

SUMMER NUMBER

DIALOGUE ON DIVERSITY NEWSLETTER

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BULLETIN 50

SUMMER NUMBER

JUNE 27, 2005

MESSAGE FROM THE PRESIDENT

MA. CRISTINA CABALLERO

The calendar of 2005 programs has opened several new vistas for Dialogue on Diversity. Along with the Dialogue's new programs on housing issues, we are expanding the all important entrepreneurship programs in several directions. First, we have made an initial foray out of Washington, D.C., presenting the 2005 Entrepreneurship/Information Technology Conference in New York City. We owe much to the Microsoft Corporation for its collaboration in this New York debut, as it assumed the role of generous host and main sponsor. A very decided vote of thanks is owed to Mr. G. Winston Smith, Director of Supplier Diversity for Microsoft, who lent his skilled efforts at many points from the inception of our conference planning. We must also mention the contributions of the Microsoft Corporation staff at the New York offices in Midtown Manhattan, and our tireless coordinator Ms. Meta Mereday. Alongside Microsoft were our corporate family stalwarts Citigroup and Computer Sciences Corporation as conference co-sponsors. Thanks are due as well to the goodly collection of Dialogue friends whose concepts and labors aided in program design, to our array of speakers, and all who had a role in the successful outreach to New York's numerous and demanding women's business communities.

The nominations season is upon us for the 2005 Entrepreneurial Excellence Awards – see the nominations form ready for downloading at the Dialogue's Web-site. Deadline is August 10!

We were greatly pleased to welcome Daniel Garza, Associate Director of Public Liaison at the White House, to our roster of speakers at the recent public Policy Conference, recounting his own and his family's history as migrants in a strange and ultimately welcoming society. The story begins with the arduous peregrinations that were part and parcel of the life routine of Mr. Garza's family, farm workers from a small place in the State of Nuevo Laredo, Mexico. They followed the seasons of planting and harvest through the West. Daniel Garza was born in the State of Washington, where the family at last settled. Growing up in Toppenish, Washington, Daniel



Fe Morales Marks speaks on Housing Issues

perceived early on that he was cut out for the life of public affairs, joining boards and commissions to labor on a variety of

public issues. The rest is history. Mr. Garza's work in the White House has as its special focus the task of mediating the views of the Hispanic communities of the country to the Administration and voicing the Administration's views in turn to this growing cultural bloc on the U.S. social and political scene. His story is the American experience in microcosm: the newcomers do not melt, they do not mimic the glass pieces of a mosaic or a kaleidoscope, but they interact with a complex society and in the experience both are set on a course of change to something new and often unexpected.

An especial vote of thanks goes to our good friend and counselor, Gregory L. Rohde, a subtle and effective spokesman for the philosophy and policy of information technology. Mr. Rohde appeared as main speaker for the 2005 Public Policy Forum's midday session for a perceptive discussion of IT in its historical and political contexts. Again, he joined us to review the IT revolution in its larger social setting, with special reference to the often urgent policy indications, at the recent Entrepreneurship Conference, graciously making the trek from Washington's classic vistas to the canyons of midtown Manhattan to be with us.

Women's advance in the economic and social world came to attention in an unexpected way exactly one week before the conference. On May 26th, 1930 the Chrysler Building was opened. On this famous 75th anniversary the history of the building, icon of the city and of its age, was aired in news broadcasts and special sections to the city's newspapers. We learn that the building has been brought back to its pristine glories through a refurbishing during the decade just past -- the lobby of jewel-like art-deco, the striking light display about the incomparable spire -- all but the fabled Cloud Club, the exclusive aerie in the tower to which Mr. Chrysler and fellow captains of industry resorted during the early heyday of the building. The Cloud Club is no more -- its space cleared and dusty, its granite pillars and etched glass sconces vanished to some retirement home for art-deco baubles. One detail of the club's social history, however, immediately seizes our somewhat pained attention at the remove of many years -- women were not admitted. Is the Club's ignominious passing symbolic of defeat of a part of America's mores upon triumph of another? Is there some lesson to be had? The great wheel of history would have fittingly completed its revolution if the space might be acquired in these latter days by a women's club -- but that, like all the gender rules, should be decidedly out of style by now as well.

2005 ENTREPRENEURSHIP AND INTERNATIONAL AWARDS

Dialogue on Diversity this year presents its eleventh annual series of Entrepreneurial Excellence Awards on October 5th in Washington, D.C. We are seeking nominations in the three entrepreneurial awards categories -- the Corporate Award, the Mentorship Awards, the new Technology Mentor Award, and the all-important Entrepreneurial Achievement Award. The nominations deadline is August 10th. The Awards Presentation is to be held again this year at the Hall of the Americas, Organization of American States. The honorees are chosen from nominations submitted from around the country and the Americas, by an awards jury of nine persons, entrepreneurs and corporate and non-profit executives.

We are inviting women's and business organizations, individuals, and companies around the country -- and in Latin America as well -- to submit nominations in each of these entrepreneurial awards categories. Details are given on the nomination form enclosed. We invite your participation in this year's awards program. Note that the nominations deadline for the eleventh annual Awards is August 10th, 2005. A nomination form is inserted in this number of the Dialogue on Diversity newsletter. Copy the form for as many nominations as you wish to submit. You may also download the form at: www.dialogueondiversity.org.

The Awards include, alongside the Entrepreneurial Excellence series of honors, the Trailblazer Awards, the International Award, the Global Diversity Award, the American Stateswoman Award, and the Liberty Award.

GETTING THEIR FAIR SHARE

Marlene J. Waldock, President of 1st Impression Communications, former chair of the New Jersey Association of Women Business Owners, and a speaker at this year's Entrepreneurship/IT Conference in New York, writes, offering reflections on decidedly important matters for women entrepreneurs:

Today's business "buzz" word is Supplier Diversity. What is Supplier Diversity? It's an initiative within government agencies and the private sector to offer contracts to minority and women owned businesses. And for the more than 13 million minority and women owned firms to be awarded these contracts, they must jump through a few hoops first. Is the initiative really working, or is it just a lot of hoopla?



This initiative may have begun during the Nixon Administration as part of affirmative action. In more recent years, with the significant increase in minority and women owned businesses, Supplier Diversity has taken on a life of its own. Government agencies have business development programs, while Corporate America has established supply chain management departments. Promotions and raises are often tied to the achievement of Supplier Diversity goals, the percentage of contracts awarded to minority and women.

Just to put it all in perspective, according to the Federal Department of Commerce there are 3,039,033 minority owned businesses nationally generating \$591 Billion in sales. The 10.1 million women owned businesses, which generate \$2.3 trillion in sales, are not included in the minority category. Even though there is such strength in numbers, is it difficult to "Get the business." Here are three things to consider about the process.

CERTIFICATION

To qualify for the "set-aside" contracts, women and minorities must be classified as MBE's or WBE's through a certification, process ensuring the viability of their business. The Federal Government requires no certification; however each state sets has its own criteria and programs. Other entities, such as the Port Authority, New Jersey Transit and the DOT have their own programs, while corporate America has opted to accept primarily WBENC (Women Business Enterprise National Corporation) certification. If your business is vying for contracts from all of the above, you could be certified four or five times. It is an expensive and time-consuming process, with no guarantee of pay back. How much proof is really needed, and why not some standardization?

FINANCIAL STRENGTH

Approximately 40% of minority and women firms have receipts under \$10 million. Contract bundling, often global in nature, takes the small business out of the arena. And, once

awarded a contract, a small business can have difficulty securing the funding to complete the project. Emphasis on unbundling contrasts often falls on deaf ears, as it's simply not efficient. Enter second-tier or sub-contracting, a feasible option, but not absolute.

BUILD RELATIONSHIPS

People do business with people they know and trust. All the certifications may get you on a list, but not necessarily through the diversity door. A representative from a major corporation advises, "Market your business to everyone in the corporation." Who do you need to meet? Find them and build the relationship. When asked if you are certified, just say "It is in the works." When the contract is imminent, and the certification is vital, get it, both will probably take about the same amount of time to complete. Building relationships is vital and can help you on all levels.

Are women and minorities really getting their fair share? All this effort and less than 10% and more like 5% or 6% of all contracts are going to this diverse population. Where do we go from here?

ENTREPRENEURSHIP/INFORMATION TECHNOLOGY CONFERENCE 2005

Dialogue on Diversity's 2005 Entrepreneurship/IT conference was held for the first time in New York. The site was the Microsoft Briefing Center on the Avenue of the Americas. From the window one looks down on the perpetually glowing neons of the Radio City sign, brilliant at midday in the shadows thrown by the massive towers of Rockefeller Center. If the scenery was a bit different from that in Washington, the spirit of inquiry and the avid exchange of business information was reassuringly of a piece with what is encountered throughout the country when women business owners and IT enthusiasts gather. Seminars on new software applications enhancing business productivity were expertly conducted by the skilled Microsoft staff. Supplier Diversity executives from Citigroup and Computer Sciences Corporation, both co-sponsors of this year's conference, were joined by G. Winston Smith, National Supplier Diversity Director for Microsoft, and by Debra Libow of the SBA in a detailed and incisive account of the best techniques in the challenge of entering corporate supply chains. The lunch roundtable segued, as planned, into a cluster of smaller interviews and discussions between visiting entrepreneurs and supplier diversity representatives of participating corporations, in a session titled: Your Corporate Suitors: How to Pursue Them.

PUBLIC POLICY FORUM

We review of some of the topics that were featured on the agenda for the 2005 Public Policy Forum, *POWER, PERSUASION, IDEAS: THE PROPER EXCELLENCE OF A DIVERSE SOCIETY*. The full report can be found at www.dialogueondiversity.org. The 2005 Forum, held at the Longworth House Office Building on Capitol Hill, was called to order by Bettie Baca, program MC. Members of the Congress brought expressions of welcome to the assembled conferees.

With the 2005 Forum a newly launched feature is the Policy Task Force of fifteen Dialogue associates who will meet during the year to review the policy questions on which the Forum itself had focused, producing a report by year's end for circulation among Legislators and decision makers, both in Washington and around the country. The public discourse of a busy society, not easily aroused, has caught up with us.

REP. GRACE NAPOLITANO



Rep. Grace Napolitano and Ma. Cristina Caballero

This is our home, Rep. Napolitano began, referring to the several members of Congress who were at the speakers table with her. This is where we work. She welcomed all. Women are put on their mettle – they must have the insights, they must generate the ideas. What can I do, she queried wryly – a woman, ethnic, and a member of the minority party? Women in business are a precious resource which public policy ought to favor. Women have useful virtues, which are special to them. They are tenacious. They are practiced at flexible scheduling and living arrangements – the juggling act of kids and a profession. Fewer women in scandals, she remarked sotto voce. For women education is supremely important. Social security, now at the center of the debate, should be targeted to the special needs of these women. Rep. Napolitano, a long-time supporter and Board member of the Dialogue, expressed her special regard for the work that the organization has persistently done in giving voice to the heartfelt concerns of women of the minorities and the most disadvantaged among our diverse communities, all part of the American canvas, all worthy to be heard as part of the national conversation.

LUIS FORTUÑO

The newly elected Resident Commissioner from Puerto Rico (the formal title of the Puerto Rican non-voting delegate in the House of Representatives). Luis Fortuño graciously extended his thanks for the invitation to the Forum. In his third month in Washington, he remarked, he was still enjoying it. He emphasizes the demographic changes that have occurred in the last two or three decades and that promise to accelerate in the decade ahead. The Latino population within the U.S.

keeps growing. The rate of Latino business formation is extraordinarily high. In visiting around the country, speaking with Hispanic leaders, he sees that history moves on: the mainstream perceptions of the Latinos have changed, as has the view among Latinos of the larger population.

REP XAVIER BECERRA

In a reflective policy overview, Rep. Becerra expressed his pleasure in meeting with the Dialogue's Forum, as an occasion when persons from many professions and cultures, and from all dimensions of diversity are brought together. Rep. Becerra observed that budgetary initiatives in train in the Congress would dangerous cut social infrastructure -- SBA would be shorn of much of its panoply of capabilities for small entrepreneurs. No funding for drop outs or for Head Start. Medicaid cuts. Thus the Congress has its work cut out for it. Further, immigration policy is a prime subject for revision. Even the 3-year pass, or work permit, a feature of the Administration's recent proposals, would not permit a solid establishment of business enterprises and the retention of interest after the time limit. Rep. Becerra, finally, commended Dialogue on Diversity for its work of "bringing the face of America to Washington every year."

DIVERSITY AWARD

PRESENTED BY REP. ILEANA ROS-LEHTINEN
TO ANA COLOMAR O'BRIEN

Representing the southernmost Florida district, which reaches from the Miami suburbs to Key West, Ileana Ros-Lehtinen has seen her influence grow in legislative councils during the eight terms of her tenure in Washington. She succeeded the venerable Claude Pepper after his death in 1989, and has prevailed in each subsequent election. She is a founding member of the emergent Congressional Hispanic Conference, a recently formed body giving voice to the special policy views of the more conservative contingent among the Latino communities of the U.S. Rep. Ros-Lehtinen is a member of the House International Relations Committee, serving on both the Western Hemisphere and the Middle East Subcommittees, on the latter of which she is Chair. She is a native of Cuba and, at the age of seven, came with her family to the U.S., settling, along with countless other expatriates, in the south Florida area. She completed studies in a series of Florida educational institutions, through a doctorate in education, from the University of Miami. At length elected a member of the Florida State legislature, she swiftly gained influence, and may fairly claim honors for, among other things, Florida's prepaid tuition system. She has continued with a unflagging concern for education during her Congressional tenure, and has taken a lively interest in infrastructure investment, including a cause she has energetically championed -- the mammoth a task of revitalizing the Everglades.

In presenting of the Diversity Award to Ms. Colomar O'Brien, Rep. Ros-Lehtinen took note of the honoree's long and influential tenure in the post of Chief of Protocol of the



Rep. Ileana Ros-Lehtinen presents Award to Ana Colomar O'Brien

Organization of American States. Her dedication to the work of enhancing civic and economic advance in the Americas, as various and potentially contentious as the hemisphere may be, through its premier diplomatic institution, has merited this recognition.

In accepting the award Ms. Colomar O'Brien noted with satisfaction the prominence of women staff and officials in the O.A.S. structure, and made proud reference to the achievements of women generally, among these many of the distinguished women on hand for the day's Forum. The facilitating role of the O.A.S. has enabled diplomats throughout the Americas to resolve border disputes short of festering controversies, let alone armed actions, and a sponsoring role played by the O.A.S. has issued in the Convention on Violence against Women, and the measure under preparation, a Convention against Trafficking, while additional conventions are directed to the problems of terrorism and corruption. Through it all, the Protocol chief assured us, she has always managed to tell the O.A.S. leadership what is on her mind!

SOCIAL SECURITY SEMINAR

MAYA MACGUINEAS

President of the Committee for a Responsible Federal Budget, part of the New America Foundation, Maya MacGuineas has emerged as a source of notably creative thought on the core of daunting social concerns that come under the rubric of Social Security. Among the kinds of questions to be considered, Ms. MacGuineas suggested, are those of the differential effects of the Social Security structures on several classes of persons. And again, the character of the country's undertakings -- the "contract" by which the society promises its old to sustain them at some semblance of a decent standard of life after retirement, not to mention its undertaking to provide for



widows, orphans, and disabled. Two decades ago, some may remember, in 1983, roughly fifty years after its creation, the Social Security system was imperiled, indeed much more acutely than it is now. It was touch and go whether even next month's checks could be written. The solution was a combination of tax and benefit cuts, cobbled together with lightning speed and passed so smoothly as to excite no great public alarm. It was a "stealth amendment". The "fix" at all events was effective

enough: the system has survived and has done what it was supposed to do. But there was a concealment of the pertinent facts from public scrutiny and an obviating of debate -- scarcely a proper procedure in an orderly polity. The important fact for now is that over the next several decades the social security sector (that is, the proportion of retirees in the population) is expected to grow by 50%. This fact has been recognized for at least a decade, but only belatedly has it become a topic of general interest. The solutions to the demographic crunch are either to reduce the level of benefits when the retirees have grown too numerous or to heighten the revenue stream, that is to say, raise taxes in one or another way. An obvious way to enlarge the revenue stream would be to impose the social security tax on incomes above the present maximum, say to a new maximum of \$150,000. But the inescapable, if unnerving, fact is that there is no good solution. No way out without pain. No "magic bullet" that solves the problem. And along the way, any monies taken in by the government and thought to be dedicated to social security will nevertheless come to be commingled with other funds and employed for a variety of purposes, some contributing to future income production, some not. Thus the potential value of placing any such moneys in the hands of non-governmental entities -- say individuals -- is that the funds will stay invested in actual productive capacity and will not be employed in governmental projects that do not constitute real investment, that is, an enhancement of the society's long-run productive capacity. The implicit argument is that a hugely increased productive capacity in the country will be necessary if there are to be sufficient resources in the future to feed and clothe and shelter and render comfortable that massive army of the retired. The second large issue lies in the fact that the characteristic social structure now in existence is significantly different from that to be observed at the time the system was designed -- nearly seventy years ago. Then families ordinarily had one worker, now characteristically two. At the same time there are a plethora of single-parent households. It is suggested that the distinct needs of these varying social types require a correspondingly distinct treatment under the social security system. It would be wise to institute well targeted

adjustment of benefits (even at the cost of its being denominated a "means test"). In fact the debate has for the most part descended to the level of a partisan row. What is offered for debate is often an offense to elementary arithmetic. Ms. MacGuineas, hastening to note that she scarcely enjoys preaching, pointedly suggested that the political figures making their opinions audible ought to be admonished to talk sense.

MARIA FREESE:

Maria Freese, a lawyer with two decades of experience as a staff member with the Senate's tax Committee, now is head research analyst for the National Committee to Preserve Social Security and Medicare. A major point is that the government program is intended as one leg of what may be thought of as a three-leg stool. The second leg is the network of company pensions, and the third is the individual savings of families. Pensions (in the sense of "defined benefit plans") are coming to be disfavored in the private economy, in which they operate as a financial fetter on companies. As for family wealth, residential real property is now the chief form in which it is accreted. There are varying estimates of how long it is likely to be before this or that stage of depletion is reached in the flow of funds (or in the stock of federal obligations standing to be redeemed, at the cost of additional taxation, international borrowing, or the like) for social security payments. Perhaps the amounts being spoken of amount to only 1% or so of Gross Domestic Product -- which in real terms will have grown very considerably, especially by some of the farther out dates. Similarly, it is hard to assess the likely costs of a beginning system of private accounts, some form of which are under discussion. If, in a more comprehensive view of the matter, the holding of wealth against retirement is the thing desired, then there are many ways of attaining the goal. Why start with a system of private accounts split off from social security? Why not, for example, instead go to the second leg of the stool and extend and enlarge the body of 401(k) accounts?



HOUSING ISSUES

Philip Miller, moderator, presented in turn the members of the panel. Mr. Miller, a lawyer by profession, holding a J.D. degree from the Georgetown University Law Center, is a recognized expert on questions of housing, particularly from the standpoint of the country's challenges in arranging affordable housing and manageable homeownership for newcomers, migrants, and the economically disadvantaged.

EDWARD L. MOSES

Opening speaker for the Housing Issues panel was Edward L. Moses, the Director for Housing and Community Development of Santa Barbara County, California. Mr.



Moses had traveled to Washington, lending us his very considerable expertise in the questions of housing in their nexus with the social policy of both the federal and local governments.

Mr. Moses described a statistic whose value has been computed for a list of cities from all parts of the Country. This is the average price of housing divided by the median annual family income within the bounds of the

city or metropolitan area in question. This number shows how many years work it takes to earn the value of a house. The cost of financing the house, viewed as the sum of annual payments of interest plus principal on the purchase-money loan for acquisition of the house, shows the percentage of income to support the obligations of homeownership. In some parts of the country the price of houses is vastly out of proportion to the median income figure, so that as a practical proposition homeownership is not in the cards for any but those ensconced at the upper reaches of the economic pyramid. Santa Barbara County, California, Mr. Moses's own back yard, stands in first place at the high-expense pole – median-income households could afford less than 5% of the houses on offer in the area. In other cities the relationship is more comfortable and homeownership is a real economic option for persons further down on the income scale. In New York, for example, income at double the median level would be needed. Among large cities Chicago appears a relatively good deal. The upward rush of housing prices is driving the middle class – an economically and socially stabilizing element in urban structures – out of the cities. Homeownership, if it is indeed the American dream, has come to be – here Mr. Moses quoted Langston Hughes – the “Montage of a Dream Deferred”. In the face of this state of affairs, how can public authorities plan for continued stable, integrated communities while affording accessible housing to a diverse population? Mr. Moses essays a few suggestions: urban planning within a larger metropolitan design; transport infrastructure to get the home-workplace trip under control; more flexibility on land use, tax incentives to induce production of affordable housing; use of new financing products such as 40-year lending (reducing near-term cash-flow requirements).

FE MORALES MARKS

Establishment of credit, as one might suspect, stands as the key obstacle to homeownership among minority communities. Close behind are a simple inadequacy of income and an ignorance of the commercial and legal procedures related to home acquisition and ownership. These factors influence homeownership outcomes for the population in general but

most sharply among African American, Hispanic, and other minorities. These gaps, when translated to absolute numbers of persons affected, are exacerbated by the fact that household formation has been occurring at faster rates in exactly these minority communities. The resulting gaps in minority homeownership constitute the chief problem in the housing picture, while the special situations of distressed communities and the incidence of chronic homelessness throughout the country, and the fact of a massively aging housing stock, all require attention in their own right. Homelessness, which affects perhaps three million persons in the course of a year – roughly 1% of the U.S. population -- is a transitory state for most, but there are a core of some 200,000 chronically homeless, and for their relief no easy route is evident. Fannie Mae, the giant Congressionally-chartered housing finance company of which Ms. Morales Marks is Vice President for Policy, has taken several innovative steps to deal with some facets of these problems. They have instituted, for example, much expanded program of low down-payment financing (95% or greater loan to value ratio), and of lending to persons having less favorable credit histories. A program of partnerships with community organizations and a range of ancillary financial institutions has been organized to school potential homeowners in financial management practices and to impart some modicum of real estate market understanding.

IMMIGRATION

TAMAR JACOBY

In a reprise of the 2004 immigration panel, the 2005 edition of the Forum, again brought together Tamar Jacoby of the Manhattan Institute, Katherine Culliton of MALDEF, and an Administration representative, this year Associate Director Daniel Garza of the White House Public Liaison Office.

The system of immigration regulation, Ms. Jacoby urged, operates at a considerable remove from current economic and social realities. The economy is geared to the massive use of a factor of production, migrant workers, that is not taken cognizance of in the legal framework of regulation. Migrants (the indocumentados, at any rate) as legal subjects and the firms they deal with as employers are all left in a sort of unlawful limbo. Both are subject to capricious, sporadic efforts at enforcement and are liable to suffer the disruptions and the uncertainties incident to the want of a stable legal framework. The Administration's recent proposals, essentially a plan for much expanded issuance of work permits for three + three years, with various devices for adjusting to more permanent status (both for new, legalized workers and for existing undocumented persons), were first publicly issued a little over a year ago. They immediately provoked an outcry of protests among the political right, while centrist and left-center sources, for the most part, approved, and with them, of course, the variety of ethnic communities among whom the affected migrants are represented in large numbers, principally the Mexican and other Spanish-speaking groups. Ms. Jacoby assessed the plan, in its outlines, as basically reasonable, humane, and economically useful. The numbers of migrant workers admitted would be determined through



some estimate of probable market needs. In the first place, the U.S. population generally is now hostile to the contemplated restructuring – out of a residue of nativist feeling, out of fear that their own economic position would be imperiled, and out of a notion that past unlawful conduct (by migrants and by their employers as well) in evasion of the immigration laws should not be “rewarded”, and the related notion that new migrants should not be preferred or endowed with benefits equal to the benefits earned by old migrants who had gone through the arduous legal procedures of the existing immigration regulations.

As for the political prospects, the proposed changes would face a battle royal. The possible decisive stroke however, may lie in the Congress itself. It is believed that two highly influential members of the Senate, John McCain, Republican of Arizona, and Edward Kennedy, Democrat of Massachusetts, are crafting a bill setting up a regulatory schema following in its main contours the Administration’s proposals. As for “selling” the proposition in the country generally, the key argument will be less humanitarian considerations than an emphasis on a reassertion of effective control of the country’s borders. The admission of migrants legally would permit identification -- and even tracking -- of the persons who up to now have existed as an underground population of undocumented. At the same time policing of the borders would become an entirely manageable task. Border patrol efforts would thus be focused on essential security needs. A significant point of contention, one on which a bill might well founder, is the question of an obligation of the temporary workers to return after one or two terms of U.S. labor -- upon what conditions, if any, therefore, could they adjust their status to that of lawful permanent residents, etc. The final rule on this key matter would doubtless be the result of difficult compromises.

CATHERINE CULLITON

Catherine Culliton, of the Mexican American Legal Defense and Education Fund (MALDEF), unites a sharp legal intelligence, linguistic skills, and a passion for the interests of the socially disadvantaged. .

The history of the country is in large measure that of the arrival of waves of newcomers. Questions necessarily arise when this process becomes the subject of governmental regulation – it was not always. Is the regulatory structure fair, first, in its statutory scheme, and, again, is it fair in its administration and enforcement. A recurrent feeling of suspicion directed at newcomers is exacerbated by such events as the recent attacks on the New York skyscrapers and the Pentagon. In the period since the last-mentioned events a broad range of civil liberties questions have arisen in connection with immigration regulations. Among the dubious practices have been many aimed specifically at persons from the Middle East, but also affecting persons from the Spanish-speaking communities and others.. Ethnic profiling is perhaps the most conspicuous among the offensive enforcement practices to which the government authorities have had recourse. There are a couple of reasons behind the objection to ethnic, or, as it is usually termed, “racial”, profiling. The first is that it represents a departure from the basic tenet of liberal jurisprudence that law enforcement must rely on individualized, specific reasonable suspicion. The second reason is the practical one that sifting through a large number of group members on the chance that an offender may be turned up in the bunch is notably inefficient and that the better use of resources is to develop intelligence identifying particular individuals as the offending persons. This, coupled with the notion that the employment of ethnically defined dragnets is likely to alienate the targeted group in its entirety, turning it straightaway into an obstacle to serious investigation, renders ethnic (racial) profiling a tactical blunder as well as a legal perversion.

Additional complaints are leveled against enforcement activities that have been passed off from federal to local agencies. Local police have little expertise in immigration matters, and have been all too often inclined to swoop down on large gatherings of Hispanic persons and demand to check, say, the driver’s licenses of all – this without an individualized reasonable belief that any particular member of the assembly has perpetrated a criminal act or, indeed, even run afoul of immigration regulations.

Two additional policies in the federal government, each initiated administratively, have elicited complaint. The first is the assertion of a power to promulgate uniform federal regulations for driver’s license issuance by states. The federal regulatory schema as proposed would undercut the normal process, and in so doing impose technologically impracticable requirements on the states in the process of licensing. Nor does the federal rulemaking appear to take account of the statutory requirements that the rules should not operate discriminatorily against migrants, that there should be no ethnic profiling, etc. The second practice complained of is the so called “expedited removal” of aliens apprehended within a hundred-mile band inside the U.S. border -- a form of deportation carried out summarily by low level administrative fiat. This practice, substituting the discretion of a field officer of some rank for the processes of courts, with their characteristic arguments of counsel and reasoned determinations, flies in the face of the traditional

jurisprudence on the subject, which requires that, once an alien is within U.S. territory, the protective formalities of the fifth and fourteenth amendments on due process should take hold with full force.

Still another factor giving rise to improper actions against migrants lies in the huge backlogs of applications, petitions, and other papers awaiting processing, so that migrants who have filed all papers in good order and under prescribed time limits are left apparently out of status simply by reason of delays in the agency's reviewing their cases and taking often quite simple -- and obviously indicated -- actions that would regularize the applicants' immigration status. The existence of this out-of-status limbo has led to the grotesque result that immigrants may be apprehended, detained, or deported when they should be not only immune from these sanctions, but should instead be in line for adjustment to LPR status.



REP. HILDA SOLIS

Among her growing list of achievements as a member of the House of Representatives, Hilda Solis, at the outset of this 109th Congress, was elevated by her colleagues to the post of Co-chair from the Democratic side on the Congressional Caucus for Women's Issues. Rep. Solis, speaking on a variety of points,

recurred to a single theme, the discrimination against women -- slowly being dismantled in the wide stretches of Latin America and Asia and still persisting in North America and Europe, and indeed the outright violence directed against women in many locales around the world (even the sophisticated regions of the developed West cannot be excluded). These pervasive phenomena combine to become a "crisis issue". The assaults against the rights of women abroad are notorious -- she reminded the Forum that at that moment a delegation of women from Iraq were in Washington making known the existing and impending encroachments on their liberties and interests. Iraq is marked by a wave of assassinations of women officials, women entrepreneurs, women violating the rigid dress codes of the traditional society or writing in favor of social liberalization. Pointing to the light-blue, figured scarf she was wearing, she explained it as a symbol of commitment to the cause of halting violence against women. She presented a similar scarf to Ma. Caballero, President of Dialogue on Diversity.

GREGORY L. ROHDE

Keynote speaker for the Forum's midday session was Gregory L. Rohde, a former Assistant Secretary of Commerce for Communications and Information, and head of the National Telecommunications and Information Administration (NTIA), knows the structure and ethos of Washington. As an entrepreneur himself during the last four years, he has led his firm, E-Copernicus, in development of designs for information technology projects of both commercial entities and municipal



agencies around the world. Mr. Rohde's intellectual formation, quite out of the usual run of things in Washington, has included studies leading to a graduate degree in Sacred Theology. Mr. Rohde thus brings a unique set of salutary perspectives to the questions of policy and to the problems of information technology as a social and even political phenomenon.

Mr. Rohde recounted a recent visit to his native place, the state of North Dakota, and a hotel in

Bismarck, the State capital. He was searching for a place to connect his laptop computer, all in vain, until he caught sight of a Starbucks -- civilization had penetrated here after all. He was able straightway to link by wireless and catch up on work and the day's doings in the rest of the outer universe. IT has come to be an essential of our workaday life, at least in the urbanized band, however sparsely the conveniences have taken hold in rural and geographically isolated part of the country, and in segments of society isolated by poverty. Indeed the U.S. as a whole finds itself lagging in the race to outfit the world with broadband service. This country is 11th in rank, with a meager 7% penetration, behind such countries as Korea with 30%, France with 10%, and so on. The IT revolution, like the earlier industrial revolution in its several phases, again multiplies the effects of our inputs -- those of effort, thought, and the earlier technology of power. The full potential of the new technological array is to be attained, however, if and to the extent that the technology is diffused in the places and industries where its effects are to be most pronounced -- places where poverty and isolation have often excluded it. And its contribution to the social weal is conditioned upon its being diffused among the classes of the population who, because of social isolation, poverty, and only meager education, stand to be left out while the rest of the world goes by.

WHAT YOU CAN DO IN JULY FOR DECEMBER'S HOLIDAY FAIR

Each year Dialogue on Diversity presents its Holiday Fair and Children's Gift Collection on the first Saturday of December. Each year your ticket of admission is one or more gifts for a child, 4 to 14, from an economically disadvantaged family in the metropolitan area. We regularly encourage the Dialogue's friends in other cities, everywhere around the country, to organize their own Holiday Fairs, collecting gifts for children whose holiday times will not otherwise be enlivened by a share in the pleasures of the season. But the rest of the year is the best time to collect the toys and books and games for these children. When you spy a cute toy or book, don't pass by; take it along and put it in a special closet for St. Nick. The very thought of the reindeer spilling snow from the roof is a welcome cooling influence when that is most needed.

YOUR DIALOGUE MEMBERSHIP

Never is there a better time to renew membership in Dialogue on Diversity than now. Download the membership form from the Web-site Your dues have a part in keeping the activities of the Dialogue in motion. You are an important cog in the machine. We hope the year cycle of programs is useful to you, and, better yet, enjoyable as well. We would like to welcome you as a member.

HEALTH-CARE SYMPOSIUM 2005

You are reminded of the Dialogue's fifth annual Health-Care Symposium, coming up on August 24th in Washington. See www.dialogueondiversity.org for details and registration info. The title: *Science, Economics, and Policy: The Benign Conundrum*. We are confronted with marvels issuing almost daily from the medical science establishment. The society is the richest on the planet, and it is possessed of sophisticated political institutions. The puzzle is how to get these three excellent resources working together to provide a suitable degree of access to high-quality health care for all the persons living in that society.

WORKS AND DAYS

NOTES ON MEMBERS AND FRIENDS --

BEATRIZ M. MANETTA

Alongside a heavy charge of business responsibilities and service on the President's Export Council (where she chairs the Technology and Competitiveness Subcommittee), an official federal governmental body to which she was appointed in 2003, Betty Manetta has done yeoman's service for the Dialogue (of which we are proud to count her a Director). She appeared as a speaker for the Income Maintenance Seminar at the 2005 Public Policy Forum, where she outlined the sobering obligations of a business owner to self and employees and their families and the requisite practical steps to be taken in fulfillment of those responsibilities, and participating once more, in early June, as a panelist for the Entrepreneurship/IT Conference in New York. Ms. Manetta is the hard driving head of Argent Associates, an IT supplier which continues to rack up impressive sales and profit figures year after year.

SILVINA SOUSA

A figure from the early era of our now august organization, reappears with the news of her post in the Academic world. Ms. Silvina Sousa, a native of the Azores, served as a volunteer intern for the Dialogue during the Summer and Fall of 1994, where her sharp intelligence and diligent labors in our then young organization are remembered with pleasure. She is Assistant Director, Housing and Greek Life, at the University of the Pacific at Stockton, California.

LUVY IBARRA

One of the Dialogue's earliest and most faithful members is Luvy Ibarra, a women whose remarkable story epitomizes the drive for achievement in a diverse society that the Dialogue sets as its purpose. Ms. Ibarra arrived in the U.S. from

Nicaragua some thirty years ago, already a skilled real estate broker and even possessor of architect's credentials, but above all, an intention of being a successful entrepreneur,. She soon shifted direction, and with characteristic creativity and vigor founded a housecleaning business, whose twin goals were to prive the best in cleaning services and to afford a source of employment to Latino immigrants. After twenty five years her company, Reliable Housecleaning Services, has the same clients – except for those who have retired, and now it is their children who are clients. We are proud to have Ms. Ibarra aboard.

MARIA DEL ANGEL

Resident Commissioner for the Los Angeles Housing Authority, one of the seven Commissioners who govern this all important, autonomous body for the City of Los Angeles, Ms. Del Angel has herself resided in the Public Housing quarters, forming close ties with individual tenants and with a network of tenant groups, taking note of their problems and concerns at ground level, and acting as advocate with the decisions makers in the Authority. An arduous and often contentious task, which she ties into with relish on behalf of the beleaguered residents. Ms. del Angel is a born Angelena, having grown up in the East part of the city and made her career in its neighborhoods and in the halls of the city authorities as a battler for the interests of the residents, persons with only meager economic power, for whom her advocacy is often the sole source of leverage in the social milieu.

ANDREA PECK

As an active and resourceful figure in Dialogue on Diversity's leadership group Andrea Peck enjoys well-earned respect and gratitude in this organization. She is a graduate of the Universidad Javeriana de Cali in Colombia, and after several years of work at Banco de Credito in that city she joined Citibank in the U.S. First managing the Financial Center in the Adams Morgan district, Washington's stylish multi-ethnic quarter, she has now moved to head the Citibank Financial Center at Tyson's Corner, the burgeoning financial and tech district and up-scale shopping venue situated in populous Fairfax County, Virginia northwest of Washington.

RITA DIMARTINO

Since retirement from her executive post at AT&T two years ago Rita DiMartino has found herself busier than ever, constantly on the go to meetings of the many organizations and institutes she advises, among them, to name one of many, the National Commission for Federal Election Reform. Ms. DiMartino, from a time in 2001, has served as Chief U.S. Delegate to the Inter-American Commission of Women (CIM, its Spanish acronym) of the Organization of American States. The latest assignment has carried her farther afield than most: to the Middle East as an International Observer in the recent election conducted by the Palestinian Authority.