlantic: 212-395-5029]

Diversity Management, Darden Restaurants, Inc. in Orlando, FL, was created in May 1996. Since diversity is critical to the ability to excel in an increasingly diverse and dynamic marketplace, Darden Restaurants’ top priorities include developing diversity management competencies, linking employee satisfaction to guest satisfaction and increasing local community presence. To achieve these goals, Darden developed diversity tools, benchmarks and performance plans at all levels. [Contact: Samuel E. Mathis, Jr., Vice President: (407) 245-5350]

The **Diversity Team Project** in San Jose, CA, was created in 1997 in response to the racial tension among Vietnamese and Hispanic youth at Independence High School in San Jose, California. This collaborative project coordinates weekly after-school leadership training with activities focused on developing positive cultural identities and cross-cultural awareness. The activities work to develop respect, team building, communication and conflict resolution skills. [Contact: Akemi Flynn, Youth Services Division Director, Catholic Charities: (408) 283-6150]

El Puente in Brooklyn, NY, is a community and youth leadership movement focused on strengthening the local community through organization and community initiatives in health, education, the arts, the environment and the local economy. [Contact: Luis Garden Acosta, President: (718) 387-0404 or Frances Lucerna, Academy Principal: (718) 599-2895]

The Fifth Avenue Committee in Brooklyn, NY, was created in 1977 and is a housing and redevelopment community organization that works to improve the standard of living in predominantly low-income areas with diverse populations. [Contact: Brad Lander, Executive Director: (718) 857-2990 Ext. 16]

For Our Children in Urban Settings Program (FOCUS) is a Florida International University, College of Education program in Miami, FL, which works to increase the number of teachers of African Descent in the Miami-Dade County Public School System. The program uses a model based on professional development and pre-service education in order to recruit and retain its desired teachers. [Contact: Dr. S. Lee Woods, Program Director or Craig C. Williams, Program Coordinator: (305) 919-5820]

Initiative on Race at the U.S. Department of Education in Washington, DC, is a U.S. Department of Education Initiative which promotes honest and respectful communication among people of all races about issues of race in the workplace and in the larger society. [Contact: Dr. Theda Zawaiza, Special Assistant for Equity: (202) 401-1039]

Interactive Multicultural Awareness Program on Race in Oxford, OH, is a unique two-part interactive computer program created to teach college communities about racism, injustice and ways to combat racism through community involvement. This program introduces viewers to the thoughts, feelings and reactions of individuals involved in racial incidents on a college campus to raise awareness about racism and generate discussion about ways to respond with understanding. [Contact: Dr. Susan Mosley-Howard, Associate Professor, Miami University: (513) 529-6317]

Journey Toward Wholeness in Boston, MA, is the culmination of five years of work and research which analyzed how institutional racism functions in the Unitarian Universalist movement. The report outlines specific ways to dismantle institutional racism through an intentional anti-racism transformation process. This program works towards building an anti-racist, multicultural, religious association which works to eradicate racism and all forms of oppression in institutions and in communities. [Contact: The Reverend Melvin Hoover, Director for Faith in Action, Unitarian Universalist Association: (617) 742-2100]

Metropolitan Indochinese Children & Adolescent Services (MICAS) in the South Cove of Lynn, MA, provides mental health and social services to the Southeast Asian community and collaborates with other community-based organizations to facilitate joint youth activities which foster inter-ethnic understanding in Lynn, Massachusetts. [Contact: Ms. Bounthay Path-Reth, Clinical Supervisor: (781) 595-2300]

The Montgomery County Consejo Latino (MCCL) in Montgomery County, MD, developed a plan for constructing community centers that offer bilingual health care, educational programs and other social services. MCCL is in the process of raising the necessary capital to build these centers. These community service centers will be organized in association with neighborhood Latino serving organizations. [Contact: Luis Costas, MCCL President: (301) 585-4877]

NASA Senior Executive Development Program in Washington, DC, prepares qualified female and minority employees at the grade 14 and 15 levels for senior executive service to diversify NASA top management workforce and ensure equal opportunities. [Vicki Novak, Associate Administrator for Human Resources and Education: (202) 358-0520]

National Asian Family/School Partnership Project in Boston, MA, works to eliminate racial disparities and improve interethnic dialogue by overcoming the challenges and needs that immigrant Asian families experience as their children attend U.S. public schools. This program draws upon the experiences and information gathered from three years of fieldwork conducted by National Coalition of Advocates for Students which addressed the challenges and needs faced by immigrant Asian families. [Contact: Mr. Bouy Te, Project Director: (617) 357-8507]

People Reaching Out for Unity and Diversity (PROUD) in Ferguson, MO, is an ad hoc committee which provides a forum for the free exchange of ideas and experiences in achieving and enhancing racial harmony and economic growth in the community. [Contact: Dan Duncan, Co-chair: (314) 962-3456]

Pacific Institute for Community Organization (PICO) in Oakland, CA, is an institute for community organizations comprised of a national network reaching across over 70 cities. For 25 years, PICO has worked to empower local community members to organize around issues central to their lives. PICO's organizing technics focus on bridging cultural, ethnic and racial differences by building multiracial coalitions. [Contact: John Baumann, Executive Director: (510) 655-2801]

Pico/Lowell Neighborhood Education Project in Santa Ana, CA, is a community partnership which provides literacy training and English as a Second Language classes to Spanish speaking parents to promote cross-cultural dialogue and reduce local problems arising from cultural or language differences. [Contact: Judith Magsaysay, Principal-Pío Pico Elementary (714) 558-5608; Eleanor Rodriguez, Principal-Lowell Elementary (714) 558-5841; John Brewster, Executive Director-Santa Ana Boys & Girls Club (714) 543-7212]

Piya Wiconi Project in Vermillion, SD, is a three-year long demonstration project which strengthens entry level nursing education and provides advanced nursing education for Native Americans in rural Native American communities. The program works to increase the number of Native American nurses serving rural areas and reservations where the need is greatest for health care. [Contact: Dawn Eagle, Project Director: (605) 677-6881]

Prep for Prep in New York, NY, identifies intellectually gifted minority youth and prepares them for placement in New York City's finest independent day schools and East Coast boarding schools. The Program provides a sense of community, peer support, critical post-placement services and a range of leadership development opportunities. [Contact: Gary Simons, Founder and Executive Director: (212) 579-1390]

PRO Hampton County (Pride Respect Opportunity) in Hampton County, SC, is a county-wide, grassroots effort formed in response to the Healthy Communities Initiative of 1996. The taskforce addresses intergroup relations, health and life styles issues. The program places strong emphasis on education and improving economic opportunity for community members through communication, collaboration and volunteerism. [Contact: Peggy Parker, Executive Director, and Kathleen Myers, Administrative Assistant to the Executive Director: (803) 943-3620]

Project Apprentices for a Positive Tomorrow in Miami, FL, is a residential electrician apprentice program which provides a career alternative and increases social mobility for students at risk of dropping out of school. [Contact: Dr. Gustavo Roig, Program Director (305) 348-3700]

Project Uplift in Albuquerque, NM, works to increase the number of talented, multiethnic young people prepared to pursue highly challenging careers in science and technology. Project Uplift stimulates interest in mathematics, science and engineering and helps young people prepare for careers in these fields. Organizers work to ensure that participants are reflective of the population mix of New Mexico. [Contact: Dr. Henry J. Casso, Director: (505) 265-4464]

Proyecto Access, NASA-HACU in Washington, DC, was initiated by NASA in 1997 with the Hispanic Association of Colleges and Universities (HACU) to broaden its outreach to Hispanics and Hispanic organizations involved with NASA's educational programs. The program prepares middle and high school Hispanic students for advanced studies and careers in mathematics, science and engineering. [Contact: Millie Mateu, NASA University Program Manager: (202) 358-0954]

Search for Common Ground on Race Project in Washington, DC, furthers the national dialogue on race relations and affirmative action by joining liberal and conservative organizations. The program develops action-oriented projects around the "common ground" between opposing groups, facilitates agreements to cosponsor such projects and then helps to implement the projects. [Contact: Ms. Amy Wind, Esq., Director: (202) 265-4300]

Seventh-Day Adventist Diversity Initiative in Silver Spring, MD, works to create a wholesome, inclusive environment where members respect differences, reflect love and oneness, and maximize the full potential of all congregation members. This initiative plans activities to enhance the organization's diversity. [Contact: Rosa Taylor Banks, Director of Human Relations: (301) 680-6410]

Student Leaders for Racial Understanding in Bethesda, MD, bridges racial divides among youth in the United States by creating dialogue groups in high schools across the country where students openly discuss racial concerns and issues with their peers. [Contact: George Manatos, Co-Founder: (301) 229-4984]

Students Together Omitting Prejudice (STOP) in Sudbury, MA, was created in January of 1991, when three religious congregations in Sudbury, Massachusetts sought to eliminate discrimination, prejudice and stereotypes among area junior high school youth. The program helps students identify and eliminate prejudice, discrimination and racism by using role-playing and discussion. [Contact: Mrs. Sheila Goldberg, Coordinator: (978) 443-9622]

Television Race Initiative (TRI) in San Francisco, CA, builds relationships with community coalitions dedicated to solving race relation problems. Through rigorous support and ongoing technical assistance, TRI encourages these coalitions to use the broadcasts in ways that support their particular objectives, such as recruitment, public policy campaigns, alliance-building, media outreach and dialogue. [Contact: Ellen Schneider, Executive Director: (415) 553-2841]

The **University of California, Davis "Principles of Community"** in Davis, CA, were created in 1990 and reaffirmed in 1996 as a fundamental declaration of the university's institutional values. The principles established an expectation of how the campus will operate as a community. The program is committed to equity, access, diversity and freedom of expression, and it rejects all forms of discrimination and hatred. [Contact: Janet C. Gong, Assistant Vice Chancellor - Student Affairs: (530) 752-8787]

Appendix H2: Index of Promising Practices by Sector

Arts, Multimedia and Sports

Interactive Multicultural Awareness Program on Race	Oxford	OH
Television Race Initiative	San Francisco	CA

Business

Diversity - A Passage to the Future at Xerox	Stamford	CT
Diversity Consortium Resource Groups, Bell Atlantic	New York	NY
Diversity Management, Darden Restaurants	Orlando	FL

Community and Economic Development

Fifth Avenue Committee	Brooklyn	NY
Montgomery County Consejo Latino	Silver Spring	MD
Search for Common Ground on Race	Washington	DC

Community Building

Bridging Difference, YWCA of Wausau	Wausau	WI
Community Circles on Schools, Housing and Race	Minneapolis	MN
Cultural Diversity Resources	Moorhead	MN
People Reaching Out for Unity and Diversity (PROUD)	St. Louis	MO
PRO Hampton County	Hampton	SC

Education

Building Bridges Conference	Vermilion	SD
Center of Applied Linguistics, Program in Language and Public Policy	Washington	DC
Common Bonds	Austin	TX
El Puente	Brooklyn	NY
For Our Children in Urban Settings Program (FOCUS)	N. Miami	FL
National Asian Family School Partnership Project	Boston	MA
Pico/Lowell Neighborhood Education Project	Santa Ana	CA
Prep for Prep	New York	NY
Project Uplift	Albuquerque	NM
Project APT	Miami	FL
University of California, Davis "Principles of Community"	Davis	CA

Government

Diversity and Racial Equity Meetings, Davenport Civil Rights Commission	Davenport	IA
Initiative on Race, U.S. Department of Education	Washington	DC
NASA Senior Executive Service Candidate Development Program	Washington	DC
Proyecto Access, NASA-HACU	Washington	DC

Health and Human Services

Community Minority and Cultural Center	Lynn	MA
Cultural Diversity Program, American Lung Association	Washington	DC
MICAS-South Cove	Lynn	MA
Piya Wiconi Project	Vermilion	SD

Religious

Center for Racial Justice, Unitarian Universalist Church	Tulsa	OK
Journey Toward Wholeness	Boston	MA
PICO	Oakland	CA
Seventh-day Adventist Diversity Initiative	Silver Spring	MD
STOP	Sudbury	MA

Youth

Diversity Team Project	San Jose	CA
Student Leaders for Racial Understanding	Bethesda	MD

Appendix H3: Index of Promising Practices by Region

Midwest

Bridging Difference, YWCA of Wausau	Wausau	WI
Building Bridges Conference	Vermilion	SD
Community Circles on Schools, Housing and Race	Minneapolis	MN
Cultural Diversity Resources	Moorhead	MN
Diversity and Racial Equity Meetings, Davenport Civil Rights Commission	Davenport	IA
Interactive Multicultural Awareness Program on Race	Oxford	OH
People Reaching Out for Unity and Diversity (PROUD)	St. Louis	MO
Piya Wiconi Project	Vermilion	SD

National

Cultural Diversity Program, American Lung Association	Washington	DC
Diversity - A Passage to the Future at Xerox	Stamford	CT
Initiative on Race, U.S. Department of Education	Washington	DC
Journey Toward Wholeness	Boston	MA
PICO	Oakland	CA
Proyecto Access, NASA-HACU	Washington	DC

Northeast

Community Minority and Cultural Center	Lynn	MA
Diversity Consortium Resource Groups, Bell Atlantic	New York	NY
El Puente	Brooklyn	NY
Fifth Avenue Committee	Brooklyn	NY
MICAS-South Cove	Lynn	MA
NASA Senior Executive Service Candidate Development Program	Washington	DC
National Asian Family School Partnership Project	Boston	MA
Prep for Prep	New York	NY
STOP	Sudbury	MA

South

Center for Racial Justice, Unitarian Universalist Church	Tulsa	OK
Center of Applied Linguistics, Program in Language and Public Policy	Washington	DC
Common Bonds	Austin	TX
Diversity Management, Darden Restaurants	Orlando	FL
For Our Children in Urban Settings Program (FOCUS)	N. Miami	FL
Montgomery County Consejo Latino	Silver Spring	MD
PRO Hampton County	Hampton	SC
Project APT	Miami	FL
Search for Common Ground on Race	Washington	DC
Seventh-day Adventist Diversity Initiative	Silver Spring	MD

West

Diversity Team Project	San Jose	CA
Pico/Lowell Neighborhood Education Project	Santa Ana	CA
Project Uplift	Albuquerque	NM
Student Leaders for Racial Understanding	Bethesda	MD
Television Race Initiative	San Francisco	CA
University of California, Davis "Principles of Community"	Davis	CA