

Year 2001

**New York  
Directory of  
Interethnic  
Activity**

by The Foundation for Ethnic Understanding

# The Foundation for Ethnic Understanding

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**The Foundation for Ethnic Understanding began in 1989 as a dream of Rabbi Marc Schneier and the late Joseph Papp committed to the belief that direct, face-to-face dialogue between ethnic communities is the most effective path towards the reduction of bigotry and the promotion of reconciliation and understanding.**

*Research, publication, and distribution of the 2001 New York Directory of Interethnic Activity was made possible by generous grants from **Anheuser Busch, Fleet Bank, HSBC, Texaco Inc. and Amtrak***



## **Acknowledgements**

*The Foundation for Ethnic Understanding is proud to publish the 3<sup>rd</sup> New York Directory of Interethnic Activity. The first directory, published in 1996, proves to be a necessary resource guide that promotes the vital work of local organizations dedicated to enhancing intergroup relations.*

*The Foundation receives regular requests from organizations that want to be included in the publication, as well as requests for copies of the Directory for use by conferences, schools, community groups, and elected officials across the New York Metropolitan area.*

*As demand for the Directory grows, we have expanded its production and distribution. As a result, The 2001 Directory is more than double its previous size. I hope that just as the size of this compilation has increased so to has the understanding among the various ethnic and faith based groups in New York.*

*As New York continues to flourish as an ethnically diverse community, the need for strengthened cooperation and dialogue becomes even more crucial to the well being of our city and state.*

*As the President of **The Foundation for Ethnic Understanding**, I would like to sincerely thank the research staff who worked tirelessly on this project. I would also like to thank Anheuser Busch, Fleet Bank, HSBC, Texaco Inc. and Amtrak for their generous support of this project.*

Rabbi Marc Schneier  
President



## **The Foundation for Ethnic Understanding**

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Founded in 1989 by Rabbi Marc Schneier and the late Joseph Papp, the **Foundation for Ethnic Understanding** is in the forefront of strengthening intergroup relations among the distinctive and vibrant communities that comprise New York City.

It is committed to the belief that direct, face-to-face dialogue between leaders of ethnic communities is the most effective path towards the reduction of bigotry and the promotion of reconciliation and understanding.

The **Foundation's** programs and publications include:

An annual **National Report on Black/Jewish Relations** that chronicles cooperation, conflict, and human interest stories between African-Americans and Jews.

**The New York Directory of Interethnic Activity:**

Through the information gathered in this project, a directory of organizations working in the field of interethnic activity is compiled.

**National Conference on Black/Jewish Relations:**

Each year in cooperation with Yeshiva University and The World Jewish Congress, **The Foundation for Ethnic Understanding** holds a conference titled "African-

Americans & Jews: A Dialogue for the 21st Century." Conference participants have included Hugh Price, President of the National Urban League, Kweisi Mfume, President of the N.A.A.C.P., Israel Singer, Secretary General of The World Jewish Congress, and Martin Luther King III, President of the Southern Christian Leadership Conference.

**Racial Harmony Float:**

All New York City public school children, from third through eighth grade, are invited to enter an art contest titled " Fleet Bank Bridges to Harmony." The children are asked to create a poster promoting racial harmony and ethnic understanding. The top 100 winners of the contest are invited to ride on the Fleet Bank "Bridges to Harmony" Float that is featured in the Salute to Israel, Martin Luther King, Jr., Puerto Rican Day, Caribbean Day, Korean Day and Columbus Day Parades. In addition to Fleet Bank and **The Foundation**, the project is being co-sponsored by the New York City Board of Education's Office of Multicultural Education.

The **Foundation** also acts as a resource in the field of intergroup relations, participates in the New York State Hate Crimes Coalition, and sponsored a High School Journalism Scholarship program.

**The Foundation** is a 501(c)(3) not-for-profit organization. Annually, it receives major support from leading corporations and foundations. Their generosity and support of our mission strengthens our voice in promoting racial harmony through recognition of the benign power that comes from sharing our similarities, understanding, and, with compassion, our differences.

## **Anne Frank Center USA**

Director: Lisa Dawn Popa

Tel: (212)431-7993

Executive Director: Grayson Covil

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New York, NY 10012

[www.annefrank.com](http://www.annefrank.com)

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Founded in 1977, the **Anne Frank Center USA** teaches young people about the dangers of discrimination and violence through the poignant story of Anne Frank. Through its educational programs and materials, the **Center** reaches over half a million North Americans each year with its message of tolerance and hope.

The Center offers individualized workshops in conjunction with student and group tours of The Anne Frank Story exhibit in New York City. These workshops often begin or continue the difficult process of unmasking strongly held stereotypes that groups harbor against each other and that stubbornly persist.

Workshops explore issues of prejudice in relation to the Holocaust and the history of slavery in America. Visiting group discussions includes hearing-impaired middle school students experiencing discrimination because of their disability. Future plans include developing Holocaust and anti-discrimination curriculum with schools teachers.

Awards are presented to young people, teachers and outstanding citizens who have taken positive action against prejudice and bias-related violence.

## American Jewish Committee

Area Director: Joan Silverman  
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Fax: (212) 751-8911  
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The **American Jewish Committee** (AJC) was formed in 1906. Since then, it has been a vital force in the American Jewish community, a unique influence on broader American society, and a guiding spirit in the worldwide campaign to enhance the human rights and fundamental freedom of men and women everywhere.

The principles on which the **AJC** was founded continue to drive its efforts today: the safety and security of Jews must be constantly watched over and never be taken for granted. No group—and certainly no small minority group—can be secure in its rights and freedoms unless the rights and freedoms of all groups, large and small, are respected. Prejudice, discrimination, and scapegoating are recurrent dangers and a broad national commitment to democratic and pluralistic values are an essential line of defense.

Through careful research, strategic planning, and courageous social and political action in concord with effective leaders of a wide variety of ethnic, racial, and religious groups, the **AJC** has contributed significantly to the reduction of intolerance and discrimination in American life and the enhancement of democratic values and pluralism.

Virtually all **AJC** chapters conduct some variety of Black-Jewish programming. Some cities have ongoing dialogue programs. The Baltimore program is particularly

important, since the city is home to the national headquarters of the NAACP. In Sarasota /Tampa, the NCCJ and **AJC**'s local chapters are joint organizers of this dialogue. The Atlanta Black/Jewish Coalition and Philadelphia's Operation Understanding are some examples of programs that are affiliated with the **AJC**.

## **Anti-Defamation League of B'nai Brith**

Executive Director:  
Abraham Foxman  
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Founded in 1913 as an adjunct of B'nai Brith, **ADL** was organized to combat prejudice and discrimination against Jews. It has long since expanded its role to fight bigotry against any group that is victimized by discriminatory attitudes and behavior. Through the production of educational materials that are circulated to schools and civic agencies, spot announcements on television, sponsorship of seminars and conferences, and newspaper advertisements, **ADL** seeks to identify and expose the purveyors of anti-Semitic hatred and other bigotry and to offer means of countering the effects of their propaganda.

The **ADL** sponsors both formal and informal gatherings of students and/or adults from different ethnic/racial groups, particularly ones that have undergone episodes of friction with each other. The object is to alter distorted perceptions of each other, understand differences in a realistic light, and to appreciate the culture of the other ethnic entity. **ADL** also sponsors contests for junior and senior high school students that emphasize interethnic harmony.

An ongoing program implemented throughout the country is the World of Difference, a multi-faceted approach to reducing prejudice among school children and, to an extent, among the population at large. Upon invitation by a community, **ADL** commences the program by establishing a consortium of prominent political, economic, social, and religious leaders and organizations to provide sponsorship. Simultaneously, educational authorities are brought in to

the consortium. They develop procedures by which specially designed curriculum guides and educational exercises are to be implemented in junior and senior high school classes under the direction of teachers trained in preparatory seminars. At the same time, a network television station is enlisted; their function is to broadcast announcements demonstrating the hatefulness and ignorance of prejudice.

This three-pronged, coordinated attack on racial/ethnic hatred leads students and others to an understanding of the pain, destructiveness, and loss to society that is the product of racism, anti-Semitism, and bigotry against any group.

Individual facets of the program may vary from city to city according to the unique needs of a particular community but the major components- civic coalitions; specially oriented teachers; directed, focused educational exercises; and network television affiliation remain constant throughout the country.

## **Baha’I Local Spiritual Assembly**

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New York, NY 10003-4601

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Founded in the mid-nineteenth century, the **Baha’I Faith** has spread to some 232 nations and territories. For over a century, the **US Baha’Is’** commitment to racial integration and equality has been expressed both internally, by orating a diverse and unified religious community, and externally, through its efforts to improve the conditions of minority groups and to achieve racial integration and justice throughout American society.

The word Baha’I means “follower of Baha’u’llah” whose message is unity. Baha’u’llah taught that there is only one God, that there is only one race- the human race- and that all the world’s religions have been stages in a singular revelation of God’s will and purpose for humanity. The oneness of the human family is a fundamental trait in the Baha’I faith.

**Baha’Is** view racism as America’s most challenging issue, one that to the degree that until it is resolved will have a significant impact on establishing world peace. Since long before the civil rights movement, American Baha’is have long held desegregated meetings and Race Amity or Race Unity conferences. Since 1957, **Baha’Is** have commemorated Race Unity Day on the second Sunday in June. Baha’I children have also taken a stand on the vital and challenging issue of race relations, organizing “Calling All Color” conferences to teach their peers about race unity. In addition to these formal initiatives, countless bonds of friendship and interracial marriages have developed amongst this diverse community of believers

## **Blacks and Jews in Conversation**

Executive Director:  
Shannon Taylor  
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Shortly after the death of Justice Thurgood Marshall in 1991 and in the aftermath of the Crown Heights riots, a group of New York judges of Jewish and African-American ancestry came together to discuss ways in which they could involve the legal profession in combating prejudice, with an emphasis on ameliorating Black-Jewish tensions. From this exploration arose the **Conversation**, dedicated to systematic dialogue between African-American and Jewish jurists directed towards the formulation of programs that enlist the legal world in the struggle against prejudice and the improvement of Black-Jewish relations.

The **Conversation's** major function is to serve as a catalyst for projects that execute its objectives. A project may sponsor an essay contest for public school or yeshiva students. Another could be convening workshops of African-American and Jewish community leaders to confront issues that have divided them and to consider measures of conflict resolution. Another might have members of the **Conversation** address law students on the topic of how they, in their future capacity as attorneys, can contribute to the alleviation of prejudice and the promotion of interethnic and interracial harmony.

As part of the **Conversation**, panels of distinguished jurists and other public officials hold discussions in a court setting and debate approaches to the reduction of prejudice that

can be applied to the legal system. Teams of judges and political figures also visit schools and universities throughout the nation to publicize the issue of bigotry, place it on the nation's agenda, and stimulate thought and action towards its elimination.

## Brooklyn Unity Campaign

Public Relations: Regina Weiss  
Borough Presidents' Office  
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Brooklyn Borough President Howard Golden created the **Brooklyn Unity Campaign** in 1988, in order to increase communication among Brooklyn's multi-ethnic population. According to the Borough President's office, the 2.5 million residents of Brooklyn represent 93 ethnic groups and 150 nationalities that live in relative isolation, knowing little about their neighbors' historical experiences, values and traditions. The **Brooklyn Unity Campaign** was designed to honor diversity while addressing specific obstacles to effective intergroup relations. The campaign's effort to achieve racial and ethnic unity reflects a belief in honest dialogue as a means from promoting positive changes in the community.

The **Unity Campaign** sponsors several programs. The Unity Speaker Series holds forums on issues such as affirmative action, Black-Jewish relations, police-community relations, welfare reform, immigration policy, youth and racism, and origins of extremism. Past speakers have included author Jim Sleeper, Townson State Professor Dr. Howard Ehrlich, Kenneth Stern of the American Jewish Committee and Wayne Winborn of the National Conference. The School Partnership Program convenes groups made up of students from diverse backgrounds to examine their cultural traditions and encounters with bias in an effort to reverse these prejudicial trends.

In a new program conducted by the campaign, members of the Borough President's office lead seminars in Brooklyn middle schools with an eye towards holding honest conversations on race. Several thousand people participate in the campaign every year. It affects almost 400 people alone through the School Partnership Program and the middle school seminars while close to 600 people participate through the Unity Awards Program and the Unity Speaker Series. The Unity Awards Program gives public recognition to exemplary efforts by grassroots citizens who promote positive relations in Brooklyn. Events held by the campaign throughout the year highlight the tradition of Brooklyn's diverse communities, while periodic summit conferences on education, culture, business, clergy and police leaders address current needs in racial and ethnic affairs. Participants in the program return to their respective institutions and communities to share insights, build coalitions or address specific intergroup concerns.

## **Buffalo State College Equity and Campus Diversity Mini-Grant Program**

Director: Dolores Battle  
Buffalo State College  
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Buffalo, NY 14222

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The President's Council for **Equity and Campus Diversity** is comprised of faculty, staff, students and administrators at Buffalo State College. The purpose of the council, which began during the 1996-1997 academic year, was to address discrimination and harassment on campus. In 1996, the council created the **Buffalo State College Equity and Campus Diversity Mini-Grant Program**. By awarding grants, the council encourages activities that heighten awareness of campus issues related to racism and diversity.

The criteria for receiving a grant is based on an applicant's connection to both the colleges' mission statement and its commitment to diversity. Faculty, staff, students and administrators are eligible to apply for the grants. In an attempt to encourage organizations to collaborate with each other, the amount awarded to individuals was limited to \$500, while the amount for two or more groups working together on a single project was up to \$1,000.

The list of approved mini-grant projects is very diverse. During the 1996-1997 academic year, the Organization of Asian Students supplied textbooks, workbooks, and supplies to support lessons in Chinese, Vietnamese, Japanese and Korean language and culture. Because of the demonstrated interest in Asian languages, the foreign language department is now offering a formal course in

Chinese language and culture. During the 1997-1998 academic year, the Elementary Education and Reading Department Literacy Center provided over 100 award-winning multicultural/global books, which were used in undergraduate and graduate reading courses. The books were housed in the Literacy Center on campus for student use.

In 1997, 6 mini-grants were funded and executed, and in 1998, the council funded 80% of the applications they received. One of the approved projects in 1998, a Buffalo State Community Day, was an extension of last year's project in which 200 students cleaned up the East side of Buffalo and planted flowers. This volunteer program has provided good visibility for Buffalo State College and has helped students gain an understanding of diverse areas of the community.

## **Children's Creative Response to Conflict Inc.**

Box 271  
521 North Broadway  
Nyack, NY 10960

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[ccrcnyack@aol.com](mailto:ccrcnyack@aol.com)

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The mission of **Children's Creative Response to Conflict Inc. (CCRC)**, is to help young people, educators, parents, and others learn creative skills of non-violent conflict resolution through cooperation, communication, problem solving, mediation, and bias awareness. The board and staff of **CCRC** work locally and globally to achieve a non-violent and just world.

**CCRC** conducts school-based workshops that focus on providing an environment where students and staff can begin looking at new ways to examine conflict and developing solutions. Specially designed activities help participants see that there are many alternatives to violence. Educators and students alike feel part of a safer, more open and productive school.

**CCRC** has designed workshops for staff development, classroom development and community-based workshops. They are the oldest conflict resolution programs in schools today. **CCRC** has received many awards in recognition of its' efforts and achievements. **CCRC's** co-founder, Priscilla Prutzman was awarded the Margaret S. Herrman Award by the National Conference on Peacemaking and Conflict Resolution. The organization has also received the Chemical Bank Racial Harmony and Diversity Award, and has been chosen by the City of New York to present bias awareness to 1000 *Increase the Peace* volunteers.

## The CityKids Foundation

57 Leonard Street  
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[www.citykids.com](http://www.citykids.com)

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The **CityKids Foundation's** mission is to engage and develop diverse young people to effect positive changes in their lives, their communities, and the world. Founded in 1985 by president emeritus Laurie Meadoff, **CityKids** is one of the nation's leading providers of leadership training programs and services for youth. **CityKids'** main focus is the "survival of kids."

The **Foundation**, trains, educates, and empowers young people to produce solutions to problems they identify as pressing in their lives. **CityKids** was built on this premise: If you bring together young people from different racial, cultural, and socioeconomic backgrounds and challenge them to develop their own solutions, they will respond with energy, imagination, and commitment.

One of **CityKids'** programs, "Coalition—A Laboratory for Ideas," exists to bring together young people from diverse backgrounds—kids who would not ordinarily have the chance to meet—and provide them with a *Safe Space* to learn leadership skills, explore cultural, racial, and sexual issues, and speak their minds on personal and global issues such as violence, self-esteem, education, family, health and environmental awareness. In the course of weekly discussions, youth are trained to use techniques developed by the **Foundation** to brainstorm, plan courses of action, facilitate grassroots organizing, learn conflict management

techniques, and, in essence, learn the process of taking an idea to an action-oriented conclusion.

The young people of **CityKids** represent a cross section of the urban-to-suburban youth that drive today's pop culture trends and icons. Corporations interested in this niche often collaborate with **CityKids** on special development programs, giving **CityKids'** youth a unique opportunity to experience first-hand the inner workings of the product marketing field. Personal contact with the marketing teams of major corporations has also provided **CityKids'** youth with opportunities for internships, career direction and employment.

## **City University of New York Dispute Resolution Consortium (CUNY DRC)**

Director: Maria R. Volpe, Ph.D.  
John Jay College of Criminal Justice  
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[dispute@jjay.cuny.edu](mailto:dispute@jjay.cuny.edu)

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Since 1993, John Jay College of Criminal Justice has housed the **CUNY DRC**. The **CUNY DRC** is one of 18 university-based conflict resolution centers in the United States funded by the William and Flora Hewlett Foundation. Through this support, the **CUNY DRC** serves as a comprehensive coordinating mechanism to advance dispute resolution research and innovative program development throughout the twenty City University campuses as well as the New York City metropolitan area.

This past year, the **CUNY DRC** received funding from the New York Times Company Foundation to begin conducting “Days of Dialogue on Black-Jewish Relations at CUNY” over the next two years. This project will provide facilitated, constructive dialogue sessions on relations between members of the Black and Jewish communities at CUNY and across New York City. The project will focus on John Jay College during the first year of funding, and will reach out to other CUNY campuses during year two.

“Days of Dialogue” evolved out of the town meeting events that began in 1989 at John Jay. The town meeting provides a structured, respectful setting for every member of the

campus community to ask questions and to be heard. Due to the success of the town meetings at John Jay, the **CUNY DRC** received numerous requests from the CUNY community to address other areas of concern through similarly constructive means. Using the town meeting process, Days of Dialogue will provide materials for discussion on relations between these two important NYC communities.

“Days of Dialogue” is being built upon by another **DRC** program, “The Role of CUNY Students in Fostering Intergroup Relations in the Next Millennium,” which fosters opportunities for safe, ongoing dialogues, networking, and strategic planning for respectful interactions in NYC. The program is a direct outgrowth of a highly successful conference held in 1998, which was co-sponsored by the Abraham Fund and supported by Manhattan Borough President C. Virginia Fields. Because of the enthusiasm generated by this conference, a steering committee of CUNY faculty, staff, and students has been hard at work planning innovative and far-reaching intergroup relations’ activities.

Using forums designed to foster respectful and constructive intergroup interactions, the **DRC** collectively helps to build a culture of respectful dialogue and intergroup relations.

## **Coalition for Mutual Respect**

Co-Chairman: Rabbi Amiel Wohl  
1000 Pinebrook Boulevard  
New Rochelle, NY 10804

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The **Coalition for Mutual Respect** was created in 1979 as the result of informal meetings between Rabbi Amiel Wohl of Temple Israel in New Rochelle and Reverend Vernon A. Shannon, minister of St. Catherine's African Methodist Episcopal (AME) Zion Church. The organization was founded to rebuild and enhance communication between Blacks and Jews in the New Rochelle area.

Through its programs, the **Coalition for Mutual Respect** seeks to encourage people of diverse backgrounds to learn from one another and build a stronger community. The Coalition sponsors interracial picnics, theater parties, pulpit exchanges, and interfaith services. It also organizes trips to Israel, which include visits to both Christian and Jewish sites, and an annual Dr. Martin Luther King, Junior Sabbath Day Dinner that is held at Temple Israel. At least once a year, Reverend Rouse of St. Catherine's AME Zion Church holds a service attended by synagogue members and presided by Rabbi Wohl.

One of the **Coalition's** significant accomplishments was its hosting of a series of public events, like an annual all-day conference on how to overcome racism and anti-Semitism. The **Coalition** has also coordinated the development of a local weekly television program, and it hosts an annual dinner for all of its members.

## **The Commission of Religious Leaders of New York City**

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The **Commission of Religious Leaders (CORL)** is an interfaith organization comprised of religious leaders from the Jewish, Islamic, Catholic, and Protestant faith groups. **CORL** first met in June of 1999 at the Catholic Center in Manhattan, at a gathering hosted by the late Cardinal O'Connor. The Commission was founded by The Council of Churches of the City of New York (CCCNY) and the New York Board of Rabbis (NYBOR) to unify religious leaders around common issues. **CORL** was formed independent of any political ties and forged by the work of religious leaders from the CCCNY, NYBOR, The Roman Catholic Church Archdiocese of New York and the Diocese of Brooklyn, and the Islamic Leadership Council of the New York City Metropolitan Area.

The **Commission's** goal is to play a strong and pivotal role in the life of New York City by speaking for the voiceless, seeking racial and economic justice, and serving as an advocate to the government and society for all people.

The leaders of **CORL** have assembled to address problems such as poverty, racial strife, homelessness, and the breakdown of moral values, family structure, and other social institutions in the city. They plan to call on the media and public and private interests to focus on solutions to these problems.

## Community Action Project

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The **Community Action Project (CAP)** is a faith based organization founded in 1992 by clergy and lay leaders in Brooklyn to bring different ethnic and racial groups together to address the social and economic issues that concern them. **CAP** is a coalition of 15 member institutions, including local churches and neighborhood development organizations. Since its foundation, **CAP** has actively organized residents of the community through empowerment, leadership, development workshops and direct action. The mission of **CAP** is to improve the quality of life in the community, and to bring about institutional change in state and city policies on issues that directly affect neighborhood residents.

By working diligently with the business community, public schools, parents, youth and immigrant organizations, **CAP** has successfully integrated new residents of the community in the political process and has succeeded in bringing resources to address the community's needs.

**CAP** works primarily through empowerment training, leadership development, and direct action campaigns. Participants engage in leadership seminars as a means to understanding power, relationships, tolerance, and self-development. Empowerment classes, taught by **CAP** staff, are held once a month. Direct action campaigns involve committees from each **CAP** member institution, decide on issues relevant to their community and bring these concerns

to fellow **CAP** members. **CAP** then takes these concerns to the appropriate public authorities. Through these direct action campaigns, **CAP** hopes to make public figures and the city government aware of the community's interests.

As of 1998, **CAP** has reached out to more than 75,000 residents of the community through its member institutions. Since its founding, **CAP** has held leadership training programs for over 200 people.

## **Community Mediation Services, Inc.**

Executive Director:  
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Founded in 1980, the not-for-profit **Community Mediation Services (CMS)** specialize in mediation, conflict resolution services, training and consultation to individuals and organizations throughout the New York Metropolitan area. **CMS** places particular emphasis on providing at-risk youth with alternatives to the path of the Criminal and Family Court systems.

Interethnic perceptions and biases are often central to disputes referred from the Courts, as well as directly from the community. **CMS** trained mediators help disputants resolve these conflicts. Referred youths are trained in communication, conflict resolution, mediation and problem solving skills. They develop and implement community service projects and work in conjunction with other agency programs.

The **CMS** Training Institute develops training programs for organizations and community groups. Among the training designs is one aimed at diversity-related conflicts and mediation of interpersonal disputes. The Institute helps organizations design conflict resolution mechanisms to deal with such issues and promote collaboration. Understanding of culturally based perceptions is an integral part of all training.



## Community Relations Service

U.S. Department of Justice  
26 Federal Plaza, Room 36-118  
New York, NY 10278

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The **Community Relations Service (CRS)**, an arm of the U.S. Department of Justice, is a specialized Federal conciliation service available to State and local officials to help resolve and prevent racial and ethnic conflict, violence, and civil disorder. Created by the Civil Right Act of 1964, **CRS** is the only Federal agency dedicated to preventing and resolving social and ethnic transitions, incidents and civil disorders. For more than 30 years, **CRS** has been asked to provide its experienced mediators to help local communities settle destructive conflicts and disturbances relating to race, color, or national origin. Local officials and residents are thus able to tailor locally defined resolutions when conflict and violence threaten community stability and well being.

In 1997, **CRS's** 34 highly skilled conflict resolution professionals helped bring more than 600 cases of conflict to peaceful closure in all 50 states. **CRS** is available to contribute expertise and guidance on methods and policies that calm racial tensions and conflicts; build strategies with state and local governments and community groups to prevent and respond to civil disorders; improve lines of communications among Federal, State and local public officials, community leaders and residents; help establish programs to eliminate racial misconceptions and build multiracial coalitions; and access community relations involving racial and ethnic tensions.

## Community Wide Dialogue

Director: Milady Andrews Morgan  
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The **Community Wide Dialogue (CWD)** began in 1997 as a tool for the different ethnic groups in Central New York to develop an understanding for each other. A program of the Interreligious Council of Central New York, **CWD** helps the Central New York community build trust and increase the understanding necessary for finding common ground, developing relationships across racial divides, and working together towards action. The **Dialogue** provides a safe and effective way for participants to talk about and work on issues of racism and race relations with people from different racial, ethnic, religious, socioeconomic, and ideological backgrounds.

IRC developed the **Dialogue** with the help of the Rosamond Gifford Charitable Corporation, the Study Circles Resource Center of Pomfret, Connecticut, and a conglomerate of leaders from local business, religious, social service, and academic and grass roots organizations. The growth in trust and commitment among these community and business leaders parallels the understanding that the **CWD** process facilitates.

At the heart of the **CWD** process is the dialogue circle. A dialogue circle consists of 12 to 15 people of different genders, races, religions, ages, and socioeconomic backgrounds. The circle meets for six consecutive weeks for two-hour sessions. The process builds trust through exercises that emphasize common ground, and then leads to honest discussions of issues that affect the community.

As a result of these dialogues, the personal and business lives of many participants have changed. In addition, after failed attempts to improve the area between a predominantly White neighborhood association and the Southeast Asian community, representatives from both groups were persuaded to participate in a dialogue circle. A strong tie has formed between the two groups, and they have collaborated on several successful projects. Another accomplishment of the **CWD** is that Action Teams are being organized from information generated in the dialogue circles, as well as a benchmark report that gives a snapshot of racial inequalities in Central New York on issues of health, education, economics, services, and representation.

## **Community Works, Inc.**

Executive Director:  
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Founded in 1990, **Community Works, Inc.** is a premier citywide, non-profit organization, committed to providing the finest innovative arts education programs for New York City public school students. Over 100,000 children participate in its highly acclaimed multicultural performances, workshops, and public art programs.

One project and resulting exhibit developed by **Community Works** is called “The Long Walk to Freedom.” It explores a crucial time in our country when “ordinary” people did extraordinary things, gave birth to the civil rights movement and changed the face of a nation. “The Long Walk to Freedom” also celebrates the contributions of a diverse group of 16 civil rights activists and highlights how their lives provide an example for future activism for all that experience the project and participate in its programs. Through **Community Works**, some 200 students from the Computer School, a multi-ethnic, public middle school on Manhattan’s West Side, studied the civil rights period for two years. They interviewed the 16 activists, who shared their personal history and stories with the students and helped bring this period alive for them.

“The Long Walk to Freedom” is a part of *Making a Difference*, a literacy and mentoring program created by **Community Works** to honor and celebrate unsung

community heroes whose vision, courage, and dedication enrich us all.

## **The Congress of Racial Equality**

Chairman: Roy Innis  
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[www.core-online.org](http://www.core-online.org)

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**The Congress of Racial Equality (CORE)** was founded in 1942 as the Committee of Racial Equality by an interracial group of students in Chicago. Many of these students were members of the Chicago branch of the Fellowship of Reconciliation, a pacifist organization seeking to change racist attitudes. The founders of **CORE** were deeply influenced by Mahatma Gandhi's teachings of nonviolent resistance.

Throughout the 1940's, 50's and 60's, **CORE** set out on several nonviolent missions for racial equality. **CORE** held protests against segregation, participated in the Montgomery bus boycott, and helped organize the Freedom Rides.

**CORE** is now leading a program called "Project Independence." This project is devoted to ending the self-perpetuating nature of welfare dependency. The burden generated by welfare dependency and unemployment inhibits private sector growth, health care, the criminal justice system and the infrastructure of America.

**CORE** has a long history of providing workforce training and welfare-to-work assistance. **CORE** recognizes the need for the developments of technical skills, employability competencies, work values and self-esteem and has

developed a unique welfare reform/job training program to deliver these services to the community.

# **The Council of Churches of the City of New York**

Executive Director:  
Dr. John Hiemstra  
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New York, NY 10115

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Fax: (212) 870-3433

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Founded in 1815 as the Brooklyn Mission Society, The **Council of Churches of the City of New York (CCCNy)** has long been known for its ecumenical and interracial leadership role in New York City. The **Council** aims to participate in the resolution of social conflict and to bring about a just, merciful society wherein everyone is valued and cared for.

The **CCCNy** addresses the many difficulties that confront urban populations. For the Protestant and Orthodox communities, the council provides the channel through which the churches and the community may unify their individual efforts in order to achieve cooperation and service.

In its mission to unify New Yorkers on a common ground of understanding and respect, **CCCNy** hosts interdenominational and interfaith dialogues between African-Americans and Jews, foreign religious leaders, international academicians, policymakers and local religious groups. The Council also helps churches and denominations with the complex issues of racism, sexism, welfare, election, and education reform, and victim's rights.

The **CCCNy** provides a Chaplain, the Rev. Patricia Evans, who carries out a full ministry to travelers and the 50,000 employees at the John F. Kennedy International Airport.

The **Council** also coordinates and supervises the program that provides chaplain services to correctional and private health care institutions.

Since 1991, The **CCNY** and the New York Board of Rabbis have co-sponsored dialogues between Christian and Jewish clergy in New York City.

As the oldest ecumenical organization in the U.S., the **Council** has over 2,000 member churches, 29 denominational members and affiliated agencies throughout the 5 boroughs of New York City.

## **Council for Unity, Inc.**

Program Coordinator: Carlos Melendez  
50 Avenue X  
Brooklyn, NY 11223

Tel: (718) 714-6985  
Fax: (718) 714-7187

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Founded in 1975, the **Council for Unity** offers elementary, junior, and senior high school students permanent membership in a program committed to the "Four Pillars": Family, Unity, Self-esteem, and Empowerment. Every participant shares common experiences and a common mission that requires personal growth and participation in unity. Chapters in the five boroughs customize their programs to meet the needs of their particular area.

The **Council** brings together youth from different racial and ethnic groups to address conflict through mediation. It has developed a variety of strategies to provide opportunities for young people to undergo positive change. Programs in participating schools and communities unite youth of diverse ethnic backgrounds - Jewish, Haitian, Catholic, Italian, etc. - to promote tolerance, understanding, and appreciation of their differences.

Specific goals of the **Council** include efforts to break down barriers that cause isolation among the diverse groups in the city by fostering personal relationships through social and cultural activities. A one-on-one mentoring program for adults provides young people with positive adult role models on an individual basis. Another effort offers students aged 14 to 18 the information and skills they will need in the workplace.

**The Council** also formed an Alumni and Friends Association to provide a constant support system for

individuals to interact with each other throughout their lives.

## **Creative Arts Team (CAT)**

Executive Director:

Tel: (212) 998-7380

Lynda Zimmerman

Fax: (212) 995-4151

New York University

Gallatin Division

411 Lafayette Street, 4th Floor

New York, NY 10003

[www.nyu.edu/gallatin/creativearts](http://www.nyu.edu/gallatin/creativearts)

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Established in 1974, **CAT** uses drama and theater to motivate young people to form positive social and educational attitudes while improving basic academic skills such as language comprehension. **CAT's** work in New York City schools rest on the premise that effective programs which promote tolerance and understanding must begin at the earliest time in a young person's life and continue throughout their education.

**CAT** offers an interactive drama program designed to help young people pre-kindergarten through high school build their tolerance and understanding of people who are different from them. Originally created for high school students, the program has expanded to reach more than 24,000 young people.

Through an early learning arts program, **CAT** promotes socialization and academic skills for Head Start and pre-kindergarten children. Issues explored include friendship, understanding, family relationships, and violence prevention. At the elementary school level, programs explore challenging themes and issues including cooperation, equality, conflict mediation, tolerance, leadership, and cultural differences. The one for high school students is designed to examine specific types of prejudicial attitudes and options for appropriate remedies.

**CAT's** international artist exchange project brought together a multinational ensemble of professional educational theater artists from Israel, Jordan, and Palestine to explore how theater and drama can be used to promote tolerance and understanding in the Middle East.

## Crown Heights Coalition

Co-Chairperson: Edian Jackson  
1650 Bedford Avenue  
Brooklyn, NY 11225

Tel: (718) 270-5000

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During 1991, civil disorder between the Hasidic and Black community prompted Brooklyn Borough President Howard Golden to create the **Crown Heights Coalition**. The coalition has 36 members, including local elected officials, educators, clergy, and business and civic leaders from the African-American, Caribbean American and Hasidic communities.

As a group, they promote intergroup understanding through crisis intervention, dispute resolution and consensus building. In 1992, the **Coalition** published a report entitled, "Crown Heights: A Strategy for the Future," which offers detailed proposals for meeting the areas economic and service needs while improving police coverage, cultural understanding, and opportunities for youth.

The **Coalition** has also published a booklet providing detailed questions and answers about the vibrant cultural traditions that thrive in the Crown Heights community.

## **Crown Heights Youth Collective Inc.**

Chief Executive: Richard Green  
915 Franklin Avenue  
Brooklyn, NY 11225

Tel: (718) 756-7600  
Fax: (718) 773-7052

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In 1978, the **Collective** was organized to provide the African-American community, particularly its youth; the services needed to address the problems besetting it. The services included drug counseling, educational assistance, job training, and training in the skills of locating employment. For a sense of positive self-development and for the betterment of the community, youth are encouraged to respect the community and to participate in activities dedicated to its' enhancement and enrichment. In the past, this has included the creation of both aesthetic and agricultural gardens, feeding the poor, and beautification through artistic murals rather than graffiti. Combined with recreational facilities and the presence of adult role models, the total program encourages young people to lead fruitful, productive, and socially responsible lives.

Following the Crown Heights disturbances of 1991, the **Collective** entered a dialogue with people from the Hasidic community. African-American and Hassidic youth collaborated in cultural and athletic events and created an integrated musical group. These endeavors have broken through mutual suspicions and misperceptions and have enabled the young people to appreciate the richness of their respective cultures.

Periodically, on an urgent basis, the **Collective** joins with young people from the Italian-American community and from the Asian-American community.

## **Diversity Resource Collaborative**

Director: Susan Hinkle  
170 Joralemon Street  
Brooklyn, NY 11201

Tel: (718) 852-3964

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The **New York Diversity Resource Collaborative (DRC)** is a member of a national network devoted to equity and justice in independent schools. **DRC** increases knowledge of and respect for different cultures by encouraging diversity in school curriculum among faculty, students, and parents. By addressing issues of prejudice, the **Collaborative** encourages diverse perspectives about race, ethnicity, gender, physical differences, sexual orientation, religion and class.

Fundamental to all **DRC** activities and events is the creation of dialogue to improve intergroup relations and to develop policies and practices leading to inclusive teaching and learning environments for all students, faculty, and parents. The **Collaborative** is committed to embracing and disseminating multicultural resources that are unique and special to the greater New York area, making use of the area's diversity, and demonstrating the immediacy of multiculturalism.

The **DRC** is a meeting place, "think tank," and a source of support for those working on diversity issues in schools. Services cover a broad spectrum. For faculty professional development, **DRC** offers workshops, dialogues, training, and networking of diversity coordinators. It arranges for faculty panels and presenters for meetings and workshops. **DRC** holds conferences for student advocacy as well as training sessions in group dialogue facilitation. Its publication, "The Student Nation," views the issues,

perspectives, and concerns of the students who attend New York City independent schools.

## **Educators for Social Responsibility Metro Area**

Executive Director:  
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**Educators for Social Responsibility (Metro)** was organized in 1983 to promote social responsibility as an integral part of education and foster new ways of teaching that enable young people to participate in creating a better world. These objectives are effected through a variety of programs.

The Resolving Conflict Creatively Program (RCCP) is designed to encourage students, school staff, and parents to work collectively to acquire conflict resolution skills, the knowledge to counter bias and an appreciation of cultural diversity. The program is run jointly with the New York City Public School system and involves thousands of teachers and students who participate on a voluntary basis. The core components include a twenty-five hour introductory training course for teachers, regular classroom instruction based upon a K-12 curriculum, classroom visits by expert consultants and after school sessions with teachers in their own schools. Peer mediation is another critical feature of RCCP. Carefully selected groups of students are taught skills that they can use as mediators. A portion of this work entails resolving conflicts that stem from interethnic antagonism. RCCP also assists school administrators and parents to develop the mediation techniques they can employ to resolve the conflicts that arise at their levels.

Project STOP (Schools Teaching Options for Peace) works in collaboration with a number of other agencies to bring comprehensive conflict resolution services to a number of New York City public middle schools.

The Community Based Organization Training Project helps organizations incorporate conflict resolution, countering bias, and appreciation of cultural diversity into their work.

## **Effective Alternative in Reconciliation Services (EARS)**

Executive Director:  
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Founded in 1985 as a Neighborhood Mediation Center, **EARS** works toward youth empowerment through a training and conflict management program geared to the specific needs of a group. Adult and teen trainers offer cultural awareness and diversity training for school based peer mediation groups and community and professional organizations. Specific dialogues address situations that occur in their schools and neighborhoods.

The **EARS** Teen Trainers Institute guides youth to become leaders and is the first organization of its kind nationally.

## Ellis Island Medals of Honor

c/o NECO  
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Tel: (212) 755-1492  
[neco@earthlink.net](mailto:neco@earthlink.net)

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**The Ellis Island Medal of Honor** was created in 1986 to honor the many ancestral groups who through their struggle, sacrifice, and success, helped build the great nation of the United States. **The Ellis Island Medal of Honor** is a member of the National Ethnic Coalition of Organization (NECO) Inc. With over 5 million family members, NECO is the largest organization of its kind in the United States. It serves as an umbrella group for 275 organizations that span the spectrum of ethnic heritages, cultures, and religions.

Four Presidents, several Senators, some congressional members, and a few Nobel Prize winners are among the remarkable of people who have received the **Ellis Island Medal of Honor** for their outstanding contributions to America. By honoring these individuals, the **Ellis Island Medal** honors all those who share their origins and acknowledge the contributions they and other groups have made to our country.

**The Ellis Island Medal of Honor** celebrates the richness and diversity of American life. The award honors not only the individual, but also the pluralism and democracy that have enabled our ancestry groups to maintain their identities while becoming part of American society. The United States Congress sanctions the **Ellis Island Medals of Honor** and recipients' names are listed in the Congressional Record.



## English Speaking Union

Executive Director: Alice Boyne  
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New York, NY 10021  
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Tel: (212) 879-6800  
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Founded in 1920, the **English Speaking Union** fosters mutual understanding and friendship among English-speaking peoples worldwide in an effort to expand channels of communication. The **Union** awards and administers travel grants and scholarships, including the Ambassador Book Award and the English Action Program. It also sponsors competitions and maintains speakers' bureau.

The Luard Scholarship enables students from United Negro College Fund schools and Hampton and Howard Universities to spend their junior year studying at a British university on a full scholarship. Merit rather than need-based, they are unique among academic awards to students attending predominantly black colleges.

The **Union's** English as a Second Language program matches newcomers to the United States with American volunteer tutors for one-on-one conversation practice. One facet, in cooperation with B'nai Zion, is language and cross-cultural training for newly arrived scientists and engineers from the former Soviet Union.



The Title IV Resource Center, located at **EAC's** field site at Rutgers University, is designed to provide information and reference services to teachers and administrators from school districts and state agencies. Materials on multicultural education, stereotyping, and equity in curriculum may be borrowed from the center by educators in the Region B area.

## **Facing History and Ourselves**

Director: Margaret Stern Strom  
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Fax: (212) 868-6545

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**Facing History**, founded in 1976, is a national educational and teacher development organization that encourages adolescents and adults to examine profound moral and ethical questions about history and human behavior. By studying the historical development and lessons of the Holocaust and other examples of genocide, students make the essential connection between history and the moral choices they confront in their own lives.

**Facing History's** program reaches annually more than one million middle and high school students internationally. Since 1976, approximately 11,000 educators have participated in **Facing History** institutes and follow-up workshops. **Facing History's** program in New York City has been used in more than 250 public and independent schools and reaches to an estimated 90,000 children each year.

**Facing History's** approach to citizenship education is modeled in classrooms, workshops, institutes, and conferences. Educators learn how to teach the program by experiencing it, then work with Facing History program associates to design a **Facing History** course or integrate materials into existing courses. **Facing History** also provides these educators with an ongoing system of services designed to improve the overall quality of instruction, encourage professional development and bring the latest scholarship to schools and communities.

## **Fellowship of Reconciliation**

Executive Director: John Dear  
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[forpti@igc.org](mailto:forpti@igc.org)

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Founded in 1915, the **Fellowship of Reconciliation (FOR)** is the largest and oldest interfaith peace organization in the United States. It is an international organization that seeks to replace violence, war, racism, and economic injustice with nonviolence, peace, and justice. **FOR**, which has members from many religious and ethnic traditions, is committed to active nonviolence as a transforming way of life and as a means of radical change. Therefore it educates, trains, builds coalitions and engages in nonviolent and compassionate actions locally, nationally and globally.

The **Fellowship of Reconciliation** conducts programs and educational projects concerned with domestic and international justice and nonviolent alternatives to conflict. One example is **FOR**'s creation of a Racial and Economic Justice Program in 1987 in order to better support grassroots struggles for justice. In 1997, **FOR** invited U.S. citizens to join its Second Annual Call for Racial Dialogue and Reconciliation. The period of dialogue began on January 15, the birthday of Martin Luther King, Jr., and concluded on April 4, the anniversary of Dr. King's assassination.

## Flames

Founder: Gerard J. Papa  
2251 83<sup>rd</sup> Street  
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Tel: (718) 236-6100

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In the mid-1970's, the predominantly White neighborhood of Bensonhurst, located in Brooklyn, was sharply segregated from the Black and Latino population of adjacent Coney Island. In 1974, Bensonhurst started the **Flames** Neighborhood Youth Association, which featured a basketball team made up of White youth from the neighborhood. By the next year, there were two basketball teams, with both White and Black members.

In 1976, **Flames** evolved into a volunteer non-profit organization that works with young people in Bensonhurst to improve race relations. **Flames** not only runs basketball teams and leagues, but brings together diverse people to focus on a common cause, foster team building across racial lines, and provide participants with a safe haven to work out personal differences.

The best **Flames** players are required to volunteer as coaches and referees for designated hours throughout the week. Game schedules are designed to increase interracial exposure both on and off the court. Through these group interactions, youth learn to work with each other.

**Flames**, runs the largest interracial youth program of its kind in Brooklyn. Nearly 1,000 young people of diverse backgrounds, ages 8 to 20, join **Flames** each year. Most live in or near public housing. Another 1,200 from youth groups in wealthy suburbs, rural areas and other towns

annually travel to Brooklyn for **Flames** activities. In 24 years, about 10,000 students have participated in the program.

## **Global Kids, Inc.**

Executive Director:  
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Founded in 1989, **Global Kids** is a non-profit educational organization that promotes academic achievement and empowers young people to become leaders in their communities and the world. Supported by New York City Public Schools, private foundations, and individuals, **Global Kids** achieves its aims through three different programs.

**Global Kids** seeks to infuse curriculum with an integration of world issues and cultures and emphasizes cooperative learning and collaborative problem solving. Among other objectives are the promotion of respect for diversity and a sense of community in the classroom.

Leadership Training serves multicultural junior and senior high school students. It provides workshops in selected New York City schools to develop student leaders who can then disseminate their skills and knowledge to communities, especially concerning bias awareness and cross-cultural communication. **Global Kids** endeavors, through this program, to create a cadre of trained adolescent leaders skilled in recognizing interethnic conflicts and able to help others to resolve them. The leadership may work with their own ethnic group initially but as they progress, they learn to use their acquired

techniques to communicate with people from other ethnic communities. The goal is to foster consciousness of bigotry, appreciate cultural diversity and understand the importance of cross-cultural communication.

Professional Development for Educators and Parents assists teachers in engendering a stimulating classroom environment, underscoring bias awareness, cross-cultural awareness, and conflict resolution. Parents and non-teaching educators are welcome to attend the sessions.

## **Heritage Health and Housing, Inc.**

Executive Director: Jorge Abreu  
3333 Broadway, Suite 100  
New York, NY 10031

Tel: (212) 234-2600  
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**Heritage** provides housing, mental health and human services for children, families, and special-need populations. The Council Health Center offers residents of Harlem comprehensive health care. Housing and Community Services provides transitional and permanent housing combined with a wide range of mental health and human services to special-needs populations.

**Heritage** programs for children and families include workshops in racial harmony and cultural diversity, an after school program which incorporates themes such as violence prevention and tolerance, and a violence prevention program for parents.

A Tenant and Youth Services program is designed to reduce violence, increase racial harmony, and provide wholesome activities for young residents and their families in the largest single-site development in the city.

## **Interfaith Action**

Director: Brian Kane,  
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Deeply troubled by growing violence, drug dealing and the deterioration of their neighborhoods in Rochester, 114 people decided in 1994 to create a multi-faith, multiracial organization to improve the quality of life for the city and county residents. The population of the Rochester area is 11% African-American, 84% Caucasian and almost 4% Hispanic. The 15 churches of Interfaith Action, including nine Caucasian, five African-American and one mixed church, are composed of 15.5% African-Americans, 84% Caucasian and a small percentage of Hispanics.

Today, **Interfaith Action** is a source of unity that bridges racial, ethnic and economic diversity in the city and suburbs. Interfaith Action is an affiliate of the Pacific Institute for Community Organization (PICO), a national organizing network with 29 organizations in 65 cities.

**Interfaith Action** succeeds by working with congregations to identify, train and mobilize diverse grassroots leaders and their constituencies. **Interfaith Action** and PICO train leaders in the art of community building. They create networks of relationships and develop close ties to families and neighbors. **Interfaith Action's** activities have encompassed a wide variety of projects, including improved street lighting and the demolition of an abandoned building. The organization's efforts have also increased policing on a particular street in town and

prevented a gun shop from opening in a crime-ridden city neighborhood. In addition to winning approval for a new 40-unit senior housing project in a local community, Interfaith created a “Safe Kid Zone” by expanding police presence after school and establishing seven “safe havens” for children in crisis. To help School 25, which is located near a very busy intersection, **Interfaith** installed school traffic signs and flashing lights. **Interfaith** turned its efforts toward reducing drug trafficking and street crime by launching a unique community policing pilot project. Although **Interfaith Action** employs a professional staff organizer and fund developer, its steering committee and congregation-based local organizing communities are run by and for the leaders, their congregations and communities.

Since 1994, **Interfaith Action** has held 15 public actions with nearly 2,500 people. Interfaith Action leaders have held one-to-one conversations with some 4,000 people. Over 200 grassroots leaders have been trained in the concept and technique of community organizing and citizenship.

## Interfaith Bridge Builders Coalition

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In February 1995, the **Interfaith Bridge Builders** was created with the encouragement of the local newspaper, “The Observer Dispatch,” which convened a group of local clergy to discuss race relations in the area. After this meeting, the group formed the **Coalition** to advocate for racial peace and justice and to celebrate and uphold cultural and ethnic diversity.

Although the activities of the **Interfaith Bridge Builders Coalition** have been numerous, its major efforts have been the initiation of study circles. Within these small groups of 14-17 people, a facilitator leads a discussion that centers on race relations, racism, changing racist attitudes and public policy on racism. Each circle meets five times over a three-month period, with the facilitator moving the participants from a frank dialogue towards possible action steps.

The **Coalition** also seeks to organize responses to incidents of racism and violence, including arson. With the goal of increasing the number of public forums available for constructive dialogues on race, the **Coalition** successfully planned and led a weekend-long cultural awareness event with activities ranging from a speech by actress Yolanda King to an interfaith prayer service for racial reconciliation.

The **Coalition** also promotes diversity, tolerance training, and mediation of racial problems in public schools; an

annual cultural awareness event, support for community-wide education on race; and support and advocacy for a civilian police review board.

To date, over 700 people have engaged in study circles, and participation in **Coalition** events has been strong. After a violent racial incident in Utica, 500 people attended a prayer service for racial reconciliation. Over 100 attended a prayer service after an African-American church was burned. Diversity and tolerance training has been given to area church groups and at two public high schools. The **Coalition** has also helped to mediate tensions between Bosnian and Hispanic students. In addition, several pulpit and personal exchanges have brought together churches from different parts of the region and have had an impact on hundreds of people. In response to the **Coalition's** advocacy, the mayor of Utica has proposed a civilian police review board. **The Coalition** has also been highlighted in the Center for Living Democracy "Bridging the Racial Divide" and the "Interracial Dialogue Groups Across America: A Directory."

## **The Interfaith Center on Corporate Responsibility**

Director: Diane Bratcher  
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Created in 1970, the **Interfaith Center on Corporate Responsibility (ICCR)** is a coalition of 275 Protestant, Catholic, and Jewish institutional investors, including religious denominations, dioceses, religious communities, healthcare organizations, pension funds, and foundations. **ICCR** members use their investment portfolios - an estimated \$100 Billion- to change unjust or harmful corporate policies and work for peace and economic justice.

**ICCR** members believe all people are created equal in the image and likeness of God with the right to develop their potential in dignified and human employment. Racism, sexism, economic and social inequality and discrimination are persistent challenges to human dignity. The use of racist stereotypical images in advertising, for example, is a corporate endorsement of racism. Working with American Indian and civil rights organizations, **ICCR** members pressed corporations and sports teams to end the use of racist and offensive names and caricatures. **ICCR** held educational sessions with the National Coalition on Racism in Sports and Media, and the American Indian Coalition on Institutional Accountability, developed “Convening in the Spirit,” a resource on American Indians for use in corporate diversity programs. Though dialogue was not successful

with all companies, **ICCR** members and American-Indian leaders met with officials of twenty-five companies, including JC Penny, Sears Roebuck, ABC, PepsiCo, McGraw Hill, Coca-Cola, Time Warner, and CBS. These companies agreed to assist in developing for national television a public service announcement, featuring American Indian leaders asking for an end to marketing and product advertising negatively portraying American Indians.

**ICCR** members hold corporations accountable by using the power of pension backed by economic pressure from investors and customers. They sponsor shareholder resolutions, meet with management; screen their investments, vote stock, conduct public hearings and investigations, publish special reports, and sponsor actions such as player vigils, letter writing campaigns and consumer buyouts. **ICCR** members also make investments to promote economic development in low income and minority communities. Their contribution to community development surpasses \$900 million.



## **It's US: A Celebration of Who We Are in America Today**

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**It's US**, a photographic exhibition and education project, was inspired by a fall 1993 Time magazine special on diversity. Time Warner, Inc., in partnership with the American Library Association launched **It's US** in November 1995 to jump-start a national dialogue on race and American diversity. The photographs included in the exhibition were in response to four questions: What does it mean to be and to become an American? What traditions and dreams do we share? What challenges prevent us from living in harmony? Moreover, how can we meet these challenges? **It's US** is designed to encourage national discussion on diversity, explore our common goals and aspirations, encourage and promote appreciation of our differences and engender respect for each contributing culture's ways, practices, and traditions.

**It's US** is a traveling photographic exhibition supplemented by educational materials designed specifically for schools, communities and families. For example, the materials "For Schools" include an exhibition brochure, a teacher's guide, and a poster on U.S. immigration. In conjunction with the exhibition in many cities, libraries, schools held essay contests, which asked junior, and senior high school students to focus on the four questions posed by the exhibition. In addition, students led town meetings on diversity in Washington, D.C. and in New York City, NY.

**It's US** proved that libraries are an effective vehicle for disseminating material to a broad and diverse audience. Since its debut, the **It's US** exhibition has traveled to more than 130 U.S. cities and has been displayed in nearly 5,000 schools, community centers and public libraries. In libraries alone, the exhibition has been viewed by more than three million visitors. In addition, the project discovered that junior and senior high school aged youth are most receptive to openly discuss race and diversity. The local essay contests resulted in the writing and submission of 4,000 essays. In April 1997, eight national essay contest winners were announced and each winner received a \$5,000 U.S. Savings Bond.

## Japan Society

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[www.japansociety.org](http://www.japansociety.org)

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For nearly a century, the **Japan Society** has played a vital role in fostering mutual understanding and enlightened relations between Japan and the United States. Considered America's leading resource on Japan, this institution brings key Japanese and American individuals and organizations together in programs devoted to the arts, business, education and public affairs.

Since its founding in 1907, **Japan Society** has been instrumental in promoting strong strategic, economic and cultural ties between the U.S. and Japan. **Japan Society** is able to do this by facilitating understanding and cooperation between the two countries, including, particularly in recent years, the relationship's broader Asian and global contexts.

**Japan Society**, a private, nonprofit, and non-political institution, is the largest organization of its kind in America. Through fellowships, dialogues, conferences, teacher and student exchanges, gallery and performing arts tours—and a highly informative, fully interactive website—the influence of **Japan Society** is felt throughout the U.S. and Japan, impacting significantly on the people of both cultures. For example, **Japan Society's** dialogues, conferences and outreach programs throughout North America and Japan address timely public policy issues affecting the U.S.-Japan relationship, as well as current socio-economic issues. Long-term programs offer Japanese and American journalists, politicians, business

people, community leaders and policymakers invaluable, in-depth exposure to each other's countries.

The Annual Dinner, **Japan Society's** most important event, brings together 1,000 prominent business people and diplomatic leaders. This dinner raises the funds that support the Society's programs. It also honors the **Japan Society** Award recipient, recognizing a Japanese or American whose outstanding contributions have bettered U.S.-Japan understanding. Award recipients include Senator J. William Fulbright, former Secretary of State and Japan Society Chairman Cyrus R. Vance, Sony founder Akio Morita, and the Rockefeller family.

## **Jewish Community Relations Council Department of Intergroup Relations and Community Concerns**

Director: Robert Kaplan  
Jack D. Weiler Center for  
Intergroup Relations  
711 Third Avenue  
New York, NY 10017

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In September of 1993, in partnership with UJA-Federation, the **JCRC** established a new **Department of Intergroup Relations and Community Concerns**. The **Department's** mission is to strengthen relations between the Jewish community and the various ethnic, racial, and religious groups in the New York metropolitan area; as well as to improve communication with local Jewish communities through the network of Councils of Jewish Organizations (COJO) and Jewish Community Councils (JCC).

The day-to-day activities of the **Department** have centered on strengthening relations between the various COJOs and JCCs within the UJA/Federation. Additionally, there is an effort to establish or renew contact with non-Jewish local organizations devoted to intergroup relations and community concerns.

The **Council's** typical approach towards dialogue consists of establishing relations between local Jewish associations and their analogues from neighboring ethnic communities in order to work jointly in addressing problems and issues of mutual concern, especially in regard to the impact of Federal actions upon localities. Specific incidents of conflict between Jewish individuals and those of another community elicit a reactive response. In such cases, the

**Department** seeks a counterpart from the involved community to discuss the altercation, identify its cause, and create modes of action to prevent recurrence.

Strategies used to help COJOs and JCCs develop comprehensive plans for introducing the cultures of various ethnic entities to each other are: bringing local elected officials into negotiations to resolve conflicts which have triggered incidents; facilitating assistance to immigrants in dealings with the health care system; helping newly arrived immigrants organize for participation in political and social activities or assisting COJOs in revising their structure and membership to accommodate the new realities which emanate from significant demographic shifts.

JCRC also joins with representatives of ethnically diverse associations with the goal of creating coalitions to address issues of common concern. These efforts may be to establish a neighborhood based health organization focused on the area's particular needs, institute a leadership intergroup training program within local colleges, or develop plans for curriculum and student/teacher training designed to introduce the cultures of various ethnic entities to each other.

## **Karen's Performing Arts, Inc.**

Director: Karen Riposo  
331 West 25th Street  
New York, NY 10001

Tel: (212) 243-5192  
Fax: (212) 243-5192

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This after school performing arts center for children from ages five through eleven is committed to enriching children with ethnic awareness at a primary level and to promoting racial harmony. The Program Director, Karen Riposo, is a New York State licensed teacher with eighteen years of experience working with young people.

Children are encouraged to express their feelings, concerns, hopes and dreams as they write dramatic scenes celebrating ethnic and racial differences and contributions. Through performing arts, children explore concepts such as point-of-view, acceptance, prejudice, discrimination, protest, tolerance, communication, and appreciation.

## **The Korea Society**

Donald Gregg, Chairman  
950 Third Avenue, 8th Floor  
New York, NY 10022

Tel: (212) 759-7525

[Korea.NY@Korenasociety.org](mailto:Korea.NY@Korenasociety.org)

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**The Korea Society** traces its roots to 1957 when a group of prominent Americans, including General James A. Van Fleet, established a nonprofit organization to foster friendly relations between the people of the United States and Korea "through mutual understanding and appreciation of their respective cultures, aims, ideals, arts, sciences, and industries." In accord with this mission, the **Society** arranges timely, informative, and provocative programs in the areas of business, public affairs, education, and the arts. By encouraging candid discussion between Americans and Koreans about their common interests, and promoting deeper insights into their cultural differences, the **Society** opens doors and expands opportunities for productive and beneficial relationships.

As an integral part of its overall mission, the **Society** supports a comprehensive series of intercultural outreach activities that seek to promote interaction, understanding, and tolerance between the Korean-American and African-American communities.

**The Society's** major focus is on relations between the Korean-American and African-American communities that have experienced hostile encounters with each other in the urban setting. A Speakers program sponsors lectures by Korean-American and African-American professionals to audiences of the opposite ethnic community at churches and other civic institutions. These lectures orient the

listener to the history, culture, and aspirations of each group; the values that they share in common, and the similar problems they confront. On occasion, the lectures are accompanied by film or slide presentations and/or performances by dance companies, martial arts instructors, musicians, and storytellers. Audience members are encouraged to pose questions and bring up any issues of concern to them.

In New York, a coordinator formerly with the Urban League, arranges for inter-church visits and lectures between Korean and African-American clergy, conferences between attorneys of the two ethnic/racial groups, and encounter group sessions of Korean-American and African-American college students in several campuses in the metropolitan area.

Each summer, some 16 to 27 black American adolescents are invited to spend 10 days in South Korea to meet the people of the country and gain an appreciation of Korean culture. Upon their return home, they are invited to a number of follow-up activities intended to reinforce their understanding of Korean culture. These include attending lectures, engaging in teen symposia, a luncheon with **Korea Society** board members, and attendance at cultural arts functions. These experiences are meant to dispel negative stereotypes among the participants and to encourage them to disseminate the knowledge and insights they have derived among their group in their home communities.

An Intercultural Arts Resource Project seeks to utilize the arts as a means of building intercultural understanding among blacks, Koreans, Latinos, and other young people. The multi-faceted arts education program is comprised of three major components: classroom workshops addressing issues related to cultural diversity, performances of

intercultural artistic work that focuses on the young audience, and interactive, artist-led workshops which provide students with an opportunity to explore the creative arts. Students involved range from the elementary to the high school level and represent many diverse cultures.

## **La Candelaria**

Director: Gloria Valdes-Lieske  
East Harlem Community Center, Inc.  
306 East 105th Street  
New York, NY 10029  
[info@Lacandeleria.org](mailto:info@Lacandeleria.org)

Tel: (212) 427-1337

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**La Candelaria** East Harlem was incorporated in 1991 in response to the need for transitional and permanent housing for homeless and low-income families with children. **The Center** promotes racial understanding with the families in **La Candelaria's** facilities whom are of different nationalities and cultural background, including African-American, West Indian, and Hispanic.

**The Center** coordinates workshops and field trips to museums that depict different ethnic and cultural backgrounds. This enables participants to understand other cultures, communicate, and interact. They are planning a workshop with the Manhattan Mediation Center on "Resolving Disputes and Ethnicity."

## **Meltdown Inc.**

President: Rick Russo  
346 Flatbush Avenue  
Brooklyn, NY 11238

Tel: (718) 857-6658

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Founded in 1983, **Meltdown** is a social service arts organization that produces and presents programs in schools, shelters, and community centers.

**Meltdown** confronts and explores racism through theater presentations followed by discussions among participants. These presentations are targeted primarily at teenagers and women shelter residents of varied ethnicities. By presenting acting scenes on interracial dating, affirmative action, teen dating, and domestic violence, young people are encouraged to explore these problems together and with the audience in post-performance dialogues.

## **Methodist Federation for Social Action**

Executive Director:  
Rev. George D. McClain  
76 Clinton Avenue  
Staten Island, NY 10301

Tel: (718) 273-6372

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The **Federation** is an independent organization of clergy and laity of the United Methodist Church devoted to providing witness to the Gospel of Jesus Christ to the world. Founded in 1907, it works to eliminate war, abolish nuclear arms, promote democratic social-economic planning, build a society without prejudice, and to defend human rights and civil liberties as set forth in the Biblical tradition and enunciated in the UN's Declaration of Human Rights. The Federation maintains a speakers' bureau and issues several publications.

Each year, The **Federation** selects a group of ten Americans - chosen on a voluntary first come, first served basis - to visit Mexico and share backgrounds, culture, and experiences with Mexican people. They spend ten days in small communities. They work with parishioners of local churches, interact both formally and informally with other Mexican citizens, and attend lectures presented by selected speakers. Upon returning to the United States, the group members address congregations in order to share information and insights about the Mexican people.

## **National Association for the Advancement of Colored People (NAACP)**

President: Hazel Dukes  
New York State Chapter of  
NAACP Branches  
260 Fifth Avenue  
New York, NY 10001

Tel: (212) 344-7474

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Founded in 1909 by people of all races and religions, the **NAACP** and its branches are dedicated to achieving equal rights for African- Americans and other minorities as well as eliminating racism by removing discrimination in housing, employment, voting, education, the courts, transportation, recreation, prisons, and business. The **NAACP** offers referral services, tutorial, and day care; sponsors seminars and maintains a law library. The **NAACP** also annually awards the Spingarn Medal to a black American for their distinguished achievement and sponsors the **NAACP** National Housing Corporation to assist in the development of low and moderate income housing for families.

The New York State Chapter sponsors both systematic and ad hoc events that encourage dialogue with a number of diverse ethnic/racial groups. The regularly scheduled events include: a Martin Luther King Junior Day breakfast held in tribute to Dr. King and his vision of a united and integrated nation. Prominent guests from a wide range of ethnic/racial communities are invited to participate in the celebration of the man and his devotion to the ideal of the many elements of our diverse population living in harmony and peace with each other.

The Chapter joins with the Korean Merchants Association to sponsor a poster/essay competition among high school students on the need for cooperation. The Chapter also honors corporations that have supported civil rights programs. On an informal basis, the Chapter enters coalitions with community organizations in shared activities. These range from a joint effort with Italian-American groups to initiate and participate in a cultural fair to meetings with the Jewish Community Relations Council to consider common issues.

The **NAACP** is accredited to numerous New York City government agencies for cultural and educational activities for their personnel. In this capacity, they interact with accredited associations of other ethnic communities to expand mutual knowledge and understanding.

## National Coalition Building Institute

President: Steven Jarose  
34 Woodland Road  
Pittsford, NY 14524  
[www.ncbi.org](http://www.ncbi.org)

Tel: (716) 385-1155

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The **National Coalition Building Institute (NCBI)** is a non-profit leadership training organization based in Washington D.C. with a number of New York branches. Since 1984, **NCBI** has been working to eliminate prejudice and intergroup conflict in communities throughout the world. Their proactive approach begins with the training of a corps of community leaders who acquire the skills to deal effectively with conflict between groups. The leadership team embodies all sectors of the community; including elected officials, law enforcement officers, educators, students, business executives, labor union leaders, government workers, community activists, and religious leaders. These community leaders work together as a resource team, offering preventative programs to deal with prejudice and intergroup tensions.

Using **NCBI** tools for working through tough intergroup issues, the leadership team is available to intervene in a community when specific intergroup conflicts arise. **NCBI** employs a strategy that focuses on both the development of individual trainers and the development of institutionally based teams in order to sustain ongoing community action on various issues of racism. It runs the five-day leadership for Diversity Institute, which provides participants with the skills needed to stop discrimination, reduce intergroup conflict and build multi-group coalitions. Additionally, it trains participants to lead the **NCBI** Prejudice Reduction

Workshops. The Prejudice Reduction Training Institute, also run by **NCBI**, is a 3-day training seminar that instructs participants on how to heal the emotional and institutional impact of discrimination and empower individuals to build constructive alliances.

## **The National Conference The Greater New York Region**

Executive Director:  
Margaret Gilmore  
71 Fifth Avenue, Suite 1150  
New York, NY 10003

Tel: (212) 807-8440

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When founded in 1927, the Organization was known as the **National Conference of Christians and Jews**. It was devoted to discourse primarily between the two religious entities with the aims of rapprochement, mutual understanding, and appreciation as well as a commitment to combat bigotry against either or both. In recent years, recognizing the increase of significant numbers of people from a variety of faiths and cultures, the **Conference** adopted its current title. It has recast itself to reach out to include Muslims, Bhuddists, Hindus, Jainists, and other faith based communities to join the dialogue. The aims remain the same; to encourage mutual respect and understanding and reduce misperceptions and prejudice. The **Conference** has also expanded its activities to include the promotion of dialogue between and among a number of ethnic groups, particularly those that have experienced friction in their contacts with each other.

The **Conference** fosters dialogue through a variety of approaches, both ad hoc and systematic. Programs designed to improve community relations bring together cultural, racial, ethnic, and religious groups following bias incidents in order to ease tensions and foster reconciliation. NCCJ provides experienced facilitators to work with local neighborhood groups.

Teams from New York area colleges and universities participate in NCCJ programs in which students, faculty, and administrators are trained in one, two, or three-day conferences to effectively combat racism in multicultural settings. The Conference sponsors ethnic dialogues between members of the Italian-American and African-American communities. Jewish-Americans, Hispanic-Americans, Asian-Americans and others are encouraged to participate in dialogue as well. The leadership provided by the Conference emphasizes face-to-face encounters and open discussion in order to confront problems. The next step is to resolve them in a manner that encourages understanding and respect for the ethnicities they represent.

A Christian/Jewish/Muslim dialogue draws on seminaries, religious institutions, and universities for its membership which includes Jews from the various branches of Judaism, Protestants of many denominations, Catholics, Eastern Orthodox, and Muslims to discuss issues of mutual concern.

## The National Italian American Foundation

Regional Manager: Alyssa Cicconi  
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NY, NY 10016  
[Alyssa@niaf.org](mailto:Alyssa@niaf.org)

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**The National Italian American Foundation (NIAF)** was founded in 1975 to preserve Italian American heritage and culture through scholarships and grants, promoting the study of the Italian language, strengthening cultural and economic ties with Italy, as well as mentoring young Italian American professionals. The **NIAF** aims to develop coalitions with other ethnic, racial, and religious leaders to combat racial discrimination and stereotyping. In addition, the **NIAF** strives to develop and support public policy dealing with ethnicity. Furthermore, it works to promote a positive portrayal of the shared history and goals of Italian Americans and other ethnic groups in the formation of the United States.

The **NIAF** works with a coalition of ethnic organizations to combat efforts to delete the gathering of ancestry information on the 2000 census. **The Foundation** also organizes meetings with other ethnic, racial, and religious organizations to identify common goals and areas of interest. They likewise organize programs, conferences, and seminars in conjunction with other ethnic organizations that promote similar ideas. The **NIAF** is dedicated to fostering constructive relationships between Italian-Americans and other Americans of all nationalities, races, and religions.

## **National Organization of Italian-American Women (NOIAW)**

Executive Director:  
Barbara Garad  
445 West 59th Street, Suite 1248  
New York, NY 10019

Tel: (212) 237-8574

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**NOIAW**, founded in 1980, is the only national organization specifically for women of Italian ancestry. It serves to promote ethnic pride through scholarships and programs dedicated to the concerns of women. It does this by way of a national and international network that highlights the accomplishments, history, and culture of women of Italian ancestry, furthers educational opportunities for women and young people of Italian descent, and establishes an international linkage with women of Italian origin throughout the world.

**NOIAW** members also act as role models for younger Italian-Americans; they encourage interaction and unity with other Italian-American organizations to monitor and combat discrimination, bias, and stereotyping against Italian-Americans and to develop liaisons with other women's ethnic groups.

The National Board sponsors a bi-annual conference or international conference for women of Italian ancestry and/or women of other racial and ethnic backgrounds. Panelists are drawn from the African-American, Jewish-American, Greek-American, and Asian-American communities as well as the Italian-American community. The purpose of the multiethnic conference is to enhance understanding of women's issues from specific ethnic perspectives, the interplay of ethnicity and gender, and the

commonality of gender issues that transcend ethnic and racial lines.

## **National Voices for an Inclusive 21<sup>st</sup> Century**

823 UN Plaza  
New York, NY 10017

Tel: (212) 885-7700

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**National Voices** is a collaboration of organizations whose missions are dedicated to appreciating our differences, and to finding constructive ways to promote full inclusion for all of America. It was founded by a 1995-96 alliance of The Anti-Defamation League, the National Urban League, the National Council of La Raza, and the National Conference for Community and Justice. Since then, Leadership Education for Asian Pacifics has become an active member and, most recently, The National Congress of American Indians and The National Italian American Foundation have joined.

Each of the member organizations represents constituency groups among which there are unarticulated issues and under-represented voices. **National Voices** challenges leaders and people of goodwill from all constituencies and communities to address, in concrete terms, how each will create prejudice-free, inclusive communities and fight against racism, anti-Semitism, and other forms of prejudice.

As a collaboration of civil rights and human relations organizations, **National Voices** is committed to taking its rightful place of leadership to ensure that the 21<sup>st</sup> century reflects its aspirations of living and working in a richly diverse country. By the year 2050, half the U.S. will be composed of people of color. In light of this change, the partners in **National Voices** aspire to nothing less than full inclusion of every person's voice in society so that all are welcome to participate in creating the cohesiveness of the

nation's communities. The member organizations have pledged to lead these communities to accept and appreciate their diversity.

In many cities across the country, **National Voices** regional affiliates work together on issues of social justice. The partners believe that their strength lies in their collaborative efforts and in the certainty that only a truly inclusive America will be able to reach its potential within the global community.

# New Majority Joint Venture Institute

Project Chief: John Wang  
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In 1995, John Wang, President of the Asian American Business Development Center met with Congresswoman Nydia Velasquez (D-NY) to discuss his idea of bringing businesses from New York's African-American, Asian, and Hispanic communities together to create economic opportunities within these communities. As a result of the meeting, representatives from the leadership of the Asian American Business Development Center (AABDC), the One Hundred Black Men Inc., and the National Puerto Rican Business Council developed the **New Majority Joint Venture Initiative**.

In March 1997, the **New Majority Economic Summit** was held in New York City. This summit attracted over 1,300 people and allowed African-American, Hispanic, and Asian business people with an opportunity to network and attend workshops on issues such as ethnic market profiles and international trade. Following the summit, the AABDC developed a proposal to implement joint ventures among African-American, Hispanic and Asian firms in New York City. This project, the **New Majority Jointed Venture Initiative**, has three objectives: conduct outreach and market research to identify businesses interested in potential joint ventures for development of new markets; pair businesses with owners from diverse ethnic groups to form and sustain joint ventures; and to provide participating businesses with technical in financing, marketing and business development.

The **New Majority** Economic Summit drew support from numerous corporations and government agencies, including Chase, NYNEX, and the U.S. Small Business Administration. In addition, New York's Empire State Development Corporation has provided a small grant to continue the **New Majority Joint Venture Initiative** and establish a national model for the program. They are currently expanding their membership.

## **The New York Board of Rabbis, Inc.**

President: Rabbi Marc Gellman  
136 East 39<sup>th</sup> Street, 4<sup>th</sup> Floor  
New York, NY 10016

Tel: (212) 983-3521  
Fax: (212) 983-3531

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Founded in 1881, **The New York Board of Rabbis** is the world's largest rabbinical organization embracing Orthodox, Conservative, Reform, and Reconstructionist rabbis. It has made a commitment to building bridges of understanding and tearing down walls of mistrust in dealing with all religious and ethnic communities in order to create a better and more just society.

The **NYBR** works closely with clergy of other faiths in furthering the cause of moral behavior in our society, protecting religious rights, and seeking to introduce the spiritual and moral teachings of the great religions into government, schools, the marketplace, and human relations. The **NYBR** has cordial relations and on-going dialogues with the Roman Catholic Archdiocese of New York, the Diocese of Brooklyn and Queens, the Episcopal Diocese, and the New York City Council of Protestant Churches. The **NYBR** has initiated a series of conferences and dialogues with African-American clergy. It has also begun outreach to Hispanic and Haitian clergy and Muslim religious spokesmen. In addition, The **Board** reaches out to representatives of the Oriental Christian Churches, as well.

The **NYBR** has joined forces with other clergy in battling violence in our society, amending laws which onerously affect nonprofit institutions, and on public policy issues on both city and state levels. In the spirit of Isaiah, the **NYBR** believes, "Come let us reason together."

## **New York Board of Rabbis-African American Clergy Council**

Co-Chairpersons: Rev. Robert Foley and Rabbi Irving Block

African-American Clergy Council

New York Board of Rabbis

10 East 73rd Street  
P.O. Box 144  
Bronx, New York 10468  
Tel: (718) 367-0612

39 W. 190th Street  
New York, NY 10021  
Tel: (212) 879-8415

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In 1989, a group of Jewish and African-American clergy agreed to meet periodically to discuss problems that had damaged relations between the two communities and to seek avenues of reconciliation. Their agenda includes a consideration of joint action to address issues on which they hold a common view, such as concern about the overemphasis of violence on television and in film.

A core group from each of the parent organizations participates in a regularly scheduled meeting. As a rule, the agenda is set alternately by the ministers and rabbis, and the locale alternates between the offices of the two participating organizations.

## **New York Metropolitan Martin Luther King, Jr. Center for Non-Violence, Inc.**

Executive Director:  
Cliff Frazier  
576 East 165<sup>th</sup> Street  
Bronx, New York 10456

Tel: (718) 589-7858  
Fax: (718) 589-7973

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The **New York Metropolitan Martin Luther King Jr. Center (NYMLK)** was founded based on Dr. King's vision of a world free of the evils of racism, poverty and violence.

One of the **Center's** major programs is the Ellis Baker /Cleveland Robinson Academy for Youth Leadership, Nonviolence and Racial Harmony (EB/CRA.) Each year, an interracial group of about thirty teenagers is selected to participate in the Academy. They are chosen based on their potential to become youth leaders and effective agents in their communities and their commitment to Dr. King's philosophy of "nonviolent social change." After training under the guidance of **NYMLK**, the youths spend one year implementing their community action plans for social change.

**NYMLK** conducts Cultural Awareness Days, which celebrate the various races, and cultures that make up America. These activities promote racial harmony and respect. They also expose those in attendance to each racial group's unique traditions and its contributions to the U.S. and world community. **NYMLK** promotes a better understanding and appreciation of the uniqueness, yet universality, of each group and individual.

Every year on April 4<sup>th</sup>, The Center hosts a commemoration of the assassination of Dr. King, which is jointly prepared by youths and adults. The event honors the memory of King and has brought the community together to uphold his legacy.

**NYMLK** made arrangements for the Korean Produce Association to make financial contributions to help the Black churches which were recently burned down, provide scholarships for minorities enrolled in college and provide food for various community needs. This has included feeding the students who were enrolled in the EB/CRA residential program.

The **Center** is laying the groundwork for the establishment of continuing dialogue between various religious groups and collaboration between various ethnic and racial groups. In general, the **Center** is building on a foundation that brings people together with respect and a determination to build bridges of mutual understanding.

## **New York Urban League**

President: Dennis M. Walcott  
6 Van Duzer Street  
Staten Island, NY 10301  
[www.NYULS5.web.com](http://www.NYULS5.web.com)

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Tel: (718) 442-5579

In October 1919, the **New York Urban League (NYUL)** was founded as an Affiliate of the **National Urban League (NUL)**. Its purpose is to eliminate racial segregation and discrimination and to achieve parity for African-Americans and other minorities in every phase of American life. **NYUL** is nonpartisan and interracial and has five borough offices. Each office has an Advisory Board and a professional staff who develops and administers programs to meet local needs. A Testing, Assessment, and Placement (TAP) Center is available at the Staten Island Branch where individuals are given direct service or referral.

Programs in **NYUL's** branch offices aim at developing intergroup understanding and offer active programs to foster knowledgeable, sensitive, and effective, relations among groups. Programs promote equality in education, employment, housing, economic development, health, and social welfare.

Among **NYUL's** programs are: a partnership with Roman Catholic nuns in a health center, youth initiatives to educate the general community about the achievements and contributions of African-American and other minorities, intergroup relations, participation in a number of community groups and activities, and anti-bias efforts.

## **North American Federation of Temple Brotherhoods and the Jewish Chataqua Society**

Program Director: Dora Lee  
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Fax: (212) 650-4189  
<http://rj.org/nftb>

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Established in 1893, the **Jewish Chataqua Society (JCS)** is Reform Judaism's oldest and largest interfaith education program. **JCS** is the national interfaith education project of the North American Federation of Temple Brotherhoods (NFTB), an affiliate of the Union of American Hebrew Congregation (UAHC). **JCS** promotes interfaith understanding through a variety of unique educational programs for all age levels. For over 100 years, the JCS "torch of education" has lit the path away from bigotry and hate by combating prejudice, intolerance, and anti-Semitism with information and openness.

**JCS** sponsors a series of highly effective and unique educational programs, which address all age levels. The **JCS** scholar in residence program places Reform Rabbis as adjunct professors to lead full semester courses at universities, colleges, seminaries, and theological training institutes. At the request of these institutions, **JCS** introduces future Christian ministers and lay leaders to Judaism.

The **JCS** also has programs that educate youth on the ideas of Judaism. The **JCS** Jewish Museum Visitation program enables tens of thousands of children from inner city, public and parochial, elementary and secondary school

children to explore Jewish history and culture by visiting major Jewish cultural institutions. In addition, the **JCS** donates thousands of books on Judaica to public and private schools, colleges, universities and community libraries. All of these programs reach out and offer people of all ages the opportunity to learn about the richness of Jewish religion, history, culture, and the extraordinary contributions made to the fabric of American society.

## Partnership of Faith

Executive Director:  
Ann Rawlings  
3 West 29th Street  
New York, NY 10001

Tel: (212) 686-2770

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Founded in 1990, the **Partnership's** mission is to promote understanding and build bridges of communication among faith communities in New York City. Interwoven within the faith communities are ethnic and racial groups. Members meet monthly for face-to-face, cross-boundary dialogue. A speaker who addresses issues relevant to these urban clergy is often present. The **Partnership** also hosts public events.

Workshops bring together members of Muslim, Jewish, and Protestant congregations on the West Side of Manhattan. Each community explains its beliefs and practices and responds to questions from fellow participants. Racial and ethnic issues, especially ones that have engendered antagonisms among the reference groups of the workshop members, are in the repertoire of topics examined.

Diversity appreciation training for adolescents are conducted on weekends or two successive Sundays with young people from seven different congregations. Representing a variety of races and ethnicities, they join to explain to one other their reference groups and to clarify the numerous misconceptions that are harbored about them.

## Plays for Living

Director: Emma Palzere-Rae  
505 Eighth Avenue  
Suite 2200  
New York, NY 10018  
[www.playsforliving.com](http://www.playsforliving.com)

Tel: (212) 760-2751  
Fax: (212) 760-2765  
[pfl@mindspring.com](mailto:pfl@mindspring.com)

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Founded in 1942, **Plays for Living** is a non-profit organization dedicated to helping organizations and communities deal with common social issues such as diversity, ethics, work/life balance, conflict resolution, harassment, and domestic violence.

At the heart of the organization is a repertoire of original plays written and performed by professional playwrights and actors. Following each performance, trained facilitator leads a discussion in which the audience explores divergent points of view, leading to greater clarification and resolution of the issue presented. Customized scenarios, role-play and dramas can be created to meet the specialized needs of certain clients. Hundreds of corporations and organizations, including The White House, have employed **Plays for Living** since its founding.

Included in the repertoire of **Plays for Living** is “What’s the Difference,” a fast piece designed to appeal to the MTV generation. It teaches young people about diversity and prepares them to face the challenges of group identification with open minds. “Where Does it End,” powerfully addresses the evolution of prejudice among teenagers and its ugly consequences. It examines hate, bias, racism and the resulting violence.

One of the many plays for adult audiences is “People Like Us,” which explores the challenging and highly charged issues that confront today’s multicultural work groups. In this play--**Plays for Living’s** most popular piece—a cast of ethnically diverse characters clash with each other over discrimination, corporate loyalty, the glass ceiling, and the need to conform to corporate culture.

Nationwide, **Plays for Living** has reached over one million people since its founding. **Plays for Living** has helped people to understand both their home and work lives and has opened their minds to new ways of dealing with social issues.

## **Project GENESIS (The Abraham Fund)**

Director: Stacey Light  
477 Madison Avenue  
4th Floor  
New York, NY 10022  
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Tel: (212) 303-9421

[www.coexistence.org](http://www.coexistence.org)

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The Abraham Fund, established in 1989, is dedicated to sponsoring and funding Jewish-Arab dialogue in Israel. Originated in 1993, **Project GENESIS** endeavors to extend this dialogue to the New York area.

**Project GENESIS** convenes periodic lectures, usually by Arab and/or Jewish speakers, both Israeli and American, on topics relating to the Israeli-Arab conflict. Some of the talks center on social, political, and economic themes; others focus on the personal experiences and feelings of the speaker that result from the existing situation. In the course of the questioning period members of the audience - also of Arab and Jewish, Israeli and American backgrounds - express their aspirations, fears, and perceptions, and address them to persons of the opposite group who, in turn, articulate their own concerns and hopes.

## **Project Reach**

(Chinese-American Planning Council Inc.)

Director: Don Kao  
1 Orchard Street, 2nd Floor  
New York, NY 10002

Tel: (212) 966-4227

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**Project Reach** is a multiracial, community-based counseling, advocacy, and youth organizing center. It serves both as a "Drop-in" center for youth in trouble and as a youth organizing center where young people work with adult staff to identify problems, as well as design and implement training experiences that enable them to respond to the difficulties confronting them.

Organized in the early 1970's, the **Project's** major goals are to empower youth in their struggle to gain control over their lives and proactively work with others for social change. Additional goals include sensitizing adults to the needs of young persons and ethnic minorities as well as demonstrating how older and younger adults must cooperate in working towards the improvement of society.

Beginning in the mid 1980's, **Project Reach**, after a self-evaluation, decided to admit young people of all ethnic backgrounds to its programs. Within a few years, the clientele served included substantial numbers of blacks, Hispanics, and to a lesser degree, white adolescents. One consequence of this new diversity has been the addition of group encounter exercises in which members of one ethnic entity engage in dialogue with members of another to discuss group differences and similarities, points of friction, and methods of resolution of group antagonisms. In this manner, interethnic tensions are reduced and adolescents of all ethnic groups can join to address the difficulties they face.



## **Rabbi Marc H. Tanenbaum Foundation, Inc.**

President: Dr. Georgette Bennett  
150 East 58th Street, 26th Fl  
New York, NY 10155

Tel: (212) 758-7711

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Founded in 1992, The **Marc H. Tanenbaum Foundation** addresses religious and ethnic tensions within the New York Metropolitan area community. It promotes understanding about, dialogue within, and increased sensitivity to a diverse community.

The **Foundation** invites religious and community leaders from different faiths and backgrounds to address contentious issues through systematic dialogue and facilitates their interaction through conferences, symposia, and cooperative action programs.

The **Foundation** conducts a series of monthly breakfast dialogues in cooperation with the Greater Harlem Chamber of Commerce. The face-to-face discussions build trust between African-American and Jewish businessmen, community activists, and clergy.

A project focused on history helps African-Americans and American Jews improve their understanding of each other. Also designed in consultation with the Greater Harlem Chamber of Commerce, the project brings leaders together with academic specialists to explore the essential experiences of their respective communities in the United States. Tours of local historical sites significant to each group increase interaction between the groups and set the stage for ongoing dialogue and collaborations.

In inter-religious dialogues, leaders from different faiths explore their relations and review progress in recent decades. The Vatican-Israel diplomatic accords may be discussed, or, as in an Israeli Jewish-Muslim Beit Midrash Dialogue, scholars from both faiths together examine sacred texts of Judaism and Islam.

## The Racial Justice Initiative at the Riverside Church

Chair: Rick Brennan  
475 Riverside Drive  
New York, NY 10115

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Fax: (212) 870-6700  
[riverji@tiac.net](mailto:riverji@tiac.net)

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In 1992, the **Racial Justice Initiative (RJI)** was formed by a group of Riverside Church members interested in exploring modern racism in its personal, cultural and institutional forms. With a mission of combating racism, the **RJI** provides a confidential and non-judgmental forum wherein Riverside members and friends share their perceptions, prejudices and fears. The initiative aims for change on the personal and institutional levels by recognizing, understanding and appreciating racial and cultural diversity.

Using a powerful model developed by Visions, Inc., nationally known consultants in the field, the Racial Justice Initiative offered a series of workshops to others in the Riverside community. During the past eight years, over 400 people have participated in at least one of the workshops. The Visions model helps people to understand modern racism, internalized oppression, and how we all, usually unwittingly, take part in the perpetuation of racism. The workshops provide a safe and open atmosphere in which participants share their experiences and attitudes, and thus, obtain various perspectives on how racism affects all of us.

## **Roll Call Against Racism**

Program Director: Lynn Williams      Tel: (716) 884-3609  
c/o NCCJ, 360 Delaware Avenue      Fax: (716) 852-0046  
Suite 106  
Buffalo, NY 14202      lwilliam@acsu.buffalo.edu

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In 1996, State Assemblymember Sam Hoyt founded **Roll Call Against Racism** in response to the rash of arson fires that took place in Black and some White churches in the South. The **Coalition** held a rally, attended by over 2500 people in August of 1996, to stand up against the acts of arson and to raise awareness of the racial problems existing in the Western New York community.

The **Coalition** is a community-based organization consisting of representatives from religious, political, labor, community service organizations and a number of committed individuals. It has organized and implemented a community-wide interracial dialogue series called the Study Circles Program. So far, over 450 people have participated in this program.

The study circles process involves a series of five two-hour discussions centering around a variety of issues relating to race relations and racism, including personal experiences, government, leadership, politics, community/individual responsibility, economics and action steps. The dialogue groups are racially balanced and guided by trained volunteer facilitators who insure that a challenging but non-threatening dialogue takes place.

## **The Roundtable of Institutions of People of Color**

Director: Karen Taylor  
4 Washington Square North  
New York, NY 10003

Tel: (212) 998-7511  
Fax: (212) 995-3890

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**The Roundtable**, started in 1992, is a coalition of 22 non-profit organizations from different ethnic backgrounds that are dedicated to the assisting in the development of policies that promote and foster equity among the government, voluntary, and private sectors vis-à-vis communities of color. The collaborative model that **The Roundtable** was founded upon comes directly out of the civil rights movement, concerning the Democratic rights of all people, positive social change, and community development.

**The Roundtable** seeks to improve the conditions within communities of color by enhancing the participation and contributions of color in public policy decisions. It also strives for a new level of accountability from public and governing officials to achieve a new type of governance that involves a closer collaboration with nonprofits based in communities of color. Additionally, the **Roundtable** seeks to increase the visibility and relay the concerns of nonprofit organizations of color within the voluntary and private sectors.

**The Roundtable** has successfully collaborated with elected officials through briefings with New York City and State elected officials, including meetings with caucuses in both the City Council and the State Assembly. **The Roundtable** has also conducted forums and seminars that have brought together nonprofits to testify before the City Council on behalf of the need for diversity in the labor force within the

government sector as well as a sidebar commentary on employment practices in the private sector.

## **7th Avenue/Windsor Place Community Association of Brooklyn, Inc.**

President: Shirley Mendez  
582 6th Avenue, Apt. 1A  
Brooklyn, NY 11215-5443

Tel: (718) 369-4040

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Founded in 1970, the **7th Avenue/Windsor Place Community Association of Brooklyn** joins a variety of organizations to encourage racial harmony, ethnic diversity in community efforts and to promote interethnic and/or interracial dialogue.

The **Association** maintains close working relationships with members of the Bedford/Stuyvesant Restoration Committee, the Sunset Park Restoration Committee, and the Muslim Outreach Network for All People to address particular issues.

The **Association's** Chairman of the Board and Founder, Alfred P. Raffo, is also founder of FoodCare, Inc. This all volunteer food services program brings together some 220 individuals, community organizations, merchant associations, religious groups of many denominations, and groups who operate surplus food distribution programs, food pantries and food banks, and clothing distribution programs. FoodCare, Inc. has two surplus food warehouses to store food for distribution to those in most need regardless of race, color, creed or religious origins.

## Students Against Racism Organization

Director: Alexander Crisses  
35 Polo Road  
Great Neck, NY 11023

Tel: (516) 773-1519

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After Alexander Crisses, a junior at John L. Miller-Great Neck North High School, won a Peace Essay Contest in the Fall of 1997 with an essay entitled, "World Peace Begins With Me," he knew that he wanted to work to reduce prejudice among high school students. Soon afterwards, a series of racially motivated acts against Hispanic, African American and Jewish students at the high school led Crisses to develop the **Students Against Racism Organization (STAR)**. The dialogue and instruction facilitated by the **STAR** program allows students to participate in the fight against racism.

In **STAR**, school seniors deliver presentations and lead discussions in high school classes about how to take an active role against racism. Along with weekly meetings after school, seniors in the **STAR** program conduct workshops and seminars throughout the week for groups of about 30 students at a time. They also visit classes on Wednesday mornings during homeroom period, in an effort to reach out to more students. Although there is a set outline for the **STAR** program, each group of students may re-adapt the standard presentation and add activities to make **STAR's** program more effective for them. Every group leader participates in a mandatory six hours of training to give them a full understanding of how to facilitate conversations on racism and race relations.

On April 24, 1998, **STAR** sponsored "Racism Reachout Day," a program featuring group discussions and

workshops on racial intolerance. Seventy-eight students who were selected and trained by **STAR**, speakers from the office of the New York State Attorney General and the entire student body—920 students—participated. In addition, the **STAR** program is combining with the Peer Leadership at Great Neck North in order to reach a broader range of students at a younger age.

## **Tanenbaum Center for Interreligious Understanding**

President: Dr. Georgette Bennett  
350 Fifth Avenue, Suite 3502  
New York, New York 10118

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Fax: (212) 967-9001

[www.ywca.org](http://www.ywca.org)

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The **Tanenbaum Center** is a nonsectarian organization that seeks to apply interreligious understanding as a way to prevent and resolve intergroup conflicts in the classroom, workplace and public arena. Rabbi Marc H. **Tanenbaum** was a world-renowned leader in ecumenism, human rights, and social organization. Shortly after his death in 1992, the **Center** was established to carry on his life's work to promote interfaith understanding and to combat the effects of religious and ethnic hatred.

Due to immigration from countries that are predominantly Muslim, Hindu or Buddhist, the religious makeup of the labor force is changing. Consequently, bias based on religion is spreading. Through workshops and related materials, the **Tanenbaum Center** aims to help companies prevent religious discrimination and insensitivity in the workplace.

At an early age, many children learn hatred, fear and ignorance towards religions other than their own. Unlike a number of other organizations, **the Center** has designed a program to promote religious pluralism and democracy for very young children, from kindergarten to the fourth grade.

With its partner, Columbia University, the **Tanenbaum Center** helps world leaders use religion as a resource to avoid or resolve intergroup conflicts. **The Center** also

provides an annual forum for internationally known figures to address issues involving interreligious understanding.

## United Negro College Fund

Director: Francesca Borges  
New York Office  
120 Wall Street, 9th Floor  
New York, NY 10005  
[www.UNCF.org](http://www.UNCF.org)

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Tel: (212) 820-0146

Founded in 1944, the **United Negro College Fund** serves as a fund-raising agency for a large group of historically black private colleges and universities. The **UNCF** Department of Educational Services provides information on a broad range of educational and administrative programs to the member schools; conducts Premedical Summer Institutes; sponsors college fairs for high school and community college students; and administers scholarship awards and major corporate and foundation programs. On **UNCF** campuses, representatives of American Jews and/or Israel are invited to speak on days that celebrate Israeli culture.

The **UNCF** sponsors a number of programs that place constituent students in interethnic contact with students and others of different ethnicities in a variety of environments. One such is the award of grants to enable students to study in an African nation for one year and to become acquainted with its culture. Another covers study in Great Britain for one year at Richmond College, London. A **UNCF-Israel** program sponsors students for a semester at either Hebrew University or the University of Tel Aviv.

In a Wilberforce University program, students from the school and other **UNCF** institutions spend a summer in Israel. They live and work on a kibbutz, tutor Israeli children in English at a Kafiada (learning center), and take

courses at Hebrew University for which they are granted credit at their home school.

For the past several years, a committee of **UNCF** presidents has visited Israel to orient themselves to the country's educational and cultural institutions and to meet with their academic counterparts. After a UNCF-American Jewish student visitation to Israel and Africa, students describe their experiences and reactions to a number of black and Jewish communities.

**UNCF** students who participate in the above programs are selected competitively. A number of criteria, such as grade point index, leadership, and cooperatives are utilized.

## **The Valley Inc.**

Founder: John Bess  
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New York, NY 10025  
[VALLEYNYC@aol.com](mailto:VALLEYNYC@aol.com)

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John Bess founded **The Valley** in 1979 as a comprehensive youth agency, whose primary goal is to empower young people between the ages of 6 and 24, to become independent, self-sufficient and responsible adults. **The Valley** now serves 5,000 youth and adults annually throughout its eight different locations including five public schools, two recreational /family centers and its main offices at the Cathedral of St. John the Divine.

Throughout its twenty-year history, **The Valley** has uncovered new approaches to intractable problems. **The Valley** has taken innovative steps in the challenging task of lifting young people out of harm's way by providing temporary shelter from the forces of poverty, racism, violence, disease and addiction. **The Valley** shelters it's young people long enough to instill a sense of value and purpose, that empowers them to believe that they can determine their futures, work toward positive goals. They also train them to share their knowledge as role models and leaders in their communities, thus challenging negative stereotypes. Fostering creative responsible citizenship among at-risk, minority youth is the mission of **The Valley** and its programs represent the agency's heart and soul.

The *Conflict Mediation, Racial Harmony/Violence Reduction* program of **The Valley**, fosters an understanding

among young people of diverse backgrounds. Young people are a powerful resource for social change, if they are given the opportunity to find their own voice, while learning more about others. These workshops create opportunities for conflict resolution, bridge building and communication among and between group.

## Wall Street Project

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[cottley@aol.com](mailto:cottley@aol.com)

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**Rainbow/PUSH Coalition's Wall Street Project** was launched on January 15, 1997 to challenge corporate America to end the multi-billion dollar trade deficit with minority vendors and consumers. **The Wall Street Project** uses research, education, and negotiation to persuade companies to close the gap by hiring and promoting more minorities, naming more minorities to corporate boards and awarding more contracts to minority businesses.

The project began on the birthday of Dr. Martin Luther King, Jr. Throughout his career, Dr. King fought for racial equality and economic inclusion. Part of his genius was to forge unlikely alliances that challenged preconceived notions. His vision was that no one should be excluded from the opportunities our great country has to offer.

**The Wall Street Project's** purpose is to advance this message of focusing on growth and social harmony through economic cooperation and expansion. When the walls that restrict equal access are torn down, new talents, ideas, capital and markets emerge. **The Wall Street Project** hosts an annual conference on building bridges to expand the marketplace. The conference brings together the business and political leadership of America.

## What Color is Love, Inc.

Director: Gloria Virgile  
702 Cornwell Avenue  
West Hempstead, NY 11552

Tel: (516) 486-1261

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**What Color is Love** is a multicultural program for racial harmony. **LOVE** is a 50-Minute program that breaks down the barriers of prejudice and builds self-esteem in children pre-kindergarten to 6<sup>th</sup> grade, using music, magic, storytelling and puppets, with children actively participating. Following the program, teachers are given study guides with suggested activities to help reinforce the message.

**LOVE** was founded by Gloria Virgile in 1988 and subsequently became a nonprofit organization in 1994. Its goal is to bring feelings of self-worth, brotherhood, and love to children, thereby helping to bring harmony to our multicultural society.

In addition to its school programs, **LOVE** has created workshops that enable educators to teach children to love unconditionally. The workshops were created at the request of the New York State Association for Education of Young Children and have been attended annually by thousands of educators. The workshop allows participants to become the children and experience the program, the teachers then give their own ideas on how to present the concepts of the **What Color is Love** in their own way. These workshops not only familiarize the participants with the different aspects of the program, but also provide the teachers additional innovative ways to portraying the ideas of the program.

## Westchester Holocaust Commission

Executive Director:

Donna Cohen

2900 Purchase Street

Purchase, NY 10577

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[whc@bestweb.net](mailto:whc@bestweb.net)

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The **Westchester Holocaust Commission**, founded in 1990, is an interfaith nonprofit organization dedicated to fostering multicultural and multiethnic understanding of the Holocaust. The **Commission's** mission is to provide educational training programs that combat the ignorance, fear, and distrust that breed bigotry, hate, and violence. This is accomplished through spreading the lessons learned from the Holocaust and how individuals' action or inaction can lead to horrific results. One of the many lessons taught in the workshops is that prejudice and bigotry against any group is the precursor of prejudice and bigotry against other groups; therefore, the area of human rights is pertinent to all of us.

The **Commission's** most significant accomplishment is the success of its All-Day Teacher's Institute. This year the Commission held its fourth biannual conference and 121 educators from 71 schools attended, with unanimously positive evaluations for both format and content. The Institute provided teachers with the practical resources they need to meet the New York State mandate that all schools offer instruction in the Holocaust, slavery, genocide, and other human rights issues.

The **Commission** also holds a lecture series on the Holocaust and seminars on human rights and slavery. This year the **Commission** has also undertaken a Juvenile Offenders Program, an educational rehabilitation program for young people involved in nonviolent bias incidents.

## **World Jewish Congress Commission on Intergroup Relations**

Director: Elan Steinberg  
Chairman: Rabbi Marc Schneier  
501 Madison Avenue  
New York, NY 10022

Tel: (212) 755-5770

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The **Commission** was established in 1994 by the Executive Leadership of the **World Jewish Congress**. It seeks to participate in dialogue, on an international level, with organizations representing diverse ethnic and racial entities in order to enhance mutual understanding, reduce friction, work towards common goals, and jointly celebrate special occasions including the honoring of outstanding figures from either or both of the dialogue partners who have contributed to the benefit of humankind.

The **Commission on Intergroup Relations** sponsors numerous events and activities to implement the goals enumerated above. In recent years, these have included symposia on Jewish-African relations in South Africa; a testimonial to Myrlie Evers Williams, Chairperson of the NAACP and widow of the slain civil rights leader, Medger Evers; a Symposia for Latino community leaders and Jewish leaders from South America; and a reception for political leaders from Greece and Italy to meet with American Jewish, Greek and Italian leaders in New York.

## **YWCA of the U.S.A**

CEO: Margaret Tyndall  
350 Fifth Avenue, Suite 301  
New York, N.Y. 10118

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Fax: (212) 465-2280

[www.ywca.org](http://www.ywca.org)

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The **YWCA of the U.S.A.** has been committed to racial justice and human rights since the start of its movement more than 140 years ago. The mission of the **YWCA** is to empower women and girls and eliminate racism. **The Young Women's Christian Association of the United States of America** is a women's membership movement nourished by its roots in the Christian faith and sustained by the richness of many beliefs and values. Strengthened by diversity, the **Association** draws together members who strive to create opportunities for women's growth, leadership and power in order to attain a common vision: peace, justice, freedom and dignity for all people. **The Association** will thrust its collective power toward the elimination of racism wherever it exists and by any means necessary.

Perhaps the **YWCA's** most pioneering efforts are those directed at eliminating racism and promoting diversity.

Some of the highlights of this organization's history include:

In 1940, it organized a World Emergency Committee and instituted a study on interracial practices, which led to the adoption of the Interracial Charter in 1946. In 1977, the **YWCA of the USA** developed a racial justice-training manual that has been used to train **YWCA** members on institutional racism. The manual is also used as an action

audit to evaluate the work of **YWCA**s in the area of racial justice programming. In April 1992, as a response to the brutal assault of Rodney King by police officers, and the subsequent unrest in Los Angeles and across the country, the **YWCA** established **YWCA** National Day Commitment to Eliminate Racism, which is observed annually on April 30 in communities nationwide. In 1994, the **YWCA** initiated a partnership with Study Circles to engage communities where **YWCA** associations are located in a dialogue on race relations. In 1997, the **YWCA** organized the **YWCA** Race Against Racism, an annual event that brings people together to emphasize the importance for all Americans to work to improve race relations. In 1998, the **YWCA of the USA** forged a partnership with the White House on President Clinton's Initiative on Race Relations and the National Association of Governors to launch Statewide Days of Dialogue on Race Relations in every state. During April and May of 1998, over 10,000 people participated in community-based dialogues on race relations that were implemented by **YWCA** associations in collaboration with their governors and mayors. The **YWCA of the U.S.A.** also collaborated with President Clinton's Initiative on Race Relations to develop the One America dialogue guide.

Today, **YWCA** associations continue to offer thousands of programs and services designed specifically to eliminate racism, achieve racial justice and embrace diversity. In addition to programs designed specifically to eliminate racism, the **YWCA** integrates anti-racism and pro-diversity principles into everything that it does. For example, **YWCA** childcare programs include an age-appropriate, anti-racism curriculum.

