



DIALOGUE ON DIVERSITY

Twenty Five Years of Service to America's Diverse Communities

DIALOGUE ON DIVERSITY – THE SHORT HISTORY OF A MOVEMENT

DIALOGUE ON DIVERSITY, founded in 1990 by a group of women representing a cross section of American ethnic communities, this year celebrates its **Twenty Fifth Anniversary**. For this Quarter Century mark in its history of many-faceted programming, plans are complete for a celebration on the evening of **September 21st**, whose brief program sums up the themes we have explored and the lessons we have evolved in our progress through these eventful years, followed by the presentation of awards to persons distinguished in the fields the Dialogue has dealt with for well over two decades. The festive evening winds up with a convivial social hour, and a typically exhilarating performance by the renowned **D.C. Mariachi**. The day's celebration reminds us of the beneficent role of long-time members of the Dialogue's corporate family and of many collaborating organizations, whose support is clearly a source, one among others, of the organization's accomplishments.

In recounting the chronicle of Dialogue on Diversity's life and times, we have, perhaps quite arbitrarily, divided the twenty five years of the story into five successive parts, of five years each. These quinquennial segments, labeled here Eras for short, perhaps illustrate the stages of evolution of an organization aiming to explore the nuances of a diversity-conditioned cohabitation of our communities in the turbulence of an exciting world.

THE OPENING ERA

The chronicle of our Dialogue commences in a review of its origins ca. 1990 through the initiatives of a group of dedicated women, concerned for the well-being of diverse and nurturing societies, in our own near environment, but also far afield. Interested in the international aspects of their concerns, the founding circle of the nascent Dialogue reached out in a series of exchange visits to women in the swiftly evolving polities of Eastern Europe and the then increasingly porous Soviet space. It went on, over the years following, to unfold a comprehensive vision of domestic concerns – of social practice and public policy, technological advance, and economic viability.

- With over a year of work on the Washington and national scenes, the group of women, coming from around the country, concerned for the international aspects of their dedication to diverse and nurturing societies, coalesced in an informal series of seminars and conversations on the phenomenon of diversity – hence *Dialogue on Diversity*. [it was no longer a descriptive “a” dialogue on diversity, or “the” dialogue on diversity, but Dialogue on Diversity simply, in capitals, without the grammatical article, a newly minted entity of its own.] Their early exploits included exchange visits of some twenty U.S. women to the then tottering Soviet state, and a return visit of a delegation from Russia, the Ukraine, and Uzbekistan. **Ms. Ma. Cristina Caballero** herself, the central figure in the genesis the Dialogue, made the journey to Russia upon invitation from the soon to be renamed Committee of Soviet Women, with a long, daunting side trip to Kyrgyzstan, to meet with co-correspondents in that distant clime (she recalls a long drive in a pickup truck from the airport in nearby Uzbekistan, halting once for a herd of sheep to be driven across the mountain road on the way. She was on her way to meet with the eminent **Roza Otunbayeva** at the capital, Bishkek (in Soviet times named Frunze, after a noted Bolshevik hero of the Revolutionary period). Ms. Otunbayeva, as the recent Kyrgyz Ambassador to Washington, had spoken at an early Dialogue on Diversity program at the nearby George Mason University. Ms. Otunbayeva some years later was summoned to be President of the Kyrgyz Republic at a time of deadly political turmoil in the country.

The organization's attentions, at all events, were soon drawn for the most part to economic viability and domestic policy questions in the face of the plethora of gaping needs in our home society. The roster of these pioneers in the Dialogue included women of a variety of callings and professions, ethnically Latinas, African-Americans, and lesser numbers of (very vocal) scions of Asian societies.

- In the first several years a remarkable variety of programs were presented, this on the way to the well articulated cycle of programs that might systematically take up in order the set of concerns that defined the Dialogue's essential purposes. Christmas and the winter holidays were celebrated for several years at the International Monetary Fund on Nineteenth Street, with a reception and speaker. Interestingly, this was the first, and perhaps only time the Dialogue was on the receiving end of an objection on the ground of gender discrimination. An IMF executive standing nearby, having noted that a group of women were evidently in charge, inquired nervously whether this was for women only, to the exclusion of any other gender. Fortunately Ms. Caballero, presiding in the premises, was able to point to her husband, who was standing innocently nearby. That appeared to satisfy the official.
- In the first of several early fall Fashion Shows cum Silent Auctions (proceeds to a timely charity) presented by Dialogue on Diversity, the Ambassador of Pakistan, **H.E Sayeda Abida Hussain**, a woman most congenial with the program of the Dialogue (she, quite memorably, had volunteered her private office for the models' changing room), hosted the Dialogue's display of the creations of several friendly local designers in a professionally crafted show at the Embassy near Sheridan Circle on Massachusetts Avenue. A successor event was presented the year after in the courtyard of the Organization of American States – an outdoor event at which breezes and the passing airplanes over the river played hob with the brave models on the makeshift runway, not seriously impinging, for all that, on the cheerful spirit of the audience.

Back in the thick of public policy disputations, a memorable evening at the Stuart R. Mott Home on Capitol Hill (then as now a popular meeting site for Washington NGOs) was the setting for a learned seminar on the predicted effects of the then much disputed North American Free Trade Agreement (NAFTA), the evening's finishing touch being a buffet of smoked trout and other delicacies. The local audience was augmented by a crew of visiting social workers from the Denver area in Colorado. The debates across the street in the Senate were at their height and the favorable vote was taken about the time our seminar adjourned.

- In November of 1991 the organization was formally set up as a not-for-profit corporation in the District of Columbia. The Dialogue's new Board of Directors wasted no time in submitting the application for recognition as a tax-exempt organization under §501(c)(3) of the Internal Revenue Code. The application was approved in the late winter of 1992 – the successful coping with the obligatory rite of passage for U.S. NGOs. Form 990 and the fearsome Schedule A entered the vocabulary of the organization's leadership.

In 1992 the first of a series of Entrepreneurship and Information Technology Conferences was held, this modest avatar of the more elaborate editions to come, in a somewhat cramped conference room nestled beneath a stairway at the Department of Commerce. The next year, the event was held at the Washington Hotel on Fifteenth Street, with a following reception at the roof-top cocktail plaza. It was at this conference that AT&T, a company very much in the vanguard of the information technology advance then gathering speed, stepped forward first as our chief sponsor, a role in which AT&T has carried on in many subsequent runnings of the Entrepreneurship/IT meetings – an event celebrated in its 2015 edition earlier this afternoon. An AT&T speaker regaled a full house at the hotel ballroom with the promises of a train of breath-taking IT wonders to come – history, we note, has some time since overtaken the promises of that day in 1992. The Entrepreneurship Conferences, with their strong Information Technology counterpoint, were subsequently presented at such spots as the Bell Atlantic (now Verizon) Building in Arlington, and the National Press Club on Fourteenth Street, N.W.

THE SECOND ERA

Not long after, the first of a quite different program, the Public Policy series, held in the spring of 1996, was put before our growing Metro area audience, with visiting members from as far as Colorado and New Mexico on hand. This original venue was a capacious conference room at the Brookings Institution. Soon the public policy programs had migrated to Capitol Hill at such sites as the Cannon Caucus Room and the Rayburn Gold Room.

- The evolution of these programs was accompanied by the not unheard-of practice on the Washington scene of conferring AWARDS on worthy achievers in a variety of fields within the purview of the Dialogue's concerns. These were initially awards presented at the early Entrepreneurship/IT Conferences, recognizing first the excellence of entrepreneurial performance itself, then the accomplishments of mentors upbuilding entrepreneurial skills in aspiring business owners, and finally the excellence of businesses, large or small, in honoring the value of diversity in their workforces, their clientele, and most of all, their supply chains.
- In the late 1990s these awards were broken off from the Entrepreneurship conferences and presented as an annual self-standing program, with added kinds of recognition, most notably the Trailblazer Awards for women (later men as well) whose exploits in public- or private-sector undertakings had advanced the cause of a constructive diversity, whose acts had made a dent in the harsh surface of an ailing society, and who stood as role models for young women; and finally an International Award, conferred on a woman whose work had materially brought betterment in the comity of nations and the maintenance of peaceful relationships. These awards programs were held in the evenings, with a lead-off reception, first at the Postal Museum, the year after, 2008, at the Rayburn Building Foyer, and were settled finally at the ornate Hall of the Americas at the Organization of American States.
- The international concerns of the Dialogue and its leadership were on display once more on the occasion of the FOURTH UNITED NATIONS CONFERENCE ON WOMEN (for short: WCW IV), with its parallel Symposium of NGOs, both running simultaneously at sites in Beijing, China. A Dialogue on Diversity delegation organized a seminar, titled Inter-Ethnic Dialogue on Entrepreneurship, in the tightly scheduled NGO track, dealing with the promise of a smart entrepreneurship and its curative effects for the chronic economic necrosis that damped prospects for growth and social development in large parts of the globe. The panel participants were, along with Ms. Caballero of the Dialogue, first a greatly accomplished woman entrepreneur from Chicago, and **Carmen Delgado Votaw**, a Washington resident long associated in the Dialogue's work, together with two Chinese-American (English-speaking) women employed by American companies in China, and thus acquainted well with the economic ethos of each of the countries. The occasion was effectively the debut of Dialogue on Diversity as a United Nations NGO. During the weeks of the Conference meetings the halls were filled with women of leadership strata from countries around the globe, both entrepreneurs and activists critical of the excesses of monopolistic firms in their own localities and abroad, with pointed complaints launched on every hand against the alleged abuses of the "Multi-Nationals". Among conference participants were **Hillary Clinton** from the American White House, the then American Vice President **Albert Gore**, and other administration representatives. The redoubtable **Bella Abzug** made her indelible appearance, confined to a wheelchair with the illness that soon thereafter claimed her. Delegates were treated to travel by bus to view nearby sites, always within range of the intrusive eyes of government guards. Among other eerie experiences recollected by Ms. Caballero, a late night telephone conversation with a conclave delegate was interrupted by the voice of a third party (presumably listening throughout the

discussion) wishing to know what one was up to, carrying on a conversation late at night. Ms. Caballero had explained: that is when everyone is getting back from the parties. Seemed to satisfy the official overseer. The interesting part, at all events, was the long train of meetings and after-conferences back in the U.S. through the months, even several years, after the conference, some organized by the WH or the State Department, others by civil society groups, all assessing the content of the conference proceedings, and mapping out strategies for advancing the ambitious agenda set by the official conference, not to mention the reverberating commentaries of the numerous concerned civil society groups.

It was also during the eventful second period of the Dialogue's growth that the classic change of pace for the holidays was observed. As noted above, there had earlier been Christmas receptions at the IMF.

- Now the Dialogue organized its own celebrations under the title, which has persisted to now, of Holiday Fair, which was conjoined from the outset with the obligatory Children's Gift Collection. The first Holiday Fair was held in December 1996; it is one of the earlier features of the Dialogue's array of programs, still going strong after many happy iterations. This year's, set for December 12th, is thus the twentieth in the series. Children, all living in economically disadvantaged households, are assembled by community organizations serving their families, and brought to the Holiday Fair site. They perform dances and songs their teachers and they have prepared for the occasion, polish off a lunch of hot dogs and juice, and receive presents, gaily wrapped, and classed by age and gender, brought by Dialogue friends to the Fair, while other toys, books, and games are obtained with donations from other members and friends and often, with luck, a generous sponsor. Santa Claus is a regular figure in the day's proceedings, making his appearance a bit after 12:00 noon and interviewing his young subjects, quite confidentially, for the while after. For all the Christmas trappings of these celebrations, The Dialogue has carefully called the occasions the "Fair", and has referenced them to the "holidays", so that families of other persuasions are suitably and clearly defined as welcome. The Holiday Fairs have been held at a variety of venues, from the Club Room at the Tortilla Coast to the most recent, perhaps permanent, home at the Horizon Ball Room of the International Trade Center at the Reagan Building on Pennsylvania Avenue, made available graciously by **Mr. Andrew Gelfuso**, the very able ITC manager .

THE THIRD ERA

The advent of the newly free-standing Health Care Symposia dates from the Summer of 2000. The origins of the health care program – health had been a frequent subject in the general Public Policy Forums throughout – were much conditioned by our collaboration with the Montgomery County, Maryland Initiative for Latino Health, whose manager, **Sonia Mora**, served on the Dialogue on Diversity board. The first of these programs was held in a large hall in the County's grandiose new municipal building. A year later, with speakers recruited jointly by us and Ms. Mora's offices, the Symposium moved to a spacious library on the outskirts of Rockville, Maryland. Later editions were presented at the HHH DHHS building at the base of Capitol Hill, and in conference rooms at the AARP headquarters in downtown Washington, and still later at the National Education Association. Its home for the last five years has been the American Federation of Teachers on New Jersey Avenue. These Symposia, along with the continuing Entrepreneurship/IT Conferences, have come to be the most elaborately designed and staffed of the annual cycle.

- The Health Care Symposia have remained perhaps surprisingly consistent in their topics for exploration over the fifteen years of the series. Among these are, first, the state of the laws and institutional structures in which the national enterprise of health care proceeds. The health care system was under close scrutiny since Harris Wofford, a newly elected Senator

from Pennsylvania, had brought the state of unequal access, rising costs, and other perceived flaws – the principal theme of his electoral campaign – to the forefront of public discussion. Detailed and critical debate on the shape of a general health care reform began, to issue at last in the enactment of the ACA in 2010. A course of development that the Dialogue followed closely. The persisting burden of the duty for cultural competence formed another repeated focus of attention in the symposia. Reviews of major health threats, rotating maladies from year to year, are an additional constant presence on the agendas.

Meanwhile the Awards evenings at the OAS had grown more opulent with the years, and had come to be studded with stellar personalities. The International Award went to **Dr. Ivonne A-Baki**, the Ambassador of Ecuador, a handsome figure of Lebanese descent who, alongside a portfolio of diplomatic achievements, is an accomplished artist. The Award a year later was conferred on the Foreign Minister of Paraguay, **Leila Teresa Rachid Cowles**, who had recorded a meteoric career in the country's politics, and was the spouse of an American rancher. The tenth anniversary of the honors featured the International Award to **Sra. Ernestina Herrera de Noble**, a legendary Buenos Aires press baroness, publisher of *El Clarín*, which had grown to be a massive media conglomerate. Mrs. De Noble, in her youth a professional Flamenco dancer, since 1970 the widow of the original publisher of *El Clarín*, was accompanied to the Hall of the Americas by the country's Ambassador in Washington, spiffily outfitted in a boldly checked suit. The hall was graced with the installation of Argentine television facilities by which the imported broadcast crew transmitted the honoree's remarks live to the Argentine viewing audience. The laureate spoke of a world, one not yet realized, in which women might rise to heights of achievement without sheer genius or the luck of great wealth, but with the simple dedication of diligent work. Another memorable evening was that of the 2002 Awards, in which an Afghan woman radio commentator, **Jamila Mujahed**, who had just announced to the country the removal of the power of the Taliban state in the campaigns of 2001-2002, received the recently instituted Liberty Award, honoring persons advancing the cause of civic freedom in the face of official resistance. Travel arrangements for Ms. Mujahed's journey to Washington had been set up by the State Department, whose Undersecretary for Global Affairs, **Dr. Paula Dobryansky**, was on hand to present the Award. The problem was that the plane to Washington had been delayed. Upon her finally arriving at Dulles midway through the evening schedule, she raced with the Dialogue's welcoming party through the streets toward the OAS. The Master of Ceremonies at the Hall of the Americas was about to adjourn the meeting, giving up on the actual presence of the honoree. A commotion was heard on the broad stone steps leading up to the Hall of the Americas and Ms. Mujahed entered the vast chamber, to a quite spontaneous standing cheer, half in praise for her history of pluck, half out of relief. She spoke movingly, with a translator's help, Secretary Dobryansky proudly standing at her side. Still another event of interest was the visit of the renowned Swanee Hunt, formerly the U.S. Ambassador to Austria, and now head of the Institute for Women and Public Policy at Harvard's Kennedy school, and a leading activist in causes of women's condition around the world. Ambassador Hunt, a scion of the Hunt food products and oil extracting dynasty, is a colorful and deeply influential figure in the world of public discourse, and is a member of Dialogue on Diversity's Advisory Committee. She received the International Award for 2003.

THE FOURTH ERA

It was during the years well into Century XXI that a subtle change of emphasis was observed in the Dialogue's programing. The typical batch of awards would have been given in October of the year. It was in the fall of 2008 that the ominous notes of economic decline were reaching a fortissimo and the corporate sources of funding for NGO's falling into a dearth to which Dialogue on Diversity was not immune, were drying up. The hoped for very costly annual party for 2008's awards was not in the cards this time around. A very reduced evening for a convivial supper in the cozy confines of

the lower level at the Penn Quarter's La Tasca, saw the conferring of a shorter than usual list of awards among invited friends of the Dialogue. The evening's speech was that of the Dialogue's vigorous supporter Theresa Alvillar Speake, then the head of Supplier Diversity at the U.S. Department of Energy. It was near the time of the quite exciting 2008 elections and our group were visited by a couple of local candidates passing out buttons and brochures, a welcome and amusing distraction. There was the additional factor: the growingly elaborate Awards ceremonies, which no doubt offered a number of picturesque moments, clearly were drawing very substantial time and resources away from the core work of the Dialogue, that of developing sound views of public policy questions and presenting detailed discourse on the pertinent points, all before audiences of interested persons, not to mention the impact of the careful reports and position discussions in the Dialogue on Diversity Newsletter and occasional essays. But the awards were by no means abolished: they were henceforth to be incorporated into the related substantive programs in Dialogue on Diversity's yearly cycle, at this point five in number, plus the Holiday Fair.

The Public Policy Forums began to split into several distinct events during this third phase of the Dialogue's evolution. In the last of the integrated programs we had the inspiring experience of honoring the venerable **Dorothy Height**, the confidant of civil rights luminaries from **Eleanor Roosevelt** to **Dr. King** and his circle (she was the rare woman in the top echelon). Again an appearance of the D.C.'s sudden celebrity **Michelle Rhee**, who famously turned the decaying school system of the District of Columbia upside down. The related topics found their own home in the Health Care Symposia, dating from 2000, while housing issues were dealt with in an early autumn Housing Policy Colloquium, which was discontinued around 2009 in favor of a new women's History Month program in the March Women's History Month.

Still two other regular substantive programs made their appearance as offshoots of the general public policy subject during in this period. One of these was the Internet Data Privacy Colloquium, linked with an international observance of "Data Privacy Day", January 28th. Numerous programs in the U.S. and Europe have gravitated to the late January neighborhood for a review of the technology, the law, and the practice that have either injured or enhanced the values of privacy in connection with the use of Information Technology, these and indeed other technologies that have impinged on the spheres of exclusion that persons have sought to preserve against intrusions — the essence of the value and practice of Privacy. The first of the colloquia was presented in 2009 at the Washington Home of Stuart R. Mott. We should mention here that Dialogue on Diversity has more recently instituted a series of occasional papers, titled Privacy Notes, with commentary on the broad range of privacy questions. To date ten numbers of these Notes have been issued. These, like the colloquia themselves, deal with such subtopics as law enforcement and government regulation and surveillance, to social media with their enticement to the young and naïve to disclose more than prudence might well counsel, with extended treatment of the particularly vexed questions of IT adoption in the health care/medical worlds, which have *pari passu* engendered the acute perils of improper disclosure in electronic medical records (EHRs – they have their own acronym). Our friend **Dr. Deborah C. Peel**, heading the Patient Privacy Rights organization, has appeared frequently with us in both the Health Care and the IT Privacy program, sternly inveighing against the facile justifications for a broad range of disclosures, often with harrowing accounts of such disasters her own psychiatric patients had suffered at the hands of hospitals and other providers. Still another branch of this topic analyzes the massive accumulation of data on persons in the course of a swiftly growing use of the internet in consumer commercial transactions. These data, when processed, together with collated data from numerous diverse sources, have permitted the formation of surprisingly detailed profiles of the personal identity, indeed personality, of individuals — a capability that has its useful aspects in directing relevant and interesting advertising matter to particular persons, but has its weirdly disquieting side in the possibility that unknown third parties know more about us than we ourselves. In the hands of abusive private parties, and – much worse – in the files of coercive entities (dare one say: governments) with a malicious turn of mind, the dangers are the stuff of sci-fi dystopias.

A second offshoot of the public policy topic, also having its first running in 2009, is the combined Domestic Violence Awareness and Immigration Colloquium, held annually in late October. The harms of domestic violence are at once medical and psychological, not to mention the extensive wreckage to the economic prospects of a household, but they are amenable only in part to the ordinary remedies through medical or psychiatric treatment. Instead the evil necessarily involves other parties; the causes lie in ill-adjusted interpersonal relationships within a household, and in external stresses imposed on the household through poverty, legal disabilities (here the nexus with immigration law), and the quick-on-the-trigger decisions of courts and prosecuting authorities to deal with every situation by incarcerating someone – a practice that is apparently quite heavily weighted against ethnic minorities. Enforcement is sometimes affected by the dilemma of public authorities — a desire on the one hand to accommodate cultural practices, especially of “third-world” immigrants, and at once maintain our own standards of just treatment among household members (forms of patriarchal domination, for example, must have their limits). The range of sub-topics has been broadened, in the latest editions of this colloquium, to the distinct but probably related questions of trafficking – perhaps the most shocking of the practices that is widespread around the world, not least because of its typical exploitation of persons little out of childhood, and at that for sexually abusive activity (for which – even more shocking – they have been regularly prosecuted for prostitution within the criminal justice system by the authorities in many many localities in the U.S. – a practice that is being curbed by curative statutes in a good many jurisdictions). Immigration law and its enforcement practices are related to domestic violence concerns in a variety of ways, often because of the complications that arise in dealing with these incidents under the special legal constraints faced by migrants, especially the “indocumentados”. More broadly, immigration law is a tangle of impenetrable regulations and a labyrinth of legal classifications, deadlines, forms of action, and the like. Migrants themselves obviously can’t have a clue to finding their way in the morass of the law, and able lawyers are scarce and costly. Volunteer legal experts are the four leaf clovers in a lawn of weeds. Our colloquia have more than once featured just such advocates, whose overwhelming work, noble and skilled as it may be, is a drop in the bucket of the needs. We have heard as well from economics experts on the logic of immigration, **Mr. Alex Nowrasteh** from the Cato Institute, for example, who recommends quite persuasively a supple and large scale schema of guest worker arrangements.

The Public Policy Forum itself has been somewhat re-cast and is now a presentation focused on the questions of women’s rights under law and their status under social norms and practices in this country and elsewhere in the world. These Forums have considered, for example, labor markets, education, inclusive of the special STEM studies and the subsequent fortunes of women making their way in technical and scientific professions. A regular feature of these Fora has been the report of experts on the relative conditions for women in a variety of points on the globe. With a sharp eye trained on the pernicious practices rampant in the Middle East. Pakistan, a society in which a woman, **Ben Azir Bhutto**, was long a hugely popular Prime minister, and later shot down, and a woman served in Washington as Ambassador (see our account above), is at once the scene of such shames as the targeting of women in parts of the vast country with unconscionable violence under pretext of morality. Other presentations have retailed the histories women’s progress, more often than not achieved after arduous struggle. Progress in economic self sufficiency, and in meaningful civic roles.

- In a program of several years ago, for example, women’s continuing excellent standing in the arts was evidenced in a stellar performance by **Ayanna Gregory**, in the friendly quiet of the AFT meeting venue, of her ballad *Now*, as if crafted by a latter-day Debussy, in a strikingly modernized take on the Soul tradition. Ms. Gregory, the daughter of the wit and civil rights battler Dick Gregory, is gifted abundantly both with her father’s performance *éclat* and with his bold moral consciousness.

- The program was highlighted by the presentation of two awards – one, the International Award, going to veteran Dialogue on Diversity advisor **Rita DiMartino**, an active executive working in corporate America and in the world of public service and civil society, over a long, varied, and notably productive career; the other, the classic Liberty Award, conferred on **Julieta Garibay**, a meteoric newcomer to the public policy lists, urging a telling invective against the perversity of the immigration rules that would send well over a million American young people packing to lands unknown.

THE FIFTH ERA – MODERN TIMES

The Quarter-Century mark is a time to pause and look back on the causes we have placed in the light and explored. And to recognize the legions of knowledgeable speakers who have expounded their insights on the essential topics. At once we recognize the confidence of a series of corporate sponsors, from among the preeminent American companies and organizations, who have joined with us year after year in supporting this programing.

- The most recent years have seen a more closely developing relationship with the Ana G. Mendez University System, based in San Juan, Puerto Rico, and having four ancillary university sites in the U.S. mainland. One of these is situated at Wheaton, Maryland in the Washington suburban area. Dialogue on Diversity's links with SUAGM is of many years standing. SUAGM was honored with the Corporate Award in the entrepreneurship series for the year 2000. Subsequently Dialogue on Diversity collaborated in the presentation at San Juan of Entrepreneurship Conferences two years in succession, while also collaborating with the Ft. Lauderdale, Florida location in two such conferences. SUAGM is an agile and aggressively managed institution, with a solid expansion plan and resourceful instincts of the first rank in sustaining these operations even in a scarcity economy, with which Puerto Rico is being hit with especial force. In the anniversary awards being presented in September, 2015 SUAGM is one of the honorees, being recognized for its contributions to education in the setting of a hard pressed, largely bi-lingual society.

The Fifth Era segment of the Dialogue's chronicle is marked by extensive structuring of a relationship with three of its present corporate family.

- The first of these is the CareFirst BlueCross BlueShield, the branch of the large medical insurance complex covering the Mid-Atlantic section of the eastern seaboard. In collaboration with **Dr. Malcolm N. Joseph**, its Medical Director, the Dialogue has effectively elaborated the health care conferences in the most recent period with a degree of savvy and sophistication at an enviable level of professionalism. Dr. Joseph is also being honored in the 2015 Quarter Century Awards.
- The Microsoft Corporation has also been a key to the sharpening of the Dialogue's presentations on entrepreneurs and information technology. Additionally the Microsoft staff at the Innovation & Policy Center on K Street in Washington has been generous in providing the settings and the amenities for many of our conferences and symposia over the last five years. We are in admiration of the skills and learning that is represented by the complement of executives in the Center. An Award is being granted in the 2015 festivities to **Mr. Frank Torres**, the Microsoft Director for Consumer Affairs, for his career of labors in the cause of privacy in the cosmos of consumer transactions through the devices of modern technology

- The role of the American Federation of Teachers is mentioned at many points in this story of our Dialogue’s ventures in health care, education, and women’s history. The AFT has generously hosted these events at its national headquarters, situated on New Jersey Avenue in Washington. A close confidant and fellow laborer in putting these programs together has been the remarkable **Ms. Connie Cordovilla**, Associate Director in AFT’s Community Affairs and Human Rights Department, whose tireless and meticulous attention to every logistics detail and to the fine points of our programming has been an indispensable source of support. **Mr. César Moreno Perez**, an executive of AFT, has been closely associated with Ma. Cristina Caballero, the Dialogue’s President and CEO, and others of the Dialogue on Diversity leadership in developing these symposia and in securing the logistical underpinnings for these events. As noted, the sharing of insights with the research facilities of the ATT has proved a valuable element in the Dialogue’s elaborating positions on several crucial education issues.

EPILOGUE – PROSPECTS FOR THE GOOD SOCIETY

The Anniversary portion of the program for this September 21st. 2015, includes a commentary, fashioned as a view to the future, projecting the evolving course of Dialogue on Diversity over the several years to follow as we move forward past the present 25th Anniversary milestone. We propose, as perhaps our chief initiative in this period, to heighten the attention given over to education themes (which already have formed a significant element in our presentations), directing for analysis, advocacy, and, as contemplated, practical initiatives to be launched as the organization’s course, and indeed its carefully husbanded ways and means, unfold. We have determined that an enhanced focus ought to be brought to the overwhelmingly important matters of education, from pre-K initiatives to testing regimes in elementary schooling, to struggles in many quarters to dissuade young people from dropping out, and to the campaign for directing best efforts to the STEM problematic – what values are at stake in the allocation of academic attention as between “Humanities” and what might be termed the “hard” sciences (doubtless in two senses – both that of scientific rigor and the mundane fact of hard work). Again, is the apparent gravitation of girls more to the humanities and away from the STEM studies, which are then remitted to the labors of the boys, an objectionable tendency? And, if so, what strategies might remedy the imbalance? And what of the similar issues in ethnic differences (Latino, African American under-representation in these studies, while Asian-heritage scholars are running away with the prize)?

In short, we view education as a field — already thoroughly studied, tinkered with, prayed over, now and then doused with funding — yet in need of cultivation, and we judge that our Dialogue is well situated to explore this range of questions. We should mention that, even at this incipient stage, we have formed very productive and close links with (among other entities) the American Federation of Teachers and with the famed Educational Testing Service – both organizations, each chronically immersed in salutary controversy over the most expedient strategies for enhancing the national patrimony of productive intelligence, are outfitted with powerful research offices. Both have thus been the source of sharp-edged ideas, from which Dialogue on Diversity, along with other civil society entities, has drawn notable benefit. (And, we note, each has amply participated by way of speakers at our symposia, **Giselle Lundy-Ponce**, AFT’s expert on early childhood education, (pre-K) education, and its President, the outspoken **Randi Weingarten**, and **Yvette Donado**, the versatile organizational expert, serving as Chief Administrative Officer at ETS.).

The directions in which the work of Dialogue on Diversity is pointed are perhaps implicit in our review of the years that most recently witness the accomplishments of our five substantive programs of the annual cycle, plus the always invigorating Holiday Fair. Our Program cover for the present festival speaks, not entirely in jest, of the young Dialogue set loose to make its fortune in the wild world of Washington officialdom, intellectuals, advocates, and a number of simply human souls ready to welcome and assist. For the encounters with all these we have been, by turns, instructed, amused, now and then exasperated, and always grateful. We hope we have outlined, through Dialogue on Diversity's cumulative writing and speaking, and analysis, an essentially creative view of economic and social movements, one having the power to generate fresh and useful conceptions of policy and civil society strategies. The focus, for all the variety of the Dialogue's substantive programs, comes down to the individual and household, in an essential concern for Wellness and material viability; the dignity that is enshrined in the notion of Privacy; and the sound Economic practice, embracing reasoned policies on education and infrastructure, that can sustain all these purposes. If there is a unifying theme running through the Dialogue's yearly cycle, it is the centrality of that trio of key concerns, each linked with all the others, and the essential interests of the diverse women and children, and men, targeted in each of these policy areas. All against the persisting backdrop of our invincible, ever vivifying diversity of manners, outlooks, and styles of understanding.

- Health and Wellness, Domestic Security from Violence
- Privacy and Information Technology
- Economic Policy and Entrepreneurship, Education and Investment, Immigration

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Main Office, 1629 K Street, N.W., Suite 300 Washington, D.C. 20006 Tel: [FfxVa] 703-631-0650, Fax: [FfxVa] 703-631-0617
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