

INSTITUTIONS INVOLVED IN RESEARCH ON STRUCTURAL RACISM

The following organizations, listed alphabetically, are among those in various parts of the country and in various institutions that engage in research on structural racism:

African American Policy Forum

New York, NY

www.aapf.org

Founded in 1996 as a media-monitoring think tank and information clearinghouse, the African American Policy Forum works to bridge the gap between scholarly research and public discourse related to inequality, discrimination and injustice. The AAPF seeks to build bridges between academic, activist and policy-making sectors in order to advance a more inclusive and robust public discourse on the challenge of achieving equity within and across diverse communities. Developed as part of an ongoing effort to promote women's rights and gender rights in the context of struggles for racial justice, the AAPF strives to promote the interests of all communities who suffer from intersecting forms of discrimination (e.g., class-based, race-based, and gender-based), and unrecognized patterns of institutional discrimination. By bringing to the forefront perspectives on equity and equality that have been marginalized or distorted within the traditional parameters of public discourse, AAPF seeks to introduce counter-narratives to the "conventional wisdom" that dominates our mainstream media.

Applied Research Center

New York, NY 10004

www.arc.org

The Applied Research Center (ARC) understands that pressing political conflicts demand a serious treatment of racial equity that addresses both a history of injustice and contemporary problems. They see racism, and demand concrete change from our most powerful public institutions to build a fair and equal society. ARC conducts research to expose the subtle racism of laws and regulations that result in real hardship for Black, Latino, Asian and Native communities. It uses public policy as a key tool to repair these historic injustices by designing and implementing creative solutions to contemporary problems. Through advocacy leadership it trains a new cadre of journalists, community organizers and elected officials to make these solutions real. Finally, ARC works through journalism and the mass media to push a society silenced by guilt and confusion toward a real discussion of racial justice in the 21st century.

The Aspen Institute

New York, NY 10010

www.aspeninstitute.org

The Aspen Institute, founded in 1950, is an international nonprofit organization dedicated to fostering enlightened leadership and open-minded dialogue. Through seminars, policy programs, conferences and leadership development initiatives, the Institute seeks to promote nonpartisan inquiry and an appreciation for timeless values. The Aspen Institute Roundtable on Community Change focuses on the problems of distressed communities and seeks solutions to individual, family and neighborhood poverty. They convene leaders across key sectors and provide a safe environment for them to examine and develop ways to address issues of common concern, conduct applied and policy research on critical challenges facing the field of community change, serve as a technical advisor to leaders who are actively engaged in activities designed to improve outcomes for low-income children, youth and families, and distill lessons in the field nationally and internationally. They utilize a number of strategies to advance the field such as leadership development seminars, publications, public speaking, and websites. The Roundtable's Project on

Structural Racism and Community Building aims to dismantle structural racism through the Racial Equity and Society Seminar series, research on youth development and criminal justice, the Racial Equity and Social Peer Learning Forum, and a clearinghouse for key resources on racism, racial disparity, and racial equity.

Center for Justice, Tolerance & Community

UC Santa Cruz

Santa Cruz, CA

<http://cjtc.ucsc.edu>

The Center for Justice, Tolerance & Community is an applied research center housed at UC Santa Cruz. The faculty, staff, and associated researchers work with an international mix of community activists, affiliated researchers, and students to provide serious research to elevate the quality of public debate, timely policy analysis to aid community leaders and decision-makers, and outreach and education to improve public discourse on challenging topics. Activities include research in the areas of environmental justice, regionalism, and affordable housing, collaborative projects with community organizations around capacity building for public policy debates, public lectures, ongoing interaction with policy makers and decision makers, maintenance of relevant databases and survey capacity, and an annual summer institute for Latin American and U.S. Latino organizers and activists.

Center for Social Inclusion

New York, NY

www.centerforsocialinclusion.org

The Center for Social Inclusion works to build a fair and just society by dismantling structural racism. It partners with communities of color and other allies to create strategies and build policy reform models to end racial disparity and promote equal opportunity. With its partners it conducts applied research, translates it, teaches our communities, informs the public, convenes stakeholders, nurtures multiracial alliances and supports advocacy strategies.

Center for Social Justice Research, Teaching & Service

Georgetown University

Washington, DC

www3.georgetown.edu/outreach/csj

The mission of the Center is to promote and integrate community-based research, teaching and service by collaborating with diverse partners and communities in order to advance justice and the common good. It incorporates and builds on the student work of direct service and the learning it fosters; it promotes and helps develop curricular offerings that incorporate community-based work and service to justice; and it serves as a catalyst to consolidate and advance the community-based research projects that have been most recently housed in the Center for Urban Research and Teaching and in a program called Partners in Urban Research and Service-Learning.

Center for the Study of Race, Politics and Culture (CSRPC)

University of Chicago

Chicago, IL

www.csrpc.uchicago.edu

The Center for the Study of Race, Politics and Culture at the University of Chicago is an interdisciplinary program dedicated to promoting engaged scholarship and debate around the

topics of race and ethnicity. They are especially interested in how these ideas and their structural manifestations impact and shape people's daily lives. While researchers affiliated with the Center recognize the significance of the black/white paradigm in the United States, they are committed to expanding the study of race and ethnicity beyond the black/white paradigm. Broadly, their research program encourages the study of race and processes of racialization in comparative and transitional frameworks. Thus, the work of faculty affiliates ranges from an examination of processes of racialization among dominant groups to the study of racialized minorities within the United States and black and/or indigenous populations in Latin America, the Caribbean, Africa, the Asian Pacific, and Europe. They have initiated programs in research and scholarship, community programming, and undergraduate programming and curriculum.

The Civil Rights Project

UCLA

Los Angeles, CA

www.civilrightsproject.ucla.edu

Founded at Harvard University in 1996 and relocated to UCLA in 2007, the mission of The Civil Rights Project is to help renew the civil rights movement by bridging the worlds of ideas and action, to be a preeminent source of intellectual capital within that movement, and to deepen the understanding of the issues that must be resolved to achieve racial and ethnic equity as society moves through the great transformation of the 21st century. It believes that either the country will learn to deal effectively with the richness of its astonishing diversity or it will lose pace in a globalizing world and decline and divide. Focused research and the best ideas of scholars and leaders from all parts of the country can make a decisive contribution to a renewal of the promise of the civil rights movement. The Project convenes national conferences and roundtables, commissions new research and policy studies, and produces major reports/books on topics such as student diversity, desegregation, school discipline, special education, dropouts, and college access. Since moving to UCLA, it has added new initiatives related to immigration, language policy and a special local focus on studies of the Southern California metropolitan megaplex.

CUNY Black Male Initiative

City University of New York

New York, NY

www1.cuny.edu

This initiative is intended to increase, encourage, and support the inclusion and educational success of under-represented groups in higher education, in particular black males. All programs and activities of the Black Male Initiative are open to all academically eligible students, faculty and staff, without regard to race, gender, national origin, or other characteristic. Based on a report to the Chancellor by a University Task Force on the Black Male Initiative, the program seeks to:

- Provide strong University leadership on the challenges facing black youth and men;
- Strengthen the school-to-college pipeline to enable many more black male students to move into higher education;
- Increase admission and graduation rates at CUNY colleges;
- Improve teacher education to prepare professionals for urban education;
- Improve employment prospects for black males;
- Contribute to the reduction of the incarceration rate for black men;
- Establish an Institute for the Achievement of Educational and Social Equity for Black Males;
- Involve experts in the implementation of the recommendations; and

- Establish benchmarks and hold Colleges accountable for implementing these recommendations.

The Diversity Advancement Project

Center for Social Inclusion

New York, NY

www.diversityadvancementproject.org

The Diversity Advancement Project identifies existing opportunities to break existing frames that undermine our discussion of how to transform our society into a fair and inclusive one. It also develops strategies to build new frames that support a vision of a society without a dominant racial group. It develops tools such as publications, talking points and strategy papers. It identifies, analyzes and shares relevant research to inform strategies to move the public discussion on diversity. It convenes racial justice advocates, academic researchers from many disciplines, trade unionists and other stakeholders to engage in information sharing, strategy development, relationship building and other activities to align efforts, develop partnerships and inform strategies to achieve structural diversity.

Joint Center for Political and Economic Studies

Washington, DC

www.jointcenter.org

The Joint Center for Political and Economic Studies is a research and policy analysis institution focused exclusively on issues of particular concern to African Americans and other people of color. Founded in 1970 as a resource for newly-elected Black public officials, it has evolved into a more comprehensive think tank focused on issues related to African American political participation, health disparities, economic empowerment, media and technology, and governance and civic engagement. It disseminates its analyses largely through publications and forums. It also is the convener of the National Policy Alliance, an alliance of all ten of the organizations that represent Black public officials at every level of government.

Kirwan Institute for the Study of Race and Ethnicity

Ohio State University

Columbus, OH

www.kirwaninstitute.org

The central mission of the Kirwan Institute for the Study of Race and Ethnicity is to contribute meaningfully to the field of research and scholarship on race, ethnicity and social justice, to assist in reframing the way that we talk about and act on race and ethnicity, and to deepen the understanding of the causes and consequences of and solutions to racial and ethnic hierarchy and disparity so that we can envision and realize a society that is fair and just for all people, where opportunity is not limited by race, ethnicity, gender or class, where democratic ideals inform social policy, and where all people recognize and embrace the universal responsibility that each person has for the welfare of every other person. By creating a research-based structural lens to look at racism, we are shifting not only the way that racism is conceptualized, but also the way we conceive of strategies to counteract its impact. In shifting the way we talk about, think about and act on race, the Institute hopes to give new meaning to the proposition that human destinies are intertwined.

Institute for the Study and Promotion of Race and Culture

Boston College

Chestnut Hill, MA

www.bc.edu/bc_org/avp/soe/isprc

Founded in 2000 at Boston College under the direction of Dr. Janet E. Helms, the ISPRC seeks to promote the assets and address the societal conflicts associated with race or culture in theory and research, mental health practice, education, business, and society at large. It attempts to solicit, design, and disseminate effective interventions with a proactive, practical focus. Each year the Institute will address a racial or cultural issue that could benefit from a pragmatic scholarly focus through its Diversity Challenge Conference.

New Racial Studies Project

University of California
Santa Barbara, CA

www.newracialstudies.ucsb.edu

The UCSB New Racial Studies Project is a developing think tank that focuses on the dynamics of race and racism in the 21st century. It is committed to revitalizing racial studies on the UCSB campus and beyond. It grew out of a series of informal meetings and events to discuss ongoing work on such subjects as: incarceration rates, the meaning of white identity, the rise of a new American empire, the phenomenon of “Islamophobia,” and the peculiar link between racism, sexism, and homophobia, among other issues. Its main goal is to foster and support new knowledge about race and racism by supporting and sponsoring research projects, assisting in obtaining funding and disseminating research findings, developing resources for teaching and community work, and linking to similar projects located beyond the UCSB campus.

The Opportunity Agenda

New York, NY
Washington, D.C.

www.opportunityagenda.org

The Opportunity Agenda works to ensure that the United States lives up to its promise as the land of opportunity for every person who lives here. It works across social justice issues to build public support for greater opportunity. It partners with groups that span diverse issues and constituencies, and over the past year it has worked to increase public support for a just rebuilding of the Gulf Coast after Hurricane Katrina, policies that integrate immigrants into the fabric of American life, diversity in public schools under threat by the Supreme Court, and other aspects of opportunity for all. It uses research on values and public opinion to understand public attitudes and craft strategies for influencing the public debate, convenes workshops and planning sessions with diverse coalitions, provides media training and placement, develops communications and advocacy tools, and works to translate social science research into social justice solutions.

PolicyLink

Oakland, CA

www.policylinkk.org

PolicyLink is a national research and action institute advancing economic and social equity by Lifting Up What Works ®. PolicyLink work is guided by the belief that those closest to the nation’s challenges are central to the search for solutions. With local and national partners, PolicyLink is spotlighting promising practices, supporting advocacy campaigns, and helping to bridge the traditional divide between local communities and policymaking at the local, regional, state, and national levels. Among its approaches is equitable development, which is grounded in four principles: the integration of people and place; reduction of local and regional disparities; promotion of “double bottom line” investments; and ensuring meaningful voice, participation, and leadership from community members. This framework is used to promote a range of

economic and social issues, including achieving the fair distribution of affordable housing throughout regions, equity in public investment, and community strategies to improve health.

Poverty & Race Research Action Council

Washington, DC

www.prrac.org

PRRAC is a civil rights policy organization convened by major civil rights and anti-poverty groups in 1989. PRRAC's primary mission is to help connect social scientists with advocates working on race and poverty issues, and to promote a research-based advocacy strategy on issues of structural racial inequality. It disseminates new research on race and poverty in its bi-monthly publication, **Poverty & Race**, and through its web site, and it engages in specific civil rights research and advocacy projects on issues such as housing education, and health.

Sport in Society

Northeastern University

Boston, MA

www.sportinsociety.org

The Center for the Study of Sport in Society, utilizing the power and appeal of sports, works locally, nationally and globally to identify and address social problems in sports and in society. It conducts research, develops programs that offer solutions, and educates and advocates on the emerging issues. It believes that utilizing the power and appeal of sport can help to create a just world by eliminating discrimination, hate and violence, while creating lasting solutions, and promoting healthy development and social responsibility. Violence Prevention and Diversity (VPD) is the over-arching umbrella for the four human rights educational programs offered by the Center for the Study of Sport in Society. These action oriented programs aim to encourage, empower, engage and influence young people and adults to speak on issues surrounding violence, diversity, conflict resolution, inclusion and social justice.

Tulane University Institute for the Study of Race and Poverty

Tulane University

New Orleans, LA

www.isrp.tulane.edu

The Institute for the Study of Race and Poverty (ISRP), funded by the Ford Foundation, facilitates and promotes social justice, particularly for persons of color and the disadvantaged through research, education, policy and advocacy. Its mission is to achieve a greater understanding of racialized poverty and promote change in existing policies and practices that negatively impact the poor and disenfranchised. Its research goals and objectives are to:

- Conduct and review analyses of the intersection of race and poverty, with particular attention focused on the local metropolitan area and the policies and practices that perpetuate cumulative long-term economic and social disadvantage.
- Maintain an ongoing exploration of “best organizational practices and policies” and become a clearinghouse for such information.
- Develop the capacity to facilitate culturally sensitive community-based research.

University of Minnesota Institute on Race & Poverty

University of Minnesota

Minneapolis, MN

www.irpumn.org

The Institute on Race & Poverty (IRP) investigates the ways that policies and practices disproportionately affect people of color and the disadvantaged. A core purpose for IRP's work

is to ensure that people have access to opportunity. Another is to help the places where people live develop in ways that both promote access to opportunity and help maintain regional stability. It conducts research, disseminates findings through publications and its web site, and convenes conferences.

NATIONAL EDUCATION AND TRAINING ORGANIZATIONS

The following organizations operate on a national or regional scale and are engaged primarily in educating people about racism, training them to be engaged in racial equity activities, and/or providing other means of support. In some cases it is not clear whether the organization operates primarily locally or on a larger scale. In such cases a judgment was made about its primary focus. Also, in some cases organizations are listed that do not focus primarily on racism, but because it is a significant portion of their activities, they are included in this list. The organizations are listed alphabetically.

Advancement Project

Washington, DC

www.advancementproject.org

Advancement Project is a policy, communications and legal action group committed to racial justice. It was founded by a team of veteran civil rights lawyers in 1998 “to develop, encourage, and widely disseminate innovative ideas, and pioneer models that inspire and mobilize a broad national racial justice movement to achieve universal opportunity and a just democracy.” It partners with community organizations bringing them the tools of legal advocacy and strategic communications to dismantle structural exclusion. It believes that structural racism can be dismantled by multi-racial grassroots organizing focused on changing public policies and supported by lawyers and communications strategies.

Alliance for Truth and Racial Reconciliation

%The William Winter Institute for Racial Reconciliation

University of Mississippi

University, MS

www.wwirr@olemiss.edu

In 2005, a gathering of groups based in the Deep South met to talk about helping communities confront issues of racial violence and reconciliation. Representatives of The Birmingham Pledge, Southern Truth and Reconciliation, and the William Winter Institute for Racial Reconciliation were present. Out of this meeting grew the desire to form a regional alliance, creating a network of organizations dedicated to similar ideals, who could serve local community needs throughout the South. This led to the March 2006 Southern Exposure conference, hosted by the three original groups, at the University of Mississippi, where the Winter Institute resides. The Alliance for Truth and Racial Reconciliation (ATRR) grew out of this meeting. It promotes truth-seeking and reconciliation on issues of racial violence by deepening our understanding of history and its continuing effects and by working for justice. As an alliance of concerned individuals and committed local organizations, it seeks to address the concerns of healing, accountability, reparations, restorative justice, and coalition-building. By working collaboratively, it supports and promotes efforts by individuals and local groups to build bridges and create community, through hearings, conferences, community-based initiatives, dialogue-building sessions, forums, and projects, as well as supporting national legislation and initiatives consistent with these efforts to strengthen the social, economic, political, and environmental fabric of the United States. Below are the organizations represented at the March, 2006 conference and those who have since joined the Alliance (Note: Many of these organizations are described in

greater detail, primarily in the section on Community-Based Racial Justice/Racial Reconciliation Organizations):

1898 Foundation, Inc. <http://www.atrr.org/documents/SEconf-orgs.pdf>

Activists with a Purpose Contact: Dianna Freelon-Foster
760 E. Govan Extd. #308
Grenada, MS 38901
662-226-9720

Anthony Crawford Remembered
<http://www.thealm.com/info/infoview.asp?documentid=10>

Anti-Defamation League www.adl.org

Anti-Prejudice Consortium <http://www.antiprejudice.org/about.html>

Beloved Community Center/Greensboro Truth and Community Reconciliation Project <http://www.belovedcommunitycenter.org/group/f85fd1d1132a551cbe13abc4337081a93>

The Birmingham Pledge <http://www.birminghampledge.org/>

Clayton Jackson McGhie Memorial Board <http://www.claytonjacksonmcghie.org/>

Coalition to Remember the 1906 Atlanta Race Riot <http://www.1906atlantaraceriot.org/>

Committee for the Apology Contact: Mark Planning
1133 Connecticut Ave, N.W., Suite 300
Washington, DC 20036
ph. 202-293-1127

Facing History and Ourselves <http://www.facinghistory.org/>

Greensboro Truth and Reconciliation Commission <http://www.greensborotrc.org/>

The International Museum of Muslim Cultures <http://www.muslimmuseum.org/>

The Keepers of Love <http://www.thekeepersoflove.com/>

Lemuel Penn Memorial Committee <http://www.atrr.org/documents/lem-penn.htm>

Mission Mississippi <http://www.missionmississippi.org/>

Moore's Ford Memorial Committee <http://www.mooresford.org/>

The Philadelphia Coalition <http://www.neshobajustice.com/>

Race With History <http://www.racewithhistory.org/>

RockRose Institute <http://www.rockroseinstitute.org/>

Rosewood Heritage Foundation <http://www.displaysforschools.com/rosewood.html>

Southern Truth and Reconciliation (STAR) <http://www.southerntruth.org/>

American Jewish Committee

New York, NY

www.ajc.org

The American Jewish Committee (AJC), established in 1906 by a small group of American Jews deeply concerned about pogroms aimed at Russian Jews, determined that the best way to protect Jewish populations in danger would be to work towards a world in which all peoples were accorded respect and dignity. Over 100 years later, AJC continues its efforts to promote pluralistic and democratic societies where all minorities are protected. AJC is an international think tank and advocacy organization that attempts to identify trends and problems early - and take action. Its key areas of focus are: combating anti-Semitism and all forms of bigotry; promoting pluralism and shared democratic values; supporting Israel's quest for peace and security; advocating for energy independence; and strengthening Jewish life. In addition to its New York headquarters and Office of Government & International Affairs in Washington, AJC has 29 chapters and 3 independent affiliates in the U.S. and 8 overseas offices. In addition, AJC has 28 global partnerships.

Americans for Indian Opportunity

Albuquerque, NM

www.aio.org

Americans for Indian Opportunity (AIO) catalyzes and facilitates culturally appropriate initiatives and opportunities that enrich the cultural, political and economic lives of Indigenous peoples. Founded by LaDonna Harris (*Comanche*) in 1970, AIO draws upon traditional Indigenous values to foster enlightened and responsible leadership, inspire stakeholder-driven solutions, and convene visionary leaders to probe contemporary issues and address challenges of the new century. AIO has collaborated with tribal governments, organizations and community groups to address and affect a variety of areas in Tribal America including energy policy, economic development, housing, the environment, education, tribal governance, arts and culture. AIO also seeks to create new avenues for international Indigenous interaction, to explore ways Indigenous peoples can influence globalization. AIO's acclaimed initiative is the American Indian Ambassadors Program, a Native American community capacity-building, leadership development effort that AIO has been operating since 1993. The program is designed to help early to mid-career Native American professionals strengthen, within an Indigenous cultural context, their ability to improve the well-being and growth of their communities.

Anti-Defamation League

New York, NY

www.adl.org

The Anti-Defamation League was founded in 1913 "to stop the defamation of the Jewish people and to secure justice and fair treatment to all." Now among the nation's premier civil rights/human relations agencies, ADL fights anti-Semitism and all forms of bigotry, defends democratic ideals and protects civil rights for all. A leader in the development of materials, programs and services, ADL builds bridges of communication, understanding, and respect among diverse groups, carrying out its mission through a network of 30 regional and satellite offices in

the United States and abroad. It fights anti-Semitism and all forms of bigotry through information, education, legislation, and advocacy.

The Anti-Racism Training Institute of the Southwest

%Institute for Democratic Renewal
Claremont Graduate University
Claremont, CA

Contact: john.maguire@cgu.edu

The Anti-Racism Training Institute of the Southwest grew out of the work of Albuquerque Project Change, a multi-racial, multi-cultural organization founded 10 years ago to address institutional racism in Albuquerque and three other cities across the nation. Institutional racism is different from individual bigotry or prejudice. It is systemic. It is the intentional or unconscious subordination of specific racial groups through organizational practices and norms. Over a 10-year period of educating and organizing, it has become crystal clear to Albuquerque Project Change that a major barrier to undoing racism is the lack of a shared analysis about what racism is. It found that even some of the most well-meaning people can't agree about the basic definition of racism and, therefore, cannot build alliances to uproot it. The institute addresses four issues— health care, education, the legal system, and community and economic development. It targets institutions with an impact on these issues, because these are the issues that most profoundly affect the well being of all New Mexicans. It examines institutional policies and practices under a microscope to uncover how each of them perpetuates racial inequality and what action is required for change.

Asian American Justice Center

Washington, DC

www.napalc.org

Founded in 1991, the Asian American Justice Center (formerly the National Asian Pacific American Legal Consortium) works to advance the human and civil rights of Asian Americans through advocacy, public policy, public education, and litigation. It is one of the nation's leading experts on issues of importance to the Asian American community including: affirmative action, anti-Asian violence prevention/race relations, census, immigrant rights, immigration, language access, television diversity and voting rights.

Association of American Colleges and Universities

Washington, DC

www.aacu.org

The mission of the Association of American Colleges and Universities is to make the aims of liberal learning a vigorous and constant influence on institutional purpose and educational practice in higher education. It pursues this mission through research, publications, and conferences aimed at both students and faculty. It was a key organizer of the Campus Week of Dialogue on Race sponsored by President Clinton's Initiative on Race.

California Rural Legal Assistance

San Francisco, CA

www.crla.org

California Rural Legal Assistance, Inc. (CRLA), a 501(c)(3) non-profit legal services organization, seeks to ensure that California's poorest communities have access to justice. CRLA provides California farm workers and low-income families with no-cost legal representation, community outreach, and educational workshops in the areas of health, housing, civil rights, education, family security, and employment. Since 1966, it has led collaborative efforts with private, public,

and non-profit agencies to expand the accessibility of the justice system to low-income individuals and families, and to educate and empower our clients to maintain equal protection under the law. CRLA's multi-lingual, culturally diverse staff serves over 40,000 clients and community members annually in 23 offices statewide, from the US-Mexico border to Northern California.

Camp Anytown – National Conference for Community and Justice (NCCJ)

Brooklyn, NY

www.nccj.org

Camp Anytown is an intensive four-day, three-night residential leadership-development retreat for high school and college youth. Twenty-five to 30 Anytown camps involving 1,500 participants are held each year throughout Silicon Valley and in locations north of San Francisco from Marin to Mendocino. Each Anytown retreat focuses on one or two schools and includes training for faculty and staff as well as for local police officers and other adults, all of whom participate in the retreats. Anytown retreats are based on respect, acceptance and responsibility – core values that promote non-violent communities.

Center for Community Change

Washington, DC

www.communitychange.org

The Center for Community Change strengthens, connects and mobilizes grassroots groups to enhance their leadership, voice and power. It believes that vibrant community-based organizations, led by the people most affected by social and economic injustice, are key to putting an end to the failed "on your own" mentality of the right and building a new politics based on community values. Founded in 1968 to honor the life and values of Robert F. Kennedy, the Center is one of the longest-standing champions for low-income people and communities of color.

Center for Third World Organizing

Oakland, CA

www.ctwo.org

The Center for Third World Organizing (CTWO, pronounced "C-2") is a racial-justice organization dedicated to building a social-justice movement led by people of color. CTWO is a 25-year-old training and resource center that promotes and sustains direct-action organizing in communities of color in the United States. CTWO's programs include training of new and experienced organizers, including the well-known Movement Activist Apprenticeship Program (MAAP); establishing model multi-racial community organizations; and building an active network of organizations and activists of color to achieve racial justice in its fullest dimensions. It states as its mission that CTWO is a racial justice organization led by people of color whose mission is to achieve social and economic justice. CTWO envisions the creation of a just and equitable society in which communities of color are active participants in the creation of decisions and policies that shape their lives.

Crossroads Anti-Racism Organizing and Training

Matteson, IL

www.crossroadsantiracism.org

The mission of Crossroads is to dismantle systemic racism and build anti-racist multicultural diversity within institutions and communities. This mission is implemented primarily by training institutional transformation teams, helping them to analyze racism and to develop and implement strategies to dismantle racism within their structures. The specific skills that teams

develop are: analysis of systemic racism, research and evaluation, teaching about racism, and organizing to develop and implement strategies for change.

Dolores Huerta Foundation

Bakersfield, CA

www.doloreshuerta.org

The mission of the Dolores Huerta Foundation is to inspire and motivate people to organization sustainable communities to attain social justice. It operates programs in community organizing and community organizer training, policy research and advocacy, and the maintenance of archives and historical materials in order to teach organizing and empowerment through multi-media workshops across the country.

Equal Justice Society

San Francisco, CA

www.equaljusticesociety.org

The Equal Justice Society is a national organization of scholars, advocates and concerned individuals advancing creative legal strategies and public policy for enduring social change. Its goal is to reshape jurisprudence to ensure that the rights all are expanded, rather than diminished, by the courts and policy makers. It seeks to develop and disseminate new theories to help ensure fairness and democracy; sponsor forums, presentations, and debates on the legal issues of our day; mentor progressive advocates to go forth and fight for social justice; and forge concrete connections between law students and those who are out on the front lines practicing law, working for justice, developing jurisprudence, and serving on the bench.

Everyday Democracy (formerly Study Circles Resource Center)

East Hartford, CT

www.everyday-democracy.org

Everyday Democracy's ultimate vision is that local communities create and sustain public dialogue and problem solving. Such strong local democracies can form the cornerstone of a vibrant national democracy. Its mission is to help communities develop their own ability to solve problems by exploring ways for all kinds of people to think, talk and work together to create change. Racism has a special place in its work, because it is rooted in our country's history and is embedded in our culture. It is still one of the greatest barriers to solving all kinds of public problems and to fulfilling the promise of our democracy. Because of this, Everyday Democracy helps communities address race and diversity throughout their work, on any issue, to create community dialogue and change.

Evangelical Lutheran Church of America

ELCA Churchwide Organization

Chicago, IL

www.ecla.org

The Evangelical Lutheran Church in America (ELCA) is a community of faith that shares a passion for making positive changes in the world. Their faith is built around a strong belief in God as made known to us in Jesus Christ. Through worship, service, and education, they practice their faith, grow their relationship with God and experience God's grace in their lives. They also work hard to put their faith into action and strive to make a difference in practical, realistic ways.

Facing History and Ourselves

Brookline, MA

www.facinghistory.org

Facing History and Ourselves is a professional development program for teachers, across the United States and abroad...who understand that their students' academic and emotional growth depends to a large degree on their own commitment to growing and learning. A non-profit educational organization that works with teachers of middle and high school students, Facing History helps teachers master important skills in classroom pedagogy and provides a framework for the intensive study of history that recognizes genuine learning as a deeply personal enterprise. In a Facing History course, students gain exposure to sophisticated historical and literary texts, including an array of primary source materials, and to a variety of intellectual and philosophical concepts. They learn how to make meaning of these materials and ideas. As they sharpen their analytical skills, students see the complexities of history, and make appropriate connections between the past and the present. Facing History and Ourselves is a civic education program that teaches about the privileges, the responsibilities and the skills of citizenship. Students learn about the values of democracy, in part, by examining a particular historical moment – early twentieth century German society – in which democracy crumbled. By learning that society's demise caused largely by the choices made by ordinary citizens, students begin to understand the value of making responsible choices.

The Faith and Politics Institute

Washington, DC

www.faithandpolitics.org

The Faith and Politics Institute, a nonpartisan, interfaith organization, was founded in 1991 to help public officials stay in touch with their faith and deeper values as they shape public policy. The word "faith" was chosen instead of the word "religion" to communicate a reference point broader than any single religious doctrine. The Faith and Politics Institute envisions a world where all political leaders draw upon their faith to heal society's wounds. Drawing universal wisdom from a range of spiritual traditions, The Faith & Politics Institute equips members of Congress to better serve the people by providing the space for spiritual and moral reflection and bipartisan, interfaith community. The Institute encourages civility and respect as spiritual values essential to democracy and strives to strengthen political leadership that contributes to healing the wounds dividing our nation and our world through a range of activities involving members of Congress, including experiential pilgrimages, reflection groups, United States-South Africa faith and politics initiative, capitol forum series, retreats, St. Joseph's day breakfast, and the congressional reception.

Fetzer Institute

Kalamazoo, MI

www.fetzer.org

The mission of the Fetzer Institute, to foster awareness of the power of love and forgiveness in the emerging global community, rests on its conviction that efforts to address the world's critical issues must go beyond political, social, and economic strategies to their psychological and spiritual roots. The Institute uses the bulk of its income to actively run its own programs or services, and it does not accept unsolicited proposals for funding. It occasionally offers fellowships, requests for proposals, and awards that are open for application. As important as the content of the Fetzer Institute's work is the way it collaborates with others to develop its programs. In an open and trusting environment, the Institute convenes working groups to discern areas of future activity. It then invests in the wisdom and the questions that emerge from these dialogues. Institute meetings include dialogue, inquiry, reflection, and contemplation, as well as attention to measurable outcomes. This approach enhances traditional models, transforming individuals, organizations, and communities.

International Center for Transitional Justice

New York, NY

www.ictj.org

The International Center for Transitional Justice (ICTJ) assists countries pursuing accountability for past mass atrocity or human rights abuse. The Center works in societies emerging from repressive rule or armed conflict, as well as in established democracies where historical injustices or systemic abuse remain unresolved. The ICTJ assists in the development of integrated, comprehensive, and localized approaches to transitional justice comprising five key elements: prosecuting perpetrators, documenting and acknowledging violations through nonjudicial means such as truth commissions, reforming abusive institutions, providing reparations to victims, and facilitating reconciliation processes. The core principles of the ICTJ are reflected in the following five operational guidelines:

- Prioritize the interests and perspectives of victims and survivors.
- Promote compliance with international obligations.
- Shape policy and advice based on a rigorous analysis of the national and international context and circumstances.
- Promote local involvement and empowerment.
- Support and facilitate the work of organizations and individuals in the transitional justice field.

The Jamestown Project

Cambridge, MA

www.jamestownproject.org

The Jamestown Project is a diverse action-oriented think tank of new leaders who reach across boundaries and generations to make democracy real. Founded and operated primarily by people of color and women, The Jamestown Project consists of scholars, activists, and communities who use five broad strategies to achieve its mission: generating new ideas; promoting meaningful public conversations and engagement; cultivating new leaders; formulating political strategy and public policy; and using cutting-edge communications techniques that reach a broad public.

Just Communities

Santa Barbara, CA

www.justcommunitiescc.org

Just Communities advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination and oppression. Just Communities was established in 2001 as The National Conference for Community and Justice (NCCJ) of California's Central Coast. At its inception, NCCJ served the Central Coast community by offering the CampUnity program to Santa Ynez youth. Just Communities has since expanded its services in the Santa Barbara, Ventura, and San Luis Obispo Counties to deliver programs to youth, educators, healthcare providers, businesses, non-profit organizations, and interfaith communities. In 2007, Just Communities Central Coast established itself as its own community-based organization and became a founding member of the [National Federation for Just Communities \(NFJC\)](#). NFJC is a coalition of like-minded organizations working across America to bring the values of diversity, inclusion, and social justice to our communities, schools, workplaces and institutions.

Leadership Conference on Civil Rights

Washington, DC

www.civilrights.org

The Leadership Conference on Civil Rights (LCCR) was founded in 1950 by three giants of the civil rights movement — A. Philip Randolph, founder of the Brotherhood of Sleeping Car Porters; Roy Wilkins, Executive Secretary of the NAACP; and Arnold Aronson, a leader of the National Jewish Community Relations Advisory Council. It is the nation's premier civil rights coalition, and has coordinated the national legislative campaign on behalf of every major civil rights law since 1957. LCCR consists of more than 192 national organizations, representing persons of color, women, children, labor unions, individuals with disabilities, older Americans, major religious groups, gays and lesbians and civil liberties and human rights groups. Its mission: to promote the enactment and enforcement of effective civil rights legislation and policy.

League of United Latin American Citizens

Washington, DC

www.lulac.org

The Mission of the League of United Latin American Citizens is to advance the economic condition, educational attainment, political influence, health and civil rights of the Hispanic population of the United States. In its history of over 75 years, LULAC has worked to bring about many of the positive social and economic changes that Hispanic Americans have seen. LULAC has fought for voting rights and full access to the political process, and equal educational opportunity for Hispanic children. LULAC's record of activism continues to this day, as LULAC councils across the nation hold voter registration drives and citizenship awareness sessions, sponsor health fairs and tutorial programs, and raise scholarship money for the LULAC National Scholarship Fund. This fund, in conjunction with the LNES (LULAC National Educational Service Centers), has assisted almost 10 percent of the 1.1 million students who have gone to college. LULAC's activism has extended to the realm of language and cultural rights as well. In response to an alarming increase in xenophobia and anti-Hispanic sentiment, LULAC councils have fought back by holding seminars and public symposiums on language and immigration issues, and its officers have spoken out on television and radio against the "English Only" movement to limit the public (and in some cases, private) use of minority languages.

Mexican American Legal Defense and Education Fund

Los Angeles, CA

www.maldef.org

Founded in 1968 in San Antonio, Texas, the Mexican American Legal Defense and Educational Fund (MALDEF) is the leading nonprofit Latino litigation, advocacy and educational outreach institution in the United States. Its mission is to foster sound public policies, laws and programs to safeguard the civil rights of the 45 million Latinos living in the United States and to empower the Latino community to fully participate in our society. MALDEF achieves its mission by concentrating its efforts on the following areas: employment, education, immigration, political access, language, public resource equity issues. MALDEF achieves its objectives through advocacy, community education, collaboration with other groups and individuals, the awarding of higher education scholarships in law and when necessary, through the legal system.

NAACP

Baltimore, MD

www.naacp.org

The mission of the National Association for the Advancement of Colored People is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination. The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights

and there is no racial hatred or racial discrimination. The following statement of objectives is found on the first page of the NAACP Constitution — the principal objectives of the Association shall be:

- To ensure the political, educational, social, and economic equality of all citizens
- To achieve equality of rights and eliminate race prejudice among the citizens of the United States
- To remove all barriers of racial discrimination through democratic processes
- To seek enactment and enforcement of federal, state, and local laws securing civil rights
- To inform the public of the adverse effects of racial discrimination and to seek its elimination
- To educate persons as to their constitutional rights and to take all lawful action to secure the exercise thereof, and to take any other lawful action in furtherance of these objectives, consistent with the NAACP's Articles of Incorporation and this Constitution.

The National Conference for Community and Justice (NCCJ)

Brooklyn, NY

www.nccj.org

The National Conference for Community and Justice, founded in 1927 as The National Conference of Christians and Jews, is a human relations organization dedicated to fighting bias, bigotry and racism in America. NCCJ promotes understanding and respect among all races, religions and cultures through advocacy, conflict resolution and education.

National Civic League

Denver, CO

www.ncl.org

The National Civic League (NCL) is a non-profit, non-partisan, membership organization dedicated to strengthening citizen democracy by transforming democratic institutions. NCL fosters innovative community building and political reform, assists local governments, and recognizes collaborative community achievement. NCL accomplishes its mission through the technical assistance, training, publishing, research and the All-American City awards.

National Coalition Building Institute

Washington, DC

www.ncbi.org

The National Coalition Building Institute is an international, non-profit, leadership training organization based in Washington, DC, USA. Since 1984, NCBI has worked to eliminate racism and all other forms of prejudice and discrimination throughout the world. NCBI takes a proactive approach that begins with one or more people from a variety of organizational or community settings, including schools, colleges and universities, corporations, foundations, correctional facilities, law enforcement agencies, government offices, and labor unions. These individuals are taught effective leadership skills in the areas of prejudice reduction, violence prevention, conflict resolution, and coalition building. When a handful of like-minded leaders from an organization or community has been trained, a local NCBI resource team is formed. These teams offer prevention-oriented strategies and programs to deal with discrimination and other inter-group tensions. They are also available to intervene when specific inter-group conflicts arise.

National Congress of American Indians

Washington, DC

www.ncai.org

The NCAI was founded in 1944 in response to termination and assimilation policies that the United States forced upon the tribal governments in contradiction of their treaty rights and status as sovereigns. NCAI stressed the need for unity and cooperation among tribal governments for the protection of their treaty and sovereign rights. Since 1944, the National Congress of American Indians has been working to inform the public and Congress on the governmental rights of American Indians and Alaska Natives. NCAI has grown over the years from its modest beginnings of 100 people to include 250 member tribes from throughout the United States. Now serving as the major national tribal government organization, NCAI is positioned to monitor federal policy and coordinated efforts to inform federal decisions that affect tribal government interests. Now as in the past, NCAI serves to secure for American Indians and their descendants the rights and benefits to which they are entitled; to enlighten the public toward a better understanding of the Indian people; to preserve rights under Indian treaties or agreements with the United States; and to promote the common welfare of the American Indians and Alaska Natives.

National Council of Churches

Washington, DC

www.nccusa.org

The NCC's leadership helps to link faith groups throughout the country and worldwide. In addition to working closely with its member communions, the NCC maintains working relationships with the Roman Catholic Church, Evangelical and Pentecostal communities and other Christian bodies, and has reached out to numerous partners in ministry, both on the local and regional level, and in national alliances that help get important objectives accomplished. The NCC also networks with the many ecumenical and interfaith organizations established at the local, state and regional level, in the U.S. and abroad. And it promotes harmonious relations among Christians, Jews, Muslims, Buddhists, practitioners of traditional Native American religion and many other faith groups in a society that is increasingly multi-religious.

National Council of La Raza

Washington, DC

www.nclr.org

The National Council of La Raza (NCLR) – the largest national Hispanic civil rights and advocacy organization in the United States – works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community-based organizations (CBOs), NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico, and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis, and advocacy, providing a Latino perspective in five key areas – assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity-building assistance to its Affiliates who work at the state and local level to advance opportunities for individuals and families. Founded in 1968, NCLR is a private, nonprofit, nonpartisan, tax-exempt organization headquartered in Washington, DC. NCLR serves all Hispanic subgroups in all regions of the country and has operations in Atlanta, Chicago, Los Angeles, New York, Phoenix, Sacramento, San Antonio, and San Juan, Puerto Rico.

National Legal Aid and Defender Association

Washington, DC

www.nlada.org

NLADA is the nation's leading advocate for front-line attorneys and other equal justice professionals - those who make a difference in the lives of low-income clients and their families and communities. Representing legal aid and defender programs, as well as individual advocates, NLADA is the oldest and largest national, nonprofit membership association devoting 100 percent of its resources to serving the broad equal justice community. NLADA serves the equal justice community in two major ways: providing first-rate products and services and as a leading national voice in public policy and legislative debates on the many issues affecting the equal justice community. It also serves as a resource for those seeking more information on equal justice in the United States.

National MultiCultural Institute

Washington, DC

www.nmci.org

The mission of the National MultiCultural Institute (NMCI) is to work with individuals, organizations, and communities to facilitate personal and systemic change in order to build an inclusive society that is strengthened and empowered by its diversity. Through the development of strategic initiatives, partnerships, and programs that promote an inclusive and just society, NMCI seeks to be at the forefront of global efforts to address critical and emerging issues in the diversity field. In the past few years, over 40,000 participants have attended its national conferences and on-site workshops.

The National Resource Center for the Healing of Racism

Battle Creek, MI

www.nrchr.org

The National Resource Center for the Healing of Racism (NRCHR) was created in 1999 as a 501(c) 3 not-for-profit organization. It begins where diversity training and judicial laws end. It believes that all the laws that can be written to eradicate racism have been passed or discussed with much debate. Its focus is creating a society that embraces the reality of the oneness of humankind, and the eradication of racism and its many forms that dehumanize or cause strife. Its methods and process help change the hearts of people by creating a safe environment to explore the disease of racial conditioning. Over fifteen hundred (1,500) have been trained by the NRCHR and the results are exceptional. The unique perspective of the NRCHR centers on the oneness of the human family. This perspective is the next phase in removing barriers among people. It deals with the mind and the heart, and addresses the undercurrent to which laws and intellect cannot adequately speak. It provides one of the few well-known places where people of different ethnicities, cultures and hues can come together to heal the wounds of racism. People begin a transformation process – a dialogue of the spirit that can make real changes in how people perceive themselves and others. The NRCHR seeks to take this approach to a broad cross-section of people in the United States, adults and youth, in order to make an impact upon the public conscience and actions regarding racism.

National Urban League

New York, NY

www.nul.org

Established in 1910, The Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream. Today, the National Urban League, headquartered in New York City, spearheads the non-partisan efforts of its local affiliates. There are over 100 local affiliates of the National Urban League located in 35 states and the District of Columbia providing direct services to

more than 2 million people nationwide through programs, advocacy and research. The mission of the Urban League movement is to enable African Americans to secure economic self-reliance, parity, power and civil rights. The Urban League employs a five point strategy, tailored to local needs, in order to implement the mission of our movement: education and youth empowerment, economic empowerment, health and quality of life empowerment, civic engagement and leadership empowerment, civil rights and racial justice empowerment.

Operation Understanding

Philadelphia, PA

www.operationunderstanding.org

Operation Understanding is a community-based organization designed to train young people in cross-cultural leadership and to promote dialogue between the African-American and Jewish communities. Its mission is to develop a cadre of African-American and Jewish leaders which is educated about each other's histories and cultures and can effectively lead American communities to a greater understanding of diversity. Operation Understanding identifies future leaders, exposes them to cross-cultural experiences, and provides them with the leadership and facilitation skills to promote understanding amongst their peers.

The People's Institute for Survival and Beyond

New Orleans, LA

www.pisab.org

The People's Institute for Survival and Beyond (PISAB), is a national and international collective of anti-racist, multicultural community organizers and educators dedicated to building an effective movement for social transformation. The People's Institute for Survival and Beyond considers racism the primary barrier preventing communities from building effective coalitions and overcoming institutionalized oppression and inequities. Through Undoing Racism™/Community Organizing Workshops, technical assistance and consultations, PISAB helps individuals, communities, organizations and institutions move beyond addressing the symptoms of racism to undoing the causes of racism so as to create a more just and equitable society.

Philanthropic Initiative for Racial Equity

Washington, DC

www.racialequity.org

The Philanthropic Initiative for Racial Equity (PRE) is a multiyear project intended to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers. PRE works to assist organized philanthropy to meet the overall community goals of racial equity. Since its inception in January 2003, PRE has directly engaged hundreds of foundation representatives (including program staff, management, board members and individual donors) in discussions of racial equity and, in particular, how they can advance the mission of achieving racial equity through their own philanthropic institutions. PRE is a project of the Tides Center, a 501(c)3 organization that provides administrative and infrastructure support to new emerging charitable organizations who share its mission of striving for positive social change. PRE also has major multiyear support from the C.S. Mott Foundation, as well as generous project support from the W.K. Kellogg Foundation, Annie E. Casey Foundation, Marguerite Casey Foundation, and Akonadi Foundation.

Project Change

Oakland, CA

www.projectchange.org

The Institute for Democratic Renewal/Project Change (IDR/PC) strives to combat injustice in the United States through a variety of training centers, projects, convenings, presentations and technology initiatives. Its primary goal is to assist communities who are experiencing structural exclusion to participate more fully in the democratic process. Capitalizing on years of experience in working with communities combating racism, the Institute for Democratic Renewal/Project Change (IDR/PC) has increasingly become a technical assistance provider to efforts seeking to transform local and regional policies and practices.

Race Talks

Cambridge, MA

www.racetalks.org

This is a web-based project that facilitates a multi-racial learning community through seminars that discuss race and gender, large law school classes, police training programs, and community advocacy groups. It is operated by Lani Guinier and Susan Sturm, law professors who have been experimenting for more than 10 years with learning as a democratic practice. In 1990, with their students, they built a multi-racial learning community in a law school classroom, producing an extraordinarily engaged, open, and exciting dynamic atmosphere. They came to this project to address the needs of students of color, women and those who felt intellectually or professionally uninspired by the traditional law school curriculum.

Racial Justice Collaborative

New York, NY

<http://63.135.126.7>

The Racial Justice Collaborative is a partnership of private and corporate foundations, family foundations and individual donors that share a commitment to support and learn from communities seeking racial justice. The collaborative provides grants to partnerships involving lawyers and community organizations that are using legal and non-legal tools to achieve equity and fairer policies for communities marginalized by race, ethnicity, and immigrant or citizenship status. It arose out of a report commissioned by the Rockefeller Foundation, and it has three primary components: a national grant-making fund, state and regional grant-making funds, and a documentation and learning initiative.

Southern Anti-Racism Network

Durham, NC

www.projectsarn.org

The Southern Anti-Racism Network originates from the Challenging White Supremacy Workshop Online. This was a year-long virtual learning experience to “find, recruit, motivate and educate” anti-racist activists throughout the United States. When the online workshop ended in December, 1998, approximately 20 Southern Participants in 7 states formed SARN. Its primary work has been the creation of SPICE-Strong Parental Involvement in Community Education, an organization of parents with children in the Durham Public Schools who support efforts to close the achievement gap between African American and white students. Its current project is the Ella Baker Tour & Retreat, bringing together SNCC veterans and students from high schools and universities around the country to teach about and recruit to the movement for social change.

Southern Christian Leadership Conference

Atlanta, GA

www.sclcnational.org

The beginnings of the SCLC can be traced back to the 1955-1956 Montgomery Bus Boycott. The boycott was carried out by the newly established Montgomery Improvement Association (MIA). Martin Luther King, Jr. served as President and Ralph David Abernathy served as Program Director. The MIA became the Southern Christian Leadership Conference in August 1957, and made basic decisions to adopt nonviolent mass action as the cornerstone of its strategy, to affiliate with local community organizations across the South, and to make the SCLC movement open to all, regardless of race, religion, or background. SCLC is a now a nation wide organization made up of chapters and affiliates with programs that affect the lives of all Americans: north, south, east and west. Its sphere of influence and interests has become international in scope because the human rights movement transcends national boundaries.

Southern Education Fund

Atlanta, GA

www.sefatl.org

The Southern Education Foundation, Inc. (SEF) advances creative solutions to ensure fairness and excellence in education for all. SEF is a public charity with offices in Atlanta, Georgia. Through a variety of programs and strategies involving research, analysis, advocacy, technical assistance, and outreach, SEF works to:

- Improve education policy and practice
- Inform the public about education issues and policy options
- Strengthen parent, school, and private sector efforts to better meet the needs of underachieving students and prepare America's future workforce
- Promote a high quality of universal education

Southern Poverty Law Center

Montgomery, AL

www.tolerance.org

The Southern Poverty Law Center operates a number of programs, including Teaching Tolerance, which is dedicated to reducing prejudice, improving intergroup relations and supporting equitable school experiences for our nation's children. It provides free educational materials to teachers and other school practitioners in the U.S. and abroad. Its self-titled magazine is sent to 400,000 educators twice annually, in September and January, and tens of thousands of educators use its free curricular kits. More than 10,000 schools participate in its annual Mix it Up at Lunch Day program. Web-exclusive offerings include downloadable curricula, other classroom activities, and materials for youth and parents/guardians. Its teaching materials have won two Oscars, an Emmy and more than 20 honors from the Association of Educational Publishers, including two Golden Lamp Awards, the industry's highest honor. Scientific surveys demonstrate that SPLC's programs help students learn respect for differences and bolster teacher practice.

Southern Truth and Reconciliation (S.T.A.R.)

Atlanta, GA

www.southerntruth.org

Southern Truth and Reconciliation responds to requests from communities with histories of lynching and other communal forms of racial and ethnic violence. When Archbishop Desmond Tutu, who chaired the South African Truth and Reconciliation Commission, left his visiting professorship at Emory University, he challenged the United States to address its history of racial violence with an effort equivalent to that of the South African process. S.T.A.R. was founded in 2003 as a response to Tutu's challenge. S.T.A.R. partners with communities to adapt the truth and reconciliation process to local needs, on the premise that truth-telling and

acknowledgement by all stakeholders must precede healing, reconciliation, and justice for the entire community. While STAR does not oppose the prosecution of perpetrators, it does advocate for, and educates communities about, a menu of programs and processes that may contribute to restorative justice and community building.

Southwest Voter Registration Education Project

San Antonio, TX

www.svrep.org

SVREP's mission is to empower Latinos and other minorities by increasing their participation in the American democratic process. We do this by strengthening the capacity, experience and skills of Latino leaders, networks, and organizations through programs that consistently train, organize, finance, development, expand and mobilize Latino leaders and voters around an agenda that reflects their values. Thus, SVREP's motto: "Su Voto Es Su Voz" (Your Vote is Your Voice).

Spirit in Action

Belchertown, MA

<http://spiritinaction.net>

Spirit in Action is a non-profit nation-wide organization that supports, sustains, and connects those who are passionate about justice, love, equality, creativity, and sustainability to work collectively for deep and lasting social change and for the protection of the planet, for our children and grandchildren. It convenes conferences, facilitates workshops, and conducts leadership training in an effort to build a strong social justice movement that can create a world where people live sustainably on the earth, where power is shared collectively, and where peace and justice flourish.

The Strategy Center

Los Angeles, CA

www.thestrategycenter.org

The Labor/Community Strategy Center is a multiracial "think tank/act tank" committed to building democratic, internationalist, Left social movements and challenging the ideological, economic, and political domination of transnational capital. It emphasizes class-conscious labor organizing and fighting for environmental justice and ending climate change, immigrant rights, and first-class transportation, as well as actively confronting the growing criminalization, racialization, and feminization of poverty. It synthesizes grassroots organizing with education, policy development, and artistic culture production.

Unitarian Universalist Association of Congregations

Boston,

www.uua.org

Unitarian Universalism is a liberal religion with Jewish-Christian roots. It has no creed. It affirms the worth of human beings, advocates freedom of belief and the search for advancing truth, and tries to provide a warm, open, supportive community for people who believe that ethical living is the supreme witness of religion. Believing in the inherent worth of each person, our mutual interdependency, and the need to create a world in which each person has the opportunity to flourish, Unitarian Universalism is deeply rooted in social justice as a direct expression of our faith.

Western States Center

Portland,

www.westernstatescenter.org

Western States Center's mission is to build a progressive movement for social, economic, racial and environmental justice in the eight Western states of [Oregon](#), [Washington](#), [Idaho](#), [Montana](#), [Wyoming](#), [Utah](#), [Nevada](#) and [Alaska](#). Its vision is of a just and equitable society governed by a strong, grassroots democracy. The Center works on three levels: strengthening grassroots organizing and community-based leadership; building long term, strategic alliances among community, environmental, labor, social justice and other public interest organizations; and developing the capacity of informed communities to participate in the public policy process and in elections.

The White Privilege Conference

[Matrix Center for the Advancement of Social Equity and Inclusion](#)

University of Colorado-Colorado Springs

Colorado Springs, CO

Contact: aferber@uccs.edu

The Conference on White Privilege serves as a yearly opportunity to examine and explore issues of white privilege, diversity, multicultural education, multicultural leadership, social justice, race/racism, sexual orientation, gender relations, and other systems of privilege/oppression. It provides participants the opportunity to get honest about the type of society in which we live, and the advantages that accrue to some but not others. The conference offers a means to develop and sustain ongoing work to dismantle this system of white privilege, white supremacy, and oppression.

The William Winter Institute for Racial Reconciliation

University of Mississippi

University, MS

www.olemiss.edu/winterinstitute

The William Winter Institute for Racial Reconciliation serves the University of Mississippi and the larger academic community by fostering reconciliation and civic renewal wherever people suffer as a result of racial discrimination or alienation, and promoting scholarly research, study and teaching on race and the impact of race and racism. It seeks to be:

- A trusted and effective national resource and facilitator for communities, businesses and trade associations, not-for-profit and non-government organizations, and government entities seeking to understand and reconcile past and present inequities and achieve fuller cooperation among the races.
- A world class multi-disciplinary center for scholarly research, study, and teaching on race and the impact of race and racism across traditional academic areas.

World Trust Educational Services, Inc.

Oakland, CA

www.world-trust.org

World Trust Educational Services, Inc. is a non-profit educational organization dedicated to creating visual media and other materials that support the development of equitable and sustainable communities worldwide. Its vision is a vibrant, equitable, sustainable world that honors, embraces and utilizes differences amongst peoples in order to fully love, respect and expand the sanctity of life. Among its activities are the production of social media, programs and materials; the hosting of global cross-disciplinary dialogues and programs; and developing social media and materials for other innovative organizations, networks or individuals committed to equitable and sustainable global social transformation.

COMMUNITY-BASED RACIAL JUSTICE/RACIAL HEALING ORGANIZATIONS

The following organizations operate primarily at the local level, trying to bring change to their local communities on the issue of race/ethnicity. They are arranged here alphabetically within four loosely-defined regions of the country—South, Northeast, Midwest, and Far West. It should be noted that this is not an exhaustive list of community-based racial justice/racial healing organizations. Given the fact that many such groups operate on an occasional basis, well below the radar screen, and without paid staff in communities of every size and demographic composition, it would be a huge and lengthy undertaking to provide an exhaustive list, and such a list likely would be outdated by the time it was completed. But the list includes organizations that are broadly representative of the approaches to racial justice/racial healing in communities throughout the country.

Southern Region:

Anti-Prejudice Consortium

Atlanta, GA

www.antiprejudice.org

The Anti-Prejudice Consortium (APC) works to fight prejudice, increase tolerance and promote respect among all people. Its mission is to be a resource for and partner with middle schools and the community in the battle against prejudice, discrimination and intolerance. It administers two programs to do just that. The Power Over Prejudice (POP) Summit and the In School Follow Up (ISF) Program reach thousands of students and counselors each year. More than 5,000 students and 400 counselors from public, private and religious schools throughout metro Atlanta have participated in the POP Summit. These ambassadors of tolerance have worked to bring the fight against prejudice to tens of thousands of students in the area. In addition, they have nearly 300 volunteers from the business, government and non-profit sectors of the community.

Atlanta Race Riot

Atlanta, GA

www.1906atlantaraceriot.org

During the summer of 1906, white fears of African Americans' increasing economic and social power, sensationalized rhetoric from white politicians, and unsubstantiated news stories about a black crime wave created a powder keg of racial tension in Atlanta. The powder keg exploded on the night of September 22nd in what became known as the Atlanta Race Riot. By the time the riot ended on September 25th, at least 25 blacks and two whites lay dead. Over the years, the collective public memory of this act of terrorism has faded, but fears that arose from that violence have continued and have fed the racial attitudes that segregate the city. Coalition sponsored activities meant to restore the memory and move toward reconciliation include: an exhibit at the MLK Historic Site gallery, curriculum material about the riot in area schools, artistic expressions and a community-centered symposium sponsored by local colleges and universities.

The Birmingham Pledge

Birmingham, AL

www.birminghampledge.org

The Birmingham Pledge is an effort of the Birmingham, Ala., community to recognize the dignity and worth of every individual, no matter what race, religion or sex. This Pledge is its way to share with the world the community's commitment to eliminate prejudice in the lives of all people. It is a personal, daily commitment to remove prejudice from our own lives, as well as

the lives of others, and to treat *all* people with respect. In November 1997, inspired by the historic events in Birmingham during the civil rights movement, Birmingham attorney James E. Rotch composed a statement - - a personal commitment, to recognize the importance of every individual, regardless of race or color. This commitment became The Birmingham Pledge, a grassroots movement initiated and promoted by the Community Affairs Committee of Operation New Birmingham to eliminate prejudice in Birmingham and throughout the world. In the last five years, The Birmingham Pledge has worldwide recognition with tens of thousands of people signing this personal commitment. In January 2000 a Joint Resolution of Congress was passed recognizing The Birmingham Pledge and in 2001, President George W. Bush proclaimed September 14 through 21 as National Birmingham Pledge Week, encouraging all citizens to join him by renewing their commitments to fight racism and uphold equal justice and opportunity. Since its inception in 1998, the Birmingham Pledge has been signed more than one-hundred thousand individuals on every continent of the globe who responded to this opportunity to declare a simple and personal commitment to honor the Pledge's goal to eliminate racism in the world one person at a time. The future goal of the Birmingham Pledge is to expand the diversity of the signers and sustain a groundswell of systemic change "one-individual-at-a-time."

Bridges, Inc.

Memphis, TN

www.bridgesusa.org

The mission of Bridges, Inc. is to provide experiential, hands-on learning for youth and adults to be leaders in fighting racism, poverty and educational challenges. It helps youth and adults to find their voices, experience their power and build positive relationships in order to create strong lives and extraordinary communities. Bridges programs serve 10,000 youth and adults in the Memphis area annually through summer conferences and year-long activities that build leadership skills while simultaneously forging ties between future leaders of the community.

Bridging the Gap Project

Atlanta, GA

www.btgonline.org

Bridging the Gap strives to improve the quality of life in Georgia's ethnically diverse communities by forming partnerships that overcome cultural barriers and promote understanding between residents, law enforcement, educators, and other service providers. The programs and services of BTG include: Immigration services, Youth assistance, Crime Prevention Education, Translation/Interpretation services, Refugee services, ESL/Civics education, and Employment services.

Center for Race Relations

Duke University

Center for Multicultural Affairs

www.duke.edu/web/racerelations

The Center for Race Relations at Duke University is a student-run organization that embraces a dual conception of race, one that addresses the problems caused by existing racial definitions while forging a new racial understanding. It acts as an ally for all individuals who are discriminated against and marginalized by providing a safe space for meaningful exchange among all members of Duke's diverse community through sustained dialogue, academic engagement, social interaction, and experiential learning. In so doing, the Center for Race Relations challenges people to think critically about issues of diversity in an environment open to all perspectives.

Crossroads Charlotte

Community Building Initiative
Charlotte, NC

www.crossroadscharlotte.org

Crossroads Charlotte is a special initiative of Foundation For The Carolinas and the John S. and James L. Knight Foundation, managed by the Community Building Initiative, to examine possible futures described in four scenarios and to provide opportunity for organizations, institutions and individuals to take action. The Crossroads Charlotte scenarios were written in response to a core question: What course will Charlotte-Mecklenburg chart for all its residents over the next ten years as we deal with issues of access, equity, inclusion and trust in the social, political, economic and cultural life of the community? This question provided the basis for a look into the future based on values that are fundamental to the community's future vitality.

Delray's Police Board

Delray Beach, Florida

The advisory board serves as a "conduit for the community to address their issues and community problems through a cooperative effort to review community needs and concerns, expectations and responses relative to police services and community policing." It has 13 members from various community organizations, appointed by the city commission, who serve two-year terms. Minority participation is stressed.

East Tennessee Progressive Network

Race Relations Center of East Tennessee
Knoxville, TN

<http://racereactions.org>

Founded in 2003, the Race Relations Center (RRC) of East TN is a regional anti-racism initiative working to build racial justice and equity through dialogue, advocacy, research, and training. Its mission is to promote racial justice and harmony through the implementation of programs specifically designed to combat racial discrimination and by the accumulation and dissemination of information on the process of undoing racism. Specifically, the RRC will serve as a clearinghouse for anti-racism information, resources and training. It is working to build a critical mass of change agents to challenge unjust structures throughout the nine-county region. The Center emerged out of two parallel efforts - the ten years of anti-racism advocacy work of Knoxville Project Change and the Human Relations Diversity Task force of Nine Counties. Improving race relations was identified as a necessary cornerstone to building a vibrant, healthy, sustainable region. The Center represents a marriage of anti-racism and diversity.

Fisk University Race Relations Institute

Nashville, TN

http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp_19980803.17187.html

In 1942, Dr. Charles S. Johnson of Fisk University began a series of seminars known as the Race Relations Institute (RRI). This forum encouraged social scientists, religious leaders, educators, government officials and other notable figures to offer research and discussion on racial parity, and it created a standard method for holding a national dialogue on race. The institute was the vehicle used to mount race-related discussions on issues such as economics, education, governmental policy, housing and employment. Since 1942, RRI has continued to increase awareness among all people of the divisive and insidious nature of racism. Each year the Race Relations Institute holds a one-week seminar on race, convening national and international participants from various areas of concentrations including: education, economics, media, law, religion and health. The RRI has established a Website (www.fiskrri.org) and a list serve,

WILDER ("World Institute for Learning, Discussing and Evaluating Race Relationships"), to encourage dialogue and further disseminate information on race relations. The institute also operates the HOLDINGS Project (Holding Our Library Documents Insures Nobility Greatness and Strength) to preserve the intellectual properties and history of African people, the Dubois/Nash Lecture Series, and corporate-sponsored executive policy seminars.

The Grassroots Leadership Initiative – Sarasota County Openly Plans for Excellence (SCOPE)

Sarasota, FL 34236

www.scopexcel.org

The Grassroots Leadership Initiative (GLI) is a leadership development program to nurture and support promising individuals in Sarasota and Manatee Counties, who have a passion for the community and who are not involved in other leadership programs. Every year, SCOPE engages a diverse group of people in conversations that focus on what they want their future to be as opposed to problem solving the past. In these conversations, or "community studies," SCOPE frees people to innovate and create new approaches to change. Topics are chosen by local residents and have included race and cultural relations, affordable housing, school dropout, redevelopment and infill, family violence, traffic flow and congestion, mental health and aging. With each completed study, SCOPE volunteers work as partners with public officials, individuals and organizations to put those ideas into action and create meaningful change in the community.

Greensboro Truth and Reconciliation Commission

Greensboro, NC

www.greensborotrc.org

The Greensboro Truth and Reconciliation Commission was an independent body of seven highly respected individuals appointed through a democratic and community-wide nomination and selection process. Drawing on similar efforts from around the world, the Commission was the first of its kind in the United States. Its mission, as stated in its Mandate, was to examine "the context, causes, sequence and consequence of the events of November 3, 1979" for the purpose of healing transformation for the community. The specific goals of the Commission, to be accomplished through research and civic engagement, were:

- ❖ Healing and reconciliation of the community
- ❖ Clarifying the confusion and reconciling the fragmentation caused by these events and their aftermath
- ❖ Acknowledging and recognizing people's feelings
- ❖ Helping to facilitate positive changes in social consciousness and community institutions

Its final product was a report on its findings, including specific recommendations for the Greensboro community and its institutions on how to make greater stride towards concrete healing, reconciliation and restorative justice.

Highlander Education and Research Center

New Market, TN

www.highlandercenter.org

Highlander serves as a catalyst for grassroots organizing and movement building in Appalachia and the South. It works with people fighting for justice, equality and sustainability, supporting their efforts to take collective action to shape their own destiny. Through popular education, participatory research, and cultural work, it helps to create spaces -- at Highlander and in local communities -- where people gain knowledge, hope and courage, expanding their ideas of what is possible. They develop leadership and help create and support strong, democratic organizations that work for justice, equality and sustainability in their own communities and that

join with others to build broad movements for social, economic and restorative environmental change. The founding principle and guiding philosophy of Highlander is that the answers to the problems facing society lie in the experiences of ordinary people. Those experiences, so often belittled and denigrated in our society, are the keys to grassroots power.

Initiatives of Change/Hope in the Cities

Richmond, VA 23220

www.iofc.org

This program was launched in Virginia, USA, in 1990 to address the issue of racial healing. Its goal and mission is to create just and inclusive communities through reconciliation among racial, ethnic and religious groups based on personal and institutional transformation. It offers various dialogue modules such as relationship-building, public policy engagement, multifaith dialogues, education and action, facilitator training and leadership training through Connecting Communities Fellowship Program.

Jacksonville Community Council, Inc.

Jacksonville, FL 32207

www.jcci.org

JCCI is a nonpartisan civic organization that engages diverse citizens in open dialogue, research, consensus building and leadership development to improve the quality of life and build a better community in Northeast Florida and beyond.

Lemuel Penn Memorial Committee

Carlton, GA

www.attr.org

This group organized on Easter of 2004 to commemorate the anniversary of the assassination of Lt. Col. Lemuel Penn. He was murdered by members of the Ku Klux Klan at the Broad River Bridge in Madison County, Georgia as he was driving back home to Washington, D.C. after a refresher course at Ft. Benning. The killers were caught by the FBI, but acquitted by a local jury. The federal government stepped in and prosecuted them for civil rights violations, the first such use of the newly enacted civil rights law. This major historical event was willfully “forgotten” locally until a memorial service in honor of Lemuel Penn was organized. At a packed church in Madison County, the Committee celebrated him with speeches and Southern gospel music, from both black and white traditions. A love offering raised more than enough to install a bronze historic marker, sanctioned by the Georgia Historic Society, to be placed at the bridge where he was killed.

Little Rock Racial and Diversity Commission

Little Rock, AR 72201

www.littlerock.org

The Little Rock Racial and Cultural Diversity commission has the full-time mission of promoting equal opportunity and the full exercise of civil rights for all citizens of the City. It is committed to dismantling racism and reducing prejudice within the City through modeling, education, and policy development and celebration. The Commission believes it is vital to focus energy on two fronts concurrently: Education to transform individual attitudes and behaviors of prejudice and racism, and to value and utilize diversity. These two approaches must be integrated to produce a community that truly reflects racial and cultural harmony.

Mission Mississippi

Jackson, MS 39225-2655

www.missionmississippi.org

'To encourage and demonstrate unity in the Body of Christ across racial and denominational lines so that communities throughout Mississippi can better understand the gospel message.' Mission Mississippi sponsors and coordinates opportunities for people of different denominations and races to meet, get to know each other and serve the Lord together through gatherings such as:

- Tuesday and Thursday Prayer Breakfasts
- Youth Rallies and Retreats
- Mayor's Leadership Prayer Breakfast
- Monthly Pastors' Dialogues and Retreats
- Church Partnership Picnic
- Two and Two Restaurant Days

Mississippi Center for Justice

Jackson, MS

www.mscenterforjustice.org

The Mississippi Center for Justice is a nonprofit, public interest law firm committed to advancing racial and economic justice. Supported and staffed by attorneys, community leaders and volunteers, the Center develops and pursues strategies to combat discrimination and poverty statewide. It opened its doors in 2003, giving Mississippi a critical capacity that it lacked for more than a decade: a home grown, non-profit public interest law firm that pursues racial and economic justice through advocacy for systemic change. The Mississippi Center for Justice carries out its mission through a community lawyering approach that advances specific social justice campaigns in partnership with national and local organizations and community leaders.

Moore's Ford Memorial Committee, Inc.

Bishop, GA

www.mooresford.org

On July 25, 1946, four young African Americans—George & Mae Murray Dorsey and Roger & Dorothy Malcolm—were shot hundreds of times by 12 to 15 unmasked white men in broad daylight at the Moore's Ford bridge spanning the Apalachee River, 60 miles east of Atlanta, Georgia. These killings, for which no one was ever prosecuted, enraged President Harry Truman and led to historic changes, but were quickly forgotten in Oconee and Walton Counties where they occurred. No one was ever brought to justice for the crime. In honor of these four African Americans the multiracial Moore's Ford Memorial Committee, Inc. works for cultural healing, racial harmony, and social justice through education and community action. A major component of its work now is granting the Moore's Ford Memorial Scholarships. Each year, students from area public high schools in Athens-Clarke, Oconee, Morgan and Walton counties are awarded a scholarship for promoting community service, social justice, and racial reconciliation.

Oktibbeha County Race Relations Team

Starkville, MS

http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp_19980804.4161.html

The Race Relations Team was created in 1993 as part of the Tennessee Valley Authority's Quality Community Initiative, an initiative to apply the principles of total quality management to community development. The group of 15 to 20 black and white citizens of Oktibbeha County supports the idea that attracting economic development, improving educational opportunities, reducing crime and reforming government depends directly on good race relations. Operated under the auspices of the Starkville Area Chamber of Commerce, the Race Relations Team

meets monthly. Prior to joining the team, all participants undergo diversity training. The Race Relations Team identifies and develops strategies and initiates a process for people to understand and value cultural, ethnic and racial differences and the roles they play in developing a total quality community. Participants also submit newspaper guest columns to improve people's understanding of perspectives about race relations. The Race Relations Team is also committed to helping to mediate local racial conflicts. The team also sponsors an essay contest on Dr. Martin Luther King, Jr. for area youth.

The Philadelphia Coalition

Philadelphia, MS 39350

coalition@neshobajustice.com

The Philadelphia Coalition is a multiracial group of concerned local citizens that were formed around a call for justice in the case of three civil rights workers – James Chaney, Andrew Goodman, and Michael “Mickey” Schwerner – who were murdered in Neshoba County, Mississippi in 1964. The Philadelphia Coalition has called on the State of Mississippi to request that the FBI release additional evidence in the “Mississippi Burning” case, as well as to challenge the state government and the citizens of Mississippi to address the crimes of the Civil Rights era. The broad-based, multi-racial task force engaged in a public commemoration on June 20, 2004, and it is planning an appropriate public memorial to the civil rights workers in Neshoba County and a perpetual structure that will foster racial harmony and reconciliation.

The Rosewood Heritage Foundation

Rosewood, FL

<http://www.displaysforschools.com/history.html>

In 1995, a group of family members of the homesteaders of Rosewood, Florida, decided to establish “The Rosewood Heritage Foundation” to provide a unique approach to educating against prejudice, racism, and stereotyping in our pluralistic society. The mission of The Rosewood Heritage Foundation is to provide information and services which will assist in shaping the future, to promote an understanding of diversity and encourage the practice of democratic and moral values, and to conduct research of the Rosewood Massacre and the history of race relations in Florida, through educational activities and materials.

Separate but Not Equal: Race, Education, and Prince Edward County Virginia

Farmville, VA

<http://www.library.vcu.edu/jbc/speccoll/pec05.html>

[The Robert Russa Moton Museum, a Center for the Study of Civil Rights in Virginia](#), is one step in the healing process in Prince Edward County. The museum is located at the school where Prince Edward County students organized their protest against segregation in April 1951. The museum is "committed to the preservation and positive interpretation of the history of civil rights in education, specifically as it relates to Prince Edward County and the role its citizens played..." The site includes a detailed history of the struggle for equality by African Americans in Prince Edward County. The state legislature has passed legislation apologizing for the closing of the public schools in the County from 1959 to 1964 to avoid desegregation, and additional efforts at reconciliation are underway.

The Wilmington 1898 Foundation

Wilmington, NC

The 1898 Foundation was organized in the 1996 for the following purposes: “tell the story” of 1898 and its legacy, “honor the memory” of those who were killed or suffered in 1898 (as well

as those who have worked for racial progress since those times), “heal the wounds” by continuing to work for reconciliation and “foster the hope” by envisioning an inclusive society. The violence that occurred in Wilmington, NC on November 10, 11, and 12, 1898, not only affected the state of North Carolina but the entire United States. The coup d’etat that occurred in the city of Wilmington was the only successful one that ever occurred in the United States. Many individuals were run out of town and told not to return. The impact of this tragic event still affects many areas of Southeastern North Carolina today. A memorial park site is currently being established in the city of Wilmington.

Women Improving Race Relations

Greensboro, NC

<http://www.gotriadscene.com/org/detail/504>

WIRR Readers are a diverse group of women, who enjoy reading. Participants meet monthly to discuss selected books about race relations and other cultures. WIRR Readers seek an increased awareness on how to address prejudices, and strive to appreciate differences through sharing of thoughts and developing interracial friendships.

Northeastern Region:

Black and White Boston Coming Together

Boston, MA

http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp_19980804.2839.html

Black and White Boston Coming Together, Inc., was created in 1989 following a benefit that brought together black and white professionals in a social event. (At the time, the city of Boston was still dealing with strained race relations caused by enforced school busing and school desegregation policies.) Over the years, Black and White Boston Coming Together has developed into a well-known and respected vehicle for promising positive interracial interaction on many levels. With participants ranging from high school students to company CEOs, Black and White Boston Coming Together involves organizations from all sectors in the community. Their goal is to create dialogue, promote education, encourage action, and develop employment opportunities in the community

Center for Prejudice Reduction

Great Neck, NY

http://www.partnersagainsthate.org/promising_programs/center-for-prejudice-reduction.html

The Center for Prejudice Reduction (CPR) was founded in 1991 by the American Jewish Congress as a clearinghouse for information on combating bigotry and discrimination. The center provides schools, government agencies, religious, and community groups, and corporations throughout Long Island with training on how to reduce incidences of prejudice. CPR also formed a community advisory council consisting of over 100 organizations that serves as an important hub for sharing solutions on race and religious issues. The Center for Prejudice Reduction hosts an annual conference on prejudice reduction for two counties in New York, Nassau and Suffolk. Typically the conference attracts hundreds of educators, law enforcement personnel and community leaders representing 128 school districts in these two counties. Organized by a racially diverse planning committee, the event aids school districts in the replication of anti-bias curricula that address cultural, religious and racial tension on campus. As a follow up to the conference, the CPR operates as a clearinghouse of speakers and programs to local community members.

Community Wide Dialogue to End Racism

Interfaith Works of CNY

Syracuse, NY

www.interfaithworkscny.org

Community Wide Dialogue (CWD) to End Racism is the longest-running dialogue program on ending racism in the United States. Using the study circle, it has built relationships and created a forum for action among people who may not otherwise have the opportunity to meet, work, and learn from one another. It forges racial and ethnic healing that leads to community action and understanding. The program utilizes a form of deliberative democracy, the study circle, to help adults and youth of diverse backgrounds breakdown misconception about race and ethnicity, and to work towards complementary action throughout the community to end racial inequity. Discussion topics include stereotyping and its origins, the meaning of white privilege, structural racism and its ramifications, and the power of being an ally. Adult group size is between eight and fifteen, and all groups are led by two trained volunteer facilitators during six two-hour sessions. CWD conducts circles covering similar content in correctional institutions and community centers, and for teenagers (in the “High School Exchange”) and children (in “Starting Small”) through the schools. It also hosts events, the biggest being our Annual Duck Race to End Racism, that bring together the diverse populations of our community to celebrate and dedicate ourselves to ending racism.

Dudley Street Neighborhood Initiative

Roxbury, MA

www.dsni.org

The Dudley Street Neighborhood Initiative is a nonprofit community-based planning and organizing entity rooted in the Roxbury/North Dorchester neighborhoods of Boston. Its approach to neighborhood revitalization is comprehensive, including economic, human, physical, and environmental growth. It works to implement resident-driven plans partnering with nonprofit organizations, community development corporations, businesses and religious institutions serving the neighborhood, as well as banks, government agencies, corporations and foundations. It is the only community-based nonprofit in the country which has been granted eminent domain authority over abandoned property within its boundaries.

ERASE Racism

Long Island Community Foundation

Syosset, NY

<http://www.eraseracismny.org/>

ERASE Racism uses education, research, advocacy and support to eliminate institutional racism on Long Island: to educate and promote a dialogue among community leaders about the history, continuing existence, and operational realities of institutional racism on Long Island, identify specific manifestations of institutional racism, initially in housing, public education, economic development, and health, and initiate and facilitate discourse, approaches, and tools to undo the structures, policies, practices, and relationships that perpetuate institutional racism and result in discrimination, segregation, and inequities based on race.

Fund for an OPEN Society

Maplewood, NJ

www.opensoc.org

Fund for an OPEN Society (OPEN) is America's only national nonprofit whose sole purpose is working to promote thriving racially and ethnically integrated communities. They believe that inclusive communities create equity, breaking down the structures which have created and

sustained inequality for people of color. Integrated communities provide rich environments for our young people, who will be leaders in a more global economy and society. They believe that integration benefits everyone: by living in community together, we take full advantage of the power inherent in America's rich diversity. OPEN is committed to enabling our nation to break from its past of racial and ethnic separation as an organizing principle of our economy, politics and social circles. They envision a better America, where equality is created and sustained in community through equal access to good schools, housing, and economic opportunity.

InterRelations Collaborative

New York, NY

www.inter-relations.org

The InterRelations Collaborative, Inc. is a nonprofit 501(c)(3) educational organization established in 1991 with a grant from the United Way of New York City to promote cross-cultural relations among rapidly diversifying populations in New York City. The IRC has conducted nationwide research documenting cross-cultural community-building models in major U.S. "gateway cities" (e.g. New York, Philadelphia, Washington DC, Los Angeles, San Francisco). IRC's research models included a cross-cultural arts model which used the power of story and art to build cross-cultural understanding.

Maplewood/South Orange Coalition

Maplewood, NJ

<http://www.twotowns.org/residents.php>

The Community Coalition is a private nonprofit organization with a diverse membership of individuals who live and/or work in Maplewood/South Orange coming together to sustain the towns as communities of choice for all. They envision a community that is truly inclusive and racially integrated – free of segregation in housing patterns and community involvement. They believe that all people are worthy of respect and have the right to live free of the restraints of a segregated society. Its goals are:

- Prospective buyers of all races are shown available homes and are welcomed in every part of the two towns. All neighborhoods are racially integrated, and there is a trend toward integration in surrounding communities as well.
- People of all races enjoy the benefits of participation in civil life and all community organizations encourage participation from under-represented groups.
- Interaction and participation in everyday activities reflect the racial mix of the community.
- The school district is stably integrated overall, within academic levels, and schools. Students of all races are expected and encouraged to excel in a community that is proud and supportive of its students.
- The leadership of civic, governmental, business, community and interfaith organizations is racially inclusive and values integration in policies, practices, programs and partnerships.

New York Faith and Justice

New York, NY

www.nyfaithjustice.org

NY Faith and Justice began in June 2006 with four New Yorkers who met in Washington D.C. They arrived at the Sojourners / Call to Renewal Pentecost 2006 Conference as strangers, but left with a common vision inspired by a dangerous thought: "What if the body of Christ in New York came together in all its diversity to speak with one voice on issues of poverty? What couldn't Jesus do?" Since then, NY Faith & Justice has become a budding movement of diverse

churches, organizations and individuals united in common mission. NY Faith & Justice envisions a city where New Yorkers and their communities are released from the oppression of poverty and the poverty of riches. The Ending Poverty programs take practical steps to end poverty in New York through the following means:

- Direct advocacy, which include letter writing campaigns, direct visits with policy makers, and direct calling campaigns.
- Community organizing
- Education on policies affecting the lives and communities of impoverished people.

Racism Study Circle Program

Center for Community and Neighborhoods
Burlington, VT

www.cedoburlington.org

Center for Community and Neighborhoods (CCAN) worked with a group of community partners (representing grassroots activists, the School District, State and City government and United Way) to plan and execute a series of Study Circles on racism in 2003. Nearly 250 citizens participated in 20 cities. A diverse group of community leaders were trained as facilitators to guide the dialogue groups which met weekly over two months. This initiative brought together people who were often polarized around this emotionally volatile subject. Through dialogue and sharing, the community could begin to heal from personal and system wounds of racism and move into the future with real action. Action groups emerged along eight themes including media, education, and law enforcement.

Team Westport

Westport, CT

<http://www.teamwestport.org/>

The mission of TEAM Westport is to achieve and celebrate a more welcoming, multicultural community. Issues stemming from multicultural shortcomings are national problems. Yet they exist in Westport and Weston, too. Achieving and celebrating “a more welcoming, multicultural community” offers a tangible, achievable objective for community action as well as opportunities for individual commitment. Members of TEAM Westport live and/or work in Westport or Weston. Members are appointed by Westport's First Selectman (mayor). “TEAM” stands for “Together Effectively Achieving Multiculturalism”. As volunteers, they believe there are important benefits to in doing so. To undertake its activities, TEAM Westport operates Education, Governance, Marketing, Outreach and Program Committees.

Wilmington Study Circles

Wilmington, DE

<http://www.dtcc.edu/stanton-wilmington/diversity/stucircles.htm>

The YWCA of New Castle County is coordinating a major community partnership to engage local citizens in discussions of race relations in our community. The program is based on the small-group, democratic discussions known as "study circles." It is modeled after successful programs already established in a number of communities around the country. In a typical study circle, a group of 10 to 15 people meet 5 to 6 times to discuss an issue of common concern. Each meeting lasts about 2 hours. Reading materials provide structure for the dialogue, and a discussion facilitator helps ensure lively but focused discussion. Study circles are different from the kinds of meetings people often avoid. The strategy is to: form partnerships with public officials and organizations working to eliminate racism, improve race relations, and seek their support; recruit a broad group of partners to help carry out the program; promote and publicize this project through the media and through partner organizations; work with study

circle coordinators as they recruit diverse participants, identify meeting sites, and arrange for the details of individual study circles; train study circle discussion facilitators; draw on feedback from the study circles to prepare a report for the community.

Midwestern Region:

Anti-Defamation League (Missouri/Southern Illinois)

www.regions.adl.org

The Missouri/Southern Illinois office of the Anti-Defamation League, located in St. Louis, was established in 1958. In 2007, the office marked the 20th anniversary of its largest education program, the A WORLD OF DIFFERENCE® Institute. One of the earliest Institutes in the country, St. Louis maintains a large and experienced cadre of anti-bias education professionals, and has created a series of unique and collaborative approaches to presenting its award-winning curricula. Teaming up with the St. Louis Art Museum, the Missouri History Museum and the St. Louis Holocaust Museum and Learning Center, the ADL presents programs to almost 3000 students, teachers, police officers and other individuals annually.

Citizens Upholding Racial Equality

Fremont, OH

http://clinton3.nara.gov/Initiatives/OneAmerica/Practices/pp_19980729.6721.html Citizens Upholding Racial Equality (C.U.R.E.) was created in October 1996 by the First Presbyterian Church of Fremont, Ohio. C.U.R.E.'s primary activity is its weekly discussion on race that takes place Monday evenings at the First Presbyterian Church of Fremont. The meetings are informal, and community members of all ages are encouraged to attend. In order to encourage positive dialogue, a set of rules and guidelines are observed by all discussion participants. C.U.R.E. has also been active in the community, helping to start the Minority Recruitment Program that promotes racial and cultural diversity within the city's school system.

Clayton Jackson McGhie Memorial Board

Duluth, MN

<http://claytonjacksonmcghie.org>

On the evening of June 15, 1920, three black men, wrongly accused of raping a white woman, were abducted from the Duluth, MN, City Jail. A mob numbering between five and ten thousand people savagely beat and tortured these three young men, then hanged them from a lamppost in the middle of Duluth's downtown. The grim spectacle of the mob posing with the lynched men was then captured by a photographer, and then circulated as a postcard. Until recently, this event has been largely forgotten. The names of the three men, Elias Clayton, Elmer Jackson and Issac McGhie were almost forgotten as well. Clayton Jackson McGhie Memorial Inc. has always seen the placement of the memorial on First Street and Second Avenue East as the first step in a long process of community reconciliation and healing. It works with other community organizations in dealing with the tenacious poison of racism in our midst, whether it be in the school system, government, or on the street. Its ongoing projects include Community Education (speaking engagements, presentations, media), a scholarship program, curriculum development, and website development.

Create CommUNITY

Central Minnesota Community Foundation

St. Cloud, MN 56301

www.communitygiving.org

It is the mission of Create CommUNITY to provide a welcoming, non-discriminatory environment with respect and opportunity for all. Originally known as the Mayor's Racial Harmony Team, this community movement started through the office of the Mayor in St. Cloud. It has grown to include other cities and counties, a broad base of area businesses and organizations, and many interested individuals. Create CommUNITY began to address racial and other human rights issues in central Minnesota. Research conducted in 2007 by Upfront Consulting helped further define the focus areas, establish indicators and identify gaps between the majority community and communities of color. The focus areas are: educational attainment, health care access, access to housing and strengthening our community by dismantling racism.

Cultural Diversity Resources

Fargo, ND

www.culturaldiversityresources.org

Cultural Diversity Resources, Inc. is a proactive diversity initiative to address the challenges and opportunities of increased cultural and ethnic diversity in the Fargo-Moorhead metropolitan area. According to Census 2000, Fargo-Moorhead's ethnic community doubles every ten years. New challenges and opportunities to bond as a strong community patterned in cultural and ethnic diversity abound. As such, the Cultural Diversity Project incorporated with its new name, Cultural Diversity Resources, in 1998 as a 501 (C) 3 tax exempt non-profit organization. The goals for the Fargo-Moorhead community are 1)to increase the understanding and value of diversity in our communities and 2)to create opportunities by eliminating barriers to community participation.

Dayton Miami Valley Community Summit

University of Dayton

Dayton, OH 45469

<http://artssciences.udayton.edu/leadershipincommunity/aboutus.asp>

The Fitz Center for Leadership in Community has four primary functions that are carried out by teams of students, faculty and Fitz Center staff working in partnership with neighborhood and community leaders.

- Initiate and sustain partnerships.
- Develop communities of learning, scholarship and practice.
- Develop curricular innovations around leadership in community.
- Build community capacity for constructive deliberation and change.
-

The Diversity Council

Rochester, MN

info@diversitycouncil.org

The Diversity Council began in 1989 as Building Equality Together (BET) when the leadership of Rochester Public Schools recognized the need to combat racism and discrimination in our schools. School district staff worked with community leaders to form an independent nonprofit organization to meet this need. Since that time, the Diversity Council's focus has grown to include not only students, but also the adults who are their guides to the future. The Diversity Council's mission has also expanded to address an inclusive understanding of diversity--including ethnicity, age, socio-economic class, religion, gender, sexual orientation, physical & mental disabilities, and a myriad of other differences. It convenes Prejudice Reduction Workshops, and it has developed a Diversity Toolkit that provides business managers with a collection of training activities and reference materials on diversity issues.

Facing Race Anti-Racism Initiative

The St. Paul Foundation

St. Paul, MN

www.facingrace.org

Building on its long track record of work in diversity and inclusiveness, The Saint Paul Foundation launched its Facing Race We're All In This Together™ Anti-Racism Initiative. This special initiative is a multi-year campaign aimed at positively changing the nature of personal, organizational and institutional relationships and is focused on the Minnesota counties of Dakota, Ramsey and Washington.

Flint Area Citizens to End Racism (FACTER)

Charles Stewart Mott Foundation

Flint, Michigan

http://www.mott.org/sitecore/content/Globals/Grants/2004/200300230_01_Flint%20Area%20Citizens%20to%20End%20Racism%20FACTER.aspx

Flint Area Citizens to End Racism (FACTER) is a group of local residents and organizations working to address racism in Flint and Genesee County. Since its inception, FACTER has developed action teams of individuals and organizations working to combat racism in specific areas -- education, faith-based initiatives, health, housing, information/communication, regional politics and youth. Funding will enable FACTER to continue to build community-organizing skills; support volunteer leadership training; begin the process of updating its Web site and mailing list; develop a question-and-answer chat page for community response and an up-to-date bibliography for individuals interested in researching and understanding issues of race and ethnicity; pursue the idea of a Truth and Reconciliation Commission; work with a race-relations consultant to increase the organization's capacity for self-assessment and communication; and create a public campaign to raise visibility in the community.

Human Rights Resource Center

Minneapolis, MN

www.hrusa.org

The Human Rights Resource Center is an integral part of the University of Minnesota Human Rights Center and works in partnership with the University of Minnesota Human Rights Library to: create and distribute Human Rights Education (HRE) resources via electronic and print media; train activists, professionals, and students as human rights educators; and build advocacy networks to encourage effective practices in human rights education.

Kalamazoo's Summit on Racism

Kalamazoo, MI

www.ywca.org

Kalamazoo's Summit on Racism gives the community an opportunity to address racial justice issues and come together for a common purpose: eliminating racism in the greater Kalamazoo Community. The community works with area organizations to identify institutional racism, increase awareness of it and then develop action plans to destroy it at its root. The Summit on Racism currently has involvement from over 200 participants. There are representatives from all sectors including government, for profit/nonprofit businesses, health care, education, finance, criminal justice, and the faith based community. The YWCA of Kalamazoo serves as support to the Summit and assists the sector co-chairs.

Lakeshore Region Summit on Racism

Lakeshore Ethnic Diversity Alliance

Holland, MI 49422

leda@ethnicdiversity.org

In 1996, the knowledge that an African American family had moved out of the community because they were not welcome or accepted spurred 18 concerned lakeshore residents to meet for the first time, determined to transform acceptance of racial and ethnic diversity into effective action for racial harmony. With the intent to address racial tolerance, dismantle racial barriers, celebrate diversity and empower residents already accepting of racial/ethnic diversity, they founded the North Ottawa Ethnic Diversity Alliance (NOEDA), a grassroots, volunteer-driven non-profit organization based in the Tri-Cities communities of Grand Haven, Ferrysburg and Spring Lake. Within two years, NOEDA's programming expanded to meet identified needs in other communities along the Ottawa County lakeshore, including Holland, Muskegon and rural areas where the cultural isolation of the 6,000 agricultural migrants who work and live on Ottawa County farms every year got little attention. Renamed the Lakeshore Ethnic Diversity Alliance to reflect its broader focus, LEDA today has a diverse membership representing a broad cross-section of interests and cultures, with more than 200 volunteers working on racial healing initiatives throughout the County, and 3000 residents receiving the organization's biannual newsletter. Its mission statement reads: The Lakeshore Ethnic Diversity Alliance seeks to dismantle racial, socio-economic, and institutional barriers to ensure that people of all ethnic backgrounds have equal access and opportunity to participate fully in the life of the community.

The Lakeshore Institute for Healing Racism is an initiative of the Ottawa Area Summit on Racism. This course is designed to provide participants with a transformative experience geared to set a course for healing racism in their own lives. This Institute is grounded in the writings of Nathan Rutstein, author of *Healing Racism in America* and is formatted to promote the sharing of feelings, thoughts, experiences and perspectives among a diverse group of people. The dialogue seeks to dismantle racism and begin healing this disease infecting Americans. The Institute is appropriate for public schools, social service agencies, law enforcement and local government, faith congregations, and the business community.

Minnesota Churches Anti-Racism Initiative

Minneapolis, MN

www.gmcc.org/tcc/mcari

The Minnesota Churches Anti-Racism Initiative (MCARI) is a joint program of the Minnesota, Greater Minneapolis and Saint Paul Area councils of churches. It is a statewide, ecumenical collaboration focusing on engaging local churches in anti-racism efforts. This effort goes beyond addressing personal prejudice and focuses on dismantling systemic and institutional racism through a long-term transformation process. The purpose of MCARI is to foster and participate in ongoing racial reconciliation among diverse communities by engaging the Minnesota religious community in anti-racism education, training and organizing to strengthen the capacity to recognize and respond to systemic racism. A three-phase process (developed by Crossroads Ministry in Chicago) is used to engage churches and denominations in systematic training and organizing. Since a key element in institutional transformation is an internal leadership team, the training and formation of such a team is the primary outcome of this process.

Montana Human Rights Network

Helena, MT

www.mhrn.org

In response to white supremacist organizing in Montana in the late 1980s, local groups formed to counter hate activity in their communities. In June of 1990, activists from these groups came together to discuss effective strategies for statewide activity countering bigotry. The result was

a commitment to form the Montana Human Rights Network. Over the years, as hate groups have appealed to the “hot-button” social issues of the mainstream, the Network has expanded its program to counter the efforts of the militias, freemen and other “patriots,” anti-Indian groups, anti-environmental activists, and the religious right in Montana.

Multicultural Development Center

Bloomington, MN

www.mcdc.org

Because of adversity issues in the workforce related to cultural differences, communication misperceptions, and the lack of understanding of various cultures, MCDC was established in 1991 as a resource for business, government, and educational institutions to help foster understanding. MCDC emerged out of the need to educate and help individuals and organizations promote inclusiveness and multicultural understanding through cultural learning, workshops, seminars, conferences, sharing diversity resources, and by providing networking opportunities. Nearly two decades later, it has grown into an organization that continues not only its educational activities, but also provides consultations and support services to organizations that are starting their diversity initiatives. MCDC has helped many organizations by leading them into the various phases of the diversity process. MCDC offers a variety of programs including monthly cultural events and workshops and seminars. Participants experience different cultures by learning about their food, music, art, literature, geography, socio-economic and political structures, and more.

Office of Multicultural Affairs at South Dakota State University

Office of Multicultural Affairs

South Dakota State University

Brookings,

<http://www3.sdstate.edu/StudentLife/MulticulturalAffairs/>

The Office Multicultural Affairs at South Dakota State University develops campus initiatives that demonstrate the valued practice and philosophy of multiculturalism within the University community. Programs and activities developed by the Multicultural Affairs Office promote high achievement among the increasing number of ethnic minority students at South Dakota State University. The office enhances and compliments the University mission by broadening the social, cultural, educational and recreational experience of students. The Office Multicultural Affairs offers support to students of color, implements [multicultural and diversity programs](#), coordinates the [National Student Exchange](#), and the [Minority Peer Mentor Program](#), and assists in the recruitment and retention of students of color. The office also provides access to a [multicultural resource library](#) which includes diversity resources for both students and faculty.

Race Relations and Diversity Task Force

The Community House

Birmingham, MI

www.racerelationsdiversity.org

The Race Relations and Diversity Task Force is made up of residents, educators, faith communities, businesses and other organizations and individuals who believe that members of the greater Birmingham - Bloomfield community and the Metro Detroit area must actively devote themselves to fostering respect and inclusion for all people. They come together to support each other in our desire to welcome diversity and to build and maintain an open community that works to overcome racism, prejudice, and discrimination. The Task Force grew out of a community leadership forum convened in 1987 by sixteen community agencies, including The Community House, the Birmingham Public Schools and Bloomfield Hills Schools.

The Community House continues to sponsor the Task Force. Together with The Community House, the Task Force is the beneficiary of a Kellogg Foundation grant that enables the funding of Task Force activities through the Task Force's New Vision Fund.

Race Relations – The Greater Cincinnati Foundation

Cincinnati, OH

www.greatercincinnati.org

Since 2001, GCF has played a significant leadership role in bridging Cincinnati's racial divide through a number of strategic grants. As the lead supporter of the Mayor's commission, Cincinnati CAN (Community Action Now), the Foundation provided resources and support to people of our community who are searching for greater justice and equity and those organizations working on lasting solutions to our community's racial issues.

United Way of Allen County

Fort Wayne, IN

<http://www.unitedwayallencounty.org/CommunityPartnerships/DiversityCabinet/tabid/74/Default.aspx>

UWAC established the Diversity Cabinet to Undo Racism and Overcome Barriers in 1994. The Diversity Cabinet, its programs and its committees have three goals:

- 1) Eliminate the third-grade reading gap for low-achieving children.
- 2) Create a safe environment for diverse groups of people to discuss racism and differences.
- 3) Provide services for immigrants, refugees, non-English speaking people and deaf or hearing-impaired individuals.

Among its activities are:

>Project Blueprint, an interactive leadership training program to help United Way of Allen County and non-profit health and human service agencies recruit and develop a diverse group of people to serve on committees and leadership boards.

>The Inclusiveness Committee, charged with developing an inclusiveness plan for United Way and its [36 agency partners](#) and to provide assistance to those agencies in developing their internal evaluations and plans.

>Diversity Training for United Way agency partners positions UWAC as a catalyst for organizational change to eliminate barriers that would deny opportunities to people because of their race, age, gender or disability.

Us and Them: The Challenge of Diversity

Birmingham, MI

http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp_19980804.3816.html

In 1995, members of the Michigan Chapter of Psychologists for Social Responsibility (PsySR) started US and THEM: The Challenge of Diversity to help participants appreciate the dynamics common to prejudice and conflict along a variety of dimensions, including race, ethnicity, gender and religion. US and THEM: The Challenge of Diversity provides resources on leadership skills for psychologists, teachers and other professionals. There are three phases of the program; in the first phase, participants meet in a workshop that intersperses brief talks with audience participation exercises. The number of participants varies from a minimum of 10 to as many as 80. Workshops range in length from one hour to one day, and are led by either members of PsySR or community leaders working from the US and THEM handbook, including ministers, teachers, social organizers and community activists. Workshops focus on self-awareness, awareness of others, and bridging the gap among different ethnic groups. Participants study different problems, such as black/white gang conflicts in Detroit high schools and ethnic strife in

Bosnia, to discuss how to apply the concepts and exercises they learn in the workshops. In phase two of the program, dialogue groups are formed, and subsequently meet about once a month. In phase three, a joint project is developed and carried out by workshop participants from the different groups.

West Central Integration Collaborative

Minnesota

<http://www.wciconline.com/>

The WCIC is a multicultural, multidisciplinary Collaborative that works within the spheres of education, health, and business. It focuses on promoting the development of multicultural and culturally sensitive school and community projects. It also centers on the promotion of cultural integration in the education, health, and business systems, for the betterment of the community. It works in the communities of Atwater, Clara City, Cosmos, Grove City, Kerkhoven, New London, Maynard, Murdock, Sacred Heart, Spicer, Sunberg, Raymond, Renville, and Willmar, MN.

Western Region:

Asian Health Services

Oakland, CA

www.ahschc.org

Asian Health Services was incorporated in 1974 as a health project. Its philosophy has been to provide care when it's needed, and to do it in an appropriate language and culturally sensitive manner, and to involve the entire health care system in clinical advocacy and political activism to make changes in health care institutions and public policy. It defines its own agenda based on the needs of its patients, staff, board, and community at-large.

Beloved Communities

% Shirley Strong, Project Change

Oakland, CA

www.projectchange.org www.antiracismnet.org

Beloved Communities began in 2004 to identify, explore and form a network of communities committed to and practicing the profound pursuit of justice, radical inclusivity, democratic governance, health and wholeness, and social/individual transformation. It is informed by the 1965-68 thinking of Martin Luther King, Jr., combined with indigenous cosmology and social ethics.

The Catalyst Project

San Francisco, CA

www.collectiveliberation.org

The Catalyst Project is a center for political education and movement building based in the San Francisco Bay Area. It is committed to anti-racist work in majority white sections of left social movements with the goal of deepening anti-racist commitment in white communities and building multiracial left movements for liberation. It is committed to creating spaces for activists and organizers to collectively develop relevant theory, vision and strategy to build our movements. Catalyst programs prioritize leadership development, supporting grassroots fighting organizations and multiracial alliance building. It is rooted in the organizing work of its networks and it develops programs in dialogue with advisors and allies. It is committed to building the left, developing anti-racist practice in white communities and strengthening grassroots social movements.

Challenging White Supremacy Workshop

San Francisco, CA

www.cwsworkshop.org

Challenging White Supremacy (CWS) workshop organizers believe that the most effective way to create fundamental social change in the U.S. is by building mass-based, multi-racial grassroots movements led by radical activists of color. They also believe that the major barrier to creating these movements is racism or white supremacy. One way to challenge white supremacy is to do anti-racist training workshops in our own communities. CWS has worked in the broad-based radical, multi-racial community of the Bay Area since 1993. CWS workshops have been designed by a group of white anti-racist organizers who believe that their special responsibility is to help white social justice activists become principled and effective anti-racist organizers -- both to challenge our white privilege and to work for racial justice in all our social justice work. Anti-racist training and organizing with white social justice activists complements and supports grassroots organizing and leadership development in communities of color. Both kinds of work are necessary to help build mass-based, multi-racial social justice movements.

City of Riverside Human Relations Commission

Riverside, CA

www.riversideca.gov/hrc

The Human Relations Commission (formerly known as the Community Relations Commission) established in 1966, was created to ensure that all community members of the City of Riverside receive or participate in:

1. Equal justice before the law.
2. Equal socio-economic and political opportunities.
3. Protection of dignity and integrity of every individual.
4. Responsible citizenship.
5. Responsive redress of grievances.
6. Equitable opportunities in health, housing, education and employment.
7. Respect and support of the law.
8. Education related to basic human rights and responsibilities.
9. Reduction and eventual elimination of prejudice among people based on race, religion, national origin, sex, age, disability, or sexual orientation.

The mission of the Riverside Human Relations Commission is to advocate for equal opportunity, justice, and access in the City of Riverside to services and opportunities; to foster mutual understanding and respect between people; to encourage education and outreach; to develop and promote programs which work to eliminate prejudice and discrimination.

Community Race Relations Coalition

Waco, TX 76703

www.crrcwaco.org

The Community Race Relations Coalition promotes racial and cultural awareness and acceptance through dynamic outreach to strengthen the community.

Cradleboard Teaching Project

Kapaa, HI

www.cradleboard.org

The Cradleboard Teaching Project turns on the lights in public education about Native American culture - past, present, and most important for the children - the Future. It comes out of Indian country, and reaches far beyond, into the mainstream classroom and into the future of

education. Backed by lesson plans and an excellent curriculum, the Cradleboard Teaching Project is also live and interactive, and totally unique; children learn with and through their long-distance peers using the new technology alongside standard tools, and delivering the truth to little kids with the help of several American Indian colleges. Cradleboard reaches both Indian and non-Indian children with positive realities, while they are young. During the five years that Buffy Sainte-Marie spent as a semi-regular on "Sesame Street", it was always her hope to convey in the Native American episodes one message above all: Indians Exist. We are alive and real, and we have fun and friends and families and a whole lot to contribute to the rest of the world through our reality. The Cradleboard Teaching Project is a project of the Nihewan Foundation for American Indian education, which was founded by Buffy Sainte-Marie in 1996.

Hands Across Cultures Corp.

Espanola, NM

www.handsacrosscultures.org

Hands Across Cultures, Corp. (HACC) was formed in 1992 to address the high rates of families and youth experiencing human service related problems, particularly through disease prevention and health promotion efforts. A major focus is alcohol, tobacco, and other drug (ATOD) abuse behavior in Northern Santa Fe and Southern Rio Arriba Counties. The mission of HACC is: Improve the social functioning, health, education and well-being of the people of Northern New Mexico through culturally appropriate, youth and family-centered approaches deeply rooted in the multicultural traditions of the communities.

Intercultural Communications Institute

Portland, OR

www.intercultural.org

The Intercultural Communication Institute (ICI) is a private, nonprofit foundation designed to foster an awareness and appreciation of cultural differences in both the international and domestic arenas. ICI is based on the beliefs that 1) education and training in the areas of intercultural communication can improve competence in dealing with cultural difference and thereby minimize destructive conflict among national, ethnic and other cultural groups; and 2) we therefore share an ethical commitment to further education in this area.

King County Equity and Social Justice Initiative

Seattle, WA

www.kingcounty.gov

The King County Equity and Social Justice Initiative aims to end persistent local inequities and injustices that result in, among other things, higher rates of disease among low-income populations and disproportionate rates of young black men in jail. Examples of actions of the new Initiative include:

- Developing and testing an equity impact assessment and review tool and incorporating the tool into decision-making.
- Collecting and publishing measures to highlight inequities and to mark progress in correcting them.
- Beginning a community dialogue process, using a new PBS series "Unnatural Causes," to increase awareness among community members of equity and social determinants of health and to spur action, especially around policies.

Longmont Multicultural Plan

Office of Community Relations

Community & Neighborhood Resources

Longmont, CO

www.community.relations@ci.longmont.co.us

The City of Longmont, Colorado has developed a strategic plan designed to guide the community over the next five years (2003-2007) while becoming a multicultural community. The strategic planning process emerged from the findings of a community assessment of needs and assets among Boulder County Latino residents, which was published and released to the Boulder County community in October 2001. In 2002, the Longmont City Council invited the entire Longmont community to come together to understand the issues outlined in the Latino Assessment report and to create a community-wide strategic plan to address some of the issues that are significant in the Longmont community. During the course of four meetings, over 100 community members worked together to create a vision and a strategic plan that not only established sustained connections with the Latino community, but also serves as a tool where the people of Longmont can work together to become a caring and inclusive community.

RockRose Institute

San Francisco, CA

www.rockroseinstitute.org

RockRose Institute, a 501(c)(3) public charity, is the primary organizer of ***Facing Violence: Justice, Religion and Conflict Resolution - World Forum 2007***. RockRose supports, promotes and advances non-violent conflict resolution through education, improved communication and a deeper understanding of justice. It was founded in 2004 by four women attorneys. The Institute seeks to fulfill its mission by supporting public forums for interdisciplinary dialogue and training in communication skills. It includes youth and performing and visual arts programs to deepen and strengthen its mission. The Institute further intends to support the creation of educational tools, materials and programs for individuals, educators and community leaders.

Seattle's Race and Social Justice

Seattle, WA

www.seattle.gov

Seattle's Race and Social Justice Initiative, is a citywide effort to:

- Create a community where residents and employees experience our cultural and ethnic diversity as an asset;
- Eliminate institutional attitudes, practices, and policies that result in racial disproportionality;
- Understand the challenges that cultural pluralism places on democracy and transform our civic and citizen engagement processes to address those challenges.

RSJI will focus on 6 key areas:

- Assessing the impact of race on our organizational culture, policies, practices and procedures;
- Creating an organization free of institutionalized racism;
- Transforming our business practices by aligning our personnel and contracting activities with our race and social justice goals;
- Reducing racial disproportionality in education, public safety, economic development, citizen engagement, public health and environment by increasing the relevance of City programs and services to our multi-cultural citizenry;
- Creating more inclusive citizen engagement;
- Implementing community building strategies to combat community splintering and factionalization.

Thoreau Center for Sustainability

San Francisco, CA

www.thoreau.org

Thoreau Center brings together a primarily nonprofit community of organizations and individuals committed to promoting a diverse and sustainable world. To enhance the work of its organizational tenants, Thoreau Center not only provides a physical workspace, but also supports the community through facilitating a regular program of educational events, communication tools, social gatherings, and informational and art gallery exhibits. Tenant organizations range in size from a staff of 2 to over 100 and focus their work on a variety of issues ranging from environmental sustainability and health services to social justice and philanthropy.

Tucson Arizona Racial Justice Programs

YWCA Tucson Arizona Racial Justice Programs

Tucson, AZ

<http://www.ywcatucson.org/new/ywprograms.htm>

The YWCA provides Understanding Racism Workshops to provide a forum for participants to discover conscious and unconscious ways that racism has impacted their lives. The program is designed to foster a deeper understanding and appreciation of differences. Participants explore personal perceptions and issues concerning race, conflict, and internalized racism. The four-hour workshop includes the viewing of the 90 minute film, *The Color of Fear*.

Tulsa Reparations Coalition

%The Center for Racial Justice

Tulsa, OK

www.tulsareparations.org

The Tulsa Reparations Coalition was organized in April, 2001 in response to the Race Riot Report and its reparations recommendations. It acts on behalf of the living survivors in the hope of rectifying this past injustice. It keeps this hope alive through such activities as donating copies of the Report by the Oklahoma Commission to Study the Tulsa Race Riot of 1921 to local schools, lobbying for implementing the Report's recommendations, and promoting the establishment of grassroots coalitions to express support for the general idea of reparations.

The Tulsa Race Riot Commission delivered its report on [February 21, 2001](#). The report included recommendations for substantial restitution; in order of priority:

- Direct payment of reparations to survivors of the 1921 Tulsa race riot,
- Direct payment of reparations to descendants of the survivors of the Tulsa race riot,
- A scholarship fund available to students affected by the Tulsa race riot,
- Establishment of an economic development enterprise zone in the historic area of the Greenwood District,
- A memorial for the reburial of the remains of the victims of the Tulsa race riot.