

**Race Relations Dialogue on Race Relations: Challenges and Initiatives
Selected Challenges, Initiatives and Community Engagement Opportunities/Options
And Selected Resources/References**

**A) SELECTED RACE RELATION CHALLENGES (SHARED BY SOME COMMUNITY LEADERS)...
VIEW THESE AS SOME EXAMPLES....**

- 1)_Recruiting and retaining a diverse workforce.
- 2) The educational achievement gap for children of color that leads to fewer economic opportunities. There needs to be more education role models (teachers and administrators of color) who will challenge and inspire our youth and equip parents to be advocates.
- 3) A greater engagement of under-represented racial/ethnic groups in decision making roles (elected and appointed).
- 4) Recruiting and retaining a diverse workforce.

There are not enough REAL examples of integration in businesses, organizations, institutions and in public service jobs. It seems disingenuous to plan short community conversations with diverse stakeholders but not invest in integrating diversity within daily associations.

As a member of the African American community, I am hopeful when I attend a community meeting and information is shared as to job openings, board vacancies, membership invitations, etc...

B) SOME RACE RELATION INITIATIVES: ..VIEW THESE AS EXAMPLES....

- 1) Professional development focused on cultural proficiency. Allows opportunities to discuss race issues - among all aspects of other differences.
- 2) Student Advisory Team, which provides feedback regarding differences from the student perspective.
- 3) Information shared as to how diverse people can apply for: job openings, board vacancies, membership invitations, etc...

C) Lessons Learned (from initiatives to address constructively race relations? (both negative and especially constructive lessons)

Bringing diverse Stakeholders together is honorable BUT real change and integration is found in organizations, institutions, public service jobs who ACTIVELY incorporate diverse individuals "In" their organizations, institutions, public service jobs, etc. I have participated in a lot of good dialogue but as a diverse person living in the Eastern Panhandle of WV: My colleagues have a greater understanding and appreciation of diverse communities because we are integrated on a daily basis. Real dialogue takes place once relationships are built on a regular basis. What I am saying is that: I hope the people that come to the table, come with real integration resources (Jobs, Board Appointments, Membership).

1) The Boys & Girls Club of the Eastern Panhandle (BGCEP) has been a driving force in youth development in our community for the past 50 years. Our primary focus is directed in working with young people from disadvantaged economic, social and family circumstances. BGCEP has actively sought to enrich the lives of girls and boys whom other youth agencies have had difficulty reaching. We are dedicated to ensuring that all of our community's children and teens- especially those who need us most- have access to our Club's quality programs and services to enhance their lives and positively shape their futures.

The mission of BGCEP is to inspire and enable all young people, especially those that need us most, to become responsible, productive, and caring citizens. BGCEP works to help youth of all backgrounds develop the qualities needed to become responsible citizens and leaders. We offer daily access to a broad range of programs in five core program areas: Character and Leadership Development; Education and Career Development; Health and Life Skills; The Arts; and Sports, Fitness, and Recreation. All programs are designed to drive positive outcomes for youth and reinforce necessary life skills. Today, more than 1300 local young people at risk and in need, are taking advantage of the programs, activities and services provided by BGCEP.

Clubs are located throughout the Eastern Panhandle. Locations and contacts for each club follow:

Operations Director, Amber Glennon - 304-263-2696 (Office is in the Martinsburg-Berkeley County Unit.)

Jefferson County Unit - 334 North Lawrence Street, Charles Town, WV 25414 - Chris Burg, Unit Director - 304-728-3143

Martinsburg-Berkeley County Unit - 105 West John Street, Martinsburg, WV 25401 - Courtney Hawkins, Program Director - 304-263-2696

Morgan County Unit - 187 South Green Street, Berkeley Springs, WV 25411 - Chris Risinger, Unit Director - 304-258-6741

2) **Young Gentlemen's Club**

- Contact: Mr. Justin Byrd - Valley View Elementary School. Justin.byrd@k12.wv.us
 - Seeking presenters and support
 - Focus: Areas such as being polite, basic hygiene, having proper manners, looking presentable in public, and speaking properly to people in different age groups and from different backgrounds. He's open to any presenters; preference is strong male role models.

Here is more information about this program: <http://www.journal-news.net/news/local-news/2016/04/valley-view-starts-new-club-to-help-boys-become-gentlemen/>

The programs / initiatives listed below represent areas in which participants may become involved. Although the title may not be specifically contain race relations, elements of strengthening such are imbedded in the programs and initiative

3) **Diversity / Multiculturalism and Cultural Proficiency Programs (in Berkeley County School System: Items 3-9)**

- Contact: Dr. Veronique N. Walker; vrwalker@k12.wv.us; (ph) 304-267-3500
 - **Individuals Interested in becoming a part of the Following Areas of Opportunities**
 - To become a resource as a guest presenter, forum facilitator, and cultural expert as requested by schools.

- Sponsorships (monetarily or otherwise) for district / school programs and events.
- Collaborations to strengthen partnerships between school district and community resources.

4) AP Challenge Program

- a. Contact: Dr. Taylor Perry; tjerry124@frontier.com
- b. Contact: Doris Griffin; dorisgrif@frontier.com
- c. Contact: Dorothy Davis; dorisgrif@frontier.com

5) Human Resources Initiatives Involving Recruitment of a Diverse Workforce

- a. Contact: Amy Loring; aloring@k12.wv.us; (ph) 304-267-3500

6) Mentoring Programs

- a. P.A.S.S. Contact: Presently Dr. Veronique N. Walker; vrwalker@k12.wv.us; (ph) 304-267-3500. Information is also available on the Berkeley County Schools' Webpage. Please click [here](#) to be redirected to the webpage.
- b. Talk to Me Listener Program. Contact: Berkeley County Ministerial Association / Sharon Wright - ministersharonw@frontier.com. Please click [here](#) to be redirected to the webpage.
- c. Boys & Girls Club of the Eastern Panhandle: This is a community organization that collaborates with Berkeley County Schools. Contact: Stacie Rohn (304) 263-1832

7) Berkeley County Diversity Council

- a. Contact: Damon Wright/Chairperson; Tim Bailey/Co-Chairperson. Click [here](#) for their brochure.

8) Olweus Bullying Prevention Program

- a. Contact: Elice Gregory; emgregor@k12.wv.us; (ph) 304-267-3500

9) School Volunteer

- a. Career days / other programs involving diverse representation of community members.
- b. Contact schools directly. May review each school's website for more specific volunteer information.
- c. Click [here](#) to be redirected to list of schools.

These initiatives and programs have deep roots in aspects of ultimately improving race relations through representation from diverse community populations.

10) Jefferson County Schools Cultural Diversity and Cultural Proficiency Programs

- Contact: Arthena Sewell Roper; aroper@k12.wv.us; (ph) 304-728-9240
 - **Individuals Interested in becoming a part of the Following Areas of Opportunities**
 - To become a resource as a guest presenter, forum facilitator, and cultural expert as requested by schools.
 - Grants for school programs and events. [Click Here for Grant Application](#)
 - Collaborations to strengthen partnerships between school district and community resources.

11) WV Advance Placement Program

Contact: Barbra Burger; Barbaraburger45@yahoo.com

Contact: Lorena Nathan; LorenaNathan@Hotmail.com

12) Mentoring Programs

P.A.S.S. Contact: Mary Ellen Lloyd; melloyd@k12.wv.us; (ph) 304-725-9741

13) Jefferson County Cultural Diversity Council

Contact: Arthena Sewell Roper; aroper@k12.wv.us; Click [JCS Cultural Diversity Plan](#) to preview council guiding principles.

14) Habitat for Humanity of the Eastern Panhandle: volunteering with HabitatEP is a fun, hands-on opportunity for individuals and groups to support Habitat's mission and build your skills, your relationships, and your community. No experience is required! New volunteers will be coached by experienced volunteers and staff. For more information about each of our volunteer contact us at edhfhep@gmail.com to request additional information

15) Emmanuel's House: a community-based initiative which works with/"transitions" the homeless in Martinsburg. Contact Mary Gunderson: Mary@gundo.com

16) Community Assessments of Race Relations: group work, based on a proven approach used in other communities of the USA to identify priority race relation challenges as the basis for identifying priority and responsive interventions. Contact Kris Loken for further details: krisloken@yahoo.com

17) Others: to be shared during the Race Relations Dialogue

E) SELECTED REFERENCES AND LINKS (there are many others...these are only a few....)

(1) Ghosts of Jim Crow: Ending Racism in Post-Racial America, by Michael Hgginbotham (2013);

(2) America's Original Sin: Racism, White Privilege and the Bridge to a New America (by Jim Wallis, 2016)

(3) Selected Video Clips, all very insightful and useful, on real experiences and constructive insights:

There's a powerful NYT series of videos called "Conversations on Race":

<http://www.nytimes.com/interactive/projects/your-stories/conversations-on-race>

A Conversation with White People About Race.

http://www.nytimes.com/2015/07/01/opinion/a-conversation-with-white-people-on-race.html?_r=0

this was a big series that came out on PBS in 2015/2016: http://www.pbs.org/race/000_General/000_00-Home.htm

Not in Our Town post with lots of links at the bottom -- curriculum to confront racial profiling:

Not in Our Town: www.NIOT.org

<https://www.niot.org/blog/racial-profiling-not-our-country>

A video that would introduce your community to Not In Our Town is [about Gold Star Cities](#) (working title because of Veteran families!)

some of the Not in our Town (NIOT) group sites for inspiration:

Bloomington Normal, Illinois <https://niotbn.squarespace.com/9demwrsv74g7kd4iflrh6w2ns1souh>

<https://www.facebook.com/Not-In-Our-Town-Bowling-Green-411179839042009/>

The Marshalltown Times Republican does regular coverage of their NIOT Group. <https://www.facebook.com/Not-In-Our-Town-Marshalltown-472670752933087/>

Recent film [Waking in Oak Creek](#) has had over 3500 community screening sign ups.

