



Joint Center for Political and Economic Studies



2002
Annual Report

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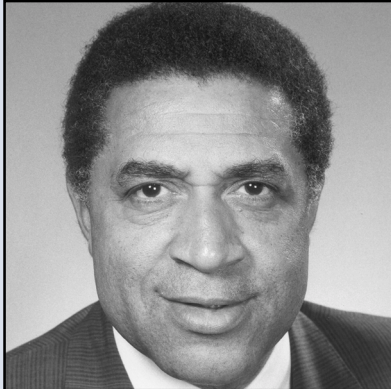
Our Vision

Empowering People Through
Information and Technology

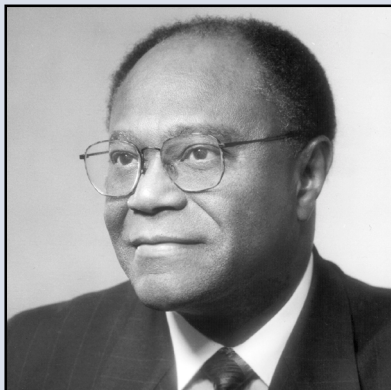


Our Mission

The Joint Center for Political and Economic Studies informs and illuminates the nation's major public policy debates through research, analysis, and information dissemination in order to: improve the socioeconomic status of black Americans and other minorities; expand their effective participation in the political and public policy arenas; and promote communications and relationships across racial and ethnic lines to strengthen the nation's pluralistic society.



Elliott S. Hall
Chairman of the Board



Eddie N. Williams
President

For the entire nation, 2002 was a most challenging year. Still reeling from the economic slump and the September 11, 2001, terrorist attacks, the Joint Center for Political and Economic Studies, like many businesses and nonprofit organizations, began the year by taking stock of our core mission and re-evaluating how this institution can best serve a diverse and growing constituency. In a post-September 11 environment, it was especially important that we paid close attention to the impact the terrorist attacks might have on public policies that affected not only the country in general, but African Americans in particular.

At the start of the year, we held a forum, “America in Transition: Rethinking National Policy Priorities,” to assess how the Bush administration’s policy shifts from a domestic-focused agenda to one dominated by an emphasis on fighting terrorism affected various population groups. The Joint Center invited Michael H. Armacost, president, The Brookings Institution; Sanford Cloud, Jr., president, National Conference for Community and Justice (NCCJ); and Robert Greenstein, executive director, Center on Budget and Policy Priorities, to discuss international relations and national security, economic opportunity and social policy, and civil rights and civil liberties.

As a research and public policy think tank, we use data, information, and years of accumulated knowledge and insight to inform, influence, and shape society. Our research and analyses take many forms, and one unique source of Joint Center information is our very own policy magazine, *Focus*. The magazine received a “facelift” and the new, improved *Focus* debuted in 2002. The redesign makes it easier for readers to use and interact with the Joint Center. And while we continued our traditional coverage of national policy issues, we added a few new feature columns. These changes were intended to strengthen our news coverage of business development, foreign affairs, and grassroots activities, as well as expand our ongoing coverage of economic policies and politics.

the Chairman and the President

On the economic front, we continued our critical work in job creation and employment. The Joint Center began work on the second volume in our signature series, *The Black Worker in the 21st Century*. Volume two will examine how traditional and innovative education and training programs affect African Americans in the workforce.

The events of 2001 also adversely affected our fundraising efforts, and we, like others, are still trying to fully recover. Despite these very real funding challenges, we continued to create Joint Center programs that responded substantively to the policy issues of the day — and to the needs and interests of our target audiences. We completed a major Strategic Planning Review which charted a course for the Joint Center to continue to be this nation's leading research institution on political and socioeconomic issues impacting black Americans and underserved populations. It also sets the course for us to achieve our institutional goals and realize our vision, to *empower people to help themselves through information and technology*.

There also was reason for us to celebrate. At the Joint Center's 2002 Annual Dinner, we paid tribute to a civil rights icon, Dr. Dorothy I. Height, president emerita and chair of the National Council of Negro Women. A special tribute and presentation was made to Dr. Height in

honor of her 90th birthday. Corporate leaders and elected officials, along with leaders from the civic, civil rights, labor, and religious communities, celebrated her life and her life-long commitment to civil and economic rights. We felt it was most fitting to present Dr. Height with a framed, limited edition print of "Think Tank," based on original artwork by the renowned Washington, DC, artist Sam Gilliam, done in collaboration with famed printer Lou Stovall. Mr. Gilliam created "Think Tank" in 1995 on the occasion of the Joint Center's 25th anniversary. The original work of art is on display at the Joint Center's headquarters.

And we were especially gratified to receive a \$7 million grant from the W. K. Kellogg Foundation to create a brand new Health Policy Institute. Since the early 1990s, the Joint Center has tracked and reported on the health of African Americans and other minority communities. Our research has focused on access and equity issues, managed care, and HIV/AIDS. This new Institute will help expand the Joint Center's current work in these areas. The Health Policy Institute will also provide a national platform for minority health issues and give blacks and those populations who are often neglected a meaningful voice in the health policy debates.

As you will see from our 2002 Annual Report, despite a difficult policy and economic environment, our accomplish-

ments were significant. We could not have achieved this without the support of our very dedicated, excellent staff and the leadership of our board of governors. And we are most thankful to the foundations, corporations, government agencies, and individuals who continued to invest in the Joint Center and provide essential financial support for our programs.

Looking towards the future, foremost in our minds is the continued strengthening of this institution's infrastructure and financial foundation. New planned initiatives have been designed with the goals of our new strategic agenda in mind — and the complex needs of our changing, diverse audiences. We take the trust and confidence you have placed in the Joint Center and our work very seriously. As we plan for the future, we are confident that our unique research, analyses, and programs will continue to drive public policy discussions and influence policy change for the betterment of every American.



Elliott S. Hall
Chairman



Eddie N. Williams
President

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Since its beginning, the Joint Center for Political and Economic Studies has documented and analyzed the political and economic status of black Americans and other underserved populations and has sought to gain insight into their views and attitudes. We share this critical information with opinion leaders, elected officials, corporate America, and the general public to help ensure well-informed political participation and to contribute to policies that promote economic advancement for all Americans. Our work in 2002 examined a wide range of public policy issues. Highlights of some of our major program activities and their impact follow.

Finding Common Ground

The United States continues to be an increasingly diverse nation. The Hispanic population is growing faster than the African American population, exceeding African Americans in the last Census count. Hispanics are now the largest minority population group in the U.S. And we have seen a rising influx of new immigrants and refugees all seeking the American Dream. In the public policy arena, policy influentials can no longer limit their focus to the dynamics of black-white relations. They must consider the dynamics of black, white, and brown relations and their long-term political, economic, and social impact on society.

In 2002, as part of the Joint Center's "Views of the Future" project, we conducted a national opinion poll of African Americans, Hispanics, and the general population. This project looked at the demographic and generational changes



Maria Echaveste, former Clinton White House chief of staff, discusses the role of Hispanics in minority coalitions as a keynote speaker at our conference, "Redistricting, 1992-2002: Voting Rights and Minority Representation."

occurring within and between racial/ethnic groups. A key emphasis was to identify those areas where blacks, Hispanics, and whites hold shared views on political and public policy issues. Initial survey results were released as part of our 2002 National Opinion Poll on politics. Additional releases on education issues and race relations were scheduled for 2003. This research is helping policymakers not only understand the great diversity of viewpoints that exists within majority and minority communities based on gender, age, and

experience but also learn how blacks, Hispanics, and whites view our changing, diverse nation.

The Joint Center's Network of Alliances Bridging Race and Ethnicity (NABRE) program developed tools for local organizations that wanted to foster better relations among different groups within their own communities. NABRE also provided venues in which communities and individuals built and strengthened relationships across racial and ethnic lines. In the beginning of the year, NABRE convened a three-day how-to-forum on "Creating Collaborative Approaches to Address Racial Injustice in Communities." This event brought together 18 national and community-based organizations representing varying approaches to race relations and racial justice activities. Emerging from this forum was the publication, *Holding Up the Mirror: Working Interdependently for Just and Inclusive Communities*. Released and widely distributed, this essential book describes nine distinct approaches to race relations and racial justice, and recommends effective ways to create strategic collaborations to address community issues. Reaching out to youth, NABRE hosted a three-week online dialogue entitled "Beyond Your Comfort Zone." Nearly 100 high

“ We share this critical information to help ensure well-informed political participation and to contribute to policies that promote economic advancement for all Americans. ”



Dr. Dorothy Height, president emerita of the National Council of Negro Women, receives a framed print of Sam Gilliam's "Think Tank" for her 90th birthday at the Joint Center's 2002 annual dinner. The piece was created for the Joint Center's 25th anniversary. Making the presentation (l-r): Joint Center President Eddie N. Williams, Joint Center board chair and Dykema Gossett partner Elliott Hall, artist Sam Gilliam, and printmaker Lou Stovall.

school students in the Miami-Dade County Public Schools participated. During the chat sessions, the students discussed and debated their ideas for easing racial and ethnic tensions in public schools. The school system followed up by convening a group of 80 students to plan school activities based on the ideas raised.

To address the rising influx of refugees and other immigrants in the Midwest and its impact on communities, NABRE also sponsored a regional conference with the Roy Wilkins Center on "Building Inclusive Communities." The two-day conference attracted 200 participants from Minnesota, Iowa, North and South Dakota, and Wisconsin. Chief among the workshop topics discussed were the new challenges communities have been facing as they adjust to the new diversity. The conference's success led to the launch of a six-state Upper Midwest Regional Network. Hosted by the Roy Wilkins Center, the Network encourages cooperation and collaboration among organizations in the six states that work on race relations and racial justice issues.

Diversity also has implications for the workplace. While a diverse workforce is both desired and necessary, it brings a whole host of complex and interrelated issues to the table. To better understand

and address how race, ethnicity, culture, language, gender, and class all impact the ability of workers to secure and sustain employment, the Joint Center developed a set of tools on cultural competence. Three publications were produced, aimed at employers and employees alike. *Building Cultural Competence: A Tool Kit for Workforce Development*, and the two companion workbooks, *Investing in Success: A Supervisor's Guidebook for Supporting and Retaining New Workforce Entrants in Today's Multicultural Workforce* and *Fresh Start: An On-the-Job Survival Guide*, provide employers, workforce development professionals, and workers with strategies that promote culturally competent attitudes, behaviors, and policies. This set of publications helps organizations embrace diversity, improve communications and interaction, and increase productivity.

Financial Supporters: Otto Bremer Foundation; Annie E. Casey Foundation; John S. and James L. Knight Foundation; Smith Richardson Foundation; AOL Time Warner Foundation; and General Support Donors.

Community Development

Even in a strong national economy, some communities fail to reap their

share of benefits for their residents due to the inadequacy of their local financial and human resources. When the economy declines, the impact on services for poor and working-class communities is especially severe. Building on our earlier work in healthcare initiatives and workforce development, the Joint Center released a guidebook that identifies programs that foster community economic development by providing locally based health services or by fostering job creation. Our *Resource Guide to Community-Based Health and Community Development Initiatives* profiles 44 programs and initiatives with promising practices, and includes details on the sources of funding used by the programs. The resource guide is an invaluable tool for community-based health providers and development organizations.

The Joint Center moved a step closer to completing a "data warehouse" that includes features for community planning and development. Through DataBank — the Joint Center's online warehouse of demographic and socioeconomic statistics — community organizations, leaders, and residents will have rapid access to the vast stores of data collected by federal and state agencies on communities and regions. Local leaders and organizations will be able to use the analytic data tools provided to de-



Lisa Handley, a principal at Frontier International Electoral Consulting, listens as Joint Center senior research associate David Bositis answers questions at our “Redistricting, 1992-2002” conference.



Christopher F. Edley, Jr., codirector of the Civil Rights Project at Harvard University Law School, offers an African American view of minority voting coalitions as a keynote speaker at “Redistricting, 1992-2002.”

velop their own successful strategies for economic development, including the ability to match their community with other communities whose demographics, economies, and policy environments are similar to their own. The goal of DataBank is to provide statistical information that can be manipulated online to create profiles, graphs, and maps useful in documenting the environment and producing effective development policies and plans. Towards that end, in 2002 we worked closely with the U.S. Census Bureau to complete an initial working model with the DataFerrett application tool. A considerable amount of our time was spent transforming the powerful DataFerrett software into a friendly tool for community users.

The ability of communities to build their local economies and social infrastructure becomes even more critical as communities absorb new residents, especially those recently released from prisons. Since 2001, the Joint Center has conducted research on criminal justice policy and its impact on African Americans. We fielded a national survey of black elected officials on major criminal justice issues, and in 2002 completed a report detailing the views of BEOs on

prisoner reentry issues, crime prevention and post-incarceration strategies, and alternative policies and programs. We also began work on a second study to assess the attitudes of minority-owned businesses toward the hiring of ex-felons and the economic impact of criminal justice policies on the black population.

Financial Supporters: Annie E. Casey Foundation; Ford Foundation; W.K. Kellogg Foundation; Open Society Institute; and General Support Donors.

Maintaining Basic Rights

Following every decennial Census, political boundaries for electoral office are redrawn in an attempt to meet the Supreme Court’s mandate for “one man, one vote.” While we saw historic highs in the election of black officials following the 1990 Census, there were few gains for African Americans and Latinos after the 2000 Census.

As part of our work on the multiyear project on voting rights, the Joint Center held a major conference, “Redistricting, 1992-2002: Voting Rights and Minority Representation” to examine the impact of remapping on black and Latino

representation and to explore the value of coalition building between the two groups. A distinguished panel of national scholars and activists discussed the legal and political ramifications surrounding redistricting, and provided insight on black, Hispanic, and partisan perspectives. Panelists included Anita Hodgkiss, project director, Lawyers Committee for Civil Rights Under the Law; Laughlin McDonald, director of the American Civil Liberties Union Foundation’s southern regional office; Leo F. Estrada, UCLA professor of urban planning; Georgia state senator Robert Holmes; and keynote speakers Christopher F. Edley, Jr., co-director of the Civil Rights Project at Harvard University Law School, and Maria Echaveste, former White House chief of staff under President Clinton. The conference received widespread attention and was covered by national and local media. Papers presented at the conference will be published in a multiauthor book scheduled for release in 2003.

In 2002, the Joint Center released *Black Elected Officials: A Statistical Summary, 2000*. The report marked the 30th anniversary of the Joint Center’s

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count of black elected officials (BEOs). Since we published the first roster in 1970, the number of BEOs had increased six-fold, from 1,469 to 9,040 BEOs. These gains are significant. But the story behind the numbers reveals several trends that have even more significant implications for black politics in particular and politics overall. The old guard of black elected leadership is rapidly being replaced by a younger generation whose views and experiences differ markedly. For example, 34.5 percent of all BEOs are now women — in fact, black women accounted for all the growth in BEOs between 1998 and 2000. And an increasing number of black mayors are being elected in large cities with non-black-majority constituencies. The generational transfer of black leadership, the growing number of women BEOs, the rise in the number of BEOs from cities without a black majority population, and the tremendous population growth among Hispanics are reshaping the nation's political landscape.

Financial Supporters: Ford Foundation; Joyce Foundation; and General Support Donors.

Politics and the 2002 Elections

Just prior to the November midterm elections, we held a news conference to release the results of our signature National Opinion Poll. The 2002 poll on politics revealed distinct differences between blacks and whites on the war with Iraq and the most important national problems facing the nation. African Americans strongly opposed the White House's policy on Iraq, while a majority of the general population agreed with it. Not surprisingly, with the steep decline in the economy, blacks ranked the

“The old guard of black elected leadership is rapidly being replaced by a younger generation whose views and experiences differ markedly.”

economy and unemployment as the most important national problems. Whites, however, rated terrorism and war as the most important problems facing our nation. The poll also found that despite fewer blacks identifying themselves as Democrats, over 70 percent of African Americans said they would vote for Democrats for Congress in the November elections. Although their party identification is shifting, African Americans continue to vote overwhelmingly Democratic.

A Joint Center “Post-Election Analysis” forum on Capitol Hill analyzed critical issues that emerged from the November 5 vote. Congressman John Conyers (D-MI); Maryland Lieutenant Governor-elect Michael Steele; Alvin Williams, president and CEO of Black America's Political Action Committee; and Joint Center senior research associate David Bositis discussed the election results, their impact on legislative objectives important to blacks, generational change among BEOs, and current strategies to expand political diversity in the black community. To ensure that the post-election analysis reached the broader public as well as policy influentials, the forum was audiocast on the Joint Center's web site. This timely forum also was featured in *Focus*, our public policy magazine.

Financial Supporters: General Support Donors.

Health Policy and Education

In South Africa, the Joint Center continued its work on the innovative two-year Swaziland In-School Youth HIV/AIDS Prevention and Education Program begun in 2001. In partnership with the Schools Health and Population Education (SHAPE) program, the Joint Center utilized teachers as the primary vehicle to help curb the spread of HIV and AIDS among young people in Swaziland. Briefings were held throughout the year to enlist support and gain buy-in from key stakeholders, including the government, traditional leadership, regional education officers, school principals, teacher organizations, and, importantly, parents. Training manuals were produced, with 54 senior trainees and 605 associate trainees receiving comprehensive technical instructions in order to train the teachers in participating schools. A baseline study was conducted to measure the success of the training, with results to be released in 2004.

Stateside, the Joint Center also continued its commitment to researching the health status of and available healthcare services for adolescents and youth. Over the last decade, many positive changes have occurred among this population, especially among African American adolescents. Pregnancy and birth rates significantly declined and the number of teens completing high school or high school equivalency programs increased. To assess commonly held



Michael H. Armacost, president of the Brookings Institution, discusses changes in international relations and national security after the September 11 attacks at our forum, “America in Transition: Rethinking National Policy Priorities.” Seated (l-r): Moderator Roger Wilkins, professor of history at George Mason University; Robert Greenstein, executive director of the Center on Budget and Policy Priorities; and Sanford Cloud, Jr., president of the National Conference for Community and Justice.

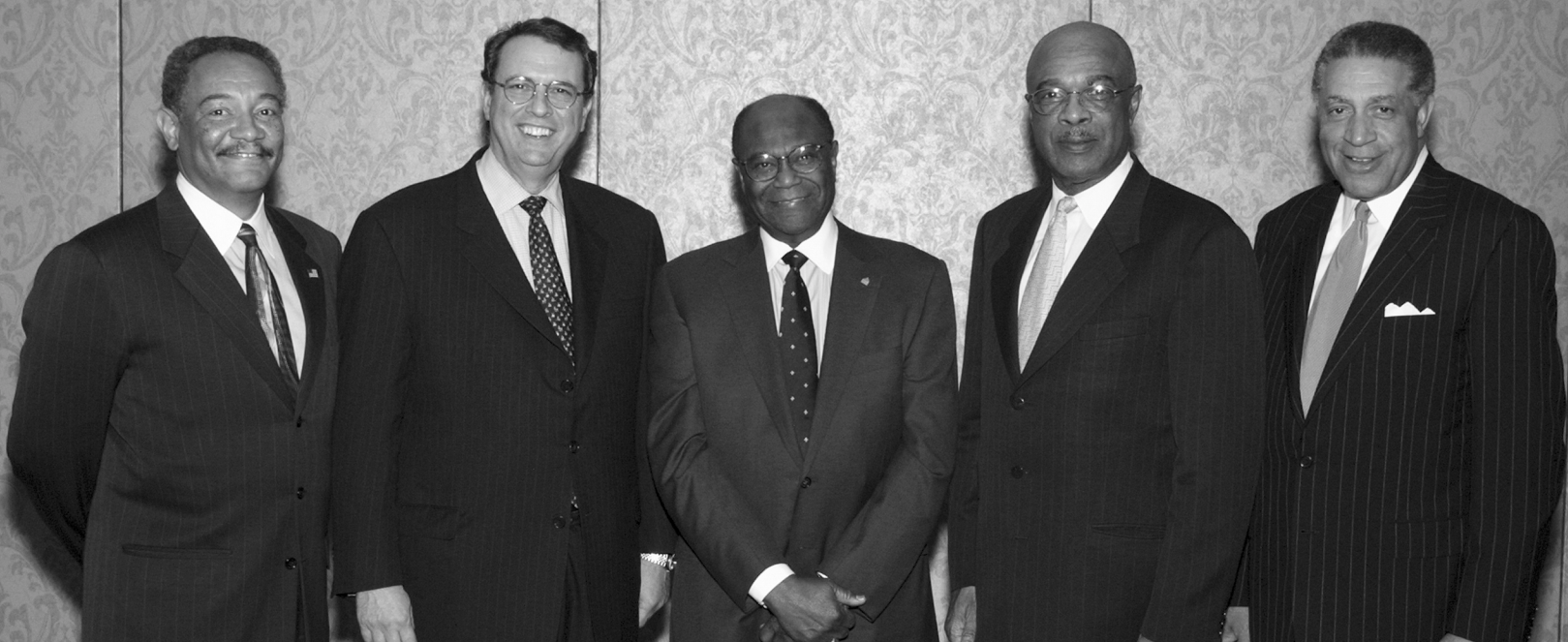
myths and provide facts about teen sexual and reproductive health behavior; the Joint Center produced extensive research on this subject. A summary report, *The Reproductive Health of African American Adolescents: What We Know and What We Don't Know*, analyzed publicly available research on the subject to separate truth from fiction about teens' attitudes, knowledge, behavior, and health outcomes. Two issue briefs discussed findings on the influence of peers and family on African American teens' sexual and reproductive behavior. Completing the series were five extensive Fact Sheets on selected topics drawn from the full report. This comprehensive set of publications gives health professionals, care givers, researchers, advocates, and policymakers tools to help evaluate and provide the most appro-

priate reproductive health policies and services for African American youth.

The last Census count revealed disturbing news about the increasing number of people — disproportionately poor and underserved populations — without health insurance. In recognition of our long-standing reputation for providing relevant policy information and our crucial work on the health status of blacks and other minority groups, the Joint Center was awarded a \$7 million grant to create a new Health Policy Institute housed at the Joint Center's headquarters. This significant grant will allow the Joint Center, over the course of several years, to expand its current work on key health policy issues and collaborate with health policy organizations as well as national and local community-based organizations. A host of activities are

planned, including polling and data gathering, forums and public events, and technical support for community-based organizations. These activities, along with the research gathered, will focus needed attention on the health concerns of African Americans and underserved populations at the federal, state, and local levels.

Financial Supporters: Bristol-Myers Squibb Foundation; Annie E. Casey Foundation; W. K. Kellogg Foundation; and General Support Donors.



At the Joint Center's 2002 annual dinner, Eddie N. Williams (c) poses with (l-r) General Committee Chair Weldon H. Latham, senior partner at Holland & Knight; National Dinner Chair Daniel A. Carp, president and CEO of Eastman Kodak Company; Hon. Rod Paige, U.S. secretary of education; and Elliott Hall.

2002 Joint Center Events

"America in Transition: Rethinking National Policy Priorities" ♦ Forum, Washington, D.C., January

"Creating Collaborative Approaches to Address Racial Injustice in Communities" ♦ NABRE Forum, Elkridge, MD, February

Joint Center Annual Dinner ♦ Washington, D.C., March

"Building Inclusive Communities" ♦ NABRE Conference, Minneapolis, MN, May

"Redistricting, 1992-2002: Voting Rights and Minority Representation" ♦ Forum, Washington, D.C., May

Regional HIV/AIDS Macroeconomic Modeling ♦ Workshop, Stellenbosch, South Africa, May

HIV/AIDS and Economics ♦ Workshop, Pretoria, South Africa, May

Regional HIV/AIDS Methodology ♦ Workshop, Pretoria, South Africa, May

Joint Center 2002 National Opinion Poll ♦ Press conference, Washington, D.C., October

"Post-Election Analysis" ♦ Forum, Washington, D.C., November

NEW MEDIA

"Working with Youth on Intergroup Tension and Conflict" ♦ NABRE Internet chat session, January

"Combating Hate" ♦ NABRE Internet bulletin board, January

"Black History Month" ♦ NABRE Internet bulletin board, February

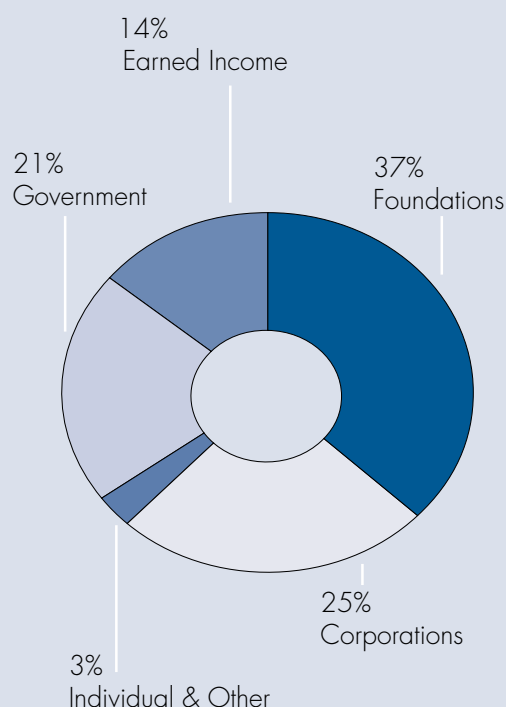
"Bridging Racial Differences to Improve Education in our Local Public Schools" ♦ NABRE Internet bulletin board in collaboration with the National Education Association, March-April

"Rodney King 10 Years Later" ♦ NABRE Internet bulletin board, April

"Beyond Your Comfort Zone" ♦ NABRE Internet message board on America Online (AOL) Digital City, South Florida, September-October

2002 Finances

Revenue by Source



The balance sheets and statements of activities for 2002 and 2001 are summarized on these pages. At the end of each year, the auditors present to the board the audited financial statements and an evaluation of our internal financial controls.

Copies of the complete audited financial statements are available upon request.

Balance Sheets: December 31, 2002 and 2001

	General Operating Fund	Endowment Fund	Total All Funds	
			2002	2001
ASSETS				
Cash and cash equivalents	\$413,150	\$168,694	\$581,844	\$776,707
Investments	847,814	6,625,998	7,473,812	8,156,782
Grants receivable	237,798	-	237,798	420,179
Pledges receivable	75,000	-	75,000	27,250
Other receivables	38,422	-	38,422	44,255
Accrued interest receivable	55	25,030	25,085	95,726
Prepaid expenses and advances	57,364	-	57,364	59,435
Fixed assets, net	16,241	-	16,241	52,946
Total assets	1,685,844	6,819,722	8,505,566	9,633,280
LIABILITIES AND NET ASSETS				
Liabilities:				
Accounts payable	\$746,401	-	\$746,401	\$524,502
Accrued salaries, benefits, and taxes	223,499	-	223,499	290,294
Other accrued liabilities	31,338	-	31,338	26,182
Unearned grant revenue	235,381	-	235,381	55,723
Total liabilities	1,236,619	-	1,236,619	896,701
Net assets:				
Unrestricted:				
Weaver Memorial Fund	108,717	-	108,717	406,567
Program Development Fund	81,937	-	81,937	758,697
Undesignated	(2,035,698)	585,208	(1,450,490)	(467,828)
Total unrestricted	(1,845,044)	585,208	(1,259,836)	697,436
Temporarily restricted	2,294,269	-	2,294,269	1,804,629
Permanently restricted	-	6,234,514	6,234,514	6,234,514
Total net assets	449,225	6,819,722	7,268,949	8,736,579
Total liabilities and net assets	\$1,685,844	\$6,819,722	\$8,505,566	\$9,633,280

STATEMENTS OF ACTIVITIES: Years ended December 31, 2002 and 2001

	General Operating Fund	Endowment Fund	Total All Funds	
			2002	2001
Changes in unrestricted net assets:				
Revenues and gains:				
Grants and contributions	\$1,672,216	-	\$1,672,216	\$2,653,577
Fundraising events	860,700	-	860,700	1,021,250
Investment income (loss)	5,690	(120,225)	(114,535)	(534,254)
Gain in foreign currency translation	41,771	-	41,711	-
Dues, fees, and other income	55,966	-	55,966	159,704
Total revenues and gains	2,636,343	(120,225)	2,516,118	3,300,277
Other support:				
Net assets released from restrictions	2,079,058	-	2,079,058	1,342,362
Interfund allocation of accumulated earnings	1,000,000	(1,000,000)	-	-
Total other support	3,079,058	(1,000,000)	2,079,058	1,342,362
Total support and revenues	5,715,401	(1,120,225)	4,595,176	4,642,639
Expenses:				
Program services:				
Economic Advancement	954,553	-	954,553	813,898
DataBank	401,669	-	401,669	338,312
Political Participation Studies	732,060	-	732,060	603,129
Minority Business Program	370,047	-	370,047	385,040
Network of Alliances Bridging Race and Ethnicity	783,820	-	783,820	602,578
International Affairs	1,623,917	-	1,623,917	2,048,459
Communications and Marketing	864,694	-	864,694	723,679
Total program services	5,730,760	-	5,730,760	5,515,095
Supporting services:				
Management and administration	212,807	49,188	261,995	447,553
Fundraising events	559,692	-	559,692	546,922
Total supporting services	772,499	49,188	821,687	994,475
Total expenses	6,503,259	49,188	6,552,447	6,509,570
Decrease in unrestricted net assets	(787,858)	(1,169,413)	(1,957,271)	(1,866,931)
Changes in temporarily restricted net assets:				
Contributions	2,568,697	-	2,568,697	1,423,300
Net assets released from restrictions	(2,079,058)	-	(2,079,058)	(1,342,362)
Increase (decrease) in temporarily restricted net assets	489,639	-	489,639	80,938
Increase (decrease) in net assets	(298,219)	(1,169,413)	(1,467,632)	(1,785,993)
Net assets, beginning of year, as restated	747,444	7,989,135	8,736,579	10,522,572
Net assets, end of year	\$449,225	\$6,819,722	\$ 7,268,949	\$8,736,579



The second pilot online message board hosted by the Joint Center's NABRE program in collaboration with the Miami-Dade County School System's Department of Cultural Diversity.

Publications

PRINT

*2002 National Opinion Poll:
Politics*
David A. Bositis

*Black Elected Officials:
A Statistical Summary, 2000*
David A. Bositis

*Building Cultural Competence:
A Tool Kit for Workforce
Development*
Karyn Trader-Leigh

*Fact Sheets on the Reproductive
Health of African American
Adolescents: "Sexual Activity";
"Sexually Related Disease";
"Pregnancy and Childbirth";
"Contraceptive Use"; and
"Reproductive Health Knowledge,
Attitudes, Expectations, and
Intentions"*
Wilhelmina A. Leigh and Julia L.
Andrews

*Family Influence on Sexual
Behavior: What We Know About
African American Teens*
Wilhelmina A. Leigh and Julia L.
Andrews

*Fresh Start: An On-the-Job
Survival Guide*
Karyn Trader-Leigh

*From Talk to Action: An Online
Response to Racial Profiling*
Sheila Collins

*Holding Up the Mirror:
Working Interdependently for
Just and Inclusive
Communities*
Maggie Potapchuk

*Investing in Success:
A Supervisor's Guidebook for
Supporting and Retaining
New Workforce Entrants in
Today's Multicultural
Workforce*
Karyn Trader-Leigh

*Peer Influence on Sexual
Behavior: What We Know
About African American
Teens*
Wilhelmina A. Leigh and Julia
L. Andrews

*The Reproductive Health of
African American Adoles-
cents: What We Know and
What We Don't Know*
Wilhelmina A. Leigh and Julia
L. Andrews

INTERNET

*DataBank Fact Sheets:
"Consumer Expenditures";
"Educational Attainment"*
Roderick Harrison and
Cassandra Cantave

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Glenn F. Ivey

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