Indiana's Best Practices

Celebrating Diversity

Many Communities...One Indiana

A Resource Manual of Diversity Programs & Activities

1999 EDITION

Provided By

Indiana Civil Rights Commission

Indiana's Best Practices Celebrating Diversity
Many Communities...One Indiana

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FRANK O'BANNON
GOVERNOR

My Fellow Hoosiers,

I constantly receive letters from Hoosiers of all ages and backgrounds, asking what they can do to overcome the racial barriers that divide us.

That's why I asked the Indiana Civil Rights Commission to compile a resource book of successful race relations programs here in our state. With this collection of "best practices," individuals, organizations and communities can share ideas that work, then implement the activities that seem to fit best for them.

This book, the first of its kind, is being distributed to schools, libraries, mayors and other government officials, law enforcement agencies, churches, service organizations and businesses throughout Indiana. You can also find it on the Internet at www.state.in.us.icrc where we will keep updating it.

Incidentally, from President Clinton's national Initiative on Race, there is a list of community race relations programs and dialogues from all across the nation at www.whitehouse.gov/initiatives/one america. Known as "Promising Practices," this, too, can help communities start their own efforts to promote racial diversity.

Amid the Hoosier traditions of hospitality and good will, there simply is no place for prejudice. As Governor, I ask every Hoosier to help knock down the walls of prejudice. Prejudice harms our people and divides our state. It deprives those who hate - as well as those who are hated - of the opportunities to realize their full potential.

I present this book, *Indiana's Best Practices Celebrating Diversity: Many Communities...One Indiana*, in hope that it will increase mutual understanding and respect, and help us treasure our differences rather than let those differences come between us.

Sincerely,

Frank O'Bannon

INDIANA
CIVIL
RIGHTS
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Dear Friends,

As the Executive Director of the Indiana Civil Rights Commission (ICRC), I am pleased that our agency was chosen to produce a resource manual of racial diversity programs and activities currently in progress throughout the State of Indiana.

Indiana's Best Practices Celebrating Diversity: Many Communities...One Indiana is by no means inclusive of all available resources or diversity activities occurring in our state. Nor does the ICRC endorse one resource or activity over another. Instead, we encourage you to pick and choose from these ideas and materials to create a program which meets the specific needs of your community or organization.

Initially, we have identified 160 activities intended to improve race relations in 46 communities from throughout the state. Many of these events began with the simple desire to celebrate the achievements of minority populations. Sometimes the community was motivated to action in response to a proposed march by the Ku Klux Klan at the local court house. Frequently, employers acted pro-actively to prepare their work forces for successful competition in the expanding global economy. Many of these projects are based upon religious and moral convictions that we are "our brothers keepers." Despite the varied motivations for beginning the myriad of projects presented in this manual, a singular truth predominates: the success of these activities lies in their attendant processes of collaboration, sharing, out reach, and leadership.

I invite you to share this book with friends and colleagues and to contribute information about other activities you are currently aware of and as they may develop in the future. It is my hope that this manual stimulates a synergy that indeed binds us as One Indiana.

Very truly,

Sandra D. Leek
Executive Director

PREFACE

The compilation of this book turned out, to use a Hoosier analogy, to be much like searching for the coveted little morel mushrooms on a warm spring Indiana morning.

Being a very methodical person, I marched determinedly into the woods armed with a knapsack and a poking stick with every intention of turning over every leaf and finding every mushroom in the forest. I hadn't gone far before I realized that this was an impossible task. First of all, there were entirely too many leaves to look under; not to mention, there were new mushrooms constantly popping up where I'd already been! And so, as time grew short, I left with what I'd found and decided to go back another time for more.

Thus it was with *Indiana's Best Practices Celebrating Diversity*. Every diversity activity that I found led me to others. I also talked with dozens of people who were still in the preliminary stages of putting together new programs for their community or organization.

I hope that as you read through *Indiana's Best Practices Celebrating Diversity*: *Many Communities . . . One Indiana* its cause will get under your skin and into your heart the way it did mine. There are hundreds of Hoosiers, young and old; rich and poor; black, yellow, brown, red, and white who are doing something to make a difference, and the good news is, it's working.

Examine the resources in this book, and then bend them, turn them, mold them to fit your community's or organization's needs, and what ever it turns out to be will be better than what you had before you started.

Sincerely,

Judy Kochanczyk
Editor

New Best Practices

will be updated periodically on the IndianaCivilRight'sCommission's web site: http://www.state.in.us/icrc

Hard copy updates

will be mailed semi-annually. To receive a hard copy, call or fax mailing information to the ICRC.

To submit new Best Practices

use the form on the following page or call ICRC to request a form.

Office: (317) 232-2600
Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580

Indiana's Best Practices Celebrating Diversity

Racial/Ethnic Diversity Programs and Activities

Program/Event Title:_____

Sponsoring Organization:_____

Address:_____
Street City State ZipCode

_____
Telephone Fax E-mail Web Site

Contact Person:_____
Last Name First Name

Address:_____
Street City State ZipCode

_____
Telephone Fax E-mail

Additional Contact Person:_____
Last Name First Name

Address:_____
Street City State ZipCode

_____
Telephone Fax E-mail

To include your diversity program/activity in periodic updates of *Indiana's Best Practices Celebrating Diversity* return this form to:

Indiana Civil Rights Commission
Indiana's Best Practices
Judy Kochanczyk
100 N. Senate Avenue, Rm: N103
Indianapolis, IN 46204

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Turn to back side...

Where/when do events/programs/services take place:_____

Purpose/Mission:_____

_____

Description of event:_____

_____

_____

_____

_____

_____

_____

_____

It would be helpful to include any informational attachments: announcement of event flier, copy of program or agenda, newspaper articles concerning event, logo, etc.

Name of those people/organizations who helped organize/co-sponsor the activity: _____

_____

_____

Funding/Donation sources:_____

_____

_____

Size of audience/audience feedback from activity:_____

_____

_____

Recommendations for other communities who would like to host a similar activity:_____

_____

_____

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Asian Help Services

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Same address/phone above

According to the 1990 Census report, there are over 51,000 people of Asian descent living in Indiana, with almost 15,000 of those in Indianapolis. Asians come to Indiana with their hopes, dreams, and ambitions, but as they strive to establish themselves, they often feel intimidated by language and cultural barriers.

Established in 1986 by the United Methodist Church Metropolitan Ministries, the AHS is a not-for-profit nonsectarian organization assisting immigrants, business people, and visitors in their transition from Asia to Central Indiana. The AHS provides cultural, language, information, and referral services to create a bridge between the two disparate cultures. Services provided include:

English Classes **-** The AHS helps new arrivals achieve at least a "marketplace competency" in English; classes are offered at all levels of ability. Tutoring, a tour of housing, and field trips of the area are also available through this service.

Cross-Cultural Counseling **-** This counseling service assists families and couples who are having difficulty adjusting to the American life-style emotionally, physically, and spiritually.

Medical Assistance **-** Many Asians work hard, receive low pay, and are not covered by medical insurance. Often times they neglect their health because of the inability to communicate, the inability to pay, or lack of knowledge of available medical services. The AHS connects Asians to health care resources.

Employment Services **-** The AHS assists Asians in finding secure employment, including information on the existence and location of jobs; they also facilitate Asians with job applications and the job interviewing process.

Interpretation and Translation **-** Schools, physicians, courts, hospitals, attorneys, etc., often call on the AHS to provide language interpretation and translation.

Advocacy **-** The AHS assists Asians in pursuing equal opportunities for services in the community.

Citizenship Classes **-** These classes help Asians to prepare for the Citizenship Examination. Classes include study of the English language, U.S. Constitution, Government, and American History.

Parenting Workshop **-** This workshop assists Asian parents to understand the needs of their children who tend to adapt to the Western culture more quickly than do the adults. It also helps parents to understand the differences between the two cultures.

Human Relations Department

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Black History Month

To celebrate Black History Month, organizers sponsored a community discussion of issues that have affected the lives of African-Americans from a local historical perspective and the issue of schools' responsibility to accurately teach Black history in the classroom.

Sponsors included the Urban League of Madison County, Wilson Boys & Girls Club, Anderson Chapter of Indiana Black Expo, Martin Luther King Memorial Commission, Madison County NAACP, Anderson Human Relations Commission, and Minority Health Coalition of Madison County.

Elkhart Chapter of Indiana Black Expo

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Elkhart, IN 46515

Phone: (219) 295-5099
Fax: (219) 295-4544
E-mail: elkhart.black.expo@prodigy.net

Contact Persons:

Leroy and Beatrice Robinson
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Career Days

During the month of February, the Elkhart Chapter of Indiana Black Expo, in conjunction with the Elkhart Community Schools, organizes five career days for the three middle schools and two high schools. Depending on the school, 350-1000 students participate in each of the career days.

African-American role models are recruited to speak. These include, among others, bankers, lawyers, teachers, directors, police and fire chiefs, building officials, electricians, models, brick masons, and chefs.

The speakers talk to students about personal difficulties and success stories and emphasize the importance of doing well in school. Students are then allowed to ask the speakers specific career questions. This program has been in effect for a number of years and is highly recommended by both students and staff.

Dr.Martin Luther, Jr. King Celebration

In honor of Martin Luther King, Jr. Holiday, the Elkhart Chapter of Indiana Black Expo sponsored a march which began at the Civic Plaza and proceeded to the Community Baptist Church for a free meal and a program focused on youth. The agenda consisted of speakers and entertainment.

NAACP

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South Bend, IN 46660

Phone: (219) 243-5060
Fax: (219) 243-5067

Contact Persons:

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Elkhart, IN 46514
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Alma Powell
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African-American History Essay Contest

This activity, co-sponsored with the Elkhart Community Schools, acquaints students with black people who have made tremendous contributions to society and encourages students to become better writers.

The contest coincides with the acquisition of books by and/or about African-Americans. Initially, funding was provided through an Indiana Department of Education Grant for $1,400; each of seven schools receive approximately 20 books.

Fourth, fifth, and sixth graders participate in the contest. Students are asked to write an essay of no more than 500 words and must cover one of the 3 subject areas selected by the Education Committee.

The NAACP is responsible for disseminating information, collecting completed essays, and scoring the essays. The winners, along with their parents, are invited to a School Board meeting where students receive gift certificates and U.S. Savings Bonds for a job well done. Savings bonds are $100 for first place, $50 for second place, and $25 for third place at each grade level.

City of Gary

Department of Public Information
401 Broadway; Suite 204
Gary, IN 46402

Phone: (219) 881-1314
Fax: (219) 881-1397

Contact Person:
Suzette Raggs; Deputy Mayor
Same address/phone above

Harambee

Mayor Scott King and the City of Gary sponsored its first Harambee Celebration in February of 1998. The overwhelming positive response led to a second celebration in 1999.

Gary citizens interested in showcasing their talents attend auditions in January. For a week in February, the City Council Chambers serve as the performing theater from noon to 1:00 P.M. Performers sing, recite poetry, dance, and deliver motivational speeches and historical information on African-American life. The week culminates with Harambee, a grand finale on Friday night at the Genesis Convention Center. Admission is free to all events.

Guion Creek Middle School

4401 W. 52nd Street
Indianapolis, IN 46268

Phone: (317) 388-7937
Fax: (317) 298-2794

Contact Person:
Sonja Burdix
Same address/phone above

Pieces of a Dream:
A Tribute to Dr. Martin Luther King

In observance of Black History Month, this collection of vignettes is performed at the Pike Performing Arts Center by approximately 60 students, primarily sixth graders from the Guion Creek Middle School. The dramas include storytelling, rap, and a variety of musical and dance performances.

Written and directed by GCMS teacher, Sonja Burdix, this docudrama showcases African-American history from slavery through the civil rights movement. Portrayals range from Dr. Martin Luther King to Linda Brown, student plaintiff in the landmark case of Brown vs. Board of Education in which the U.S. Supreme Court's ruling led to the integration of schools nation-wide. A limited number of performances are available to requesting organizations.

Sonja, who earned the nickname "Rappin Teacher" when she taught in the Indianapolis Public School system, uses rap in her classroom to express some of the frustrations that the students and teachers experience. Burdix considers herself to be an "edu-tainer" because of her combination of education with the arts. She said the production provides a performance outlet to young people who ordinarily would not have such an opportunity to express themselves.

NAACP

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Marsha Bowling
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Kokomo, IN 46901
Phone: (765) 459-5993

Black History Month Observance

The Kokomo NAACP and the Wayman Chapel AME church co-sponsored a two-hour program to celebrate Black History Month. Attended by approximately 350 people, the program featured the first black Indiana sheriff, Sheriff Oatess Archey, with the mayor giving him the key to the city. The youth of the church also contributed to the program by portraying the history of several black pioneers.

Greendale Middle School

200 Tiger Boulevard
Lawrenceburg, IN 47025

Phone: (812) 537-7262
Fax: (812) 537-6385

Contact Persons:

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E-mail: lgellert@scidata.com

Steve Blackwell,Principal
Same address above
Phone: (812) 537-7260

Black History Month Activities

To help students and faculty appreciate and celebrate cultural diversity, the school has an annual Black History Month Program, financed from the student activity fund. The activities involve approximately 430 students in grades 6-8 and are held in the media center and the language arts and social studies classes.

Activities include a Martin Luther King essay contest, an inter-disciplinary study of Black history, and a Black history trivia contest. Students are enthusiastic and participation is high in the week-long history trivia contest; prizes include CDs by popular black artists.

GMS

Creating responsible citizens for tomorrow.

Human Relations Commission

Courthouse
Madison, IN 47250
Phone: (812) 265-8300

Contact Person:
Robert Pimlott, Chairman
2421 Wilson Avenue
Madison, IN 47250
Phone: (812) 265-2720 Fax: (812) 265-6569
E-mail: bpimlott@venus.net

Essay Contest

To increase students' knowledge and awareness of Black History Month, an invitation to participate in an essay contest is extended to all schools in Jefferson County. Information about the contest is sent to all school principals and is also announced in the local newspapers.

In 1999 the essay topic was "What Does The Celebration Of Black History Month Mean To Me, And How Does It Affect Jefferson County?" Thirty-five students submitted essays. A first place $50 award and a second place $25 award was given at both the elementary and secondary levels.

City of Carmel

One Civic Square
Carmel, IN 46032

Phone: (317) 571-2488
Fax: (317) 844-3498

Contact Persons:

Faye Graham
Same address/phone above

Jeff Worrell
130 West Carmel Dr.
Carmel, IN 46032
Phone: (317) 581-1551
Fax: (317) 581-1857

International Arts Festival

The Carmel International Arts Festival Committee believes that cultural diversity is a vital element in the richness of the community. The mission is to promote, foster, encourage, develop, and showcase the creative spirit through a multi-faceted celebration of the arts and cultural diversity. The festival is categorized into four areas: performing arts, visual arts, culinary arts, and youth arts. Artists from around the world participate in the event.

Over 7000 people attended the first annual International Arts Festival located in the Carmel Civic Square Grounds. The committee feels that the event offers educational opportunities about the significance cultural diversity plays in the community. The City of Carmel sponsored the event along with Coca Cola, Cinergy, PSI, and a multitude of community volunteers.

Conner Prairie

13400 Allisonville Road
Fishers, IN 46038

Program Information/Reservations
Phone: (317) 776-6006
Toll Free: 1-800-866-1836
Website: www.connerprairie.org

Contact Person:
Media Information
Amy Rubin
(317) 776-6000 Ext:238
E-mail: arubin@connerprairie.org

Follow the North Star

This is a highly interactive simulation of the Underground Railroad experience where visitors participate by becoming and being treated like runaway slaves. The program is a sensory and emotional testament to the perseverance for freedom by African-Americans. The hour and a half program begins with an orientation and film in the Museum Center. Participants then traverse approximately two miles over the museum's hilly terrain and end the Underground Railroad experience with a debriefing session.

Visitors travel back through time and slowly feel their civil rights being stripped away. As fugitive slaves, they encounter a wide range of people and events that constitute the social and racial mood of the time: an illegal slave sale, a reluctantly helpful farm wife, and a slave hunter who sees runaway slaves only as dollar signs. Finally, a Quaker abolitionist family helps the slaves on their road to freedom by leading them to a free black family who provides them with a map to Robert's Settlement, one of Indiana's historic free black communities.

Although a free state in 1836, Indiana was often as harsh to blacks as any southern plantation. Free blacks were required to post a $500 bond to ensure they wouldn't become "burdens" upon the state. Indiana law further prohibited helping runaway slaves by requiring the return of escaped slaves to their masters. Captured runaways often faced harsh and dehumanizing treatment in Indiana.

The program is available to those age 12 and older. The cost for schools is $6 per student, during daylight hours. The cost to the public is $15 for non-members and $12 for members from 7:30-9:30 P.M.

Sponsorships for Follow the North Star are provided by American United Life Insurance Company and the Indianapolis Water Company Resources Corporation. Additional support is provided by the Indiana Humanities Council and the National Endowment for the Humanities.

Conner Prairie.
an Earlham museum

Eiteljorg Museum

500 W. Washington St.
Indianapolis, IN 46206

Phone: (317) 636-9378
Fax: (317)264-1724
Website: www.museumswest.org

Contact Persons:

Harvest Celebration/Powerful Images
Cindy Dashnaw
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Powerful Images
Arnold Jolles
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Harvest Celebration
Cynthia Schoolcraft
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Harvest Celebration

The traditional American Thanksgiving feast evolved from the harvest celebration which Native-Americans had celebrated for thousands of years. For four evenings in November of 1998, the Eiteljorg Museum hosted its first dinner program, recreating with food, stories, and music the celebrations which might well have taken place among the Indian Woodland culture, indigenous to Indiana.

Participants enjoyed a seven course meal while two Native-American food experts explained the history and source of the ingredients used in preparation of the recipes. Marsh Supermarkets sponsored the event for an audience of 60 people each of the four evenings. Program dates for 1999 are November 16-19.

The Harvest Celebration also provides an educational outreach opportunity as more than 2,500 teachers receive curriculum guides, including stories, activities, and lesson ideas for teaching their students about Native- Americans.

Powerful Images: Portrayals of Native America

The exhibition compared the "popular" images of Native-Americans in literature, art, film, and advertising with how Native-Americans represent themselves through their own artistic expressions. Materials ranged from paintings and sculptures to children's toys and neon signs.

Curator of the Eiteljorg's Native-American Art and Culture and member of the Iroguois nation, Ray Gonyea says, "The show is about misinformation and the harm it does to individuals and their cultures. It deals with stereotypes - where they came from, why they continue, and how they can be corrected. People tend to see us as one large group rather than distinct cultures. Native America consists of more than 500 cultural groups with diverse languages, customs, clothing, lifestyles, and religious practices."

The Exhibition was sponsored nationally by Ford Motor Company and locally by Conseco, Inc. and Baker and Daniels. Museums West, a consortium of 10 museums in North America, created the exhibition.

The educational outreach included lectures, family classes and workshops, and family activity guides. For teachers and students, there were accredited workshops through IUPUI.

Freetown Village

To Schedule Programs:
Freetown Village
P.O. Box 1041
Indianapolis, IN 46206-1041
Phone: (317) 631-1870 Fax: (317) 631-0224

Office and Museum Store:
Madame Walker Urban Life Center
617 Indiana Avenue, Suite 200
Indianapolis, IN 46202
Website: www.freetown.org

A Living Experience in Black History

As a result of her desire to teach the public about African-American history in post-Civil War Indiana, Ophelia Umar Wellington founded Freetown Village in 1982. Freetown offers a variety of activities and events:

Touring Troupe- Depicting the lifestyles of free African-Americans in Indiana during the year 1870, a new play is produced each year and presented at schools, churches, civic functions, festivals, and celebrations. The characters interact with the audience as they talk about work, family, women's rights, education, and other concerns of the time.

Craft Workshops- Freetown interpreters tell folk tales while visitors try their skills at candle dipping, quilting, making homemade ice cream, and using a butter churn. These participatory workshops can be tailored to fit any age group or audience size.

Heritage Workshops- Participants can trace their family genealogy, develop a family archive, or build a time capsule. Indiana schools and non-profit organizations may qualify for funding assistance to bring the Craft or Heritage workshop to their own location. For more information, contact the Indiana Arts Commission.

State Museum- Freetown Village's costumed characters can be visited at the permanent living history exhibit Tuesday through Saturday from 9:30-1:30, and Sunday from 1:00-4:00.

Christmas- A one-act play illustrates the holiday beliefs and traditions of Indiana's African-American communities in 1870.

Wedding- Visitors become guests at a wedding re-enactment and "jump the broom" as they celebrate the gala occasion. Music, food, and dancing are all part of the festivities.

Evening Dinner- This is a memorable evening of African-American cuisine and authentic period entertainment. Freetown characters host the dinner, complete with before and after dinner parlor games, storytelling, and music. Dinner programs are offered periodically and can also be arranged for private parties.

Museum Store- The store features handmade crafts, period toys, and a large selection of hard-to-find books about African-American history and culture. The Museum Store is located at the Madame Walker Urban Life Center, 617 Indiana Avenue.

Indiana Black Expo, Inc.

3145 N. Meridian
Indianapolis, IN 46208

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Contact Person:
Theresa Stevenson
Same address/phone above
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Summer Celebration

Founded in 1970, this event showcases the achievements of African-American art, culture, history, and economics and is currently the longest running and largest cultural event of its kind in the nation, with approximately half a million people in attendance.

Held at the Indiana Convention Center, various entertainment and intellectual stars and guests appear throughout the week. There are also over 1,000 consumer exhibits featuring small businesses, corporations, and not-for-profit organizations. Exhibitors offer African-American art, fashions and apparel, music, and other ethnic goods. Events include:

Age of Communication Village- This pavilion features a dome/antenna design that beams and receives communications around the globe, interactive programming, live video conferencing, video conference seminars, and a 20 x 20 foot video wall.

Kids World Indoor Amusement Area- This site includes space walls, a petting zoo, go carts, the Colts Fun Zone, virtual reality games, a carousel, a fire house, and the NBA Jam Van.

Music Heritage Festivals- Four musical events occur: a free to the public concert at the American Legion Mall on Friday night, two paid concerts featuring R&B singers on Saturday, and a concert of noteworthy gospel singers on Sunday.

Business Workshops- Workshops include lending and technical assistance initiatives for minority owned businesses and grant writing for those interested in accessing government and private corporate funding.

Minority Health Fair- This event is sponsored by the Indiana State Department of Health. Dozens of free screenings and testings are available.

Employment Opportunity Fair- This job fair offers free resume services to job candidates, on-the-spot testing, applicant screening, and interviewing with potential employers.

Indianapolis Museum of Art

1200 West 38th Street
Indianapolis, IN 46208

Phone: (317) 923-1331
Fax: (317) 931-1978
E-mail: ima@ima-art.org

Contact Persons:

Mora Slaton
Same address/phone above

Carol White
Same address/phone above

AfricaFest

To celebrate African and African-American culture, this annual one-day event in August, is held on the IMA grounds.

AfricaFest features a variety of family-oriented activities that showcase African cultures, art, history, and traditions. Activities include special gallery exhibitions, puppet shows, storytelling, and artist demonstrations. Entertainers, marketplace vendors, a food court, and community service organizations also add to the festivities.

Admission is $3.00 for adults, and children under the age of twelve are admitted free. Approximately 5,000 people attend this annual celebration.

Performing Arts Council

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Logansport, IN 46947
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Peggy Wihebrink
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Logansport, IN 46947
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Hispanic Arts in Education

Performing Arts Council (PAC) member, Kyle Hall, said, "Getting 20 people to Logansport from Mexico was enormously difficult; the event had to be rescheduled due to visa complications...but with more people of Hispanic descent moving to the area, the PAC thought it would be good for students and residents to experience the culture of their new neighbors."

The Mexican folk dancers performed in 12 area schools, with a total audience of over 4,600 students, and at the Family Fine Arts Festival with approximately 200 people in attendance. The dancers wore costumes representing the different regions of Mexico.

Organizers reported enthusiastic support and appreciation for the performances. They said Hispanic students were very proud to share their culture and enjoyed answering fellow classmates' questions about their country. In advance of the performances, study guides were distributed to the schools to help teachers familiarize their classes with the culture of Mexico.

Host families took the performers in for their 2-week stay. The Family Fine Arts Festival was so pleased with the community's response and participation in the Mexican folkdancing performance, that the decision was made to include a cultural performing group annually. "Drums of West Africa" is being considered for this fall by the Arts' Council and Family Fine Arts Festival Committee.

Salute to Mario Lanza

With a strong long-standing Italian influence in the Logansport community, the PAC and the Order of Sons of Italy in America co-sponsored an opera medley, "Salute to Mario Lanza," at the high school's McHale Auditorium.

City of West Lafayette
West Lafayette Parks & Recreation Dept.

Morton Community Center
222 N. Chauncey Avenue
W. Lafayette, IN 47906-3006

Phone: (765) 775-5120
Fax: (765) 775-5123
E-mail: morton@wlpr.wintek.com

Contact Persons:

Shelley Lowenberg-DeBoer
Same address above
Phone: (765) 775-5120

Pennie Ainsworth
WL Parks & Recreation Dept.
609 W. Navajo
W. Lafayette, IN 47906
Phone: (765) 775-5110 Fax: (765) 775-5249
E-mail: painsworth@wlpr.wintek.com

Global Fest

Global Fest is held the Friday and Saturday of Labor Day Weekend to celebrate the community's international heritage. Audiences are treated to two days of non-stop entertainment from around the world. While vendors and displays vary from year to year, the 5th annual Global Fest in 1998 had 16 cultural displays, 15 handicraft marketplace booths, and 14 food vendors.

The audience averages 4,000 people each year. Funding comes from local business and industry donations. Booth fees also help to defray the cost of the festival.

Global Fest

Celebrating Our Cultures

First Presbyterian Church

Contact Person:
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Columbus, IN 47203
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E-mail: dbell@hsonline.net

The First Presbyterian Church sponsored a six-week series of one-hour race relations and civil rights discussions following the Sunday church services. The purpose of the discussion series was to gain a better understanding of Dr. Martin Luther King Jr's ministry, the challenges he saw, and the work remaining to be done.

Speakers for the discussions were:

- Otis Turner of Racial Justice Policy Development Associate for the Presbyterian Church USA, on the subject of Dr. Martin Luther King, Jr.
- Arlette Cooper Tinsley, Director of Columbus Human Rights Commission, and Lorraine Smith, Deputy Director of Columbus Human Rights Commission, on the topic of economic and social challenges.
- Gwen Wiggins, Executive Director of Columbus NAACP, speaking on local challenges.
- Sheryl Owsley-Jackson, Journalist, on the subject of cultural diversity and Christian responses.
- Sandra D. Leek, Executive Director of Indiana Civil Rights Commission, speaking about hate crimes.
- Otis Turner, led the discussion on the audience responses to individual, congregational, community, and national diversity issues and concerns.

Baha'i Spiritual Assembly

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Indianapolis, IN 46218-1430

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E-mail: ntc@ usbnc.org

Contact Person:
Carol Niss
Same address/phone above

Founded in the mid-nineteenth century, the Baha'i Faith has since spread to some 232 nations and territories and is now accepted by over five million people. The word Baha'i means "follower of Baha'u'llah," who was the Prophet-Founder of the Faith, and whose message is that of unity. He taught that there is only one race - the human race.

Baha'is view racism as America's most challenging issue, an issue that to the degree it is resolved, will have a significant impact on establishing world peace. For over a century, the U.S. Baha'i commitment to racial integration and equality has been expressed internally by creating a diverse and unified religious community and externally through its efforts to improve the conditions of minority groups and to achieve racial integration and justice throughout America.

Since long before the Civil Rights Movement, American Baha'is have regularly held desegregated meetings and Race Amity or Race Unity conferences. Since 1957 Baha'is have commemorated Race Unity Day on the second Sunday in June. Each February, the Baha'i community also hosts the Interfaith Alliance Indianapolis's commemoration of Dr. Martin Luther King, Jr's birthday.

Even Baha'i children have taken a stand on the vital and challenging issue of race relations, organizing Calling All Colors conferences to teach their peers about race unity. The Dawnbreaker Baha's Youth Workshop is available for performances. Their performances deal with issues of racial, ethnic, and sexual inequality and include dance, poetry, and drama. They perform free of charge.

The following materials/programs are also available:

- "Power of Race Unity" video, approximately 30 minutes in length
- "Where Would the World Be Without Black People" pamphlet
- "Dialogues for Healing of Racism" program is available for facilitation

In addition to these formal initiatives, countless bonds of friendship and interracial marriages have developed among this diverse community of believers.

Castleton United Methodist Church

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Indianapolis, IN 46250

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Contact Person:
Robert Johnson/ Minister
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Interfaith Hospitality Network

The church provides shelter for up to 14 homeless people in the main church building, 4-5 times a year. They are taught skills that help them, upon "graduation" from the program, to become self sufficient instead of homeless and dependent.

Exodus Refugee Sponsorhip

This year the church sponsored a Bosnian family of 5 by helping them enroll the children in schools and arrange for medical services, welfare applications, social security, etc. This program helps to integrate refugees into the country when politics and war threaten their lives.

Fletcher Place

The church funds a program that provides meals and education for lower socioeconomic people; the youth group also goes to Fletcher Place once a week to tutor multiracial kids.

Nursery School

The nursery school uses ethnic dolls and toys to teach multicultural diversity to the young children.

Prison Ministry

Several members of the church make weekly visits to prison inmates who are considering active participation in the church or even a career in the ministry upon their release.

Pick-A-Star Delivery

Christmas gifts are delivered by volunteers to inner-city African American families.

Celebration of Hope

1100 W. 42nd Street; Suite 345
Indianapolis, IN 46208

Phone: (317) 283-4673
Fax: (317) 926-5373

Contact Persons:
Roscel S.Carandang
Same address/phone above

Celebration Of Hope started with two pastors who were friends, one African-American and the other Caucasian. Bishop T. Garrott Benjamin, Sr., senior pastor of Light of the World Christian Church (Disciples of Christ), a predominantly Black congregation, and Dr. William G. Enright, senior pastor of Second Presbyterian Church, a predominantly Caucasian congregation, came together and envisioned Celebration of Hope.

The two pastors brought their two congregations together to worship in an annual service. In its third year, the service became community-wide and was held at Butler University's Clowes Hall. As the event continued to grow, it was held the fourth and fifth years at Market Square Arena; it was during the fifth year that the service began to be televised locally.

Each year the service has a mission offering and reaches out to those less fortunate both here and abroad. In 1999, Celebration of Hope grew into an ecumenical movement with a variety of ministries whose purpose is to transform Indianapolis by building bridges of racial respect. Monthly focus groups gather to share stories and address racial reconciliation issues. A prayer group meets each month to dedicate an hour of prayer to racial reconciliation. Churches have engaged in pulpit, choir, and congregational exchanges. Localized community-wide worship services are held in the church. The year 2000 service will focus on youth.

Celebration of Hope

Episcopal Diocese of Indianapolis

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Diocesan Task Force on Racial Reconciliation

In 1997, the Task Force was charged to respond to the call by the National Church to begin an open dialogue on racism and to examine ways in which individual dioceses could address issues of racial reconciliation in their own congregations and communities. The Episcopal Diocese of Indianapolis (EDI) proposed a comprehensive approach towards racial reconciliation that would include gathering and distributing information about the history and contributions of various ethnic and cultural groups within the diocese, the development of resources for use by congregations, workshops and presentations, fostering opportunities for shared worship, and recruitment and support for people of color in lay and ordained ministry.

The EDI launched "Living God's Dream," a program of seasonal events, conversation, and reflection designed to increase awareness of cultural diversity within the Diocese and to provide opportunities to live the Baptismal vow to seek and serve Christ in all persons. The program:

- Developed two resources for distribution to congregations: "Do You Hear What I Hear?", a Bible study for racial reconciliation; and "A Diversity Source Book," a supplemental "lesser feasts and fasts" designed to highlight the contributions of individuals from various cultures to the understanding of ministry and service to God. Copies of the publications are available by contacting Reverend Dorothy Lee.

- Co-sponsored two Absalom Jones Day Celebrations

- Hosted a "Celebration of Anglican Diversity," a festival of food, dance, and games

- Launched "Through Our Eyes," a series of evenings in conversation with four prominent clergy women of color

Indiana Partners For Christian Unity and Mission

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Task Force on Racial Reconciliation

Hosted by Second Presbyterian Church in Indianapolis, over 100 bishops, preachers, priests, and lay leaders, many of whom were veterans of the civil rights and ecumenical movements of the 50's, 60's, and 70's, attended the second Indiana Conference on the Church entitled "Racial Reconciliation: Moving from Dialogue to Action."

Working in small groups, participants talked about their own visions for race relations and about barriers to reconciliation. The keynote speaker was Irma Tyler-Wood from Conflict Management, a Boston firm that has mediated conflicts nationwide, in Canada, and South Africa. Irma addressed the subject of racism, both individual and institutional. Her goal was to raise awareness, provide the latest thinking, and give participants the tools for change.

She challenged the audience to move beyond talking about racism to taking steps to heal the wounds. One participant was quoted as saying, "This is one of the most powerful workshops I've attended in my 25 years of continuing education."

Funding was provided by IPCUM and a $4,000 grant from the Lilly Endowment. The work of the Task Force on Racial Reconciliation is an on-going project.

Interfaith Alliance Indianapolis

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Indianapolis, IN 46260

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Marcia Goldstein
Same address/phone above
Phone: (317) 254-2186

The IAI is a coalition of Baha'i, Catholic, Jewish, Muslim, Protestant, and Unitarian-Universalist congregations and individuals; as of July1998, the coalition consisted of 26 member organizations. Since 1985, the IAI has been providing educational programs and opportunities for dialogue to build bridges of understanding among people of various backgrounds. Some of the activities include:

Muslim Focolare: An Interfaith Dialogue - This program updated the Indianapolis Community on the Muslin-Christian dialogue that took place in Rome in June of 1998.

Interfaith Prayer for World Peace - The greater Indianapolis community is invited to come together to celebrate and share the hope for peace and justice throughout the world.

Celebrating Marriage: An Interfaith Conversation - Representatives from several local faith communities discuss wedding rituals, customs, and theologies of marriage within their respective religious traditions. Some time is devoted to their perspectives concerning interfaith marriages.

From Dreams to Reality: Racial Unity from the Baha'i Perspective - The Baha'i Community commemorates Martin Luther King's birthday with music, prayer, dramatic presentations, and a discussion of racial equality.

Interfaith Youth Choral Concert - Youth choirs from the IAI membership congregations perform music from their various religious traditions.

Interfaith Seder - The Seder is a special meal of observance during the Jewish holiday of Passover. Stories of tradition give meaning to the various symbols of the meal. Led by a Rabbi and a Cantor, the Seder is explained step-by-step.

Hamilton Niss Memorial Award - This award and honorarium goes to a high school junior who has demonstrated interfaith understanding and community service.

Islamic New Year - The Islamic Community celebrates the Islamic Year 1420 AH. The program includes a display of Islamic art and books, prayer, a question-and-answer session, and Middle Eastern food.

Jesus the Messiah Church

6358 W. 37th Street
Indianapolis, IN 46224

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Same address/phone above

Kathy Rogers
Same address/phone above

Five years ago this all-white church started an aggressive campaign to recruit multicultural members. With a membership of approximately 180 people, the congregation is now 35 percent black and 5 percent hispanic; their worship services are accordingly multicultural in nature.

One of the church's outreach activities is to take the church bus out into the community and perform puppet shows for the kids, encouraging not only the children, but also their parents to become involved with the church.

A professor and students from Butler University come to the church each week to provide tutoring to the multiracial/ethnic youth group.

A food pantry which feeds 50-70 people each week is another one of the church's programs. The pantry staff is multicultural and converses in Spanish for their Spanish-speaking clients.

Lawrence United Methodist Church

5200 N. Shadeland
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Phone: (317) 546-1724
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Contact Persons:

Congregational Membership
M. Bert Kite/Senior Pastor
Rose Murphy

Our Place Child Care Ministry
Sarah Sim
Priscilla Mercer

Lawrence Summer Kids'Club
Jane Ann Steiner
Dr. Kathy Barlow

Congregational Membership

With a membership of over 800, the Lawrence United Methodist Church has for the last five years made an intentional effort to incorporate racial diversity into their congregation. They now have 35 African-Americans, 2 Asian members, and l Native-American who participate actively in the life of the church.

It is a matter of policy to accept all of God's children as being equally loved. The Church makes it known that it will tolerate no rudeness or exclusion by members of the congregation. If anyone insists on being prejudiced, they are free to leave and join a congregation where they will be happier.

Our Place Child Care Ministry

Currently there are 27 children in this new program with additional children enrolling almost weekly. There are 9 full-time teachers, 1 part-time teacher, and a 14 member Board of Directors. The director is Asian; one of the teachers is African-American; and another is Latino.

Lawrence United Methodist Church is pleased with this ethnic mix, both as a witness to the community, and also for the sake of the diverse children. The program accepts infants to prekindergarten and handicapped children.

Lawrence Summer Kids' Club

This is an 8 week shared summer program, with 4 weeks held at the St. Lawrence Catholic Church and 4 weeks at the Lawrence United Methodist Church; the Board of Directors also consists of half of its members from each church. Approximately 90 elementary children and 12-15 adult and high school teen leaders are involved in the program.

A safe caring environment is provided for the community's children who are on summer vacation. Multiethnic and multiracial Bible stories are taught; the children also perform community service projects that help them learn to interact with racial, ethnic, cultural, and economic differences. For example, the children make arts and crafts and take them to multicultural nursing homes.

The biggest challenge has been to raise adequate funds to conduct the program as it was envisioned. Primarily, the program is funded by the camp fees, although a percentage of the young people attend on scholarships. The program also receives support from Cops for Kids, the South Indiana Conference of the United Methodist Church, and the United Methodist Metro Ministries.

The program was a result of the 1991 race riots in Los Angeles. Primarily a white church, it was the Lawrence United Methodist Church's desire to relate to the racial minorities in the community in a sharing, friendly, meaningful way, as a bridge opportunity to the neighborhood. At the same time, St. Lawrence Catholic Church mandated its Director of Religious Education to bridge with the neighborhood. The two churches combined their effortss to create this opportunity to teach children not only to share in an inclusive summer camp experience, but also to learn skills of handling anger and to perform services together on behalf of a shared community.

Second Presbyterian Church

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Phone: (317) 253-6461

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Take It To Town

Each year some 300-350 members of the Second Presbyterian Church go out into the community to do clean-up and fix-up projects. Primarily a white church, the teams pair up with members of racially and ethnically diverse workers at the site locations.

In 1999, the teams will be going to sixteen different project sites throughout the city. Funding for supplies comes from the church and the sponsoring work sites.

The majority of projects are designed for adults and families with children ages 10 and older. An Eagle Creek Trail clean-up project allows for families with children 5-10 years of age.

St. John's Missionary Baptist Church

1701 Dr. Andrew J. Brown Ave.
Indianapolis, IN 46202

Phone: (317) 636-5775
Fax: (317) 636-9754

Contact Persons:

Juanita Darden
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Phillip Shobe
Same address/phone above
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St. John's Ministries

The Brotherhood Ministry consists of the adult men of the church who are involved in a program for the youth incarcerated at the Plainfield Correctional Facility. Monthly meetings are held, and guest speakers are presented. Bible teaching is also done in an effort to teach the young men how to live better upon their return to society. This event is co-sponsored in conjunction with a group of adult Caucasian men from the Mooresville Methodist Church to show that Christians of all races can work together in harmony.

The Sisterhood Ministry consists of the adult women of the church. They actively support the Church Federation and the Church Women United programs. Christian women of all races and religions meet to work and pray for various causes.

The church's pastor, Reverend Phillip Shobe, was involved with the Billy Graham Crusade when it convened in Indianapolis in 1999. The pastor and select members of the church served in many capacities of the Crusade.

All Saints Parish

111 E. Market Street
Logansport, IN 46947

Phone: (219) 722-4080
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Contact Persons:

Reverend Donald Gross
Same address/phone above

Reverend Alejandro Paternoster
Same address/phone above

Reverend Leo Haigerty
Same address/phone above

Minority Ministries

For the Hispanic/Latino population, there are special Masses in Spanish on the second and fourth Sundays of each month at 5:00 P.M. The missalettes used for Mass are now in Spanish as well as English. Each year the parish celebrates the Feast of Our Lady of Guadalupe with a fiesta following. Palm Sunday and Good Friday observances, baptisms, marriages, quinceaneras and presentations are regularly scheduled in Spanish. The Parish also works with other churches in the area to help organize local Latino festivals.

A fluent Spanish-speaking staff member acts as an interpreter when needed. Some members of the parish help the Latinos to learn English. Spanish is taught in All Saints School from kindergarten through 8th grade.

The Vietamese population also receives pastoral services. They are welcomed to parish liturgies and are also helped to learn English.

Martinsville Ministerial Association

First Presbyterian Church
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Martinsville, IN 46151

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Contact Person:
Reverend Christy Wareham
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Community Racial Reconciliation Celebration

This event was celebrated in January 1999 in conjunction with Martin Luther King's birthday. Martinsville High School hosted the African American Choral Ensemble from Indiana University. Following two keynote speakers, the Martinsville High School Festival Chorus joined with the Choral Ensemble during part of the performance. The final segment of the program's hand-clapping, foot-stomping, and gospel tunes brought the audience of approximately 300 people to their feet.

After the performance the Ensemble joined the Martinsville Chorus for dinner in the cafeteria. Said Janice Wiggins, director of the African American group, "If this is not the true meaning of what Dr. King believed in, I don't know what is."

Embracing Communities

To help heal the racial strife and community condemnation that grew out of a racial incident during a high school basketball game between Bloomington North and Martinsville High School, the Martinsville Ministerial Association and several Bloomington-area churches joined forces to host "Embracing Communities" at the Martinsville High School.

A crowd of approximately 300 people were treated to a free continental breakfast; musical entertainment by the combined choirs; and guest speaker, Dr. Raleigh B. Washington, minister of the Rock of Our Salvation Evangelical Free Church on Chicago's west side. Dr. Washington is a nationally known leader in racial reconciliation, president of the board of directors for Circle Urban Ministries, national vice-president for Promise Keepers Reconciliation, and author of *Breaking Down Walls: A Model of Reconciliation in an Age of Racial Strife.*

Islamic Leader Speaks to Ministers

Dr. Sayyid Muhammad Syeed, general secretary of the Islamic Society of North America, spoke to Martinsville area ministers. Syeed emphasized the need for the various faiths to work together for common purposes.

Martinsville Churches

Contact Persons:

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First Presbyterian Church
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Faith Church

Since 1995, Faith Church has included two racially diverse activities in their worship services each year. These activities included:

- An African Choral Exchange
- Ken Johnson, chaplain for the Indianapolis Colts, addressed the congregation on several occasions
- Music and speaker from the New Life Choir in Richmond
- Music and speaker from the Pathway Baptist Church in Indianapolis
- A youth basketball exchange between Faith Church and inner-city Indianapolis youth

First Presbyterian Church

Several activities were instituted to develop spiritual insights and resources for dealing with race related issues. First Presbyterian's minister, Reverend Christy Wareham, delivered a series of sermons and other educational presentations on racial diversity.

Sam Jones, President of the Indianapolis Urban League, spoke from the pulpit; and Reverend James Chol, a Sudanese refugee, also addressed the congregation concerning Martinsville's racial issues.

Butler University

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Indianapolis, IN 46208

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Fax: (317) 940-8228
Website: http://www.butler.edu/student/multi/

Contact Persons:

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Celebration of Diversity

Butler University's Celebration of Diversity is a comprehensive recognition of the contributions of African-Americans and other ethnic cultures to American history and society. Promoting ethnic diversity is an integral goal of the University's mission statement. Through multicultural interaction and awareness, the Celebration, which has become one of the largest collegiate diversity observances in the Midwest, facilitates a greater appreciation of the inherent complexities and commonalities of the global community. Program highlights include:

- Dr. Martin Luther King, Jr. Luncheon Symposium
- African American Music Heritage Festival
- Women's History Month
- Celebration of Diversity Film Series
- Black Student Union
  - "Showtime on Sunset" Midwest Collegiate Talent Competition
  - GospelFest
  - Campus Style Fashion Show
  - Cultural Fair
  - Unity Ball
- Celebration of Diversity Distinguished Lecture Series
  - Dr. Maya Angelou, Inaugural Poet, Author, Actress, and Director
  - Carole Simpson, Journalist and ABC Evening News Anchor
  - Dr. Joseph Lowery, Civil Rights Activist
  - Spike Lee, Actor and Director
  - Dr. Joycelyn Elders, Surgeon General of the United States
  - Kimberly Aiken, Miss America 1994
  - Dr. Benjamin Chavis, Civil Rights Activist
  - Dr. Makiziwe Mandela, Educator and Daughter of Nelson Mandela
  - Robert Townsend, Actor, Director, and Comedian
  - Dr. Bertice Berry, Award-winning Lecturer, Comedienne, and Talk Show Host
  - Morris Dees, Co-founder and Chief Attorney of Southern Poverty Law Center
  - Myrlie Evers-Williams, Chairperson National Board of NAACP Directors

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Multicultural Resource Center

The Multicultural Resource Center (MRC) provides a collection of resources, art, artifacts, and cultural programs that celebrate the inherent diversity within the Butler community and the global society. Some of the MRC programs include traveling exhibits, a monthly international cinema and cuisine festival, cultural workshops, the annual African-American History Study Tour, and a Culture Club. The Club provides students with opportunities to recognize multicultural contributions to the performing arts and develop an appreciation of multicultural heritage by attending a myriad of arts and cultural performances at Clowes Memorial Hall and other venues in the greater Indianapolis community. A partial list of the MRC's materials include:

- African American History
- Cross-Cultural Communication
- Ethnic Minorities
- Gender Issues
- Race and Ethnic Relations

Leadership Development and Social Interaction Programs

Roads to Understanding: Multicultural Leadership Roundtable- This program was implemented to facilitate interaction between multicultural students and the surrounding Indianapolis community through a monthly dinner forum with community leaders.

Adopt-A-School- Co-sponsored by the Black Student Union and Multicultural Affairs, this program establishes a community partnership throughout the academic year with at-risk students from targeted local high schools. Butler students serve as volunteer mentors and tutors for the high school participants.

Outstanding Multicultural Student Award- This award recognizes a graduating senior who has maintained at least a 3.0 grade average, excelled in campus leadership and community service, and served as a role model for multicultural students and peers.

Multicultural Leadership Council- The council provides increased communication and interaction among multicultural student leaders. The council meets on a monthly basis to discuss student issues and cooperative coordination of programs, activities, and service-learning projects.

B-STAR (Butler Students Teaching Against Racism)- Students in the B-STAR program are actively involved in the celebration of diversity and multicultural awareness within the campus community and the global society. Participants are trained to facilitate informal group dialogues, programs, and displays on diversity issues within residential housing units.

Club 326- The Office of Multicultural Affairs and the Black Student Union co-sponsor biweekly socials open to the Butler community. Pizza, movies, music, games, and informal rap sessions make Club 326 the place to be on Friday nights. Other activities provided are cosmic bowling, shopping trips, restaurant visits, skating parties, cultural experiences, ethnic dinners, barbecues, and the annual Circle City Classic football game.

Multicultural Affairs

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Creating Community: Continuing the Conversations on Race

Interest in starting study circles at DePauw University was sparked by a "Conversations on Race" speaker series in the fall of 1997. Using the Study Circles Resource Center's dialogue guides, the first three study groups met in the fall of 1998. Originally, the study circles were composed of all students or all staff, but recently students and staff have come together to discuss race and race relations. Groups are composed of 8-10 participants and 2 facilitators.

Fifteen years ago, 2 percent of DePauw's student body was composed of students of color. Today, the student body is composed of 6.3 percent African-American, 2.8 percent Hispanic, 1.7 percent Asian, 1.5 percent Multi Ethnic, 1.2 percent International, and .5 percent Native American.

Freshman Todd Rainer feels that race relations are a problem at DePauw as he says, "Everywhere you look, you don't see people sitting with people of other races. I think there is a solution, and the only way to find it is if people start to talk about it."

DEPAUW

Goshen College

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Goshen, IN 46526

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Marty Kelley
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Anti-Racism Training

Dr. Zenebe Abele, vice-president of multicultural education, says, "The rapid influx of Hispanics into Elkhart County, the presence of the KKK, and the continued relational challenges of diverse people living and working together are important realities for area churches and institutions. There are many good efforts in place to work at these issues. Many people are already active in some way or another. Others are looking for meaningful ways for their church or institution to enter into the work of dismantling racism."

Dr. Abele feels that the best of efforts cannot succeed without the foundation of an in-depth analysis of the meaning and causes of racism. It is not enough to simply want to stop racism; people must take the time to sort through history and the ways that racism has been institutionalized in the culture. As a result, Goshen College hosts a two-and-a-half day anti-racism training that lays the groundwork for dismantling racism in the Goshen community and the surrounding area. The training provides a shared analysis of institutional racism, a framework for applying that analysis to institutions and communities, and familiarity with tools to move forward. Over 1000 people have participated in the anti-racism workshop which is required of all new, incoming, first year students. Many of the workshops are open to the public.

To date, Goshen College has 16 staff, faculty, and administrators who are trained to facilitate the workshops. Facilitators are trained by a program called "The Damascus Road" which refers to the process of transformation that Saul experienced on the road to Damascus, inspiring him to help structure the Christian community.

A course, Analysis of Racism and Power, has also been developed and will be offered each spring semester.

President's Commissison on Ethnic Diversity

Contact Person:
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Terre Haute, IN 47809
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One of Indiana State University's 1994 Strategic Plan goals was to implement strategies to enhance and advocate multicultural and international values; as a result, a President's Commission on Ethnic Diversity was established. This diversity initiative encompasses constituency groups on campus and has developed off-campus partnerships with the Terre Haute community. Following is a chronological overview of ISU's multitude of diversity activities:

Spring 1998

One America: Conversations that Bring Us Together - This event was moderated by Mr. William Leftwich III, Deputy Assistant Secretary of Defense for Equal Opportunity. The event provided an opportunity for the Terre Haute community and the Wabash Valley to share their concerns about race and ethnicity issues. Mr. Leftwich encouraged participants to fill out "What I Want the President to Know" forms to take back to Washington to share with the President's Initiative on Race coordinators. A one-hour video of the session's highlights was made and has been used in other states as a model for One America community dialogues.

The planning team invited as diverse an audience as possible including educators, laborers, conservatives and liberals, business leaders, politicians, individuals, religious leaders, students, community organization representatives, law enforcement officials, parents, and youth organizations.

Campus Week of Dialogue on Race

Monday: Speaker from the Cincinnati African American Culture Center
Tuesday: Student discussion on cross-cultural relations
Wednesday: Presentation of "Skin Deep," a movie on racial misunderstandings
Thursday: Town Hall meeting to evaluate the week's events and to decide on future directions

Summer 1998

Support Network - Members of ISU's Ethnic Diversity Commission met with diversity teams and others across the community to create a network of support. Significant collaboration was influential in a City Council vote to create a Terre Haute Human Rights Commission by the Spring of 1999.

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Dialogue Initiatives- A core team of One America participants met to further the building of racial conversation bridges. Activities resulting from that meeting were to send key personnel to a variety of diversity conferences/workshops, to support study circle initiatives on and off campus, to support the continuance of the Interfaith dialogues, and to collaborate with the NAACP to bring in a national racial diversity trainer to host a workshop.

Fall 1998

Racial Legacies and Learning Project- ISU became involved with the American Association of Colleges and Universities "Racial Legacies and Learning" project. Some of the activities resulting from that joint venture are:

Community Forums on a variety of issues

. The role of the public university to prepare multiculturally competent students for the 21st century

. Changing images of Hispanic-Americans

. Portraits of Native-Americans

Racial Harmony Essay Contest for local middle schools. Students were asked to write essays about "What I Plan to Do to Create Racial Harmony in My Neighborhood."

Interfaith Race and Reconciliation Focus on Youth Conference- This event was cohosted by ISU and the Terre Haute faith community.

Hispanic and Native American Conference- This event was hosted by the ISU Ethnic Diversity Commission.

January 1999

Dr. Martin Luther King, Jr. Day- A community-wide work session was hosted to assess the area's current racial diversity status and to decide on future directions. The keynote speaker was first lady, Judy O'Bannon. The week of January 15-23 was designated as "Strength to Love Unity Week" on campus, consisting of a variety of activities.

Spring 1999

Meeting of College Leaders- Local college leaders met to discuss diversity competencies and identifying measures of ISU's formal and informal curricula.

Diversity Team Leader- A student diversity team leader was hired to coordinate and promote the various diversity activites on campus.

Conference- ISU hosted an Educating Black Children conference.

Indiana State University

Asian Culture Center

807 E. 10th Street
Bloomington, IN 47408

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Web Site: http://www.indiana.edu/~acc

Contact Persons:
Melanie Castillo-Cullather, Director
Same address/phone above

The Asian Culture Center (ACC) strives to promote awareness and understanding of Asian cultures at Indiana University and in the Bloomington community. It provides institutional resources, educational support, and community outreach activities to students, faculty, staff, and the public. The goals of the ACC are:

- To inform about issues related to Asia and to collaborate with academic and other resource units on campus in sponsoring cultural events, diversity workshops, and other outreach programs
- To establish a permanent location where students and Asia-related student organizations can gather
- To support coalition building and unity among Asian and Asian-American students in recognition of their common interests and heritage, and to act as a voice for their concerns
- To build a more tolerant and welcoming community, equally mindful of the diversity of its members and the values that join them together
- To listen to the needs of students to help them and Indiana University adapt to the changing local and international environment in which learning takes place

Facilities:

- **Library-** This is a resource library devoted to Asian cultures. It is a collection of general interest books, periodicals, and magazines.
- **Audio Visual Room-** Students can watch movies and documentaries from and about various Asian countries.
- **Computer Lab-** The lab provides access to computers and the latest technology for exploring the many cultures of Asia.

Services:

- **Peer Tutoring-** Whether students need help with Korean grammar or a conversation partner to practice Japanese or Hindi, they can use the tutoring service which is free and available to all IU students.
- **Programming-** The ACC sponsors/co-sponsors various educational and cultural events throughout the year at the center and elsewhere. These programs include lectures, discussions, exhibitions, performances, retreats, and movie series.

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- **Newsletter**- *Rice Paper* is the official newsletter of the ACC. It is published twice a year, once in the spring and once in the fall.

Asian Student Organizations:

- Asian American Association
- Asian Student Union
- Burmese Student Association
- Chinese Student Association, Taiwan
- Filipino Student Association
- Hong Kong Student Association
- Indian Student Association
- Indiana University Chinese Students and Scholars Association
- Japanese Student Association
- Kappa Gamma Delta; Asian Interest Sorority
- Korean-American Student Association
- Korean Student Association
- Korean Undergraduate Student Association
- Malaysian Student Association
- Pakistan Student Association
- Permias (Indonesian) Student Association
- Singapore Student Association
- Thai Student association
- Vietnamese Student Association

Groups Student Support Services Programs

Maxwell Hall 205
Bloomington, IN 46405

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Contact Person:
Janice Wiggins/Director

The mission of the Groups Student Support Services Program's (GSSSP) is to assist IU to support, retain, and increase the graduation rates of first generation, low-income, and physically challenged students. It is dedicated to facilitating students' academic and social adjustment to university life. The GSSSP strives to achieve these goals by establishing a series of campus-wide collaborative efforts that involve academic course work, academic and personal advising, tutoring services, financial aid counseling, and mentoring.

In 1968, a small group of IU administrators, faculty, and two IU students from Gary set out to visit six schools in Gary and two schools in East Chicago to recruit African-American and Latino students to the university. The group convinced 43 high school graduates from those two cities to enroll for the fall semester.

Today, the program receives more than $250,000 from a federal grant and approximately $1.8 million from the university to support its mission. To date, more than 8,500 students have participated in the Program. Of the 170 students in the 1998 freshman class, 63 percent were black; 23.4 percent were white; 7.1 percent were Latino; and 4.7 percent were Asian American.

The GSSSP incoming freshmen attend a six-week Summer Experience Program at IU. Students experience college level work in a format of small classes, collaborative learning, and individual attention. Students take intensive courses in writing, critical reading and reasoning, mathematical problem solving, and the development of study skills.

Students are also given the opportunity to participate in campus cultural events, learn to operate within IU's technological environment, and become familiar with such resources as the campus library, the Career Development Center, and GSSSP's advising and tutorial services. Class attendance is mandatory, and students are required to earn at least a 2.0 to be academically eligible for fall semester admission.

This rigorous schedule leaves little room to relax, with the exception of the program's only elective class, Group Theatre Workshop Project. For almost two decades, Professor James Mumford has, in a few short weeks, cajoled, instructed, and inspired his students, some of whom have never acted before, to believe in themselves enough to learn the lines and musical

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scores to an impressive list of Broadway productions. Each year these productions are attended by a packed auditorium of Bloomington residents.

At the GSSSP's 30th anniversary, William Wiggins, Dean for the Office of African-American Affairs, said, "IU's Group Program is much like the small congregation that the old African American preacher described thusly: 'We ain't what we could be; we ain't what we aught to be; but thank God, we ain't what we wuz.' So, too, are the Group Program and Indiana University. Neither has fulfilled their fullest potential in their self-proclaimed shared mission of educating all Hoosiers without regard to race, color, creed, or gender. We have come to celebrate this thirty year legacy and steele ourselves for the continuance of this noble mission in the Twenty-First Century."

Kwanzaa Inc.

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The goals of Kwanzaa Inc. are to encourage and perpetuate cultural awareness; share African and African-American traditions and culture; provide a diversity of cultural events, performers, cuisine, and art; and develop and promote programs which will enhance ethnic pride and educational opportunities for the IU, Bloomington, Monroe County, and neighboring communities. Kwanzaa Inc. sponsors or co-sponsors several events throughout the year.

Read Out: On Dr. Martin Luther King, Jr. Day this activity is hosted annually by the Monroe County Library. Throughout the day, volunteers read children's books, fables, and stories.

Black History Celebration: This February event features a tribute to African dance; displays of black inventors, black authors, and a black timeline; games; music; speakers; and free food.

Student Leadership Conference: As a co-sponsor, Kwanzaa Inc. promotes this April conference, prepares the menu, and raises money to cover expenses. The conference focuses on developing personal leadership skills, promoting student activism, preparing for the challenges in the new millennium, and building the Black community.

African/African-American Hair & Fashion Extravaganza: The highlights of this April cultural celebration include a style and fashion show, authentic cuisine, and musical entertainment.

Evening in Africa: Also in April, this event simulates a youth festival held in Niger, West Africa where different ethnic groups come together to perform. A dinner of authentic African food is followed by a fashion show of traditional African dress and by several musical, literary, and dramatic performances.

Junteenth: This African-American holiday observes the African-American emancipation from slavery and symbolizes what the fourth of July does to Americans - freedom. The event consists of open mic performances, games, food, hair braiding, and book sales of African/African-American history.

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Pre-Kwanzaa: This early December event is open to children K-8. A brief history is given of the Kwanzaa Holiday, the reason for the celebration, and ways it is celebrated. There is also a discussion of the seven principles of Kwanzaa and how they are important to families and communities.

During Kwanzaa it is a tradition to give gifts made by hand. Craft workshops instruct kids in making their own candles and placemats. Hair art demonstrations, stories, music, and snacks are also part of the day's activities.

Office of African-American Affairs

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Dr. Martin Luther King, Jr. Celebration- Reaching an audience of approximately 5000, this is a four day cooperative-effort celebration involving IU and the Martinsville community. The week begins at the Indiana Memorial Union (IMU) Solarium with recognition of the Dr. MLK, Jr. Essay Competition winners.

The actual day of the Dr. MLK. Jr. holiday observance begins with a breakfast at the IMU Alumni Hall. At noon, a convocation is held in the 'Whittenberger Auditorium, featuring musical selections and speakers. The day ends with a birthday celebration at Bloomington High School South. The 1999 keynote speaker was Juan Williams, editorial writer, columnist, and White House correspondent for the *Washington Post.* He also authored *Eyes on the Prize: America's Civil Rights Year 1954-1965.* Other events for the week include concerts, racism workshops, and volunteer community services.

Black History Month- February is a month-long celebration of African-American culture through numerous events including speakers, workshops, plays, concerts, panel discussions, and culminating with a community-wide dinner. See *"IU Black History Month Calendar" in Supplemental Materials Appendix.*

African-American Arts Institute

Under the auspices of the Associate Vice-Chancellor for Multicultural Affairs, the African-American Arts Institute is dedicated to preserving and promoting African-American culture through performance, creative activity, education, and outreach. The institute manages three performing ensembles: the African-American Dance Company, the African-American Choral Ensemble, and the IU Soul Revue. In addition to regularly scheduled engagements in Bloomington, the groups also tours throughout the United States.

Events for April 1999 included a two-hour African-American gospel/spiritual music concert at the Bloomington South High School Auditorium, a 25th Anniversary African-American Dance Company Concert at the Creative Arts Auditorium, and the IU Soul Revue at the Bloomington Convention Center.

Continued...

African-American Cultural Center

Also under the auspices of the Associate Vice Chancellor for Multicultural Affairs, the African-American Cultural Center sponsors several events throughout the year. A partial list of these include:

- **Black Jeopardy Program-** This is a trivia competition similar to the television show and focuses on African-American culture and history.
- **African-American Tutorial Program-** Free tutoring is provided to students in math, science, and foreign language.
- **Annual Student Leadership Conference-** This half-day workshop is designed to enhance leadership competencies for undergraduate students.
- **Finals Week Study Tables-** This activity entices students to prepare for finals.

Office of Latino Affairs

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The Office of Latino Affairs (OLA) creates a link between the University and the Latino community by promoting academic excellence, personal growth, and cultural pride through a combination of support services and programming. The OLA also plays an active role in facilitating the recruitment and retention of Latino students, faculty, and staff.

One of the major components of the OLA is La Casa, the Latino Cultural Center. The Center has study rooms, a library, a TV lounge, a reading room with Latino oriented newspapers and magazines, and a recreation room. La Casa also sponsors several celebrations and events throughout the year. *See "IU Hispanic Heritage Month Calendar" in Supplemental Materials Appendix.* Latino Student Organizations include:

- **Latinos Unidos of Indiana University**- This organization promotes the identity and unity of Latino students through intellectual, cultural, and social growth and increases Latino visibility and involvement in campus and community activities. Some of the annual events include Parents' Weekend, Sportsfest, and Taste of La Casa.
- **Puerto Rican Student Association-** This organization serves Puerto Rican students and the Hispanic community at large. Its purpose is to promote academic achievement and social and cultural enrichment and to educate the community about Puerto Rico.
- **Latino Law Student Association-** The LLSA provides a forum for the exchange of ideas and peer support. Activities include the representation of Latino law students' interests at the Law School and the University, recruitment of Latino law applicants from various parts of the country, retention of Latino law students through tutorial sessions, presentation of speakers providing insights into the present and future role of Latino attorneys, and annual attendance at the National Hispanic Bar Association.
- **IDIOMA**- This organization brings students of all ethnicities, genders, and ages under a common language together bi-weekly to build upon their Spanish-speaking abilities.
- **Gamma Phi Omega Sorority-** This is Indiana's first national Hispanic-oriented sorority. It is based upon the priniciples of cultural awareness, academic excellence, sisterhood, and community service and has dedicated itself to fostering Latino pride and excellence.
- **Sigma Lambda Beta Fraternity-** This chapter was founded at IU and is based upon brotherhood, scholarship, service, and cultural awareness. It is also dedicated to the advancement of the Latino culture.
- **Sigma Lambda Gamma Sorority-** This sorority stands by five principles: cultural awareness, morals and ethics, community service, academic excellence, and social interaction.

Indiana University Kokomo

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Enhancing Minority Attainment Conference

This event has been held every September since 1991 and is the first national program of its kind in Indiana. The conference is a forum for educators, business, industry, and the community to share ideas and pool resources to promote a better understanding of minority and other under-represented groups.

The format is direct, informative, and interactive. The programs are designed to allow participants to interact with presenters and special guests. Many of the programs are open to the general public at no charge.

Funding for the conference is provided by Indiana University, numerous businesses, labor groups, and private individuals.

International Day Festival

This event, held the third Saturday in April, celebrates the community's international diversity. Some 900-1000 people attend to share their individual cultures and customs. The celebration consists of food, entertainment, displays, and crafts.

Indiana University South Bend

Office of Campus Diversity

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Conversations on Race

The Office of Campus Diversity (OCD) at Indiana University South Bend (IUSB) serves the university by supporting under-represented students, faculty, and staff. The office facilitates workshops, brings in speakers, and organizes development opportunities for the purpose of creating and encouraging a climate that is hospitable to all who come to learn and work. As an outgrowth of this work and as a result of President Clinton's call for a national dialogue on race, the OCD initiated a dialogue on race. After six months of planning, a committee made up of faculty, staff, students, alumni, and community members, hosted a program called Conversations on Race. The dialogue was designed to provide a place and a process of safely allowing people from different backgrounds to discuss issues pertaining to race.

The day-long event consisted of 65 small group conversations discussing a variety of subjects. Groups consisted of 8-10 people each and were facilitated by a wide range of people from the university, community, and other local colleges. Issues discussed were race and housing, race in the workplace, race and faith, race and self-identification, and race in the classroom. The day culminated with a reception introducing Harvard University Professor Cornel West who delivered a lecture followed by a question-and-answer session and a book signing.

More than 1000 people attended the program, making it the largest single attended event in IUSB's history. Conversations had full campus and community participation. The *South Bend Tribune* used the event as diversity training for its employees, enhancing their knowledge on diversity issues and increasing their communication skills.

Several of IUSB's neighboring universities and local groups developed their own dialogue programs modeled after Conversations on Race. The planning committee agreed to stay together as a permanent group to address all areas pertinent to diversity on the campus and to make the program an annual event. The next program is planned with the emphasis on Latinos. The committee is also planning a Hispanic Heritage Month Celebration.

Indiana/Purdue University

IUPUI Career Center
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Indiana Multicultural Job Fair

The Indiana Multicultural Job Fair (IMJF) promotes job opportunities for historically under-represented groups in the workforce. Companies across the nation are endorsing the concept of diversity to value the uniqueness of the individual, including cultural background, religion, generational differences, life-style, gender, and sexual orientation. Seeking a diverse workforce that reflects the changing nature of the population as a whole is good business and an investment for the future. The IMJF has been a successful format for employers to meet with a diverse pool of qualified candidates and discuss employment opportunities in a professional setting.

The IMJF is open to all degreed and soon-to-be-degreed seniors and alumni from any two or four year academic institution in the nation. In 1998, the event was held at the Indiana Convention Center, with approximately l00 employers and 500 job candidates in attendance. Interviewing companies represented job opportunities in accounting, finance, sales, marketing, engineering, technology, computer science, communication, management, supervision, government, social science, and science.

The registration fee is $10 and candidates are asked to submit a scannable resume. Each company is then given a disc copy of these resumes. This year's IMJF will be on November 12, 1999. To access information about the fair, log on to *www.iupui.edu/~jobfairs.* The website provides the following information:

- Candidate Registration Information
- List of Companies Attending
- Candidate Tips, including information on scannable resumes and FAQs
- Employer Information
- Employer Registration Information
- Resume Link Candidate Database

Indiana Multicultural JOB FAIR

IUPUI

IUPUI
School of Education, ES3163
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Indianapolis, IN 46202-5155

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Teaching in a Pluralistic Society-M300

Since public education serves a diverse, pluralistic society, educators must be able to interact with children and families from various cultural backgrounds. The overall philosophy of this course is based on the premise that diversity enriches the classroom environment and that a better understanding of students and their differences leads to higher levels of acceptance and respect for all people. The course seeks to explore a series of questions that are important to those about to begin teaching careers. Among the questions are:

- How do increasing cultural differences impact the teaching profession?
- How does culture and diversity influence ways in which teachers instruct children?
- In what ways can teachers prepare themselves to be effective in multicultural classrooms?
- How can teachers become more aware of the way their culture effects their teaching?

A partial listing of course requirements are:

- Interview an individual of a different cultural background, and then write a summary of the interview to include a one-page personal reaction.
- Complete 20 hours of multicultural field experience. Ten hours of this is done at Riverside Academy School 44; students make arrangements for the remaining 10 hours by volunteering at an approved function or organization that provides services to diverse families/children.
- Work in groups to prepare a 2-week lesson unit concerning diversity inclusion in the classroom.

See *"Guidelines for Teaching Multicultural Content" in Supplemental Materials Appendix.*

Martin University

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Because Martin University does extensive work in the areas of oppression and race, it offers numerous programs, courses, and workshops concerning these issues. Following are a select few of those:

Power and Culture in Education - This is primarily designed for educators and parents and is a 4-week program that examines educational theories and practices promoting cultural conflict and illustrates how power is linked to knowledge. The ideologies that support language as an instrument of cultural manipulation are also explored, as well as the educational practices of tracking, grouping, and testing in creating social caste systems. Readings are required before the meetings and are available in the bookstore.

Frederick Douglass and Friends - Each psychodrama is performed separately, and each involves the audience, which can be up to 200 people. Following the presentations, the audience breaks into discussion groups and returns to the dramatists with their conclusions. The dramatists then respond to the groups' conclusions. Available psychodramas are:

- Frederick Douglass and Friends
- Frederick Douglass in Indiana
- Frederick Douglass and the Dred Scott Decision
- Frederick Douglass and the Underground Railroad

Too Far North To be South and Too Far South To Be North: Indiana and Slavery- The history of Indiana is explored in its acceptance of slavery in a "non-slave" territory, together with its role in abolitionism. Specific topics include the Northwest Ordinance, the reign of William Henry Harrison and territorial laws, the Fugitive Slave Laws in action in Indiana, the Colonization Movement, and events that laid the foundation for current racial thought in Indiana. Four weekly sessions for 40 persons are arranged. Preliminary readings are available at the bookstore.

Christianity, The Churches, and Slavery - Christianity brought a message of acceptance of slavery and domination of indigenous peoples to the New World. The dehumanization caused by slavery was defended in churches with their own interpretation of biblical texts. The unusual aspects of how African slavery differed from other forms of bondage and

was sanctioned by Christian denominations is discussed in three groups of up to 30 people. All sessions are preceded by preparatory readings.

Emancipatory Narratives - This is an abridged version of a course taken by all students at Martin University. Emancipatory Narratives is a study of the varieties of human oppression and what it has meant to become free from them. Psychology, sociology, philosophy, and economics are applied to an understanding of the historical rise of classism. Application of this course to the personal life of the individual is essential for success in seeing how past beliefs influence decisions and actions. Preliminary readings are available at the bookstore.

Genealogy: Family Roots - Participants are introduced to the science and study of family descent and the methods of searching for elusive and forgotten ancestors. For African-Americans, who ordinarily have difficulty in tracing ancestors in slavery, specific sources are explained, and those participants often have to travel to county courthouses and libraries. For this reason, the program lasts several months with reporting in between to the faculty who conduct the course. The bookstore has helpful information.

The Healing Of The Nation: A Dialogue - This dialogue is arranged for large audiences of approximately 200 people. The sessions are conducted by the Center for Humane Exchange at Martin University. The Center specializes in healing the human spirit and reconciling humankind. Many disciplines are used in assisting individuals to seek understanding of themselves when the phenomena of oppression and conditions of being oppressed are addressed.

A psychosocial history of "how we got to where we are" is presented to help participants understand how the American foundation of thought emerged into a system of oppression that still manifests itself today, and how both oppressed and oppressor suffer the results. The dialogue consists of 5 sessions. Each session contains 45 minutes of instruction, followed by 45 minutes of dialogue in small groups, and 45 minutes of general closure. Each group decides upon an appropriate action that is reasonable and conducive to countering racism, and then reports on the results of that action after 12 weeks.

MARTIN UNIVERSITY

Purdue Calumet

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The concept of racial harmony at Purdue Calumet has been promoted through programs and activities which provide education and exposure.

Cultural Awareness Advisory Committee

For over five years, this committee has been providing programming that recognizes and celebrates racial harmony and cultural differences:

- Seminars on the teaching of Martin Luther King
- An open discussion on “Black Is and Black Ain’t”
- Seminars on racial and cultural diversity
- An annual Jazz/Soul Food Explosion
- Concerts and productions that highlight the African American and Latino experience through music, dance, drama, and literature

Ethnic Studies Program

This program offers courses that examine the African-American and Hispanic-American experience in the United States. It also hosts guest lectures on relevant issues, field trips to places that have preserved related experiences, and an academic bowl based upon African-American history.

Indiana Coalition of Blacks in Higher Education

This organization sponsors programming and mentoring for African American students. Mentors are recruited regardless of race, discipline, or gender.

Black Cultural Center

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Third and Russell
West Lafayette, IN 47906-2897

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Cultural Art Series

Since 1970, the BCC has been reaching out to the community to promote cultural diversity and highlight the contributions of African-Americans. The Cultural Art Series features prominent scholars, performing artists, and Purdue alumni who have contributed extensively in human rights, business, and education. Approximately 40,000-45,000 people attend these events each year.

Over its thirty year history, the BCC has featured nationally known speakers and performers such as Tony Brown, educator, journalist, commentator, and author of *Black Lies, White Lies;* Dr. Maulana Karenga, creator of Kwanzaa; and the Alvin Ailey Repertoire Dance Company.

Performing Arts Ensembles

Black Voices of Inspiration - This choral ensemble's repertoire includes pop-soul ballads and traditional and contemporary gospel music.

New Directional Players - This drama company is committed to presenting thought provoking drama about the African American experience.

Jahari Dance Troupe -This vibrant student company is trained in a variety of dance techniques, including African, jazz, and modern dance.

Haraka Writers - This literary society of Purdue students write poetry, short stories, and prose.

Art Speaks -This is a multimedia traveling art exhibit featuring African American artists from the Midwest. Art Speaks is also an educational outreach program available to schools and community organizations.

Library

The BCC library focuses on materials relevant to the historical, political, and cultural aspects of the African-American experience. The library houses more than 6,000 books and subscribes to more than 40 periodicals.

International Center
Of West Lafayette, Inc.

523 Russell Street
West Lafayette, IN 47900

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The International Center is a not-for-profit organization. Its mission is to foster the spirit of international cooperation and understanding, and to enrich the cultural diversity within the Greater Lafayette community by promoting interaction among American and foreign students, faculty, and community residents. Programs and activities include:

English Programs:

- *English Conversation* meets twice a week for 2 hours.
- *English Writing* meets once a week for 1 and 1/2 hours.
- *English Workshop* meets twice a week for 2 hours.

Foreign Lanugage Programs:

Class offerings depend on the availability of volunteer teachers. In the past Japanese, German, Italian, Spanish, French, Russian, and Chinese have been offered.

Classes:

- *International Cooking*
- *Purdue Contract Bridge Club*

Services:

- *Counseling*
- *Translators, Interpreters, and Cultural Advisors Referral Service* is provided for local businesses, hospitals, schools, and other agencies who need assistance.
- *Student Housing* is provided at the International Center as a cooperative living experience for seven international students.
- *Coat and Housewares Loan* is provided for a small fee to international students and their families.
- *Rainbow Radio Program* on WBAA 920AM or 90.7 Purdue Cable airs international music and cultural information every Sunday night at 7:00 P.M.

Activities:

- *International Food Bazaar* is held in April and represents over 25 regions of the world. The Bazaar provides an opportunity to explore foreign cuisine prepared by international cooks.
- *International Dinners* offer another opportunity to sample authentic cuisine from other countries.
- *Coffee and Conversation* is an activity that occurs each Tuesday. Participants are invited to give presentations about their home countries.
- *French Conversation* meets for an hour each Friday.
- *Samstagsgruppe* is a playgroup for German speaking children and meets on Saturday mornings.
- *Ice Cream Socials, Pizza Parties, and Welcome Breakfasts* for new international students
- *Canoe Trip on the Tippecanoe River*
- *Bus Trip to Chicago*
- *Halloween Party*
- *Thanksgiving Dinner*
- *Concerts*

International Center

Bloomington United

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Bloomington Community Rally

In response to hate literature that showed up on the doorsteps and windshields of Bloomington residents in October 1998, a community rally, preceded by a march, was staged at the courthouse to voice community concern and disapproval of racially inflammatory literature.

As a result of the community rally, over 400 people denounced the hate literature incident by signing an advertisement in the sports' section of the *Herald-Times; See Advertisement on next page.* Study groups and educational forums also formed as an outgrowth of the rally.

To demonstrate unity among diverse religious organizations, a variety of activities were scheduled. Some churches held joint services; some offered special sermons on the subject of diversity; and others organized study/prayer groups.

Bloomington United is a coalition including Hillel Center, Monroe County School Corporation, Bloomington Human Rights Commission, Bloomington Safe & Civil City Project, United Way, Chamber of Commerce, and Monroe County United Ministries.

Hate Speech, Hate Crimes
Not In Bloomington - Not Anywhere

Thomas D. Ellsworth, Toby Strout, Marsha Bradford, Eva McQueen, Wendy Hesford, Kitty McIntosh, Robert Arnove, Steve Sanders, Charlotte Zietlow, Paul Zietlow, Michael Gordon, Merri Rheinhold, Robert Goldstein, Ruth Goldstein, Steve Boncheck, Jami Golightly, Sacha Willsey, Tim Ellis, Randy Craw, Rhonda Ramsey, Ellie Avitan, Justin Gent, Brian Reinhardt, Doug Bailey, Heidi Scott, Justin Kloer, Brent Fruchey, B.J. Trestrail, Jeremy Roseberry, Janis Osborne, Kara K. Lasher, Max Troyer, Helen Harrell, Chris Horn, William McKendree, Carl Gierhan, David Kern, Carissa Bullman, Jada Barbry, Famil Sulaiman, Sarah Thompson, Ashley E. Escue, Sean McLennan, Suzanne Hanafi, Andrew P. Erne, Jon Lycotte, Matt Register, Robere Perez, Linda McPherson, Matthew D. 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Mark Oldstrom, Aimee Justice-Lundt, Urzula Urzua, Monte Simonton, II, Brandi M. Masterson, Sr. Mary Montgomery, Jeremy C. Roscberry, Cedric Harris, Jennifer Gibb, Kathy Bennett, Sarah Nagy, Tim Stockton, Alfred Tay, Cathy Brummett, Paula "Faith" Bourno, Georgia Burgieno, Tania D. Mitchell, Colleen Osterhaus, Pamela Freeman, Nita Levison, Martha Sattinger, Kathleen Burbage, Mitchell Novit, Troy Nowiczewski, David Sklar, Danusha Goska, Samir R. Belaguje, Kristin Hlavek, Amy Cornell, Nariah Broadus, Jessica L. Osit, Robert W. Andrews, Matt Holley, Carlicia Porter, R.R. Apache, Paul D. Eisenberg, Joshua D. Nolan, Doug Bauder, Leonard Bates, Frank G. Banta, Sean Herstein, Laurie Matzkin, Rachel Brand, Kari Dunn, Daniel Baratz, Emily Malinowski, Anne Teitelman, Amy Friedman, Marc Alexander, Elana Davidson, Leora Rosenbaum, Ellen Miriam Brandwein, Adam J. Diamond, Howard Ptuh, Adam C. Minnick, Kenneth D. Larson, Mark A. Erdosy, Sister Concetta Fabo, OSF, Gloria J. 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Chambers, Vickie Drovine, Elizabeth Savich, Robin Bueckers, Carri Deckard, Denise Abel, Lisa Erdosy, Chris Myers, Lynn Shapiro, Adam Diamond, Sarah Niebuhr, Kim Charney, Heather Pech, Leslie Cohen, Joe Aamidor, John Meyers, Michael Ecker, Jeff Steinberg, Roce Shakar, Heather Anner, Jessica Auerbach, Stacy Sapot, Jami Trockman, Daniel Herz, Pamela Donenberg, Rachael Petro, Joel Sonheim, Erin Berman, Michael Larsen, Allison Gutnik, Elissa Brown, Jessica Chait, Ashley Gelman, Jenny Waldman, Marc Alcrande, Stephanie Jackson, Erin E. Cory, Kenny Zeiger, Jon Ibarre, Wendy Mendelson, Susan Hamilton, John Hagerman, Andy Schenck, Nick Schultz, Georgina Gatto, Jason G. Trusty, Amanda Caskey, Joni Solis, Christine Laskowski, Laura Dunlop, Brooke Aldridge, Liz McNaughton, Chia Yao Chu, Susie Lachak, Priyanka Sarda, Emily Malinowslsi, Barry Magee, Mandy Hyndman, Mica Talbott, James P. 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City of Bloomington
John Fernandez, Mayor
Safe & Civil City Project
349-3560

NBD Bank
Member FDIC
116 S. Walnut St. 812-323-3300
2421 S. Walnut St. 812-323-3310
965 College Mall Rd. 812-323-3320
3255 W. Third St. 812-323-3324

Int-rim. Personnel

TASUS Corporation

Technology Service Corporation
116 West 6th Street, Suite 200
Bloomington, IN 47404-3910

Arby's
4 Bloomington Locations

Bloomington Title Services, Inc.
"Put All Your Title Needs In The Hands of Professionals"
631 N. College Ave
Bloomington, IN 47404
812-334-3386

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400 W. 7th St.-Suite 104
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YMCA
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Responsibility

TIS
T.I.S., Inc.

Monroe County Bank

The Chamber

Bank One
Whatever it takes.
Member FDIC

Counseling Associates

ONB Bloomington
Member Old National Bancorp Member FDIC

Indiana University Foundation
P.O. Box 500
Bloomington, Indiana 47402
812-855-8411

The Bloomington Public Transportation Corporation encourages you to get your kicks riding on a ten-ton BT bus and leave hate crimes/speech behind!

Indiana SBDC
Small Business Development Centers

The Herald-Times
Your news, your newpaper - supporting a community without hate.

Ellettsville Chamber of Commerce
"Not in Ellettsville either"

Breakaway Bloomington Indiana
Convention & Visitors Bureau

Sycamore Christian Church
2700 E. Rogers Road
(812) 334-0206

This advertisement is in response to literature containing racial and religious attacks which was recently distributed in the community. Signatures in support of this advertisement continue to be collected.

For More Information Contact The Safe & Civil City Project
Mayor's Office • City Of Bloomington 349-3560

ELKHART COMMUNITY RESPONSE

City of Elkhart

Human Relations Commission
Muncipal Building
229 S. Second Street
Elkhart, IN 46516

Phone: (219) 294-5471
Fax: (219) 295-9863

Contact Person:
Vaughn Moreno
Same address/phone above

"City of Peace" Peace Rally

When the Ku Klux Klan announced its intentions to hold a rally in Elkhart in April 1998, citizens decided the best thing to do was plan an alternative event to give people somewhere else to go.

On the day the KKK came to town, the City of Peace Rally was held at the Pierre Moran Middle School with an estimated attendance of 3,000 people. Less than a mile away, only 75 people showed up to support the Klan. Peace Rally activities included basketball tournaments, food, live music, arts and crafts, and an Easter egg hunt.

The success of the event convinced Elkhart citizens to make the event an annual celebration. In looking toward next year, organizers are pursuing a nonprofit tax-exempt status to allow contributors to make tax deductible donations.

Hispanic Advisory Committee

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Clara Szabo
2116 Main Street
Lafayette, IN 47904
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In 1998 tension mounted between the white and hispanic communities when a white man died after a fight with a hispanic man. Threats were made against the hispanic community as their church was burned, people appeared wearing KKK robes, hispanics no longer felt safe or welcome at the city park, the mayor called for an "immigration sweep" of Frankfort's undocumented hispanic workers, and some of the Head Start teachers were afraid to go to the homes of hispanic children.

After several calls to organizations for help to diffuse and resolve the conflict, the Community Relations Service from the U.S. Department of Justice was contacted. *See "Community Relations Service" in Additional Resources Appendix.* Mediator, Mr. Gustavo Gaynett came to meet with city officials to negotiate an agreement. The Hispanic Advisory Committee was formed, and the Committee and the City of Frankfort signed a "Letter of Understanding."

The Committee meets once a month with the public invited. Issues of concern are discussed and speakers talk about such topics as civil rights, educational opportunities, and housing programs.

Members of the Hispanic Advisory Committee consist of the mayor, chief of police, sheriff, two Frankfort residents, two Mexican store owners, director of the Hispanic Community Center, and a Head Start employee.

PRIDE

(People Respecting Individual Diversity In Everyone)

Contact Person:
Nancy Witham
Phone: (765) 349-1897 Fax: (765) 342-7223
E-mail: rnaks@scican.net

PRIDE is an organization established by a group of Martinsville citizens wanting to foster a positive, hospitable, inclusive environment in their community. Their mission is to ensure that Martinsville achieves distinction by welcoming all; by forging friendships through honesty, fairness, and trust; and by bringing the community's best to light. Since the organization began, they have established several programs.

Albert Merritt Award Dinner

This award is given to recognize an adult volunteer youth leader who has had a positive influence on youth by exemplifying Albert Merritt's high character, values, sense of fair play, and devotion to God.

The son of slaves, Albert Merritt was a black man who moved to Martinsville in 1902 and devoted his life to working with an estimated 2,000 young boys. At first, he used an old barn for a clubhouse, but in 1926 he purchased a building for the boys with his own money. Boys were kept busy with checkers, boxing, puzzles, and outdoor activities. Mr. Merritt took the boys swimming in creeks and the river and occasionally treated them to a movie. In 1947 he was chosen by Jimmy Durante as the man who had contributed the most to American boyhood during Durante's lifetime and was awarded a 21-jeweled watch. But Albert was quoted as saying, "What I really need is a station wagon to take more of the boys on rides and trips." Upon his death in 1958, Martinsville dedicated a section of ground as the Albert Merritt baseball field.

Contact Persons:

Judy Bucci
YMCA
2039 E. Morgan Street
Martinsville, IN 46151
Phone: (765) 342-6688 Fax: (765) 342-9670
E-mail: jeb@scican.net

Bill Shields
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Martinsville, IN 46151
Phone: (765) 342-0567
E-mail: wshields@scican.net

Multicultural Kids Fishing Outing

This activity was one of PRIDE's outreach programs. John Winters proposed that the outing be similar to the Friends of White River Kids Fishing Invitational, which donated the use of its equipment for the Martinsville event. Registration was limited to 50 kids, half from the Martinsville YMCA and half from the Indianapolis Fall Creek YMCA. The event was designed to provide an opportunity for kids from diverse backgrounds and cultures to participate in an activity in which each could succeed both individually and as part of a multicultural team. In addition to fishing, activities included instruction in fishing techniques, conservation, safety, outdoor etiquette, and fish identification.

Contact Person:
John Winters
Phone: (317) 831-1240

Community Hospitality

To make people feel welcome to Martinsville, volunteers staff hospitality rooms at girls' and boys' basketball games, volleyball tournaments, track meets, and wrestling matches. PRIDE is also working on plans to provide hospitality rooms for academic and musical competitions. In addition to a friendly smile and a handshake, food and beverages are often provided for the coaches, referees, parents of the players, and team members. Funding is provided by the volunteers, but organizers hope to have financial contributions in the future.

Contact Persons:

Judge Jane Craney
Phone: (765) 349-9455 Fax: (765) 349-7395
E-mail: mweaver@surf-ici.com

Reverend Larry Kunz
First Christian Church
89 S. Main Street
Martinsville, IN 46151
Phone: (765) 342-3461

Zero Tolerance Policy

The Martinsville Chamber of Commerce endorsed the Zero Tolerance Policy developed by PRIDE. A copy was sent to all Chamber members. Twenty-two companies either adopted this policy or have a similar one in place. *See "Zero Tolerance Policy" in Supplemental Materials Appendix.*

Contact Person:
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Morgan County Memorial Hospital
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CURE RALLY

(CommUnity Religious Effort)

Contact Persons:

Mayor Robert Beutter
600 East Third Street
Mishawaka, IN 46544
Phone: (219) 258-1601
Fax: (219) 258-1776

Mayor Steve Luecke
1400 County City Blilding
South Bend, IN 46601
Phone: (219) 235-0261
Fax: (219) 235-9892

Reverend Billy Kirk
101 N. Adams Street
South Bend, IN 46628
Phone: (219) 232-6700
Fax: (219) 232-2773

Following a racial incident in Mishawaka in December 1996, Reverend Billy Kirk of Greater St. John Missionary Baptist Church recognized the potentially explosive nature of the situation and called Mayor Steve Luecke of South Bend and Mayor Robert Beutter of Mishawaka, suggesting a public stand against racism and violence in the community. Both mayors readily embraced the idea, and Reverend Kirk, with the help of several religious leaders, contacted area clergy and arranged several meetings. As a result of these meetings, CURE was formed.

To promote a better understanding of other races and to decrease violence in Greater St. Joseph County, a Rally was sponsored by CURE and the two sister cities. With approximately 1,200 people attending, the rally was held at the South Bend Century Center Great Hall. Keynote speakers were Ben Johnson, Special Assistant to President Clinton and Director of the White House Initiative for One America, and Rabbi Morley Feinstein from A World of Difference Institute. There were also study circle testimonies, an information booth, and choral entertainment.

City of Rensselaer

Contact Person:
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Rensselaer, IN 47978
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E-mail: janetg@saintjoe.edu

Cultural Diversity Fair

When the KKK announced their intention to hold a rally on the steps of the Jasper County Courthouse in August 1998, the community pooled their resources to plan an alternative activity that would instead celebrate diversity, not only to divert attention from the Klan, but also to give their citizens a positive activity to attend in place of the Klan rally.

The result was a Cultural Diversity Fair held at nearby St. Joseph College. The fair featured musical entertainment, displays, games for the children, a poster contest, a sports' clinic, and food.

On the day of the event, from a city of 5,000-6,000 people, approximately 40 people showed up to support the Klan, while some 2,500 people attended the fair.

It was estimated that 20-30 people helped plan the event, with 4-5 people doing a majority of the work. As organizer Janet Gick said, "The community was really disturbed about the KKK coming to town, and the fair turned out to be a labor of love."

Local news media cooperated with the police and agreed not to publish or air stories about the Klan until the actual day of the rally.

YWCA

304 West 11th Street
Anderson, IN 46016

Phone: (765) 642-0211
Fax: (765) 642-0212

Contact Person:
Linda Bryant, Chairperson
Same address/phone above

Study Circles

The Anderson YWCA is using the Study Circles Resource Center's program to train 13 facilitators and conduct 4 pilot groups. The study circles address race relations in the community and promote dialogue that increases understanding and communication between racially diverse groups.

Through the newspaper and letters, an open invitation was extended to recruit new members; everyone in the community was encouraged to participate. As chairperson, Linda Bryant, said, "Study Circles work best when all walks of life are involved. The more diversity the better."

In May the YWCA had a meeting and invited various community leaders, organizations, and other interested community members to encourage them to become group facilitators. An attempt is being made to organize a group from a predominately white church and a predominately black church.

Community Services Council Of Bloomington And Monroe County

441 S. College
Bloomington, IN 47403

Phone: (812) 334-8370
Fax: (812) 334-8387

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Peg Stice
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Community-Wide Study Circles

This program was piloted in 1998 on the Indiana University campus. Following the pilot program, Second Baptist Church and St. Thomas Luthern Church started their own study circle. The third round of circles was a community-wide effort, involving 135 people divided into 13 groups of 8-10 participants each.

Using the Study Circle Resource Center's dialogue guides, the groups meet six weeks for one-and-a-half hours sessions. The groups are hosted at various locations around Monroe County including schools, churches, social service organizations, and government offices.

As a result of the study circles, participants have identified several activities they would like to pursue, such as pulpit exchanges between congregations of different ethnic backgrounds, increased social events to bring people from different backgrounds together, and advocating for more minorities on non-profit boards of directors.

ACCEPT

(Addressing Columbus Cultural Education and Promoting Trust)

11820 W. Youth Camp Rd.
Columbus, IN 47201
Phone: (812) 342-3443

Contact Persons:

Sarah Kramer, Coordinator
Same address/phone above

Bruce Thomason
1025 Tipton Lane
Columbus, IN 47201
Phone: (812) 376-6379

Call for Racial Dialogue and Reconciliation

ACCEPT, part of the Columbus Peace Fellowship (CPF), held their second annual series of dialogues to promote constructive ways to build bridges of understanding across racial lines. This series was created by the Fellowship of Reconciliation, an international and interfaith organization working for nonviolent social change. The dialogues are designed to provide an atmosphere that makes a diverse group of people feel comfortable while discussing their differences.

Moderator Paul Jones said, "I've learned that people don't want to be told how to accept people that are different from them. Instead of telling people how to behave, these dialogues give people the opportunity to ask anything they want to know about a person from another race or culture. The important thing about the dialogue is, it really changes people on the inside."

In addition to the dialogues on race and reconciliation, ACCEPT and CPF have worked to build coalitions with other community groups with the long term goal of building an inclusive community. The Mayor has recently formed a committee on cultural awareness (*See Cultural Awareness Committee on page 100)*, and the community is now working on issues raised by a growing Hispanic population. It is felt that education is the key, and work is being done through Kidscommons, a PTO Children's Museum in Columbus. Several programs have been instituted by the Museum:

Children of the Earth Series: discussions for elementary students to introduce children from other cultures

Holiday Programming For All Ages: films, discussions, craft sessions, and examples of how children in third-world cultures make their own toys from rubbish and found objects

Series for Children K-2: films using puppets help children identify and deal with prejudice and discrimination. Discussions and crafts follow each of the five sessions.

Summer Reading Program K-6: Participants receive free books which they read with their families and then join moderated discussion groups of 10 or less. This year's theme, "American Family," deals with issues related to the diversity of cultures in this country.

Finally, a series of programs has been purchased focusing on the human drama behind U.S. Immigration policies, especially relating to Mexico. This film series is designed for community use to enhance debate and discussion.

NETWORK

(New Energy To Work Out Racial Kinks)

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Louisville, KY 40202
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E-mail: nenergy@aol.com

Maxine Brown is a native of Corydon, Indiana, and the only African-American member of her Corydon Central High School graduating class. Brown's roots extend to the earliest settlement of Corydon through her Mitchum lineage. The Mitchums were a large enclave of slaves brought to Harrison County from North Carolina in 1814 to be granted their freedom by their owners, Paul and Susannah Mitchum. Maxine's aunt, Leora Brown, also a Corydon native and a Mitchum descendant, was educated at the Corydon Colored School, a one-room school built in 1891. After college, Leora Brown returned to teach at the school for 26 years.

In 1987, Maxine purchased the Corydon Colored School, renamed it the Leora Brown School, and donated it to a newly-formed non-profit organization, Leora Brown School, Inc. The school is purportedly the oldest-standing historically Black elementary/secondary school in Indiana. It has been meticulously restored and is currently used as a cultural and educational center.

Living in Corydon, but working in neighboring Louisville, Kentucky, Ms. Brown is president of the Fund for Women and founded NETWORK as a project designed to bring people of all cultural groups together to explore common characteristics by sharing personal experiences and perceptions about current racial issues.

NETWORK hosts a monthly luncheon that features guest speakers who address various racial issues, including workplace matters, educational questions, and social issues. As John Yarmuth, editor of LEO newspaper said, "It was very interesting and reassuring to witness how productive a discussion of racial matters can be when it is conducted in an environment of mutual concern. In other words, when two perspectives are intensely committed to understanding the other, a lot of understanding and empathy can be achieved."

Louisville NETWORK has been in existence for nine years, and its first replication, the Lexington NETWORK, has been functioning for five years. It is now being replicated in Corydon at the Leora Brown School.

South Harrison Community Schools' Gifted and Talented Program

315 South Harrison Drive
Corydon, IN 47112

Phone: (812) 738-2168
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Neyland Clark
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Student Round Table Discussions

Students in the four Harrison County high schools were notified that a student round table discussion group was being formed. The purpose of the group was to allow students the opportunity to collaborate, share, and discuss issues of concern. Those students wanting to be a part of this group were asked to write a one-page proposal explaining why they wanted to participate and to give an overview of what they felt they could gain from the sessions. They were also asked to describe the attibutes they felt they could add to the group's dynamics. Eight students applied; all were accepted.

The students met every Sunday at the Leora Brown School, a cultural and educational center, located in the county seat of Harrison at Corydon. This off-campus site was chosen to provide a neutral meeting place. Group facilitators were all volunteers, although one of the facilitators, Mark Stein, a professional mediator, also agreed to help with the series. Students chose the topics for discussion and researched the subjects in preparation for the sessions. All of the sessions were covered by the local newspaper, the *Corydon Democrat*, and with student approval, quotes were included in weekly newspaper articles.

Some of the issues discussed were:

- Prejudice in Harrison County
- Rivalry between schools
- Trust factors
- Violence at home and at school

Outcomes as a result of the sessions:

- An increased understanding of individual differences
- An awareness of the need to continue to work toward building a positive and caring environment
- Realization that prejudiced attitudes are prevalent in the home and effect the attitudes of the students
- Realization that students want more time to share, collaborate, and be together in an non-threatening way

First Presbyterian Church

300 W. Wayne Street
Fort Wayne, IN 46802

Phone: (219) 426-7421
Fax: (219) 422-6329

Contact Persons:

John S. Park
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Roy Martin
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Socratic Seminar: Dialogues on Race

To promote understanding and cooperation among races in the Fort Wayne community, the First Presbyterian Church is hosting five Socratic seminars in 1998-99. These seminars are open to the public and are sponsored by the church's Social Witness Committee, with the endorsement of the Fort Wayne Urban League.

Seminars engage participants in thoughtful conversations about fundamental ideas, values, and issues: namely race and racism. These conversations allow for reflection, renewal, redirection, and intellectual growth. Participants should not expect a session to end with an "action plan" in hand. Eventually, after all five dialogues have taken place, an action plan may develop, but the real purpose of the seminar is to ensure that everyone is heard, that a sense of mutual trust and respect exists, and that no one has "the answer or answers" to all the critical questions that come about as a result of such a discussion. Instead, everyone listening and talking to each other will hopefully bring about some answers which will eventually create a sense of community.

These are not panel discussions or lectures; they are actual dialogues using the Socratic seminar method of conversation, which is based on Socrates' theory that enabling people to use their minds is more important than filling their heads with "right answers." In other words, knowledge and understanding are better achieved when constructed rather than received.

In a Socratic seminar there is an inner circle and an outer circle. The inner circle is composed of approximately 25-30 chairs arranged at tables placed in a rectangle. If people choose to sit in the inner circle, they need to plan to be actively engaged in the dialogue and stay until the seminar is finished. If people sit in the outer circle, they may leave at anytime and may only participate in the actual dialogue if they sit in the empty chair left at the table in the inner circle. Once comments have been made, they must then return to their chair in the outer circle, leaving the chair empty for someone else.

Nationally recognized Socratic seminar expert, Burt Plumb, facilitates the discussions. He gives everyone a text to read at the beginning of the seminar. Once everyone has read it, he asks a question, and the dialogue among the inner circle begins.

Junior League

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Fort Wayne, IN 46804

Phone: (219) 432-6979
Fax: (219) 432-8689

Contact Persons:

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Becky Mark
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Fort Wayne, IN 46802
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Study Circles: Race Awareness

Junior League's (JL) mission is to strengthen communities by embracing diverse perspectives, building partnerships, and inspiring shared solutions. The JL provided the primary funding for a Study Circles' pilot program in 1998-99; six groups were formed with a total of over 60 people participating. The program was so successful that the number of groups is expected to double for the 1999-00 series.

The purpose of the Study Circles is to bring small groups of individuals together to discuss race relations in the community. Each participant commits to attend five two-hour sessions that progress from personal insight to community policy and action. When organizing the groups, an effort is made to balance the groups and facilitators between white individuals and people of color.

In addition to participating in Study Circles, JL has made many other efforts to raise the multicultural awareness of its members. Through workshops, ethnic presentations, and newsletter articles, the League's Multicultural Committee encourages its members to seek self-awareness, a better understanding of race relations, and an awareness of cultural differences.

NAACP

Contact Person:
Helen Webb
801 E. U.S. Highway 40
Cloverdale, IN 46120
Phone: (765) 653-8088

The Greencastle NAACP joined approximately 80 other people at the Gobin Church to discuss the community's racial concerns. Some of the topics discussed were African-Americans encountering problems with local merchants and a lack of racial diversity in upper management positions of several of the community's largest employers.

The NAACP is also working with DePauw University to start study circles on campus. So far they have had 3 groups, with both students and faculty participating.

Hudson Institute

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P.O. Box 26-19
Indianapolis, IN 46226

Phone: (317) 549-4164
Fax: (317) 545-9639

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Diana Etindi
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Race Relations Discussion Series

In July 1998, the Hudson Institute invited Tamar Jacoby to speak about her book, *Someone Else's House: America's Unfinished Struggle for Integration.* The discussion proved so engaging that several of the guests expressed a desire to continue the dialogue.

In response to that desire, Hudson decided to host a series of discussions on the topic of race relations. A group of community leaders were engaged to serve on an advisory/planning team to develop an agenda for monthly sessions that focus on general issues as they relate specifically to minority communities. Outside guests have included a variety of people, such as: Roy Innis, National Chairman of the Congress of Racial Equality; Van Woods, CEO of Sylvia Woods Enterprises; Charlie Nelms, Indiana University Vice-President for Student Development and Diversity; and Kevin Armstrong, Senior Public Teacher at the Polis Center.

Hudson realizes that just talking about the problem will not change anything, but they also recognize that talking is part of the solution. The Institute feels that as people with various cultures and heritage talk together and learn to know and understand one another, they can begin to see commonalities as human beings rather than only differences in skin color. They can begin to see unique individuals rather than stereotyped masses. Monumental change is not expected to result from the discussions alone, but it is hoped that all of the small steps will eventually lead to a better, healthier society.

Anyone who is interested in this topic and wants to contribute in a positive way to the dialogue is welcome. To get on the mailing list for the Race Relations Discussion Series call (317) 549-4190.

Hudson is in the process of developing a new policy center through which more in-depth events can be facilitated, major research projects can be accomplished, and public policy can be influenced.

Concerned Citizens for Racial Harmony

P.O. Box 0733
Jeffersonville, IN 47130

Phone: (812) 945-0868
Fax: (812) 284-9352

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Ted Stewart/Coordinator
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Southern Indiana Study Circles on Race Relations

Concerned Citizens for Racial Harmony (CCRH) is an independent, nonprofit organization open to interested individuals and organizations. CCRH was created in the summer of 1993 by two pastors, one black and one white, serving neighboring United Methodist churches in Jeffersonville. Over the next three years, it sponsored two race relations symposiums for members of six downtown churches. CCRH used a variety of methods to start a discussion on race. In 1994 it used the local high school theater's original production of "School Colors" *(See "Jeffersonville High School" on Best Practices page 121 for more information)* to start the discussion; in 1995 it used a concert by a local black Grammy Award-winning gospel singer; and in 1996 it used a pilot program "Study Circles on Race Relations" to engage 65 people in a conversation on race.

After the pilot program, CCRH decided to plan the Southern Indiana Community-Wide Study Circles Program on Race Relations and Ethnic Diversity for the fall of 1997. The program targeted persons who lived or worked in Floyd and Clark counties but was open to anyone in the Louisville, Kentucky metropolitan area. Support of local businesses, government, schools, churches, and media was sought; donations were raised to fund the project; and the program was publicized widely. Registrants were assigned to groups of 10-12 persons with two trained facilitators per group. Each group met weekly for six sessions and used the Study Circles Resource Center's dialogue guides. Three hundred people participated in 25 study circles and 150 people attended a closing celebration; some groups continue to meet and share experiences.

Two youth study circles were held in a local high school during the spring of 1998, serving as pilots for future activity. CCRH and the Human Relations Commission of Louisville are working toward a joint metro-area study circle program for the spring of 1999.

Tippecanoe County Study Circles

Contact Persons:

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David Lewis/ Diversity Consultant
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W. Lafayette, IN 47906-2693
Phone: (765) 497-0949
E-mail: lewcon98@aol.com
Web Site: www.lewisconsulting.org

Tippecanoe County Study Circles (TCSC) have been formed to stimulate grassroots democratic discussions on public issues, particularly race relations for the purpose of encouraging racial and cultural understanding. Local organizations which are helping to sponsor the TCSC are:

- Asian American Network of Indiana
- Baha'i Community of Lafayette
- Citizens for Civil Rights
- Community and Family Resource Center
- Greater Lafayette Chamber of Commerce
- Hillel Foundation of Purdue
- Lafayette Alliance of Latin American Opportunities and Resources
- Office of Human Relations at Purdue University
- Unitarian Universalist Church
- West Lafayette Human Relations Commission

A project that evolved from one of the study circles was an event at the Tippecanoe Public Library, "Stories That Unite Us." The event was a collection of story tellers from around the world, sharing tales from their homelands. There were also dances and art activities by representatives of various cultures. The event was so well received that it is being made an annual event.

A similar activity was held during Black History Month at the West Lafayette Public Library. David Lewis, diversity consultant, read stories about and by African-Americans. Approximately 30 children and their parents attended.

Grant County Ethnic Diversity Task Force

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Marion, IN 46952
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Linda Mui
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Lillie Roebuck
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Marion, IN 46952
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Harmony 2000 Study Circles

The Ethnic Diversity Task Force, which is a part of the Grant County Chamber of Commerce, is the umbrella organization for Harmony 2000. As the central hub for communication, the Chamber of Commerce also provides clerical support. The vision of Harmony 2000 is to promote racial harmony and cultural understanding throughout the greater Grant County area.

The coalition for this program includes representatives from major industry, labor, the religious community, and the educational community, especially the Marion Community Schools Corporation, whose personnel have conducted a number of study circles. The Marion Human Relations Commission offers organizational assistance to sponsoring organizations as they commit to being hosts for the individual circles.

Approximately 120 people have participated in Harmony 2000, 100 as participants and 20 as facilitators. Seven sponsors have initiated small groups of 5-12 persons of diverse races and cultures. Sponsors are responsible for selecting an organizer who will recruit the facilitators and the participants.

The material used for the five sessions is furnished by the Study Circle Resource Center. The study circle process evolves from personal perspectives involving race to community issues that participants feel a need to address. The goal of Harmony 2000 is to develop a diverse community-wide network of at least forty study circles of up to 500 people total.

The task force has found that it is extremely important to have a core group of committed people to lay the groundwork and that the stronger the coalition base is, especially from the faith community, the easier it is to start a community-wide effort.

Human Rights Commission

City Hall
300 North High Street
Muncie, IN 47305-1644

Phone: (765) 848-4854

Contact Person:
Phyllis Bartleson
Same address/phone above

Study Circles

Muncie has the longest running program of study circles in Indiana. The first rounds began in the fall of 1995. Since then, between 400-500 people have participated in the groups which meet for 1-2 hours a week for 6 weeks.

These groups are purposely formed to include people of the most varied lifestyles; one group included a school administrator, a welfare mother, and a corporate executive. The study circles are based on a town-hall meeting concept and are a community based affair where all persons are encouraged to join in an open dialogue regarding race issues in their individual neighborhoods.

The police department and the schools have participated in the study circles in an attempt to deal with their organizations' race-related issues. The Muncie Human Rights Commission has mentored Lafayette, Richmond, Terre Haute, and Evansville on study groups and has trained their facilitators.

Each study group is assigned to come up with a community project. In the past, groups have worked with Habitat for Humanity, written letters to the editor regarding racism and related issues, met with the police department to discuss race relations, celebrated Kwanza together, and volunteered a day to work with young people at the Inner-city Youth Center, to mention a few.

Several local churches also work in conjunction with the Human Rights Commission. Black and white churches in the community share fellowship with each other as a bridge to better understanding between the races.

Human Rights Commission

50 North 5th Street
Richmond, IN 47374

Phone: (765) 983-7235
Fax: (765) 983-7383

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E-mail: rhrc@ci.richmond.in.us

Ann Cox
YWCA
1900 South L Street
Richmond, IN 47374
Phone: (765) 966-0538

Community Study Circles

With a growing awareness that race relations can be improved only through understanding one another, the Study Circles on Racism pilot program began in Richmond during the fall of 1997. By the spring of 1998, the pilot study group had started three additional groups, including a series of race relation dialogue sessions which involved the Richmond Police Department. Plans are underway to do another series of dialogue sessions with the Police Department in 1999, with an expanded focus on ethnicity, religion, sexual orientation, and economics.

Several organizations have worked with the Richmond Human Rights Commission (RHRC) to help organize the study groups: the Mayor's Office, YWCA, Ministerial Association, Earlham College, and the Dr. Martin Luther King, Jr. Celebration Committee.

The RHRC has begun contacting local schools to discuss the possibility of conducting training sessions for staff and faculty to deal with race relations in their schools. The Commission also hopes to expand their training to include local businesses and organizations. They are currently in the process of developing a study circles' package for corporate executives concerning work related issues.

Some of the discussion groups have decided to continue to meet for social purposes and support. One of the biggest challenges in launching the project was getting the black communities' participation; enlisting the help of the local faith community was useful.

Media support from local radio and television stations and the newspaper were extremely helpful in terms of promotion and advertising.

Human Rights Commission

227 W. Jefferson Blvd. Rm:1440
South Bend, IN 46601

Phone: (219) 235-9355
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Contact Persons:

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Study Circles

To bring together people from different backgrounds for discussions on race relations problems and solutions, six study circle groups of paired black and white churches were conducted in 1996. Since then, seven more groups have been held, including one in an inner-city neighborhood.

Helping the Human Rights Commission to organize the circles is CURE (CommUnity Religious Effort; *See Best Practices page 82*) and the Near Northwest Neighborhood. Currently, funding is provided by the HRC, but they are hoping to expand the program with the help of the YWCA.

Carmel Clay Chamber of Commerce

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Hamilton County Diversity Committee

To meet the special needs of rapidly growing minority populations, a diversity coalition of various Hamilton County organizations has recently been established. These include police and fire departments, the Chamber of Commerce, churches, hospitals, businesses, and educational institutions.

While the Hamilton County Diversity Committee is still in its beginning stages, initial goals are to:

- Produce a directory of services, organizations, and programs available to assist minority populations with their language, legal, medical, and religious needs
- Initiate needed programs which are not currently available
- Assist police/fire departments and local businesses to overcome language barriers

Cultural Awareness Committee

Contact Persons:

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George Brown
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The Cultural Awareness Committee (CAC) was formed in response to the suggestions that were discussed at the 1998 Dr. Martin Luther King, Jr. Breakfast on how to improve the racial climate in Columbus. The group's members represent key segments of the community: Bartholomew Consolidated School Corporation, Human Rights Commission, Chamber of Commerce, Police Department, Community Development, Quinco, and the NAACP.

The group has drafted a mission statement to support the City in bringing government to the people by:

- Promoting the inclusion of all cultures in Columbus
- Increasing the understanding of different cultures in Columbus
- Promoting cultural awareness programs throughout the city
- Increasing interpersonal sensitivity toward other cultures
- Promoting a safe environment for all city residents
- Being a resource for city and community services
- Promoting the "common good" among all people living in Columbus

Committee members will attend a four-hour training session to educate and coalesce the members regarding key cultural issue. From that session, a work plan for 1999 will be formulated. Anticipated key activities include:

- Helping to address the issues associated with a growing Hispanic population
- Developing a list of diversity related events in the community
- Looking for opportunities to connect and/or consolidate diversity events to produce a greater impact and/or better utilize resources
- Developing a common template for diversity training in the community

Reaching Common Ground

P.O. Box 1006
Elkhart, IN 46515

Phone: (219) 264-6506
Website: www.health.state.ok.us/program/injury/violence

Contact Person:
Dr. Peter Carney
Same address/phone above

While the main focus of RCG is the elimination of violence, many of its programs and activities overlap into the area of increased understanding and respect for racial diversity.

Currently, the RCG is a coalition of 19 agencies in the Elkhart community. Their mission is "to promote partnerships between individuals and organizations that routinely do not converse but who share common goals. The conversation produced by these partnerships will serve as a catalyst for increased community awareness. Out of this awareness will come a clearinghouse for shared resources and collaborative efforts towards achieving a peaceable community."

Among others, RCG supports such activities and events as Study Circles, Cultural Diversity Training, the Cultural Diversity Day in Goshen, the City of Peace Rally in Elkhart, and the Ethnic Fair at Goshen College.

Diversity Network

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In May of 1997 a group of people met to discuss community interest in developing a network that shared information about diversity activities in the Evansville area. Since then, Diversity Network has acquired over 90 members and 3 active subcommittees. The mission is to "affirm that diversity makes a stronger community."

Some of the events which Diversity Network has supported are:

- Assist with the Minister's Wives' efforts to bring Coretta Scott King to Evansville
- Work with Angel Mounds for the Ohio River Art Festival
- Partner with Evansville Personnel Association to conduct a diversity survey and hosted a network session
- Support Human Relation Commission's Study Circle efforts

Diversity Network's Goals are to:

- Encourage interaction and communication among diverse people, specifically addressing the difficulties of communication and dialogue concerning diversity
- Promote and support celebrative community events that focus on diversity and/or provide opportunities for understanding and interaction among diverse community members
- Provide educational opportunities focusing on diversity
- Identify the strengths and weaknesses of Evansville's diverse community
- Get community leaders of the public and private sectors to commit to supporting the "Vision and Mission" of the network
- Develop a "quick response" process to implement when/if an acute community situation arises that would require this group to respond
- Develop a training program for business
- Develop a diversity resource center or listing of resources available
- Create a welcoming community
- Set up a governmental affair's committee to research, address, and influence legislative activities that affect diversity issues

Finding Common Ground Initiative On Race Relations In Indianapolis

Indianapolis Urban League
850 North Meridian Street
Indianapolis, IN 46204

Contacts:

Lamont Hulse
IUPUI; Polis Center
425 University Blvd. CA301
Indianapolis, IN 46202-5140
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Finding Common Ground creates a complex initiative to address complex challenges. This three-year initiative is expected to begin in 1999 with the Indianapolis Urban League serving as the lead partner and the Polis Center as the project manager. The proposed initiative consists of three component projects:

Curriculum for Training Community Trustees- This project will implement the existing Finding Common Ground Workshops to develop a network of community trustees informed on the subject of race relations. The goal will be to present approximately 40 workshops over the next three years to produce 500 community trustees. New information from the Community Research and Assessment project will allow the curriculum materials to evolve over time. The workshops are designed so that participants can explore the history of race relations, interpret meaning from this information, and use their learnings as a basis for improving race relations.

Workshop I: Race Relations: An Introduction to Dialogue- Participants are introduced to the purposes, goals, and objectives of the curriculum and begin to identify the factors that influence and shape race relations. The concept of "differentness" will be introduced and discussed by participants as a way to begin exploring race relations.

Workshop II: Contemporary Race Relations in Indianapolis: Myth and Reality- Participants are introduced to the meaning of the words "bias, 'ism,' and prejudice" as a way to examine and evaluate their beliefs, attitudes, and perceptions toward those who are different. Demographic data about blacks and whites in the community is presented, and participants are given an opportunity to compare their perceptions with facts.

Workshop III: The History of Race Relations: A National, State, and Local Perspective- Participants begin work on the history timeline by reviewing the history of race relations from a national, state, and local perspective; identifying broad themes and issues; and sharing personal stories. A history quiz is given to participants and opportunities are provided for discussion of the answers.

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Workshop IV: Return to History: Analysis of Meaning- Participants continue to work with the history timeline and review and analyze the national, state, and local history of race relations in the years since World War II. Participants share personal stories in the context of the larger historical picture. Time is provided for the interpretation of the meaning of this history. Participants complete preparations and plans for conducting oral history interviews with selected interviewees who reside in the larger community.

Workshop V: Next Steps: A Commitment to Change- Participants debrief their experiences and learnings from their oral history interviews. They discuss what they have learned from the complete workshop and complete a written evaluation. Arrangements are made for follow up with participants.

Community Research and Assessment- A community research and assessment project with the Indianapolis Commission on African-American Males will produce comparative analysis of racial attitudes and behaviors of white and black Indianapolis communities. This project will include the investigation of current racial attitudes among Indianapolis residents, as well as explorations into the barriers that prevent vulnerable populations, such as young African-American men, from accessing educational, economic, and other opportunities and resources of Greater Indianapolis.

Sustaining the Dialogue and Forming Strategies for Action- Intentional efforts will sustain the efforts of 500 Finding Common Ground graduates and incorporate new information on race relations in the community into the ongoing dialogue. Working with graduates and partner organizations, such as the Race Relations Leadership Network, the initiative will formulate strategies to improve race relations and oversee their implementation. The initiative will act proactively to disseminate information to the wider community and serve as a repository for resources and information relating to race and race relations.

The Polis Center

We bring things into perspective.™

Greater Indianapolis Progress Committee

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Executive Director
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Race Relations Leadership Network

The mission of Race Relations Leadership Network (RRLN) is to identify and discuss current cultural and racial issues of importance to the Indianapolis community, to probe real and perceived barriers and frustrations to equality, and to identify and implement possible solutions.

The RRLN serves the community by educating and sharing information about interracial and cultural relations and by considering and implementing ways that can continually influence how ethnic and cultural concerns are perceived and addressed. The members of this group, by virtue of their professional or constituency positions, are charged with keeping themselves and other non-member community leaders abreast of race relations issues, effecting improvements in race relations, and helping to deal with crisis if and when they occur.

This diverse membership includes leaders from business, education, religion, the arts, social service and non-profit agencies, community and neighborhood organizations, as well as city and state agencies. The RRLN has been recognized nationally as a Best Practice by such organizations as President Clinton's Initiative on Race, National Association for Civilian Oversight of Law Enforcement, National Association of Counties, and American Civil Liberties Union.

The Citizen's Complaint Process Working Group, a special RRLN task force, is an example of the Greater Indianapolis Progress Committee's capacity to bring diverse sections of community leadership together to develop and advocate for unprecedented change on racially charged issues. The Small and Minority Business Task Force was also established to examine the variety of programs and studies relating to business development at the neighborhood level, identify Best Practices and barriers to success, make recommendations for change where appropriate, and advocate for the implementation of those recommendations.

During the 1999 strategic planning process, the following six areas were identified for targeted focus:

- Criminal Justice (particularly police/community relations)
- Cultural/Ethnic Awareness (particularly barriers to full civic participation)
- Economic development
- Health and social services (including family issues)
- Education
- Upcoming Census (complete count, community awareness, etc.)

INDIANAPOLIS DIVERSITY COALITION

Interfaith Leadership Council On Racial Reconciliation

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The Polis Center
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Indianapolis, IN 46202
Phone: (317) 278-1830

Sam Jones
Indianapolis Urban League
850 N. Meridian
Indianapolis, IN 46204
Phone: (317) 639-9404

The Interfaith Leadership Council on Racial Reconciliation (ILCRR) is working to promote racial reconciliation and develop mutual understanding and appreciation of various religious, racial, and cultural traditions in order to create a more just and whole community.

The steering committee, convened by Lamont Hulse of the Polis Center *(See "Finding Common Ground Initiative on Race Relations in Indianapolis" Best Practices page 103-104 for more information*) is intentionally inclusive of persons from different races and faith traditions; men and women; persons in business, education, not-for-profit, and other community organizations.

Still in the early stages of development, the ILCRR is an outgrowth of a 1998 year-long study of racism in Central Indiana. The study discovered and concluded that:

- Racism is pervasive in the workplace, the housing and rental markets, medical services, retail shopping, and in educational settings. It brings deep hurt and harm to its victims and undermines the well-being of the whole community.
- The general lack of awareness of the continuing problem of racism complicates efforts to address it in substantial ways. Many people believe that sufficient progress has been made to alleviate the problem.
- There is a lack of attention to racism in the religious community, in particular, and there is a lack of coordinated approaches to address racism in the community-at-large.

Initially the Council will concentrate on Central Indiana, including but not exclusively, the cities of Lafayette, Kokomo, Anderson, Muncie, Columbus, Bloomington, and Indianapolis. Some of the goals include:

- Become by doing! Develop concrete actions and events as a way of building relationships and discovering ways to be an effective avenue to promote racial reconciliation
- Work collaboratively whenever possible
- Develop a high profile event in the fall of 1999, such as a "Celebration of Diversity" to raise consciousness and to launch small group educational initiatives
- Be a resource repository
- Help diversity trainers, racial reconciliation trainers, etc., market their services

Carmel Clay Schools

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Superindendent
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Dr. Barb Underwood
Asst. Superintendent for Curriculum & Instruction
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Diversity Committee

This organization is "dedicated to fostering an environment which promotes education and well being regardless of ability, age, appearance, gender, nationality, race, religion, sexual orientation, and socioeconomic status. All educational programs, activities, and interactions are enriched by celebrating uniqueness as well as commonalities. Respect for human diversity will be encouraged, followed, and enforced by Carmel Clay Schools."

The diversity committee conducted a diversity survey of parents, teachers, administrator, and students in grades 8-12. With 1,986 survey responses (38 percent of the surveys returned) the results will be used to develop a diversity action plan for the 99-00 school year. *See "Carmel Clay Diversity Survey" in Supplemental Materials Appendix.*

Elkhart Community Schools

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Preparatory Academy
Tessa Sutton
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Elkhart, IN 46517
Phone: (219) 295-4820
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Middleton Achievement Program
Warren Outlaw
301 S. Main Street
P.O. Box 460
Elkhart, IN 46515

Dr. Martin Luther King, Jr. Math, Science, Technology Preparatory Academy

For six Saturdays in February and March, 45 students from five Elkhart elementary schools meet at Pierre Moran Middle School to develop their math, science, and technology skills.

Three students are selected from each of the fourth, fifth, and sixth grades from each of the five schools. Selection is based on teacher recommendation, including such criteria as classroom performance, positive social skills, attitude, and the student's likelihood of following through in the program. Jim Rice, principal of Beck Elementary, said the program is for "middle of the road kids who normally wouldn't get such opportunities." Goals of the academy are:

- To improve students' productivity and enhance academic achievement
- To provide a hands-on, inquiry based curriculum
- To stimulate an interest, develop critical thinking skills, and set in motion positive attitudes to learn at the highest level of performance
- To understand how these skills will be useful in the transition from education to career

The Academy is a pilot program, with visions to expand to students system-wide. Four teachers work with the students who spend an hour each in math and science and half-an-hour each in music and technology. Funding for the program comes from a Workforce Development Grant.

Tessa Sutton, a second grade teacher at Hawthorne Elementary, developed the Academy after attending the National Conference on Educating Children.

James Middleton Outstanding African-American Student Achievement Program

This annual program was formed to recognize and award the academic achievement of African-American students who have a 3.0 or higher grade point average each grading period. Organizers are a coalition of parents, educators, and community organizations. Since its inception in 1995, over 500 students have been recognized for their academic achievements. Each

student is given a certificate of recognition, and the top two students in each grade level are awarded U.S. Savings Bonds. The student with the highest overall grade point is given special recognition and an additional Savings Bond.

The program provides encouragement, empowerment, and motivation to African-American students, and the awards inspire students to become present-day role models and future leaders in the community and the nation. The Middleton Achievement Program is a self-supporting, not-for-profit organization, funded solely through tax deductible personal and corporate donations.

Allen County Local Education Fund

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Fax: (219) 426-8989

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Impact of Race on Education

In 1998 the Public Agenda Foundation and Public Education Network collaborated to survey 800 black and 800 white parents across the country to determine their attitudes regarding the impact that race has on public school students receiving a quality education. Eight grants up to $25,000 each were offered to Local Education Funds across the country to begin conversations based on the results of the national study. The purpose of these conversations is to encourage community actions that will improve the quality of public education for all students.

Project Vision:

The Allen County Local Education Fund (LEF) envisions itself as a catalyst for developing the necessary community partnerships and gaining buy-in to survey and understand the attitudes of local parents and community constituents on the impact of race on education. The LEF also sees itself as a catalyst for helping the community to 1) increase their understanding of the wide range of factors that influence academic achievement of students, and 2) move beyond the local survey by sustaining public engagement to address those issues that promote academic achievement for all children.

Principles Upon Which The Project Will Operate:

- LEF recognizes that the root issues of the project are broader than the public school systems and will require solutions that extend beyond the schools to students' families and the community.
- LEF recognizes that there are many local race relations initiatives already in process and merely seeks to invite the existing initiatives to expand their dialogues to include the identification of issues surrounding the impact of racial attitudes on education.
- LEF seeks to form broad and inclusive coalitions to bring about necessary change through a policy and systemic framework.
- LEF will seek to collect, analyze, and present data in a technically accurate and unbiased manner.

Partnership Organizations:

The LEF is the only organization within Allen County that works across the four public school districts to build community support for public education. The LEF will therefore,

serve as the focus organization and has invited the Fort Wayne Urban League and the United Way of Allen County to help launch and carry out the project. The partner organizations will form a community steering committee composed of representatives from a broad range of community groups that are currently conducting race related projects. Each school district will also have a representative.

Scope of Work:

The initiative proposes 1) a local survey to understand the attitudes and sentiments of black and white parents and 2) the engagement of the community in public conversations and actions related to the relationship between race, student learning, and student achievement. Based on the survey and the conversations, the project will be structured to work with the steering committee, school districts, and broad representation from the community to identify key issues. The dialogue will lead to the development and implementation of action plans and the strengthening of the partnership between the community and schools.

Proposed Process-

Input Phase:

- Administer a local survey on the impact of racial attitudes on education and use the data from the national survey to compare to local sentiments and perceptions.
- Identify community organizations that are currently engaged in racial initiatives for the purpose of involving them in the project.
- Analyze local data on student achievement and/or performance.
- Share the national and local data with participants for use prior to, during, and after the public conversations for the purpose of identifying key issues that impact student learning.

Dialogue Phase/Public Engagement:

- Develop forums in various parts of the community that are reflective of its citizenry.
- Train facilitators to capture/record the sentiments and perceptions of the community.
- Use the media to reach the community by providing information about the project and as a means of securing community input and involvement.

Plans/Action Phase:

- LEF will be the catalyst for bringing the community together to develop and execute action plans.
- LEF will ensure that key issues and plans will be communicated to the community.
- LEF will provide periodic updates to the community over the life of the project.

Evaluation Phase:

- Establish and execute a process for evaluating the project.

See timeline of "Allen County Implementation of Race/Education Project" in Supplemental Materials Appendix.

Fort Wayne Community Schools

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Fort Wayne, IN 46802

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Diversity Initiative

Twenty-four central office and school administrators are being trained in a train-the-trainer program conducted by Lambert & Associates Diversity Training and Consulting. *See "Lambert & Associates" in Additional Resources Appendix.*

Those who are trained in this program will then train other administrators, teachers, and support staff. Fifty-six teachers have been contracted to coordinate and facilitate diversity initiatives in their individual school buildings; these teachers meet once a month and are paid a stipend for their work.

FWCS hopes to eventually train all of their 4,255 employees. As the plan is implemented at the various levels, nearly 32,000 students and their families will benefit from this diversity effort.

Funded by the general fund and various grants, the program is built around a course model that approaches diversity from three perspectives: self-awareness, cross-cultural understanding, and skills for multi-cultural settings.

Fort Wayne Community Schools

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Project Peace II

Project Peace began in the six high schools and two of the middle schools and has been expanded to include most of the FWCS grades K-12. The program consists of 8 full-time professional mediators who work with approximately 160 peer mediators at the middle and high school levels. The initial training of the professional mediators was conducted through Manchester College and SCORE, a nationally recognized mediation initiative. The project was created and sponsored by the Indiana Attorney General's Office and the Indiana Bar Association and was the only comprehensive secondary program in the state at that time.

Through the conflict mediation program, students learn the skills of responding creatively to conflict in the context of a supportive, caring community. In addition, they learn to respect and appreciate people's differences and to understand prejudice and how it works. School administrators report that resolving school-based disputes positively impacts the school environment. The district has experienced a reduction in the number of physical fights and law violations since the initiation of the mediation program.

Students were receptive to an alternative method of handling conflict. In the three years since the program began, peer mediators have conducted 1,129 mediations and adult mediators 2,220 mediations. Of these mediations, 98 percent have ended in a signed agreement.

To meet the challenge of expanding the program to include grades K-12 during the 1998-99 school year, conflict resolution teams were formed in each building, consisting of several teachers and staff, an administrator, and a parent. Using grant funds these teams were given two and a half days of training. In addition, a four-hour overview workshop was presented to all staff in the elementary and middle schools.

Hobart Middle School PTA

705 East 4th Street
Hobart, IN 46342

Phone: (219) 942-8541
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Contact Persons:

Steve Cronk, Principal
Same address/phone above

Debbie Medellin, PTA President
223 Kelly Street
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Phone: (219) 942-1074

Multicultural Night

This annual community event is held in the Hobart Middle School's cafeteria where participants are treated to food, music, costumes, and dances from many nations.

The school believes that this event draws the community closer together and gives them an opportunity to promote understanding and appreciation for the unique customs of other races and nationalities.

Heartland Film Festival

804 N. Delaware Street
Indianapolis, IN 46204

Phone: (317) 236-6515
(317) 236-6522
Fax: (317) 236-6519
E-mail: promoco@familyevents.com
Web Site: www.familyevents.com

Contact Person:
Pat Hubley
Same address above
Phone: (317) 236-6515 Ext.106

City at Peace: A Documentary Film

City at Peace is a documentary film about a Washington D.C. theatre program that uses music, dance, and personal storytelling to help teenagers bridge the chasms of race, culture, and class. The cast of 60 young people came from prestigious private schools and inner-city public schools; some came from the streets. The film documents the lives and rehearsals of this diverse group. At first, fear and prejudices divide the group and tensions seem insurmountable, but gradually the cast confront their differences and discover their similarities. The film was awarded a Crystal Heart Award at the Heartland Film Festival in 1998.

Some 500 students from 16 schools throughout Central Indiana recently viewed and then discussed the 90 minute film. Screenings were held at local United Artist and Galaxy theaters and were sponsored by the Heartland Film Festival and Cinergy.

Future viewings of the film for school groups will be at the Indiana Historical Museum's new location at the corner of West and Ohio Streets in Indianapolis. Some consideration is being given to taking the film to other parts of the state. Total time for the viewing and the discussion is approximately two to two and one-half hours.

International Center of Indianapolis

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Indianapolis, IN 46208

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Caterina Blitzer
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South African and Chinese Professionals Intership Programs

The ICI is the local host organization for the South Africa International Professional (SAIP) program, an intership for young professionals from South Africa, most of whom are from previously disenfranchised groups. The SAIP program is funded by the United States Information Agency and coordinated by Indiana University International Programs.

The purpose of the two month interships is to provide mid-career professionals with a chance to work in Central Indiana in their field of expertise. The ICI has placed South Africans in arts management, sports management, public administration, police work, engineering, and social work. The interns work in one or more settings and live with volunteer host families.

Their involvement, professionally and as "family members," has helped dispel stereotypes about Africa which exist in Central Indiana. The experience of hosting has also brought together African-American and European-American families and the staff of those organizations who work with the interns.

In March and April of 1999, ICI also hosted three Chinese physicians from Shanghai who worked at Clarian Health and lived with non-Chinese families in Indianapolis. Members of the Chinese community in Indianapolis also welcomed them. The Chinese interships are funded by the Municipality of Shanghai and Clarian Health. All the hosts families are volunteers, and Central Indiana institutions receive no compensation for offering the interships.

This experience with cultural and racial diversity has been as valuable for the hosts as for the visitors. Other Indiana communities interested in similar programs should identify a host organization to coordinate the intership experiences. Staff who are sensitive to diversity and have a broad range of community contacts are essential to a successful program.

IPS Office of Multicultural Education

Crispus Attucks Middle School
1140 Dr. Martin Luther King Jr. Street
Indianapolis, IN 46202

Phone: (317) 226-4613
Fax: (317) 226-4611

Contact Person:
Dr. Pat Payne, Director
Same address/phone above

The Office Of Multicultural Education (OME) acts as a catalyst of knowledge, scholarship, and resources for the teaching, learning, and understanding of diverse population groups, not only in Indianapolis, but also in the state and the nation. The OME offers direct instructional assistance to the IPS staff, students, and parents and organizes several multicultural events throughout the year.

During the 1997-98 school year, the OME revised the IPS policy on multicultural education and developed the "IPS Multicultural Benchmarks" which establishes guidelines for teachers concerning what students should know and be able to do at various levels of their education in order to become culturally competent.

Cultural Competence Institute

These workshops are offered four Saturdays a year at Crispus Attucks Middle School. A typical program agenda consists of an opening speaker, followed by several concurrent workshops that address various aspects of cultural diversity in education.

Conference on Infusion of Culture and History into the School Curriculum

This is a three-day event in August which offers participants a wide selection of concurrent workshops. The workshop topics present ways to infuse diversity culture and history into the existing school curriculum.

Multicultural International Festival

Going into its seventeenth year, this annual event is held in May at Glendale Mall; its purpose is to celebrate the diversity prevalent in the communities and to demonstrate how culture and history can be infused into the curriculum.

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Multicultural Points and Perspectives

This is a monthly television program sponsored by the OME which highlights community events and presents perspectives from a variety of cultures. The show airs live from 6-7:00 P.M. every third Tuesday of the month on both Comcast and Time-Warner Cable.

Staff Development

The OME tailors a variety of workshops to meet the individual needs of IPS Schools. The workshops are designed to help educators understand the necessity for including cultural diversity in their curriculums and to help them acquire the skills and resources to do so.

Resource Library

A resource library of cultural diversity videos, curriculum materials, and historical documents is maintained and housed by the OME at the Crispus Attucks' location.

Crispus Attucks Museum

The museum recognizes, honors, and celebrates the African-American experience with emphasis on the history and legacy of the historical Crispus Attucks High School. It is an educational facility that offers students, educators, parents and the community access to documented history, research, exhibits, demonstrations, and guided tours.

There are four gallery showcases. Gallery 1 features the history of Crispus Attucks, the first school established for African-Americans in Indianapolis and recognizes its nationally celebrated graduates. Gallery 2 highlights local, state, national, and international African-American history. Gallery 3 is dedicated to the well known history of basketball at Crispus Attucks High School with special displays designated for its alumni heroes, Oscar Robertson Jr. and Bob Jewell. Gallery 4 contains a model train depicting the migration of African-Americans across the United States. The guided tour takes approximately one hour.

Pike Township Schools

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Betty Corbitt
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Robin Mills
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Multicultural Training Program

Training sessions are held for all staff members. A two-day session is held for teachers and a one-day session for all other staff members. The purposes of the training include, but are not limited to:

- Infusing multicultural concepts into the curriculum
- Promoting cultural awareness and understanding of multicultural education
- Developing an understanding of the history and power of "isms"
- Dealing with dynamic change in order to transfer the learning to generate positive classroom and school environments

The programs are inclusive as opposed to being exclusive and help to reduce the social distance among groups. Programs are conducted several times throughout the school year. The above contact persons are nationally certified REACH (Respecting Ethnic And Cultural Heritage) trainers and are responsible for conducting the sessions. *See "REACH" in the Additional Resources Appendix for more information.*

The REACH trainers also conduct awareness sessions which can be as short as an hour or up to four hours in length. Awareness sessions have been conducted at the Indiana University School of Medicine and the Gibrault School for Boys.

REACH has been endorsed by the U.S. Department of Education. It is non-threatening, yet effective. It works for classroom teachers, as well as clerical, administrative, custodial, and other staff members.

Wayne Township Schools

1220 S. High School Road
Indianapolis, IN 46241

Phone: (317) 243-8251
Fax: (317) 243-5744

Contact Person:
Linda Edwards
Same address/phone above

Human Relations Advisory Committees

Wayne Township Schools are included in the Marion County Desegregation Plan. At the beginning of the desegregation process, the school system and the two communities saw the need for a proactive group to deal with concerns regarding issues of racial diversity. As a result, they created the Human Relations Advisory Committees.

The District Human Relations Advisory Committee meets five times a year and consists of an equal number of parents from the desegregation district and the local district. The committee discusses school activities and school related concerns for the maintenance of racial harmony. A Faculty Humans Relations Committee with representatives from each school meets regularly for the same purpose. Each school has its own Human Relations Advisory Committee which also meets five times each year and is comprised of parents representing both districts. Finally, there is a Student Human Relations Advisory Committee in every school.

The committees help keep the community involved and the lines of communication open. They are successful in their efforts to promote understanding and prevent problems before they occur.

Jeffersonville High School

2315 Allison Lane
Jeffersonville, IN 47130

Phone: (812) 282-6601 Ext: 614
Fax: (812) 288-4812

Contact Person:
Jenni Herfel, Director
15 Portage Place
Jeffersonville, IN 47130
Phone: (812) 282-7592

"School Colors"

This dramatic presentation expressing students' real life situations about racism, family, and peer pressure has won two local, two state, and one national award.

Consisting of twenty vignettes, this dramatization has been performed at colleges, churches, conferences, and leadership and recreational programs for audience of 20-1,000 people. Following the presentation, a discussion of issues portrayed in the vignettes is also available for audiences.

One of the young actresses commented that she had become friends with white students who she had previously ignored. Another actress expressed rage at racial slurs she had previously disregarded. Said actor Pasquel Ross, "Before we could touch the audience, we had to get in touch with ourselves."

Logansport Community School Corporation

2829 George Street
Logansport, IN 46947

Phone: (219) 722-2911
Fax: (219) 722-7634

Contact Persons:

Dr. Jerry Thacker
Same Address/phone above
E-mail: jthacker@lcsc.k12.in.us

Kay Scott
1300 N. Third Street
Logansport, IN 46947
Phone: (219) 753-3797 Fax: (219) 753-6159
E-mail: kfscott@cms.com

Migrant Education: English as a Second Language Program (ESL)

In response to a sudden influx of Hispanic/Latino families who have moved to the area to work in three new industrial sites, this program was established in all Logansport schools for the 1997-98 school year. The program helps Latino students and their families to learn the English language, to become aware of local service agencies, to understand legal requirements, to appreciate local culture and customs, and to assimilate into the community. The ESL staff also partners with local agencies in helping long-established residents to communicate with the Latino population, to appreciate the richness of cultural diversity, to meet the needs of the migrant families, and to accept the families as a part of the community. The Logansport School Corporation is currently serving the largest migrant population in the state.

In collaboration with the Indiana Department of Education: Division of Language Minority and Migrant Education, an enrollment center was opened in August 1997 to welcome all new students and their families to the community. The enrollment center provides information in the family's language of preference; identifies the child's school of attendance; arranges bus transportation, if appropriate; assesses the student's language proficiency; determines the child's qualification for special services; and checks the child's immunization records.

Based on the student's English language proficiency assessment, the ESL teacher and the regular classroom teachers plan the most appropriate educational experiences for the student. In addition to the Latino population, there are also increased numbers of Asian and Russian children moving to the area. Nine of the students list Vietnamese/Loatian as their first language; three list Navajo, and one lists Bosnian.

Since the beginning of the program, the school staff has received cultural diversity training through the Indiana Department of Education. A partnership with the U.S. Department of Education's Region VII Comprehensive Center at the University of Oklahoma was recently established to make professional development plans for the next school year.

With the growth of the program from 175 students in the fall of 1997 to 320 in the spring of 1998, additional staff members have been added. Three bilingual aides, one each for the elementary, middle, and high schools, help with parent-teacher contacts and interpretation of notes, newsletters, and forms.

In collaboration with one of the new industries, Iowa Beef and Pork (IBP), and the El-Tip-Wa Adult Education Center, the school corporation offers an adult English as a Second Language program with a current enrollment of l3l participants.

A summer program, rich with field trips and school-to-work experiences, is planned for the summer of 1999. The summer program will include a component for pre-school, as well as one for adult learners.

Students and parents have been positive and appreciative of the help afforded them by the program. Testing which is done at the beginning and end of each segment of the program shows progress. Observation shows that Latino students, who two years ago stayed to themselves, are now finding friends from multicultural backgrounds. All evidence indicates that the program is making a difference not only in the lives of the Latino children and their families, but also in the lives of all Logansport school children.

To find out more about the Indiana Department of Education: Division of Minority and Migrant Programs, call (800) 382-9962 or (317) 232-0555.

Logansport Community

LCSC

School Corporation

LOGANSPORT EDUCATION

Native American Culture in Education

Little Turtle Waterway Corporation
1315 E. Market Street
Logansport, IN 46947

Phone: (219) 739-2125
E-mail: Zap@cqc.com.

Contact Person:
Mercedes Brugh
Same address/phone above

Delaware Chief Talks to Schools

Little Turtle Waterway Corporation (LTWC) is an organization dedicated to developing trails and points of interest along the rivers in Cass County. LTWC sponsored Moonlight on the Wabash, a dedication celebration of Little Turtle Waterway's new trailhead park. The first Moonlight event was a visit from former Delaware Chief Curtis Zunigha. Mr. Zunigha teaches college courses on Indian culture and shared his knowledge with fourteen groups of students about Woodland Indian stories and facts about river wildlife. He also presented a program for the public at the Logansport Library.

Additional celebration activities included a dedication ceremony by the Miami Twigh Twee Singers, talks by Woodland Indian Tradition Bearer Gwen Yeaman, and authentic Woodland crafts.

Native AmericanCraft Day

Approximately 165 students at Columbia Middle School participated in October 1998's Native-American Craft Day, an activity designed to culminate the sixth graders' unit on American Indians and their cultures.

Students studied 17 American Indian cultures. They learned about Aztec numbering, read stories from various tribal groups, and created Aztec pictographs to tell stories. They also made replicas of totem poles, ceremonial pots, and ceremonial ankle bands.

In science classes, students studied aspects of leaves, trees, and the solar system that were important to the Indians. In social studies, students followed the groups they had studied from the tip of South America to North America, from the past to the present day.

Students got help understanding modern American Indians from classmate Laverna Yellowman, a Navajo girl who recently moved to Logansport from Del Muerto, Arizona. Teacher Penny Bannon said that Laverna was "eager to share her experiences with classmates."

Metropolitan School District of Martinsville

460 S.Main Street
P.O. Box 1416
Martinsville, IN 46151

Phone: (765) 342-6641
Fax: (765) 342-6877

Contact Person:
Dr. James Auter, Superintendent
Same address/phone above

Diversity Initiatives

Following a racial incident at a Martinsville High School basketball game, Superintendent Dr. James Auter hired Dr. Charles Payne, a black diversity consultant from Ball State University, to advise the school system on future activities and directions to promote racial healing and understanding. In addition to diversity staff training at each of Martinsville's schools individually, Dr. Payne also conducted system-wide diversity staff training sessions.

The Martinsville schools have participated in a multitude of diversity activities. Brooklyn Elementary had a convocation on Native-American Culture, while Green Township Elementary participated in several activities during Dr. Martin Luther King, Jr. week. During Black History Month, Green Elementary conducted an evening reading club with a theme of cultural awareness. Students and parent volunteers dressed in costumes representing various cultures, and volunteers read multicultural stories. Paragon Elementary has established diversity activities for each of their grade levels.

East Middle School's eighth graders attended IRT to see the Delany Sisters, a memoire of two black sisters from the turn of the century. West Middle School sent two students to the Indiana Civil Right Commision's 1998 Youth Summit to Prevent Hate Crimes. Both of the middle schools had convocations where motivational speaker Lou Rouson spoke about attitudes and success.

At the High School, several speakers talked to the student body: Dr. Charles Payne; Julia Carson, U.S. Congresswoman; Ken Johnson, Indianapolis Colt's chaplain; and Lou Rouson of Sportsworld, Inc. One of the senior English classes initiated a "People for People Week" to emphasize the importance of tolerance for all people, and the economics class developed a successful anti-racism T-shirt project.

Vigo County School Corporations

686 Wabash Ave.
Terre Haute, IN 47803

Phone: (812) 462-4404
Fax: (812) 462-4115

Contact Person:
Charles Pettit
Same address/phone above
E-mail: cep@vigoco.K12.in.us

Committee for Minority Recruitment

This recently established committee meets once a month and has formulated the following goals and objectives:

To increase the overall number of minority school corporation employees

- Share committee concerns with all central office administration and highlight sincere efforts of central administration to increase minority employees among all employee groups
- Promote the adoption of a professional staff diversification goal by the Board of School Trustees

To increase the number of minority classroom teachers specifically

- Recruit at the university level
- Begin efforts in middle and high school to encourage minorities to major in educa-ion; offer scholarships or provide stipends which would require a specific teaching commitment in the Vigo County School Corporation

To involve the community in recruiting minority employees

- Circulate literature to present the need for minority leaders as role models
- Share goals of the committee and the reasons for them with various segments of the community (Chamber of Commerce, civic organizations, medical and legal associa-tions, etc.) via presentations at scheduled meetings
- Submit news articles or letters-to-the-editor with goals and reasons. Provide infor-mation for local TV news programs and radio shows as progress is made

East Chicago Fire Department

3901 Indianapolis Boulevard
East Chicago, IN 46312

Phone: (219) 391-8472
Fax: (219) 391-8274

Contact Persons:

District Chief John Edwards
Same address/phone above

Inspector Captain Reginald Robinson
Same address/phone above

Diversity Recruiting

The East Chicago Fire Department (ECFD), in conjunction with the ECFD Civil Service Commission and a consultant firm, is updating the Fire Civil Service Entry Level Exam to make it culturally unbiased.

In the FCFD's efforts to recruit minority citizens, the ECFD Recruitment Officer goes out into the community to build a rapport with East Chicago citizens who are considering a career with the Fire Department. Other recruitment avenues include career seminars, workshops, job fairs, newspaper, radio, and television advertisements.

Community Outreach Programs

Each year the ECFD sponsors two annual events for children, a picnic in the park and a Christmas party. Bikes and toys are given away, and the kids get a chance to meet their local firemen.

The City of East Chicago is made up of many different cultures and races of people. Rather than recognizing the differences, the ECFD sponsors these events to celebrate the similarities of people. The Exchange Club and the Parks and Recreation Department help to coordinate the events. Funding is provided by the generosity of community businesses.

The ECFD also participate in a Teen Fun Fair. Children ages 5-16 acted as participants while learning fire safety. Using the Fire Safety House, a 33 foot long trailer replica of an actual house, the firemen provide a hands-on fire safety learning experience. With the ability to simulate fire conditions in a home, the trailer is an excellent tool for teaching exit drills. The FCFD has received support and much positive feedback for their fire safety efforts.

Our Lady of Mt. Carmel Catholic Church

1045 W. 146th Street
Carmel, IN 46032

Phone: (317) 846-3475
Fax: (317) 846-3477

Contact Persons:

Johne Duncan
Same address/phone above
E-mail: duncanj@olmcl.org

Yolanda Arana
Phone: (317) 581-1560

Amigos En La Fe
(*Friends in the Faith)*

To accommodate the special needs of their Latino population of almost 600 people, Our Lady of Mt. Carmel Catholic Church offers a variety of programs. These include a Sunday evening Spanish Mass, religious instruction and sacramental preparation for youth and adults, legal and medical services, English language classes, and assistance with food, clothing, transportation, infant care, and employment opportunities.

Agency on Aging & Community Services

108 W. Main Street
Delphi, IN 46923

Phone: (765) 564-6939
Fax: (765) 659-4776

Contact Persons:

Jacqueline Kwasigroh
1008 S. Fifth Street
Frankfort, IN 46041
Phone: (765) 659-1100 Fax: (765) 659-4776

Clara Szabo
Same address/phone above

Head Start Hispanic Project

The increase of any minority population within an established community presents new and unique challenges for all members of that community. Recognizing this, the Hispanic Services Project has been established to help the traditional residents and the growing Hispanic/Latino population to address some of the challenges resulting from language and/or cultural differences. The project is a positive resource for businesses, government, and schools, as well as families and individuals of all cultures.

Services Offered:

- On-site English as a Second Language classes for factories and businesses with significant numbers of Latino employees
- Workshops on cultural sensitivity and awareness
- Social service referrals for the Latino population
- Spanish classes offered as needed
- Parent Education classes offered in Spanish
- Acculturation classes and workshops in Spanish
- Health and nutrition classes in Spanish

Asociacion Benefica Hijos de Borinquen, Inc.

(Association Benefiting Children of Puerto Rico)

3485 Michigan Avenue
East Chicago, IN 46312

Phone: (219) 397-9646
(219) 397-7531

Contact Persons:

Benjamin Jr. Aponte
12445 Patnoe Dr.
St. John, IN 46373
Phone: (219) 365-2613
E-mail: baponte@netnitco.net

Isaias Rivera
4622 Henry Avenue
Hammond, IN 46327
Phone: (219) 932-3287

Puerto Rico Disaster Relief Fund Marathon

To help the victims of Hurricane Georges in Puerto Rico, Puerto Rican and Hispanic organizations in Northwest Indiana organized a fund raising marathon.

Several bands and dance groups donated their time and talents to provide entertainment for the event. Ameritech helped to set up phone banks to take donations. Donations consisted of food, clothes, and money; over $36,000 was raised by the event. Attendance was over 1,000 people, most of whom had relatives in Puerto Rico and were appreciative of the marathon's efforts.

Puerto Rican Parade & Cultural Organization of Northwest Indiana

P.O. Box 3029
East Chicago, IN 46312

Contact Persons:
Maritza & Aida Lopez
4928 Euclid Avenue
East Chicago, IN 46312
Phone: (219) 398-0632 Fax: (219) 391-8512

Cultural Awareness Events

The Puerto Rican Parade and Cultural Organization (PRPCO) is committed to educating the community about Puerto Rican culture and art and celebrating cultural diversity.

All or most of the events correspond to important Puerto Rican historical dates. For 1999, the calendar consists of:

March 21: Pancake Breakfast
April 11: Fashion Show
April 30: Benefit Raffle
May 30: Miss Puerto Rican Tiny Pagent
June 26: Miss Puerto Rican Pagent
July 17: Dignitary Night
July 18: Kick Off Picnic
July 23-25: Three Day Festival with Parade on the 25th

The three day festival audience averages around 60,000 people. All of the events are organized and executed by volunteers. Financing for the events comes primarily from fundraisers; although at the current time, funding is not keeping up with expenses. The PRPCO is hoping to receive grant money to supplement their income.

Hispanic Community Services

1951 Wilshire Drive
Frankfort, IN 46041

Phone: (765) 654-9151
Fax: (765) 659-4186

Contact Persons:

Nora Jackson
5628 Roseberry Ridge
Lafayette, IN 47905
Phone: (765) 448-4314

Gilberto Garcia
656 W. Armstrong Street
Frankfort, IN 46041
Phone: (765) 654-4186

Hispanic Community Services (HCS) is a non-profit organization that is dedicated to helping Hispanic/Latino families. It provides food, shelter, transportation, education, language assistance, and guidance to enhance the quality of life for over 1000 Latino families in the Clinton County area. A partial list of services include:

- Provide assistance to find and maintain adequate housing . Assistance includes referrals to landlords, accompanying clients to secure housing, filling out rental agreements, helping with translation for people who are buying a home or for people who are making housing complaints to the Board of Health, and helping to obtain utility services. The HCS also works with the City Engineer, Board of Realtors, and other public authorities to improve the quality of available housing.
- Provide assistance to clients who need medical service. Assistance includes accompanying clients to the doctor, dentist, or hospitals for the purpose of providing translation services; providing transportation for medical care; helping to obtain prescriptions; and helping to complete insurance and medical forms.
- Provide monetary emergency assistance for medical care, food, utilities, funeral expenses, and housing.
- Serve as a referral to other social service agencies in the community.
- Provide assistance in seeking employment. Assistance includes job referrals, filling out applications, accompanying clients to interviews for translation purposes, and completion of tax and insurance forms related to employment.
- Provide educational assistance to obtain a driver's license and write letters of recommendation to meet identification requirements for getting a license.
- Provide assistance with completion of immigration forms; some cases are referred to an immigration attorney.
- Provide translation assistance and referrals to complete federal and state income tax forms.
- Refer clients to the Frankfort Adult Learning Center for educational classes, including English as a Second Language and preparation for the GED.
- Organize opportunities for Latino residents to participate in community service. Recent examples include a work day for the Prairie Creek Walk and participation in the March of Dimes Walk.
- Organize fund raisers for the support of the HCS. Examples include the Cinco de Mayo Festival and a Mexican Dance.

Indiana Chapter of National Conference Of Puerto Rican Women

P.O. Box 524
Hammond, IN 46325

Phone: (219) 392-9790
Fax: (219) 392-9790

Contact Persons:

Zoraida Rios-Andino
5609 Homerlee
East Chicago, IN 46312
Same address/phone above

Eugenia Montigo-Hernandez
P.O. Box 1327
Hammond, In 46325
Phone: (219) 933-9221
Fax: (219) 933-9921
E-mail: eugunia-m@rocketmail.com

Reflexiones Del Ayer
"Reflections of Yesterday"

A dinner/dance to honor some of the first Puerto Rican women to settle in Indiana during the 1940's and 50's has been held for the past four years.

Each year a book, *Reflexiones del Ayer*, is compiled about the women being honored and presented to them at the dinner. So far, 91 women have been honored. Indiana's and Puerto Rico's Governors usually provide a Proclamation for this event. The size of the audience averages around 300 people.

Funding is provided by ticket sales, advertising, and raffles.

Hispanic Center

617 E. North Street
Indianapolis, IN 46204

Phone: (317) 636-6551
Fax: (317) 686-6500

Contact Person:
Nellyda Soto-Jimenez
Same address/phone above

The Hispanic Center's mission is to enhance the Hispanic/Latino community's quality of life through providing services that address the needs of those most at risk. Services provided include:

- Translation and interpretation
- Assistance with immigration and naturalization procedures
- Job counseling and placement
- Services for senior citizens
- Food pantry
- Utility and rent assistance
- Domestic violence prevention and intervention programs
- Health care and social services for homeless individuals
- Nutritional programs for women and children under 5 years of age
- Pediatric Clinic
- Legal services
- Spanish Alcoholics Anonymous
- State and federal tax preparation assistance
- Six-week summer Hispanic/Latino Youth Camp which focuses on the celebration of music, art, health, and fitness activities
- HIV/TB education and testing referrals
- Immunizations

El Centro Hispano

Hispanic Education Center, Inc.

580 E. Stevens Street, 2A
Indianapolis, IN 46203

Phone: (317) 634-5022
Fax: (317) 634-0442

Contact Persons:
Marikay Duffy

The Hispanic Education Center (HEC) is committed to providing and expanding educational opportunities for Hispanics/Latinos in Indianapolis. To accomplish its mission, the Center develops and provides programs focused on:

- Increasing the number of high school graduates and facilitating enrollment in post secondary institutions
- Developing student mentorships
- Promoting adult literacy
- Creating an educational resource center that promotes Latino cultural and artistic expressions for all ages

The HEC recognizes that education is a key to a successful future. The lack of education limits people's ability to realize their potential and contribution to society. It is especially crucial for Latino immigrants, the fastest growing minority group in the country, as they struggle to learn a new language and culture in an unfamiliar environment.

Founded on a holistic, family-oriented approach, the HEC provides a direct link between Indianapolis and the Latino-American community. By creating programs to serve entire families, the Center eases Latinos into the mainstream of American life while helping them maintain ties to their heritage that contributes to the richness of this country.

Programs for Adults:

Citizenship- This program prepares students for the citizenship application process by offering courses in U.S. history and government structures. The program emphasizes the contributions of generations of immigrants to building the country.

Mensajes Para Mujeres- This daytime program for Latino women focuses on providing the participants proficiency in reading and speaking the English language. The program provides opportunities for self-development and training for new life skills needed to live within an unfamiliar environment. The aim is to support them to forge a successful future for themselves and their children.

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English Literacy- This English class provides basic language instruction and helps the participants to advance their comprehension and self-confidence. The class enables people to function independently in social situations.

General Education Diploma (GED)- In this individualized learning program, the student is guided in preparation for the GED examination.

Spanish- The purpose of this course is to facilitate communication between Latinos and others in the workplace and social settings. The bilingual experience leads to a better understanding of Latinos and their culture. The classes are taught by native Spanish speaking teachers to persons who wish to achieve greater fluency in the language.

Spanish for Ministers- This class is especially designed for people employed by churches that service the increasing Latino population. In addition to basic, conversational Spanish, vocabulary relating to the specific needs of the religious setting is developed. Exercises focus on pastoral care events and issues. Spanish songs and prayers are also incorporated into the curriculum.

Programs for Children:

After School Discovery- This is a program for children ages six to twelve and follows the Indianapolis Public School calendar. The program offers academic support, skills building and reinforcement, enrichment activities, and art opportunities.

Summer Discovery- This is a six-week multicultural program for children offering challenging curriculum and encouraging creativity and discovery of new interests. Use of computer programs reinforces basic skills in language arts, reading, and mathematics. Field trips and a service component add to the interest and excitement that bring children back year after year.

Texas Migrant Council

Indiana Migrant Head Start

217 Southway Boulevard East, Suite 103
Kokomo, IN 46902

Toll Free: (800) 862-4767
Phone: (765) 453-1509
Fax: (765) 453-1809

Contact Person:
Bret Berry; Regional Director
Same address/phone above

The Texas Migrant Council's Head Start Program provides services in over 50 centers to approximately 2,500 migrant families and children in Texas, Indiana, Ohio, and Wisconsin. In 1999 there will be six Indiana Migrant Head Start (IMHS) Centers: Elwood, Marion, Kokomo, Bluffton, Plymouth, and Vincennes. The Vincennes center opens June 1 and the others open after July 4. The centers close in mid October, depending on weather and migration patterns.

Funding is provided by the U.S. Department of Health and Human Services. The IMHS's funding for 1999 is for 335 children. The Centers employ 100-120 seasonal staff and 9 year-round staff. It is IMHS'a mission to:

- Provide the highest quality comprehensive child development program for all eligible mobile migrant families who come to Indiana to work in agriculture
- Be a licensed, safe, secure, and nurturing environment for every child who comes to the Centers
- Be a recognized source of support to migrant farmworker families, their young children, and the Center's staff.
- Focus on preserving families and advocating for the fair treatment of all
- Provide services in a timely, efficient, courteous, and respectful manner

Eligibility requirements are:

- Child must be from birth to five years of age
- Child's family must meet Head Start income guidelines
- 51 percent of the family's income must be derived from agriculture
- Child's family has relocated to Indiana in the last 12-24 months for the purpose of working in agriculture

Often times migrant parents take their children to the fields because they have no where else to leave them. The fields are frequently contaminated with pesticides and machinery that are dangerous to the children's health and safety.

The Head Start Center's programs are individualized, multicultural, and utilize appropriate developmental activities. Children, whose native language is other than English, are encour-

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aged to strengthen their native language while English is gradually introduced. Children learn to be self-directed, to interact in group settings, and to be accepting of people's ethnic, cultural, and individual differences.

As the most important influence in a child's development, parents are encouraged to learn about the needs of their children and about educational activities that can be used at home. Parents are involved in program planning and share in the decision making.

Children receive a comprehensive health examination, and follow-up is provided for identified problems. At least 10 percent of the program's enrollment is designated for children with disabilities. A mental health professional is also available to families for diagnosis, early intervention, and treatment.

Community volunteers are an important part of the program. The time donated by parents, professionals, and providers of services count toward the 20 percent non-federal share of each center's budget.

St. Joan of Arc Catholic Church

900 S. Purdun
Kokomo, IN 46901

Phone: (765) 457-9371
Fax: (765) 454-7241

Contact Persons:

Father Paul Cochran
Same address/phone above

Diana Voiles
Same address above

Hispanic Ministry

Goals of St. Joan of Arc's ministry to Kokomo's established and migrant Hispanic/Latino population include celebrating diversity, creating community among the Latinos, and reaching out to those who find themselves in unfortunate situations and are in need of help.

The ministry includes several programs and activities. On Sunday evenings, there is a Spanish Mass for which church buses provide transportation to and from the migrant camps. During the evening Mass, religious education is provided for the young people in age classes 3-5, 6-9, and 10-13.

Church volunteers visit the camps on a weekly basis to socialize, pray with, and befriend residents. Parishioners prepare and serve a hot meal for 80-200 people, once a summer for each camp. Volunteers also insure that migrant workers have adequate clothing for their first communion and confirmation; this involves taking the person shopping and paying for the clothes. Prior to the migrants' seasonal arrival, volunteers clean, paint, repair, and curtain one camp per year.

Other services include teaching literacy classes with an emphasis on life skills and providing financial assistance, clothing, and haircuts. The church also organizes several celebrations and holiday events for the Latino workers. These include Stations of the Cross on Good Friday; Cinco de Mayo in May; a swimming party at the city pool with volleyball, basketball, and miniature golf also available; Day of the Dead in November; and a Fiesta for Our Lady of Guadalupe and Las Posadas in December. A pilgrimage to the Basilica of the Sacred Heart at the University of Notre Dame was also arranged.

Programs are funded by gifts, a huge summer rummage sale, and a few small grants. Father Paul Cochran emphasizes, "I think that as the Hispanic population in Indiana increases, we MUST do more things to promote an Hispanic awareness!"

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In our fields: hard work, hidden pain

Special needs of migrant farm workers pose a challenge for the Local Church and all who care for them.

By Mary T. Mancha

Seventeen-year-old San Juanita Varela should be in the 10th grade this year, but her responsibilities lie elsewhere. Unlike other teens living in Northcentral Indiana, her school year hasn't begun.

Every year thousands of Hispanic Catholic seasonal farm workers and their families travel in the migrant stream, harvesting crops from Florida and Texas to Indiana and Minnesota. They are the poorest of the working poor in the U.S., and whether they come to stay or move on, theirs is a story of struggle – of hard work and hardship.

San Juanita came to Cass County with her father and her sister's family of seven. While the adults work in the fields harvesting cucumbers and tomatoes, San Juanita does the household chores, prepares meals and cares for the needs of the children. The family lives in a cabin about the size of a college dormitory room.

Today's laundry, washed by hand with water from the camp's communal water station, hangs outside on a near-by clothesline.

"They wake up at 4 o'clock in the morning and they don't come home until the night," she says of the adults, tucking a stray hair behind her ear.

Each weekday she readies the five children for school and walks with them to meet the bus. San Juanita's duties also include looking after her 9-year-old niece, who because of special educational needs attends school only half a day.

But it's not the calluses on her hands or the responsibility of caring for five children that gets her down. "I want to go to school, that's why I worry," San Juanita says in a barely audible voice. She's already older than others in her grade, and she'll be older still when she graduates. If that day comes.

Nearly in tears she says, "Here, alone, I feel so sad." Back in Progreso, Texas, in an area near the Mexican border known as the Valley, "there's a lot of Mexican people, and neighbors help neighbors," she adds.

She thought Indiana would be the same, she says. But she hears differently from her sister's children, who often come home upset at being excluded and called names such as "tomato pickers," she says. "The children at school, they laugh about the immigrants that come and work."

In Texas, she was assured that work would be plentiful in Indiana and her family could earn good money. But now her adult relatives work all the time, she says. At night they eat and go straight to sleep. "When they come home, their clothes are so wet. It's scary because sometimes (they) work very hard, and (their) hands are with bumps and with blood, and it hurts," she says.

The money San Juanita's sister pays her from her own $5.25 hourly wage, along with their father's wages, go home to her mother in Texas, she says. "We just buy food and clothes. We don't waste money."

She smiles as she diverts her attention to the future. On Sunday, Sept. 21, she plans to make her first Communion and confirmation at St. Joan of Arc Church in Kokomo with Bishop William L. Higi. Soon afterwards, her family will travel back to Texas, she says.

The farm San Juanita's family works for has about 14 migrant workers this year, down from about 110 three years ago, according to former crew leader Rosa Carnley, who has traveled with the migrant stream most of her life. As more growers move toward machine harvesting, she says, the need for laborers lessens.

"It's not a very easy life, being a migrant, but you have to when you don't have any education," says Mrs. Carnley, who attended school through the sixth grade.

"There were years when I worked with water up to my waist," she says while cleaning fresh okra at the kitchen sink. "I used to work so hard. I'd come home and I'd work on the books ... until 1 or 2 o'clock in the morning, go to bed, sleep three or four hours and go back to the fields."

In her heart she believes it was those years of "back-breaking work" that led to a diagnosis of Parkinson's Disease two years ago, she says.

Although she says her son is now crew leader, Mrs. Carnley still lives in the "big house," at Dailey Camp with her husband, Ottis, who also works on the farm. Theirs is the only house in the camp with indoor plumbing.

The Carnley's youngest child, Melinda Addison, 21, lives with her husband in Kokomo. She spent her childhood migrating between Indiana, Florida and Texas.

"There are lots of things I felt I missed out on because she and my father were working so much," Mrs. Addison says. "Mom was 38 when she had me and by that time she was tired, and on her days off she wanted to rest. We didn't go to the park together – we didn't do things like that together."

She glances at her mom from the kitchen table, then into the next room at Daniel, her toddler. "I want to stay home with the kids and raise them well," she says. Her second child is due in March. She adds that she intends to get a degree in accounting and maybe work from home.

"I got home at 10 o'clock at night. I didn't have time for her," Mrs. Carnley admits. But now, she says, they're making up for lost time.

Reprinted from *The Catholic Moment*, V53,N32, Sept. 21, 1997.

Community Family Resource Center

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Phone: (765) 742-5046

Contact Persons:

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Clara Szabo
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Lafayette, IN 46904
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LA FLOR

(Lafayette Alliance For Latin American Opportunities & Resources)

Some 10-15 volunteers and 40-50 people from the community meet the first Wednesday of the month to discuss needs and issues of Hispanics/Latinos in the Lafayette area.

Working full time, the volunteers provide several services which include recruiting agencies to share their services and mediating ethnic tensions and difficulties in the community. Currently LA FLOR members are meeting with management representatives from the Bureau of Motor Vehicles Branch Office to resolve several complaints of unfair treatment of Latinos.

With funding received from the United Way, LA FLOR also published *Community Resource Guides* in Spanish.

Latino Coalition of Tippecanoe County

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Lafayette, IN 47904
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The Latino Coalition of Tippecanoe County (LCTC) used Cinco de Mayo, the May 5 celebration of the Mexican army's defeat of the French at the Battle of Puebla in 1862, as an opportunity to tell the community about the opening of the new LCTC office at Lincoln Center.

Their mission is to provide a bridge between the Latino population, social services, and the business community. Coalition president, Soledad Kardin-Smith said, "Many Latino workers do not know where to turn for help with legal, medical, and immigration concerns after they arrive."

The LCTC teaches classes for English as a second language and plans to offer Spanish classes for members of the business community who want to be able to communicate better with their new workers. Helping Hispanics prepare for the GED exam is also on the agenda, as well as providing translation services.

At the Cinco de Mayo celebration music, dancing, and authentic Mexican food were interspersed with tables and booths of information available in Spanish about Head Start and other community services and programs. The Tippecanoe County Public Library also used the opportunity to display samples of the many library materials available in Spanish.

Greater Northwest Indiana Association of REALTORS

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Human Diversity and the Real Estate Professional
Challenges and Opportunities

An analysis of the 1990 U.S. Census showed that the Gary Metropolitan area, comprised of Lake and Porter Counties, tops the list of the nation's most segregated areas. Based on a new study of housing patterns, Northwest Indiana is the most racially segregated region in the country.

In response to this situation, the GNIAR sponsored a workshop for salespersons and brokers. This event counted towards two hours of mandatory and two hours of elective continuing education credit required for real estate professionals to renew their licenses. This workshop was co-sponsored by area fairhousing/human relations groups, lenders, and title companies.

Featured topics for the workshop were:

- Past, current, and future demographics and their impact on the real estate industry based on age, sex, ancestry, ethnic group, race, religion, disability, and/or familial status
- The impact of values, myths, assumptions, prejudices, and stereotypes on a real estate agent's business
- Identifying one's own blind spots and learning how to recognize, prevent, and respond to inappropriate attitudes, opinions, and behaviors in others
- Personal and career benefits of human diversity awareness and the agent's responsibility

NAACP Community Development Resource Center

NBD Bank Building
504 Broadway; Suite 638
Gary, IN 46402

Phone: (219) 881-2357
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Contact Person:
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Same address/phone above

Mortgage lenders Freddie Mac and Fannie Mae have recently formed or expanded partnerships with the NAACP to assist African-Americans, Hispanics, and other minorities in becoming homeowners.

Freddie Mac

The new alliance between the NAACP and Freddie Mac is designed to significantly increase home ownership opportunities for thousands of minority households. "This is a bold, multifaceted initiative that goes beyond a commitment to purchase mortgage loans," said Craig Nickerson, Vice President of Community Development Lending at Freddie Mac. "Never before has the disparity between homeownership rates in the African-American community and the nation been approached from so many levels as this alliance."

Specific benefits that are being provided by the NAACP's Community Development Resource Centers (CDRCs) include:

- Special Freddie Mac mortgage loan packages will be designed that permit very low down payments and flexible underwriting.

- Financial and technical help will permit the CDRCs to greatly increase outreach efforts in minority communities. This outreach campaign will help explain the home-buying process and convince families that the dream of home ownership can be a reality.

- State of the art automated underwriting tools will be made available to the CDRCs, dramatically increasing loan processing speed.

- Technical and financial support will be provided for the creation of comprehensive, efficient, and highly productive home buyer education and counseling capability.

- A long term commitment has been made to work closely with the NAACP to develop new loan products, techniques, and best practices. Freddie Mac support will be designed to put the CDRCs at the cutting edge of the affordable home ownership industry.

Fannie Mae

Fannie Mae and the NAACP are expanding their existing partnership with a five-year comprehensive strategy that will allow both partners to work aggressively to close the gap that exists between the home ownership rates of white families and minority families.

Since 1996, the Fannie Mae/NAACP partnership has focused primarily on increasing the technological capacity of the CDRCs, who provides consumer and business education and counseling, along with other technical assistance, to NAACP members and non-members. Fannie Mae has provided counseling software, Desktop Home Counselor, and training and has facilitated the purchase of new computers.

With the expanded partnership, the goal is to increase joint efforts to reach more potential African-American home buyers and to send an empowerment message into the African-American community. The program aims to assist 10,000 households in improving their overall financial profile and achieving their goal of home ownership by the year 2003. The expanded partnership also positions the NAACP as a key player in Fannie Mae's overall Minority Home Ownership Initiative.

Fannie Mae's $100 million commitment to purchase mortgages from a newly designed underwriting experiment, targets the unique credit needs of many communities served by the NAACP. The four major components of this partnership are:

- Outreach and Education- Counseling and training will be provided to some 2,500 households on financial planning, credit management, and credit scoring.

- Capacity Building Assistance- Fannie Mae will provide technical assistance for expanding the capacity of the CDRCs to deliver high quality counseling services, training, and ongoing consulting.

- Underwriting Flexibilities- The program is structured to address barriers to home ownership such as cash to close, non-traditional credit, and specific credit instances of medical collections and student loan default. Individual Retirement Accounts will also be considered as an acceptable source of the borrower's own funds for down payment and closing costs. The special underwriting package was designed in conjunction with NAACPs counselors to address the unmet needs of CDRC communities and will be offered exclusively through CDRCs and their participating lenders.

- Potential Targeted Capital- The NAACP will identify NAACP affiliated affordable housing projects as potential investments from the Housing Impact Fund (HIF). Fannie Mae has committed to invest up to $1 million in HIF loans for these projects over the next five years.

For more information, call Fannie Mae's Consumer Resource Center at 1-800-732-6643.

Builders Association of Greater Indianapolis

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Indianapolis, IN 46244

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Fax: (317) 236-6340
E-mail: bagib@netdirect.net

Contact Persons:

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Jan Hope
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Voluntary Affirmative Marketing Agreement

The Builders Association of Greater Indianapolis (BAGI) holds quarterly meetings for their Voluntary Affirmative Marketing Agreement (VAMA) signatories to help builders comply with the Federal Fair Housing Laws and to educate the minority population about home ownership.

One meeting is an educational seminar which focuses on the Fair Housing Act. Another meeting is an outreach program focused on minority groups. This meeting usually consists of sharing information with minority individuals about how to buy a home and to teach them about their rights as home buyers. The BAGI also hands out information at model homes, fair housing conferences, and other appropriate events/locations.

Two of the quarterly meetings concern builders' and the BAGI's compliance with the Fair Housing Act. Funding for advertising and speakers is paid for by VAMA signatory membership dues.

VAMA member, Bruce Stinson, said, "Right now, we're concentrating on educating ourselves and getting builders to realize that we need this education to make progress. As the market becomes more diverse, we have to look at new ways to work with these new potential customers."

Metropolitan Indianapolis Board of REALTORS

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Improving Service In A Culturally Diverse Marketplace

The Metropolitan Indianapolis Board of REALTORS (MIBOR), in conjunction with the International Center of Indianapolis and Green Enterprizes, is developing a class to acquaint real estate agents and brokers with cultural and communication issues vital for effectively meeting the needs of its diverse clients. The class will help participants to:

- Create cultural self-awareness
- Identify aspects of culture shock and stressful issues related to relocation
- Understand differences in communication styles associated with various cultures
- Become familiar with aspects of various cultures
- Identify Central Indiana resources and contacts for interaction and further learning opportunities
- Understand patterns of employment and recruitment trends of other cultures

Sentry Homes/HELP Realty

801 Ashton Parke Dr.
Greenwood, IN 46143

Phone: (317) 888-9600
Fax: (317) 888-9788

Contact Person:
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E-mail: bhomes@prodigy.net

Minority Home Ownership Outreach Program

To meet the housing needs of the growing Hispanic population in the Indianapolis area, HELP realty has added a bilingual salesperson to their staff.

Co-owner, Bruce Stinson, said that since the Chinese also comprise a significant portion of Indianapolis' minority population, HELP Realty has also made arrangements with an interpreter to assist with home buying transactions for Chinese families.

SENTRY
HOMES, INC.

Human Rights Commission

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Bloomington, IN 47402

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Fax: (812) 349-3441

Contact Person:
Barbara McKinney
Same address/phone above
E-mail: humanrights@city.bloomington.in.us

Human Rights Award

Each year at a city council meeting, the BHRC presents a human rights award to recognize and publicize the quiet efforts done by individuals and organizations. The nominations are judged by the seven commissioners, and the plaque is purchased by the BHRC. The biggest challenge has been making people aware of the award so that nominations are submitted. By working with groups and the media, an effective communication network has been established.

Diversity Coloring and Activity Book

In search of an effective and popular approach to teach young children about racial diversity, a group of 10-15 Bloomington artists and teachers designed a coloring/activity book. Approximately 5,000 books have been distributed through city hall, the library, bookstores, schools, and the 4th of July parade. Lead artist and organizer for the book is Mike Cagle.

COLUMBUS

HUMAN RIGHTS COMMISSION

Human Rights Commission

123 Washington Street #5
Columbus, IN 47201

Phone: (812) 376-2532
Fax: (812) 375-2752

Contact Persons:

Arlette Cooper-Tinsley
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Lorraine Smith
Same address above

Ongoing Education and Outreach Program

The HRC is available to Columbus teachers in both public and private schools to provide programming and education on issues involving racial diversity and discrimination prevention.

The Commission staff visits classrooms on an average of 5-15 times a year and also provides training to teachers. Some of the outreach activities have been a dialogue with third graders about discrimination and prejudice and a dialogue with high school sociology classes on the subject of discrimination. Much of the material used comes from the Anti-Defamation League and Teaching Tolerance. *See "Anti-Defamation League" and "Teaching Tolerance" in Supplemental Materials Appendix for more information.*

The HRC also sponsors dialogue circles. The sessions last six weeks, for two hours each. One of the hot topics has been how the media tends to perpetuate racial stereotypes.

Human Rights Commission

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East Chicago, IN 46312

Phone: (219) 391-8477
Fax: (219) 391-8544

Contact Persons:

Mary Hagler
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Monica Rosario
Same address/phone above

Citywide Cultural Diversity Training

This program was designed to assist city employees in reducing friction caused both on and off the job by personal differences. An oral presentation was followed by discussion, group interaction, and individual and group exercises. These were used to create a greater awareness, understanding, and recognition of human diversity in the workplace in the areas of age, disability, economics, ethnicity, gender, race, and religion. Factors that shape values, assumptions, and myths were also discussed.

This diversity effort was attended by approximately 100 city employees representing the departments of the police, fire, health, parks and recreation, sanitation, personnel, public transportation, planning, general services, and emergency management. Participants were also there from the offices of the city controller, building inspection, business development, and the mayor.

For future training sessions, organizers would like to make attendance mandatory for all city employees, including management positions.

International Human Rights Day

A luncheon, featuring a keynote speaker, is held each year to recognize those who have demonstrated continuous dedication and commitment in the field of human and civil rights Awards are given in the areas of community activism, organization, industry, and housing.

Human Rights Commission

Contact Persons:

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Study Circles; Gordon Gibson
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Elkhart, IN 46514
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Study Circles on Race Relations

By the end of 1998, seven study circles had been completed with another round of sessions starting in the spring of 1999. The organizing coalition is headed by the Elkhart Human Relations Commission assisted by the faith community, 100 Positive Black Men, the Housing Authority, the United Way, the Elkhart NAACP, and the Elkhart Community Schools.

The Study Circles Resource Center's dialogue materials are being used to guide the sessions. The initial groups met at the YWCA, but the spring round of study circles will expand to various meeting places. Start-up funding came from the Human Rights Commission and federal money set aside for fair housing activities.

Cultural Awareness Training for Police Officers

The Human Rights Commission provides diversity training for all new police officers to help eliminate discriminatory practices and to create an awareness of cultural differences in the community.

Employment and Fair Housing Seminars

Educational outreach programs are provided by the Human Rights Commission. In February, seminars concerning employment laws are offered to human relations personnel in the Elkhart area. In June, seminars concerning fair housing laws are offered to realtors, landlords, and credit lenders. Elkhart schools are also invited to participate in the Fair Housing Essay Contest.

Indiana Civil Rights Commission

Indiana Government Center North
100 N. Senate Avenue, Room N103
Indianapolis, IN 46204

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Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580
Web Site:http://www.state.in.us/icrc

Contact Persons:

Executive Director
Sandra D. Leek

Public Education & Outreach Director
Burnetta Sloss-Tanner

Best Practices Coordinator
Judy Kochanczyk

The Indiana Civil Rights Commission (ICRC) protects the civil rights of all Hoosiers. The ICRC works in five jurisdiction areas: employment of six or more employees, real estate including commercial and residential property, credit, education, public accommodations, and in all cases of retaliation. Protected classes include race, religion, color, sex, national origin, ancestry, disability, and familial status in housing. In addition to protecting the rights of Indiana's citizens, the ICRC conducts many public education and outreach activities and participates in the celebration of special holidays and events.

Dr. Martin Luther King, Jr. Celebration

Each year the ICRC joins with the Dr. Martin Luther King, Jr. State Holiday Commission at the State House Rotunda to celebrate the life and ideals of Dr. Martin Luther King, Jr. The agency also provides assistance and support to public and private entities who wish to celebrate the holiday and sponsors educational events to further the legacy of Dr. King.

Holocaust Memorial Observance

The ICRC, in collaboration with the Indianapolis Jewish Community Relations Council, observes an annual memorial service at the State House Rotunda. It is hoped that by remembering the atrocities of World War II, including the genocide of over six million human beings, all citizens will take a more active role in eliminating prejudice.

Indiana Commission for Women

In 1996 Indiana became the 27th state to create by statute a Commission for Women. Since then, the commission has partnered with other organizations to promote women in all avenues of life. The ICW has been actively involved in women's health issues, addressed the economic self-sufficiency of women, arranged for women-owned businesses to participate in large state contracts, and co-sponsored conferences for women. Through their internet web page *(http://www. state.in.us/icw)*, ICW has provided information on employment, child care, health issues, educational and career opportunities, and how to participate in the political process.

Speaker's Bureau

The ICRC provides a speaker's bureau to requesting organizations throughout Indiana. Topics include sexual harassment in the workplace, hate crimes, fair housing, rights of people with disabilities, and affirmative action.

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Fair Housing

The Indiana Fair Housing Task Force promotes equal housing opportunity through cooperative efforts of federal, state, and local government; businesses; and social service organizations. The goal of the task force is to educate housing providers, consumers, fair housing organizations, and government leaders on the rights and responsibilities in insuring free housing choice to every resident in Indiana.

The task force conducts state wide and local conferences and workshops on topics such as the promotion of racial and ethnic diversity in neighborhoods, discrimination in the provision of mortgage loans to minority consumers, accessibility needs of people with disabilities in new residential construction, fair housing education to public housing tenants, and fair housing legislation for realtors and property managers.

Hate Crimes

The ICRC Hate Crimes Reporting Network was developed for the purpose of collecting data about hate crimes in Indiana and to educate the public on the nature and extent of hate crimes. The reporting network collects data on the type, motivation, frequency, and location of reported hate crimes. The network is comprised of volunteers from law enforcement agencies, civic and civil rights organizations, churches, universities, and individuals.

The ICRC also conducts an annual Hate Crimes Conference, providing participants with an opportunity to attend training and educational workshops on aspects of hate crimes. These workshops provide heightened public awareness, increased knowledge of appropriate responses to incidents when they do occur, and additional training to increase hate crime reporting.

Youth Summit

Running concurrently with the Hate Crimes Conference, the ICRC also hosts a Youth Summit. Program presenters have been from A World of Difference Institute, an international diversity training and consulting organization *(See "World of Difference Institute" in Additional Resources Appendix)*. The summit is designed to help participants examine their own identity, build empathy with each other, and discuss prejudice and possible responses to situations. The objective is to help students develop the skills, sensitivity, and knowledge to combat bigotry and encourage understanding and respect among diverse groups.

Best Practices

President Clinton's Initiative on Race called on state leaders to encourage community efforts that would promote racial healing, shared understanding, and celebration of diversity. To that end, Governor Frank O'Bannon asked the ICRC to compile a comprehensive resource manual of successful race relation programs currently in progress throughout the state. This manuel will be distributed, among other locations, to schools. libraries, mayors, churches, service organizations, businesses, and government and law enforcement agencies. As new Best Practices occur throughout the state, they will be updated on the ICRC's web site *http://www.state.in.us/icrc*

Human Rights Commission

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Creative Arts and Essay Contest

In order to increase youth's awareness of cultural and racial diversity, all Michigan City High School students are invited to participate in an essay contest. The theme in 1999 was "One Right: The Human Right." One winner from the Alternative High School and one from the Michigan City High School each receive $500 scholarships.

For the creative arts contest, all Michigan City area schools are encouraged to participate. Participants receive a certificate, and winners are recognized at the Human Right Commission's Annual Dinner with certificates, ribbons, a complimentary dinner, and monetary prizes.

Columbus Police Department

123 Washington Street
Columbus, IN 47201

Phone: (812) 376-2600

Contact Persons:

Chief Brad Latimer
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Officer Doug Lee
Same address/phone above

Citizens' Police Academy

This program begins at the end of March and runs every Wednesday night for eight weeks, with each session lasting three hours. The program was initiated in 1993 during a period of community division. Several complaints of police harassment of minority residents had been lodged against some of Columbus' police officers.

The purpose of the Citizens' Police Academy is to encourage an understanding between the community and the police. During the sessions, local residents are given opportunities to:

- Ride with police officers on night patrol
- Play police officer, with actual officers playing the role of the bad guys
- Participate in a fire arms' safety program, firing real weapons at a target range
- Learn about police procedures and officers' reactions to specific situations

In its eighth year, the program has been a big success with Columbus residents as they not only get a chance to have some fun, but also gain a better understanding of why and how police do what they do.

Law Enforcement Diversity Training

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One day diversity workshops were held in February 1999 for law enforcement officials in Gary and Bloomington. The focus of the workshops was to increase participants' awareness and to improve their skills to work more effectively in a multicultural environment. Issues addressed personal awareness of discrimination and bias and the empowerment to find solutions to diversity related problems.

Workshop funding was provided by the Fort Wayne Regional Community Policing Institute through a grant received from the U.S. Department of Justice.

The training was provided by Captain Rosemarie Harris of the Indiana University Police Department who has 16 years of experience in law enforcement, 12 years of experience in diversity training, and a degree in criminal justice.

Indianapolis Police Department

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Indianapolis, IN 46204

Phone: (317) 327-3000

Contact Person:
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Indianapolis, IN 46219
Phone: (317) 327-6650 Fax: (317) 327-6690

Criminal Justice Human Relations Training

Major John Bent explains, "It is very difficult to isolate by topic, areas that deal in some manner with human/race relations. Throughout the training curriculum the concept of respect, attitude, and understanding diversity is taught and reinforced."

Criminal and civil law classes, human relations practicums, and a 76-hour training block entitled "Human Behavior" all instruct and provide guidelines of Departmental expectations for its officers as they interact with a diverse Indianapolis community.

Some of the specific topics covered in the training block on Human Behavior for new police recruits are:

- Community policing - 1 hour
- Poverty - 2 hours
- Cultural awareness - 4 hours
- Hate crimes - 1 hour
- Community relations - 2 hours
- Conflict resolution - 1 hour
- Neighborhood structures - 1 hour
- Juvenile conflicts - 1 hour
- Stereotypes - 1 hour
- Ethics in law enforcement - 8 hours
- Domestic Violence - 8 hours

Indiana State Police

R.R.#6 Box 302
Peru, IN 46970

Phone: 1-800-382-0689
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Contact Persons:

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Logansport, IN 46947
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Operation Melting Pot

Operation Melting Pot (OMP) is a project designed to bridge the gap between the non-English speaking community and emergency personnel. A committee was established to identify the needs of the non-English speaking community.

To access this special-needs population, OMP has been using the "English as a Second Language" classes, the adult learning centers, and the schools to disseminate information about what to do in emergency situations. This includes how to get a valid driver's license and properly register a vehicle, and what to expect from police officers during an accident or a traffic stop *(See "Indiana State Police Class for Non-English Speaking Minorities" in Supplemental Materials Appendix).* Other topics include personal injury accidents, emergency medical procedures, vehicle towing, crime reporting, and weather-related emergencies.

OMP is providing the non-English speaking population with an emergency card to provide medical personnel with important information and with E911 pamphlets and materials printed in Spanish. A Lilly Grant has been applied for to fund Spanish-to-English dictionaries for ambulances, police cars, schools. libraries, hospitals, and other locations of need. Funding would also be used to provide community speakers on race relations and cultural diversity.

Other strategies include:

- Churches will unite and broadcast public announcements to create awareness and understanding among residents representing different cultures

- OMP will provide speakers/consultants to involve the community in programs, live and via TV/radio, which demonstrate emergency procedures

- OMP will have booths at local fairs and festivals to disseminate emergency cards and other information

- OMP will work with Logansport Civic Players to create skits, demonstrations, announcements, and cultural programs for live public meetings and for television spots

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- OMP will provide interpreter/translator services as needed to local agencies to help residents with limited English meet legal requirements and use available community resources
- Transportation will be provided for families wanting to take part in OMP sponsored activities

Everyone in the community agrees that cultural differences have posed a problem. Operation Melting Pot has received a lot of support, along with some negative responses from those who hold the opinion that the problem rests solely on the non-English speaking poopulation. It should be noted that OMP's efforts have been greatly appreciated by the non-English speaking community.

INDIANA STATE POLICE

City of Anderson

30 West 11th Street
Anderson, IN 46016

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Contact Persons:

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Donald Volk
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Anderson, IN 46016
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Dr. Martin Luther King, Jr. City-Wide Celebration

For approximately 20 years, this city-wide celebration has been an Anderson tradition. Originally the event was held in churches, but since the restoration of the historic Paramount Theater eight years ago, the celebration has been held there. The theater's history goes back to a time when black patrons were required to sit in a segregated area.

The guest speaker for the 1999 celebration was Mrs. Rachel Robinson, widow of the baseball great Jackie Robinson. Mrs. Robinson attended at the request of Anderson native, Carl Erskine, who played baseball with Robinson for the Brooklyn Dodgers.

Funding for the event came from a variety of sources. The Paramount Theater donated the location; Delco Remy and Guide Lamp paid for the speaker; Anderson schools paid to print the programs and to transport kids to the celebration; Hoosier Park donated prizes for the essay, poetry, and art contest; and several citizens made private donations.

The impact of this event is to create total community involvement and participation. It helps to improve human relations in Anderson and to provide an opportunity to educate the community.

City of Columbus

Contact Persons:

George Brown, NAACP President
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Columbus, IN 46202
Phone: (812) 376-2520

Judy Jackson
Director of Community Development
123 Washington Street
Columbus, IN 47202
Phone: (812) 376-2520

Dr. Martin Luther King Jr. Holiday Community Breakfast

In 1998, the Office of Community Development sponsored the first annual Dr. Martin Luther King, Jr. Community Breakfast. The agenda consisted of a panel discussion on the state of race relations in Columbus and strategies for the future. A local minister spoke to approximately 250 people on an overview of civil rights both locally and nationally.

An informal survey of Columbus citizens' perspective of race relations in the community was also conducted. This survey initiated a great deal of discussion on the drastic perspective differences between the black and the white residents in Columbus.

In 1999 Brenda Pitts, Vice-President of Diversity and Corporate Responsibility for Cummins Engine Company and Chairperson of the Mayor's Cultural Awareness Committee, spoke about tactics for improving race relations. Other speakers included Sandra D. Leek, Executive Director, Indiana Civil Rights Commission, and Arlette Tinsley, Executive Director, Columbus Human Rights Commission. Musical entertainment was also provided.

Associated Churches of Fort Wayne
Interdenominational Ministerial Alliance
Plymouth Congregational Church

602 East Wayne Street
Fort Wayne, IN 46802

Phone: (219) 422-3528
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E-mail: vernchurch@aol.com

Contact Persons:

Reverend Vernon Graham
Same address/phone above

Reverend James Bledsoe
2421 Hanna Street
Fort Wayne, IN 46803
Phone: (219) 456-8395

Dr. Martin Luther King, Jr. Reconciliation Service

This event brings together people from a variety of denominational and racial backgrounds to celebrate oneness in Jesus Christ and to celebrate the life and ministry of one of God's modern day prophets, Dr. Martin Luther King, Jr. With an audience of between 500-600 people, the celebration features local or nationally known speakers who bring insight into Dr. King's teachings and applications for modern-day living.

Choirs from a variety of musical settings bring life and enthusiasm to the service. Each year, the Elizabeth Dobynes Award is given to someone in the community who exemplifies Dr. King's efforts in overcoming racial barriers.

Human Relations Committee

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Reverend James Brown
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Taking the Dream into the Next Millennium

The three-day Martin Luther King, Jr. celebration for 1999 began on Saturday with a prayer breakfast at IU Southeast. Admission was $15 with proceeds going to the MLK Scholarship Program. Two $500 scholarships are given to Clark County seniors or current college students on the basis of academic standing, involvement in leadership activities, and participation in school and community activities.

The featured speaker was Mrs. Cora Breckenridge, the first African-American trustee for IU. Her speech focused on the importance of minority students continuing their education. She was quoted as saying, "An educated mind makes educated decisions."

New Albany's Green Valley Elementary Chorus sang among other songs, such civil rights standards as "We Shall Overcome" and "Free at Last."

On Sunday a Gospelfest featured choirs from Southern Indiana and Louisville. On Monday, the actual holiday observance, a parade marched from the City-County Building to the Bethel AME Church for a memorial service.

Additional activities included two Freedom and Justice awards to Clark County residents who had made "tangible, visible, and meaningful" contributions in the areas of race relations, justice, and human rights. There were two categories; one for youth 13-20, and one for adults 21and older.

There was also a poster contest. The posters had to relate to the life, work, and/or dream of Dr. Martin Luther King, Jr. The three entry categories were elementary, middle school, and high school.

Black Ministerial Alliance

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Reverend J.D. Williams
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Dr. Martin Luther King, Jr. Celebration

Each year, the location of this Celebration rotates to a different Marion church; in 1999, the event was hosted by the Greater Second Baptist Church. Not only do the churches honor the legacy of Dr. King, but they also raise scholarship money for minority high school seniors.

The Celebration occurs the Sunday preceding the official King Holiday, when several churches hold a joint service featuring a well-known guest speaker. The audience averages 400 people.

Dr. Martin Luther King, Jr. Community Celebration Committee

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Contact Persons:

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Lillian Sherrod-Young
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Michigan City, IN 46360
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Dr. Martin Luther King, Jr. Community Celebration

For the last four years, Michigan City and Laporte have combined their efforts to host this event at the Michigan City Junior High School.

While the program varies from year to year, the agenda for 1999 consisted of community talent from schools and churches, speakers, a reading about the works of Dr. Martin Luther King, Jr., an audio visual presentation of Dr. King's life, and a visual arts contest, with awards given.

The committee has found that one of its biggest challenges has been getting the faith community to become involved in the planning process and to agree on the program's format.

As a result of this celebration, the committee feels that students are more aware of Dr. King's life and message.

In addition to this annual event, the committee also hosted a panel in January that spoke about the life of Dr. King, a panel in February that addressed topics for Black History Month, and a multicultural fair in April at three locations: Maple Lane Mall in Laporte; Michigan City Library; and Purdue North Central campus.

Human Rights Commission

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Dr. Martin Luther King, Jr. Celebration

The theme for 1999 was "Help Somebody: A Day of Community and Humanitarian Service Across the Nation." Planning committee member Carolyn Cline said, "The celebration gives participants the chance to reflect on King's dream of racial equality and commitment to others. We want people to think about helping someone who is less fortunate than themselves without regard to race, color, or ethnicity."

Celebration activities included a prayer breakfast, a hate crimes panel for adults, several workshops for youth, music by the City-wide Choir, a candlelight vigil, information booths, and a presentation of the MLK Jr. awards. Various merchants also sponsored discussions about race relations and diversity.

Dr. Martin Luther King Jr. Celebration

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This celebration is a smorgasbord of events. Each year the Michiana area is made aware of the celebration and invited to participate.

On January 18, the day the holiday was officially observed, the YWCA sponsored an Annual Youth Breakfast at the Marriott Hotel where Reverend Timothy Rouse spoke about "Making the Dream a Reality." High school and gospel groups also performed.

At the Century Center, community groups set up various exhibits, while arts, crafts, storytelling, and songs were provided for the children. Adult and youth workshops were also scheduled. One of the workshops was sponsored by St. Joseph County's Big Brothers and Big Sisters on the subject of resolving issues without violence. Another workshop was hosted by the Human Rights Commission on the subject of dialogue study circles, with study circle demonstrations in progress.

At noon, all churches were invited to ring their bells in unison to honor Dr. King. There was also a free-will offering for the Martin Luther King Scholarship Fund and afternoon basketball games at the Martin Luther King Recreation Center.

American Indian Center of Indiana

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Activities at the AICI promote American Indian professionalism and educate the non-Indian community about Native people. Much of this education occurs through lectures given by Native-Americans. The AICI also administers the Job Training Partnership Act for the U.S. Department of Labor, which assists Native-Americans in job placement and educational programs.

The AICI participates in fairs, seminars, and benefit auctions. At their benefit auctions, flute and drum performances are given by Indian people, and Indian food is served.

Museums At Prophetstown

22 N. Second Street
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The Museums At Prophetstown, Inc. is a new 338-acre cultural complex located adjacent to the recently established 3,000-acre Prophetstown State Park near Greater Lafayette. The inclusion of the Museum's 338-acre campus will make the project a unique public/private partnership, with the State of Indiana purchasing the campus and leasing it back to the Museums at no cost. The Museums will raise approximately $5.6 million, mostly from private funds, for the development of Phase One. Work began in 1998 and the Museums will open to the public in the summer of 2000. Included in Phase One are:

The Eagle Wing Center will have a theater, exhibits, educational suites, gift shop, and a full-service restaurant.

The Wabash Valley Living History Farm will be a typical 80-acre working family farm of the 1920's, allowing visitors to experience and participate in the technological changes mechanization brought to the farm.

The Prophetstown Living History Village will replicate the original Prophetstown where thirteen Great Lakes Native-American Tribes joined the Shawnee brothers, Tecumsch and The Prophet, in trying to save their homelands from European settlement. Prophetstown was destroyed by General William Henry Harrison and his troops following the Battle of Tippecanoe in 1811. Village interpreters will engage visitors in conversations about their political and military pursuits and will be engaged in their daily activities of the early 1800's.

Phase Two will be developed between 2000-03 and will include:

The Woodland Native American Cultural Center is a 65,000 square foot exhibit and educational center focusing on 10,000 years of Indiana's Native American heritage.

The Middle Woodland Living History Village will depict prehistoric life in 150 A.D.

State-wide Native American events on the Prophetstown calendar include:

- American Indian Council Spring Pow Wow in Lebanon (August)
- Woodland Native-American Arts and Crafts Workshops in West Lafayette (July)
- Waahpachshiki Peoples Pow Wow in West Lafayette (July)
- Mishikinakwa Miami Pow Wow in Columbia City (August)
- KieBoonMienKi Potawatomi Pow Wow in South Bend (Labor Day)
- Annual Woodland National History Conference in Lafayette (October)
- Second Saturday Walking Tours at Museums At Prophetstown (Monthly)

American Indian Council

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Contact Persons:

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Chairman
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Nancy Malateree
Pow Wow Coordinator
Same address above

The council is a not-for-profit organization dedicated to the preservation and promotion of Native-American Indian heritage. It is operated exclusively for charitable, scientific, educational, training, and recreational purposes. The membership extends throughout the United States, but the majority of the members are in Indiana.

The two major yearly events are Pow Wows in April and August at the Boone County 4-H Fair Grounds. The celebration includes Indian dancers and musicians in authentic clothing and vendor booths of Native-American crafts. The August Pow Wow is the largest of the two events with approximately 8,000-10,000 people in attendance. The April events attracts nearly 3,000 people.

Monthly meetings are held on the third Sunday of each month. The February and September meetings are craft days, and the December meeting is a social event with a pitch-in dinner, Native-American drums, dancing, and singing. Funding is provided solely through the donations and efforts of members and friends.

Miami Nation of Indians Of the State of Indiana

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Peru, IN 46970
Phone: (765) 473-9631
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Brenda Hartleroad
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Chief Paul Strack
Same address/phone above

The Miami Nation of Indians' ancestors were the original inhabitants of what is now the state of Indiana. The Tribe maintains approximately 5,000 members on its tribal roll, with 2,800 residing in Indiana. The Tribe offers academic scholarships and various community services which include facilities for daycare, alcoholic anonymous, a blood drive, Indiana charity bingo, and donations to charitable organizations. The Miami Tribe holds an annual Tribal reunion which has been going on for nearly 100 years. Tribal members also visit local schools and other institutions to educate the community about Indiana's original inhabitants.

The Tribe sponsors the annual Mihsihkinaahkwa Pow-wow which is held for two days in Columbia City on the weekend following the first full week in August. The pow-wow is a social gathering of Native-Americans from many nations. It is a time to celebrate with traditional dances and songs, socialize with relatives and friends, and commemorate Native-American heritage. It is also an opportunity to honor elders and warriors, give gifts and recognition to those deserving, sing honor songs, ask questions of the elders, teach by example, and dance the sacred circle. Highlights include an authentic Native-American working village, a narrated 30-mile bus tour of some twelve historic Miami sites, Indian story-telling, vendors, food, Native-American children's games, and an auction of items donated by Native-American artists.

In April of 1999, the Miami Indian Nation of Indiana dedicated a restored schoolhouse to be used as the Tribe's cultural learning center. Built in 1860, restoration of the building began in 1998 when the building was disassembled and moved almost a mile, back to its original site on the Meshingomesia Reserve in Jalapa, Indiana. Some of the items in the schoolhouse include a period pot-belly stove, hand-crafted school desks, and the original blackboard.

For many years, the school's whereabouts were unknown, until Joan Calvert of Kokomo went in search of the building and found it being used as a corn crib. For her diligence in finding the school, regaining it for the Miami, and overseeing its restoration, she received an honor during the dedication ceremonies bestowed on very few people. By agreement of the Miami Nation's Tribal Council, Calvert was made an honorary member of the Miami tribe.

Miami Chief Paul Strack said when the school was originally used, it taught Indians the European way of culture. "From now on, it will be used to teach the Miami people the Miami culture." Part of the instruction will include the teaching of the Miami language.

United Way of Central Indiana

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Diversity Intern Program

Every year since 1986, a minority college student or recent college graduate has joined United Way for a six-month paid intership. The intern is exposed to the various workings of a not-for-profit organization with experiences in fund-raising activities, diversity activities, and special events. These activities help the intern to decide if he/she would like to pursue a career in the not-for-profit sector. The activity is sponsored and funded by United Way; National Coalition of 100 Black Women, Indianapolis Chapter; and 100 Black Men of Indianapolis.

Minority Volunteer Recognition Breakfast

Minority volunteers play key roles at many not-for-profit organizations. To recognize these outstanding volunteers, an annual breakfast has been held in conjunction with Indiana Black Expo since 1984. Prior to the breakfast, a panel of judges selects top volunteers who are then recognized at the event. Except for administrative costs, the breakfast usually pays for itself. Approximately 800 people attend; tables for the breakfast are sold at $200 for corporations and $150 for not-for-profits.

Community Assessment: Race Relations Chapter

This program assesses race relations in Central Indiana, identifies needs and assets for improving race relations, and identifies desired results to be achieved for community impact and funding priorities. This assessment provides a vital look at communities in terms of race relations and helps communities take actions to make improvements based on facts in addition to perceptions. Key issues examined are:

- The population increase in Central Indiana between 1990 and 1995, particularly among Hispanics, Asians, and Pacific Islanders
- The "Black experience," as it divides itself along class lines
- Language and culture shock issues faced by Hispanics and Asians moving to Central Indiana
- Housing and employment discrimination
- Diversity among the leadership of local organizations and media stereotypes

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Targeted Initiatives Fund

After identifying important community problems, the United Way considers requests from member agencies to develop innovative ways to address these problems. Providers are paid based upon how well they meet predetermined goals. Some of the Projects funded by these grants include:

- Two diversity programs, one between Hancock County Boys and Girls Clubs and Independent Residential Living of Hancock County to foster learning among disabled, rural, and urban youth; and one to expand the American Cultures merit badge offered by Crossroads of America Council to encourage Scouts to learn about different cultures
- An effort to expand knowledge of mental health services among the Hispanic community through the Mental Health Association of Marion County

Youth Leadership Initiative

In 1995, the United Way Committee on Diversity launched a Youth Leadership Initiative that offers high school students training to serve on the board of directors of youth-serving United Way agencies. The program features a two-day opening retreat followed by seven monthly three-hour sessions. Topics covered include board responsibilities, parliamentary procedure, diversity, fund raising, and community issues. The students also participate in a community service project.

The program is open to all high school sophomores and juniors in United Way's six-county service territory. Consequently, a blend of racially diverse urban/rural, big /little school participants are selected. The program allows for 20 participants each year and is a good way to ensure the success of a community for the future by training young decision makers now.

Executive Women's Leadership Program

Each year, 20-25 female community leaders develop their skills through participation in the EWLP. The women begin with a day-long opening meeting where they start to challenge themselves and build relationships through self-discovery and a "challenge course," where together they must overcome a series of problems.

From September through June, participants learn about diversity, board responsibilities, not-for-profit finance, and leadership from a female perspective in once-a-month, three-hour sessions. They also develop a networking base that lasts well beyond completion of the course and attend joint sessions with members of Leadership Training and Development for Diversity Series and the Ardath Burkhart Board Leadership Series. The program is largely self supporting, except for administrative costs which are covered by the United Way. Participants pay $500, with limited scholarships available for those working at not-for-profit organizations.

Leadership Training and Development for Diversity Series

Each fall, local corporations, community groups, and key individuals are asked to recommend persons from racial minority groups who display leadership qualities. Those persons are then encouraged to submit applications for the Leadership Training and Development for Diversity Series, a ten-month program that teaches leadership skills, provides a platform for the exploration of community issues, and fosters the formation of lasting friendships and networks.

Following an opening retreat where participants engage in team building activities and begin the exploration of leadership, each class meets monthly, October through June, to learn about leadership, the United Way, the roles and responsibilities of a board of directors, not-for-profit finance, diversity, police-community relations, and other topics.

Following the program, the United Way attempts to place graduates on the boards of its member agencies and other not-for-profit organizations. The program's maximum capacity is 25 people per year and is funded by program fees, except for administrative costs which are covered by the United Way. Participants pay $500 if they are sponsored by a for-profit corporation; $100 if they are sponsored by a not-for-profit organization; or $100 if an individual is paying the cost him/herself.

United Way

United Way of Allen County
Task Force to Undo Racism

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Fort Wayne, IN 46860-1784

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FORT WAYNE UNITED WAY

Diversity Inclusiveness Self-Evaluation Tool

This tool was developed for the purposes of agency self-assessment, planning, and reporting to the United Way of Allen County regarding an agency's standards for inclusiveness. It was designed to assist human service agencies in strengthening their policies and procedures for building a more diverse and inclusive organization that reflects the makeup of the target population the agency serves. The tool spells out United Way standards and provides an opportunity for each agency to explain how these standards are met.

The outcome of the inclusiveness review process provides clear indications of agency strengths and areas for growth and improvement. These results become the foundation for the agency's development of a plan to address specific growth areas. The United Way's Inclusiveness Subcommittee works with any United Way agency requesting help to improve their proposed plan. Beginning with the funding cycle in 2001, progress on becoming an inclusive organization will become a factor in United Way of Allen County's funding decisions. *See "United Way Agency Inclusiveness Self-Evaluation Tool" in Supplemental Materials Appendix.*

Project Blueprint

The United Way of Allen County is committed to addresssing the need for diversity on boards, committees, and other decision-making bodies in the community. Project Blueprint is an minority leadership training program that enables under-represented community members to become more informed and prepared leaders. Bridges to Diverse Leadership, a local initiative modeled after a United Way of America program, was developed to help United Way of Allen County and not-for-profit health and human service agencies recruit a culturally diverse group of qualified individuals to serve on committees and leadership boards.

Project Blueprint classes meet once a week for six weeks and subjects include community involvement, organizational operations of boards of directors and committees, diversity challenges, roles and responsibilities of board membership, resources and finances associated with board membership, and learning styles.

The program fee is $170; acceptance into the program is not dependent upon source of income. Corporate and community support makes it possible for Project Blueprint to offer a limited number of scholarships to increase diversity and broaden representation. These scholarships generally fund half or partial tuition and are awarded to those most in need.

Graduation requirements are to attend all scheduled classes, complete classwork and homework assignments, and accept an internship serving on a committee or board of directors with a not-for-profit organization.

SOUTH BEND URBAN LEAGUE

Urban League of South Bend & St. Joseph County

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African-American Community Forum
Urban League Annual Meeting

The agenda for the Urban League's annual meeting consisted of several speakers and panalists.

Several issues were addressed:

- How can African-Americans bridge the economic gap that separates them from the rest of other American communities at large?
- What are the present resources available in the community which promote economic development?
- What strategies can be used to improve the economic outlook?
- There is a need for increased awareness of the role African-Americans play in the community.
- African-American participation and service on community boards and commissions needs to be increased.

- The Urban League needs to increase their role in those institutions that establish policies and procedures that impact African-Americans.
- The health care crisis facing African-Americans needs to be addressed.

Cummins Engine Company

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Columbus, IN 47202-3005
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Diversity Council Guidelines

Roles and Responsibilities of Local Councils (partial list):

- Represent employees' issues/concerns/improvements on diversity matters
- Understand and support diversity initiatives
- Monitor diversity measures and help identify top business diversity issues
- Raise awareness of diversity issues

Criteria for Council Membership (partial list):

- Active interest in diversity matters
- Employee representation of diversity spectrum, e.g., race, gender, nationality, etc.
- Good communication skills, including training skills
- Ability to earn trust of peer group and represent their views effectively

Diversity Council Timeline (partial list):

- Communicate Diversity Council roles and responsibilities
- Suggest that councils consist of 8-14 people
- Suggest councils meet a minimum of 4 times a year

Suggested Education and Training for Council Members (partial list):

- Treatment training
- "Managing Diversity" video and brochure
- Basics of Affirmative Action
- Read specified articles on diversity

Norwest Bank

111 E. Wayne Street
Fort Wayne, IN 46802-6624

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DuWayne Blilie
Same address above
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Norwest Bank sponsors a variety of diversity related programs and activities. Since 1995 Valuing Diversity training classes have been conducted quarterly. Valuing Diversity establishes an understanding of what diversity is and how it affects everyone in their personal and working lives. The classes explore the connection between diversity and Norwest's present and future success; they also create an awareness of the important role each employee plays in promoting a work environment where all people are valued and included. A one-day class is required for all non-management employees with at least six months of service. All managers have participated in a manager level version of the classes. Later this year, managers will attend a newly developed two-day class called Creating an Inclusive Environment.

In addition to the regular class offerings, a regional Diversity Council has just been created. Norwest Bank also distributes diversity calendars and brochures that outline and promote various ethnic and religious holidays.

NORWEST

BAA Indianapolis LLC

(Management Firm for Indianapolis International Airport)

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Judy Driver
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Diversity Awards Luncheon

A diverse group of approximately 50 employees, including executives, were invited to attend a brown bag lunch, with dessert furnished by the host. During the luncheon, a speaker from New York talked about her company's diversity programs. Several members from the minority business community also spoke briefly. Three awards were given to departments or individuals who had exhibited extra effort for their diversity initiatives.

Minority Scholarships

BAA is committed to providing opportunities for minority businesses. Through the retail management scholarships program, the company supports new entrepreneurs who will be well-prepared to own or manage the retail businesses operating at airports in the years to come.

Four annual $2000 scholarships are available to African-American and Hispanic students majoring in Restaurant, Hotel, Institutional and Tourism Management; Retail Management, Sales and Sales Management; or Small Business Management. These scholarships are renewable for three or more consecutive years.

BAA Indianapolis

Community Hospitals Indianapolis

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Indianapolis, IN 46250

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Picture This

Picture This is an interactive theatre and training project whose mission is to model problem solving, promote health enhancing behaviors, support the development of self-esteem, and create empathy for others.

Picture This is issue oriented. The process provides audiences the opportunity to 1) examine the complex diversity, personality, and communication issues that lead to conflict and 2) practice the new awareness and conflict resolution skills acquired during the workshop. Examples of presentations include:

- Conflict Mediation
- Workplace Violence
- Diversity Awareness
- Customer Service

This program has received a CASPER Award from United Way, a Gold and Silver Apple Award from the National Educational Film and Video Festival, an Emmy Award for excellence in children's television, and a nomination for a Peabody Award.

Dow Agro Sciences LLC

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Diversity Program

Dow Agro Sciences' (DAS) diversity mission is to foster a work environment and organizational culture that reflects the society and community in which they do business, and one that creates a climate for the success of each and every employee by appreciating the uniqueness that they bring to the workplace.

DAS has a strong commitment to global diversity through several well established, on-going initiatives. These initiatives are managed through the Diversity Center of Expertise, while the diversity mission and strategy is led by the Diversity Steering Team. Diversity statistics and issues are discussed during monthly Employee Review Committees.

There is an Organizational Capacity Goal which is measured and analyzed at the management board level and is used to drive all global business units to develop a five-year workforce plan which includes diversity targets.

DAS also maintains an internal diversity web site which promotes a variety of diversity communications and educational links. Diversity videos, books, and training aids are also made available to managers for use with their employees. Several minority scholarship/internship programs have also been developed to increase the number of female and minority interns. Partnerships have been formed with Minorities in Agriculture, Natural Resources, and Related Sciences; with INROADS, a national organization which develops high potential minority students for careers in business; and with several historically Black colleges and universities.

Additional diversity strategies include:

- Development of a model for diversity network groups at DAS (i.e. women, minority)
- Development of best practices model for recruiting, hiring, and retention of minority and female employees
- Identification of Global Diversity issues through the Global Human Resources Leadership Team, and People Development Network
- Development of training and programs which assist employees working across cultures (i.e. virtual leadership, remote teams, and communicating across cultures)
- Development of mentoring processes

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A variety of diversity training programs are also provided to employees:

Understand Diversity- An introduction to diversity as a business issue. The focus is on awareness of what DOW AgroSciences, managers, and employees should be doing to create a diversity friendly company.
Forum: Employee Orientation Program

Valuing Differences- Exploration of personal attitudes and how attitudes impact behaviors towards "others." Begins self-development process with goal of becoming a diversity change agent within the individual's work group and the company.
Forum: Open Enrollment
Format: Video, Group Discussion, Case Studies
Target Audience: All Employees

Getting to Synergy - Exploration of Dow Agro Sciences' vision for diversity, where the company is relative to the vision, and the manager's role in helping to close the gap.
Forum: Leader Manager Workshop
Format: Video, Case Studies, and Group Discussion
Target Audience: All People Managers

The Respectful Workplace- Discussion of Dow AgroScience's harassment policy and complaint procedure.
Forum: Employee Orientation Program
Format: Video, Case Study, and Lecture
Target Audience: New Employees

Respecting Each Other- Discussion of forms of harassment and unlawful discrimination and Dow AgroSciences' harassment policy and complaint procedure.
Forum: Open Enrollment
Format: Video Vignettes, Group Discussion, and Lecture
Target Audience: All Employees

Maintaining a Respectful Workplace- Explanation of the supervisor's role in maintaining a harassment free work environment.
Forum: Manager Skills Workshop
Format: Video Vignettes, Group Discussion, and Lecture
Target Audience: All People Supervisors

Picture This- Video vignettes designed for use at staff meetings to initiate dialogue on common workplace diversity issues of concern to the employee population. One or all of the vignettes may be used, depending on interests and concerns.
Forum: Employee/Staff Meetings
Format: Video Vignettes and Discussion Questions
Target Audience: All Employees

Indiana Division of Mental Health

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Cultural Competency Action Training Project

This program is designed to assist service providers to effectively and efficiently deliver treatment services to a variety of communities with varying cultural compositions. The ten phases of the program are:

Phase 1: Collaboration and Project Planning

1. Review Cultural Competency Action Training Project's (CCATP) past progress and current goals with the Division of Mental Health (DMH), Managed Care Providers (MCP), and Culturally Identified Organizations (CIO)
2. Develop evaluation system with input from above organizations
3. Recruitment of CCATP participants in partnership with MCP's
4. Collect data focusing on statewide resources and information relevant to the development of MCP cultural competency
5. Conduct regional meetings for MCP representatives for orientation and input
6. Visit sites of MCP's not currently involved in CCATP

Phase 2: Intensive Training

First three day training event-

1. Define cultural competence
2. Identify staff and program development issues/approaches relative to cultural competency
3. Provide new team members with common frame of reference for cultural competency experience by veteran team members
4. Prepare participants for CCATP assignments focusing on organizational plan development and operation of Competency Task Force.

Second two day training event-

1. Examine the issues of infrastructure development
2. Analyze MCP strengths and challenges regarding cultural competency
3. Skill practice in facilitating cultural competency activities

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Phase 3: Cultural Competency Plan Development and Implementation
Training participants apply learnings of Phase 2 training to develop and/or implement the cultural competency organization plan. Technical assistance will be delivered to MCPs as requested during this phase.

Phase 4: Evaluating Cultural Competency Progress
1. Structured feedback about each MCP plan implementation from other participants and trainers
2. Opportunity for plan revision exploration
3. Identification of implementation issues and strategies

Phase 5: Cultural Competency Plan Implementation and Evaluation
1. Continue MCP Cultural Competency Plan implementation
2. MCP access CCATP for on-site technical assistance
3. Collect evaluation data by CCATP from each MCP
4. Evaluate CCATP progress
5. Evaluate MCP plan progress
6. Revise MCP plan

Phase 6: Intensive Training
1. Leadership skill development
2. Analyze MCP team strengths and weaknesses
3. Analyze and develop participant facilitation and training skills

Phase 7: Plan Implementation
1. Plan implementation activities
2. Technical assistance to MCPs

Phase 8: Plan Implementation Review
1. Structure feedback to MCPs regarding plan progress from other MCPs and trainers
2. Problem solve for MCP cultural competency challenges

Phase 9: CCATP Evaluation
1. Survey of MCP cultural competency achievements
2. Input from DMH and CIOs.

Phase 10: First Annual Indiana Cultural Competency Conference
1. Provide National Prospective (Best Practices)
2. Offer statewide networking opportunities
3. Share MCP successes and challenges in addressing cultural competency
4. Explore a variety of concerns associated with cultural competency development

State of Indiana Personnel Department

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Karn Lucero
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Cultural Diversity Awareness Training

The State Personnel Department has developed training to help promote equal employment opportunity of all people in all aspects of employer-employee relations without discrimination because of race, color, religion, sex, national origin, ancestry, age, disability, or veterans status. There are three interactive programs offered to all state employees through training calendar programs, special agency request programs, and programs offered by agency trainers.

ABC's of Discrimination: This orientation is designed to acquaint participants with federal and state policies and legislation which prohibit discrimination in employment. It also provides an overview of the Americans with Disabilities Act's intent to eliminate discrimination against approximately 49 million Americans with disabilities. Some of the topics and legislation covered are:

- Hiring Practices
- Performance Appraisals
- Discipline and Termination
- Promotion
- Civil Rights Act of 1965, as amended in 1991
- House Enrolled Act 1789
- Equal Pay Act of 1963
- Age Discrimination Act of 1967
- Americans with Disabilities Act of 1990

Cultural Diversity Awareness: This course defines "cultural diversity" and identifies the advantages of having a culturally diverse workforce. Behaviors that block authentic relations between people due to culture, race, gender, age, or sexual preference are addressed. Additionally, behavior that helps to facilitate good working relationships are identified and discussed.

Sexual Harassment Prevention: This program is designed to develop a clear understanding of what sexual harassment is and how it impacts people. The responsibility of employees, supervisors, and human resource managers is explored to help maintain a harassment free environment.

American Commercial Lines LLC

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Ethical Standards and Conduct

This program is ongoing to all 3,700 American Commercial Lines employees. Employees are shown a video and given a copy of "Business Principals Guide," which explains the company's commitment to provide a workplace free from discrimination and harassment.

Employees are instructed on what they should do if they are a witness to or a victim of improper treatment.

Memorial Hospital and Health System

615 N. Michigan Street
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Contact Persons:

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Making Human Diversity Work

Memorial Health System, a nonprofit regional healthcare organization serving urban and rural sections of northern Indiana and southern Michigan, is committed to evolving into the "the healthiest community in the United States by 2010." Reaching, serving, and reflecting the interest of all populations led Memorial to expand its diversity program efforts. A diversity training component was developed to address cultural sensitivity issues about why people of color, specifically from at-risk families, are not accessing health care and social services. More than 500 participants from social service, health care, and criminal justice agencies have benefited from the diversity training sessions. Bertha King, Diversity Support and Development Specialist, developed and facilitated these sessions, personally tailoring the sessions for each organization and its staff.

These training sessions were designed and targeted at key providers, both at the service agency level and at the neighborhood level in at-risk areas of the county. In addition, trained staff members and project educators of Infant Mortality Case Review and Adolescent Support and Parenting (a group of successful minority teenage mothers) helped to:

- Engage the targeted service providers in intense dialogue about African-American cultural differences
- Identify factors which perpetuate unhealthy lifestyles and client failure to access health care resources
- Stimulate understanding and commitment for policy/practice changes which will improve rapport between providers and high-risk African-Americans

Two training videos have been produced to provide another avenue to help bring about change for service providers. African-American, Hispanic, and Caucasian females candidly share information that provides an insightful look at the real world of young mothers in the inner city who must access the public delivery service systems.

A few health organizations, who serve a significant number of "grassroots" populations of color, did not participate in the trainings for various reasons. Even though agencies may work regularly with people of color, they may not be knowledgeable about appropriate cultural interactions. These customized sessions increased awareness and enhanced sensitivity among health and human service providers.

Bessie Owens Neighborhood Center

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Louis Williams, Director
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African-American History Book Club

This book club meets once a week for 1-2 hours with kids ages 3-12; many of the parents also participate. Activities include a story about an African-American, supplemented by a combination of worksheets, videos, posters, coloring, field trips, and discussion. The size of the group ranges from 8-20 children.

The goals of the club are to teach children about their history and culture, give them hope for the future, bolster self esteem, and encourage reading.

Organization and funding come from the Bessie Owens Neighborhood Center, Recreation Department, Public Library, and Enterprize Zone.

Heritage Hall Neighborhood Center

4506 Tod Avenue
East Chicago, IN 46312

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Fax: (219) 391-8544

Contact Persons:

Robbie Kilpatrick
Hope Lewi

Evelyn Jones, Director
Joyce Carpenter

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Cultural and Social Awareness Club

This club is intended to help youth understand the different cultures in their community, country, and world and to make them more aware of social issues, problems, and possible solutions. Organizers hope to encourage open discussions through speakers, worksheets, games, audio-visual materials, and field trips.

Meetings are every Friday night from 5-7 p.m.; the program is open to all youth. There are two age groups: ages 12-15 and 15-18.

GARY

YOUTH

Northwest Indiana Arts & Humanities Consortium

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Diversity Conference 1999

Approximately 365 junior high/middle school students attended a day of arts and humanities activities at Diversity Conference 1999, sponsored by the Northwest Indiana Arts and Humanities Consortium (NIAHC). "Discovering You in Me: An Exploration of Cultural Unity" was held at Indiana University Northwest. Urban and rural students from Lake, Porter, and Laporte counties worked together on projects led by area artists in the visual arts, creative writing, storytelling, dance, and music.

"There is much talk of Northwest Indiana being one of the most socio-economically stratified areas in the United States," said Allen J. Kress, city planner for Hammond and president of the NIAHC Board of Directors. "We believe there are ways we can interact through the arts and humanities to break down those barriers. We are bringing students together to discover that we have more in common than we realize. Some students come reluctantly, but by the end of the day, they are holding up their artistic achievements and saying they had a great time doing it."

The last diversity conference was held in 1996 at the Purdue University Northwest North Central Westville Campus. Incorporated in 1991, NIAHC is a nonprofit organization composed of members in the three-county area who are committed to bringing the arts and humanities to the public. Although it has hosted many conference and educational workshops, the diversity conference is one of its most popular programs.

Children's Museum of Indianapolis

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Dr. Martin Luther King, Jr. Essay Contest

Each year the Children's Museum sponsors a MLK Essay Contest. Awards are given for two age groups: grades 6-8 and 9-12. First prize is $500; second prize is $250; and third, fourth, and fifth prizes are $100. Additionally, the first place winner for each age division receives an all-expense paid trip to a national "King" event paid for by the Indiana Dr. MLK, Jr. Holiday Commission. Winners and their school libraries also receive a copy of *A Testament of Hope: The Essential Writings of Dr. Martin Luther King, Jr.* donated by a Ms. Dorothea Green.

Contest rules require that essays not exceed 450 words. Entries are judged on the theme's organization, content, originality of thought, and grammar. Contest winners are honored at an awards ceremony in May at the Children's Museum.

Dr.Martin Luther King, Jr. Celebration

To commemorate Dr. Martin Luther King, Jr's birthday, the museum is open free of charge. Events include speakers, entertainment, and educational activities.

The museum's planetarium provides visitors with an underground railroad experience. Children learn how thousands of slaves ran for their lives during the night, not knowing if they were going in the right direction, except for using the Big Dipper constellation as a guide.

The Asante Children's Theatre perform dramatizations and sing songs to invoke the spirits of past freedom fighters; gospel concerts from local children's choirs also perform.

The museum is also filled with interactive and creative activities such as board games that travel through Dr. King's life.

Continued...

Continued...

Juneteenth

This holiday observes the Emancipation Proclamation's end of slavery for African-Americans. The outdoor event is free to the public, and food and entertainment are available.

Pre-Kwanzaa Workshop

This African-American holiday event gives visitors creative ideas on how to make this observance a family tradition. The seven principals of Kwanzaa are explained: Unity, Self Determination, Collective Work, Cooperative Economics, Purpose, Creativity, and Faith.

Other entertainment includes African drum performances, youth choirs, and African-American folktales and stories for children ages six and under.

The Children's Museum
of Indianapolis

Indiana Girl Scout Councils

Girl Scouts of Hoosier Capital Council
1800 N. Meridian Street
Indianapolis, IN 46202

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Beverly Ferguson
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Carolyn Payton
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Pluralism Summit

This biannual event serves the fourteen Girl Scout Councils in Indiana. The purpose of the Summit is to educate and raise the awareness of volunteers and staff regarding pluralism and diversity, to help Girl Scout Councils develop a plan to implement pluralism programs in their own community, and to provide Councils an opportunity to share and learn from one another about successful diversity efforts.

Their fifth summit will take place in Indianapolis in November of 1999. Over the years, the program has included Green Circle Training *(See Additional Resources Appendix)*, World of Difference Programs *(See Additional Resources Appendix*), Bafa' Bafa' workshops, and workshops presented by Girl Scouts of the USA.

Give and Gain

This is an outreach program that focuses on recruiting African-American women to serve as Girl Scout Leaders in underserved areas. These leaders offer girls the chance to look beyond their own community, beyond friends who are "just like us," and toward a multicultural, multiracial society.

People Just Like You

This disability awareness patch program developed by Hoosier Capital encourages girls to examine differences and similarities among people. Activities are included to help girls learn about disabilities and become more sensitive to people with disabilities.

Heritage Patch Program

This multicultural program helps girls as they prepare to take their place in a pluralistic society. It is designed to assist girls to develop a new awareness and understanding of their ethnic heritage and to reach out and appreciate the unique contributions of members of all racial, ethnic, religious, and socioeconomic groups. Sections of the program focus on personal heritage, women's history, African-American history, Native-Americans, and German-Americans.

100 Black Men of Indianapolis

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Indianapolis, IN 46208

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Contact Person:
Jerry Harkness, Executive Director
Same address/phone above

A national organization, 100 Black Men of America comprises 74 chapters and more than 10,000 men. The primary goal is to facilitate gains for African-Americans in housing, education, employment, health services, and government.

African-American History Challenge

This event is an educational and scholarship program designed to enhance the study of African- American history. It is intended to increase young people's knowledge of their legacy and to encourage them to live lives worthy of that legacy.

The primary reference sources used for this competition are Lerone Bennett Jr's *Before the Mayflower* and Dr. Ivan Van Sertimia's *Before Columbus*. The challenge is open to students living in Marion County and consists of two divisions. The junior division is 8th grade or lower, while the senior division is 9th grade or higher. Each team is allowed two students and one alternate. Winning teams at the local level proceed to the national competition.

Comcast Cablevision and affiliate Black Entertainment Television sponsor a weekend in Washington D.C. for the local winning teams.

Summer Academy

Recognizing that the educational and motivational needs of central-city children do not end when school closes, 100 Black Men of Indianapolis sponsors an annual summer academy at Indianapolis Public School 27, which is in an economically depressed area. From June to August approximately 90 students, grades 1-5, participate in a daily curriculum centered on math, reading, computer lab, physical fitness, field trips, and current events speakers.

Conflict Resolution

Each year, over 130 youngsters spend the night at the Fall Creek YMCA. The 100 Black Men of Indianapolis and other community male volunteers help with counseling and activities. The purpose of this event is to train youngsters to resolve problems nonviolently.

Scholastic Basketball/Track and Field Programs

Currently, eight IPS schools are involved in these programs, which focus on commitment and effort rather than winning. Points are earned for good class behavior, attendance, and scholastic achievement, as well as athletic ability.

Douglas Little League Baseball

Since 1993, the 100 Black Men of Indianapolis has volunteered and financially sponsored the Douglas Little League Baseball Inc. charter franchise. As a summer extension of mentoring, this activity has become one of the organization's most successful programs. It has become a community bond bringing young people, parents, volunteers, and area businesess together. Recently, the number of teams increased from 4 to 14, and the playing facility has been improved.

INDIANAPOLIS

YOUTH

Peace Learning Center

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Conceived in February 1997, the Peace Learning Center (PLC) is a community resource providing conflict resolution training, implementation of peer mediation programs, and promotion of peaceful initiatives.

Initially the PLC conducted a day-long conflict resolution program for every fourth grade class in the IPS system, reaching approximately 3,200 kids per year. Since then, the program has expanded to include in-school peace programs reaching an additional 2,000 kids each year in elementary, middle, and high school.

The PLC also has a Peace Camp in which an estimated 5,000 middle school students have participated. The curriculum includes:

- **A philosophy of peace** - To generate group discussion, students define words such as conflict, peace, violence, and respect. Quotes from Dr. Martin Luther King, Mahatma Ghandi, and Mother Teresa are related to students' everyday lives.

- **Verbal listening skills** - Emotions and feelings are found to be at the base of any conflict. Positive ways of identifying, honoring, and expressing emotions are learned.

- **Rules for fighting fair** - Participants are taught to find out what the problem is; attack the problem, not the person; listen to each other; respect each others' feelings; and be responsible for what they say and do.

- **Interactive theater** - Professional talent from the A.C.T. Out Ensemble perform real life scenarios to assist students in applying the curriculum and skills learned.

- **Safe Escape** - This is a peaceful, physical skills seminar for students and the larger community. Non-violent Safe Escape is a model of self-defense, based in the martial arts, that uses positions of evasion instead of contact for protection. Seminars are offered for all ages, and teacher certification courses are available.

Youth As Resources

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YAR involves youth in community service by funding youth-directed projects and encouraging service organizations to view youth as volunteer resources. Teen board members learn leadership skills by making decisions on YAR operations, as well as reviewing and awarding small grants for the volunteer projects through a youth-adult advisory board.

Grants are offered to youth in Boone, Hamilton, Hancock, Hendricks, Marion, and Morgan counties to fund community service projects. A maximum of $5000 may be awarded. Completed applications are submitted to the YAR Board. The Board, consisting of youth and adults, must have a board make-up of at least one-third youth.

There were 133 youth-directed service projects in 1988; these projects involved 4,571 volunteers from kindergarten to age 22. In addition, an estimated 54,204 youth benefitted from the services provided by the projects. The program is funded primarily by the United Way of Central Indiana, with supplemental grants from The Indianapolis Foundation, Lilly Endowment, Inland Foundation, Pacers Basketball Foundation, Central Indiana Power, and the Cinergy Foundation.

Celebration of Peace and Respect

In response to the announcement that the KKK would be hosting a rally on January 9, 1999 in Indianapolis, a group of 14 concerned volunteers came together to develop a plan for an alternative activity to celebrate diversity. The volunteers represented youth, college students, state government, corporations, churches, and non-profit organizations.

On January 1, dedicated volunteers passed out yellow ribbons and flyers at the corner of Illinois and Maryland. On January 7, a Celebration of Unity, an interfaith and community response to the KKK, was held at the North United Methodist Church. The coalition of religious leaders encouraged all congregations to hold prayer services in their individual churches during the Klan rally.

For the Celebration of Peace and Respect event on January 9, the Ashantii Ballroom provided space, security, and free soft drinks; the Indiana Commission on Community Service and Volunteerism paid for refreshments; a locally owned grocery store baked cookies; and Emmis Communication's radio station (WTLC) donated $33,000 worth of air time to advertise the event. The Celebration's agenda consisted of speakers, song, dance, music, and theatre.

YMCA

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Diversity Programs and Activities

The Board Development Committee has achieved a diverse membership on the Board of Trustees and the Board of Directors that reflects the local population in respect to Hispanics, African-Americans, and gender. By diversifying its staff, the YMCA reports that their membership has also become more diversified.

Recently the Urban Mission Branch was opened to reach out into neighborhoods not usually served by the YMCA in previous years. The intent is to engage racial neighborhood concentrations in programs adapted to meet their specific needs. Funding for this program came from the Annual Invest in Youth Campaign.

During the KKK rally in January 1999, the YMCA's held open houses, displayed banners that stated their position, and quoted John 17:21 "That All May Be One."

The YMCA of Greater Indianapolis is a funding sponsor of the National Multicultural Conference, "Unity in Diversity," in Atlanta, Georgia. This event is a prelude to the Indianapolis City Agenda Conference in September 1999, where key leaders from the 125 largest YMCA's in the country will exchange ideas concerning inner city issues: education of children, development of youth, and building of communities. The Indianapolis YMCA is raising funds to sponsor minority delegates from marginally financed YMCA's throughout Indiana and the nation.

YMCA
We build strong kids,
strong families, strong communities.

YWCA

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Art Projects

The YWCA received a small grant from the Corporation for National Service. The grant will be used to paint a mural on the side of a building which addresses diversity and community service. The mural was designed by a local artist and will be painted on the building by a diverse group of people in the community.

Evolving out of the Elkhart Study Circles on Race Relations, an art project is being done by the YWCA after-school program. The topic of art focuses on appreciating and learning about diversity. Some of the collages and banners will be displayed in such places as City Hall.

School Diversity

Using grant funds, the YWCA paired less diverse elementary schools with more diverse schools to work together on finding ways to get along and understand each other's differences. The project lasted two months, culminating in a one-day diversity celebration with such projects as student poetry, songs, games, and quilts.

Statewide Days of Dialogue

This national event in April is an outgrowth of President Clinton's Initiative on Race and the National YWCA's "Day of Commitment to the Elimination of Racism." Last year's featured speaker was Governor O'Bannon who spoke about the need for race related dialogue.

Week Without Violence

This national YWCA event takes place annually in October. In 1998, the YWCA of Elkhart County celebrated its fourth Annual Week Without Violence. The event challenges communities to focus attention on practical and sustainable alternatives to violence and bring to life a vision of a safer, healthier community. One of the week's activities was a four-hour "Dialogue on Diversity".

Focus on Asian Culture

As part of the "Asia IN US" project funded partially by the Indiana Humanities Council, the YWCA Senior Center held 23 different programs and activities that focused on Asian culture, art, music, and geography. The summer series began in June with a "Taste of Asia" food fair and culminated with an intergenerational Asian Arts and Culture Celebration in August.

FORT WAYNE

YWCA

YWCA

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White Baggage/Black Baggage

This presentation emphasizes the differences between the white/black experience. Becky Hill, white, and Dr. Sharon Banks, black, present personal information about their experiences. Becky discusses white privilege and how it has affectd her life, while in stark contrast, Sharon presents her often difficult experiences. The lack of baggage whites must carry is contrasted by the heavy baggage of discrimination blacks must carry.

Presentation fees are paid by the requesting organization. Audiences have ranged from 25-400 people. The idea for this activity came from personal work on racism issues and from reading *White Privilege:Unpacking the Invisible Knapsack*, an article by Peggy McIntosh.

YWCA

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Jean Campbell
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Annual African-American History Celebration

In a salute to Black History Month, the YWCA hosts a luncheon to celebrate African-American heritage. Some of last year's activities included a history of the YWCA in social justice and poems recited by children.

Women's Commitment To Diversity

During Women's History Month in March, this luncheon event celebrates the diversity of women of all ethnic, racial, and religious groups.

National Day of Commitment Toward the Elimination of Racism

Partnering with the Gary NAACP, the YWCA sponsors this event at the end of April in response to President Clinton's Initiative on Race, calling for an annual national day of dialogue. Ministers and educators are also asked to involve community churches and schools in taking a pledge of unity.

Week Without Violence

Also an outgrowth of President Clinton's Initiative on Race, this annual event in October is devoted to promoting alternatives to violence in the home, school, and community. Activities for 1998 included the Lake County Assistant Prosecutor as the keynote speaker and readings and poems about peace and harmony by the YWCA teens.

Study Circles

Using the Study Circles Resource Center's dialogue guides, the YWCA is in the process of organizing study circles for the 1999 year.

YWCA

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History

The YWCA has been committed to racial justice and human rights for more than 140 years.

A brief history includes:

- At the 1897 national meeting the YWCA secretary declared, "The YWCA has no color line; white, brown, black, yellow, and red are equally welcome in our membership."
- In 1965 an Office on Racial Justice was created at the national level.
- In 1970 the following statement was added to the mission statement: "The Association will thrust its collective power toward the elimination of racism where ever it exists and by any means necessary."
- In 1977 a national racial justice manual was developed to train members on race relations.
- In response to the Rodney King incident in 1992, the YWCA National Day of Commitment to Eliminate Racism was established.
- In 1994 a partnership was initiated with Study Circles Resource Center to engage communities in dialogues on race relations.
- In 1997 the YWCA established an annual Race Against Racism event.
- In 1998 President Clinton appealed to the states' governors to partner with their local YWCA's to proclaim Statewide Days of Dialogue to foster dialogue on race relations and reconciliation in their communities; over 10,000 Americans participated in that event.

Statewide Days of Dialogue

In 1998, this event was hosted at the YWCA of Indianapolis with Governor O'Bannon as the keynote speaker. The Deputy Director of Research and Policy for President Clinton's Initiative on Race was also in attendance. A panel discussion explored the current state of race relations in Indianapolis. Some of the challenges identified included problems between people of color and law enforcement, continuation of a busing program that is no longer effective, and episodes of racial intolerance between individuals which escalate into broader disputes. The Governor also initiated a statewide "Best Practices" program and resource guide on racial justice.

Study Circles

In addition to hosting adult study circles, the YWCA is in the process of expanding their Racial Relations Education into the school system. They hope to accomplish this by piloting three study circles in Indianapolis Public middle schools in 1999, using relevant films and two of the Study Circles Resource Center's curriculums, *Facing the Challenge of Racism and Race Relations* and *Youth Issues, Youth Voices*. The goal is to encourage young people to freely discuss their feelings, beliefs, concerns, and experiences in the area of race relations and focus on developing successful interaction and communication skills between youth of various race, ethnic, cultural, and social backgrounds.

Each study circle session will consist of eight classes held once a week after school for an hour and a half. Each group will include 18 students, one facilitator and one assistant. Participation by each student will be on a voluntary basis and requires the written consent of a parent or guardian. The YWCA staff will act as facilitators and guide the discussions and interaction. Each student will complete a brief attitudinal test before and after the completion of the sessions to measure changes in attitude and knowledge about people of different races and backgrounds. Following completion of the first cycle of study circles, the YWCA staff will meet with the schools' faculty to receive verbal and written feedback about observed or perceived positive changes in the students' behavior.

Successful outcomes will enable the YWCA to continue to work with additional schools; by the fall of 1999, they hope to have 6-12 study circles not only in IPS middle schools, but also in township middle schools.

Summer Camp

Each year the YWCA provides a summer camp consisting of many multi ethnic, cultural, and racial children. Each of the children and the camp counselors attend diversity training at the YWCA to promote understanding and respect for individual differences. The training is provided by an Indianapolis company called Global Perspectives.

YWCA

YWCA

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Diversity Committee

This is a longstanding committee which meets monthly. One of their activities is working with the YWCA's after-school program focusing on appreciating diversity; the most recent focus is on people with disabilities.

Having Your Say

This is a women's discussion group which meets monthly. The program is in partnership with the Hanna Community Center. The goal of "Having Your Say" is to discover and celebrate commonalities among women from different cultures. Their most current focus is on Native-American and Latino issues.

Drop-In Childcare Center

This program is available for people whose second language is English and attend the Lafayette Adult Reading Academy. Diversity training is also available to employees through the Purdue Diversity Team or the Chamber of Commerce Common Ground program.

Statewide Days of Dialogue

An outgrowth of President Clinton's Initiative on Race, the Lafayette YWCA sponsors this event annually. In 1999 the "In Celebration of Diversity" luncheon featured a keynote speaker from Purdue who spoke on the topic of diversity and unity.

YWCA

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Statewide Days of Dialogue

First Lady, Mrs. Judy O'Bannon, was the keynote speaker at a Diversity Luncheon The luncheon was held at the Richmond Holiday Inn with approximately 100 people in attendance.

Since the YWCA is a co-sponsor for Richmond's study circles, five community members also spoke to share their study circle experiences. Proceeds from the luncheon went to benefit the study circle's program.

Ann Cox, Executive Director of the YWCA, said, "I learned that there was a real need for racial healing programs in our community. Having a very small budget to work with, my biggest challenge was figuring out how everyone would benefit from the luncheon. I found that having actual study circle participants speak about their experiences was a nice touch because it showed how valuable study circles were to each individual."

YWCA

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Annual Women For Women Dinner

The purpose of this annual event, now in its 13th year, is to raise funds for YWCA programs which are not self supporting. The audience averages around 1,200 people. Becky Buse, executive director of the YWCA, feels that the excellent turn outs are a result of renowned speakers each year. Keynote speaker for 1999 was Mrs. Coretta Scott King.