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

hope that the people of Phoenix will recognize the 1

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

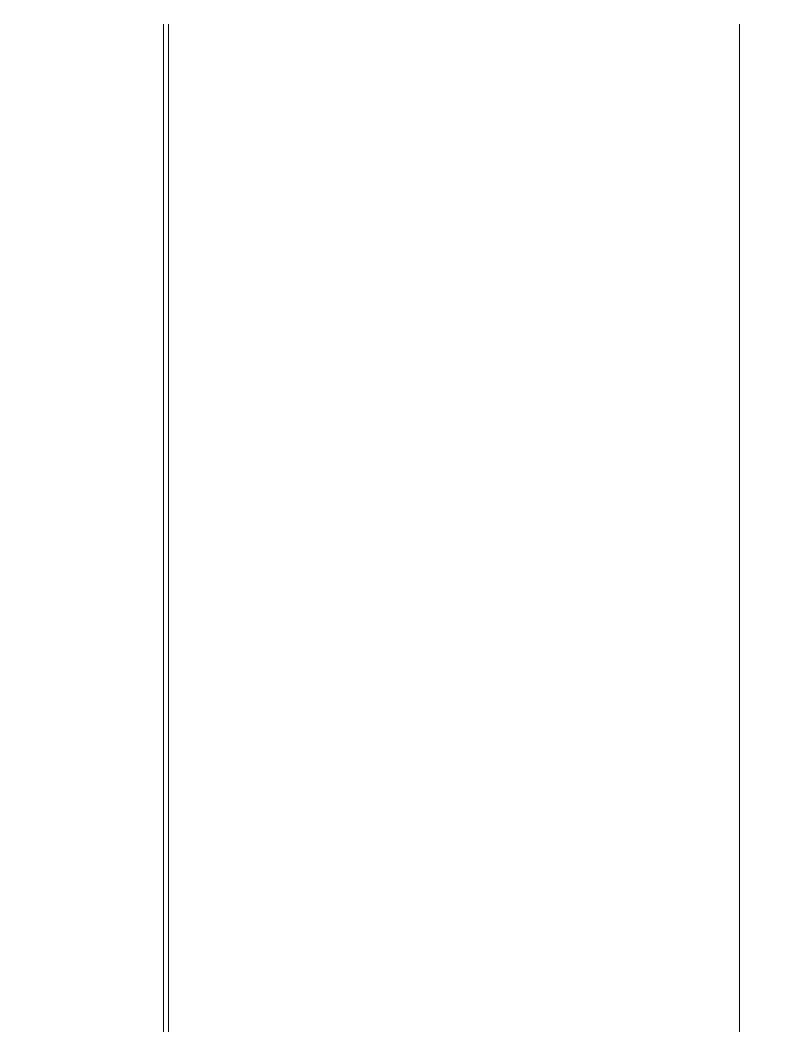
Our newest initiative in the City of

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

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

understands the needs of workers and she understands 1 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.

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

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

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

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

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

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MR. CARDENAS: Thank you.

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take place to ensure that our young people understand

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

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

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

what t

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

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

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

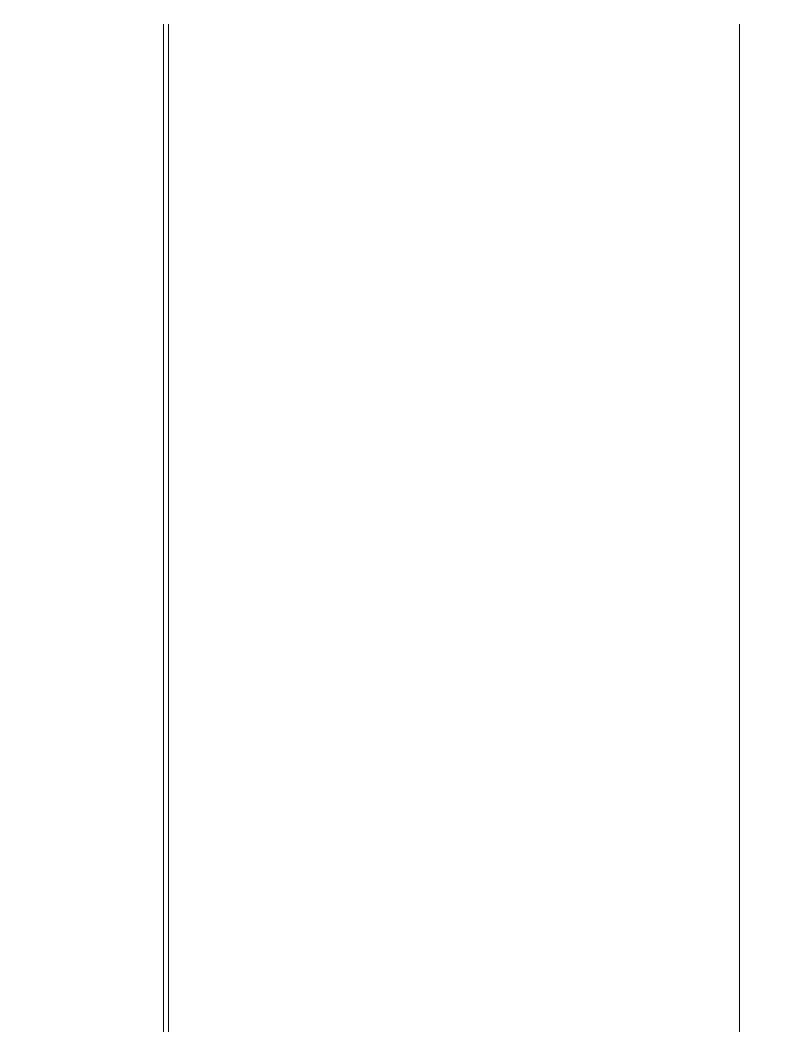
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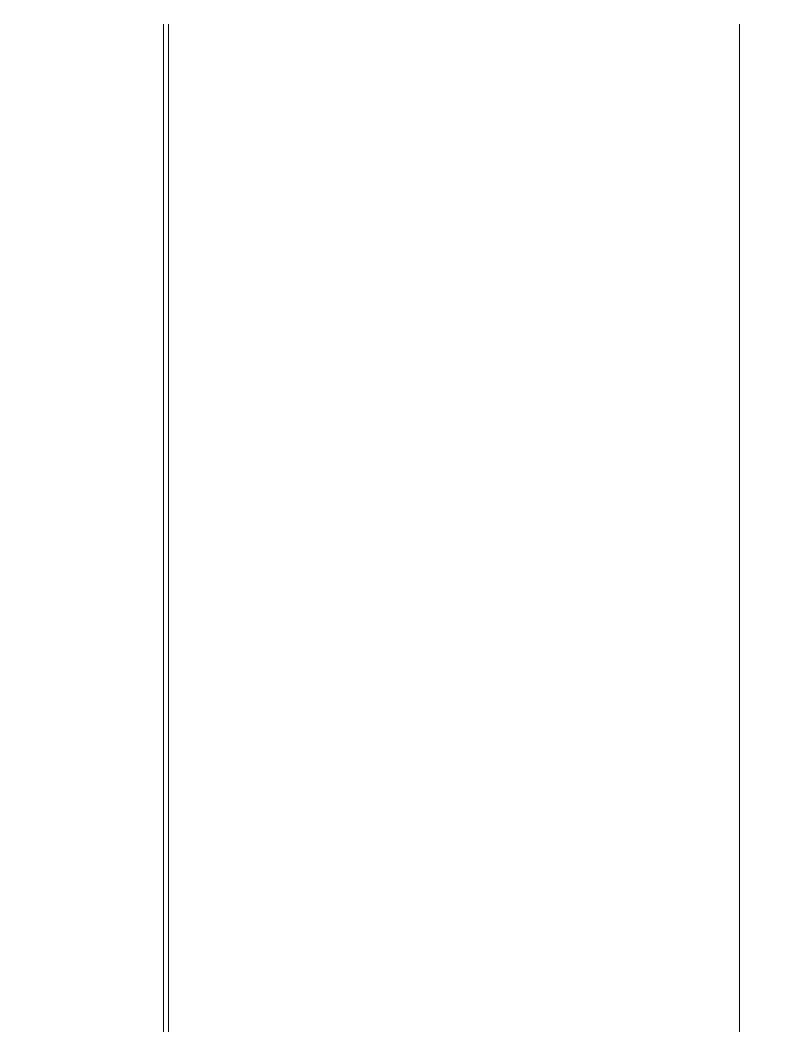
It is systemic. It's institutionalized,

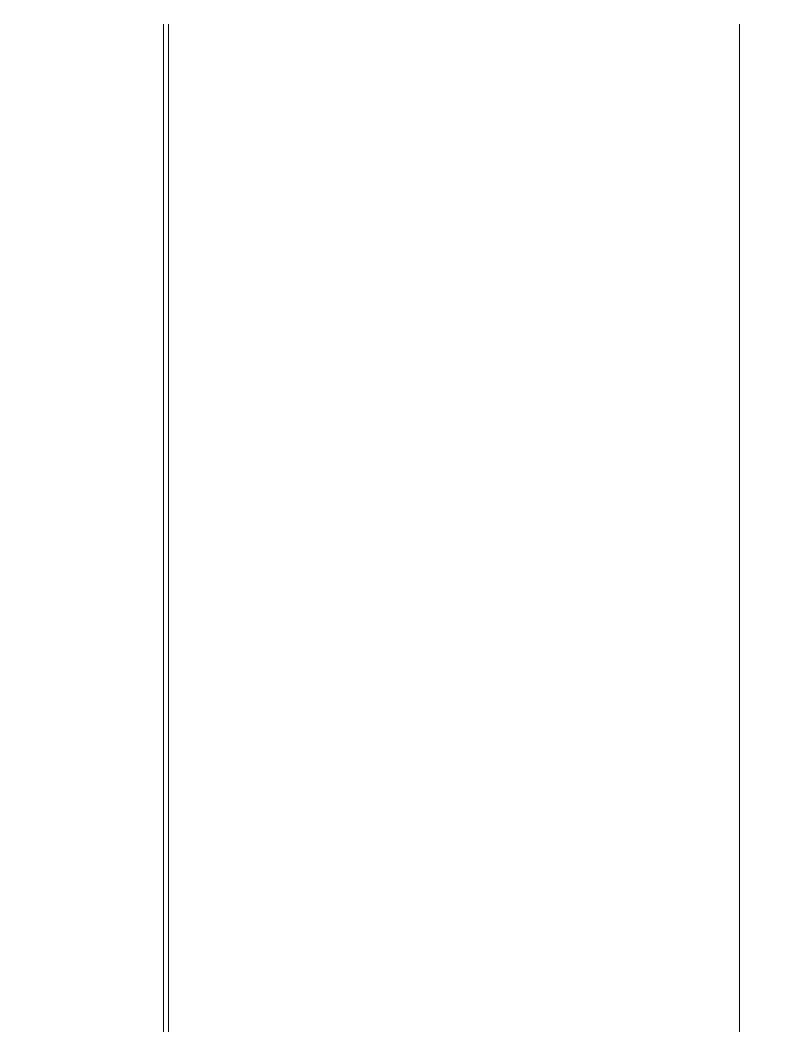
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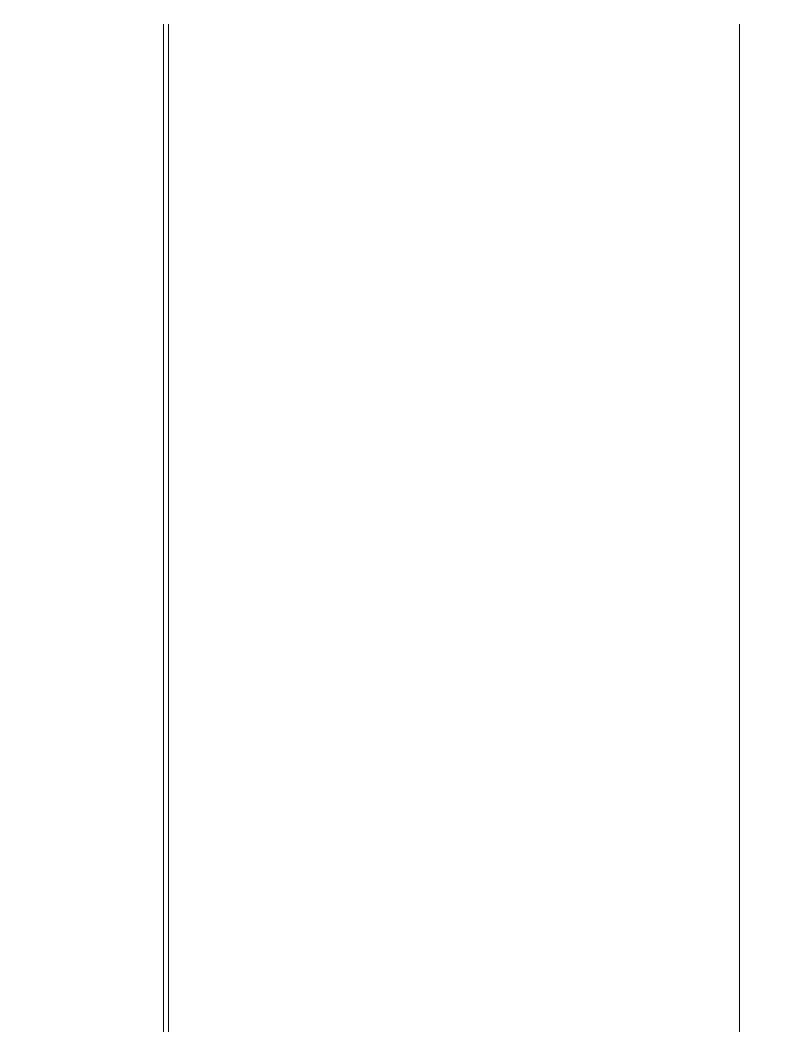
listened to all the things and I saw the charts that

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But my comment to the panel I would like

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

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