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
COMMISSION

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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
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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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Hearing Impaired: (800) 743-3333

Fax: (317) 232-6580
Web Site: http://www.ai.org/icrc/

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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Anti-Defamation League

Books

16 Extraordinary Native Americans

by Nancy Lobb

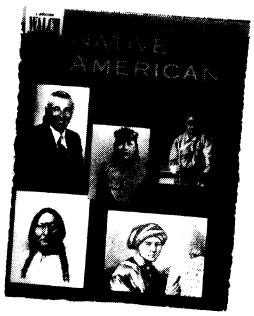
(JS)

144 PAGES SOFTCOVER

No. ADB1657 $17.27

Here are 16 compelling stories that show students how Native American men and women have helped shape the history and culture of the United States. Writers, artists, teachers, politicians, ministers, lawyers, doctors, business people, athletes — all have helped make America what it is.

These high-interest accounts are easy to read and profile important figures from a broad range of fields. Each reading is followed by a variety of exercises, including teacher support materials with lists of vocabulary words, answer key and a bibliography for each story.



Raising Compassionate, Courageous Children

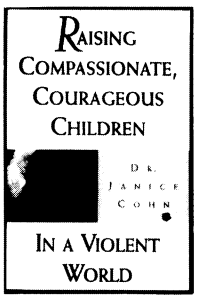
by Dr. Janice Cohn

(C) ***New!***

251 PAGES SOFTCOVER

No. ADB1590 $15.95

This book offers stories of children, parents, families and communities overcoming fear and apathy to help others make a difference. Dr. Cohn draws inspiration from the real world and provides readers with succinct, research-based parenting techniques for fostering caring, helpful and hopeful children in today's troubled world. This combination of timely advice and moving stories provides an effective, uplifting antidote to the worry and fear surrounding parenting today.



Bayard Rustin: Troubles I've Seen

by Jervis Anderson

(C) ***New!***

417 PAGES HARDCOVER

No. ADB1625 $30.00

Bayard Rustin is perhaps best known as the organizer of the 1963 march on Washington, where Martin Luther King Jr. delivered his memorable, "I Have a Dream" speech. But, more than that Mr. Rustin was one of the most complex and interesting of the Black intellectuals during a period of dramatic change in America. During his career, he was a moral and tactical spokesman committed to the Gandhian principle of nonviolence. He was the movement's competent strategist and an indispensable intellectual resource for such Black leaders as Dr. King, A. Philip Randolph, Roy Wilkins, Whitney Young, Dorothy Height and James Farmer. In this landmark biography, historian and biographer Jervis Anderson gives a full account of the life of this inspiring figure.

We Can Get Along

A Child's Book of Choices plus Teacher's Discussion Guide

by Lauren Payne, M.S.W. and Claudia Rohling; Illustrations by Claudia Rohling

(E) ***New!***

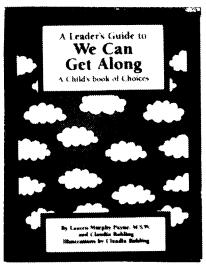
36 PAGES CHILDREN'S SOFTCOVER BOOK

No. ADB1623 $9.95

56 PAGE TEACHER'S DISCUSSION GUIDE WITH REPRODUCIBLE HAND-OUT MASTERS

No. ADB1624 $14.95

Simple words and enchanting full-color illustrations teach children how to get along with others and resolve conflicts peacefully. Children need help learning how to get along with others. This warm, affirming book distills these concepts into words young children will understand and illustrations they will delight in exploring. The companion Teacher's Discussion Guide includes activities, discussion questions, and home handouts for parents.



Under Our Skin: Kids Talk About Race

Children's Reading Material

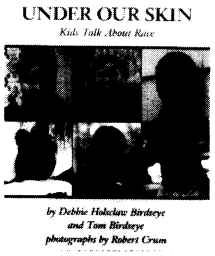
By Debbie Holsclaw Birdseye and Tom Birdseye

(EJ)

30 PAGES HARDCOVER

No. ADB1675 $15.95

In *Under Our Skin: Kids Talk About Race*, Rosa, Akram, Jenny, Todd, Jason and Janell offer their unique perspectives about their Latino, Arab, white, Asian, African-American and Native American experiences. In their own words, the students speak about everything from prejudice and bigotry to the role ethnicity plays in their daily lives.



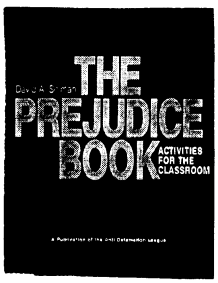
The Prejudice Book

by David Shiman

(JSC)

176 PAGES 3-HOLE PUNCHED, SHRINKWRAP

No. ADB0144 $19.95



An outstanding two-pronged approach to teaching teenagers about prejudice and discrimination: the first is classroom activities aimed at raising the student's awareness and understanding of prejudice and how it affects our society; the second is a *Teacher Self-Examination Questionnaire* aimed at helping teachers reflect on their own instructional behavior.

ABC's of Scapegoating

by Gordon W. Allport

(SC)

40 PAGES SOFTCOVER

No. ADB0001 $4.50

A noted social scientist analyzes the motives, sources, and forms of scapegoating and race prejudice. He recommends education to fight fear/frustration, and legislation to protect minorities.

The Old Brown Suitcase

Children's Reading Material

By Lillian Baraks-Nemetz

(JS)

148 PAGES SOFTCOVER

No. ADB1600 $9.50

Slava, a 14-year-old immigrant girl, comes to Canada from Poland after the Second World War. While she struggles with English and learns Canadian ways, she is haunted by terrifying memories — her experience as a Jewish child persecuted by the Nazis. She escapes from the Warsaw Ghetto, is hidden in Polish villages and survives.

Slava is like many other young people who want to overcome the weight of a painful past. They want to fit in, find friends, and do well in school. This compelling story will influence its readers, young and old, to be more compassionate to newcomers, whether from overseas or from another school or neighborhood.

Almond Cookies & Dragon Well Tea

Children's Reading Material

By Cynthia Chin-Lee

(E)

34 PAGES HARDCOVER

No. ADB1677 $14.95

When Erica is invited to the home of her good friend Nancy, whose family emigrated from China to the United States

ous. As Erica meets Nancy's family, learns Chinese words, and samples delicious almond cookies and Dragon Well Tea, she and Nancy become even closer friends. The two girls learn that the more they share, the more they have. An entertaining and interesting multicultural tale which is sure to delight young readers.

Maya Angelou More Than a Poet

Children's Reading Material

By Elaine Silvinski Lisandrelli

(JS)

128 PAGES HARDCOVER

No. ADB1672 $19.95

Maya Angelou was the first African American in United States history to compose and deliver a poem for a Presidential inauguration. On January 20, 1993, her inspiring poem for President Bill Clinton, entitled "On the Pulse of Morning," filled the nation with awe and touched the hearts of millions. Maya Angelou has overcome numerous obstacles throughout her life to become the successful woman she is today. Throughout it all, she never let go of her belief that "we are more alike...than we are unalike."

Mrs. Katz and Tush

Children's Reading Material

By Patricia Polacco

(E)

28 PAGES HARDCOVER

No. ADB1678 $15.95

This touching children's book tells the story of the friendship between Larnel, a young African-American boy, and his neighbor, Mrs. Katz, an elderly Jewish widow. Larnel visits Mrs. Katz each afternoon to help take care of the cat, Tush, he has found in the basement. He also grows to love hearing her stories about Poland and her Jewish heritage. A warm, moving book promoting tolerance as well as multicultural education.

Curriculum

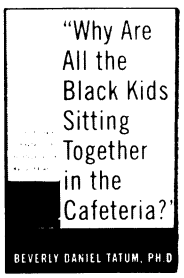
"Why Are All the Black Kids Sitting Together in the Cafeteria?"

By Beverly Daniel Tatum

(C)

270 PAGES HARDCOVER

No. ADB1673
$24.00



This frank, provocative book on racial issues offers a psychologist's perspective on prejudice, racism and racial identities. Professor Tatum, who teaches at Mt. Holyoke College, explores her own experiences as an African American and as a professor studying racial issues, and offers suggestions and definitions for how to deal with today's difficult questions including ethnic and racial identity, prejudice, stereotyping and affirmative action.

Beyond Heroes and Holidays

A PRACTICAL GUIDE TO K-12 ANTI-RACIST, MULTICULTURAL EDUCATION AND STAFF DEVELOPMENT

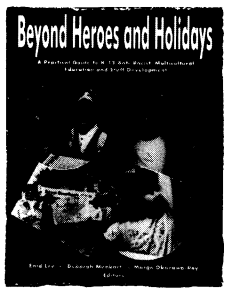
Edited by Enid Lee, Deborah Menkart, and Margo Okazawa-Rey

(C)

464 PAGES SOFTCOVER

No. ADB1679 $27.00

Beyond Heroes and Holidays provides a rich array of resources, models and strategies for promoting multicultural education. This book is for anyone who has either wondered or been asked, "How can I incorporate multicultural education into my classroom?"



With articles from both teachers and parents, this book discusses ways in which multicultural education can be transformed into a process whereby schools teach the histories and cultures of diverse peoples, and promote academic excellence for all.

Being Fair and Being Free

(JS)

20–LESSON WORKBOOK SOFTCOVER

No. ADB0296 $15.00

What are some of the long range consequences of prejudice? 20 useful lessons help teachers to show students how prejudice conflicts with basic American values and how the long-range consequences of prejudiced behavior can undermine an individual's strength and the strength of a nation.

Ebony Pearls

Reflections of a Soul

by Arlene Hamlett Coleman

New!

(EJS)

32 PAGES SOFTCOVER

No. ADB1618 $7.00

A collection of poems by an African-American educator explores the struggles we face as humans. Each poem is uniquely and individually strung from the depths of her experience and her area of concern...the painful experiences endured by enslaved Africans.

The Immigrant Experience

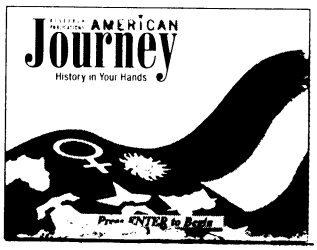
Classroom Reference Material

(JSC)

CD-ROM

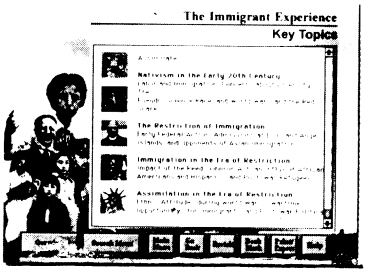
MAC/WINDOWS HYBRID **$149.00**
LABPACK OF 5 DISCS **$298.00**

No. VCCD004



Students relive the American story through a wealth of unique source materials and thoroughly researched thematic essays written by leading educators and historians.

The disk tells the stories of successive waves of immigrants from a personal perspective. The contents — ambitious and thorough — include stories of Native American migrations, European immigrants, the Asian migrations of the 19th century, the incorporation of Hispanic peoples as the United States expanded westward, the forced migration of African Americans by the slave trade and their 20th-century exodus to northern cities.



The American Family Albums

Classroom Reference Material

10-VOLUME SET

By Dorothy Hoobler and Thomas Hoobler

(JS)

$199.50 COMPLETE SET (10 VOLUMES)
$ 19.95 SINGLE VOLUMES

No. ADB1661 COMPLETE SET

"Lavishly illustrated... Well worth a close reading."
— The New York Times Book Review

The American Family Albums tell the multicolored and often heroic stories of American immigrant groups, largely through their own words and pictures. Each book is a pictorial and written record of the "old country" left behind, the journey to America, the life that the newcomers made for themselves in their adopted country, and the group's contributions to the brilliant diversity of the United States.

THE FAMILY ALBUMS:

The Scandinavian Family, ADB1662
The African American Family, ADB1663
The Chinese American Family, ADB1664
The Cuban American Family, ADB1665
The German American Family, ADB1666
The Irish American Family, ADB1667
The Italian American Family, ADB1668
The Japanese American Family, ADB1669
The Jewish American Family, ADB1670
The Mexican American Family, ADB1671

Open Minds to Equality

A SOURCEBOOK OF LEARNING ACTIVITIES TO AFFIRM DIVERSITY AND PROMOTE EQUITY

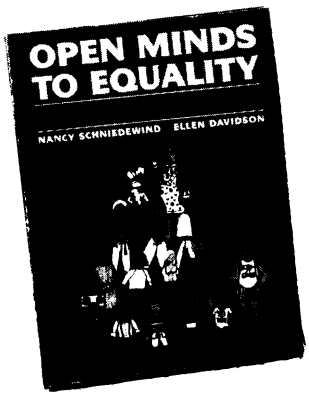
By Nancy Schniedewind and Ellen Davidson

(C)

387 PAGES SOFTCOVER

No. ADB1674 **$36.50**

This valuable teaching resource offers hundreds of suggestions and activities for teachers seeking to explore issues of diversity and tolerance in the classroom. Written by two educators, the book covers complex issues such as racism and homophobia in an engaging, readable format, and also offers specific suggestions and worksheets for promoting respect for equality and understanding in the classroom. With its wide range of topics and lesson styles, this book will be useful to a variety of classroom teachers and curriculum specialists.



Who Belongs Here

An American Story

by Margy Burns Knight

New!

(EJ)

32 PAGES HARDCOVER

No. ADB1591 **$16.95**

Who Belongs Here

Activity Guide

36 PAGES SOFTCOVER

No. ADB1593 **$9.95**

The story of Nary, a refugee from Cambodia who immigrated to the United States and was faced with the difficulties of trying to fit in where he was not always wanted. This winner of the 1993 *Publishers Weekly* award for Best Multicultural Book asks important, thought-provoking questions for student discussion: What is a real American? What if everyone who now lives in the U.S., but whose ancestors came from another country, was forced to return to his or her homeland? Who would be left? An accompanying activity guide is perfect for instruction on immigration, United States and Southeast Asian history, repatriation and other topics related to diversity. It is especially useful for English as a Second Language students.

Racism Divided by Color

New!

by Gerald Newman & Elenore Newman Layfield

(JS) Grades 6-12

112 PAGES HARDCOVER

No. ABD1639 $18.95

This well-organized book presents a concise historical look at racism and how societal factors impinge on the problem.

Ethnic Conflicts in Schools

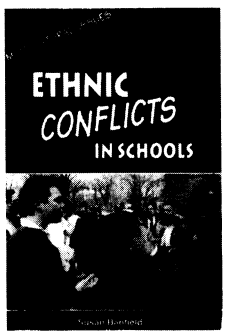
by Susan Banfield

(JS) Grades 6-12

104 PAGES HARDCOVER

No. ADB1565 $18.95

How do ethnic differences affect young people? Our public schools bring students together from many backgrounds, but problems continue to exist even under these circumstances. Are there solutions?



Wonderful World of Difference

(EJ)

20-ACTIVITY SOFTCOVER WORKBOOK

No. ABD0295 $15.00

The ability to respect and accept differences has a dramatic impact on the quality of life for all of us. Education to develop this ability ideally starts within the home and the school and carries over into larger arenas influencing community relations and global harmony as well. The 20 activities, appropriate for students in grades K-8, provide educators with a starting point for helping their students explore the diversity and richness contained within the human family.

A World of Holidays

by Louisa Campbell

Teacher's Discussion Guide

(E) Grades 1-3

60 PAGES HARDCOVER

No. ADB1572 $13.95

Learning about what holidays are celebrated by others can foster a better understanding of difference. In the spirit of cultural diversity, readers sample international celebrations.

Everybody Bakes Bread

by Norah Dooley

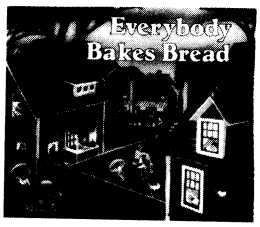
(E)

New!

38 PAGES HARDCOVER

No. ADB1631 $14.95

When Carrie's Saturday plans are rained out, Carrie's mother sends her on a search that saves the day. Carrie discovers that on a stormy day in her neighborhood, everybody bakes bread. From Barbadian coconut bread to chapatis from India, Carrie samples breads from around the world. Accompanied by simple recipes, this rainy-day tale of Carrie's delightful multicultural neighborhood is sure to please.



Individual Differences

(EC)

588 PAGES SOFTCOVER

No. ADB0079 $17.95

How can a teacher facilitate the best development of the individual capacities of students while at the same time helping them to gain a better understanding of themselves and respect for the differences in others? This book is a practical guide to achievement of these goals. It was developed by Marlene Cummings for the Madison, Wisconsin School District.

Diversity Package Offer

COMPLETE KIT AVAILABLE FOR ONLY
No. ADLP4 $139.95

The Golden Door

VHS 25 MINUTES

No. VCAD1634 $89.95

An in-depth exploration of how immigrants from all over the world built this country. This important program uses historic and modern photos mixed with live action footage to chronicle the history of U.S. immigration, and it discusses how patterns of immigration have changed through the years. *The Golden Door* also examines recent Laws such as California's Proposition 187 and the renewed debate about U.S. immigration policies. The video emphasizes that America is a nation whose strengths come largely from the many contributions of its diverse peoples.

America: A Nation of Immigrants

8 COLOR POSTERS, SIZE 19" x 25" (LAMINATED)

No. ADB1636 $34.95

This beautiful set celebrates the history, culture and contributions of U.S. immigrant groups. Each poster focuses on a different geographical region and includes a history of why each group came, a timeline indicating where they came from, photos depicting some cultural contributions, famous members of the group and more.

The regions featured are:

- East Asia (China, Japan, Korea)
- Southeast Asia (Vietnam, Cambodia, Laos, the Philippines)
- South Asia and Middle East (including India and Pakistan)
- West Africa (including slavery)
- Eastern Europe
- Western Europe
- Mexico and Central America
- The Caribbean Islands (including Puerto Rico, Cuba, Haiti, the Dominican Republic, Jamaica)

One Nation, Many Peoples

Comprehensive resource guide

160 PAGES, SOFTCOVER

No. ADB1635 $24.95

A one-of-a-kind way to make your study of U.S. immigration information fun! This resource guide is filled with information, source material, and project ideas to help you teach the story of U.S. immigration. The guide is divided into 8 units, corresponding to the eight geographic regions covered by the posters. Each unit includes a brief summary of the group, its history, reasons for immigration, and major contributions.

Source documents such as letters, diary entries and political cartoons, recipes and craft projects specific to that group make interesting report topics, other individual and group projects and much more.

What To Tell Your Child About Prejudice and Discrimination

New!

Published by The National PTA and A WORLD OF DIFFERENCE Institute of the Anti-Defamation League

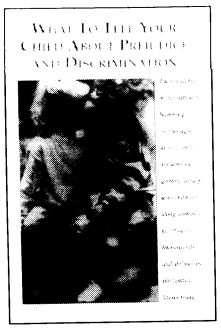
(C)

For Parents and Educators
Brochure Also Available in Spanish

PTA MEMBERS:
$10 FOR 20 BROCHURES
$20 FOR 50 BROCHURES
$30 FOR 100 BROCHURES

NON MEMBERS:
$12.75 FOR 15 BROCHURES

ENGLISH No. ADB1632
SPANISH No. ADB1633



This brochure offers advice for parents to help children live harmoniously in an increasingly multicultural society. Even if parents are models of acceptance of peoples of all races, cultures and religions, children are exposed to many people who do not respect differences. The National PTA/A WORLD OF DIFFERENCE Institute of the Anti-Defamation League publication.

Melting Pots: Family Stories & Recipes

by Judith Eichler Weber

Teacher's Discussion Guide

(E) Grades 1-3

54 PAGES HARDCOVER

No. ADB1571 $13.95

We are what we eat! We can learn about others by learning about the importance of things that they eat. These delightful stories of multicultural celebrations concentrate on the foods that emphasize their importance (recipes included).

US: A Cultural Mosaic

(EJSC)

380 PAGES SOFTCOVER

No. ADB0194 $17.95

Helping children to gain insight into themselves and others through the use of language, art and audiovisual activities is the aim of this creative program. *US: A Cultural Mosaic* is a multigrade, multicultural, multidiscipline guide to help teachers and others achieve these goals.

Bein' With You This Way

by W. Nikola-Lisa

(E)

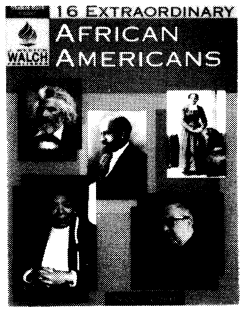
New!

30 PAGES SOFTCOVER

No. ADB1598 $5.95

This award-winning rap-poem with brilliantly colorful, dynamic illustrations is a perfect way to teach young children about the joy of being together—and being different—in a multicultural society.

16 Extraordinary African Americans



by Nancy Lobb

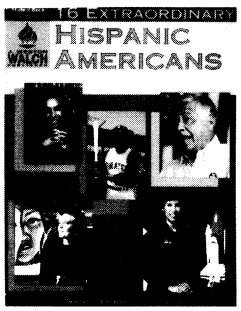
(EJS)

SOFTCOVER

New!

No. ADB1599
$13.95

16 Extraordinary Hispanic Americans



by Nancy Lobb

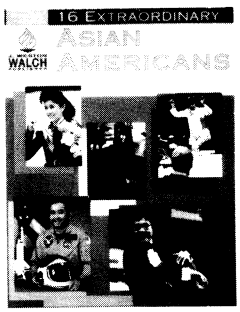
(EJS)

SOFTCOVER

New!

No. ADB1600
$13.95

16 Extraordinary Asian Americans



by Nancy Lobb

(EJS)

SOFTCOVER

New!

No. ADB1641
$13.95

Updated!

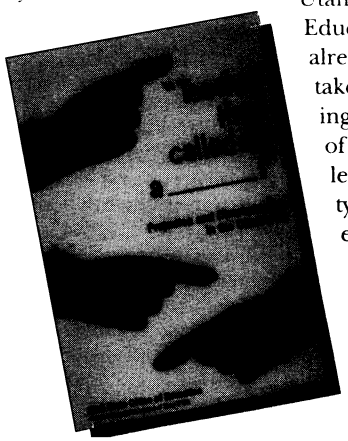
Teacher, They Called Me A_____!

by Dr. Deborah Byrnes

(EJ)

56 PAGES
SOFTCOVER

No. ADB0384
$ 14.95



Sixty-nine classroom activities to help raise elementary school students' level of awareness, understanding and tolerance of difference. Recently updated, this book by Dr. Deborah A. Byrnes and the Utah State Department of Education is a best-seller and has already helped many teachers to take an important step in reducing the formation and growth of prejudicial attitudes by challenging many of the stereotypes to which children are exposed.

Videos

Biculturalism and Acculturation Among Latinos

(JS) *New!*

VHS 28 MINUTES

No. VCAD212 $149.00

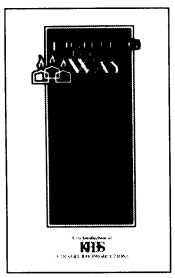
Learn how Latinos, like other ethnic groups, struggle with pressures to reclaim and reaffirm their heritage while simultaneously facing pressures to assimilate into the dominant American culture. This program examines the question of which part of their culture Latinos feel they should keep and leave behind and explodes some commonly held beliefs and misconceptions about who Latinos are today in the U.S.

Lighting The Way

Teacher's Discussion Guide *New!*

(JS)

VHS 24 MINUTES



No.VCAD220
$49.95

Kwanzaa, LaPosada, Chanukah and Christmas are ethnic and religious holiday festivals, each very different from the other. They are celebrations that share the common threads of food, family and music connecting them in a positive and entertaining way. *Lighting The Way* is an extremely well-done program, originally shown as a PBS special. It provides kids with a more open respect for other cultures, and it recently received an Emmy award for Best Children's Programming.

Valuing Diversity

Teacher's Discussion Guide *New!*

(JSC)

VHS 19 MINUTES

No. VCAD210 $89.00

The obstacles to cross-cultural understanding do not have to include prejudiced motives. They can be as simple as not paying proper attention to difference. Viewers learn from Ron, a glad-handing, back-slapping businessman, who believes himself to be friendly and a master of equal treatment. But he learns his everyone's-the-same attitude is a barrier to cross-cultural communication. Viewers see stereotyping in action with Will and Pete, students suspicious of the new attention to AIDS-awareness at their high school. Quick judgment and stereotyping also doom the super-market check-out clerk who finds difficulty in dealing with people from different cultures, social classes and those with unusual body sizes or visible physical handicaps. Video and discussion guide help explain how to overcome communication barriers in the classroom, community or workplace.

The Roots of African Civilization

Teacher's Discussion Guide *New!*

(JS)

VHS 25 MINUTES

No. VCAD228 $89.95

What was Western Africa like before the arrival of the Europeans? This dynamic video visits Africa before the slave trade began and discovers the art, culture and history of a people overpowered by their continental neighbors.

Using historical images and artwork, along with interviews with experts on African culture, this program tells the fascinating story of these ancient civilizations in precolonial times. In addition, it points to evidence of these ancient cultures in the lives of African-Americans today. A compelling look at a land too often overlooked.

Toward a More Perfect Union

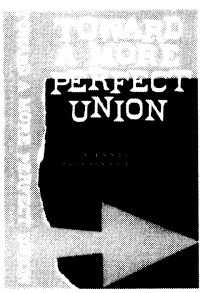
Teacher's Discussion Guide *New!*

(SC)

VHS 60 MINUTES

No. VCAD222 $69.95

This provocative documentary examines the nature of shared national identity and what it means to be an American today. It profiles Americans in a variety of communities throughout the country, features interviews with numerous historians and writers and American citizens from all walks of life. This video broaches such themes as the relation between personal and national history and the complexity of everyday life.



Teenagers and Racism

(JSC)

VHS 30 MINUTES

No. VCAD251 $69.95

A panel of teen-agers led by psychologist Tom Cottle openly discuss their experiences with racism. For some of today's young people, racism is a problem of the past. Others who have known the pain of exclusion scoff at such an idealistic view. Teen-agers discuss their experiences with parental restrictions on interracial dating, affirmative action, and their efforts to understand and overcome racism.

Joshua's Confusion

Teacher's Discussion Guide *New!*

(EJS)

VHS 24 MINUTES

No. VCAD209 $89.95

The story of a young Amish boy's growing awareness of the contrast between his family's Amish faith and traditions, and the modern lifestyles of his friends from school. Young Joshua is exposed to the modern world every day. Sometimes he is teased by his classmates during recess, but the program centers around the conflict that arises when Joshua is invited to attend his best friend's birthday party which his parents consider as part of the frivolous outside world. The video discussion guide provides questions and activities to help students understand how people of different cultures may experience difficulty in relating to the community around them.

Something In Common

Teacher's Discussion Guide *New!*

GOLDEN APPLE AWARD WINNING VIDEO FROM THE NATIONAL EDUCATION MEDIA NETWORK

VHS 16 MINUTES

Judaism's multicultural substance is the focus of this eye-opening program. Ethiopian-Israeli immigrants talk to New York City teenagers about their culture and experiences being Black and Jewish. The video, about the ADL Children of the Dream project, highlights the interactions between the teens and how they learned about their differences and their common bonds. The program provides a positive message about multicultural understanding, because it exemplifies how teenagers can cross cultural boundaries to find that they do indeed have something in common.

Molly's Pilgrim

Teacher's Discussion Guide (EJS)

VHS 24 MINUTES

No. VCAD121 $325.00

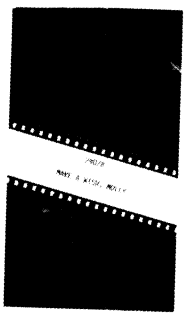
Winner of an Academy Award for Best Short Feature, this is the story of a 9-year-old Russian-Jewish girl who is the object of her classmates' taunts because of her foreign accent, strange ways and peculiar clothes. When each child makes a doll for a class display of the first Thanksgiving, Molly brings a very different looking doll: A Russian-Jewish doll. This leads the children to understand Molly and her family's search for religious freedom.

Make a Wish, Molly

Teacher's Discussion Guide (EJS)

VHS 30 MINUTES

No. VCAD204 $295.00



Molly continues her odyssey in the United States. The young Russian-Jewish "heroine" of the Academy Award-winning *Molly's Pilgrim* is again the star of this sequel. A year has passed since she and her family arrived, but Molly does not feel "American"; she speaks with an accent, her clothes are "foreign" and her religion seems to keep her apart from her classmates. To help Molly overcome that feeling, her parents and teacher plan a surprise party for her. There she finds her friends, all wearing clothes that reflect their ethnic origins and Molly begins to understand what being an American really means.

Passing

Teacher's Discussion Guide (SC)

VHS 5 MINUTES

No. VCAD242 $95.00

The paths of a white woman and an African-American man momentarily intersect as they walk toward each other on a dark, deserted street. The woman, recalling television news clips about recent crimes, instinctively tenses and zips up her pocketbook. The man, sensing the woman's fear, becomes nervous as well. As they both attempt to avert each other's eyes, they pass without a word. This short film, an ADL Dore Schary 1997 Award Winner, offers a vivid and disturbing snapshot of the conscious and unconscious prejudices that influence us. Video acts as an excellent discussion starter, followed by thought-provoking questions and classroom activities from the teacher's discussion guide.

Respect: The Real Deal

Teacher's Discussion Guide (JS)

VHS 20 MINUTES

No. VCAD241 $99.95

RECOMMENDED BY: SCHOOL LIBRARY JOURNAL

Viewers are challenged to discuss the issues of respect for differences, property, authority, and other people's dreams, and how giving respect creates self-respect. Using scenarios, followed by thought-provoking questions, the program challenges viewers to think critically about the issues involved in respect. In the schoolyard, Tyrone and Richie tease Darius about his interest in a female classmate. Darius broods over the incident and finally decides to confront his friends' disrespectful teasing. Debbie borrows a bike from a friend, who reluctantly agrees to let her use it. As a result of Debbie's carelessness, the bike is damaged accidentally. Brad challenges the substitute teacher's plans for the classroom period, and later finds out he overreacted and returns to apologize.

On-screen questions promote discussion of key issues dealing with respect.

Racial and Sexual Stereotyping

(JSC)

VHS 28 MINUTES

No. VCAD243 $89.95

Why do racial and cultural stereotypes persist? This specially adapted Phil Donahue program focuses on how prejudices are handed down from generation to generation, and how teens deal with them on a daily basis. Not all judgments are pejorative — e.g., an Asian is sick of being presumed to be the smartest in the class — but most prejudices are cruel and unjust. This program airs assumptions of African Americans and Hispanics, straight kids who believe homosexuality to be morally wrong, and a lesbian who fears the reactions of other girls. The program concludes with a demonstration of teens seeking to work out their differences.

Philadelphia, Mississippi

(SC)

VHS 60 MINUTES

No. VCAD244 $199.00

"...A useful contemporary civil rights update for public and academic libraries." — Video Librarian

A contemporary portrait of the small Southern town where, in June 1964, three young civil rights workers were murdered for helping Blacks register to vote. In the 30 years since, Philadelphia, MS, has retained its infamous reputation as a racist backwater. Every year, on the anniversary of the murders, national news media converge on Philadelphia in an attempt to learn whether race relations have changed in the American South. This intense scrutiny has affected how Philadelphians feel about themselves and the rest of the country. Interviews with Philadelphia residents, both Black and white, reveal a town full of complexity, with many responses challenging viewers to examine their own racial attitudes.

Do The Right Thing — Halting Bigotry

(JS)

VHS 25 MINUTES

No. VCAD245 $49.95

A new youth guidance video series called "Talk Box," moderated by journalist Katy Sai. Lively discussions with teens on important issues including racism, stress, careers and self-esteem help youth develop an understanding of others, while improving their problem-solving and communication skills. Greg Alan Williams, an actor on "Baywatch," talks to middle school children about his

Free to Be

Teacher's Discussion Guide (JSC)

VHS 28 MINUTES

No. VCAD93 $55.00

A video that raises questions about diversity and conformity in American life. Produced by ADL in cooperation with the New York City Council for the Humanities, *Free to Be* examines the concepts of ethnic, religious, and political differences and how our society has coped. An open-ended discussion stimulator.

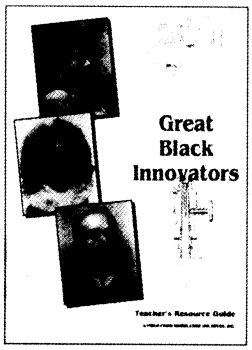
Great Black Innovators Past and Present

Teacher's Discussion Guide (EJS)

VHS 20 MINUTES

No. VCAD197 $89.95

The lives and ideas of black innovators in the areas of business, science and engineering are explored in depth. This video graphically combines still images, live footage and an interview with James Brodie, author of *Created Equal: The Lives and Ideas of Great Black Innovators.*



Through This Darkest Night (JSC)

VHS 12 MINUTES

No. VCAD102 $60.00

The tragedy of reservation life for generations of Native Americans is explained in this moving video. Archival photographs and rare documentary motion picture footage illustrate a narration in the style of oral tradition as three voices recount experiences that spelled the destruction of a culture. *Through This Darkest Night* was produced for the Denver Art Museum's exhibit on Plains Indian Art.

Facing Differences: Living Together on Campus

Teacher's Discussion Guide (SC)

VHS 11 MINUTES

No. VCAD12 $90.00

Teaching about overt and covert acts of prejudice among students is the focus of this video. In this film, produced by ADL in cooperation with the National Association for Campus Activities, students talk about the problems of everyday life in a diverse, multicultural population. It is intended for use in student-orientation programs, student-leadership programs, courses on pluralism and other comparable student activities.

Names Can Really Hurt Us

Teacher's Discussion Guide (JS)

VHS 24 MINUTES

No. VCAD120 $100.00

Teenagers in an ethnically diverse school talk about their painful experiences as victims of bigotry and also reveal their own prejudices and stereotypes. Their revelations lead to healing, self-confidence and the courage to challenge bigots and bullies. This video is appropriate for large assemblies as well as the classroom.

A Class Divided

Teacher's Discussion Guide (JSC)

VHS 60 MINUTES

No. VCAD124 $200.00

A follow-up to Iowa teacher Jane Elliott's original experiment. Ms. Elliott, a teacher in an Iowa farming community, taught her third-graders about the effects of prejudice by dividing the class on the basis of eye color. In this PBS *Frontline* documentary, filmed 15 years later, she meets with some of her former students to analyze the experiment in prejudice and its impact on their lives. The power of Elliott's experiment is shown when it is conducted at a prison facility with 175 employees.

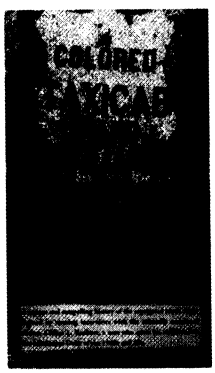
The Era of Segregation

Teacher's Discussion Guide (EJS)

VHS 30 MINUTES

No. VCAD199 $89.95

Clifton Taulbert grew up in the Mississippi Delta during the 1940s and 1950s. His reminiscences of growing up black in that time and place have made him an award-winning author and given him national acclaim. Now a moving video looks at Taulbert's unique perspective on life. Historic footage, interspersed with archival stills, puts a human face on the period when institutional segregation was practiced in this country. The video helps make the connection between the past and the present and shows the relevance of history to today's issues.

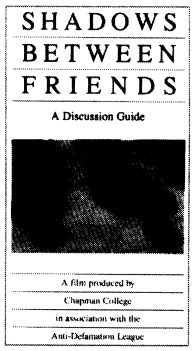


Shadows Between Friends

Teacher's Discussion Guide (JS)

VHS 30 MINUTES

No. VCAD1 $55.00



With odds against it, Luis, born in Mexico, and Charlie, an Anglo, are buddies. The friendship between these two California high school students is at first threatened by, but eventually overcomes, the prejudices and stereotypes of schoolmates and adult society. Produced by Chapman College for ADL.

Breaking Through Stereotypes

Teacher's Discussion Guide (JSC)

VHS 15 MINUTES

No. VCAD192 $75.00

What makes the perception of "others" as "different?"

Produced by and for teenagers, this documentary explores how stereotypes influence human interaction. Hollywood films and TV programs provide the context for exploration into Hispanic, Asian, African-American, Italian and Jewish stereotypes. To achieve their goal of promoting greater understanding, the teens interview a number of experts in intergroup relations. The video is an excellent discussion starter for a multicultural curriculum, conflict resolution and human dynamics training.

Neighbors

Teacher's Discussion Guide (EJS)

VHS 8 MINUTES

No. VCAD179 $75.00

A family of mimes moves into an invisible house in a typical middle class neighborhood. Despite the open, warm attempts by the father, mother and son at neighborliness, the neighbors are scandalized by their differences—differences that are amusing and delightful to the audience. Fortunately, all ends well. This is a gentle, humorous, imaginative fiction on the theme of "nimby" (not in my back yard). This short is a winner of the 9th Annual Dore Schary Prizes (1994) from ADL. It demonstrates the value of diversity and human differences.

Showdown!

(SC) *New!*

VHS 18 MINUTES

No. VCAD232 $69.95

Talk turns ugly, and double-entendre racial slurs flow, during a fast-money nine-ball pool game in the Texas Showdown Saloon. Stereotypical players from the Redneck Hustler to the Chinese Crooner to the 'Double-Or-Nothing' Dame partake in verbal challenges that catch everyone in a crossfire of prejudice at the Showdown. This video satire provides viewers with an opportunity to examine conflict and bring about change through a better understanding of our differences. Video can be used as a discussion starter in workplace, campus and community diversity training settings.

The American Story

Teacher's Discussion Guide (EJSC)

VHS TWELVE-23 MINUTE PROGRAMS

No. VCAD106 $400.00 COMPLETE SET/$45.00 PER VIDEO

It's the American experience as seen through the eyes of 12 families with diverse ethnic and religious backgrounds. This dramatic video series details the lives of people caught up in the day to day flux of a rapidly changing American society. Each revealing video includes a Discussion Guide providing detailed background information on the history and social patterns of the individual ethnic group, as well as a transcript of the narration and an annotated bibliography.

The videos are:

The Brooks Family–No. VCAD58
The African American Story

The Flynn Family–No. VCAD114
The Irish American Story

The Fukuyama Family–No. VCAD60
The Japanese American Story

The Garcia Family–No. VCAD111
The Puerto Rican American Story

The Gromada Family–No. VCAD112
The Polish American Story

The Hernandez Family–No. VCAD63
The Mexican American Story

The Marinelli Family–No. VCAD65
The Italian American Story

The Merlin Family–No. VCAD66
The Jewish American Story

The Nicholas Family–No. VCAD68
The Native American Story

The Olson Family–No. VCAD86
The Swedish American Story

The Schrader Family–No. VCAD119
The German American Story

The Spanakos Family–No. VCAD116
The Greek American Story

Behind the Mask

Teacher's Discussion Guide (E)

VHS 8 MINUTES

No. VCAD26 $45.00

Using artwork created by children and a script based on their perceptions of the world around them, this wonderfully imaginative video is an exploration of the uniqueness of each individual and the similarities that unite us all. Designed for use with children in the early elementary grades, the video develops an understanding of the manifestations of prejudice while it teaches an appreciation of difference.

Shaft of Light

Teacher's Discussion Guide (SC) *New!*

VHS 9 MINUTES

No. VCAD219 $49.95

Workers in a very oppressive society are the focus of this animated video, but they are not real workers, instead they are animated stick-like mime figures. The members of the society learn firsthand about classism, dehumanization, and stereotyping. Watching the goings-on in this fictional "techno-workplace" gives students and other viewers a chance to see the effects of stereotyping, obstacles to creativity, them vs. us attitudes and the fallout from individuals challenging the system.

Can We All Get Along?

(JSC)

VHS (NINE 15-MINUTE SEGMENTS) -2 HOURS

No. VCAD184 $99.95

Rodney King's classic question following the 1992 Los Angeles uprising is put to nine observers and/or commentators on the state of race relations: African-Americans, whites and an Asian. Each conversation offers a starting point for classroom and adult group discussion as the nine Americans grapple with the major issue that divides our nation. Hosted by PBS news correspondent Charlayne Hunter-Gault, these segments first aired on PBS's MacNeil/Lehrer NewsHour.

The Distorted Image: Stereotype and Caricature in America, 1850–1922

Teacher's Discussion Guide (JSC)

VHS 28 MINUTES

No. VCAD56 $55.00

These caricatures in large circulation magazines reveal the extent and nature of stereotyping, which has affected all minority groups in the United States. The presentation is designed for students of history, sociology, and psychology and is based on research assembled by John and Selma Appel.

Eye of the Storm

(JSC)

VHS 25 MINUTES

No. VCAD141 $129.00

Iowa teacher Jane Elliott conducts an eye-opening test of prejudice in her classroom. In a two-day experiment, her third graders are separated into "superior" and "inferior" groups based solely on eye color. Blue-eyed children are "superior." Brown-eyed children are "inferior." On the second day, the roles are reversed. This ABC-TV documentary explores the effects of the experiment. Attitudes, behavior and classroom performance are measurably changed as children suffer from segregation, discrimination and prejudice.

Eyes On The Prize:

America's Civil Rights (1965-1985) (JSC)

8 60-MINUTE VIDEOS FOR $69.95 EACH OR COMPLETE SET OF 8 VIDEOS

No. VCAD170 $450.00

This award-winning PBS series documents the struggle for equality under the law from the mid 1960s to the mid 1980s, and analyzes the changing nature of the civil rights movement:

The Time Has Come - 1964-1966
No. VCAD170A

Two Societies - 1965-1968
No. VCAD170B

Power! - 1966-1968
No. VCAD170C

The Promised Land - 1967-1968
No. VCAD170D

Ain't Gonna Shuffle No More - 1964-1970 No. VCAD170E

A Nation of Law? - 1968-1971
No. VCAD170F

The Keys To The Kingdom - 1974-1980
No. VCAD170G

Back To The Movement - 1979-1985
No. VCAD170H

Children of the Dream Project Videos

(JS)

2 Videos:

Children of the Dream

No. VCAD152 $55.00

Something in Common

No. VCAD208 $55.00

***SAVE* WHEN YOU PURCHASE BOTH VIDEOS FROM THIS REMARKABLE PROGRAM FOR ONLY $85.00**

These remarkable videos document two components of ADL Children of the Dream program, now in its fifth year with programs in communities all over the country.

Teacher's Discussion Guide

VHS 22 minutes

In April 1992, a remarkable two-week education project in Los Angeles brought together some students from American inner-city schools and eight Ethiopian born youngsters from Israel. The Ethiopians had been living in Israel since they were airlifted there in rescue missions. The project was a learning experience designed to build understanding and overcome prejudice. The project became more intense when, in the wake of the Rodney King verdict, rioting erupted in Los Angeles. *Children of the Dream* documents this project, and is an excellent tool for classroom, teacher-training, church and community use. It helps to dispel stereotypes, explores the immigrant experience and facilitates communication.

Mini Films On Prejudice 14 Public Service Announcements

Teacher's Discussion Guide

(EJSC)

VHS 15 minutes

No. VCAD83 $59.95

If you are looking for a motivational device to start a discussion on prejudice in your classroom, ADL has produced 14 Public Service television commercials that will tell kids what it is all about.

The Lunch Date

(SC) ***New!***

VHS 10 minutes

No. VCAD227 $69.95

An Oscar-winning film about a white suburban matron who, through a series of events, comes face to face with her own prejudices and stereotypes about Black males as she navigates through a big-city railroad station. This short comedy sets the stage for an in-depth classroom discussion about expectations of behavior that result from stereotypical thinking.

Arresting Prejudice

(C) ***New!***

VHS 31 minutes

No. VCAD225 $295.00

How have law enforcement professionals learned to deal with incidents of prejudice? This video depicts ways that local police have learned to cope with race and bias issues in their communities. *Arresting Prejudice* also features ADL workers training law enforcement officials in Texas.

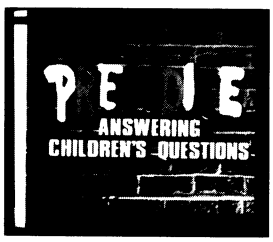
Prejudice: Answering Children's Questions

(JSC) ***New!***

VHS 75 Minutes

No. VCAD213 $19.98

Helping children better understand the roots of prejudice is the focus of this entertaining and enlightening video. Hosted by Peter Jennings of ABC News, an audience of children from age 6 to 18, as culturally diverse as our nation, are led in an investigation of prejudice. A team of experts conducts a number of enlightening experiments designed to help kids better understand the basis of prejudice. The program scrutinizes some of the influences that shape children's ideas about the world and also examines stereotypes based on race, sex, religion and disability. Suitable for both classroom viewing and teacher-training workshops.



Rapmatazz: A Notebook Against Prejudice

Teacher's Discussion Guide

(JS)

VHS 24 minutes

No. VCAD4 $100.00

In cool stylized rap a group of talented teens in The Boston Youth Theater dramatize Four Steps to Combating Prejudice in the universal language of music, dance and drama. No punches are pulled as students explore how to understand and value cultural differences, deal with fears about other groups, resist peer pressure to harass those who are different and disapprove when others make bigoted remarks. *Rapmatazz* was produced by WCVB-TV in Boston and is appropriate for use in large assemblies as well as in the classroom.

A WORLD OF DIFFERENCE Institute Training Program

Teacher's Discussion Guide

(JSC)

VHS 11 minutes

No. VCAD5 $90.00

The idea that stereotyping can lead to biased treatment is proven by three reenactments of real-life situations. The vignettes include: *Ethnic Humor* and how it perpetuates stereotypes; *The Art Exhibit* which explores freedom of expression and social responsibility, and *Routine Check* which examines how group generalizations influence everyday life. The video is designed to provide educators with an effective teaching tool for sensitizing participants to the subtleties of prejudice. Discussion guide provides group leaders with "how-to's" for generating honest, open talk and includes detailed questions and suggested follow-up activities.

Sioux Legends

Teacher's Discussion Guide

(EJ)

VHS 20 minutes

No. VCAD223 $49.95

The Sioux are native Americans whose religion and philosophy are full of legends. Some of these are presented in this dramatic program. Filmed in the Black Hills and Badlands of South Dakota with native Sioux as actors, the legends reveal Sioux identification with the focus of nature.

The Un-Biased Mind

Teacher's Discussion Guide

(JSC) ***New!***

VHS 23 minutes

No. VCAD226 $89.00

Simple everyday habits can lead individuals to act in a biased or prejudiced manner without really knowing it is happening. This video shows how we all adopt thinking habits that make it possible for us to function in a complex world, but some of these habits lead us to biased and prejudiced thinking. The tape analyzes four items that can lead to a biased thought process:

- Stereotypes
- Problems with cause and effect
- Seeing only what we expect to see
- The invisible self

Posters

Word Power Poster Series: *New!*

Grow...Hate...Talk...Help

Teacher's Discussion Guide

Package includes 4, four-color, 20" x 28" Posters, Teacher's Discussion Guide and Video

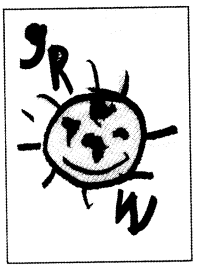
No. ADLP5 $28.95

Posters plus Guide only

No. ADB1629 $17.95

Designed exclusively for ADL by internationally-renowned award-winning poster artist James Victore.

Striking posters feature a four-letter word addressing a different aspect of tolerance: "Hate" shows the inherent danger of ignorance. "Grow" is about the development of an individual and how he/she can effect change. "Talk" is about understanding through communication. "Help" shows how one person can make a difference. Teachers can use the posters to help students understand prejudice. Lessons are enhanced with a video of ADL public service announcements geared to each poster. Discussion guide with book list, definitions and activities adds even more dimension.

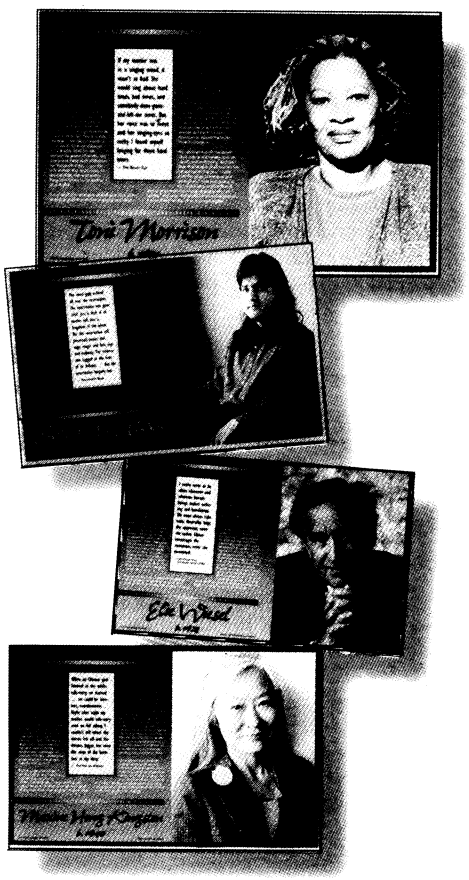


Diversity Is Our Strength (EJS) *New!*

18" x 24" poster

No. ADB0100 ~~$7.95~~...now, a special *price break!* $4.95

This colorful poster depicts children from various ethnic and racial backgrounds. Adapted from an ADL billboard campaign used throughout the Northeastern region of the U.S., it emphasizes diversity in our society and helps to promote understanding. The poster can be used in classrooms, offices or community gathering places to stimulate discussion on diversity and heighten awareness of living and learning together in harmony.



Voices of Diversity

Poster Series (JSC)

Set of 10 Posters $26.95

No. ADB1658

This one-of-a-kind poster set features 10 outstanding American writers who lend diverse voices to the world. Each poster contains a quote from one of the author's works, as well as biographical information. On heavy coated stock.

Featured:

Sherman Alexie

Isabel Allende

Ralph Ellison

Oscar Hijuelos

Zora Neale Hurston

David Henry Hwang

Maxine Hong Kingston

Toni Morrison

Elie Wiesel

Richard Wright

Diversity Is Our Strength (EJS)

18" x 24" poster

No. ADB0100

Special Price $4.95

Another colorful, engaging poster in ADL's *Diversity Is Our Strength* series, promotes understanding and heightens our awareness of living and learning together in harmony. Hang this poster in your classrooms, offices or community gathering places to help stimulate discussions on diversity.

Together Works Better Poster Series:

Growing Together *New!*

Playing Together

Working Together

Teacher's Discussion Guide

3, 18" x 24" Posters, Four-Color

(E)

No. ADB1630 $12.95

This vivid set of three posters is perfect to hang on any classroom wall or bulletin board to help children to understand diversity. The subjects are groups of vegetables, tools and instruments. Seeing them growing, working and playing together, teaches children that the differences among us enrich our society. Other messages conveyed in these easy-to-understand images and words include cooperation, understanding, acceptance and harmony. Teacher's Discussion Guide provides suggestions for lessons and activities to encourage an understanding of diversity.

Prejudice Is Foul Play–Sports Posters

(Si Realmente Cree en America...El Prejucio Es Un Juego Sucio)

(EJS)

3, 18" x 24" Posters

No. ADB0600 ~~$12.00~~

NOW, A SPECIAL *PRICE BREAK!*

$7.95

Gabriel and Raphael Rueles and Oscar De La Hoya, all World Champion Hispanic Boxers, are subjects of these three exciting sports posters. The posters celebrate the accomplishments of young athletes and help us identify with their concerns for the communities around them.

Sports Poster Series

(EJS) *New!*

9, 18" x 24"

B&W Posters

New Discussion Guide

No. ADB0777 $20.00

"If You Really Believe in America, Prejudice Is Foul Play." These posters are big, they're bold, they're dynamite! Stars featured in this series are Eric Lindros of the Philadelphia Flyers, Grant Hill of the Detroit Pistons, Steve Young of the San Francisco Forty-Niners, Olympic gymnastic gold medalist Kerri Strug, coach Pat Riley of the Miami Heat, tennis star Michael Chang, LPGA Championship golfer Nancy Lopez, WBC Welterweight Boxing Champion Oscar De La Hoya and Alexi Lalas, Defender, New England Revolution. Beautiful action photos highlight the grace and power of the athletes. The photos are brilliantly coordinated with the striking slogan for maximum effect. Comes with discussion guide for greater classroom impact.

Order this series, and for a limited time receive a free special bonus: Michael Jordan and Charles Barkley four color sports posters. These are available only as supplies last.

Martin Luther King Jr., "I Have a Dream" Poster

(EJS)

16" X 21"

No. ADB0888 ~~$7.00~~...NOW, A SPECIAL *PRICE BREAK!* $4.95

A pivotal moment in American history is commemorated in this poster. The famous "I Have a Dream" speech during the historic March On Washington is the background for this visual history of Dr. Martin Luther King's life in the civil rights movement. It is an excellent bulletin board piece for the classroom. The reverse side of the poster provides teachers with the full text of the speech as well as activity suggestions.

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VIDEOS: $7.00 for first item, $3.00 each additional item

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Allen County
Implementation of Race/Education Project

Timeline	Activities	Expected Outcomes	Target Audiences	Comments
7/1/99	Marketing Calls	• Gain buy-in to participate from key members of the community.	Key corporate, social service, legislative and neighborhood community members	
8/1/99	Develop Media Strategy to be launched prior to telephone surveys.	• Brainstorming session where creative ideas are generated on media blitz for project. • Media buy-in to help by giving air time to project and survey	TV, Newspaper and radio representatives.	
8/15/99	Launch Media Campaign	• An environment where potential respondents are aware of the survey and it purpose and are willing to participate if called.	black and white parents	
9/1/99 to 9/30/99	Conduct Telephone Surveys	• To complete a minimum of 150 black and 150 white parent surveys.	Parents of school age children within Allen County.	
10/1/99 to 10/31/99	Collect and analyze baseline data for target students -- county-wide	• Baseline data for target students should include: SATand ISTEP scores, GPAs, family incomes, gender, and xxxxxxxxxx xxxxxxxxx xxxxxxxxx	• Districts -- Admiistration	
11/1/99	Analysis of Survey Data	• To identify significant trends, attitudes and issues surrounding race and education as perceived by black and white parents in Allen County.	• Superintendents' analysis. • Other educators • Parents' Focus Groups -- one from each school district. • Neighborhood Associations • Project Steering Committee	
11/1/99 to 12/15/99	Prepare for Community Dialog Sessions. • Study Circles (10) • Media Presentations with call-in questions and ideas from the audience. • Town Meetings (4)	• To make the necessary arrangements to ensure 600+ community members participate and that each session is facilitated to ensure valuable and broad community input.	• LEF, • Steering Committee • community volunteers.	Facilitator training required.

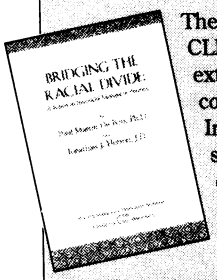
Timeline	Activities	Expected Outcomes	Target Audiences	Comments
11/1/99 to 12/15/99	Conduct Community Dialog Sessions	• To understand community's interpretation of data. • To identify issues of the project. • To determine community's priorities • to identify and recruit sufficient community members who are willing to work towards developing and implementing a community-wide action plan to improve education for all children.	Community at large • parents and non-parents • educators • business community • social service community. • Neighborhood Assoc. • local and state legislators	

1/1/00 to 1/30/00	Prepare for Community Action Planning Sessions.
	• Synthesize data from survey and community dialog sessions
	• Engage persons who have volunteered to serve on action plan and implementation committee.
	• Identify and group volunteers by sector to work on developing sector action plans.
	• Hire a facilitator to lead planning sessions
	• Identify issues by sector:
	  • Parents
	  • Education
	  • Business
	  • Social Services
	  • Legislators
		• To make the necessary arrangements to ensure community members participate in developing and work toward implementing action plans improve public education for all students.		

2/1/00 to 6/30/00	Conduct Community Planning Sessions.	• To develop and implement plans that address issues identified from the survey and that improve education for all students. • To identify sector champions to provide future leadership for project.	The Community at large • Parents and non-parents • Education • Business • Social Services • Legislators	

Center For Living Democracy

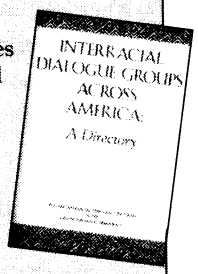
Bridging the Racial Divide: A Report on Interracial Dialogue in America



The compilation of findings from CLD's year-long research into the extent of interracial dialogue in communities across the nation. Introduces the best practices of sixty groups from around the country that model sustained, community-based interracial dialogue. Eleven major findings, success stories, contact information on many interracial dialogue groups and a recommended reading list.
By Paul Martin DuBois and Jonathan Hutson. 74 pages. (Center for Living Democracy, 1997)

BBO4 **$10.00**

Interracial Dialogue Groups Across America: A Directory



A companion to *Bridging the Racial Divide*, the directory gives detailed contact information and a description of the work of 60 dialogue groups across America. An excellent resource for anyone interested in the dialogue movement or interracial work in general.
Edited by Mary Ann Statham. 100 pages. (Center for Living Democracy, 1997)

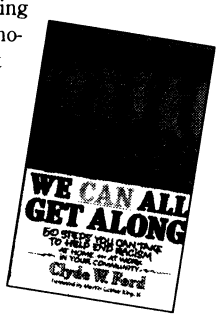
BI02 **$10.00**

Special: Buy both titles for $15.00

$7.50 for 10 or more copies, any combination

We Can All Get Along: 50 Steps You Can Take o End Racism

Shows how you can help to end racism at home, at work and in your community. Clyde W. Ford, who has spent his life fighting for racial equality and harmony, shares 50 steps that put the power to change the way things are into your hands. Each chapter includes resources, historical facts and statistics.



By Clyde W. Ford. 195 pages. (Dell Publishing, 1994)

BW02
$10.95

Breaking the Ice: A Guide to Understanding People from Other Cultures

2nd Edition offers data, discussion topics and exercises geared to facilitate cross-cultural dialogue about the major challenges facing our society today. Contains a chapter focused on promoting cross-cultural awareness and understanding for organizations.
Daisy Kabagarama. 78 pages. (Allyn and Bacon, 1997)

BB07 **$6.95**

Us and Them: The Challenge of Diversity

The presenters' manual being used in communities throughout the country to promote intergroup dialogue. *Us and Them* was chosen by CLD's Interracial Democracy Program as one of twenty-two exemplary interracial dialogue programs nationwide. Designed for use by psychologists and other professionals wanting to promote intergroup understanding, reconciliation and cooperation. Includes lecture formats, overheads, exercises and discussion guides in three-ring binder for easy duplication.
By Stephen Dillon Fabick. 190 pages. (Michigan Chapter of Psychologists for Social Responsibility, 1998)

LU02 **$30.00**

Everyday Acts Against Racism: Raising Children in a Multiracial World

The contributions in this book are written by mothers and teachers. They suggest practical ways we can work to end racial divisions. A valuable tool for teaching new values to children and for transforming divided communities.
Edited by Maureen Reddy. 270 pages. (Seal Press, 1996)

BE09 **$15.95**

Actions Speak Louder: A Skills-Based Curriculum for Building Inclusivity

Designed to help young people accept themselves and their peers while they work together to move us all toward a more inclusive society. Each module includes directions for the instructor, suggested times and materials, and handouts for duplication.

(The National Conference, 1995.)

Grades K-8 — *22 pages.*
LA01 **$3.00**

Grades 9-12 — *19 pages.*
LA02 **$3.00**

Off White: Readings on Race, Power, and Society

Examines the development and expressions of white identity in academia, politics and media from diverse perspectives. Offers lessons in bridging race and gender gaps. Affirms the role that whites can and do play as allies in taking action against racism.
Edited by Michelle Fine, Lois Weis, Linda C. Powell and L. Mun Wong. 366 pages. (Routledge, 1997)

BO01 **$24.95**

Understanding Interracial Unity: A Study of U.S. Race Relations

Provides an historic overview of Americans' interracial collaboration to fight racism from colonial times to the present. The book offers useful detail on the struggle against racism, including the anti-slavery movement and the roles of blacks and whites in organizing early civil rights groups such as the NAACP.
By Richard Walter Thomas. 230 pages. (Sage Publications, 1996)

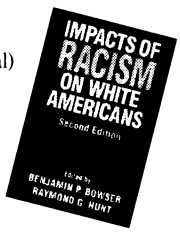
BU02 **$25.00**

Black Liberation in Conservative America

This analysis/critique provides a good jumping-off point for those who wish to help make changes in our society. It addresses issues relevant to public policy, education, black women, church burnings, Black-Jewish relations, etc. Other topics include multiculturalism and youth issues.
By Manning Marable. 285 pages. (South End Press, 1997)

BB05 **$16.00**

Impacts of Racism on White Americans



Offers a detailed description of racism including various types (individual, cultural, institutional) from a white perspective. Gives good examples of whites who are counseled about white racism. It is aimed at whites, would appeal to those who want to change their way of thinking about race. Draws upon the work of whites, blacks and Hispanics.
Edited by Benjamin P. Bowser and Raymond G. Hunt. 295 pages. (Sage Publications, 1996)

BI03 **$26.00**

Remaking America: How the Benevolent Traditions of Many Cultures Are Transforming Our Nation's Life

Focuses on the long history and rich tradition of giving among people of color. Suggests that these traditions can be woven together to shape a new vision of the American community based on shared values, universal compassion and new spirituality.
By James Joseph. 255 pages. (Jossey-Bass, 1995)

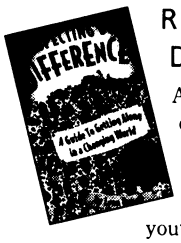
BR05 **$26.95** (hardcover)

Facing Racial and Cultural Conflict: Tools for Rebuilding Community

Rich in stories of Americans learning how to cross the racial divide. Draws critical lessons for us all.
55 pages. (Program for Community Problem Solving, 1994, 2nd edition)

BF01 **$15.00**

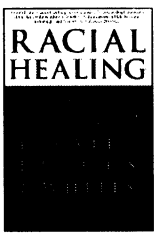
Respecting Our Differences



A useful resource for teachers on how to promote tolerance to youth. It is especially appropriate for educators working with junior high students and youth groups. This practical workbook offers helpful exercises and tips, thought-provoking questions and success stories about how youth have responded to bigotry, prejudice and bias.
By Lynn Duvall. 197 pages. (Free Spirit Publishing, 1994)

BR08 **$12.95**

Racial Healing: Confronting the Fear Between Blacks and Whites



Can America bridge our racial chasms? In a strong argument for interracial public engagement, Harlon Dalton is optimistic about broad-scale healing if certain conditions are met. The most important condition, he proposes, is clear, direct, honest communication especially about the fact that racial justice is in everyone's best interest, not only Blacks.
By Harlon L. Dalton. 246 pages. (Doubleday, 1995)

BR03 **$12.00**

Repairing the Breach

The report of the National Task Force on African-American Men and Boys, this document draws upon the work of many community leaders, scholars, and others who have been working to resolve problems that affect African Americans and American society as a whole. Full of guiding principles and recommendations for improving race relations, supporting families and rebuilding our communities.
288 pages. (W.K. Kellogg Foundation/Alpine Guild, 1996)

BR06 **$34.95** (hardcover)

Teaching Tolerance

Provides practical advice on a basic level, a list of organizations to contact for more info mation and a recommended reading list. Prompts adults to examine their own prejudices and feelings, so that the teaching process becomes a journey of self-discovery.
By Sara Bullard. 235 pages. (Doubleday, 1996)

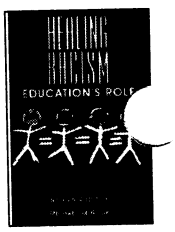
BT05 **$11.95**

Pass It On: Volunteer Recruitment Manual

Prepared as a guide to help Big Brothers/Big Sisters recruit volunteers among people of color, this excellent instruction manual will improve your outreach to African-American, Latino/a and other diverse populations. Emphasizes cultural awareness, community networks, and many forms of outreach and public communications. Includes instructions for planning, budgeting and evaluation of minority recruitment programs.
181 pages. (Big Brothers/Big Sisters of America, 1994)

BP02 **$25.00**

Healing Racism: Education's Role



Provides examples of working through racial conflicts in the classroom and school system. Good for teachers and parents alike.
Edited by Nathan Rutstein and Michael Morgan. 361 pages. (Whitcomb Publishing, 1996)

BH05 **$24.95**

Reading Across Cultures: Teaching Literature in a Diverse Society

Teachers and students offer stories and insights that deepen the conversation about literature, culture and teaching. Designed primarily for teachers of English but widely accessible, the book weaves together the concepts of reader-response theory, cultural studies and multicultural literature.
Edited by Theresa Rogers and Anna O. Soter. 244 pages. (Teachers College Press, 1997)

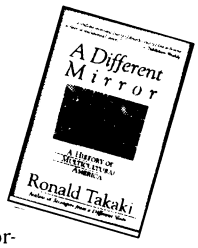
BR04 **$21.95**

Building Bridges With Reliable Information

Offers information and language to help journalists and community leaders understand the histories, beliefs and self-descriptions of various ethnic groups.
107 pages. (The National Conference, 1994)

BB10 **$10**

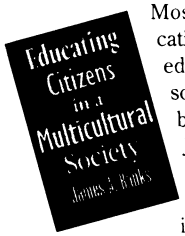
A Different Mirror: A History of Multicultural America



Filled with hundreds of quotations in immigrant's own words. The author helps us appreciate the importance of unlearning the standard Eurocentric history of America in favor of a more inclusive and accurate story of this nation's complex and intriguing past.
By Ronald Takaki. 508 pages. (Little, Brown and Company, 1993)

BD04 **$14.95**

Educating Citizens in a Multicultural Society



Most literature on citizenship education is silent on questions related to race, ethnicity and social-class stratification. This book fills that gap. In 11 essays, James Banks describes how schools can both educate students to participate effectively in a society that reflects ethnic and cultural diversity, and also promote national unity and public good.
By James A. Banks. 171 pages. (Teachers College Press, 1997)

BE08 **$22.95**

Double Exposure: Poverty and Race in America

This book gives us nearly 40 short articles, coupled with a variety of superb commentaries, that furnish an excellent review of the complex topics of immigration, multiculturalism, affirmative action, racial categorization and the relationship between race and wealth. Provides some of the best thinking in subjects shaping the America of the next century.
Edited by Chester Hartman. 258 pages. (M.E. Sharpe, 1997)

BD05 **$19.95**

Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong

Seeks to correct omissions and distortions of leading high school history textbooks, drawing a more complete and accurate picture of the history of racism in America.
By James W. Loewen. 383 pages. (Simon & Schuster, 1995)

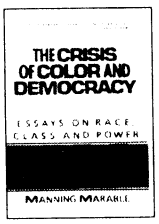
BL02 **$14.00**

Building Diverse Communities

This 30-page booklet emphasizes the importance of dialogue in building leadership within a community. The author uses the historic Penn School for Preservation as an example of an excellent leadership training program with a focus on both the skills and principles of leadership.
By Jeanne L. Porter. 30 pages. (Pew Partnership for Civic Change, 1995)

LB02 **$3.00**

The Crisis of Color and Democracy: Essays on Race, Class and Power



Essays from an African American perspective on subjects including cultural identity, economic underdevelopment, education, racism and apartheid. The author makes a compelling case for interracial unity within a pluralistic democracy.
By Manning Marable. 259 pages. (Common Courage Press, 1992)

BC12 **$14.95**

Healing Into Action: A Leadership Guide for Creating Diverse Communities

Practical guide for creating diversity in any organization or community. Provides theories, examples and activities for principles discussed in chapters ranging from the building of environments to welcoming diversity to the empowering of leaders. Great for organizations as well as individuals.
By Cherie R. Brown and George J. Mazza. 98 pages. (National Coalition Building Institute, 1997)

BH03 **$14.95**

Uprooting Racism: How White People Can Work for Racial Justice

Designed to help white people act on their conviction that racism is wrong, this gentle and provocative book is filled with exercises, lists, assessment instruments, stories and suggestions.
By Paul Kivel. 243 pages. (New Society Publishers, 1996)

BU01 **$16.95**

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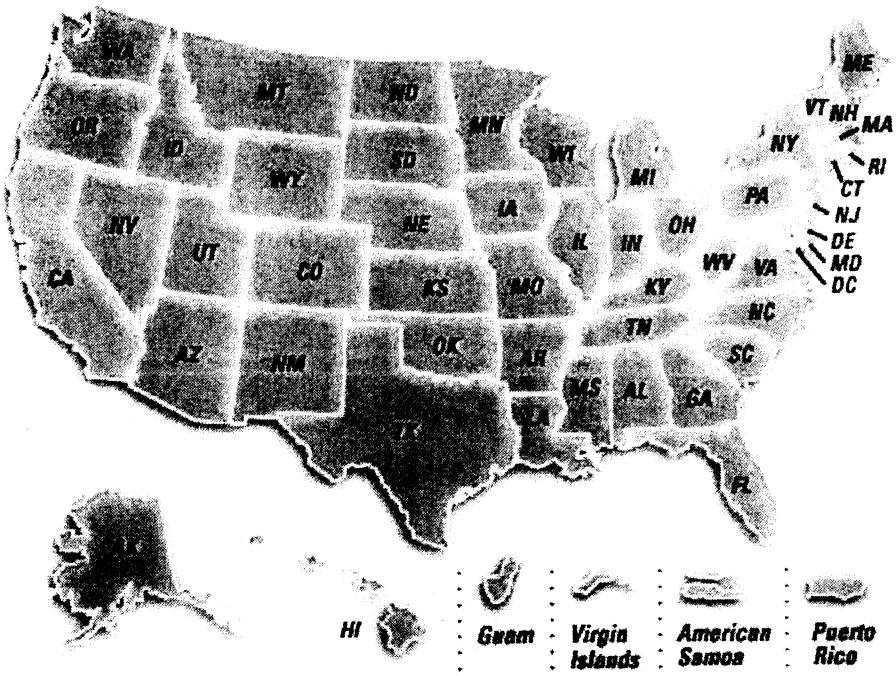
Find organizations near you which do
INTERGROUP DIALOGUE
or similar forms of interracial collaboration.

Click on your state to see what organizations are near you.



Alphabetical List of States

Click a state to see a list of organizations located there.

IN Indiana

Do you represent a group or organization that should be on this map but is not?
Is your organization on this map, but with incomplete or inaccurate information?
Do you have ideas or suggestions about how we can improve this resource?

If so, email your corrections/additions/suggestions to Sandy Heierbacher at the Center for Living Democracy. Her email address is sandy.heierbacher@americannews.com. Please type 'online map' in the subject line. The information will be updated every six months or so.

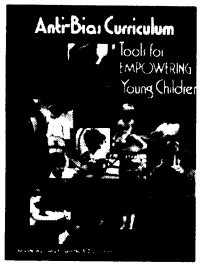
If you want your organization featured on this map, you must provide the following information via email: organization name, contact person and title, mailing address, phone, fax, email, website, and a short (less than 3 paragraphs) description of the organization's efforts. (Or send this info to Sandy Heierbacher, Center for Living Democracy, P.O. Box 8187, Brattleboro, VT 05304-8187).

http://www.livingdemocracy.org/map.htm

Carmel Clay Diversity Survey

Statements	% Agree	% Disagree	% Don't Know
Racist, sexist or prejudiced language and behaviors are not tolerated at our school.	83.3	12.1	4.6
School events that celebrate diversity and bring together diverse groups are planned and promoted.	56.7	29.2	14.2
The physical environment of our school (displays, holiday observances, etc.) sends a message of unity/diversity.	69.9	20.4	9.7
At our school, not enough attention is given to the issue of diversity.	46.2	45.1	8.7
Students from diverse groups have equal opportunities at our school.	82.5	10.3	7.3
Staff members at our school use language that is free from biases about diverse groups.	73.8	12.4	13.8
Students at our school make racial, ethnic, racial and/or sexual slurs or "put-downs."	49.7	37.9	12.4
Our school condemns offensive language and behavior toward members of diverse groups.	74.8	15.0	10.2
Students at our school from diverse groups feel excluded from attending/participating in school events/activities.	24.6	50.3	25.2
Our school works toward improving relations among diverse groups.	61.4	21.4	17.3
People at our school are willing to change their behavior to be more respectful toward others who are different.	57.7	24.3	17.9
People challenge others publicly or privately when offensive comments are made critical of gender, race, religions, etc.	48.3	21.8	29.9
People at our school generalize the behaviors/attitudes of one individual to an entire group (e.g. all men are...).	35.8	45.4	17.8
Students at our school make an effort to get to know people of different abilities and backgrounds.	61.7	26.2	12.0
Students disregard physical traits (disability, attractiveness, skin color, weight, dress, etc) when interacting with others.	46.2	45.1	8.7
Our school places too much emphasis on diversity.	20.9	60.4	18.6
People at our school tell jokes that reinforce negative views of stereotypes about diverse groups.	45.6	35.3	19.0
The curriculum and instruction materials used in our school reflect diversity.	59.9	19.1	21.0

Educators For Social Responsibility

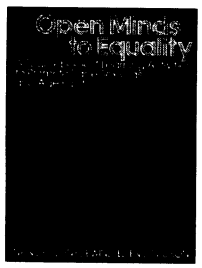


Preschool–Grade 3
150 pages
NAEYC 1989
ANTIBI
$9.50 Nonmembers,
$8.55 Members

Anti-Bias Curriculum: Tools for Empowering Young Children

Louise Derman-Sparks and the A.B.C. Task Force

This foundational text on anti-bias education shows early childhood educators how to examine biases, learn how they influence children, and explore ways to reduce, handle, or even eliminate them. The *Anti-Bias Curriculum* moves beyond multicultural education to creating an anti-bias environment that is developmentally appropriate. The guide includes sections on learning about disabilities, gender identity, racial and cultural differences, and how to resist stereotyping. A comprehensive section contains hundreds of resources for anti-bias education.



Grades K-8
387 pages
Allyn and Bacon 1998
OPMIND
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Recently Revised!

Open Minds to Equality

Nancy Schniedewind and Ellen Davidson

Open Minds to Equality expands children's understanding of what equality is, how discrimination perpetuates inequality, and strategies to bring about greater justice for all. Specifically, the activities examine the ways that racism, sexism, classism, ageism, and competitive individualism in schools and society reinforce inequality.

Open Minds includes activities designed for reading, math, science, and social studies classes. The activities use role-plays, case studies, dilemma stories, cooperative groups, interviews, graphing, and creative and expository writing to relate to students' experiences in the school or community. A comprehensive bibliography is included.

Preschool-Grade 3
205 pages
Redleaf Press 1991
ROOTSA
$24.95 Nonmembers
$22.46 Members

Roots and Wings: Affirming Culture in Early Childhood Programs

Stacy York

Help young children soar beyond prejudice and discrimination—give them *Roots and Wings*. This highly recommended resource for early childhood educators includes over 60 activities to support young children with an awareness of their cultural roots and the skills to respect differences. Learn how to take advantage of teachable moments to respond to children's questions about race, culture, and discriminatory behaviors. Ideas are included for integrating cultural awareness and prejudice reduction into all aspects of your program.

Decisions, Decisions: Prejudice

Bruce Michael Green

This role-playing software package is designed specifically to help teachers generate informed discussion and decision making in the classroom using only one computer. *Decisions* creates a non-threatening, motivating environment that gets groups of students learning and talking about prejudice and discrimination and identifying the processes that underlie and perpetuate them.

Grades 5-12
Tom Snyder 1992
Set includes: *Program disk, Back-up disk, 28 Student Reference Books (7 sets of 4), Comprehensive Teacher's Guide, Critical Thinking Booklet, Lesson plans and Reproducible worksheets.*
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DECPR2 (Mac on disk, LC2 or better)
DECPR3 (Windows 3.1 or Windows 95 on disk)
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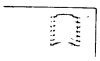
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Facing History And Ourselves

Ethnic Notions
Videotape, 56 minutes, color
Source: California Newsreel

This award-winning documentary takes viewers on a disturbing voyage through American social history. It traces the evolution of anti-black racism through popular culture; examining cartoons, feature films, popular songs, household artifacts and children's rhymes. This film is an excellent introduction to examining issues of stereotyping. Can be used with Chapter 1 in the Resource Book.

Color Adjustment
Videotape, 87 minutes, color
Source: California Newsreel

In *Color Adjustment*, filmmaker Marlon Riggs brings his landmark study of prejudice and perception begun in *Ethnic Notions* into the Television Age. From *Amos 'n Andy* to *The Cosby Show*, *Color Adjustment* traces over 40 years of turbulent race relations through the lens of prime-time entertainment. The film is broken into two sections: *Part I: Color Blind TV?* (1948-68) (48 minutes) and *Part II: Coloring the Dream* (1968-1991) (39 minutes). See Chapter 1 in the Resource Book.

Black Is...Black Ain't
Videotape, 87 minutes, color
Source: California Newsreel

This film about African-American identity weaves together the testimony of those whose complexion, class, gender, speech or sexuality has made them feel "too black" or "not black enough." Scholars and artists, including Bill T. Jones, Essex Hemphill, Angela Davis and bell hooks, as well as ordinary African-Americans movingly recall their own struggles to discover a more inclusive definition of "blackness." This film is ideal for use with Chapter 1 of the Resource Book.

The Lunchdate
Videotape, 10 minutes, black and white
Source: The Lantz Office

The Lunchdate dramatizes issues of stereotyping and assumptions about "the other" in our society by looking at a woman's experience waiting for a train in Grand Central Station in New York City. After missing her train, she has an unexpected "lunch date." This provocative film serves as a vehicle for discussing issues in chapters 1 and 2 of the Resource Book.

Perspectives: Students Learn the Lessons of History
Videotape, 20 minutes, color
Source: Facing History

This video excerpts the student theatre piece performed at the 1992 Facing History Annual Dinner. The dramatic presentation, written by students, explores the themes of Facing History: prejudice, discrimination, and coming together. The video has been viewed by teachers and students, and is a powerful reminder of the ability of young people to work together on the issues that divide our society and to start forging solutions. Can be used with Chapters 1 and 11 of the Resource Book.

The Second American Revolution, Part I
Videotape, 58 minutes
Source: PBS Video

This film illustrates the nature of change in America-- specifically the long struggle for black civil rights. Ossie Davis and Ruby Dee present the survey that begins with the Emancipation Proclamation and moves to the early 20th century. The lives and markedly different approaches to leadership of Booker T. Washington and W.E.B. DuBois are addressed. Reminding us that the pace of progress is often frustrating and that it is often accompanied by conflict and compromise, this film provides an excellent background for understanding the enduring nature of the struggle for social justice. (Can be used with Part I, Chapter 2 of the Resource Book.)

The Second American Revolution, Part II
Videotape, 58 minutes
Source: PBS Video

This video continues to survey the struggle for black civil rights, concluding with Martin Luther King's march on Washington exactly 100 years after the Emancipation Proclamation. It illustrates a spectrum of civic behaviors that make democracy work--from civil disobedience to the exercise of free speech and assembly to use of the electoral process. Models of change include Justice Thurgood Marshall, who led the battle to overturn Jim Crow laws in the Supreme Court; psychologists Mamie and Kenneth Clark, who proved a connection between segregation and low self-esteem among children; E.D. Nixon and Rosa Parks and the Birmingham bus boycott; Malcolm X and Martin Luther King. (Can be used with Part I, Chapter 2 of the Resource Book.)

The Liberators:
Fighting on Two Fronts in World War II
90 minutes, b&w and color
Source: Direct Cinema

This documentary examines the role of African-American soldiers in the liberation of concentration camps in Europe and the segregation that they concurrently faced at home in the United States. There are extensive interviews both with soldiers and survivors about the impact of their shared historical experience. Although there has been some controversy about the historical accuracy of this film, it is a valuable contribution to the oral history of this period, particularly about segregation in the United States. Use with Chapters 1 & 8 of the Resource Book.

At the River I Stand
Videotape, 71 minutes, b&w and color
Source: California Newsreel

This film reconstructs the two eventful months in 1968 which led to the death of Dr. Martin Luther King, Jr. and the climax of the Civil Rights Movement. It shows how Memphis' Black community rallied behind a strike by 1300 sanitation workers for a living wage, summed up by the slogan "I Am a Man." King joined their struggle to his growing nation-wide Poor People's Campaign. His non-violent strategy was sorely tested during the 65 day strike, and on April 4, he was murdered. This documentary captures many of the themes of American history that came together in Memphis in 1968: black vs. white, non-violence vs. violence, privilege vs. poverty, and grassroots mobilization vs. national politics. It could be used with Chapters 2, 10 or 11 of the Resource Book.

Is It Always Right To Be Right?
Videotape, 8 minutes, color
Source: Churchill Films

This animated parable defines the effects on society when different groups claim to be "right." Communication fails among people until one individual dares to say, "I may be wrong." The factions re-examine their ways and form a Declaration of Interdependence. The film is narrated by Orson Welles. It can be used with Chapter 1 in the Resource Book.

Up is Down
Videotape, 11 minutes, color
Source: Pyramid Films

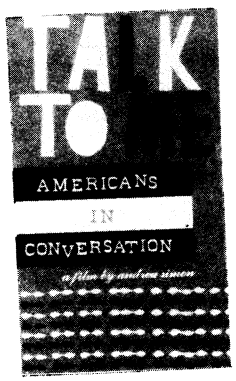
This animated film is a humorous attempt to trace the events in the life of a boy who walks on his head and has a different perspective of the world from everyone else. The adult world in this film attempts to make him conform to their way of seeing things. This film could be used to supplement discussion with Chapter 1 of the Resource Book.

Racism 101
Videotape, 58 minutes, color
Source: PBS Video

This episode from the PBS *Frontline* series tracks the disturbing rise in racist incidents on college campuses across the country. Institutions examined include Columbia, Smith, Swarthmore, Purdue, Dartmouth and Harvard. See Chapters 1 and 11 of the Resource Book.

Talk to Me: Americans in Conversation

Videotape and study guide,
57 minutes, color
Source: The Cinema Guild



Talk to Me is a film that stresses the importance of discussion within a democratic society. This film raises questions about what it means to be an American and then explores both the values and beliefs that hold the nation together and those that pull it apart. Scholars, historians, and "everyday citizens" discuss their notions of democracy, tolerance, and the challenges of pluralism at the end of the 20th century.

Guidelines for Teaching Multicultural Content

1. You must have the necessary knowledge, attitudes, & skills to counteract racist content in materials & behavior by using these situations to teach important lessons about the experiences of ethnic groups in the U.S.

2. You can't teach what you don't know. Expand your knowledge base by reading books that survey the histories & cultures of U.S. ethnic groups.

3. Be sensitive to your own racial and sexual attitudes, behavior, and the statements you make.

4. Make sure your classroom reflects positive images of a variety of diverse groups including children with disabilities.

5. Be sensitive to the racial and ethnic attitudes of your students and do not accept the belief, which has been refuted by research that "*kids donot see color.*"

6. Be judicious in your choice and use of teaching materials.

7. Use trade books, films, videotapes, and recordings to supplement the textbook treatment of ethnic groups and to present the perspectives of ethnic groups to your students.

8. Get in touch with your own cultural and ethnic heritage and share your ethnic and cultural story with your students.

9. Be sensitive to the possible controversial nature of some ethnic studies materials.

10. Be sensitive to the developmental levels of your students when you select concepts, content, and activities related to ethnic groups.

11. Examine your belief system and purge it of negative stereotypes so you will have high expectations of all your students.

12. Use cooperative learning techniques and group work to promote racial and ethnic integration in the school and classroom.

13. Make sure that cultural diversity permeates the school and classroom environment so that all students can see themselves mirrored.

Supplemental Reading List on Issues Related to
Race, Reconciliation and Responsibility

Gordon W. Allport, *The Nature of Prejudice*. New York: Addism-Wesley Publishing Company, 1979.

Arthur Ashe, *Days of Grace*. New York: Alfred A. Knopf, 1993.

Derrick Bell. *And We Are Not Saved*. New York: Basic Books, 1987.

Derrick A. Bell. *Faces at the Bottom of the Well: The Permanence of Racism in America*. New York: Basic Books, Inc., 1992.

Jack A. Brill and Alan Reder. *Investing from the heart: The Guide to Socially Responsible Investments and Money Management*. New York: Crown Publishers, Inc., 1992.

Harlon L. Dalton. *Racial Healing: Confronting the Fear Between Blacks and Whites*. New York: Doubleday, 1995.

Sarah and A. Elizabeth Delany with Amy Hill Hearth. *Having Our Say: The Delany Sisters' First 100 Years*. New York: Kodansha America Inc., 1993.

William Dudley and Charles Cozic, eds. *Racism in America: Opposing Viewpoints*. San Diego, California: Greenhaven Press, Inc., 1991.

Clyde W. Ford. *We Can All Get Along*. New York: Dell Publishing, 1994.

Sam Fulwood, III. *Waking from the Dream: My Life in the Black Middle Class*. New York: Anchor Books, 1996.

Henry Louis Gates and Cornel West. *The Future of the Race*. New York: Knopf, 1996.

William W. Goldsmith and Edward J. Blakely. *Separate Societies: Poverty and Inequality in U.S. Cities*. Philadelphia: Temple University Press, 1992.

William B. Gudykunst. *Bridging Differences: Effective Intergroup Communication*. Newbury Park, California: Sage, 1991.

Lani Guinier. *The Tyranny of The Majority: Fundamental Fairness in Representative Democracy*. New York: The Free Press, 1994.

Andrew Hacker. *Two Nations: Black and White, Separate, Hostile, Unequal*. New York: Charles Scribner's Sons, 1992.

bell hooks. *Killing Rage: Ending Racism*. New York: Owl Book, 1995.

Ellen Levine, ed. *Freedom's Children: Young Civil Rights Activists Tell Their Own Stories*. New York: G. P. Putnams's Sons, 1993.

Glenn C. Loury. *One By One From the Inside Out: Essays and Reviews on Race and Responsibility in America*. New York: The Free Press, 1995.

Robert Mann. *The Walls of Jericho: Lyndon Johnson, Hubert Humphrey, Richard Russell and the Struggle for Civil Rights*. New York: Harcourt Brace, 1996.

Reed Massengill. *Portrait of a Racist: The Man Who Killed Medgar Evers?*. New York: St. Martin's Press, Inc., 1994.

Barbara Mathias and Mary Ann French. *40 Ways to Raise a Nonracist Child*. New York: HarperPerennial. 1996.

Partricia and Fredrick McKissack. *Taking a Stand Against Racism and Racial Discrimination*. New York: Franklin Watts, 1990.

Nell Irvin Painter. *Sojourner Truth: A Life, A Symbol*. New York: W#. W. Norton. 1996.

Spencer Perkins and Chris Rice. *More Than Equals*. Wheaton, Illinois: InterVarsity Press, 1992.

Patricia Raybon. *My First White Friend*. New York: Viking, 1996.

Paul Robeson, Jr. *Paul Robeson, Jr. Speaks to America*. New Jersey: Rutgers University Press.

David Rusk. *Cities Without Suburbs*. Washington, DC: The Woodrow Wilson Center Press, 1993.

Arthur Schlesinger, Jr. *The Disuniting of America*. New York: Norton, 1993.

Lester P. Schoene and Marcelle E. DuPraw. *Facing Racial and Cultural Conflict: Tools for Rebuilding Community*. Washington, DC: Program for Community Proble Solving, 1992.

Shelby Steele. *The Content of Our Character: A New Vision of Race in America*. New York: St. Martin's Press, Inc., 1990.

Study Circles Resource Center. *Why Can't We All Just Get Along?* Pomfret. Connecticut: Study Circles Resource Center. 1993.

Studs Terkel. *Race: How Blacks & Whites Think & Feel About the American Obsession*. New York: Doubleday, 1992.

Cornel West. *Race Matters*. Boston: Beacon Press, 1993.

Midge Wilson and Kathy Russell. *Divided Sisters: Bridging the Gap Between Black Women and White Women*. New York: Anchor Books, 1996.

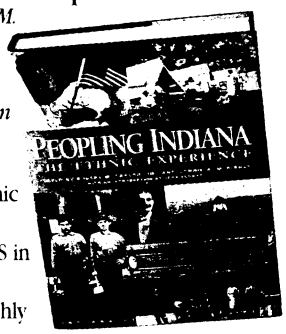
Workers of the Writers Program of the work Projects Administration in the State of Virginia. *The Negro in Virginia*. North Carolina: John F. Blair, Publisher, 1994.

Indiana Historical Society

Peopling Indiana

The Ethnic Experience

edited by Robert M. Taylor Jr. and Connie A. McBirney
introduction by John Bodnar



This volume is the capstone of an ethnic history project launched by the IHS in 1989. The 703-page book, which is lavishly illustrated, includes thirty-one chapters touching on many of the past and present ethnicities that populated the Hoosier state including: African Americans, Germans, Greeks, Chinese, Hispanics, Hungarians, Jews, Native Americans, French, Irish, Italians, Scots, Poles, and many others.

"An outstanding example of how a historical compilation can make one a better researcher... an organized and detailed accounting"

Ancestry Magazine

xiii, 703 pp. 1996. Illustrations, maps, index, appendixes.

Cloth, 0-87195-112-6 $39.95 / $31.95 members

Who Do You Think You Are?

The Peopling of Indiana

Developed for the IHS by the Sanders Group

Inspired by the IHS publication, *Peopling Indiana*, this video explores the ethnic heritage and diversity in the nineteenth state. Designed for use in fourth grade classrooms, this 27-minute video is an informative and fun way for children and adults to learn about their state's rich history.

VHS format. 27-minutes.

Video, 0-87195-000-V $19.95 / $15.95 members

Purchase *Peopling Indiana* and *Who Do You Think You Are?* together and Save! Book and Video $49.95 / $39.95 members

The Indiana Way

A State History

James H. Madison

The Indiana Way covers the history of the Hoosier state from prehistoric times to the present, paying particular attention to the social, economic, cultural, and political contexts in which the state's significant historical figures, both heroes and villains, played out their roles. Copublished with Indiana University Press

xviii, 364 pp. 1986. Illustrations, maps, bibliography, index.

Cloth, 0-253-32999-X $25.00 / $20.00 members

Paper, 0-253-20609-X $14.95 / $10.35 members

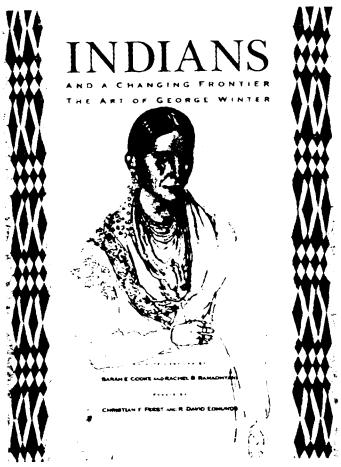
1987 Governor's Award for Excellence, Tourism Development Office, Indiana Department of Commerce

Indians and a Changing Frontier

The Art of George Winter

compiled by Sarah E. Cooke and Rachel Ramadhyani
essays by R. David Edmunds and Christian F. Feest

During the last days of the Potawatomi and Miami tribes in Indiana, before their forced removal west, a British-born artist, George Winter, was able to capture through his paintings, watercolors, and drawings the culture of these Native Americans. Published by the



Society in cooperation with the Tippecanoe County Historical Association, this lavishly illustrated volume focuses on the career of Winter, one of the first professional artists to live and work in Indiana.

"Winter's sketches are excellent documents recording the Potawatomi and Miami in the mid-nineteenth century....A significant insight into the history and customs of two ... Native American groups"

The Chronicles of Oklahoma

xiv, 270 pp. 1993. Illustrations, notes, index.

Cloth, 0-87195-097-9 $24.95 / Member's Clearance $15.00

Always a People

Oral Histories of Contemporary Woodland Indians

Oral Histories collected by Rita Kohn, Senior Editor, and W. Lynwood Montell, Associate Editor. Introduction by R. David Edmunds. Project Consultant and Associate Editor, Michelle Mannering. Oil Portraits by Evelyn Ritter

320 pp, 36 color photos

cloth 0-253-33298-2

$35.00 / $28.00 members

The Miami Indians of Indiana

A Persistent People, 1654–1994

Stewart Rafert

Written by Rafert, a University of Delaware professor, the book explores the history and culture of the Miami Indians, who have fought for many years to gain tribal status from the United States government. This volume will appeal to a general audience as well as serious students of tribal history interested in the experience of a North American Indian tribal community over three and a half centuries.

"The story of the Indiana Miami is both timely and well told"

Indiana Magazine of History

"An important contribution to the history of the Midwest"

Michigan Historical Review

xxvii, 358 pp. 1996. Illustrations, notes, bibliography, appendixes, index.

Cloth, 0-87195-111-8 $29.95 / $23.95 members

Paper, 0-87195-132-6 $14.95 / $11.95 members

CD-ROM Resource Guide

In the Presence of the Past: the Miami Indians of Indiana

A great source of information on the Miami Nation of Indiana. Produced for the Eiteljorg Museum of American Indians and Western Art, this CD-ROM provides maps, time lines, a Miami word list, stories, interviews, biographies, and a brief history. Written by Rafert, a University of Delaware professor, the book explores the history and culture of the Miami Indians, who have fought for many years to gain tribal status from the United States government. This volume will appeal to a general audience as well as serious students of tribal history interested in the experience of a North American Indian tribal community over three and a half centuries.

0-87195-000-R $19.95 / $15.95 members

Madame C. J. Walker

A'Lelia Perry Bundles

—Published by Chelsea House Publishing

This book covers the life of Madame C. J. Walker, one of America's greatest black entrepreneurs. Walker took herself from rags to riches and paved the way for black women across America to earn a good living.

Recommended for young adult readers.

111 pp. Paperback, black & white photos.

0-79100-251-9 $8.95

Indiana's African-American Heritage

Essays from *Black History News & Notes*
edited by Wilma L. Gibbs

This anthology features sixteen articles that first appeared in *Black History News & Notes*, a newsletter devoted to publication of research findings related to the history of African Americans in Indiana. The articles cover such topics as education and culture, women's history, history of cities and rural communities, biographies, and Indiana African American history sources.

250 pp. 1993. 46 black-and-white illustrations, notes, index.

Cloth, 0-87195-098-7 $27.95 / $22.35 members
Paper, 0-87195-099-5 $14.95 / $11.95 members

Where God's People Meet

A Guide to Significant Religious Places in Indiana
Joseph M. White
With Photographs by Kim Charles Ferrill

Featured are religious sites from Christian, Jewish, Native American, Islamic, and Buddhist religions. This rich historical guide, enhanced by stunning photographs of fifty architecturally outstanding sites around Indiana, a book that will be read and used again and again.

200 pp. Trade paperback.
1-878208-57-8 $19.95 / $15.95 members

Hoosier Faiths

A History of Indiana's Churches and Religious Groups
L. C. Rudolph

"An exhaustive, meticulous study of all the major and most minor religions represented in our state. Hoosier Faiths offers delight for those interested in local traditions, folklore, sociology, and church history." —Arts Indiana

732 pp. 32 b&w photos.
cloth 0-253-32882-9 $89.95 / $71.95 members

The Indiana Historian

A Magazine Exploring Indiana History

Several issues of *The Indiana Historian, A Magazine Exploring Indiana History* published quarterly by the Bureau, are devoted to Indiana black history topics. Magazines cost $1.00 each with special pricing for twenty or more copies.

- **Madame Walker, Volume I.** 1992, 12 pp.
- **Madame Walker, Volume II.** 1992, 12 pp.

These two magazines describe the life and career of Madame C. J. Walker, a prominent black businesswoman in Indianapolis in the early 1900s.

- **Black Settlers in Indiana—1860s**. 1993, 12 pp.

Focuses on the Roberts Settlement in Hamilton County in central Indiana.

- **Indiana's 28th Regiment: Black Soldiers for the Union.** 1994, 16 pp.

This was the only black regiment organized in Indiana. The regiment's chaplain, Garland H. White, wrote letters to the *Christian Recorder*, a religious newspaper, which provided eyewitness accounts of the service of the 28th.

- **"We don't intend to fall in anymore at the end of the parade."** 1995, 16 pp.

A history of the black population in Evansville from settlement to the 1940s.

All Bureau publications may be found at your public library as well as the Indiana State Library. Please visit or call the Bureau at 317-232-2535 for information on purchasing through the mail or at the Bureau office.

Call for your free copy of the Bureau's publication catalog which lists all of the past and current publications, as well as describing the responsibilities of the Bureau.

Publications from the Indiana Historical Bureau

- **"Bury Me in a Free Land": Abolitionist Movement in Indiana, 1816-1865**, by Gwendolyn J. Crenshaw
  1986, 69 pp. paper **$4.25**

This catalog, written for a 1986 exhibit, includes documents and articles covering colonization, underground railroad, etc. Traveling exhibits based on the original exhibit are available from the Indiana Humanities Council, 317-638-1500.

- **The Negro in Indiana before 1900: A Study of a Minority**, by Emma Lou Thornbrough
  1958, 412 pp. paper **$16.95**; cloth **$29.95**

This pioneering work traces the history of African Americans in a northern state from their first arrival as slaves of eighteenth-century French traders through the end of the nineteenth century.

To Order:

By Credit Card: 1-800-447-1830 (8:00 A.M.to 4:30 P.M. Monday-Friday)
By Fax: (317) 233-3109 (Available 24 hours, seven days a week)
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By Mail: Indiana Historical Society, P.O. Box 7700-4118, Indianapolis IN 46227-4118
Online: http://www.indianahistory.org

Indiana State Police Class For Non-English Speaking Minorities

Things to expect during a traffic stop

I. Introduction

II. The vehicle stop:

A. How to recognize a police officer.

1. Red and blue lights (Police Vehicle)
   - Red (Fire vehicle)
   - Blue (First responders/fire personnel)
   - Green (EMT)
   - Yellow (Utility/INDOT)
2. Marking on the side of vehicle
3. Visible and recognizable uniform

B. What to do if you are pulled over.

1. Slow down and pull your vehicle to the right side of the roadway.
2. Position your car as far off the roadway as possible.
3. Stay in your vehicle and be patient.
4. Don't make any sudden or alarming movements toward the officer.
5. Roll down your window to allow the officer to talk to you.
   a. If your are afraid to roll down the window, just roll it down far enough to slip your license through and talk to the officer.
   b. The officer should recognize your feelings and understand why you are afraid.

C. What to expect from the police officer.

1. The officer should be professional and courteous toward all citizens.
2. The officer will ask for your driver's license and vehicle registration. If you do not have a driver's license please let him or her know and provide any form of ID that you might have.
3. Once the office realizes you do not speak English he or she might get frustrated. Be aware of this frustration and realize that it is not your fault. It has just made the police officer's job a little more complicated.
4. The officer will then attempt to explain the reason for the stop the best that they can. If there is anyone who speaks any English in the vehicle please let the officer know as soon as possible.
5. The officer might give you a citation, warning or verbal warning for committing the violation.
   a. Citation is a civil infraction that has a monetary fine.

b. A warning is a written explanation of the violation with no fine.

c. A verbal warning is a verbal explanation of the violation with no fine

6. Vehicle Towing if applicable:

a. Reasons for towing/impounding a vehicle

1. improperly registered (i.e. expired, not valid etc.)
2. If the driver and now one else in the vehicle has a valid drivers license.
3. If the vehicle is stolen

b. How to get your vehicle out of impound:

1. obtain proper registration of the vehicle
2. Find a driver with a valid driver's license to go with you a retrieve your vehicle.
3. You will also need to pay a storage fee and towing fee to the wrecker company that towed your vehicle.

D. What to do after the traffic stop:

1. If you don't understand what has happened you can:

a. Ask a friend who speaks English to assist you.

b. Get someone who speaks to call the police dept. and explain the situation.

2. If you admit the violation occurred you can:

a. Mail the payment of the fine to the address on the ticket. ***Do not mail cash, use a check or money order***

b. Go to the county clerk's office in the courthouse and pay the fine.

3. If you do not feel the action was justified you can:

a. Go to the court on the day and time the officer put on the ticket and explain your side of the story.

b. Hire an attorney to go to court and explain your side of the story and defend your actions.

4. If feel you are mistreated by a police officer you can:

a. Go to the agency that you had a problem with and explain your concern to the supervisor or chief.

b. Write a letter and mail your concern to the agency.

III Conclusion:

Police officers do not have the right to demean or belittle anyone. If you believe you have been treated badly, you should file a complaint. It is the police officers business to serve the people that live in the community. It is also their responsibility to provide service to those who need it without prejudice.

IU Black History Month Calendar

1 ***Classically Black: Robeson!***
8:00 P.M.
Sponsored by WFIU *103.7 fm*

2 ***Lynching in Marion***
12:30 A.M.
WTIU

OPENING RECEPTION
Featuring guest performers
4:00 - 6:00 P.M.
IMU - Federal Room

Struggles in Steel: A Story of African-American Steelworkers
11:00 P.M.
WTIU

4 ***Tony Brown's Journal***
12:30 P.M.
WTIU

Great Performances
Porgy & Bess: An American Voice
10:00 P.M.
WTIU

5 ***"Black Men Speaking"***
3:30 P.M.
IMU - Persimmon Room
Prof. John McCluskey, IU Department of Afro-American Studies, will be discussing his book.
Sponsor: College of Arts & Sciences
Contact: Steve Sanders

6 Friday Evenings at the Art Museum
6:00 P.M.
First Floor Gallery of Western Art
Spot Talk: ***New Acquisition: Welcoming the Work of Felrath Hines, Distinguished African-American Artist from Indiana***
Kathleen Foster, Curator of 19th-and 20th-Century Art
Sponsored by Art Museum

6:30 P.M.
Second Floor Atrium
Concert: Second Baptist Morning and Youth Choirs
A concert of gospel and contemporary music directed by Joey Roberts
Sponsored by Art Museum

The Morehouse Men
10:00 P.M.
WTIU

7 Cultural Enrichment Program - Swahili
11:00 A.M. - 1:00 P.M.
Ashton Residence Center - Coulter Hall
Sponsored by KWANZAA, Inc.
***Cost: $25.00**
Contact Person: Mrs. Sachiko Higgins-Kanté

Sessions at West 54th
10:00 P.M.
WTIU

8 ***The Morehouse Men***
12:00 Noon
WTIU

Martin's Lament: Religion and Race in America
1:00 P.M.
WTIU

Black Diamonds, Blues City
4:30 P.M.
WTIU

Great Performances
Porgy & Bess: An American Voice
5:30 P.M.
WTIU

Beyond Joplin: A Celebration of Black Classical Music
8:00 P.M.
Sponsored by WFIU *103.7 fm*

God's Gonna Trouble the Water
10:00 P.M.
WTIU

9 ***Harlem Rhapsody: A Celebration of the Harlem Renaissance***
3:30 P.M.
Sponsored by WFIU *103.7 fm*

10 ***HIV and Communities of Color***
12:00 Noon - 1:00 P.M.
Ballantine Hall 217
Brown Bag lunch, lecture, discussion
Presenter: Rhonda Bayless, Program Director for Woman to Woman at AIDServe Indiana
Sponsored by Health and Wellness Education, Indiana University, Health Center
Contact Persons: Anne Reese or Neal Carnes

Great Performances
Porgy & Bess: An American Voice
12:00 Noon
WTIU

Frontline
The Two Nations of Black America
9:00 P.M.
WTIU

11 ***Tony Brown's Journal***
12:30 P.M.
WTIU

The Morehouse Men
1:00 P.M.
WTIU

Frontline
The Two Nations of Black America
11:30 P.M.
WTIU

The Value of Diversity in Corporate America
7:00 P.M.
School of Business - Room 736
Procter & Gamble presents a panel discussion with reception following
Sponsored by Minorities in Business Program and Kelley School of Business
Contact Person: Rochelle Tinsley

13 Great Performances
The New Jersey Performing Arts Center Opening Night
9:00 P.M.
WTIU

IU Soul Revue Performance
9:00 P.M.
Second Story Nightclub
201 South College Avenue
Cost: $5.00 Cover Charge
Sponsored by African American Arts Institute
Contact Person: Maria K. Heslin / 855-5427

14 Cultural Enrichment Program
--Cooking Demonstration--
11:00 A.M. - 1:00 P.M.
Benjamin Banneker Community Center
930 West 7th Street
Cost: $6.00
Sponsored by KWANZAA, Inc.
Contact Person: Mrs. Sachiko Higgins-Kanté

The Nicholas Payton Quintet
Grammy Nominated Jazz Artist
8:00 P.M..- 12:00 Midnight
Indianapolis Arts Garden/Circle Center
$25.00 per person/$40.00 per couple
Sponsored by: The National Black Law Students Association-Midwest Region
Contact: Angela Green [317] 298-7086 or Brian Edge (wedge@indiana.edu)

15 Great Performances
The New Jersey Performing Arts Center Opening Night
12:30 P.M.
WTIU

W.E.B. DuBois - A Biography in Four Voices
4:00 P.M.
WTIU

Beyond Joplin: A Celebration of Black Classical Music
8:00 P.M.
Sponsored by WFIU *103.7 fm*

The Morgan Choir: A Silver Celebration
10:00 P.M.
WTIU

17 ***Philosophy, Literature, and African-American Experience: The Case of Charles Johnson***
4:00 P.M.
Ballantine Hall 103
Video/discussion of a multicultural novelist who explores philosophical questions against the backdrop of Black American life.
Sponsored by Philosophy Department
Contact Persons: Dennis M. Senchuk or Karen Hanson

18 Burke lecture in History of Art:
"George Henry Hall's *Licking Lasses*: Painting Politics in the Age of Abolitionism"
TIME: TBA
Fine Arts Building
Lecture by Prof. Janice Simon, University of Georgia
Sponsored by History of Art Department
Contact Person: Sarah Burns

The Strange Demise of Jim Crow
11:00 P.M.
WTIU

Tony Brown's Journal
12:30 P.M.
WTIU

19 "Health in Africa: A Gendered Perspective"
2-Day Conference (February 19-20)
8:30 A.M. - 5:00 P.M.
Indiana Government Center-Indianapolis
Sponsored by African Studies Program
Contact Person: York Bradshaw

"Honey, Honey, Miss Thang: Being Black, Gay, and on the Streets"
3:30 P.M.
IMU - Persimmon Room
Lecturer: Leon E. Pettiway
IU Department of Criminal Justice
Sponsored by Spring GLB Academic Colloquium Series & College of Arts and Sciences

WTIU Community Café
8:00 P.M.

20 "Health in Africa: A Gendered Perspective"
8:30 A.M. - 11:30 A.M.
Indiana Government Center-Indianapolis
Sponsored by African Studies Program
Contact Person: York Bradshaw

21 Cultural Enrichment Program - Swahili
11:00 A.M. - 1:00 P.M.
Ashton Residence Center - Coulter Hall
Sponsored by KWANZAA, Inc.
***Cost: $25.00**
Contact Person: Mrs. Sachiko Higgins-Kanté

Barrister's Ball
7:00 P.M.
Terry's Banquet Hall
Sponsored by Black Law Students Association
Tickets Available at Law School Lobby
February 16-20 – 11 A.M.- 2 P.M. Daily

22 ***A. Philip Randolph: For Jobs and Freedom***
WTIU

Beyond Joplin: A Celebration of Black Classical Music
8:00 P.M.
Sponsored by WFIU *103.7 fm*

Great Performances
10:00 P.M.
The Story of Gospel Music
WTIU

African-American Artists: Affirmation Today
11:30 P.M.
WTIU

23 Second Annual Neal-Marshall Lecture
4:00 P.M.
SPEA Atrium
Representative John Conyers, U.S. House of Representatives, Democrat from Michigan
Sponsored by School of Public and Environmental Affairs (SPEA)
Contact Person: Sandra Bate

"Poetry, Prose and Motown: Interpreting Lyrics of Love Songs Written by William 'Smokey' Robinson"
7:00 P.M.
Morrison Hall - Hoagy Carmichael Room 006
Lecture by Dr. Charles Sykes
Sponsored by Archives of African American Music & Culture, Archives of Traditional Music, and African American Arts Institute
Contact Persons: Charles Sykes or Maria Heslin

Diabetes Education
6:00 P.M.
McNutt Flame Room
Sponsor: Zeta Phi Beta Sorority, Inc.
Contact: zeta@indiana.edu

24 ***Richard Wright: Black Boy***
12:00 Noon
WTIU

African American Artists: Affirmation Today
1:30 P.M.
WTIU

25 ***Tony Brown's Journal***
12:30 P.M.
WTIU

Record Row: Cradle of Rhythm & Blues
1:00 P.M.
WTIU

Mixer
8:00 P.M.-10:00 P.M.
Briscoe Snack Bar
Free food, drinks, & fun
Sponsor: Zeta Phi Beta Sorority, Inc.
Contact: zeta@indiana.edu

26 ***Black America: Facing the Millennium***
1:00 P.M.
WTIU

Speaking Truth To Power by Anita Hill
4:00 P.M.-5:30 P.M.
Room 102 African American Cultural Library
1998 Book Talk Series - Read the book and come prepared for a lively discussion.
Sponsor: African American Cultural Center Library
Contact: Grace Jackson-Brown

Black Jeopardy
6:00 P.M. - 10:00 P.M.
IMU - Frangipani Room
Come out and watch as teams test their knowledge about historical events involving African Americans.
Sponsor: African American Cultural Center
Contact: James Beckett

Greek Auction
8:00 P.M.
Briscoe Cafeteria
Come out and bid on a chance to have dinner with your favorite Greek man!!!
Sponsor: Zeta Phi Beta Sorority, Inc.
Contact: zeta@indiana.edu

27 ***M & M Smith: For Posterity's Sake***
12:00 Noon
WTIU

First Person Singular: John Hope Franklin
9:00 P.M.
WTIU

6 E.M.O.T.I.O.N.S. Neophyte
10:00 P.M. - 1:30 A.M.
IMU - Alumni Hall
Sponsor: Zeta Phi Beta Sorority, Inc.
Cost: $5.00
Contact: zeta@indiana.edu

28 Cultural Enrichment Program - Swahili
11:00 A.M. - 1:00 P.M.
Ashton Residence Center - Coulter Hall
Sponsored by KWANZAA, Inc.
***Cost: $25.00**
Contact Person: Mrs. Sachiko Higgins-Kanté

Sixth Annual Black History Month Gala
Chapman's Restaurant and Banquet Center

The Black Comedy Show featuring "Hamberger"
Sponsor: Zeta Phi Beta Sorority, Inc.
Cost: $10.00
Contact: zeta@indiana.edu

NOTES: Contact for all WTIU programs is Suzann Mitten Owen.

The IU Bookstore has an array of books by Black authors that will be featured during the month of February. Also, available in 1998 are two new books – ***Seeing Red: Federal Campaigns Against Black Militancy, 1919-1925*** by Theodore Kornweibel, Jr. and ***Stolen Childhood: Slave Youth in 19th-Century America*** by Wilma King. For other new titles contact the IU Bookstore.

*Saturday - Cultural Enrichment Program - Swahili is $25.00 for the series:
- February 7
- February 21
- February 28
- March 7
- March 21
- March 28

DEADLINE: Wednesday, February 4, 1998

IU Hispanic Heritage Month Calendar

National Hispanic Heritage Month

1 **Salsa Contest.** Make your favorite Salsa Recipe and win a $25 gift certificate. Deadline for entries is 6 p.m. Judging will begin at that time and be done by students who will make the final decision.

2 16th Annual United States **Hispanic Leadership Conference** through the 4th

5 **Public Speaker** sponsored by Sigma Lambda Gamma. 8p.m. Fine Arts Auditorium FA 015. Contact Nicole Ring at 323-2713 or nring for more information.

6 **Movie** "*Like Water for Chocolate*" 7p.m., La Casa, 715 E. 7th Street

7 Sigma Lambda Gamma invites all women to an **interest meeting** at 7p.m. in the Oak Room of the Indiana Memorial Union.

8 **Reception** for graduate students, faculty and staff will be held in State Room West of the Indiana Memorial Union from 4:00 – 7:00 p.m.

9 LUIU will host **Parents Weekend** through the 11th. Reservations for the weekend are due by September 31st. For more information contact Cynthia Fierro at 339-9178 or e-mail cfierro.

11 Lisa Lusero, a Chicana lesbian, will perform her acclaimed **one person drama**, "Impossible Body", in which she ties together a variety of diversity issues. Frangipani Room. 12:30 p.m. Sponsored by OUT.

12 LUIU **mass meeting** beginning at 6 p.m. at La Casa, 715 E. 7th Street.

Dia de la Raza **celebration** hosted by LUIU, 7 p.m., La Casa, 715 E. 7th Street. Food and music will be provided.

13 BACHUS will present a **workshop** on preparing non-alcoholic drinks at your next party beginning at 7:00 p.m. La Casa, 715 E. 7th Street. Hosted by Gamma Phi Omega.

14 **Hispanic Jeopardy** sponsored by Sigma Lambda Gamma. Test your Hispanic knowledge! 7 p.m., La Casa, 715 E. 7th Street. Refreshments/Prizes.

15 A **reception** recognizing NHHM will be held at La Casa, 715 E., 7th Street from 4:00 to 6:00 p.m. Hosted by the Office of Latino Affairs.

16 Steve Birdine with Diversity Programs at IU will present a **workshop** on Diversity and Motivation for Latino students, La Casa, 715 E. 7th Street beginning at 7:30 p.m. Sponsored by Gamma Phi Omega.

17 **Community Service** with Sigma Lambda Gamma at the Boys and Girls Club from 4:00 to 6:00 p.m. Contact Nicole Ring at nring for more information.

19 The Office of Latino Affairs is sponsoring a **trip** to Fiesta Indianapolis, an outdoor festival with food, cultural artifacts and live music. Van will leave La Casa at 12 noon. Contact Monica Guzman at 855-1740 for more information.

20 Gamma Phi Omega **Car Wash** 11 a.m. to 3 p.m. Contact Marisol Pellot from more information at mpellot.

The Office of Latino Affairs invites you to join us in celebrating National Hispanic Heritage Month September 15 – October 15 1998

21 Hispanic health issues **workshop** on Diabetes and Heart Disease beginning at 7:00 p.m., La Casa, 715 E. 7th Street.

22 Sigma Lambda Gamma will host a **workshop** on Hispanic Women's Issues at 7:00 p.m., La Casa, 715 E. 7th Street.

24 Gamma Phi Omega **cultural dinner** from 5:00 - 6:30 p.m. at La Casa, 715 E. 7th Street. $5.00. Tickets may be purchased in advance from any sorority member. Contact Marisol Pellot at mpellot for more information.

26 **Unity Picnic** at Bryan Park North Shelter beginning at 2 p.m. Hosted by Sigma Lambda Gamma Sorority and Sigma Lambda Beta Fraternity. Cost $1.00. Transportation available: contact Nicole Ring at 323-2713.

27 The Office of Latino Affairs, in conjunction with the Lotus Festival, presents **Fiesta Latino** from 12:00 – 5:00 p.m. in Dunn Meadow. Featuring ***Ricardo Lemvo & Makina Loca (Afro-Cuban), Sones de Mexico (Mexican Folk) and Banda Dura (Bachata/Merengue).*** Arts & crafts, strolling entertainment, dancing, food.

28 Latinos Unidos will hold **mass meeting** at La Casa, 715 E. 7th Street, 7 p.m.

Movie Night with Sigma Lambda Beta, 8 p.m., La Casa, 715 E. 7th Street.

29 **Arrachera Fest** sponsored by Sigma Lambda Beta will be held at La Casa, 715 E. 7th Street beginning at 5:00 p.m. Tickets may be purchased in advance from any fraternity member or at the door for $5.00. Contact Guadalupe Lopez at gulopez for more information.

Sigma Lambda Gamma will host an **informational meeting** from 8:00 – 9:00 p.m. at La Casa, 715 E. 7th Street.

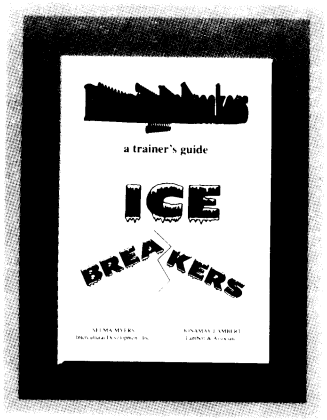
30 **Movie Night** with Sigma Lambda Gamma and Sigma Lambda Beta. *The Disappearance of Garcia Lorca* will be shown at 7:00 p.m., La Casa, 715 E. 7th Street.

Lambert & Associates

DIVERSITY ICEBREAKERS

A Trainer's Guide

SELMA MYERS AND JONAMAY LAMBERT



This guide is designed for all trainers, and especially diversity trainers, who need simple, effective and ready-to-use Icebreaker exercises. The guide can be used to introduce the diversity topic, warm up a group or lead into more in-depth discussions. This guide will help participants:

Learn more about diversity issues through short and creative exercises,

Increase self-awareness and expand diversity "comfort zone",

Relate diversity themes to everyday work experiences.

CONTENTS
The guide is 60 pages long and consists of Icebreaker exercises that address:

- Informal Cultural Introductions
- Effective Cross-cultural Communication
- Personal Awareness & Perception
- Values and Assumptions

It includes 40 proven exercises (most under 20 minutes) in a standard format, divided into 6 sections by overall topic. The suitable interactive and convenient exercises are ready for immediate use.

MANAGING CULTURAL DIVERSITY

A Trainer's Guide

SELMA MYERS AND JONAMAY LAMBERT

This guide provides trainers and managers with exercises to develop basic skills in dealing with diversity in the workplace. The guide offers practical approaches to:

Increase awareness of the impact of culture in the workplace,

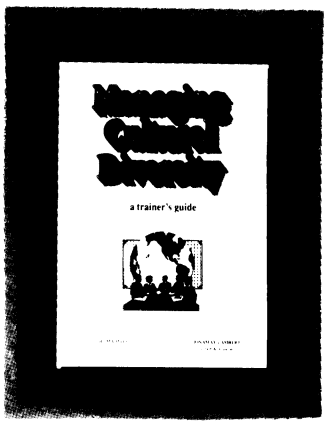
Identify cultural issues and underlying assumptions in managing a diverse workforce.

Meet the needs of diversity trainers and improve their skills.

CONTENTS
The guide is 62 pages long and consists of exercises that address:

- Cultural Awareness
- Knowledge About Culture
- Skills That Make A Difference

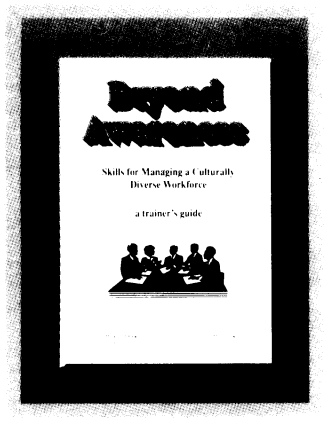
It includes 13 proven Exercises, Sample Agendas, and 19 different Charts, Handouts and reproducible Hard-copy for Transparencies.



BEYOND AWARENESS

A Trainer's Guide

JONAMAY LAMBERT AND SELMA MYERS



This guide provides additional skills beyond basic intercultural awareness training. It focuses on the next step, specific advanced skills for managing a culturally diverse workforce. The guide offers a variety of exercises that will help participants:

Understand the impact of change,

Learn skills for dispute resolution,

Promote multicultural team building.

CONTENTS
The guide is 80 pages long and consists of exercises that deal with:

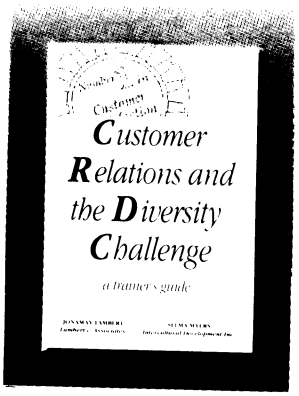
- Cultural Changes
- Intercultural Communication
- Employee Development
- Conflict Resolution

It includes 12 proven Exercises, Sample Agendas and 32 different Charts, Sample Lecturettes, Handouts and reproducible Hard-copy for Transparencies.

CUSTOMER RELATIONS AND THE DIVERSITY CHALLENGE

A Trainer's Guide

JONAMAY LAMBERT AND SELMA MYERS



This guide was developed to assist trainers, managers and supervisors responsible for meeting the challenges of a diverse customer base which has different beliefs, customs and basic values. It will help participants:

Recognize the major importance of understanding diverse customers.

Learn more about themselves, their own culture and perspectives other cultures bring to Customer Relations.

Acknowledge some of the obstacles they face and begin to develop strategies to overcome them.

CONTENTS

This guide is 60 pages long and consists of exercises that address:

- The impact of Diversity Issues on Customer Relations
- The influence of Attitudes, Perceptions and Assumptions on the Customer Relations Process
- The Skills That Make a Difference

It includes 12 proven Exercises, Sample Agendas and 32 different Charts, Sample Lecturettes, Handouts and reproducible Hard-copy for Transparencies.

CULTURE & CAREER TRANSITIONS

A Trainer's Guide

JONAMAY LAMBERT AND SELMA MYERS

This guide was developed to assist trainers and counselors who provide career development services for a diverse workforce. This guide will help participants:

Understand the influence of culture on career choices.

Learn more about themselves, their own culture and organizational culture.

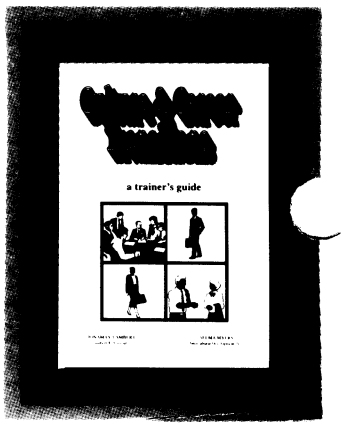
Recognize some of the obstacles they face and begin to develop strategies to overcome them.

CONTENTS

The guide is 50 pages long and consists of exercises that address:

- Culture and Career Decisions
- Values and Goal-setting
- Networking

It includes 10 proven Exercises, Sample Agendas and 20 different Charts, Sample Lecturettes, Handouts and reproducible Hard-copy for Transparencies.



HOW TO ORDER:

Please Send Check or Purchase Order, Including Shipping & Handling To:

Diversity At Work
A Division of Lambert & Associates
1945 Morningview Drive
Hoffman Estates, IL 60192

Information also available from:
Diversity at Work
(847) 429-9764

10% DISCOUNT for Ordering Two or More Guides

Number of Guide(s) Ordered:

- ❑ More Diversity Icebreakers ..... (@ $59.95)
- ❑ Diversity Icebreakers ..... (@ $59.95)
- ❑ Customer Relations ..... (@ $59.95)
- ❑ Managing Cultural Diversity ..... (@ $59.95)
- ❑ Beyond Awareness ..... (@ $59.95)
- ❑ Gender at Work ..... (@ $59.95)
- ❑ Culture & Career Transitions .... (@ $59.95)

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CROSS CULTURAL AWARENESS ACTIVITIES FOR CHILDREN

by
Selma Myers &
Jonamay Lambert

Designed for:
Educators
Administrators
Counselors
Support Staff
Parents
Religious Leaders
Camp Directors
Professionals who work with youth and families

This 38-page teacher's guide offers activities designed to develop greater awareness, sensitivity and positive appreciation of cultural, religious and other differences. Activities are self-contained and establish a non-threatening environment in which students can explore cross-cultural issues.

The activities fit the needs of school teachers who plan to introduce diversity education awareness. Topics include:

- Cultural Introductions
- Checking Stereotypes & Assumptions
- Common Bonds
- Bridging Differences

The challenging and fully reproducible activities are excellent, intended to be short, and can usually be done in 5 to 15 minutes. They offer an innovative approach to discussing and learning about diversity while increasing awareness and promoting positive interactions.

Please send me _____ copies of *Cross-Cultural Awareness Activities for Children*
My check for $24.95, plus $2.35 shipping and handling (U.S.; $2.95 for Canadian orders) is enclosed.

Name _____

Address _____

Phone _____ Date _____

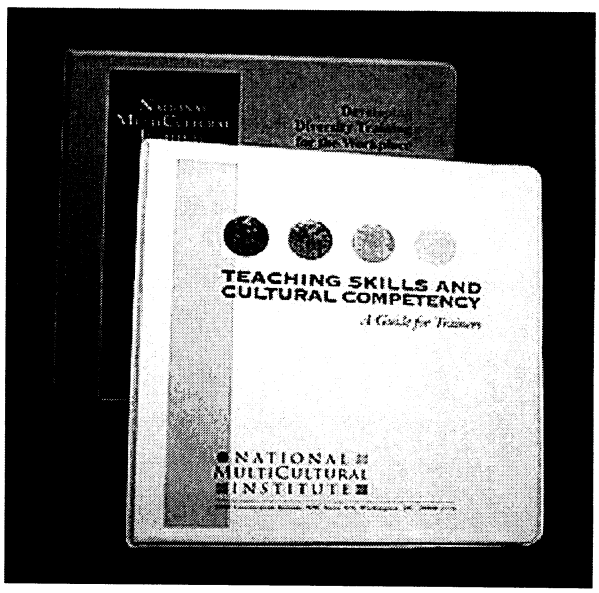
Mail payment to:

Diversity at Work
a Division of Lambert & Associates
1945 Morningview Drive
Hoffman Estates, Illinois 60192

National MultiCultural Institute

Developing Diversity Training for the Workplace: A Guide for Trainers
4th Edition. Written and compiled by Lauren N. Nile, JD. 300 pages, 1997.
A detailed manual for diversity trainers including sections on Trainer Readiness Self-Assessment, Managing Personal Hot Buttons, Working Effectively in a Diverse Training Team, Design Theory and Models, Elements of a One-Day Workshop, lecturettes, exercises, hard copy for transparencies, sample participant hand- outs, extensive references to resource materials (training tools, videos, exercises, and simulations), and a bibliography.

Teaching Skills and Cultural Competency: A Guide for Trainers
2nd Edition. Written and compiled by Rohini Anand, PhD, 277 pages, 1998.



This detailed manual provides guidance to diversity trainers who want to conduct workshops that move beyond personal awareness to building specific skills and cultural competency. The manual includes sections on Models of Cultural Competency, Communication, Conflict Resolution, Team Building, Giving Effective Feedback, and Individual/Organizational Action Planning. The manual presents guidelines for trainer competencies around personal awareness, facilitation skills and knowledge. It also provides tools for using case studies, designing an effective needs assessment, and identifying the advantages and pitfalls of working in diverse training teams.

Cultural Competency in Health Care: A Guide for Trainers
Written and compiled by Rohini Anand, PhD, 294 pages, 1998.
A comprehensive training manual for health care professionals on diversity issues in the workplace. Incorporating NMCIÕs popular guides for trainers, Teaching Skills and Cultural Competency and Developing Diversity Training for the Workplace, it provides step-by-step guidelines for developing an experiential workshop to meet the specific training needs of health care professionals, including providers and administrators. The manual includes models of cultural competency in health care, barriers to providing culturally competent care, exercises, lecturettes, tips for designing effective needs assessments and case studies, sample training designs, and an extensive bibliography.

Multicultural Case Studies: Tools for Training
Written and compiled by Rohini Anand, PhD and Laura K. Shipler, 150 pages, 1998.
A collection of case studies to be used in diversity training for professionals in all fields. Sections cover: General Workplace Issues, Education, Health Care, Mental Health, International Business, and Law Enforcement. Case studies include training tips and discussion guides. The publication describes the advantages and the challenges of using case studies in training and provides detailed guidelines for developing original cases.

Martin Luther King, Jr. Holiday Suggestions & Guidelines

The national holiday honoring Dr. King is an occasion for joy and celebration for his life and his work toward nonviolent social change in America and the world. Traditionally, we celebrate holidays with parties, family picnics, fireworks, a trip back home or to the seashore. However, we must also be mindful that this is a special holiday - one which symbolizes our nation's commitment to peace through justice; to universal brother- and sisterhood; and to the noblest ideal of all: a democratic society based on the principles of freedom, justice and equality for all people. Whether you celebrate Dr. King's birthday on January 15th or during Black History Month, the holiday is an occasion for thanksgiving, unselfishness, and rededicating ourselves to the causes for which he stood and for which he died.

We encourage you to use this occasion as an opportunity to enlist your community in helping us to establish a lasting, living monument for honoring Martin Luther King, Jr. The King Center, the official national and international memorial dedicated to Dr. King, invites you to join us and thousands of people all over the world in creating a permanent endowment for carrying on his unfinished work. Your "birthday gift" to assist The King Center in this endeavor will assure that Dr. King's memory lives on from generation to generation.

An important aspect to remember when celebrating the King Holiday is that Dr. King was a private citizen in his lifetime. Therefore, Dr. King's image, likeness, spoken word, copyrighted works and rights of publicity, (also known as intellectual property,) are owned by the Estate of Dr. Martin Luther King, Jr. Use of Dr. King's intellectual property usually requires a license. The company that manages the Estate of Dr. King is Intellectual Properties Management (IPM), Atlanta, Georgia. If you have any questions regarding your use of Dr. King's intellectual property, or if you would like to request a license, please contact IPM at 404-526-8989 for further information.

WHO CAN CELEBRATE DR. KING'S BIRTHDAY?

People of goodwill in this country and abroad will plan celebrations in their communities, organizations, churches, schools and families.

WHAT IS NEEDED?

Organized committees to handle the following responsibilities involved in creating successful events:

4 Activities for having a unique celebration that is inclusive of as many groups, cultures, races and religions as possible

4 Research on the meaning of nonviolence and the philosophy of Dr. King

4 A gift to help keep Dr. King's dream alive

4 Correspondence to handle the communication of the celebration

4 Enough time to plan events

For optimum results, research and activities need to be planned and developed over a period of months by a committee consisting of one or more people. Celebrations should be the culminating activity and could take place over a period of several days, depending on the level of community involvement and prior investment made in planning.

WHEN SHOULD THE FESTIVITIES BE HELD?

· Since 1986, the third Monday of every January is recognized as the official federal holiday

· During the week of January 15th, the anniversary of Dr. King's birthday

· If these options are not feasible, the observance could be scheduled in February, which is Black History Month

The following are descriptions of possible models for the Activities, Research, Gift and Correspondence Committees.

ACTIVITY COMMITTEE

The activity committee should make a preliminary list of the kinds of activities which properly honor Dr. King and which are practical for the time allocated. The following list of activities are only given as examples and to stimulate ideas:

· Secure proclamations and other official statements of recognition from leaders (i.e. company presidents, mayors, city council members, the governor, etc).

· Petition school officials, principals, deans and teachers to carry out in select schools or district-wide, a day of "teach-ins" on the life and work of Dr. King.

· Develop a "special edition" of your newsletter honoring Dr. King.

· Design exhibitions and visual arts displays about Dr. King and the Civil Rights Movement.

· Host religious observances with representatives of all faiths as program participants.

· Give awards (i.e. The Martin Luther King, Jr. Citizenship Award) to deserving citizens or organizations that exemplifies the character and work of Dr. King. Remember, there is only one Martin Luther King, Jr. Nonviolent Peace Prize that is awarded annually by The King Center in Atlanta, Georgia.

· Organize symbolic gestures in which the entire community can participate. For example: fly the American flag on the King holiday, drive with car lights on, candle light vigils or a peaceful march, etc.

· Donate copies of books by or about Dr. King, civil rights, nonviolence, black history or other relevant topics to prisons, nursing homes, half-way houses, daycare centers, etc. Many of these facilities have few books, and rarely any on Dr. King.

· Coordinate an "Endow a Dream" fund-raiser event to help The King Center, the official national and international memorials, in keeping the "Dream" alive.

· Plant a tree in honor of Dr. King.

· Sponsor conferences, seminars or workshops on Dr. King or on issues with which he was concerned such as jobs, peace and freedom.

· Work with the advertising and/or communications industry to obtain advertising on Dr. King's birthday observance. Work with radio, TV and print media for special treatment of King Birthday activities.

· Enroll groups and individuals to raise one dollar for each of Dr. King's birthdays, i.e. sixty nine dollars for his sixty ninth birthday). Send the contributions to The King Center.

· Dedicate a street, public building, park site, etc., in Dr. King's memory.

RESEARCH COMMITTEE

The Research Committee should develop a list of topics for research to prepare materials for constituents and the media. The committee may choose to enlist students in public and private schools to write essays, and/or college students to do research on topics.

Suggested topics include, but are not limited to:

· The meaning of nonviolence

· The Montgomery Bus Boycott: How have public accommodation laws eliminated discrimination in transportation, lodging and other public services?

· The 1963 March on Washington: Why is the slogan, "Jobs, Peace and Freedom" still relevant?

· How can we create the "Beloved Community?"

· The Selma March

· Dr. King in Birmingham

· Dr. King in Memphis

· The Poor People's Campaign

· The Civil Rights Acts of 1964 and social change

· The Voting Rights Act of 1965 and social change

· The 1963 March on Washington

· The Extension of the Voting Rights Act and social change

GIFT COMMITTEE

The Gift Committee may prepare a list of ideas by which individuals or groups could help in raising money for a gift to a worthy local program or to help The King Center carry on Dr. King's unfinished work. The committee can develop the rationale for the gift. Dr. King lives on through The Martin Luther King, Jr. Center for Nonviolent Social Change, established in 1968 by Mrs. Coretta Scott King as a living memorial dedicated to preserving the legacy of her husband, Dr. King, and carrying forward his unfinished work for human rights and peace. Housed within its walls is the largest collection of primary source materials on the Civil Rights Movement and Dr. King's papers in the world. The birth home of Dr. King, his crypt, an Information Center, and the Freedom Hall Complex and Plaza complete The Center. All of this is made possible primarily through contributions by citizens of nations who wish to continue his work. "Endow a Gift" can reach every citizen, even children, regardless of the amount given.

The Gift Committee may enroll schools, churches, civic groups, clubs, chaplains and others in making donations. The committee should arrange for a check to be made payable and forwarded to The Martin Luther King, Jr. Center for Nonviolent Social Change, Inc. The committee should also inform contributors that their gift is tax deductible, (The Center holds 501C3 status with the Internal Revenue Service,) and their names should be included with the contribution to The King Center for proper credit and thanks.

CORRESPONDENCE COMMITTEE

The Correspondence Committee should develop a list of criteria for inviting people from outside your organization to share in the celebration, once you've agreed upon whom outside the group will be included. The committee may also be responsible for distributing thank you letters to everyone who makes a contribution to your event. Contributors may include people or groups who make donations of money, time, goods and/or services. Ensuring that gratitude is expressed in a proper and timely manner is an important job, and a good way of securing support for future events.

REACH Center

Provide your students with the dynamic history of the United States

Because the United States is the home of many cultures and races of people, the REACH Center has researched their histories and compiled the information into a set of five books, the ***Ethnic Perspective*** Series. The ***Series*** presents the history of the United States from diverse ethnic points of view. By reading the books in the series, students can view this country's history through the eyes of other cultural groups. As they read the varying points of view, students can note the similarities and differences of the people's historical and contemporary experiences. The books present a rich legacy of U.S. history.

Books in the ***Series*** include-

- An Asian American Perspective
- An American Indian Perspective
- A European American Perspective
- An African American Perspective
- An Hispanic/Latino Perspective

Books can be ordered individually, by the set, or by classroom Adoption Kit. Listening tapes can also be purchased. Order your books and tapes today!

Multicultural Read Aloud Kit: Second Edition

The ***Multicultural Read-Aloud Kit*** is a set of lesson plans developed by elementary school librarians for classroom use. The ***Kit*** is suitable for all elementary grades, with the interest level for each book indicated. These ***Read-Alouds*** are meant to be used during storytime. The books were selected from over two hundred titles and represent gender and ethnic balance. All children can relate to the stories which have multicultural characters involved in universal themes.

Many of the titles are currently available in library collections and the others can be ordered. The publishers are listed in the *Read-Aloud Kit* manual to assist in ordering. However, if you wish to order complete sets, which include the books and the lesson plans, they can be ordered directly from the REACH Center. (Allow at least three weeks delivery for the manual only or eight weeks delivery for the complete sets.)

There is a lesson plan for each of the books. The lessons contain an overview of the story, teacher information, discussion questions and follow-up activities.

A Must Read For All Educators:

We Can't Teach What We Don't Know: White Teachers, Multiracial Schools
by **Gary R. Howard**
Foreword by **Sonia Nieto**

Brief Description of the Book:

With lively stories and compelling analyses, Gary Howard engages his readers on a journey of personal and professional transformation. From his 25 years of experience as a multicultural educator, he looks deeply into the mirror of his own racial identity to discover what it means to be a culturally competent White teacher in racially diverse schools. Inspired by his extensive travel and collaboration with students and colleagues from many different cultures, *We Can't Teach What We Don't Know,* offers a healing vision for the future of education in pluralistic nations.
Each book is $20.95 plus $3.50 shipping & handling (add 8.6% sales tax WA residents only).
Shipping & handling costs for more than one book will be an additional $.75 per book.
(All in U. S. dollars.)

Policy for Sale of Teacher Manuals

It is the policy of the REACH Center to sell program curriculum guides only in conjunction with inservice training. Exceptions to this include the following:

- *Use to explore program for effectiveness and adoption at the school district or state level.*
- *Use to explore program application with commitment to attend REACH training at a later date within the school year.*
- *As an individual resource with intent to recommend/acquaint other educators with REACH curriculum materials.*

	PRICE	QUANTITY	TOTAL
REACH FOR KIDS SEED CURRICULUM (Elementary School) Provides a model for integrating the disciplines and infusing lessons and activities with multicultural/global perspectives. The curriculum contains a unit at each grade level, K–6, incorporating a variety of academic disciplines, building self–esteem and human relations skills and developing multicultural/global awareness and skills.	$80	1 SAMPLE COPY ONLY	
PROJECT REACH TEACHER GUIDE (Middle/Junior High School) Provides lessons and activities to prepare students to live effectively and positively within a culturally diverse world. The guide attempts to influence students at two levels—information and attitudes—by involving them in activities in four phases: • Communications Skills • Multicultural Knowledge • Cultural Self–Awareness • Cross–Cultural Experience	$80	1 SAMPLE COPY ONLY	

PRICE	QUANTITY	TOTAL
$80	1 SAMPLE COPY ONLY	

REACH MULTICULTURAL EDUCATION GUIDE (High School)

Provides an easy to follow model for infusing multicultural concepts into existing curriculum. There are sample lessons in nearly all subject areas to provide clear examples for high school educators. Other sections of the manual include rationale for getting started in multicultural education, a self-assessment instrument useful for examining the "hidden curriculum," and an annotated bibliography.

MIDDLE/JUNIOR HIGH SCHOOL LEVEL

Ethnic Perspectives Series/Books (EPS)

This set of five student books presents United States history from diverse ethnic points of view. The set includes the following titles:

- *An Asian American Perspective*
- *An American Indian Perspective*
- *A European American Perspective*
- *An African American Perspective*
- *A Hispanic/Latino Perspective*

$35 set
$8 each

Ethnic Perspectives Series/Listening Tapes

These audio cassette tapes contain the complete text (2 tapes) of each of the five EPS books. The text is read by a member of the particular ethnic group.

- *An Asian American Perspective*
- *An American Indian Perspective*
- *A European American Perspective*
- *An African American Perspective*
- *A Hispanic/Latino Perspective*

$35 set
$8 each

Project REACH Cultural Fair Slides

A set of slides of selected fair projects representing the best student work from many different middle/junior high schools.

$30

ADOPTION

Project REACH Adoption Kit

This kit contains 30 sets of EPS student books PLUS a set of the listening tapes and Cultural Fair slides. This is a $1,050 value when ordered separately. (If more than 30 sets are needed for your classroom, call the REACH Center for a proportionate adjustment.)

SAVE!
$840

ELEMENTARY SCHOOL LEVEL

Multicultural Read-Aloud Kit, 2nd Edition

A newly expanded version of the user-friendly Teacher Guide to selected multicultural books is now available. The description of each book includes a brief synopsis, hints to the teacher, discussion questions and follow-up activities. The Multicultural Read-Aloud Kit is a must for every faculty room so that teachers will have ready access to these wonderful Read-Alouds. (Books not included, however, many titles may already be in your school library.)

$30

Name: _____

Institution: _____

Street Address _____

City/State/Zip Code _____

Telephone (_____) _____

SUB TOTAL	
SALES TAX (8.6%) (Washington State residents only)	
SHIPPING & HANDLING 10% of subtotal, minimum $7.00	
TOTAL	

PHONE: (206) 545-4977
FAX: (206) 545-6550

Return order form to:
REACH Center
4464 Fremont Ave. North
Suite 300
Seattle, WA 98103

Make Checks and/or purchase orders payable to the REACH Center.

Please allow 2-3 weeks for delivery.

Purchase Order No: _____

Purchase Order Date: _____

Check No: _____

Teaching Tools:

A review of the latest and best multicultural education materials

In The Middle

"What's Juneteenth?" asks 13-year-old Emily Rose Chartier, in response to her Texas grandmother's invitation to come for the celebration. **Jubilee Journey** ($6) offers a proud look at what it means to be biracial. "It doesn't mean I'm half black and half white. It means I'm both," asserts Emily. (Grades 6 and up)

Harcourt Brace & Co.
6277 Sea Harbor Drive
Orlando, Fl 32887-4300
(800) 543-1918

How did racism begin in America? How does racism affect me? How can I make a difference? These are just a few of the captivating questions answered in the concise, easy-to-read book **Everything You Need To Know About Racism** ($17.95). Complete with a helpful glossary and a "Where to Go for Help" section, this publication offers students and adults practical ways to detect, cope with and eliminate racism in society today. (Grades 5 and up)

Rosen Publishing Group
29 E. 21st St.
New York, NY 10010
(800) 237-9932

Popular young adult author Laurence Yep's **Case of the Goblin Pearls** ($4.95) crackles with excitement and intrigue. As the first of the Chinatown Mystery series, this promising endeavor captivates young readers with an action-packed plot while familiarizing them with Chinese American history and prevailing culture as well. (Grades 5-7)

HarperCollins
P.O. Box 588
Scranton, PA 18512
(800) 331-3761

Hosted by Phylicia Rashad, **American Cultures for Children** will touch the hearts and broaden the outlooks of youngsters as they learn words, customs and culture from their Korean American and Arab American peers, to name a few of the ethnic groups covered in this set of 12 videos. (Grades K-4. $359.40 set; $29.95 each)

Schlessinger Video Productions
P.O. Box 580
Wynnewood, PA 19096
(800) 843-3620

"Jews from the Former USSR in the United States" and "Lakbay: Journey of the People of the Philippines" are samples of the 12 immigrant and refugee groups highlighted in the **New Faces of Liberty** background essays for teachers ($5 each). Updated material includes maps, demographics, and valuable information that promote positive home/school interaction.

Many Cultures Publishing
P.O. Box 425646
San Francisco, CA 94142-5646
(888) 281-3757

Ethnic Man!, a kit containing an audiocassette, flash cards, instructor's resource manual and two videos ($239), introduces students to Teja Arboleda, a young German Danish Filipino Chinese African Native American New Yorker who grew up in Japan. Tackling stereotypes and the notion of race head-on in a lively and utterly delightful format, Arboleda makes gigantic strides in multicultural education.

Entertaining Diversity
P.O. Box 126
Dedham, MA 02027
(781) 329-7040

The semiannual **Education About Asia** ($14/two issues) is a topic-specific magazine featuring regular columns, articles, essays, "factoids," and book, film and Web site reviews aimed at assisting the American teacher in the interdisciplinary teaching of a variety of subjects in Asian culture.

Association for Asian Studies
1201 E. Huron
Ann Arbor, MI 48104
(734) 665-2490

Cultural Jackpot

The **Syracuse Cultural Workers 1999 Peace Calendar** ($12.95) unites visionary artwork, people's history and feminist anniversaries in a genuinely unique format. A free catalog offers books, posters and other products that focus on women's issues; African American, Latino and Native American cultures; and more.

Syracuse Cultural Workers
P.O. Box 6367
Syracuse, NY 13217-6367
(315) 474-1132

Algebra Activities from Many Cultures and **Geometry Activities from Many Cultures** ($17.95 each) provide high-interest lessons that support National Council of Teachers of Mathematics standards and foster global appreciation for mathematical applications. Hands-on and group project options reinforce middle and secondary level problem-solving and communication skills in each lesson.

J. Weston Walch
P.O. Box 658
Portland, ME 04104-0658
(800) 341-6094

In-service and Pre-service

Educating Latino Students: A Guide to Successful Practice ($44.95) is an information-rich response to the needs of educators struggling to provide meaningful, quality education for Latino children in preschool through secondary classrooms. The editors highlight exemplary programs that make school a culturally and linguistically welcoming place for youngsters and their parents.

Technomic Publishing Co.
P.O. Box 3535
Lancaster, PA 17604
(800) 233-9936

Homeless children, children with AIDS, adjudicated girls, immigrant children, urban Appalachian children — all these students come into focus in **Invisible Children in the Society and in the Schools** ($24.50). With reflective essays, data from well-researched studies, and ideas for classroom application, this book advocates as it instructs.

Lawrence Erlbaum Associates
10 Industrial Ave.
Mahwah, NJ 07430
(800) 926-6579

True to its title, **Preparing Teachers for Cultural Diversity** ($23.95) unites both theory and praxis in an array of research and innovation. Recognizing that the changing demographics of U.S. schools call for the intensive and pragmatic transformation of teacher education programs, this text readies pre-service teachers for the diverse learners who await them.

Teachers College Press Orders
P.O. Box 20
Williston, VT 05495
(800) 575-6566

Containing outstanding selected essays from past issues of the journal by the same name, **Teaching for Social Justice** ($18.95) demonstrates the power of the "teacher as activist." This sourcebook offers curriculum ideas and Web sites in addition to the time-tested wisdom of its contributors.

The New Press
c/o W.W. Norton
800 Keystone Industrial Park
Scranton, PA 18512
(800) 233-4830

Amid a plethora of books on racism, **Face to Face: The Changing State of Racism Across America** ($29.95) provides as accessible a starting point for faculty discussion as any text available. Using a narrative and logical approach, the author explodes myths, examines cognitive traps, revisits historical issues and posits steps toward reconciliation.

Plenum Publishing
233 Spring St.
New York, NY 10013-1578
(800) 221-9369

Websites:

Teaching Tolerance recommends the following Web sites for their effectiveness as tools for peacemaking, community-building and global awareness.

Action & Activism:

Rethinking Schools On-line includes educational articles from past publications and an index of current topics for teacher activists who want to be informed on equity and diversity issues affecting schools today. Addressing policy matters and practical methods that promote a world vision for justice, this on-line publication leads to action.

www.rethinkingschools.org

Black History:

Afro-Americ@ offers a Kids Zone full of games, brain teasers, myths and fables, plus a Discover Africa geography tour. The site also boasts an on-line Black History Museum full of interactive exhibits featuring Black Resistance, Slavery in the U.S., the Tuskegee Airmen, and a critical look at Advertising in the 1920s and '30s.

www.afroam.org/index.html

Black History: Exploring African-American Issues on the Web is designed to support individual students or whole classes in research. With a wide range of Internet activities on topics such as Slavery, Contemporary Poetry, Twentieth Century Oral History and much more, the Web site offers a Black History Treasure Hunt as well.

www.kn.pacbell.com/wired/BHM/AfroAm.html

Tour civil rights history on-line with the ***1997 Majic Bus!*** C-Span followed the tour from March 20-April 3, 1997, and filmed the places, lectures and local people along the way to create a multimedia chronicle complete with text, pictures and sound clips.

www.cspan.org/majicbus

Get a glimpse of the life of one America's most noble soldiers for equality, ***Dr. Martin Luther King Jr.***, at this insightful Web site as you explore his journey for justice. Through the site's "Electronic Classroom," students can take an interactive quiz and converse with others on how to keep the Dream alive.

seattletimes.com/mlk/

Set sail to discover the incredible story of the ***Amistad*** at this site. Students will find that during the height of the American slave trade, there were Blacks brave enough to demand freedom and Whites brave enough to defend them.

amistad.mysticseaport.org/welcome.html

Check out a truly enlightening Web site about the ***Civil Rights Movement.*** Developed by a 9th grade U.S. Government class, it offers practical, thought-provoking assignments for students eager to know more about the movement that forever changed the United States.

fred.net/nhhs/project/civrts.htm

Britannica Online '98 monthly ***Spotlights*** include The Britannica Guide to Black History. View video clips of civil rights demonstrations, hear Martin Luther King deliver his "I Have a Dream" speech, see Michael Jordan in action, and more. Price $85/year or $8.50/month; free trials available.

Encyclopaedia Britannica Profiles Black History is a comprehensive CD-ROM that brings the lives and works of African American history-makers to life through video and audio clips, photos, biographies, and more. Price $29.95; call (800) 747-8503 or go to the website.

http://www.eb.com.

Life magazine features photos of influential African Americans of the 20th century - from Wilma Rudolph and Jesse Owens to Coretta Scott King and Thursgood Marshall.

http://pathfinder.com/

Profiles of African Americans in the arts and sciences, a virtual tour of the civil rights movement, and links to related sites can be found.

http://www.cnn.com/events/1997/bhm/

Black History Month Learning Resource Package is published each year by the Association for the Study of Afro-American Life and History. It is designed to help teachers integrate African American History Month into their curriculum and includes a collage poster by Tom Feelings; games, activities, and other teaching tools; essays on pioneers in African American business; and more. Price $75; call (202) 667-2822 or go to the website.

http://artnoir.com/asalh.html

Global Education:

Click on "Culture" at ***Classroom*** and your students will find almost 200 links to the world! This site includes the Internet headquarters of the Oneida Indian Nation of New York, Malaysia On-line, Latin America Database, Treasures of the Czars, and more.

www.classroom.net

Global SchoolNet Foundation was founded in 1984 to encourage geographical, cultural and sociopolitical understanding on a global scale. GSN organizes a monthly calendar of on-line projects originating from many Internet sites and universities.

www.gsn.org/

Ask Asia is an on-line information service sponsored by the Asian Educational Resource Center focusing on K-12 Asian and Asian American studies, including resources, cultural background, games, activities and links. For teachers, there are grants, school-to-school connections and curriculum guides. For students, the site provides songs, traditional games of knowledge and fun, and origami challenges.

www.askasia.org

Kids Connecting:

Intercultural E-mail Classroom Connections is a clearinghouse intended for "K-12 teachers seeking partner classrooms for international and cross-cultural electronic mail exchanges." This site provides free keypals, partner classrooms and cooperative projects for thousands of subscribers in 68 countries.

www.stolaf.edu/network/iecc/

Heinemann Publishing provides an on-line ***Key Pals*** project that connects teachers and 5- to 18-year-old students from around the world, "making the global classroom a reality." With on-line projects and activities, students can contribute to "Tales of Traditional Wisdom," and teachers can gain ideas for appropriate global education projects that integrate well with required curriculum objectives.

www.reedbooks.com.au/heinemann/global/global1.html

Children's Express: By Children For Everybody provides a forum for on-line student publication for grades 2 and up to "give children and teens a significant voice in the world." CE draws together diverse student authors to do field reporting and writing on issues that affect them, like violence in America, Skinheads, and kids who are making a positive difference in their schools and communities.

www.ce.org/

KIDLINK, a grassroots organization, encourages children in grades 5-10 to engage in global dialogue. To date, more than 100,000 students from 110 countries have participated by answering four questions: Who am I? What do I want to be when I grow up? How do I want to make the world better? What can I do to make this happen? Special features include multilingual projects, art exchanges and open discussions on specific topics facilitated by adult monitors.

www.kidlink.org

Multicultural Education:

Awesome Library: Multicultural is aptly named for its lesson plans, essays on prejudice, projects, listings of related Web sites for 40 different ethnic groups, and an incredibly well-organized, teacher-friendly subject search file.

neat-schoolhouse.org/

Multicultural awareness activities, including icebreakers and introspective exercises, are included in the copious archives of ***Multicultural Pavilion.*** This site hosts a Teacher's Corner, a Research Guide to Multicultural Resources and an International Project.

curry.edschool.virginia.edu/go/multicultural

The mission of ***The Southern Institute for Education and Research*** is "to promote tolerance through education and training." This Web site offers Common Ground discussion guidelines for healing racial and religious bigotry, a resource review of anti-bias educational material, interviews with Holocaust survivors, free curriculum guides and workshop opportunities.

www.tulane.edu/~so-inst/mainpage.html

Race Relations:

Y? The National Forum on People's Differences is designed to give people an opportunity to ask sincere questions of one another on the topics of cultural, ethnic or lifestyle backgrounds. ***Y?*** evaluates the questions according to site guidelines, then posts them for answering, creating a running dialogue that promotes understanding among diverse individuals and groups.

www.yforum.com

Race and Racism seeks to bring together as much material on these subjects as possible in the forms of essays, articles, fiction, poetry, photography, book reviews, art and critical theory. For research and project planning, this site is a useful springboard.

www.users.interport.net/~heugene/race_racism.html

Human Rights:

Sponsored by the Franklin & Eleanor Roosevelt Institute, this site puts the Universal Declaration of Human Rights in context for students and teachers by offering human rights training manuals, syllabi, and resources for use in the classroom and beyond.

http://www.udhr50.org

Human Rights U.S.A.'s website offers a wealth of human rights history, resources, contacts, and projects, as well as a calendar of nationwide Universal Declaration of Human Rights 50th anniversary events and dozens of helpful web links.

http://www.hrusa.org

The site for the Electronic Resources Centre for Human Rights Education provides access to human rights education materials available on the internet and in electronic format. From databases of Human Rights Education trainers, organizations and funders to libraries, links, and calendar listings, this site offers a variety of ways to introduce human rights concepts and values into teaching practices.

http://erc.hrea.org

Hosted by the University of Iowa, the Global Focus: Human Rights '98 site offers a gateway to some fundamental educational materials on human rights, as well as access to a collection of primary human rights documents and an extensive collection of links to human rights materials and organizations online around the world.

http://www.uiowa.edu/~hr98/resources/links/index.html

Based on the premise that accurate information is a precondition for the effective protection of human rights, Human Rights Internet offers databases of human rights literature to promote human rights education, stimulate research, and build international solidarity.

http://www.hri.ca

Amnesty USA Educators' Network offers a variety of resources on human rights education including sample lessons and curriculum resource guides covering topics such as children's rights, indigenous people's rights, and the death penalty.

http://www.amnesty-volunteer.org/usa/education/educate.html

And Others ...

Using RealAudio, ***Native American Public Telecommunications*** is committed to "empowering, educating and entertaining through Native media." With 24-hour/seven-day programming of American Indian Radio on Satellite and authentic Native American video previews, the site is timely and information-rich.

www.nativetelecom.org

Interracial Voice seeks to serve the mixed-race/interracial community in cyberspace and strongly advocates the inclusion of a multiracial category on the 2000 census. This exhaustive list of Web sites includes information on interracial adoption, a range of Latino links, genealogy searches, Creole culture, and a variety of international organizations.

www.webcom/intvoice/add_site.html

Ten Strategies For Interrupting Discriminatory Behavior

1. Don't ignore it
2. Don't be afraid of possible tension or conflict
3. Be aware of your own attitudes, stereotypes and perceptions
4. Provide accurate information
5. Distinguish between categorical thinking and stereotyping
6. Be aware of your own hesitancies to intervene
7. Project a sense of understanding, love and forgiveness
8. Be non-judgmental, but know the bottom line
9. Be a role model
10. Recognize that it is a long-term struggle

ADL
Anti-Defamation League®

TEN THINGS EVERY AMERICAN SHOULD DO TO PROMOTE RACIAL RECONCILIATION

One of the most striking findings from our work is that there are many Americans who are willing to accept that racial prejudice, privilege, and disparities are major problems confronting our Nation. Many of them told us that they would welcome concrete advice about what they should do. To fill that need, we offer a brief list of actions that individual Americans could take that would increase the momentum that will make us One America in the 21st century:

(1) Make a commitment to become informed about people from other races and cultures. Read a book, see a movie, watch a play, or attend a cultural event that will inform you and your family about the history and current lives of a group different than your own.

(2) If it is not your inclination to think about race, commit at least one day each month to thinking about how issues of racial prejudice and privilege might be affecting each person you come in contact with that day. The more that people think about how issues of race affect each person, the easier it will be for Americans to talk honestly about race and eliminate racial divisions and disparities.

(3) In your life, make a conscious effort to get to know people of other races. Also, if your religious community is more racially isolated than your local area, encourage it to form faith partnerships with racially different faith groups.

(4) Make a point to raise your concerns about comments or actions that appear prejudicial, even if you are not the targets of these actions. When people say or do things that are clearly racially biased, speak out against them, even if you are not the target. When people do things that you think might be influenced by prejudice, raise your concerns that the person or institution seriously consider the role that racial bias might play, even unconsciously.

(5) Initiate a constructive dialogue on race within your workplace, school, neighborhood, or religious community. The One America Dialogue Guide provides some useful ideas about how to construct a dialogue and lists some organizations that conduct dialogues and can help with facilitation.

(6) Support institutions that promote racial inclusion. Watch television programs and movies that offer racially diverse casts that reflect the real world instead of those perpetuating an inaccurately segregated view of America. Support companies and nonprofit organizations that demonstrate a commitment to racial inclusion in personnel and subcontracting. Write the institutions to let them know of your support for what they are doing.

(7) Participate in a community project to reduce racial disparities in opportunity and well-being. These projects can also be good ways of getting to know people from other backgrounds.

(8) Insist that institutions that teach us about our community accurately reflect the diversity of our Nation. Encourage our schools to provide festivals and celebrations that authentically celebrate the history, literature, and cultural contributions of the diverse groups that comprise the United States. Insist that our children's schools textbooks, curricula, and libraries provide a full understanding of the contributions of different racial groups and an accurate description of our historic and ongoing struggle for racial inclusion. Insist that our news sources--whether print, television, or radio--include racially diverse opinions, story ideas, analysis, and experts. Support ethnic studies programs in our colleges and universities so that people are educated and that critical dialogue about race is stimulated.

(9) Visit other areas of the city, region, or country that allow you to experience parts of other cultures, beyond their food. If you have an attitude that all people have histories, cultures, and contributions about which you could benefit from learning, it is usually not difficult to find someone who enjoys exposing others to their culture.

(10) Advocate that groups you can influence (whether you work as a volunteer or employee) examine how they can increase their commitment to reducing racial disparities, lessening discrimination, and improving race relations. Whether we are a member of a small community group or an executive of a large corporation, virtually everyone can attempt to influence a group to join the national effort to build One America.

United Way Of Allen County

Agency Inclusiveness Plan
Self-Evaluation Tool

Agency: _____

Completed by: _____ **Title:** _____ **Date:** _____

SECTION I: *GOVERNANCE*

	Critical Indicators	*How Agency Meets Indicator(s)*			
	Governance Standard:	***A. The Governing Board has made a firm commitment to building an inclusive, multi-cultural organization at all levels of participation and service.***			
1	The Governing Board has adopted a written statement clearly stating the organization's commitment to inclusiveness *(beyond an Affirmative Action Statement)*.	Yes	No	NA	
2	The Governing Board has assigned responsibility to a person or group for monitoring progress and reporting to the board periodically on inclusiveness issues.				
3	The Governing Board has established a process and procedures for evaluating the success of the agency's Inclusiveness Plan.				
4	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				
	Governance Standard:	***B. The percentage of Governing Board representing affected groups is proportional to the percentage of each affected group in the eligible client population or target group.***			
5	The Governing Board has clearly defined EEO and Affirmative Action statements that guide the recruitment of new Board members.	Yes	No	NA	
6	The Governing Board has adopted official resolutions, policies, or bylaws that assure that the board reflects the diversity of the organization's target population.				
7	The Governing Board assesses these resolutions, policies, and practices periodically, making changes as necessary to achieve inclusiveness.				
8	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				

SECTION II: *BUSINESS AND ADMINISTRATION*

	Critical Indicators	How Agency Meets Indicator(s)			
	Operations Standard:	***A. The business/administrative policies and practices set by the Governing Board assure that issues of inclusiveness are considered when making administrative and financial decisions.***			
9	The Governing Board budgets funds on an on-going basis for inclusiveness activities. *(If included in the training budget, this item should be listed separately.)*	Yes	No	NA	
10	The agency seeks to increase operating activities with organizations and/or vendors that proportionately reflect the diversity of the agency's eligible client population or target group.				
11	The Governing Board has adopted an action plan for recruiting a diverse donor base				
12	Please note any other ways in which the agency meets this standard *(if further explanation is necessary).*				

SECTION III: *COMMUNITY LINKAGES*

	Critical Indicators	How Agency Meets Indicator(s)			
	Operations Standard:	***A. The agency projects a positive and inclusive image to the general public of who they are and whom they serve.***			
13	The agency uses internal and external media (such as newspaper, radio, television, newsletters, bulletins, etc.) to communicate the organization's efforts to become more inclusive.	Yes	No	NA	
14	Staff and/or Governing Board members actively solicit feedback from the agency's client or target population regarding their perceptions of the inclusiveness of this organization.				
15	Staff, Board members and other volunteers are aware of these perceptions and seek to improve the public image of the organization.				

16	In public presentations, staff, Board members and other volunteers frequently make statements about the benefits of inclusiveness.	Yes	No	NA	
17	The agency's public relations materials accurately reflect the diversity and inclusiveness of the organization's Governing Board, staff, volunteers and target population.				
18	All publications and audio visuals are sensitive to people in all affected groups and reflect the cultural and racial diversity of the communities served.				
19	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				
	Operations Standard:	***B. The agency maintains linkages with a diverse pool of other agencies and organizations, which underscores its commitment to inclusiveness.***			
20	It is the practice of the agency to build collaborative relationships with diverse communities.	Yes	No	NA	
21	The agency maintains ties with civic organizations, neighborhood groups and/or professional associations that represent affected groups.				
22	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				

SECTION IV: *PROGRAMMING*

	Critical Indicators	*How Agency Meets Indicator(s)*			
	Services Standard:	***A. The percentage of affected groups served by the agency should be proportional to the percentage of each affected group in the eligible client population or target group.***			
23	The agency has defined non-discrimination policies and promotes diversity and inclusiveness with regard to service delivery.	Yes	No	NA	

24	The services to clients are in compliance with federal, state, and city EEO and Affirmative Action requirements.	Yes	No	NA	
25	Facilities are in compliance with all Americans with Disabilities Act requirements.				
26	The agency makes every attempt to reasonably accommodate the needs of all clients.				
27	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				

SECTION V: *HUMAN RESOURCES*

	Critical Indicators	***How Agency Meets Indicator(s)***			
	Staff Standard:	***A. The percentage of staff members representing affected groups should be proportional to the percentage of each affected group in the eligible client population or target group.***			
28	The agency's staff and volunteers reflect the diversity of the agency's client population or target group.	Yes	No	NA	
29	The agency has defined non-discrimination policies and promotes diversity with regard to its staff and volunteers.				
30	The Governing Board has adopted official resolutions, policies, or bylaws that assure that the staff and volunteer base reflect the diversity of the organization's target population.				
31	The agency has a non-discrimination policy for staff in compliance with city, state and federal Affirmative Action and EEO requirements.				
32	The Governing Board has adopted an action plan for recruiting a diverse staff and volunteer base.				
33	Outside organizations and professional groups are used in alerting affected group members about possible employment and volunteer opportunities.				

34	The agency has qualified staff in professional positions representing diverse racial/ethnic and gender groups.				
35	The agency has qualified staff in professional positions representing affected groups other than racial/ ethnic minorities.				
36	The agency has qualified volunteers in leadership positions representing diverse racial/ethnic and gender groups.				
37	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				
	Staff Standard:	***B. The agency exhibits a commitment to inclusiveness in all training and meeting formats.***			
38	Meetings involving staff and volunteers periodically include expressions of support for inclusiveness and reminders of why inclusiveness is important.	Yes	No	NA	
39	During the past year, attention has been given to diverse perspectives				
40	During the past year, attention has been given to affected groups' leadership in decision making.				
41	In volunteer leadership development, we provide an opportunity for affected groups to discuss inclusiveness issues of concern to them.				
42	The agency sponsors or conducts activities to improve the ability of staff and volunteers to work effectively with diverse communities.				
43	Please note any other ways in which the agency meets this standard *(if further explanation is necessary)*.				

UNITED WAY OF ALLEN COUNTY

AGENCY INCLUSIVENESS PLAN OUTLINE

February 24, 1999

On the basis of the completed Inclusiveness Self-evaluation, please describe the action plan adopted by the Governing Board to address key issues for improvement and change:

I. Policy Statement for Inclusiveness Plan

- Provide sample statement that could be modified/adopted by board
- Statement from agency executive issuing or reaffirming her/his commitment to inclusiveness

II. Detailed Description of Target Population

III. Summary of Key Issues and Strategies/Action Items Addressed by the Plan:

- At a minimum, the plan must address the following standards:
  - Governance: The percentage of board members representing affected groups should be proportional to the percentage of each affected group in the eligible client population or target group.
  - Programming: The percentage of affected groups served by the agency should be proportional to the percentage of each affected group in the eligible client population or target group.
  - Human Resources: The percentage of staff members representing affected groups should be proportional to the percentage of each affected group in the eligible client population or target group.
  - Community Linkages: The agency should establish mutual community linkages with other agencies and organizations in a way that underscores its desire to reflect its eligible client population or target group.
  - Business and Administration: The agency should seek to increase operating activities with organizations and/or vendors which proportionately reflect the diversity of the agency's eligible client population or target group.

IV. Assignment of Responsibility for Inclusiveness Plan Development, Implementation and Monitoring

V. Timetable for Implementation

VI. Attachments:

- Organizational assessment of baseline for staff and volunteers
- Other?

Films Listed Alphabetically with Director/Producer
(74 films as of October 27, 1998)

ABC

Adam Clayton Powell. Producers Richard Kilberg and Yvonne Smith
American Sons. Director: Steven Okazaki
An American Love Story. Producer/Director:Jennifer Fox
And the Earth Did Not Swallow Him. Director: Severo Perez
Black Is...Black Ain't. Producer/Director: Marlon Riggs
Blacks and Jews. Producers: Alan Snitow, Deborah Kaufman, Bari Scott; Directors, Alan Snitow and Deborah Kaufman
Blood in the Face. Producers: Ann Bolen, Kevin Rafferty, James Ridgeway
Blue Eyed. Producers: Bertram Verhaag, Claus Strigel
Bontoc Eulogy. Director: Marlon Fuentes
Brincando El Charco: Portrait of a Puerto Rican. Director: Frances Negrón-Muntaner; an ITVS production
Campus Culture Wars. Director: Michael Pack
Chicano (series). Produced by National Latino Communications Center and Galan Productions, Inc. in association with KCET/Los Angeles.
Color Adjustment. Producer/Director: Marlon Riggs
The Color of Fear. Director: Lee Mun Wah
The Color of Honor. Producer/Director: Loni Ding

DEF

Days of Waiting. Producer/Director: Steven Okazaki
Do the Right Thing. Writer, Director, and Co-Producer: Spike Lee
Don't Hurry Back. Director: Portia Cobb
Double Happiness. Director: Mina Shum
Dusk Before Dawn. Director Colin Cumberbatch
El Super. Director: Leon Echazo
Ethnic Notions. Director: Marlon Riggs
Eyes on the Prize (Series). Producers: Henry Hampton/Blackside
Faces of the Enemy. Director: Bill Jersey
Family Gathering. Producer/Director: Lise Yasui
Family Name. Director: Macky Alston
Fear and Learning at Hoover Elementary. Director/Writer/Narrator: Laura Angelica Simon
The Fight in the Fields: Cesar Chavez and the Farmworkers' Struggle. Directors: Rick Tejada-Flores, Ray Telles
4 Little Girls. Producer/Director: Spike Lee
First Contact. Producers: Bob Connelly, Robon Andersen
Freckled Rice. Director: Stephen C. Ning. Producers: Stephen C. Ning and Yuet-Fung Ho

GHI

Hair Piece: A Film for Nappyheaded People. Writer, Producer, Director: Ayoka Chenzira

Haircuts Hurt. Director: Randy Redroad Halmani Director: Kyung-Ja Lee
History and Memory. Producer//Writer/Director: Rea Tajiri
History of the Luiseno People. Producer: James Luna
Holding Ground: The Rebirth of Dudley Street. Producer/Director: Leah Mahan and Mark Lipman
I Like It Like That. Director: Darnell Martin
In Whose Honor?. Producer/Director/Editor: Jay Rosenstein

JKLM

James Baldwin: Price of a Ticket. Producer/Director: Karen Thorsen
Kelly Loves Tony (One Point Five). Director: Spencer Nakasako with NAATA
Lighting the 7th Fire. Director: Sandra Johnson Osawa
Los Vendidos. Producer: Jose Luis Ruiz, Director: George Paul
Making Peace (series). Producers: Catherine Ryan, John Valadez, Tom Weidlinger, Marco Williams
The Massachusetts 54th Colored Infantry. Information not available yet
Miss India Georgia. Producers/Directors: Daniel Friedman, Sharon Grimberg
My America (...or Honk If You Love Buddah). Producers: Renee Tajima-Peña and Quynh Thai

NOPQR

No Vietnamese Ever Called Me Nigger. Director: David Loeb Weiss
Nothing But A Man. Director: Michael Roemer
Philadelphia, Mississippi. Director: Garth Stein
A Place of Rage. Director: Pratibha Parmar
Question of Color. A Director: Kathe Sandler
Race in America: A Message from Los Angeles. Information not available yet
Remembering Wei Yi-Fang, Remembering Myself: An Autobiography. Director: Yvonne Weblon
Richard Wright - Black Boy. Director: Madison Davis Lacy, Mississippi ETV

STU

Salt of the Earth. Director: Herbert J. Biberman
Secrets and Lies. Producer: Simon Channing-Williams; Director/Writer, Mike Leigh
Skin Deep. Producer/Director: Frances Reid
Smoke Signals. Director: Chris Eyre
Starting Fire with Gunpowder. Producers/Directors: Poisey and Hansen
Suzanne Bonnar: The Blackburg Connection. Producers: Garfield Kennedy for BBC Scotland
Tales from Arab Detroit. Director: Joan Mandell
This Little Utopia. Producer: Vogelstein/Baer Productions
A Time for Justice. Director: Charles Guggenheim; produced for the Teaching Tolerance Project of the Southern Law Poverty Center.
Tongues Untied. Producer/Director: Marlon Riggs
The Tribal Mind. Director: Torben Schioler

VWXYZ

W.E.B. Du Bois: A Biography in Four Voices. Director: Louis Massiah
The Watermelon Woman. Director/Writer: Cheryl Dunye
Who Killed Vincent Chin? Director: Christine Choy
The Women Outside. Writers/Directors/Producers: J.T. Takagi and Hye Jung Park
Your Money or Your Life. Director: Laura Kipnis
Zebrahead. Director/Writer: Anthony Drazan

Zero Tolerance Policy

(Your Company Name)

BE IT RESOLVED that (*Your Company Name*) is committed to zero tolerance toward harassment, intimidation, slurs, violence, hate crimes, and discrimination on the basis of race, religion, disability, creed, gender, or national origin including limited English language and other differences. All employees and customers of (*Your Company Name*) have the right to personal safety, a productive work environment, and freedom from harassment, intimidation, slurs, violence, hate crimes, and discrimination.

BE IT FURTHER RESOLVED that (*Your Company Name*) will maintain accurate records of any incidents of discrimination, violence, or harassment. Instructional time will be used to teach, discuss, and understand this policy. Incidents of violation of this policy will be immediately addressed.

BE IT FURTHER RESOLVED that (*Your Company Name*) will work to educate all of our employees about the damage to all in our community caused by prejudice and discrimination.

Policy adopted the _____ day _____, _____.

_____
(Signature)

PREJUDICE IS A LAZY MAN'S SUBSTITUTE FOR THINKING