

UNITED STATES OF AMERICA

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THE PRESIDENT'S INITIATIVE ON RACE

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RACE IN THE WORKPLACE

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WEDNESDAY

JANUARY 14, 1998

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C-O-N-T-E-N-T-S

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1 American and two percent Asian/Pacific Islander; more
2 or less. Even as we speak, perhaps, the demography

1 hope that the people of Phoenix will recognize the

1 fact, the secret of our success. It is, in fact, what
2 makes us strong.

3 Our newest initiative in the City of
4 Phoenix "We're all on the same team" is a cultural

1 countless other diverse celebration. We have sought
2 and attracted national gatherings of the U.S. Hispanic

1 understands the needs of workers and she understands
2 the challenges that they face.















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1 47 years of my life we are still talking about this.
2 So something -- if there's a will, this can be ended;
3 locally.

1 officers, most of them say that woman do that the
2 best. So, therefore, maybe we should change some of

1 diversity classes and things like that. And going
2 through some of those classes, it was my impression or
3 I've heard a white male over 40 say that if it was up
4 to him to hire a qualified black or his brother or
5 sister, that's who he was going to hire. So I guess

1

MS. JAMES: My name is Cheryl James (ph).

1 about, you know, programs and stuff, nevertheless, it
2 should be thought about.

3 I mean I just might say as aside; it is
4 not proved that nothing can be done that you have the

1

MR. CARDENAS: Thank you.

1

take place to ensure that our young people understand

1 from 135 high schools in the Washington, D.C.

1 complaint, usually there was a fact-finding meeting in
2 which the representative of the employee could come in
3 with the representative of the employer and discuss

1 about some deficiencies in that process and I think
2 they're legitimate from what I'm hearing and what I
3 understand. Do you have something that relates
4 specifically to discrimination in the workplace

what t

1 qualified, such as myself, have not had the
2 opportunity to apply to. Mr. Holzer, if that's your

1 average, use of informal networks does generate
2 productive employees. It does have the split side
3 that it leaves out people, out of the networks that

1 housed in those two rooms. One through four in one
2 room; five through eight in the other room and two
3 teachers. And little or nothing else.

1 goes.

2 It is systemic. It's institutionalized,

1 listened to all the things and I saw the charts that

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But my comment to the panel I would like

1 Arizona State University. I've been doing this
2 research for several years and I've discovered that

1 entitled matter concluded.)
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